



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

MAY 3, 2022 - 6:00 PM

COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM

LEBANONNH.GOV/LIVE

1. Call to Order

- A. The May 3, 2022, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

- A. April 19, 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
- 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. Discuss and formulate plans for community conversations regarding DEI
- B. Alternate Commission member Simone Whitecloud's formal introduction to the Commission.
- C. Discuss input on possible [survey](#) regarding "everyday discrimination"

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 19, 2022— 6:00pm
COUNCIL CHAMBERS, CITY HALL or
Remote Via Microsoft Teams: LebanonNH.gov/LIVE

MEMBERS PRESENT: Kathy Beckett (Public Representative Alternate); Renee DePalo (Chair); Richard Ford Burley (Secretary); Karen Liot Hill (City Council Representative); Keiselim Montas (Public Representative); Bise Wood Saint Eugene (Public Representative); Emily Walton (Vice-Chair); Devin Wilkie (City Council Representative); Tia Winter (Public Representative)

MEMBERS ABSENT: Nancy Graham (Public Representative); Simone Whitecloud (Public Representative Alternate); Karen Zook (City Council Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

Chair DePalo calls the 19 April 2022 Diversity, Equity & Inclusion Commission (DEI) Meeting to order at 6:00pm.

2. APPROVAL OF MINUTES

A. 5 April 2022

Keiselim Montas proposes amendment to minutes: he was not present last meeting. Tia Winter was not present either. Nancy Graham was present.

A MOTION by Devin Wilkie to approve the minutes of the meeting, as amended. Keiselim Montas seconds The Motion.

**The Motion is approved unanimously.*

3. OLD BUSINESS

A. Report out regarding assignments

1. **Review of City policies, Codes, and Charter regarding equity**—Richard Ford Burley stated he was still working on the form used for the reviews and with further discussion at the next meeting.

2. **Plans for recruiting a Juneteenth steering committee**—Councilor Hill stated she has a working group that will meet shortly to work out the details of an event on June 19th of this year.

B. Liaison status reports

1. **Hartford Committee on Racial Equity and Inclusion (HCOREI)**—Kathy Beckett has agreed to serve as the liaison to HCOREI. She will report back after she attends a meeting with them.

2. **Lebanon Arts & Culture Commission**

3. **Lebanon School District**—Renee DePalo briefly discussed the school district’s equity audit and the results.

- C. **Continued discussion regarding proposed definitions relative to diversity, equity, and inclusion**—the consensus of the commission was to place the definitions developed by Councilor Wilkie on the DEI webpage.

4. NEW BUSINESS

A. Discussion regarding the content of the meeting minutes

A MOTION by Emily Walton that, going forward, “we as a commission keep minutes highly succinct, with those present, those who voted on agenda items, and agenda items covered in the meeting.” Devin Wilkie seconds The Motion.

**The Motion is approved unanimously.*

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

Kathy Beckett introduces herself and explains her reasons for joining the Commission. Simone Whitecloud will introduce herself next meeting.

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

73 1. Share stories and videos in the City’s newsletter and website

74
75 2. Multicultural festival

76
77 C. Receive reports from the City Manager and Councilor Hill regarding the City’s
78 Race Equity And Leadership (REAL) training program and core city staff
79 diversity team

80
81 1. Discuss potential collaborative efforts and joint mission vision

82
83 2. Discuss cooperative relationship with the City’s administration

84
85 D. Establish relationships and cooperative efforts with the private sector and
86 nonprofit entities in the Upper Valley relative to their DEI initiatives.

87
88 **7. OTHER BUSINESS**

89
90 A. Renee DePalo suggests Open Discussion takes place, given available time.

91
92 1. Community outreach ideas and methods discussed.

93
94 2. Qualifications listed on City of Lebanon job postings discussed.

95
96 3. Single-occupancy and gender-neutral bathrooms discussed.

97
98 **8. ADJOURNMENT**

99
100 Chair Renee DePalo adjourns the meeting at 7:25pm

Listening Sessions: Possible Locations

The list below shares some possible locations where listening sessions may be conducted. It is not exhaustive, and it is not expected that we cover all of them, but it is meant to offer ideas.

Tabling/Casual Connections:

Kilton Library – outdoor space
LISTEN dinners
Bus stops
Motels (e.g. Sunset Motor Inn)
Shopping malls (e.g. Target/Walmart)
Landfill
Farmers Market
Colburn Park - tabling
Downtown Lebanon Tunnel
June 17 LOH Pride event
Ice cream locations (Dairy Twirl, Fore-U, Baited Hook)

Organized Meetings:

Organized meeting with representatives of other DEI groups
Schools – students and/or parents
Lasalette & other church groups
Dedicated groups focused on specific identities (race, age, class, etc.)
Talking Bridge at Kilton
Karibbean Kitchen
Facebook Live event

Tabling/Meetings:

UV Senior center
DHMC
Dartmouth College
Spark
Coffee shops / 4 Aces / Dunks - 'Doughnuts about DEI' or similar
Apartment complexes
Twin Pines tenants
UV Haven (many from Lebanon reside there due to no shelters in Leb)

Suggestion drop box Locations (We would provide paper/pen/prompts):

City Hall
Schools

Listening Sessions: Questions for Participants

Thank you for taking the time to participate in the Lebanon Diversity, Equity, and Inclusion Commission's listening sessions! The purpose of these sessions is to hear from the community what they like about Lebanon and the Upper Valley, and what they feel could change. Unless they explicitly state that they would like to be identified, all participants may be anonymous for the purpose of the public record. Our hope is to hear from people their most honest feelings, without fear of retribution or threat, and to be able to address the concerns that may not otherwise be heard.

The following questions are not mandatory, but may be used to start conversations. Some, all, or none may be used, and participants need not answer all or any of the questions asked them.

Possible questions to ask participants:

How long have you lived in the Upper Valley? What has changed since you first arrived?

Do you feel connected to the community here? Why or why not? What would you like to see that is not here?

Do you feel you can reach out to your local government/s? If not, why? What would make this easier?

Where do you get your information about local events, changes, or news? Is there another source you would like to see for this information?

Do you feel safe as a resident here? If not, what might change that?

Are you able to access all the resources you want or need? If not, why?

Is there anything you wish the community (public, elected officials, city staff) would know or understand better?

Do you have children? Do you feel there are adequate things to do for people of all age groups? What would you like to see in the area?