LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION
JUNE 7, 2022 - 6:00 PM
COUNCIL CHAMBERS, CITY HALL OR REMOTE VIA VIRTUAL PLATFORM LEBANONNH.GOV/LIVE

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1. Call to Order

The June 7, 2022, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

A. May 17, 2022

3. Old Business

4. New Business

A. Nominate and elect a new chairperson to replace Chairperson Renee DePalo who is resigning for employment out of state

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

C. Status report regarding planning for the Juneteeth event

D. Worksheet for the introduction of new items for consideration

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 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
May 17, 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) (*via telepresence*); Richard Ford Burley (Secretary); Keiselim Montas (Public Representative); Bise Wood Saint Eugene (Public Representative); Devin Wilkie (City Council Representative); Tia Winter (Public Representative) (*via telepresence*)
MEMBERS ABSENT:	Nancy Graham (Public Representative); Karen Liot Hill (City Council Representative); Emily Walton (Vice-Chair); Simone Whitecloud (Public Representative Alternate); Karen Zook (City Council Alternate)
STAFF PRESENT:	Shaun Mulholland (City Manager)

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1. CALL TO ORDER

Chair DePalo calls the 17 May 2022 Diversity, Equity & Inclusion Commission (DEI) Meeting to order at 6:15pm.

2. APPROVAL OF MINUTES

A. 3 May 2022

A MOTION by Devin Wilkie to approve the minutes of the meeting, as amended. Bise Wood Saint Eugene 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 will collaborate with City Manager Shaun Mulholland to test out the equity lens framework.

2. **Juneteenth steering committee update**—Tia Winter reports on Juneteenth planning developments.

B. Liaison status reports

1. **Hartford Committee on Racial Equity and Inclusion (HCOREI**)—Kathy Beckett reports back regarding potential collaboration with Lebanon DEI.

2. **Lebanon Arts & Culture Commission**—Councilor Devin Wilkie reports that the Arts & Culture Commission did not meet due to a quorum issue.

3. **Lebanon School District**—Chair Renee DePalo reports that there is progress toward the hiring of a social worker, but no official announcements yet.

C. **Continue discussion and formulate plans for community conversations regarding DEI**—Councilor Devin Wilkie reports the creation of a listening session signup form. Chair Renee DePalo suggests advertising our first session ahead of time in multiple media, on- and offline. Further details are discussed.

D. **Survey / data gathering update**—Bise Wood Saint Eugene and City Manager Shaun Mulholland coordinate regarding progress on survey. The questions have been developed by Vice-Chair Emily Walton.

4. NEW BUSINESS

A. Discuss the Roe vs. Wade decision as it relates to the leaked information from the U.S. Supreme Court—City Manager Shaun Mulholland reminds the commission that it is not the purview of the commission to set policy, but to provide recommendations to the City Council and City Administration on DEI matters. Councilor Devin Wilkie introduces why the topic was brought up. Broad discussion follows regarding the purview of the commission and the topic at hand.

A MOTION by Devin Wilkie that the Commission "provide on the webpage for the Lebanon DEI commission the informational statement on the Roe decision on page six of the packet, substituting the first line with a more neutral and historical reference to the original Roe v. Wade decision." Kathy Beckett seconds The Motion.
****The Motion passes 5-1 with 1 abstention.***

B. Discuss the School Resource Officer (SRO) position as it relates to the School Board's decision.—Councilor Devin Wilkie introduces the topic, reading letter by Lebanon High School Students of Color Collective regarding police officer presence in schools. Broad discussion follows on the topic.

A MOTION by Devin Wilkie that the Commission "authorize Devin Wilkie to work with the City Manager to prepare to the closest extent possible a fact-based statement from the statement on law enforcement in schools on page 8 of our agenda packet to post to the webpage." Kathy Beckett seconds The Motion.
****The Motion passes 4-3.***

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**—This item postponed due to time constraints.

5. OPEN TO THE PUBLIC

No discussion.

