



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

OCTOBER 18, 2022 - 6:00 PM
COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE

1. Call to Order

- A. The October 18, 2022, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

- A. September 6, 2022

3. Old Business

4. New Business

- A. Discuss the Community Safety Survey
- B. Discuss land acknowledgments
- C. Discuss affordable housing
- D. Review results of the discrimination survey

5. Open to the Public

- A. 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
September 6, 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); Karen Liot Hill (City Council Representative) (via telepresence); Keiselim Montas (Public Representative); Alisha Robinson (Public Representative); Bise Wood Saint Eugene (Vice-Chair); Devin Wilkie (City Council Representative); Tia Winter (Public Representative)

MEMBERS ABSENT: Emily Walton (Chair); Simone Whitecloud (Public Representative Alternate); Karen Zook (City Council Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

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

2. APPROVAL OF MINUTES

A. August 16, 2022

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

**The Motion is approved unanimously.*

3. OLD BUSINESS

4. NEW BUSINESS

A. Committee Liaison Updates

Arts and Culture Commission

Councilor Devin Wilkie reports no updates, as there was no meeting last month.

Lebanon School Board

Tia Winter reports updates from the most recent Lebanon School Board meeting, including the appointment of a district social worker, Miranda Collins, and a discussion regarding the School Resource Officer position, with no actions being taken.

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

Councilor Devin Wilkie presents a revised draft of the 2018 Inclusiveness Resolution for the DEI Commission to potentially send to the City Council. City Manager Shaun Mulholland recommends aligning the draft statement's language with that of the Welcoming Lebanon Ordinance. Councilor Wilkie points out that marital status and familial status are in the Welcoming Lebanon Ordinance, but not in the present draft, and there is general assent to add that language to the statement.

A MOTION by Richard Ford Burley that Councilor Devin Wilkie update the draft language as discussed and that it be given to the City Council with the recommendation that they reaffirm it. Keiselim Montas seconds The Motion.

**The Motion is approved unanimously.*

5. 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

Councilor Devin Wilkie reports no updates.

B. Affordable Housing. How does the Community Development Plan address equity? - Richard Ford Burley (will meet with CM to better research issue)

Secretary Richard Ford Burley reports no updates. On the topic, City Manager Shaun Mulholland reports on local and regional progress on the idea of strategic housing solutions. Councilor Karen Liot Hill adds that over the summer she attended a meeting with the Community Loan Fund, a group that finances affordable home ownership opportunities in New Hampshire. She notes that affordable housing includes both rentals and access to ownership, as home ownership rates are clearly an equity issue. Councilor Hill suggests we get the Community Loan Fund to come and share their work with the Commission, to which there is enthusiastic assent.

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

Vice-Chair Bise Wood Saint Eugene reports back on the survey, and future plans for the data. The survey will remain open until the end of the year. Vice-Chair Saint Eugene asks for suggestions for publicity solutions. Discussion ensues, with many suggestions being presented.

D. DEI 101 for Business – Councilor Wilkie

Councilor Devin Wilkie introduces the idea of having a “Basics of DEI” document on the website for businesses to consider when developing/adopting a DEI policy. Councilor Wilkie reports that it is currently in the brainstorming phase.

E. Programming for Native American Heritage Month? Richard Ford Burley will discuss this with the City Historian.

Secretary Richard Ford Burley reports no updates since the last meeting. Alisha Robinson will see about setting up a meeting with a representative from Abenaki people about Native American Heritage Month.

F. Land Acknowledgement – Chair Emily Walton and Alisha Robinson

Alisha Robinson also spoke briefly on the topic of the Land Acknowledgement, and will have updates next month.

G. National Hispanic Heritage Month

Keyselim Montas reads a statement for release in announcement of National Hispanic Heritage Month. He will send it to the City Manager, with the aim of having it placed in the City of Lebanon News on the City website.

H. Trans and Queer youth services – Tia Winter

Tia Winter reports no updates to discuss.

