

FINAL

**CITY OF LEBANON
DIVERSITY, EQUITY & INCLUSION COMMISSION
March 15, 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

1. CALL TO ORDER/PLEDGE OF ALLEGIANCE:

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

2. APPROVAL OF MINUTES:

A. March 1, 2022

*A MOTION by Devin Wilkie to approve the minutes of the meeting, as presented, with one correction.
The Motion was approved (8-0).

3. OLD BUSINESS:

A. **Discuss further defining the goals and objectives of the DEI Commission**

Vice-Chair Emily Walton provided a synopsis on the plan that was circulated to the commission and included in the packet for this meeting. Generally characterized as a “master plan,” the intent is to refine the goals and objectives of the commission based on the three letters in the name, DEI. Vice-Chair Walton proposed this to be a collaborative effort regarding how the commission will want its goals and objectives to look based on what the group has done and has plans to do.

Chair DePalo noted that having all of these points out on paper is helpful to move forward. She began by addressing the commission’s mission and asked if there are any issues with it or revisions that should be made. Bise Wood Saint Eugene wanted to address rule conformity. There was discussion for clarification. There was proposal to start each meeting with a discussion question to allow for the group to maintain its practice of nonconformity. There was a suggestion from a member of the public, Kathy, to look at how other commissions do their meetings.

City Manager Mulholland noted that this commission was created to be as broad as possible so that members would not be limited. Councilor Wilkie agreed and said that with the given latitude, the commission can now narrow in a way that does not necessarily conform statutorily. Vice-Chair Walton proposed that during the longer meetings of the month, the group would take the final half-hour of the meeting for open discussion. Nancy Graham also pointed out that the group is still new and learning how

to work together. Chair DePalo, noting time constraints, told the group to come back to the next meeting with some research on how other DEI Commissions are doing things.

B. Report out regarding assignments

1. Review of City policies, codes, and charter regarding gender-neutral terms

Secretary Ford Burley read the first paragraph of his draft which stated: “equity is a goal based on the idea that every person deserves to have a fair chance to success and begins with the acknowledgement that this has not been the case for all. Seeking equity means taking into account historical and present-day disparities in privilege and access to resources in order to create fair outcomes for all. In a system where the status quo privileges some communities over others, any policy or legislation that maintains the status quo will be inequitable and therefore sometimes, not always, seeking equity. Seeking equity requires that resources be shared preferentially in order to account for these past and present disparities.” He proceeded to synopsize the structure of his proposal and suggested it be provided to the city council. There was further discussion on the purpose and procedures moving forward for the draft policies.

2. Plans for recruiting a Juneteenth steering committee

Councilor Liot Hill began by saying she believes she needs to write a blurb for the newsletter. Chair DePalo clarified what a member of the community would do if they wanted to partake. City Manager Mulholland stated that community members would reach out to the city and be directed from there.

3. Reporting on ICNA Webinar

4. NEW BUSINESS:

A. Read and approve statement for the one-year anniversary of the Atlanta Spa Shootings

There was discussion on the specification of Asian Americans and Pacific Islanders versus Pacific and Asian Americans. There was also discussion about not stating the manner of homicide and rather just stating the victims were murder. The group also confirmed available resources for victims of crimes.

B. Discuss city process for handling language translation

C. 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:

Barbara Hirai told the committee to keep up the good work.

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**

Councilor Liot Hill updated the commission that the Lebanon Opera House is very interested in incorporating the Multicultural Festival into the Nexus Festival in August.

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:

8. ADJOURNMENT:

Chair DePalo adjourned the meeting at 7:30 pm.