

CITY OF LEBANON
DIVERSITY, EQUITY, & INCLUSION COMMISSION
June 21, 2022— 6:00pm
COUNCIL CHAMBERS, CITY HALL or
Remote Via Microsoft Teams: LebanonNH.gov/LIVE

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

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

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

Chair Emily Walton calls the 21 June 2022 Diversity, Equity & Inclusion Commission (DEI) Meeting to order at 6:00pm.

2. APPROVAL OF MINUTES

A. 7 June 2022

A MOTION by Devin Wilkie to approve the minutes of the meeting, as presented. Bise Wood Saint Eugene seconds The Motion.

**The Motion is approved unanimously.*

3. NEW BUSINESS

A. Discuss and approve the distribution of the discrimination survey

Bise Wood Saint Eugene and Emily Walton explain the survey and the amendments made to it after the last round of feedback. The decision is made to gather data from both residents and the wider Lebanon community. The question is raised of the languages available for taking the survey, and discussion of possible solutions follows. It is determined that the survey will go ahead with the suggested changes.

B. 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

The City Manager explains the REAL program and materials included in the packet. A demographic data-collection survey will go out to city employees plus also board members and volunteers.

C. Discuss ADA compliance relative to City job postings

Kathy Beckett explains the materials in the meeting's packet regarding ADA compliance and job postings. Broad discussion on the topic follows. The City will check with the city's legal experts to see about using more open and inclusive language in job descriptions, while still satisfying the needs and functions of the long-term disability and workers' compensation programs. The Commission will follow up on the topic at a later date.

D. Discuss updates to the Energy chapter of the Lebanon Master Plan.

Woody Rothe of the Lebanon Energy Advisory Committee, attending via telepresence, asks if the DEI Commission has a member who can help with the equity perspective regarding the update of the Energy chapter of the Lebanon Master Plan. Richard Ford Burley volunteers to be point person for the collaboration.

E. Report out regarding assignments

E.1. Juneteenth celebration (June 19) - Karen Liot Hill and Tia Winter

Tia Winter reports on the successes of the Juneteenth event. Alisha Robinson (attending in person) reports about 150 people attended the event.

E.2. Listening session (June 17) - Devin Wilkie

Devin Wilkie reports on the successes of the DEI Commission's first listening session at the Pride event. Richard Ford Burley and Tia Winter also report issues brought up by members of the public for potential follow-up.

E.3. HCoreI - Kathy Beckett

Kathy Beckett reports on the latest news from HCoreI, and suggests possible collaboration on a community safety survey with other UV communities.

E.4. Arts & Culture - Devin Wilkie

Devin Wilkie reports that on June 30, the sidewalk poetry contest ends, encourages people to submit.

E.5. Lebanon School District - Tia Winter

Tia Winter reports that school is not in session right now. The board has officially appointed a replacement for outgoing board member Renee DePalo, and will be working on finding a replacement for the superintendent, who is leaving at the end of June, 2023.

E.6. Multicultural Festival - Karen Liot Hill and Keiselim Montas

No updates as of yet.

E.7. Equity worksheet - Richard Ford Burley

Richard Ford Burley reports on progress in testing out the worksheet with the City Manager.

F. Discuss placement of School Resource Officer (SRO) related documents on the website

The City Manager states that he does not believe the information belongs on the website and has vetoed the decision to post it. Debate ensues, but the City Manager's decision stands.

5. OPEN TO THE PUBLIC

Alisha Robinson provides positive feedback about Juneteenth event.

6. FUTURE AGENDA ITEMS

7. OTHER BUSINESS

8. ADJOURNMENT

Chair Emily Walton adjourns the meeting at 7:25pm.