6. OPEN TO THE PUBLIC

7. OTHER BUSINESS

The next meeting of the DEI Commission will be on the 3rd Tuesday in October.

8. ADJOURNMENT

Vice-Chair Bise Wood Saint Eugene adjourns the meeting at 6:55pm.

Community Safety Review Summary Details

Selected comparative examples:

Hartford, VT

Request for Proposals:

https://cms5.revize.com/revize/hartfordvt/Document_center/Bid%20Postings/Administration/Community%20Safety%20Review%20RFP%20202%20v2.pdf

Norwich, VT

Request for Proposals: <https://drive.google.com/file/d/1cxtsIP4bFq5xltTtdNZKkro8eTCclleh/view>

Brattleboro, VT

Request for Proposals: https://drive.google.com/file/d/1SA4ragDgqibNdyceyfX_bmPGT5WxftLG/view

Implementation: <https://www.brattleboro.org/index.asp?SEC=%7B0F7BDDC7-073C-4351-A659-7C2178A0DB8F%7D>

Amherst, MA

Community Responders for Equity, Safety & Service (CRESS) landing page:

<https://www.amherstma.gov/3655/Community-Responders-for-Equity-Safety-S>

Reports: <https://drive.google.com/drive/folders/1L5tm3EMGRqn6iQsmncQkcbLdrHVIMMza>

Key Points:

- Collaborative process: police, fire, social services, nonprofits
- Focus on antiracism, equity, and justice
- Unarmed alternative to nonviolent situations – reduce pressure on police to do everything
- Unbiased perspective from a third party – not reliant on self-selected survey responses
- Meet people’s basic needs as a function of public safety
- Data-driven solutions

RFP:

Consultant to examine community safety desires, needs, reports of harm, review of current systems

Active solicitation of anonymous input from marginalized communities (BIPOC, disabled, unhoused, etc.)

Recommendations for safe, efficient, effective use of municipal resources, including ongoing input

Sample of Recommendations:

Acknowledge harms caused to marginalized populations

Resident oversight of public safety

Fair and Impartial Policing Policies (incl. pretextual stops, use of force, etc.)

Unarmed response teams for nonviolent situations

Fair and equitable social services that meet the specific needs of the community

Prioritize spending on safe housing, food, mutual aid, and community spaces

Abandon efforts that do not increase public safety

Lebanon Land acknowledgement

We have been discussing whether and how to include a land acknowledgment in the City proceedings. Alisha Robinson and Emily Walton met with Art Hanchett, the elected chief of a local Abenaki family, to discuss how best to do this with sensitivity and care.

Art created the following land acknowledgement and urged us to think wisely about how we use it. Importantly, if land acknowledgements are overused, they can become performative and lack meaning. It might be appropriate to put the land acknowledgment on the City website, or the DEI website. It might also be good to read the land acknowledgment before boards and commissions are discussing topics that relate to lands considered sacred, race relations, related holidays and occasions, or historical/heritage representations. But we should keep in mind that a history of forced sterilization and discrimination is still playing out in the lives of the Abenaki peoples today, and misusing/overusing the land acknowledgment can open wounds without offering any resolution.

Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making the history that led to this moment. Some were brought here or removed against their will, some were drawn to leave their distant homes in the hope of a better life, and some have lived on this land for more generations than can be counted.

Lebanon is situated upon ancestral and unceded lands of the Abenaki people known as Koas (place of the Pines) within the greater ancestral territory of the Abenaki and Wabanaki homeland called Ndakinna. This acknowledgement reminds us of the significance of place, the continued existence of Abenaki people, known as the Alnôbak in their own language, and our commitment to building respectful relationships with the Koasek people who call these lands home today.

