



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

APRIL 18, 2023 - 6:00 PM

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

1. Call to Order

The April 18, 2023, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

- A. January 17, 2023
- March 21, 2023

3. Old Business: None

4. New Business

- A. Discuss Strategic Plan Action Items
- B. Discuss development of a Citywide Equity Plan
- C. Juneteenth Steering Committee

5. Open to the Public

6. Future Agenda Items

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
January 17, 2023— 6:00pm
COUNCIL CHAMBERS, CITY HALL or
Remote Via Microsoft Teams: LebanonNH.gov/LIVE

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

MEMBERS ABSENT: Nancy Graham (Public Representative); Alisha Robinson (Public Representative); Tia Winter (Public Representative); Karen Zook (City Council Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

Chair Emily Walton calls the January 18, 2023 Diversity, Equity & Inclusion Commission (DEI) Meeting to order at 6:00pm.

2. APPROVAL OF MINUTES

A. December 13, 2022

A MOTION by Devin Wilkie to approve the minutes of the meeting, as presented. Bise Wood Saint Eugene seconds The Motion.

**The Motion is approved unanimously.*

3. OLD BUSINESS

4. NEW BUSINESS

A. Revisit 2023 goals and solidify plans for implementation

i. Continue with educational initiatives

Regarding monthly observances and celebrations, Chair Emily Walton suggests updates to the Commission's website to include a detailed and updateable calendar. Regarding the Commission's informational statements, Chair Emily Walton asks whether these can be made

more accessible online than they are at present. City Manager Shaun Mulholland responds that the statements are in the minutes of City Council meetings online. Discussion continues over the types of information and statements the Commission generates and where each type ought to live online.

ii. Continue with listening sessions: volunteers, dates, and locations?

There is general assent that the Commission wishes to continue to hold listening sessions. Discussion centers around potential places and events to try to attend, with the goal of greater community engagement. A series of “What is DEI?” events is suggested, going out to local schools, churches, and other locations. Councilor Karen Liot Hill offers to search for opportunities and report back.

iii. Continue community events

Regarding Pride, it is reported that the event will be a picnic in Colburn Park on June 16, 2023, from 6:30-8:00pm, followed by a silent disco. Help is requested in publicizing the event. Keyselim Montas and Councilor Karen Liot Hill will be liaisons with organizer. Regarding Juneteenth (June 19), Councilor Karen Liot Hill will connect with Commission members Tia Winter and Alisha Robinson, as they were members of last year’s Juneteenth Steering Committee. Regarding the Frederick Douglass reading to take place on July 4, it is recognized that while the Commission does not organize it, Commission members should make an effort to participate. Regarding the Multicultural Festival / NEXUS, to take place August 11-13, 2023, Councilor Karen Liot Hill and Keyselim Montas will again liaise.

iv. Focus on community housing

Councilor Karen Liot Hill suggests a greater focus on housing for the commission in 2023, including bringing in Community Loan Fund speakers on housing equity. Councilor Devin Wilkie also brings up potential areas for advocacy regarding Accessory Dwelling Units (ADUs). There is general agreement on the Commission that the topic is very important for equity in the community, and that it should remain a point of focus for the foreseeable future.

B. Committee liaison reporting

i. Lebanon Heritage Commission

Councilor Devin Wilkie reports no updates.

ii. Lebanon Arts & Culture Commission

Councilor Devin Wilkie reports no updates.

iii. Hartford Committee on Racial Equity and Inclusion (HCOREI)

HCOREI Liaison Alisha Robinson is absent.

iv. Lebanon Energy Advisory Committee

Councilor Devin Wilkie reports that the Energy Commission is working on a project to allow the City to serve as a provider of electricity, with varying tiers of expense, related to percentage of power provided by renewable energy. Discussion revolves around which option should be the default to start ratepayers on. The Commission will not offer an official recommendation to LEAC on this issue.

5. OPEN TO THE PUBLIC

No discussion.

6. FUTURE AGENDA ITEMS

7. OTHER BUSINESS

A. Agenda setting

Chair Emily Walton asks for clarification on the means of generating the agenda for next meeting. There is a brief discussion on the topic.

8. ADJOURNMENT

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

CITY OF LEBANON
DIVERSITY, EQUITY, & INCLUSION COMMISSION
March 21, 2023— 6:00pm
COUNCIL CHAMBERS, CITY HALL or
Remote Via Microsoft Teams: LebanonNH.gov/LIVE

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

MEMBERS ABSENT: 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 March 21, 2023 Diversity, Equity & Inclusion Commission (DEI) Meeting to order at 6:00pm.

2. NEW BUSINESS

A. Review Discrimination Survey results and come up with recommendations for action (Emily Walton and Bise Wood St. Eugene)

Chair Emily Walton presents the results from the Discrimination Survey. Discussion ensues about potential action items to follow on from this new data.

B. Juneteenth Steering Committee (Alisha Robinson)

Alisha Robinson updates the Commission on progress toward Juneteenth 2023. There is potential for a collective “Upper Valley Juneteenth” celebration on the Saturday (June 17th), but with an educational offering on Juneteenth itself, possibly a community showing of the film Shadows Fall North. Space is needed for the showing. Karen Liot Hill suggests the auditorium space at the Seminary Hill School. Tia Winter will inquire as newly-minted School Board member.

C. Review Diversity and Inclusion Calendar (Emily Walton)

Chair Emily Walton presents a draft list of items for the Diversity and Inclusion Calendar of Events. Commission members brainstorm other days to add to list.

D. Discuss Strategic Plan Action items (City Manager Mulholland)

City Manager Shaun Mulholland requests input from the Commission for the City's Draft Strategic Objectives and Action Items document. The Commission will review the document and discuss it further at the April meeting of the Commission.

E. Discuss development of a Citywide Equity Plan (City Manager Mulholland)

City Manager Shaun Mulholland discusses the plans the City has for the development of a Citywide Equity Plan. He would like the Commission members to be brought up to speed on how such plans are designed so that the Commission can aid in the development of the plan. He will distribute materials for Commission members to review, with the goal of setting and scheduling goals at the April meeting.

F. Discuss the concept and development of environmental justice (City Manager Mulholland)

City Manager Shaun Mulholland would like the DEI Commission to provide input to the ongoing discussion of how the City should create environmental justice plans and/or policies. The City manager is trying to find sample policies and procedures and other information to distribute, with an eye to defining what environmental justice means to the Commission at the Commission's meeting in May.

5. OPEN TO THE PUBLIC

No discussion.

6. FUTURE AGENDA ITEMS

7. OTHER BUSINESS

Councilor Karen Liot Hill notes that Chair Emily Walton's work was acknowledged in a City Council meeting related to the heat mapping of Lebanon. Additionally, the Councilor brings up the issue of anti-trans bills at the state level and recognizes Tia Winter's work on the same subject.

Councilor Devin Wilkie offers to write up a statement for Autism Acceptance month.

8. ADJOURNMENT

Chair Emily Walton adjourns the meeting at 7:00pm.