CHESTERTOWN UNITES

Against Racism
Vision Statement:

The Town of Chestertown aspires to become a welcoming community where people of different races, ethnic groups, and backgrounds interact, form friendships, and fully participate in the community’s social, educational, economic, political, and cultural life. The Town believes that acknowledging the racial inequities of our past and present and recognizing the contributions of all citizens will help build a more equitable community where all are respected and empowered to participate. The Town commits to working with a broad cross section of stakeholders to develop equal educational and economic opportunities so that all citizens can enjoy a more just, productive, and healthy community.
Chestertown Unites Against Racism is a comprehensive, 16-month program designed to:

1) educate the community about its history pertaining to race relations
2) pursue legislative reforms that address systemic racism in the Town of Chestertown
3) promote unity, equality, and inclusivity amongst all residents

As such, the program is organized into three main pillars:

1) EDUCATION
2) LEGISLATION
3) UNIFICATION
<table>
<thead>
<tr>
<th><strong>Education</strong></th>
<th><strong>Legislation</strong></th>
<th><strong>Unification</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>History of Chestertown Video Series</td>
<td>Equity Advisory Committee</td>
<td>Street Murals</td>
</tr>
<tr>
<td>Diversity and Cultural Trainings</td>
<td>Police Reform</td>
<td>Juneteenth Celebration</td>
</tr>
<tr>
<td>Lynching Remembrance Project</td>
<td>Ward Redistricting</td>
<td>Legacy Day</td>
</tr>
<tr>
<td>Community Dialogues</td>
<td>Zoning Ordinance Review</td>
<td>Port of Entry Sculpture</td>
</tr>
<tr>
<td>Historic Signage</td>
<td>Taxation Policy Review</td>
<td>Logo, Banners, and Flags</td>
</tr>
</tbody>
</table>
Education: Historic Video Series

- The Town will create a video series, *Chestertown in Black and White*, chronicling the community’s history from Native Americans to the Town’s designation as a Royal Port of Entry in 1706 to modern times.

- Beginning in November, one video will be produced each week over the course of one calendar year.

- Videos will examine the Town’s race relations over time, from the days of indentured servitude to slavery to Reconstruction to Jim Crow to the present.

- Each video will feature interviews with community members that have expertise on specific topics.

- The series will honor the contributions of Chestertown’s black citizens and highlight historic landmarks of importance to the African American community.
The Mayor and Council will participate in training sessions focusing on diversity, inclusion, and implicit bias.

These sessions will be recorded and made available to the public.

Recorded sessions will also be viewed by all Town staff.
The Mayor and Council will partner with the James Taylor Lynching Remembrance Coalition, a project of Sumner Hall in conjunction with several community partners, to document the lynching of James Taylor by a mob on Cross Street in 1892.

If practical, a memorial will be placed on or near the site of this lynching.

The project will educate residents about one of the darkest periods in Maryland history, when lynching claimed the lives of at least 29 black citizens in the state – including 12 on the Eastern Shore.
In conjunction with community partners, the Mayor and Council will participate in a series of community dialogues to discuss race relations in Chestertown.

Topics covered could include community policing, economic development, taxation policy on the Town and County level, and efforts to increase diversity at Town events.
• The Mayor and Council will work with community partners to add signage in the Historic District and throughout the community that honor contributions of black citizens to the development of Chestertown, and to identify and honor important landmarks to the African American community

• Possible examples for new signs:
  o Janes Church
  o Henry Highland Garnet
  o Charlie Graves’ Uptown Club
  o Bethel AME Church
On Monday, October 19, 2020, the Mayor and Council unanimously passed Resolution 05-2020. This Resolution authorized the creation of an Equity Advisory Committee to assist with implementation of the initiatives outlined in the Chestertown Unites Against Racism program.