DEI Statement on Housing and Equity in Lebanon

On July 19, 2022, a member of the public attended the DEI Commission meeting to voice concerns over housing affordability in Lebanon and wondered about measures that could potentially be taken to mitigate the shortage. Across the United States, rental and homeownership prices have risen substantially in the last year. This has priced lower-income individuals and families out of the purchasing market and squeezed household budgets for the most vulnerable members of the population. Even before the surge in housing prices, the growing population in Lebanon had exceeded the housing supply, pushing the workforce farther and farther afield and making transportation a challenge. The lack of affordable housing presents an equity issue for the people who live and work in Lebanon.¹

The DEI Commission recognizes that the City Council understands the extent of the housing crisis and is taking steps to address the issue. We would like to highlight the resolution passed by the Council on 21 April 2022, to empower the City Manager to take steps to enable, incentivize, and partner in the development of solutions to unmet housing needs, particularly the plans to develop regulation and guidance to aid in the creation of Housing Opportunity Zones and Residential Property Revitalization Zones, and the suggested move to partner with the Lebanon Housing Authority to use city-owned property to help overcome barriers to affordability. Removing barriers to the construction of Accessory Dwelling Units, also proposed for study in the Council's resolution, would also help ease the shortage and allow the community's older residents more opportunities to "age in place," and the DEI Commission encourages the study of creative incentives for employers and landlords to this end.²

In addition, the DEI Commission strongly advocates inclusionary housing requirements for any new growth areas in the City. We are encouraged to hear that there will be workforce housing units in the new development on Spencer Street and that the City is aiming for workforce housing units in forthcoming RFIs as well. A combination of zoning requirements and incentives for developers is important in the drive to construct below-market-rate units on the same sites as market-rate units. This last point is important, because the inclusion of working- and middle-class families side-by-side in the same developments ensures equal access to new-growth areas with high-quality schools, shopping, and other services. The DEI Commission is strongly in favor of these kinds of actions, which will hopefully address the shortfalls of the present market over time.

The DEI Commission also recognizes that housing insecurity is an immediate crisis for many members of the Upper Valley community. Annual Point-in-Time (PIT) surveys conducted each year by HUD, with participation by local organizations like the Upper Valley Haven, suggest a present need for more local solutions for unhoused individuals. We believe that a solution that would address this immediate need should be a high priority for the City.

¹ <https://www.vnews.com/The-carbon-personal-footprint-of-commuting-45365411>

² For example, <https://vtdigger.org/2022/08/12/woodstock-aims-to-house-local-workers-with-subsidies-to-landlords/>

The DEI Commission recognizes that actions taken in the direction of housing justice are not always easy, nor are they always popular. Constraints from higher levels of government, like regionally-calculated Area Median Income formulas, can create a “squeezed middle” of residents who need assistance but are too “well off” to qualify for it. Local constraints, too, like concerns often phrased as being about the “character” of the City, can stand in the way of helping our most at-risk populations. We appreciate these challenges and encourage the Council to press on in the name of equity and justice.

The DEI Commission would like to take this opportunity to both congratulate the City Council on the steps it has already taken and encourage the Council to continue to make further inroads on this pressing equity issue as the process continues.

Lebanon Discrimination Survey, Results Summary

7 October 2022

To date, 85 individuals have completed the survey with responses on most questions. Of the 85 respondents, 69 live in Lebanon. Others come to Lebanon to work, dine, recreate, shop, and build community. Of these respondents 66% were homeowners, 85% were born in the US, and the median age was 46 years old.

Overall, how satisfied are you with Lebanon as a place to live or visit? (N=85)	Gender (N=85)	Sexuality (N=85)
Very satisfied 42%	Female 60%	straight 51%
Satisfied 39%	Male 28%	LGBTQ 18%
Neither satisfied nor dissatisfied 11%	Other 12%	other 32%
Dissatisfied 8%		
Very dissatisfied 0%		

Note: Because sexuality was a write-in question, some people were confused and responded with answers relating to sex and gender (e.g., woman, man). Others, because this is a politically charged topic, wrote in things like “MYOB”. These were all categorized as “other”.

