FINAL

CITY OF LEBANON
DIVERSITY, EQUITY & INCLUSION COMMISSION
March 1, 2022 – 6:00 PM
COUNCIL CHAMBERS, CITY HALL or
Remote Via Microsoft Teams: 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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1. CALL TO ORDER/PLEDGE OF ALLEGIANCE:

Chair DePalo called the meeting to order at 6:05 pm.

2. APPROVAL OF MINUTES:

A. February 15, 2022

A MOTION by Devin Wilkie to approve the minutes of the meeting as presented.
Seconded by Keiselim Montas.
****The Motion was approved (8-0).***

3. OLD BUSINESS:

Chair DePalo stated she would like to put out a statement to recognize the travesty occurring in Ukraine and asked the commission if they agreed. Councilor Wilkie agreed and noted that the statement should include other victims of current airstrikes. Chair DePalo agreed that the statement should encompass all. Nancy Graham informed the group that several local democratic groups are planning vigil for Friday, March 3rd. Emily Walton also suggested putting something together in light of the one year anniversary of the Atlanta Spa Shooting to recognize the large Asian American population in the community.

A. Introduction to Adam Lanoue, Assistant Store Manager for Hannaford, regarding their Mosaic program and partnering with the DEI Commission.

Adam Lanoue spoke about Hannaford's Mosaic program and how they may be able to collaborate with Lebanon's DEI Commission. He stated Hannaford wants to make efforts toward community outreach by learning about local demographics and working with the Lebanon DEI Commission to make their business more appropriate in terms of diversity, equity, and inclusion. He stated Hannaford wants to identify what the Upper Valley needs from a place like them. The second part of Hannaford's Mosaic program, aside from community outreach, is educating the workforce about diversity and the Upper Valley. He asked the commission for any educational materials that the stores can post for customers and employees. He also offered holding and/or helping to plan an event. He concluded by telling the commission that if there are any ideas they have that the Mosaic program can assist with, they would love to be a part of it.

Chair DePalo said they would love to work collaboratively and noted that they are also a new commission and are still working on putting things together. Adam Lanoue offered to provide a list of dates for Hannaford company meetings, so the Lebanon DEI Commission has the opportunity to attend.

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

Karen Liot Hill provided an update on progress for planning a multicultural festival. She noted that all Farmer's Market evenings are booked so they are now looking to lock down a date at Colburn Park.

4. Conducting a process to examine the infrastructure, housing, and access to food in the city from a minority population perspective

Devin Wilkie provided an update on his and Emily Walton's progress on the improvement of vital communities. He also said they have made sure to find ways to include diversity, equity, and inclusion in these movements. Emily Walton let the commission know she has gathered some students to create discussion about local public transportation. She stated they would like to create an equity audit to answer the question: how can we more equitably serve in our community? There was discussion among her planning board regarding a way to implement an equity lens across departments. An equity checklist was proposed to accomplish this. Tia Winter had shared data she compiled with Emily Walton, as well.

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

Prior to discussion on Juneteenth, Karen Liot Hill informed the commission about Portsmouth lighting their bridge blue and yellow in support of Ukraine and suggested the City of Lebanon do something like this.
Karen Liot Hill gave a short background regarding the history of Juneteenth, what it is, and the establishment of it as a federal holiday. She suggested pushing a city alert to notify that the city is looking to hold a Juneteenth event as a way to not only publicize, but also to engage the community in the planning/actual event.

7. Development of cultural exchange programs to foster a better understanding on the people of the city.

4. <u>NEW BUSINESS:</u>

A. Liaison Status Reports

1. Hartford Committee on Racial Equity and Inclusion (HCOREI)

2. Lebanon Arts & Culture Commission

3. Lebanon School District

Tia Winter advised that she reached out to Superintendent Roberts who told Tia that there will be a district social worker who will reach out to work with her.

5. OPEN TO THE PUBLIC:

Kathy Beckett voiced her support of the collaboration with Hannaford but wanted the commission to be aware that the Migrant Justice program has been struggling to work with Hannaford for years.

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:

The final topic of discussion was brought up by Bise Wood Saint Eugene who was concerned about the commission having a specific mission statement/purpose. Chair DePalo viewed the initial "charge" as what he was wondering about. There will be further discussion.

8. ADJOURNMENT:

Chair DePalo adjourned the meeting at 7:00 pm.