



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

JANUARY 17, 2023 - 6:00 PM
COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE

1. Call to Order

The January 17, 2023, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

A. December 13, 2022

3. Old Business: None

4. New Business

A. Revisit 2023 goals and solidify plans for implementation

B. Committee Liaison reporting

- I. Lebanon Heritage Commission
- II. Lebanon Arts & Culture Commission
- III. Hartford Committee on Racial Equity and Inclusion (HCOREI)

5. Open to the Public

6. Future Agenda Items

A. Discuss City Historian writeup for History page

B. REAL training follow-up. How is the internal process going?

C. Review results of the employee survey

D. DEI for business - Councilor Wilkie

E. Housing statement

F. Review of discrimination survey results and goal setting - Chair Emily Walton and Vice-Chair Bise Wood St. Eugene

G. Trans and Queer youth services - Tia Winter

H. Consider DEI aspects of population growth due to climate change

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

Lebanon Diversity, Equity, and Inclusion Commission Agenda
January 17, 2023

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
December 13, 2022— 6:00pm
COUNCIL CHAMBERS, CITY HALL or
Remote Via Microsoft Teams: LebanonNH.gov/LIVE**

MEMBERS PRESENT: Richard Ford Burley (Secretary) (via telepresence); Nancy Graham (Public Representative); Karen Liot Hill (City Council Representative); Keiselim Montas (Public Representative); Bise Wood Saint Eugene (Vice-Chair) (via telepresence); Emily Walton (Chair); Devin Wilkie (City Council Representative); Tia Winter (Public Representative)

MEMBERS ABSENT: Alisha Robinson (Public Representative); Simone Whitecloud (Public Representative Alternate); Karen Zook (City Council Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

Chair Emily Walton calls the December 13, 2022 Diversity, Equity & Inclusion Commission (DEI) Meeting to order at 6:00pm.

2. APPROVAL OF MINUTES

A. November 15, 2022

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

**The Motion is approved unanimously.*

3. OLD BUSINESS

4. NEW BUSINESS

A. Share feedback on strategic plan — LebanonNH.gov/StrategicPlanBoard

Commission members share feedback on various items of the Strategic Plan and discuss potential changes.

B. Share feedback on Administrative Purchasing Policy and the companion Council Policy

Commission members share feedback on language and other aspects of the policy and suggest minor changes to address concerns.

C. Discussion about inclusiveness of holiday recognition and celebration - Councilor Wilkie.

Councilor Devin Wilkie introduces the question of whether, in the interest of DEI, the City ought to consider more diverse public displays of holiday. Discussion centers around the City's involvement and/or neutrality.

D. Committee liaison reporting

- a. Heritage Commission
- b. Arts & Culture Commission
- c. Hartford Committee on Racial Equity and Inclusion (HCOREI)

5. OPEN TO THE PUBLIC

No discussion.

6. FUTURE AGENDA ITEMS

7. OTHER BUSINESS

Keyselim Montas reports that he has connected with the Lebanon Opera House regarding next year's NEXUS festival, which is scheduled for August 11-13, 2023.

Councilor Devin Wilkie announces that there is a Candlelight Vigil in Colburn Park at 5:30pm next Wednesday in honor of those whose lives have been shortened due to homelessness.

8. ADJOURNMENT

Chair Emily Walton adjourns the meeting at 7:15pm.

DEI Commission Goal Setting for 2023

A. Continue with educational initiatives.

1. Monthly observances and celebrations
 - a. 1/16 MLK Jr. Day
 - b. 1/21-27 Lunar New Year
 - c. 1/27 International Holocaust Remembrance Day
 - d. February Black History Month
 - e. March Gender Equality Month
 - f. 3/7 Holi
 - g. 3/8 International Women's Day
 - h. 3/22-4/21 Ramadan
 - i. 3/31 International Transgender Day of Visibility
2. Respond to events with informational statements (can we put these back on the website?)

B. Continue with Listening Sessions.

1. Volunteers, dates, and locations?

C. Continue community events. Partner with community groups (Upper Valley BIPOC Network, JAG Productions, LOH).

1. PRIDE (June)
2. Juneteenth (June 19)
3. Frederick Douglass reading (July 4)
4. Multicultural Festival (August)