



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

MARCH 21, 2023 - 6:00 PM

**COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE**

1. Call to Order

The March 21, 2023, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

3. Old Business

4. New Business

- A. Review Discrimination Survey results and come up with recommendations for action (Emily Walton and Bise Wood St. Eugene)
- B. Juneteenth Steering Committee (Alisha Robinson)
- C. Review Diversity and Inclusion Calendar (Emily Walton)
- D. Discuss Strategic Plan Action items (City Manager Mulholland)
- E. Discuss development of a Citywide Equity Plan (City Manager Mulholland)
- F. Discuss the concept and development of environmental justice (City Manager Mulholland)

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. Housing informational statement (Emily Walton and Richard Ford Burley)
- B. Transportation statement (Emily Walton)
- C. Listening sessions dates and locations (Councilor Liot Hill)
- D. PRIDE (June 16) (Councilor Liot Hill and Keiselim Montas)
- E. NEXUS Multicultural Festival (August 11 – 13) (Councilor Liot Hill and Keiselim Montas)
- F. Community Loan Fund presentation (Councilor Liot Hill)

- G. DEI for Business (Councilor Wilkie)
 - H. DEI Definitions/DEI 101 (Councilor Wilkie)
 - I. City Historian – History page discussion (Richard Ford Burley)
 - J. DEI lens on population growth due to climate change (Richard Ford Burley)
 - K. Trans and Queer Youth Services (Tia Winter)
 - L. Using public art to engage youth (Alisha Robinson and Councilor Wilkie)
 - M. REAL training follow up (City Manager Mulholland)
 - N. Employee survey – review results (City Manager Mulholland)
- 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.

Lebanon Discrimination Survey Results

March 14, 2023

Where do you live?

Canaan	2
Claremont	1
Corinth	1
Enfield	1
Grantham	1
Hanover	5
Hartford	3
Hartland	1
Keene	1
Lebanon	92
Plainfield	2
Sharon	1
Springfield, NH	1
Thetford	1
Tunbridge	1
Wilder	1
(blank)	9

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Reasons for visiting Lebanon

shopping	11
work	11
recreation	10
dining	8
visit family and friends	3

Overall, how satisfied are you with Lebanon as a place to live or visit?

Very satisfied	53	43.1%
Satisfied	52	42.3%
Neutral	8	6.5%
Dissatisfied	10	8.1%

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How many years have you lived in the Upper Valley?

Years	# people	% total
Fewer than 5	22	18.3%
5-10	26	21.7%
11-20	15	12.5%
More than 20	57	47.5%

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Gender identity

Female	59.7%
Male	30.3%
Other	10.1%

Which of the following racial or ethnic groups do you identify with?

	% in Lebanon	% in UV	% in sample
White	85.1%	92.4%	72.1%
Black or African American	2.0%	1.0%	8.2%
Asian American	6.6%	2.4%	7.4%
Multiracial	2.0%	1.6%	4.1%
Latino/a/x or Hispanic	5.2%	2.2%	2.5%
Native American	0.1%	0.2%	1.6%
Other	0.1%	0.1%	4.1%

In your day-to-day life in Lebanon, how often do any of the following things happen to you?

	"treated with less courtesy"	"treated with less respect"	"receive poor service"	"people act as if you are not smart"	"people act as if they are afraid of you"	"people act as if you are dishonest"	"people act better than you"	"you are insulted"	"you are threatened or harassed"
Almost everyday	2	2	1	3	3	4	6	0	0
At least once a week	8	9	2	7	2	1	6	3	0
A few times a month	14	11	13	10	7	3	15	5	3
A few times a year	25	28	16	25	7	11	26	11	12
Less than once a year	31	36	33	25	14	25	28	24	31
Never	42	36	57	50	89	78	41	79	74

Trends to note in the table above.

1. Most people do not experience discrimination very often or ever.
2. Those that do experience discrimination often (every day, once a week, and a few times a month), report being treated with less courtesy and respect; they receive poorer service than others in restaurants and stores; and people act as if they are not smart and as if they are better than them.
3. Respondents are seldom insulted, threatened, or harassed.

