



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

MAY 17, 2022 - 6:00 PM

COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM

LEBANONNH.GOV/LIVE

1. Call to Order

The May 17, 2022, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

A. May 3, 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. Continue discussion and formulate plans for community conversations regarding DEI

4. New Business

A. Discuss the Roe vs. Wade decision as it relates to the leaked information from the U.S. Supreme Court

B. Discuss the School Resource Officer (SRO) position as it relates to the School Board's decision

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

5. Open to the Public

6. Future Agenda Items

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](https://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:

Lebanon Diversity, Equity, and Inclusion Commission Agenda
May 17, 2022

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
May 3, 2022— 6:00pm
COUNCIL CHAMBERS, CITY HALL or
Remote Via Microsoft Teams: LebanonNH.gov/LIVE

MEMBERS PRESENT: Richard Ford Burley (Secretary); Nancy Graham (Public Representative); Karen Liot Hill (City Council Representative); Keiselim Montas (Public Representative); Bise Wood Saint Eugene (Public Representative); Emily Walton (Vice-Chair); Simone Whitecloud (Public Representative Alternate) (*via telepresence*); Devin Wilkie (City Council Representative); Tia Winter (Public Representative)

MEMBERS ABSENT: Kathy Beckett (Public Representative Alternate); Renee DePalo (Chair); Karen Zook (City Council Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

Vice-Chair Emily Walton calls the May 3, 2022 Diversity, Equity & Inclusion Commission (DEI) Meeting to order at 6:00pm.

2. APPROVAL OF MINUTES

A. April 19, 2022

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

**The Motion is approved unanimously by those attending.*

3. OLD BUSINESS

A. Report out regarding assignments

1. **Review of City policies, Codes, and Charter regarding equity**—Richard Ford Burley had no updates on the Codes and Charter language review. Regarding Report on Equity and Inclusion Worksheet for Legislative and Policy Review, all agree to move forward with worksheet “as is” for testing with City Employees.
2. **Juneteenth steering committee update**—Tia Winter reports that the event will be in Colburn Park on June 19 from 5-8pm and other organizing details.

3. **Multicultural Festival**—Councilor Hill reports the selection of a date, August 13 from 12-4pm, to coincide with the Nexus Festival running August 12-14. Members discuss other details pertinent to the event planning.
4. **Pride**—Councilor Hill reports on Pride planning. DEI Commission will have a table set up from 5-8pm in advance of the “silent disco” organized by the Lebanon Opera House. Details are discussed by members, including volunteers and giveaway DEI Commission “merchandise.”

B. Liaison status reports

1. **Hartford Committee on Racial Equity and Inclusion (HCOREI)**—Kathy Beckett, though absent, sends in a report on the HCOREI minutes.
2. **Lebanon Arts & Culture Commission**—Councilor Wilkie reports that the Arts and Culture Commission has not met since the last DEI Commission meeting.
3. **Lebanon School District**—Tia Winter reports on making contact with the Lebanon Students of Color Coalition for inclusion in Juneteenth, as well as offering a place on the DEI Commission itself.

- C. **Continued discussion regarding proposed definitions relative to diversity, equity, and inclusion**—Councilor Wilkie reports that some definitions have been posted to the website and others are in progress.

4. NEW BUSINESS

- B. **Alternate Commission member Simone Whitecloud’s formal introduction to the Commission**—Simone Whitecloud introduces herself and explains her reasons for joining the Commission.
- A. **Discuss and formulate plans for community conversations regarding DEI**—Councilor Wilkie reports on outreach plans.
- C. **Discuss input on possible survey regarding "everyday discrimination"**—Bise Wood Saint Eugene explains his work with Emily Walton to formulate survey and explains reasons for gathering data.

5. OPEN TO THE PUBLIC

Councilor Wilkie brings up two items for discussion— (1) The recent leaked Supreme Court opinion concerning the case Dobbs v. Jackson Women's Health Organization, and (2) The recent Lebanon School Board vote to maintain the existence of the School Resource Officer position. Discussion continues until adjournment.

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6. ADJOURNMENT

Vice-Chair Emily Walton adjourns the meeting at 7:00pm.

Statement on SCOTUS Roe Decision:

In light of the leaked draft opinion of the Supreme Court obtained by Politico on May 2, 2022, the Lebanon DEI Commission would like to share some information about abortion and reproductive health.