The committee consists of ten members representing a broad cross section of the community. Organizations represented within the membership include:

- Sumner Hall
- Washington College
- Bayside Hoyas
- Black Union of Kent County
- Social Action Committee for Racial Justice
- Members of the faith-based community
- Black and white business owners
- Classroom teacher
TOWN OF CHESTERTOWN - RESOLUTION 05-2020 - CREATION OF EQUITY ADVISORY COMMITTEE

WHEREAS, The Town of Chestertown recognizes the importance of education, legislative reforms addressing systematic racism in the community, and the promotion of unity, equity and inclusivity amongst all its residents, and;

WHEREAS, the Equity Advisory Committee will assist the Mayor and Council of Chestertown, Maryland with the implementation of Chestertown Unites Against Racism, a comprehensive 16-month program designed to 1) educate the community about its history pertaining to race relations, 2) pursue legislative reforms that address systemic racism in the community, and 3) promote unity, equity, and inclusivity amongst all its residents; and

WHEREAS, the Committee will consist of ten members, with the Mayor and four Council members each selecting two representatives. The members should represent a broad cross section of the community, with significant minority participation. Once established, a Chairman will be elected by the committee’s members.

WHEREAS, the Equity Advisory Committee will review the initiatives outlined in the 16-month plan, prioritize which projects should be implemented and in what order, and potentially add new ideas to the itinerary. The Committee will also assist with:

- Approving (or re-designing) the program logo
- Identifying resources for cultural/diversity trainings
- Developing lists of topics for the proposed video series chronicling Chestertown’s history, and helping the Council identify individuals to interview, historic sites to document, and other topics to explore
- Arranging Community Dialogues with members of the African American community, and identifying topics to address
- Identifying ways to enhance minority participation in public events throughout Chestertown, and brainstorming new Town-sponsored events such as Juneteenth that would encourage participation from the black community
- Identifying landmarks and historic figures of significance to the black community that would be considered for new historic signage
- Advertising and promoting events associated with the program
- Any other initiatives that address systemic racism in Chestertown and promote unity, equity, and inclusion

WHEREAS, Member terms will begin with a 14-month term on November 1, 2020, extending through December 31, 2021 and after the incoming Mayor and Council are seated on January 1, 2022 following a Town election the previous November, the Chestertown Unites Against Racism program will be evaluated and members of the Equity Advisory Committee can be re-appointed to a second term at the discretion of the Town’s elected representatives.

NOW, THEREFORE BE IT RESOLVED, that the Mayor and Council of Chestertown hereby endorse the creation of the Equity Advisory Committee this 5th day of October 2020.
Committee Members
Nominated on 10-19-21

Jennifer Baker
Brandy Barrett
Reverend Robert "Bobby" Brown, Jr.
Bishop Ronald Fisher*
Tom Hayman
LaToya Johnson
Kate Livie
Vic Sensenig
Ruth Shoge
John Queen

*To be nominated by Ward 1 Council member David Foster
In 2020, working in conjunction with advocacy groups and stakeholders in the community, Chief John Dolgos instituted the following reforms for the Chestertown Police Department:

- **Anti-Racism Hiring Policy** – CPD is now required to contact five personal references before hiring a new officer, with each reference being asked if the applicant has ever said or done anything that might indicate he/she has racist beliefs.

- **De-escalation Training** – CPD officers will participate in Crisis Intervention Training (CIT) through the Sante Group in Cambridge, Maryland.

- **Duty to Intervene** – CPD instituted a Duty to Intervene policy in July 2020 requiring nearby officers to intervene when another officer uses excessive force.

- **Use of Force Reporting** – CPD has a pre-existing Use of Force Reporting policy, and has agreed to consider using the CALEA Response to Resistance policy related to reporting on use of firearms, physical force, and hand controls.
In 2020, working in conjunction with advocacy groups and stakeholders in the community, Chief John Dolgos instituted the following reforms for the Chestertown Police Department:

- **Establish a CPD Community Liaison** – Chief John Dolgos was designated as the Department’s interim “Community Liaison”. In the future, this designation may be re-assigned to another officer based on his/her relevant area of expertise.

- **Bicycle Patrol** – CPD agreed to reestablish a Bike Patrol officer, and the Department currently has one certified bike patrol officer on staff. The Department has also agreed to train a second officer by the spring of 2021.