Reasons for experiencing discrimination

Age	43
Gender	40
Other	34
Race or ethnicity	32
Skin color	24
Accent	22
Body type or build	21
Ancestry	20
Sexual identity or sexual orientation	18
Education or income	17
Religion	5
A disability	5

Note: Reasons do not sum to individual totals. Respondents often gave multiple reasons for experiencing discrimination.

Other reasons for experiencing discrimination included:

My personality type (shy/introverted)
 Being pregnant In addition
 Not a New Englander
 Grew up Southern.
 Being a conservative
 Low income, can't afford hair cut or nice clothes
 I think just random obnoxiousness.
 people who do not agree with my opinions.
 I don't dress like a rich person
 My sex
 the color of my hair (white hair)
 People don't know me.
 marital and familial status (I am single and childless)
 The other person is having a bad day and I'm in their sights
 Some people are just rude.
 Broken English
 I am from someplace else
 The way I carry myself.

Four categories of suggestions.

Education

- 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.
- Thank you for taking steps with this survey. Please share results widely once you have them.
- Education
- Help people recognize that discrimination happens in the Upper Valley
- Open and honest discussion.
- Education and awareness, and maybe some love
- Educating the public, raising awareness and compassion towards others
- Educate people starting at a young age; also respect or lack of begins in the home--starting with parent, siblings, grandparents, foster parents, etc
- Maybe some public sessions to let discriminated citizens share their feelings.
- I don't think Lebanon has a particularly visible problem with discrimination, but education is always helpful.
- TRAINING! Just educate yourselves please. It's not hard. Read what people say online, do some research, ANYTHING. Just try and see other people's experiences it will make the world so much better!

Welcoming actions

- 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.
- 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)
- Have an LGBTQ+ place of gathering, even if it is a coffee shop, restaurant, work space.
- It could be helpful for the town to start an initiative that explores and/or celebrates the diversity of people who claim Lebanon as home, reinforcing the idea that Lebanon claims them back!
- Signage all around saying "Welcome to Lebanon" to make clear we welcome everyone.

Inclusive events

- 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.
- Education, bring in more ethnic/LGBTQAI+ owned businesses, more events that bring people together
- Fostering empathy is hard, opportunities for interactions between people, group activities, shared events.
- 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
- 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.
- Celebrate diverse residents. Tell their stories. Have a town-reading and discussion of a book about a different culture. Include diverse voices in elementary reading lists. Highlight the values of Lebanon, and ask what that means to all kinds of residents.
- Continue to host inclusive events in Colburn Park
- Events that encourage a diverse audience at no charge; various times of the week.

Institutional change

- Customer service training for staff.
- 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.
- Encourage incident reporting, aggregate analytics, and training for area employers.
- 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.
- 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.
- Policies and housing that combat income inequality
- More diversity in city leadership and public-facing positions
- Get the Leb Police Dept to track and share demographic data on traffic stops and other incidents
- I applaud the creation of this committee and its inquiry-first approach.
- I'm not sure what the current official policy is on rental properties in town, but with the NH unoccupied rental rate being so low and Lebanon being a desirable and relatively expensive place to live, I think it's worth strongly

enforcing that rentals in town be equal-opportunity, because the kind of quiet housing discrimination happening behind the scenes can and does lead to a less diverse and ultimately less welcoming town.

- I think continued support for a development of very strong cultural institutions in Lebanon has made a huge difference, including but not limited to the Lebanon Opera House, the farmer's market at Coburn Park, AVA, and both the main library in Lebanon and Kilton in West Lebanon. Careful planning to develop affordable, accessible housing along Advance Transit routes would help Lebanon support working class and struggling citizens and families. Diversity must include the entire socio-economic spectrum.
- Lebanon should develop more affordable housing.
- Be diligent in screening for prejudice in city hiring, especially in essential services where someone can't opt out, like the police.
- We feel it's problematic that to report issues with the police department it goes through the town manager who happens to be the former police chief and seems like he could have bias and we feel he did in our situation.

