



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

**SEPTEMBER 6, 2022 - 6:00 PM
COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE**

1. Call to Order

The September 6, 2022, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

A. August 16, 2022

3. Old Business

4. New Business

A. Committee Liaison Updates

- Arts & Culture Commission
- Lebanon School Board

B. Discuss a recommendation for the City Council to reaffirm the Lebanon Inclusiveness Resolution with amended language based on the VT Declaration of Inclusion

5. Open to the Public

Any member of the public who desires to speak on any item may do so when the item is taken up by the Commission and will be allowed to speak on the subject for not more than three minutes. (Note: Speakers are asked to state their name, ward of residence, and to use the microphone provided.)

6. Future Agenda Items

- A. Community Safety Survey. Review Norwich and Hartford RFPs and examples of completed surveys from Amherst, MA, and Bennington, VT. Discuss whether to recommend that City Council undertake an RFP – Councilor Wilkie
- B. Affordable Housing. How does the Community Development Plan address equity? - Richard Ford Burley
- C. Review results of Discrimination Survey – Vice-Chair Bise Wood Saint Eugene and Chair Emily Walton

- D. DEI 101 for Business – Councilor Wilkie
- E. Programming for Native American Heritage Month? Richard Ford Burley will discuss this with the City Historian
- F. Trans and Queer youth services – Tia Winter
- G. How to use the arts to foster inclusion among youth - Alisha Robinson and Councilor Wilkie
- H. Land Acknowledgement – Chair Emily Walton and Alisha Robinson
- I. DEI Definitions - Chair Emily Walton and Councilor Wilkie

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: 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
August 16, 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); Keiselim Montas (Public Representative); Alisha Robinson (Public Representative); Bise Wood Saint Eugene (Vice-Chair); Simone Whitecloud (Public Representative Alternate) (via telepresence); Tia Winter (Public Representative)

MEMBERS ABSENT: Karen Liot Hill (City Council Representative); Emily Walton (Chair); Devin Wilkie (City Council Representative); Karen Zook (City Council Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

Vice-Chair Bise Wood Saint Eugene calls the 16 August 2022 Diversity, Equity & Inclusion Commission (DEI) Meeting to order at 6:00pm.

2. APPROVAL OF MINUTES

A. August 2, 2022

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

**The Motion is approved unanimously.*

3. OLD BUSINESS

4. NEW BUSINESS

A. Welcome Alisha Robinson as a new member

B. Report on NEXUS Multicultural Festival

Keiselim Montas reports on the successes of the multicultural festival.

C. Committee Liaison Updates: Arts & Culture Commission, Lebanon School Board

Councilor Devin Wilkie being absent, there is no Arts & Culture Commission update. Tia Winter reports no news from the Lebanon School Board, whose next school meeting is August 24. She will attend the meeting and report back.

D. Provide comments on the revised Anti-Harassment Policy, based on the equity worksheet

The Commission members work through the policy and worksheet together. City Manager Shaun Mulholland points out a lack of a similar policy for elected officials.

E. Discuss a recommendation for the City Council to reaffirm the Lebanon Inclusiveness Resolution with amended language based on the VT Declaration of Inclusion

Item is moved to next meeting.

F. Land Acknowledgement – Should the DEI Commission do one and should we recommend the City Council and/or other boards and commissions do one?

Alisha Robinson reports that there is an upcoming meeting with a representative from the Abenaki people, and will report back next meeting.

G. Review results of Discrimination Survey — Vice-Chair Bise Wood Saint Eugene and Chair Emily Walton

Vice-Chair Bise Wood Saint Eugene reports that there have been around 80 submissions so far. They will continue accepting submissions until the end of the year, after which the data will be analyzed and the Commission will produce suggestions for future actions.

H. Affordable Housing. How does the Community Development Plan address equity? — Richard Ford Burley

Richard Ford Burley reports on the development of a recommendation for the DEI Commission to offer to the City Council in light of a public comment at the 19 July 2022 DEI Commission meeting. Simone Whitecloud asks about incentives and workforce housing. City Manager Shaun Mulholland explains many of the challenges Lebanon is facing as a city. Richard Ford Burley indicates that part of the recommendation will include mention of low-barrier shelters. More discussion on the topic ensues.

I. Research other communities’ “gun buyback” programs to determine relevance for Lebanon — Vice-Chair Bise Wood Saint Eugene

Vice-Chair Bise Wood Saint Eugene reports on the topic. Chiefly, it is generally considered unpopular in New Hampshire, many states have tried similar programs, but researchers are not seeing correlation with security, especially in small cities.

