



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

FEBRUARY 15, 2022 - 6:00 PM

**COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM**

LEBANONNH.GOV/LIVE

1. Call to Order

- A. The February 15, 2022, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

- A. February 1, 2022

3. Old Business

- A. Report out regarding assignment
 - 1. Review of City Policies, Codes, and Charter regarding gender-neutral terms
 - 2. Development of a process for the review of new policies, codes, and Charter provisions through an equity lense framework
 - 3. Plans for a multicultural festival in the City
 - 4. Conducting a process to examine the infrastructure, housing and access to food in the City from a minority population perspective
 - 5. Development of plans, processes and education to address anti-semitic sentiments in the City
 - 6. Development of videos and other means to tell the story of immigrants and minority populations in the City
 - 7. Develop a calendar and messaging regarding the holidays celebrated by the minority groups in the City
 - 8. Development of a Juneteenth event in the City
 - 9. Development of cultural exchange programs to foster a better understanding of the people in the City

4. New Business

- A. Discuss and recommend policy positions to the City Council for consideration in the NH Municipal Association legislative policy process for 2023-2024
- B. Discuss and consider submissions to the City's Annual Outcomes statement
- C. Liaison Status Reports
 - 1. Hartford Committee on Racial Equity and Inclusion (HCOREI)
 - 2. Lebanon Arts & Culture Commission
 - 3. Lebanon School District

D. Open time discussion and conversation with the community

5. Open to the Public

Any member of the public who desires to speak on any item may do so when the item is taken up by the Council and will be allowed to speak on the subject for not more than three minutes. **(Note: Speakers are asked to state their name, ward of residence, and to use the microphone provided.)**

6. Future Agenda Items

- A. Establish outreach to the different minority groups in the City
- B. Explore options to highlight and enhance the understanding of different groups in the City
 - 1. Events
 - 2. Articles in the City's newsletter and Lebanon Times
 - 3. Resources and information on the City of Lebanon DEI webpage
 - 4. Speaking events and other public education efforts to highlight DEI and a better understanding of our underrepresented populations
- C. Coordinate and/or partner with the Lebanon School District regarding their DEI initiatives
- D. Receive reports from the City Manager and Councilor Hill regarding the City's Race Equity And Leadership (REAL) training program and core city staff diversity team
 - 1. Discuss potential collaborative efforts and joint mission vision
 - 2. Discuss cooperative relationship with the City's administration
- E. Develop a plan, scope, and vision for the DEI Commission within the charge established by the City Council for the ensuing year and beyond
- F. Establish relationships and cooperative efforts with the private sector and nonprofit entities/employers in the City/Upper Valley relative to their DEI initiatives

7. Other Business

8. Adjournment

Meetings are open for in-person and remote attendance. Members of the public that wish to attend remotely may do so by going to LebanonNH.gov/Live where you will find instructions on how to enter the meeting. Members of the public will be able to participate and ask questions through the City's virtual platform or by phone. Please note: Should technical difficulties occur during the meeting that disrupts virtual or phone connection(s), the meeting will continue without remote access capabilities.