

FINAL

**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)

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**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.

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## **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.

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**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 3<sup>rd</sup> Tuesday in October.

**8. ADJOURNMENT**

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