



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

NOVEMBER 15, 2022 - 6:00 PM

COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM

LEBANONNH.GOV/LIVE

1. Call to Order

- A. The November 15, 2022, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

- A. October 18, 2022

3. Old Business

4. New Business

- A. Review land acknowledgment language for DEI Commission website and City Council
- B. Secure commitments for discrimination survey outreach and distribution of QR code
- C. Open discussion on goal setting for 2023

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 Council 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. Discuss City Historian writeup for History page – Nicole Ford Burley will share after she has had time to consult with a number of sources
- B. REAL training follow-up, how is the internal process working? – Each of the subgroups come to DEI Commission meeting to report. Also, review results of the employee survey.
- C. DEI for business - Councilor Wilkie
- D. Housing statement – Invite Community Loan Fund to DEI Commission meeting
- E. Community Safety Review – Councilor Wilkie, should the internal process be complemented by an outside assessment?
- F. Review of discrimination survey results after survey closes January 1, 2023 – Chair Emily Walton and Vice-Chair Bise Wood St. Eugene
- G. Trans and Queer youth services - Tia Winter

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 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
October 18, 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); Bise Wood Saint Eugene (Vice-Chair); Emily Walton (Chair); Devin Wilkie (City Council Representative); Simone Whitecloud (Public Representative Alternate) (via telepresence); Tia Winter (Public Representative)

MEMBERS ABSENT: Keiselim Montas (Public Representative); Alisha Robinson (Public Representative); Karen Zook (City Council Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

Chair Emily Walton calls the October 18, 2022 Diversity, Equity & Inclusion Commission (DEI) Meeting to order at 6:00pm.

2. APPROVAL OF MINUTES

A. The minutes for the September 6, 2022 meeting of the DEI Commission are approved by general consent.

3. OLD BUSINESS

No old business.

4. NEW BUSINESS

A. Discuss potential community safety survey

Councilor Devin Wilkie introduces the idea of a Community Safety Survey and discusses what they are and how they typically proceed. The introduction centers around the possibility that the DEI Commission might recommend that the City take on such a program. Discussion ensues regarding whether there is a need for a such a professional audit; potential overlap with pre-existing programs at the City; and the potential benefits and drawbacks. The Commission resolves to continue fact-finding in the lead-up to the presentation of the Strategic Plan in the second quarter of 2023.

B. Discuss land acknowledgements

Chair Emily Walton explains the results of the exploration into whether, how, and when to use land acknowledgements. She presents an example of one to be used sparingly in specific, relevant contexts. Discussion on when/how to use the acknowledgement ensues. Next steps are decided for follow-up at the next meeting of the Commission.

C. Discuss statement on affordable housing

Secretary Richard Ford Burley introduces statement on housing, explains choices made when drafting statement. Discussion of the statement ensues.

*A MOTION by Chair Emily Walton to present the statement to the City Council, as drafted.
Secretary Richard Ford Burley seconds The Motion.
The Motion is approved unanimously.

D. Review results of discrimination survey (in progress)

Chair Emily Walton and Vice-Chair Bise Wood Saint Eugene preview the discrimination survey for the Commission. Suggestions are taken for how to spread word of the survey, including a Lebanon Times article (in progress) and handing out cards with the survey QR code printed on them at public events and businesses.

5. OPEN TO THE PUBLIC

No discussion.

6. ADJOURNMENT

Chair Emily Walton adjourns the meeting at 7:30pm.

In consultation with Arthur Hanchett, a local Abenaki chief, we created the following land acknowledgement that applies to Lebanon, NH. We are posting this on our DEI website for public information, and we urge anyone who uses the land acknowledgement to do so judiciously and sparingly. If land acknowledgements are overused or voiced without action, they can lose their gravity and meaning.

It might be appropriate to read the land acknowledgment before meetings or events that relate to topics such as: lands considered sacred, race relations, holidays and celebrations, or historical/heritage representations. We caution that the repercussions of historical and contemporary discrimination are still very present in the lives of the Abenaki peoples today, and misusing/overusing the land acknowledgment may only serve to open wounds without offering any meaningful 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.

The City of Lebanon is situated upon ancestral and unceded lands of the Abenaki people, known as the Alnôbak in their own language. The land, known as Koas (place of the Pines), sits 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, and our commitment to building respectful relationships with those who call these lands home today.