



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

APRIL 19, 2022 - 6:00 PM

COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE

1. Call to Order

The April 19, 2022, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

A. April 5, 2022

3. Old Business

A. Report out regarding assignments

- Review of City policies, Codes, and Charter regarding equity
- Plans for recruiting a Juneteenth steering committee
- Reporting on ICNA Webinar

B. Liaison status reports

- Hartford Committee on Racial Equity and Inclusion (HCOREI)
- Lebanon Arts & Culture Commission
- Lebanon School District

C. Continued discussion regarding proposed definitions relative to diversity, equity, and inclusion

4. New Business

A. Discussion regarding the content of the meeting minutes

B. Alternate Commission members Kathy Beckett and Simone Whitecloud will formally introduce themselves and explain their interest in serving on the Commission.

5. Open to the Public

6. Future Agenda Items

A. Update Lebanon DEI website with equity-related resources and information (transportation, housing, demographics, health, human services)

B. Highlight and enhance the understanding of different groups in the City

- Share stories and videos in the City's newsletter and website
- Multicultural festival

- C. 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
 - Discuss potential collaborative efforts and joint mission vision
 - Discuss cooperative relationship with the City's administration
- D. Establish relationships and cooperative efforts with the private sector and nonprofit entities in the 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.

**CITY OF LEBANON
DIVERSITY, EQUITY & INCLUSION COMMISSION
April 5, 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.); Karen Liot Hill (City Council Rep.); Keiselim Montas; Tia Winter, Kathy Beckett (alternate), Simone Whitecloud (alternate)

MEMBERS ABSENT: Nancy Graham

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. March 15, 2022

Prior to a motion for approval of the minutes, there was discussion regarding the detail of meeting minutes specific to the DEI Commission.

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

**The Motion was approved (7-0).*

3. OLD BUSINESS:

A. Report out regarding assignments

1. Review of City policies, codes, and charter regarding charity

Secretary Ford Burley provided an update on his progress on the review of city policies, codes, and charter.

2. Plans for recruiting a Juneteenth steering committee

3. Reporting on ICNA Webinar

Secretary Ford Burley gave a synopsis on the information he gained at the recent ICNA Webinar that he attended, including the statistics as well as programs aimed at helping women and minorities.

B. Liaison Status Reports

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

2. Lebanon Arts & Culture Commission

Councilor Devin Wilkie updated the Commission on the upcoming poetry contest for poetry month. Compliant with DEI, poems can be submitted and/or printed in any language; and submissions can be submitted online, but also printed out for those who may not have access to a computer.

3. Lebanon School District

In light of Tia Winter's absence for this meeting, Chair DePalo updated the commission on the information she had from the Lebanon School Board.

4. NEW BUSINESS:

- A. Discussion and review of how other DEI or similar committees operate their agendas. Members of the Commission will provide feedback from their research on this issue.**

Alternate member, Kathy Beckett, updated the commission on her findings from the Beaverton, Oregon, DEI group. There was further discussion regarding the work of other commissions for diversity, equity, and inclusion across the country. (The discussion is available by video on the Lebanon City website.)

- B. Discuss proposed definitions relative to diversity, equity, and inclusion.**

Vice-Chair Emily Walton suggested perhaps a catchy title with the definitions would be appropriate and mentioned she may have some line edits. The commission collaborated on ideal definitions.

5. OPEN TO THE PUBLIC:

No discussion.

6. FUTURE AGENDA ITEMS:

- A. Update Lebanon DEI website with equity-related resources and information (transportation, housing, demographics, health, human services)**
- B. Highlight and enhance the understanding of different groups in the city**
- 1. Share stories and videos in the city's newsletter and website**
 - 2. Multicultural festival**
- C. 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**
- D. 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: None

8. ADJOURNMENT: Chair DePalo adjourned the meeting at 7:00 pm.