6. FUTURE AGENDA ITEMS

7. OTHER BUSINESS

8. ADJOURNMENT

Chair Renee DePalo adjourns the meeting at 7:35pm.

Statement:

On April 27, 2022, the Lebanon School Board voted to retain the School Resource Officer (SRO), overriding the public vote a second time. The Lebanon DEI Commission would like to share some information about how students are affected by police officers in schools.

Across the nation, 45% of schools employ SROs, nearly all of whom are armed with guns and carry other restraints, like handcuffs.

Many schools have implemented SROs in response to a surge in deadly school shootings in recent decades. However, research demonstrates that the rate of deaths from school shootings is 2.83 times greater in schools with an SRO compared to those without.

In addition to greater violence, adding armed police to schools leads to more discipline and arrest for all students. Studies have also shown that having an SRO in a school intensifies the use of suspensions, expulsions, police referrals, and chronic absenteeism among all students, and particularly among students of color and those with disabilities.

Nationally, arrest rates are three times as high for Black students compared to white students, and in New Hampshire, the rate of Black student arrest is 4.5 times that of white students (Table 5). For Black girls, the racial disparities are even more stark. While Black girls in the United States are four times more likely to be arrested than white girls, in New Hampshire, Black girls are 6 times more likely to be arrested than white girls.

In terms of education outcomes, a recent study found that exposure to an SRO in middle school relates to a 2.5% lower high school graduation rate and a 4% lower college graduation rate.

Overall, New Hampshire schools are more likely than those in other states to criminalize their students, referring above average numbers of students to law enforcement (80 referrals per 10,000 students in NH vs. 47 referrals per 10,000 students on average in the US, Table 6.)

The Lebanon Education Association teachers union, the ACLU of New Hampshire, and Lebanon High School Students of Color Collective all expressed their opposition to the SRO position.

Research suggests alternative approaches, such as well-trained mental health counselors and social workers, proactively support students while keeping them safe.

Recommendation:

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

Given racial and (dis)ability inequities that result from police presence in schools, the City of Lebanon recommends discontinuing the School Resource Officer position in favor of supportive, non-punitive interventions to benefit the City's student population.

Worksheet for New DEI Concerns, and Template for Generating a DEI Commission "Notice of Concern"

[Note: This worksheet and the Notice of Concern Template below it are designed to streamline the work of the DEI in addressing new concerns that arise in the course of the operation of the Commission.]

1. Explain briefly what the issue is, and (roughly) who has raised the concern (a member of the public, a member of the Commission, etc.)?
2. Explain why this is a DEI concern: How does the issue specifically impact Diversity, Equity, and/or Inclusion?
3. Explain why this is a City of Lebanon concern: How does the issue specifically impact those who live and/or work in the City of Lebanon?
4. Indicate a course of action for the DEI Commission to take, whether it be simply to forward the Notice of Concern to the City Council to raise their awareness of the issue (see template below), advise the issue be taken into account by the City Council regarding an upcoming policy change or vote, advise the City Council to issue a statement reassuring members of the affected group, or even to take no action at this time.

Lebanon DEI Commission Notice of Concern Template

The Lebanon DEI Commission has become aware of a DEI concern that affects those living and working in Lebanon, NH, and feels the City Council should also be made aware of it.

The issue, which was raised by [a member of the public / a member of the commission / a city staff member / other], concerns [brief description of the concern at hand].

This issue is a DEI concern for the following reasons:

[- Bullet list of the reasons the concern is in the purview of the DEI Commission]
[- How does this issue impact Diversity, Equity, and/or Inclusion?]

This issue affects those living and/or working in the City of Lebanon in the following ways:

[- Bullet list of ways in which the issue directly affects those living and working in Lebanon.]
[- Does the issue affect the mental, emotional, physical, or economic well-being of those living]
[and/or working in Lebanon?]

At this time, the DEI Commission would therefore like to:

[Forward this Notice of Concern to the City Council to raise awareness of the issue.]
[Advise the City Council to take this issue into account when making decisions regarding a specific policy or issue.]
[Advise the City Council to issue a statement reassuring members of the affected group.]