

FINAL

**CITY OF LEBANON
DIVERSITY, EQUITY & INCLUSION COMMISSION
February 1, 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

1. CALL TO ORDER/PLEDGE OF ALLEGIANCE:

Chair DePalo called the meeting to order at 6:00 pm.

2. APPROVAL OF MINUTES:

A. January 11, 2022

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

Seconded by Devin Wilkie.

**The Motion was approved (8-0)*

3. OLD BUSINESS: None

4. NEW BUSINESS:

A. Lebanon Opera House Proposal for LGBTQ+ Musical Performance

Joe Clifford from the Lebanon Opera House discussed the upcoming programs they are hoping to put on. One is set to be in April, and one is set to be in June, and both are to be free and open to the public. These two programs are intended to promote diversity, equity, and inclusion. The Lebanon Opera House is hoping to have the June event during Pride Week.

B. Discuss Ideas of the Members and Goals for the Year

The commission went around the room to discuss the goals that they brainstormed and assigned point people, in compliance with the Right to Know Law for work on the respective goals.

Bise Wood Saint Eugene said the first question should be what is the plan for the commission or what are they aiming for? Devin Wilkie said perhaps one of the most significant goals in his mind is examining local and regional infrastructure as well as housing, transportation access, and food access. Nancy Graham noted that something else the group should be sure to focus on, as a diversity, equity, and

inclusion group, is religious discrimination. Secretary Richard Ford-Burley asked if the group could come up with a way, with each new legislation, to have a type of equity review where new legislation is evaluated for alignment with the intent of this commission. City Manager Mulholland said he wrote down equity lens framework, which other communities are doing. Emily Walton had a defined goal stating, “to understand and communicate the diversity in Lebanon in order to recognize our common humanity and right to membership in the community.” Keiselim Montas said many of his goals are aligned but predominately to provide opportunity for cultural exchange so we can learn from one another. Karen Liot Hill’s goal is to have a multicultural festival in Lebanon sometime this year. She also stated she wants to have a review of all of policies and ordinances and website for gender neutral terms. Tia Winter discussed equity surveys, similar to what the Lebanon School District is currently doing. She suggested doing an event for Juneteenth. Renee was also interested in having a multicultural festival. She recognized that Lebanon has had many small events regarding diversity and a multicultural festival would be a great way to condense those.

C. Establish Liaison Assignments

- 1. Hartford Committee on Racial Equity and Inclusion (HCOREI):** Emily Walton
- 2. Lebanon Arts & Culture Commission:** Devin Wilkie
- 3. Lebanon School District:** Tia Winter

D. Discuss Equity Audit

There was a joint task force meeting with the Lebanon School District last week regarding the diversity and equity survey that the district is circulating.

E. Data Collection Opportunities

Emily Walton provided comprehensive data to the group with a written summation of the data to pose the question of whether or not the commission wants to share that information. City Manager Shaun Mulholland noted that he has already added that information to the City Website and the group collectively endorses it.

5. OPEN TO THE PUBLIC:

Melanie McDonough, a city employee, voiced her appreciation of the commission and its goals, especially the idea of the revision of policies and ordinances for gender neutral terms.

Alisha Robinson, the co-chair for the BIPOC employee research group for Dartmouth Health, spoke up to say that the group is looking forward to being able to partner with DEI Commission.

6. FUTURE AGENDA ITEMS:

A. Review data regarding the diverse composition of the city population

B. Establish outreach to the different minority groups in the city

C. Explore options to highlight and enhance the understanding of different groups in the city.

- 1. Events**
- 2. Article in the City’s Newsletter and Lebanon Times**
- 3. Resources and information on the city of Lebanon’s DEI webpage**

4. Speaking events and other public education efforts to highlight DEI and a better understanding of our underrepresented populations.

D. Coordinate and/or partner with the Lebanon School District regarding their DEI initiatives.

E. 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**

7. OTHER BUSINESS: N/A

8. ADJOURNMENT:

The meeting was adjourned by Chair DePalo at 6:58 pm.

Respectfully submitted, Megan Mraz, Recording Secretary