Education (n=83)	Race and Ethnicity (N=85)
Professional degree 45%	White 59%
College degree 41%	Black or African American 11%
Some college 6%	Asian American 9%
Vocational degree 4%	Multiracial 7%
High school or GED 2%	Latino/a/x or Hispanic 2%
No response 2%	Native American 1%
	Other 11%

There were 9 questions about Discrimination, asking **“In your day-to-day life in Lebanon, how often do any of the following things happen to you?”**

	You are treated with less courtesy than other people	You are treated with less respect than other people	You receive poor service at stores and restaurants	People act as if they think you're not smart	People act as if they are afraid of you	People act as if they think you are dishonest	People act as if they are better than you	You are called names or insulted	You are threatened or harassed
Never	26%	26%	31%	31%	65%	52%	24%	49%	45%
A few times a year	22%	25%	28%	22%	7%	11%	24%	11%	9%
Less than once a year	21%	20%	14%	16%	5%	19%	18%	24%	31%
A few times a month	12%	11%	13%	9%	7%	4%	14%	5%	2%

At least once a week	6%	7%	2%	6%	2%	1%	5%	0%	0%
Almost every day	1%	0%	0%	2%	2%	2%	5%	0%	0%
No response	12%	12%	12%	13%	12%	12%	12%	12%	13%

When asked for more detail about these experiences with discrimination, these are some of the responses. All identifying information has been removed.

- I am fortunate to experience very little discrimination due to my appearance, disability, or origin, but I still see that others face discrimination on those grounds, and I do experience age-based discrimination.
- I am not greeted kindly by people which leads me to think it is because of my race.
- The Upper Valley hasn't been the best place to relocate to. From people staring, people thinking its ok to touch my hair, comments about rap music being violent, and diversity training being called reverse racism. I don't plan to leave here past 2025. I will never relocate to a place with a lack of diversity ever again.
- It's just crazy to me that this is still going on in 2022.
- My experiences are mild/low stakes, and I have been able to stand up for myself easily when it occurred. No one knows about my sexual orientation; I don't know what my experience would be if they did.
- No
- This woke bs has to stop
- If you are looking to ascribe meaning to every negative interaction you have with stupid people, you can. And many people ARE racist, or bigoted, or ignorant. But sometimes people are just having a bad day, or they lost a family member, or they have a disability you can't see, or they got a speeding ticket on the way to work. Sometimes people are just self-seeking, or drug addicts, or struggling in other ways. Not everything is about being or not being a member of a particular group. Dividing people up into categories and labeling everyone and creating a caste system based on one's perception of personal victimhood does not lead to empowerment, agency or efficacy. It does not contribute to the goal of equality. It creates division and seeks to oversimplify the human condition, which is that some people are cruel and some are kind, and to be human is to experience tragedy. Nobody escapes it.
- I have never seen or been victim to any discrimination in the Upper Valley.
- I don't experience it, because of who and what I am.
- This survey really only asked about discrimination towards me. I have witnessed discrimination towards others in Lebanon.
- When I do something wrong at work or different than others, the degree of feedback seems to weigh heavier on me than when a white person does it.
- None
- My biggest issue has been people assuming I'm not from Lebanon, even though I grew up here.
- I feel us in the older generation are looked down on. Local and federal government overlooks us in favor of gay people.
- I have lived in both southern & northern New England my entire life. Lebanon is the first and only place I have ever lived where, as a conservative, I have been treated poorly or

differently from others. I find the Upper Valley to be a very unaccepting intolerant place to live for conservatives.