- Since the Roe v. Wade decision in 1973 legalizing abortion, the number of abortion-related deaths in the US has dropped dramatically; estimates suggest that the number of unsafe abortions, and the number of resulting deaths, decreased by more than 700% in the two years surrounding the 1973 decision. (<https://www.statista.com/statistics/658555/number-of-abortion-deaths-us/>; <https://www.guttmacher.org/perspectives50/abortion-and-after-legalization>)
- A vast majority of abortions – 92.7% in 2019 – are performed within the first trimester, with fewer than 1% occurring after 20 weeks. (https://www.cdc.gov/reproductivehealth/data_stats/index.htm)
- Women report a variety of reasons for abortions, including inability to support a child financially, being in a bad relationship, not being emotionally prepared or mature enough, or health-related reasons. (<https://www.verywellhealth.com/reasons-for-abortion-906589>)
- The people getting abortions are a diverse group: more than half have already had a child, many are black or hispanic, and more than a third identify as evangelical or Catholic. (<https://concernedwomen.org/abortion-demographics-who-has-an-abortion/>) According to research performed by the Guttmacher Institute in 2016, in that year, 75% of people getting abortions were from low income households, 62% were religiously affiliated, and 59% already had at least one child. The racial breakdown had 39% of abortion recipients as white, 28% as Black, 25% Hispanic, and 6% as AAPI. In terms of age, 60% were in their 20s, and only 12% were in their teens. <https://www.guttmacher.org/infographic/2016/us-abortion-patients>
- The average abortion costs \$750 or less, but even still, the 1976 Hyde Amendment has generally restricted the use of federal funds for abortion except in extreme cases. (<https://www.plannedparenthood.org/learn/ask-experts/how-much-does-an-abortion-cost>; <https://www.guttmacher.org/fact-sheet/hyde-amendment>)
- Maintaining Roe v Wade is overwhelmingly popular across the United States, with only 32% of Gallup poll respondents wishing to overturn it as of May 2021. Only 19% of respondents in the same poll think abortion should be illegal in all circumstances, with 48% believing it should be legal in some circumstances and a further 32% believing it should be legal in all circumstances. (<https://news.gallup.com/poll/1576/abortion.aspx>)

Recommendation:

The Lebanon DEI Commission hereby recommends that the Lebanon City Council adopt the following resolution or one to similar effect:

In response to the leaked Supreme Court draft opinion regarding access to abortion that was obtained by Politico on May 2, 2022, the City of Lebanon voices its support for all women seeking bodily autonomy and the freedom to make their own health care decisions without government interference, and applauds representatives at the state and federal level who serve the people of the City of Lebanon and are doing everything in their power to secure and maintain the incredibly important rights recognized in these cases, in order to preserve the freedoms and liberties that are due to all.

Statement on Law Enforcement in Schools:

In light of the April 27, 2022 vote by the Lebanon School Board to retain the School Resource Officer, the Lebanon DEI Commission would like to share some information about law enforcement in schools.

- Regardless of what the intention is of having police in schools, the result is the creation of a school to prison pipeline that affects all children, and disproportionately affects children in New Hampshire and children of color in New Hampshire.
- According to the ACLU, Black girls are 4x more likely to be arrested than white ones nationally, and even though New Hampshire is doing well in terms of counselor-to-police ratios in school, in New Hampshire that number is 6x more likely. (source: <https://www.aclu.org/issues/juvenile-justice/school-prison-pipeline/cops-and-no-counselors>)
- In fact, according to the same report, in 2015-2016, NH school police arrested Black students at twice the national average (54 per 10,000 vs. 28 per 10,000) and four times the rate of white students (54 per 10,000 vs. 12 per 10,000). (Source: https://www.aclu.org/sites/default/files/field_document/030419-acluschooldisciplinereport.pdf table 5)
- The same report shows that in every racial category (including white) NH schools are referring above average numbers of children to law enforcement across the board. (Source: https://www.aclu.org/sites/default/files/field_document/030419-acluschooldisciplinereport.pdf table 6)
- The United States has less than 5% of the world's population, but over 20% of its imprisoned population (source: <https://www.aclu.org/issues/smart-justice/mass-incarceration>), and those prisoners are overwhelmingly more likely to be people of color. According to the ACLU, "One out of every three Black boys born today can expect to go to prison in his lifetime, as can one of every six Latino boys—compared to one of every 17 white boys." (same source).
- Because the United States' recidivism rates are some of the highest in the world, with 44% of formerly incarcerated people being sent back to prison within a single year. At the five-year mark that number seems to rise to 77% (source: <https://worldpopulationreview.com/state-rankings/recidivism-rates-by-state>), criminalizing children sets them on what is very likely to be a lifetime spent in and out of prison, and should be avoided at all costs.
- The Lebanon High School Students of Color Collective issued a statement in favor of removal of the SRO, and both the Lebanon teachers union and the ACLU-NH have opposed the SRO position (source: <https://www.vnews.com/Lebanon-keeps-school-resource-officer-for-now-40393118>).

Recommendation:

The Lebanon DEI Commission hereby recommends that the Lebanon City Council adopt the following resolution or one to similar effect:

In light of the April 27, 2022 vote by the Lebanon School Board to retain the School Resource Officer despite the vote of the public in favor of removing the position, given the presence of detailed evidence of the negative effects on equity of maintaining a permanent police presence in schools, and in the absence of reliable non-anecdotal evidence suggesting a positive impact of the same, the City of Lebanon extends its support to Lebanon's students of color and to all marginalized students in Lebanon's schools and recommends discontinuing the School Resource Officer position in favor of more evidence-based interventions to benefit the City's student population.