

**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)

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**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 19<sup>th</sup> 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**

- 1. Share stories and videos in the City's newsletter and website**
- 2. 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**
  - 1. Discuss potential collaborative efforts and joint mission vision**
  - 2. 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**

- A. Renee DePalo suggests Open Discussion takes place, given available time.**
  - 1. Community outreach ideas and methods discussed.**
  - 2. Qualifications listed on City of Lebanon job postings discussed.**
  - 3. Single-occupancy and gender-neutral bathrooms discussed.**

## **8. ADJOURNMENT**

Chair Renee DePalo adjourns the meeting at 7:25pm