

Advisory Committee of Racial Equity, Inclusion, and Human Rights

Minutes for the Tuesday, February 24, 2026 Meeting

6:00p | Council Chambers

Members Present: Member Sharon Webber, Member Adam Baker, Member Suzette Furrow, Member Kathryn Robinson, Vice Chair Shane Boyes, Member Mark Roth, Chair Katie Brydon,

Members not present: Excused absences: Member Teresa Fallon, Secretary Rheyln Burke, Student Rep. Emme Nguyen

City of Bangor staff and guests present: Assistant City Manager, Courtney O'Donnell, City Council Liaison, Michael Beck

Call to Order

Call to order at 6:00pm

Introduction of Adv. Committee members and city members present

- Welcome new member, Adam Baker

Roll Call: Attendance

Excused absences:

- Member Teresa Fallon
- Secretary Rheyln Burke

Public Comment

Jason Goodrich, emailed about Standing Committee for Homelessness and Affordable Housing Committee. Asked that individuals with lived experience to participate meaningfully in the committee and for ACRE to provide recommendation to the Council

- Will be two standing committees for homelessness and affordable housing
- Review of the ordinances for Homelessness committee will happen on March 2
- On March 6, the ordinance on the Affordable Housing Committee on April 6 will be reviewed
- The city has identified a goal of having individuals with lived experience; not setting a firm ordinance in the event that individuals that meet those criteria are not identified

Member Webber shared that there are many individuals who are living in Bangor now who have experienced homelessness; she does not think that it would be difficult to identify individuals

Member Roth asked if it would help to make a strong endorsement of the committees and to recommend that three spaces be left available to PWLEE

Member Baker makes a recommendation to select advocates with lived experience; baseline should be reserving space for people with lived experience

ACM O'Donnell made the point that individuals will not be publicly identified as PWLEE with unhoused

Councilor Beck asked that our committee use our connections and voice to share with individuals

Vice Chair Boyes says that we would like to make this recommendation as long as we're able to offer our support with connections, transportation, etc. – ways that we can overcome the barriers

We recommend:

- Lived experience should be included
- At least 25%
- What can we do? Use our resources to provide support and make those connections to find folks to sign up

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Motion to make the recommendation from Vice Chair Shane Boyes; seconded by Adam Baker.
Unanimously passed.

To consider asking Council:

- The committee's availability to support recruitment of membership to the housing committees
- Support in offering resources, connections, and help.
- We would like to see that the Council include expectation for preference given to those individuals with lived experiences and we can provide additional support, data, and help needed to identify the numbers
- We strongly suggest that you include 25% of individuals with lived experience

Approval of Minutes: January 27, 2026

Motion to approve – Member Roth. Seconded by Member Furrow.
Passed unanimously, no changes.

Committee Business

- Current Status of Committee
 - Review of current council structure and feedback
 - Member Roth recommends that we approach Council and request for a reciprocal relationship
 - Member Baker recognizes the lack of communication and understands how this work can be perceived by Council; recommends that we create more open/transparent communication
 - Member Furrow identified an issue with too many committees and our group meeting quorum
 - Vice Chair Boyes pointed out that we are directly following the ordinance and ACM confirmed that the City Solicitor has made it clear that our committee would need an ordinance to be disbanded; it cannot be done at the will of the Chair
 - Recommendation to ask the Council for a committee meeting to discern our priorities and to please give us an opportunity to participate in the conversation about next steps
 - Recommendation to include that we are keeping with our mission and ordinance when providing guidance to the council
 - Continue with data driven advocacy
 - Member Beck brought up that we should work with the comments from the Council: Jewish community, Korean, parents of children with IDD, etc.
 - Member Furrow brought up the opportunity to add to the calendar with months for disease and other heritage
- Can we be invited to participate in the meeting where Council is determining next steps?
 - Should we invite Council to participate in our future workshops?

Language Access Plan

To determine:

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- What languages are we encountering?
- Can we use Language Line?
 - You pay by the minute you're using the account
- Department Head Staff meeting next week
 - ACM O'Donnell will ask the departments if there is a need for LAP
- Information needed as a starting point

Council Liaison and/or Manager Update

Council celebrated Black History Month with a Proclamation

Council unanimously approved the 2026 ACREIHR Annual Report

City priorities:

- Homelessness
- Housing
- Regional cost sharing

Two ordinances were put forward

- Added to code that municipalities cannot work with
- First reading

Adjournment

Member Webber moved to adjourn, Vice Chairs Boyes second.

Unanimously approved to adjourn at 7:36 pm.

Next meeting, March 24, 2026