2023 Diversity and Inclusion Calendar

January

Poverty in America Month: This month was established to bring greater awareness to the issue of poverty and financial insecurity in the United States. Currently, 38 million people in the country live below the federal poverty line.

January 16: Martin Luther King Jr. Day – This day commemorates the birth of Martin Luther King Jr., the recipient of the 1964 Nobel Peace Prize and an activist for nonviolent social change until his assassination in 1968.

January 22: Lunar New Year – This festival marks the start of the new year in the lunar calendar used in East Asia, Southeast Asia and elsewhere.

January 27: International Holocaust Remembrance Day – This observance marks the anniversary of the liberation of Auschwitz-Birkenau and honors the six million Jewish victims of the Holocaust and millions of other victims of Nazism.

February

Black History Month: February was chosen to celebrate African American History because it holds the birthdays of two men who helped eliminate slavery: Frederick Douglass and President Abraham Lincoln.

February 1: National Freedom Day – This day celebrates the signing of the 13th Amendment that abolished slavery in 1865.

February 20: World Day of Social Justice – Established by the UN General Assembly as a recognition of the necessity of and connection between social development, social justice, peace, and security among nations.

March

Gender Equality Month: Designated to bring awareness to the disparities, inequalities, underrepresentation, and violence faced by women and girls around the globe, and to shine a light on their strengths and achievements.

National Developmental Disabilities Awareness Month: Established to increase awareness and understanding of issues affecting people who are differently abled.

Women's History Month: Recognizes all women for their valuable contributions to history and society.

March 8: International Women's Day – This observance recognizes the political, social, cultural, and economic achievements of women.

March 8: Holi Festival – Also known as the Festival of Colors, Holi is largely celebrated across India and marks the shift from winter to spring and the triumph of good over evil.

March 21: International Day for the Elimination of Racial Discrimination – This day is observed annually in the wake of the 1960 killing of 69 people at a demonstration against apartheid laws in South Africa. The United Nations proclaimed the day in 1966 and called on the international community to redouble its efforts to eliminate all forms of racial discrimination.

March 25: International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade – This observation offers the opportunity to honor those who suffered and died at the hands of the brutal slavery system, and aims to raise awareness about the dangers of racism and prejudice today.

March 31: International Transgender Day of Visibility – This observance celebrates transgender people and their identities as well as recognizes those who helped fight for rights for transgender individuals.

April

Arab American Heritage Month: This month highlights and celebrates the history and cultures of the Arab American population and its contribution to American society.

Autism Acceptance Month: Recognizes the prevalence of autism amongst children and adults in the United States and sheds a light on its signs, symptoms, and opportunities.

Deaf History Month: This observance celebrates key events in deaf history, including the founding of Gallaudet University and the American School for the Deaf.

Diversity Month: This observance recognizes and honors the diversity surrounding us all. By celebrating differences and similarities during this month, organizers hope that people will gain a deeper understanding of each other.

April 2: World Autism Awareness Day – The goal of this day is to recognize people living with autism and improve their lives both fully and meaningfully.

April 22: Earth Day – An international celebration for the modern environmental movement. This day raises awareness of issues that affect the earth and global society including carbon emissions, climate change, food security, and clean energy.

March

Mental Health Awareness Month: Aims to raise awareness and educate the public about mental illnesses and to reduce the stigma that surrounds mental health challenges and conditions.

Older Americans Month: This observance was established in 1963 to support older Americans and to honor their legacies and contributions to American society.

Jewish American Heritage Month: Honors American Jewish people and their contributions to the United States throughout history.

Asian American and Pacific Island Heritage Month: Commemorates people with Asian and Pacific Island ancestry and their contribution to the United States.

May 5: Cinco de Mayo – This holiday commemorates the Mexican army’s 1862 victory over France at the Battle of Puebla during the Franco-Mexican War (1861-1867). The day celebrates Mexican culture and heritage through special events including parades and musical performances.