- **Pending Police Reforms in the State Legislature** – in addition to the aforementioned reforms, the Town of Chestertown and CPD are awaiting further measures that are likely to be handed down from the state legislature when the session wraps up in spring 2021. This may include the creation of a Citizen Advisory Board and additional training requirements for officers.
In 2020, the Mayor and Council established a Redistricting Committee to realign the voting Wards in Chestertown.

The goal of the committee is to create wards that are compliant with ACLU’s “one citizen, one vote” mandate.

The committee met throughout the fall of 2020 and drew new boundaries for the Town’s four voting districts.

The new Wards will be compared to census data once it is published in spring 2021 to ensure their accuracy in terms of equitable voter distribution.

The new Wards will be approved prior to the Town elections in November 2021.
**Legislation: Zoning Review**

- The Mayor and Council will review the Town’s Zoning map and associated ordinance to ensure that there are no discriminatory policies in the document.

- The Mayor and Council will work to educate the public about the Town’s zoning code, how it works, and what it means for entrepreneurs looking to establish new businesses in the community.

- Zoning policies could potentially be a topic covered during one of the Town’s community dialogues.
The Mayor and Council will work with community partners to educate the Town’s citizenry about the systemic, unfair practice of double taxation for property owners in Chestertown.

The Town will solicit assistance from community groups to make the implementation of a tax differential a top priority in the coming fiscal year.
On September 12 and September 19, 2020, the Town worked with community partners to paint two street murals entitled “Black Lives Matter: Chestertown Unites Against Racism” and “We Can’t Breathe: Chestertown Unites Against Racism”, on High Street and College Avenue, respectively.

The language was adopted as Government Speech by the Town Council.

The murals send a clear message to the black community that its elected leaders are listening and ready to work to make the Town as inclusive as possible.
The Town will make the celebration of Juneteenth an annual, Town-sponsored event.

Each year, a celebration will be held at Fountain Park on the Saturday closest the date of June 19th.

In addition to providing logistical support and the use of Fountain Park, the Town will be a fiscal sponsor as well.

The event will be a celebration of the end of slavery in America, and showcase contributions of black citizens to Chestertown/Kent County.
Unification: Legacy Day

- Legacy Day celebrates the rich cultural heritage of African Americans in Kent County, Maryland.
- The festival is held each year in August by Sumner Hall and various community partners.
- The Town of Chestertown will continue to support and promote this unique event, and will be a fiscal sponsor of the celebration each year.
Unification: New Community Events

- The Mayor and Council will explore the creation of new community events that promote the participation of diverse audiences

- Possible events include:
  - Spring Fling at Louisa D’ A. Carpenter Park with Washington Park residents
  - Fall Community Crab Feast at Wilmer Park featuring music from local African American church choirs
  - Other events TBD in conjunction with the Equity Advisory Committee
Unification: Port of Entry Sculpture

- The Mayor and Council will work with the Chestertown Public Arts Committee to install a work of public art at the waterfront commemorating the Town’s history as a port of entry for enslaved Africans.

- Possible installation sites may include Chestertown Marina, Wilmer Park, or the foot of High Street.
**Unification: Logo, Banners, Flags**

- *Chestertown Unites Against Racism* will have its own unique logo

- The logo will be used on banners, T-shirts, and flags

- Businesses and residents that display the logo will send a clear visual clue to Chestertown’s black residents that they are welcome in their stores and neighborhoods

- Proceeds from the sales of these items could provide funding to support and promote events such as Juneteenth, Legacy Day, and others
Chestertown Unites Against Racism

LOGO SYMBOLISM

STAR: The seven points of the star represent all seven continents on Earth, recognizing that racism and social justice is a worldwide issue.

STAR: The star is evocative of the North star, which for countless generations has guided human beings on journeys of many kinds, and served as a guidepost for thousands of slaves seeking freedom from bondage.

SUNRISE: represents a new beginning, the dawn of a new era.

BRIDGE: the iconic Chester River bridge represents building bridges between town residents of all races, colors, and creeds.
Chestertown Unites
Against Racism
For Equity
Chestertown Unites
For Education
Chestertown Unites
For Inclusion