



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

DECEMBER 13, 2022 - 6:00 PM
COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE

1. Call to Order

- A. The December 13, 2022, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

- A. November 15, 2022

3. Old Business: None

4. New Business

- A. Share feedback on Strategic Plan – LebanonNH.gov/StrategicPlanBoard
- B. Share feedback on Administrative Purchasing Policy and the companion Council Policy
- C. Discussion about inclusiveness of holiday recognition and celebration - Councilor Wilkie
- D. Committee liaison reporting:
 - 1. Heritage Commission
 - 2. Arts & Culture Commission
 - 3. Hartford Committee on Racial Equity and Inclusion (HCOREI)

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. 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 internal process working? – Each of the subgroups come to DEI Commission meeting to report. Also, review results of 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 internal process be complemented by an outside assessment?
- F. Review of discrimination survey results and goal setting – Chair Emily Walton and Vice-Chair Bise Wood Saint Eugene
- G. Trans and Queer youth services – Tia Winter
- H. Consider DEI aspects of population growth due to climate change
- I. Goal setting for 2023
 - 1. Continue with educational initiatives
 - a. Monthly observances and celebrations - Can we be more inclusive by linking to a static calendar like this?
<https://diversity.fsu.edu/resources/monthly-observances-and-celebrations>
 - b. Respond to events with informational statements
 - 2. Continue with Listening Sessions
 - a. Volunteers, dates, and locations?
 - 3. Continue community events. Partner with community groups (Upper Valley BIPOC Network, JAG Productions, LOH)
 - a. PRIDE (June)
 - b. Juneteenth (June 19)
 - c. Frederick Douglass reading (July 4)
 - d. Multicultural Festival (August)

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.