- Since the pandemic, riots, and rise of BLM most non-white people now seem hesitant to interact with me. Close non BIPOC friends say they feel they are under a microscope with every interaction they have with people. This has done more to harm race relations than to actually make any improvements.
- Not much in Lebanon.
- There are quite a few white, older women in the upper valley, most clearly not originally from here that act as if money is a sound replacement for manners. Locals are servants to them.
- The demographics of the area have made me more cautious about being a loud, leader, woman and cautious about sharing personal things like my family and sexual orientation
- [My children] grew up in Lebanon and mostly had good experiences here. But they did feel isolated and overly noticed by others. I would be happy if Lebanon became a place where people from different backgrounds feel not only safe and respected but also welcomed and valued.
- I don't discriminate. I don't know anyone that does. I don't know a single person who has been a target of discrimination. This area is very peaceful and kind.
- Lebanon is overall a very nice place to live, but I still get gawked at while walking down the street with my partner
- Only that people assume that because I am Slavic (White) and educated I will automatic discriminate against others not like me.
- I taught high school for decades. I can use the hairy eyeball stare to good effect.
- I have heard that medical professionals at DH experience a lot of race based harassment by patients.
- It hurts when people judge and treat me as less than.
- I've not been discriminated against explicitly but have experienced what I believe to be condescension in the workplace due to my gender.
- I feel guilty about so many millions of others who get discriminated against for utterly illegitimate reasons and I get off scot-free due to being a white woman
- Lebanon is an interesting place because the racial/ethnic/socioeconomic differences that exist in this community are often overlooked because the white majority is simply so large. Personally, the major kind of discrimination that I have faced here have to do with gender. I sometimes feel ignored or dismissed because of my gender, though I have not experienced any harmful treatment because of my gender.
- When I feel disrespected, I will talk with the individual to try and find out why their behavior toward is rude.
- I had a neighbor who routinely followed and watched me. It made me extremely uncomfortable, but he didn't do anything that I would have been able to report. Other young women in my building had similar experiences with the same man. I eventually moved. At the time, this was a daily-weekly occurrence, but it hasn't been representative of my experience overall in the UV. It lasted for 2-3 months.
- People underestimate my competence because I'm a young woman.
- Personally only experience awkward glances and some snootiness from rich people in co-ops or the more expensive restaurants.

- There is moderate-level covert racism here, which is preferable for me that overt racism, which is much more distressing.

When asked to give suggestions to remedy these issues, respondents listed the following.

- Actively seek input, communication, collaboration, and participation with younger residents, residents of diverse backgrounds (beyond long-time white residents with property).
- By having open discussions. The area is getting more and more diverse. We need to have discussion to discuss acceptance of people of color, sexual orientation and etc.
- Emphasizing the change in demographic and that this town is most certainly growing in diversity. Older white individuals who live here and claimed to have lived here for long periods of time can come off as entitled and do maneuver in a way that makes me uncomfortable and results in me shying away from any social interaction.
- Anti-Racism Training, people should read the book White Fragility and get over themselves.
- DO BETTER
- Thank you for taking steps with this survey. Please share results widely once you have them.
- Is there really discrimination in Lebanon????
- Stop this woke bs now
- Education, bring in more ethnic/LBGTQAI+ owned businesses, more events that bring people together
- Education
- FEED EVERYONE. People are going hungry in our community. Our friends and neighbors cannot afford to eat. This is injustice on the most basic level. All people deserve to live free of hunger. Until everyone is fed, nothing else matters
- fostering empathy is hard, opportunities for interactions between people, group activities, shared events.
- I do not view this as a problem in our City.
- Help people recognize that discrimination happens in the Upper Valley
- Reach out to minority voices and help them organize.
- I think experiences that allow people to step out of their normal circles, learn about others, and have new experiences are the most meaningful ways to reduce discrimination. How the city could provide these opportunities is difficult to say. Perhaps offering free, easy to access opportunities to interact with others might be an option. Using a topic from the survey, maybe different faith based organizations would be willing to participate in a fair/presentation/event that is designed to reduce misinformation or misperceptions.
- Have more multicultural events
- Continue inviting new hires/transplants to Lebanon activities like the Farmer's Market, hiking, biking, etc.
- The City can be more obvious in discouraging discrimination, perhaps through signage in key places.
- Visibility, representation, getting to know neighbors of different origins.
- Focus on traditional family values.

