

FINAL

**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)

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**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.

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**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.