



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

MARCH 1, 2022 - 6:00 PM

COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM

LEBANONNH.GOV/LIVE

1. Call to Order

- A. The March 1, 2022, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

- A. February 15, 2022

3. Old Business

- A. Introduction to Adam Lanoue, Assistant Store Manager for Hannaford regarding their Mosaic program and partnering with the DEI Commission.
- B. Report out regarding assignments
 - 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 lens 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 videos and other means to tell the story of immigrants and minority populations in the City
 - 6. Development of a Juneteenth event in the City
 - 7. Development of cultural exchange programs to foster a better understanding of the people of the City

4. New Business

- A. Liaison status reports
 - 1. Hartford Committee on Racial Equity and Inclusion (HCOREI)
 - 2. Lebanon Arts & Culture Commission
 - 3. Lebanon School District

5. Open to the Public

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](https://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.

DRAFT

CITY OF LEBANON
DIVERSITY, EQUITY & INCLUSION COMMISSION
February 15, 2022 – 6:00 PM
COUNCIL CHAMBERS, CITY HALL or
Remote Via Microsoft Teams: [LebanonNH.gov/LIVE](https://lebanonnh.gov/LIVE)

MEMBERS PRESENT: Chair Renee DePalo; Vice-Chair Emily Walton; Secretary Richard Ford Burley; Bise Wood Saint Eugene; Devin Wilkie (City Council Rep.); Nancy Graham; Karen Liot Hill (City Council Rep.); Keiselim Montas; Tia Winter

MEMBERS ABSENT:

STAFF PRESENT: City Manager Shaun Mulholland

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3 **1. CALL TO ORDER/PLEDGE OF ALLEGIANCE:**
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5 Chair DePalo called the meeting to order at 6:00 pm.
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7 **2. APPROVAL OF MINUTES:**
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9 A. February 1, 2022
10

11 *A MOTION by Emily Walton to approve the minutes of the meeting as presented.*

12 *Seconded by Devin Wilkie.*

13 **The Motion was approved (8-0).*
14

15 **3. OLD BUSINESS:**
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17 A. **Report out Regarding Assignment**
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19 The commission discussed a process for a review of City Policies, Codes, and Charter regarding gender-neutral terms, as well as how to do that through an equity lense framework. The commission further
20 discussed plans for a multicultural festival. Members threw out ideas about what time of year to hold a
21 festival and suggested vendors to participate in the festival. The general consensus among the group was
22 to not hold the festival on Juneteenth.
23
24

25 There was discussion regarding how to develop a process to examine the infrastructure, housing, and
26 access to food in the city from a minority population perspective. The commission noted the significant
27 housing dilemma among impoverished members of the community and talked about affordable housing.
28 There was agreement on the progress that has been made in that aspect but that there is still an abundance
29 of room for growth.
30

31 The commission has also decided to dutifully address antisemitic sentiments within the city. There was
32 identification of previous situations in which there have been hateful actions toward religious groups. At
33 a previous meeting, the commission agreed that religion certainly is encompassed in the diversity, equity,
34 and inclusion concept. There was also discussion regarding a religious diversity appreciate type of event.
35 The commission continued discussion about specific plans, processes, and educational steps regarding the
36 issue.

1 The group also briefly discussed creating inclusive videos or other promotional means to highlight
2 immigrant and minority populations in the city and to allow the opportunity for those groups to tell their
3 story. On a similar note, the commission suggested creating a calendar, or alike, to remind of minority
4 holidays.

5
6 Lastly, there was discussion regarding the development of a cultural exchange program, or programs, to
7 foster a better understanding of people in the city. There was also a suggestion that a survey be created,
8 which was also talked about at a previous meeting.

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10 **4. NEW BUSINESS:**

- 11
12 **A. Discuss and recommend policy positions to the City Council for consideration in the**
13 **NH Municipal Association legislative policy process for 2023-2024.**
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15 **B. Discuss and consider submissions to the City's Annual Outcomes statement.**
16
17 **C. Liaison Status Reports**
18 **1. Hartford Committee on Racial Equity and Inclusion (HCOREI)**
19 **2. Lebanon Arts & Culture Commission**
20 **3. Lebanon School District**
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22 **5. OPEN TO THE PUBLIC:** No public comment.

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24 **6. FUTURE AGENDA ITEMS:**

- 25
26 **A. Establish outreach to the different minority groups in the City**
27
28 **B. Explore options to highlight and enhance the understanding of different groups in**
29 **the city**
30 **1. Events**
31 **2. Articles in the City's newsletter and Lebanon Times**
32 **3. Resources and information on the City of Lebanon DEI webpage**
33 **4. Speaking events and other public education efforts to highlight DEI and a better**
34 **understanding of our underrepresented populations**
35
36 **C. Coordinate and/or partner with the Lebanon School District regarding their DEI**
37 **initiatives**
38
39 **D. Receive reports from the City Manager and Councilor Hill regarding the City's**
40 **Race Equity and Leadership (REAL) training program and core city staff diversity**
41 **team**
42 **1. Discuss potential collaborative efforts and joint mission vision**
43 **2. Discuss cooperative relationship with the City's administration**
44
45 **E. Develop a plan, scope, and vision for the DEI Commission within the charge**
46 **established by the City Council for the ensuing year and beyond**
47
48 **F. Establish relationships and cooperative efforts with the private sector and nonprofit**
49 **entities/employers in the City/Upper Valley relative to their DEI initiatives**
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51 **7. OTHER BUSINESS:** None.

1 8. **ADJOURNMENT:**

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3 Chair DePalo adjourned the meeting at 7:30 pm.