May 17: International Day Against Homophobia, Transphobia, and Biphobia – This global observance celebrates diversity in sexual orientation and gender identities and expressions.

June

Pride Month: Recognizes LGBTQ+ people and the effect they have had on the world. June was selected in honor of the Stonewall Riots, which took place on June 28, 1969.

Caribbean American Heritage Month: This month recognizes those of Caribbean descent and the impact their accomplishments have had throughout American history.

June 12: Loving Day – This day is the anniversary of the court decision that legalizes interracial marriage.

Puerto Rican Day Parade: This parade is a demonstration of cultural pride that seeks to raise awareness of issues in the Puerto Rican community.

June 19: Juneteenth – Took place on June 19, 1865, when all enslaved people in Texas were liberated. Although the Emancipation Proclamation was issued at the start of 1863, the news didn’t reach all states or enslaved people until over two years later.

July

July 26: National Disability Independence Day – This observance celebrates the anniversary of the 1990 signing of the Americans with Disability Act, which made it illegal to discriminate against people with disabilities in areas like employment, transportation, public accommodation, communications, and access to state and local government programs/services.

August

Civility Month: This holiday was founded to help the world remember to treat others the way we wish to be treated ourselves — with kindness, empathy, and respect.

August 9: International Day of the World's Indigenous People – This day was created by the UN to celebrate the cultures of Indigenous peoples on a global scale.

August 19: World Humanitarian Day – This day was designated by the UN in remembrance of the 22 lives lost in the 2003 bomb attack on the Canal Hotel in Baghdad, Iraq. It is a day for people across cultures to come together to advocate for the well-being and dignity of those affected by crises worldwide as well as the safety of aid workers.

August 23: International Day for the Remembrance of the Slave Trade and its Abolition – This observance honors those who suffered and died in the transatlantic slave trade and is the anniversary of the 1791 uprising in Santo Domingo (today Haiti and the Dominican Republic) that initiated the abolition of slavery in the Caribbean.

August 26: Women's Equality Day – This day commemorates American women gaining the right to vote in 1920.

September

September 4: Labor Day – This observance was initiated by labor activists in the nineteenth century and celebrates the accomplishments and contribution of workers across the U.S. to the country's strength and prosperity.

September 15 to October 15 – National Hispanic Heritage Month aims to recognize and celebrate the many contributions, diverse cultures, and extensive histories of the Latinx American community.

October

National Disability Employment Awareness Month: celebrates the contributions of America's workers with disabilities past and present and showcases supportive, inclusive employment policies and practices.

October 10: Indigenous People's Day – This day honors the Indigenous peoples of North America.

October 11: National Coming Out Day – This day recognizes the 1987 March on Washington for gay and lesbian equality and honors the act of coming out as lesbian, gay, bisexual, or transgender.

November

Native American Heritage Month: This month is designated to recognize and inform about experiences and cultures of the first Americans in the United States, their sacrifice in the establishment of this country, and their significant contributions to its growth.

Movember: Seeks to raise awareness for men's issues like suicide as well as prostate and testicular cancer.

November 11: Veterans Day – This observance provides an opportunity to honor and thank veterans for their bravery and sacrifice as former service members of the United States Armed Forces.

November 20: Transgender Day of Remembrance – This day is held as a remembrance for all those murdered because of transphobia.

November 23: National Day of Mourning (Thanksgiving) – While largely celebrated in the United States as a day of feasting and giving thanks, since 1970, many Americans observe Thanksgiving as the Day of Mourning, grieving the extreme sacrifice endured by Native Americans in Plymouth, Massachusetts upon the arrival of English colonists in 1620.

December

December 1: World AIDS Day – This day was established in 1988 as an opportunity for people around the world to come together in the fight against HIV, support those living with HIV, and commemorate the lives lost due to an AIDS-related illness.

December 3: International Day of Persons with Disabilities – This UN holiday raises awareness for the rights of individuals with disabilities.

December 10: International Human Rights Day – This holiday was adopted by the UN in 1948 following the Universal Declaration of Human Rights.