J. Programming for Native American Heritage Month? Richard Ford Burley to discuss with City Historian

Richard Ford Burley reports that the City Historian is amenable to giving a talk in November. Richard will connect the City Historian with Alisha Robinson regarding the meeting discussed in Item 4.F.

K. Trans and Queer youth services — Tia Winter

Tia Winter reports on the challenges and progress being made in trying to organize services for trans and queer youth.

L. How to use the arts to foster inclusion among youth — Alisha Robinson and Councilor Wilkie

Alisha Robinson will report more on the topic at a later date, but suggests that improvements could be made on the current spaces for public artmaking regarding accessibility and other considerations.

5. OPEN TO THE PUBLIC

6. FUTURE AGENDA ITEMS

7. SCHEDULING

Members present agree to meet on the first Tuesday of next month (September 6), and on the third Tuesday of the month from October onward.

8. FUTURE AGENDA ITEMS

A. Community Safety Survey. Review Norwich and Hartford RFPs and examples of completed surveys from Amherst, MA, and Bennington, VT. Discuss whether to recommend that City Council undertake an RFP – Councilor Wilkie

B. DEI 101 for Business – Councilor Wilkie

7. OTHER BUSINESS

8. ADJOURNMENT

Vice-Chair Bise Wood Saint Eugene adjourns the meeting at 7:05 pm.

WHEREAS, the City Council of Lebanon wishes to act in accord with the City’s Master Plan, Principles for Sustainability and Guiding Principles in preserving the public trust and promoting community identity, civic pride, and quality of life for all residents, regardless of race, skin color, national or ethnic origin, age, sex, gender identity or expression, sexual orientation, mental or physical disability, religious or political opinion or activity, socio-economic status, or housing status; and

WHEREAS, the City Council of Lebanon wishes to take a leading role in protecting civil liberties, promoting ~~tolerance~~inclusiveness, and providing equal protection under the law to all persons in the City; and

WHEREAS, the City Council of Lebanon recognizes that a diverse population supports a resilient economy and fosters a high quality of life for its residents and visitors, in accordance with the City’s Sustainability Principles; and

WHEREAS, the City Council of Lebanon recognizes that while Free Speech is protected under the First Amendment; ~~and that we can speak out against and discourage hate speech as contrary to our values~~ Hate Speech is excluded from this protection; and

WHEREAS, the City Council of Lebanon has demonstrated its commitment to protecting its ~~citizens~~residents and visitors against discrimination on the basis of race, skin color, national or ethnic origin, age, sex, gender identity or expression, sexual orientation, mental or physical disability, immigration status, religious or political opinion or activity, socioal-economic status, or housing status; and

WHEREAS, the City Council wishes to take a stand against ideologies of violence, hatred, and intolerance based on social economic status.

THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF LEBANON THAT:

1. The City Council of Lebanon ~~denounces and rejects~~ ALL ideologies based on discrimination, hatred, and intolerance, including racism, xenophobia, and homophobia, and condemns activities that promote these ideologies; and
2. The City Council of Lebanon affirms its strong support for the fundamental constitutional rights and civil liberties of every person, regardless of race, skin color, national or ethnic origin, age, sex, gender identity or expression, sexual orientation, mental or physical disability, immigration status, religious or political opinion or activity, socioal-economic status, or housing status; and

Commented [DW1]: VDoI says "condemns"; ours sounds more forceful.

Commented [DW2R1]: Also, should we say 'discrimination in all its forms'?

Commented [DW3]: Sex, gender expression, and age are not mentioned here.

INCLUSIVENESS RESOLUTION

DRAFT 6/6/18 – proposed edits 7/2022

3. The City Council of Lebanon celebrates and embraces its diverse community and is committed to fostering a community of ~~tolerance and inclusiveness~~ where everyone can feel safe, and welcome, and valued; and

~~3.4.~~ The City Council of Lebanon commits to fair and equal treatment of everyone in our community, including in housing, education, employment, and healthcare, and will strive to ensure all of our actions, policies, and operating procedures reflect this commitment.

Commented [DW4]: wants everyone to feel safe and welcome in our community.

Commented [DW5R4]: commit to fair and equal treatment of everyone in our community, and will strive to ensure all of our actions, policies, and operating procedures reflect this commitment.

Commented [DW6R4]: has and will continue to be a place where individuals can live freely and express their opinions.