

CITY OF LEBANON
DIVERSITY, EQUITY, & INCLUSION COMMISSION
July 19, 2022— 6:00pm
COUNCIL CHAMBERS, CITY HALL or
Remote Via Microsoft Teams: LebanonNH.gov/LIVE

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

MEMBERS ABSENT: Emily Walton (Chair); Karen Zook (City Council Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

Vice Chair Bise Wood Saint Eugene calls the 19 July 2022 Diversity, Equity & Inclusion Commission (DEI) Meeting to order at 6:00pm.

2. APPROVAL OF MINUTES

A. 5 July 2022

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

**The Motion is approved unanimously.*

3. BUSINESS

A. Feedback on the Strategic Plan – City Manager Mulholland

Item is moved to the bottom of the agenda for time use purposes.

B. Multicultural Festival w/ NEXUS – Keysi Montas and Councilor Karen Liot Hill

Keysi Montas reports that a second “act” is needed for the Multicultural Festival and that options are being explored.

C. Listening Session: July 21 (Emily Walton & Councilor Liot Hill), July 28 (Councilor Devin Wilkie & Richard Ford Burley)

Counselor Devin Wilkie reports that the Commission has two upcoming farmers market listening sessions scheduled.

D. Hartford Committee on Racial Equity and Inclusion (HCOREI) – Kathy Beckett

Kathy Beckett reports that they did not have a quorum so did not meet.

E. Lebanon School District - Tia Winter

Tia Winter reports no updates at this time.

F. Arts & Culture - Councilor Devin Wilkie

Councilor Devin Wilkie reports on a braille handrail as a potential accessibility feature for Lebanon's residents exploring scenic areas. Discussion includes ideas for information gathering, manufacture, and potential placement.

G. Equity Worksheet – Richard Ford Burley (packet on SharePoint)

Richard Ford Burley reports on progress, shortcomings of current workflow. Will use update of harassment policy over next two meetings to refine usage of worksheet.

H. Collaborate on Hartford, Hanover, Lebanon, and Norwich Community Safety Survey with HCOREI? – Councilor Devin Wilkie and Keysi Montas

Councilor Devin Wilkie reports no updates at this time.

I. Follow-Up Regarding Checking in with Mental Health Providers for Trans Youth – Tia Winter

Tia Winter (returning to Item E) reports on a development regarding the School Resource Officer issue, specifically that the ACLU has submitted a letter to the School Board voicing concerns regarding whether the March 2022 vote was “nonbinding.”

Regarding the present Item, Tia Winter reports that there will not be any duplication of services if support groups are arranged here in Lebanon, and is therefore seeking help from nonprofits to do so.

J. A Proposition to Adopt the Vermont Declaration of Inclusion for the City of Lebanon – Bise Wood Saint Eugene

Bise Wood Saint Eugene presents the Declaration. Discussion circles around the City's standing “Resolution for Inclusiveness” (adopted June 20, 2018). Councilors Karen Liot Hill and Devin Wilkie suggest sending a recommendation to the City Council to reaffirm the resolution. Additionally, the Commission can suggest coordinating efforts with other New Hampshire

Mayors and New Hampshire Municipal Association. Bise Wood Saint Eugene will invite one of the organizers of the Vermont Declaration to speak to the DEI Commission.

A. Feedback on the strategic plan? – City Manager Mulholland

DEI Commission members brainstorm ideas to add to the Strategic Plan currently in development, including: creation of a “CRESS” program (civilian, unarmed police alternative); creation of a low-barrier housing shelter; expansion of care, protection, and treatment for those suffering from addiction and substance use disorders; creation of a standard protocol for welcoming newcomers to Lebanon; resumption of the Lebanon Citizens Academy program under the name Lebanon Academy, marketing it to diverse communities; recruitment of community members who rent their homes to the planning board and other bodies, especially land use boards; expansion of bus service to nights and weekends; support for regional efforts to further connect Lebanon and Claremont; and development of programming to connect and engage the community. The Commission will have another brainstorming session at the next meeting.

4. OPEN TO THE PUBLIC

After giving appreciation for the City’s present efforts, community member Heidi Conner brings two concerns to the Commission. In regards to the issue of gun violence, she presents the idea of a gun buyback program for the City of Lebanon, and in regards to the shortage of affordable workforce housing, she asks if it is possible for future development projects to include a minimum number of units set aside for affordable housing. Discussion on both concerns takes place. The Commission agrees to gather information regarding the first concern. Regarding the second, the Commission will take steps to recommend that the City Council support strong incentives to create more affordable housing.

5. FUTURE AGENDA ITEMS

6. OTHER BUSINESS

7. ADJOURNMENT

Vice-Chair Bise Wood Saint Eugene adjourns the meeting at 7:15pm.