- The City spends a lot of time talking about Diversity, Equity & Inclusion but I have found this only to be true if you are part of the Democrat, BIPOC or LGBTQIA+ community. As a conservative I have often been treated with hostility whenever I speak my opinion and been called all the usual names such as fascist, racist, transphobic. Lebanon is definitely not a welcoming community that makes us all feel free to discuss our values.
- There is so much focus on race and gender identity that it is being forced onto all of us that it is making it a bigger problem than it really is.
- we are doing good
- Customer service training for staff. Beyond that is this the city's job to take on?
- Stop making it so easy for rich out of staters to buy second homes to use as a vacation spot.
- I would like to see leaders take action. Or examples where they have. People seem to "let things slide" because it is more comfortable. I would like to see more women and more people of color in staff and leadership roles.
- There is always work to be done. The City should look at policies, procedures and services that could be perceived to be discriminatory or to perpetuate white privilege. It would be great if there were teachers of color in our schools and people from underrepresented minorities in local government. I think Lebanon is well-intentioned and has made progress and I look forward to even more.
- No
- You would have to fix the transphobia and homophobia endemic in this culture, and that is too tall of an order for one small New England town
- Promote "equal" treatment not preference treatment for special categories. We cannot change history, that is folly, so continuing assume discrimination is only the problem on one group is not the answer. All need to be treated THE SAME. .
- There is a national movement of becoming a Compassionate City, which has very good action guidelines -- and also here are some thoughts/suggestions: being careful; being kind; being compassionate; education; exposure (recent events in Colburn Park have been great: pride celebration, Juneteenth, Frederick Douglass reading
- Open and honest discussion.
- Education and awareness, and maybe some love
- Encourage incident reporting, aggregate analytics, and training for area employers.
- I'm glad it is being addressed because I know it happens
- All in all, Lebanon and the Upper Valley are warm, welcoming places. There are still outlier ignorant morons around, but not sure you can do anything about that.
- Start with city hall.
- EVERY employee, not just leadership, should complete required trainings about cultural/ADA/anti-discrimination sensitivities once a year. Lebanon should improve its recruitment efforts for employees, not just seeking candidates who are local. Lebanon should institute a DEI/equity checklist for project reviews, both public/tax-paid projects and development/Planning Board projects especially as the Planning Board has tended to disfavor higher density projects or those for disadvantaged people (i.e., homeless like the one that was proposed in WLeb) because of privileged people making comment at public meetings, without giving weight to those voices not present at the meetings or with

access to them. This results in a maintenance of the status quo in Lebanon. Lebanon is also not very friendly for aging populations and should look into how to improve accessibility or mobility options beyond paving the rail trail (which actually is worse for joints and runoff and taxpayer dollars). Also Lebanon might consider solicitations for cultural events highlighting different identities, or a festival celebrating many all at once (i.e., multi-ethnic) as many feel hidden due to the general trend to assimilate and lay low amid an overall pretty WASP population in Leb

- Educating the public, raising awareness and compassion towards others
- Hearing the voices of minorities can only happen if they are sought out. The City can actively seek out the voices of the underrepresented and attempt to include them in all community-based decision making.
- Education people starting at a young age; also respect or lack of begins in the home--starting with parent, siblings, grandparents, foster parents, etc
- Prioritize your focus on racial discrimination as that's the worst form in our community
- Policies and housing that combat income inequality
- Promote diversity through multicultural/cross-cultural events (e.g. Concord NH has a multicultural day every year, perhaps reach out to their organizers for info and/or advice). Host discussion panels and other events that showcase the diversity of the Upper Valley. Educational events at schools and workplaces.
- More diversity in city leadership and public-facing positions
- I can't prevent something I personally have never seen.
- No
- Have an LGBTQ+ place of gathering, even if it is a coffee shop, restaurant, work space
- Outdoor public events.
- Find a way to get others to focus on the whole individual, not just the difference to discriminate. Pets sense for similarities and other instances and of loving acceptable agreement