



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

AUGUST 15, 2023 - 6:00 PM

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

1. Call to Order

The August 15, 2023, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

A.

- May 16, 2023
- June 20, 2023
- July 18, 2023

3. Old Business: None

4. New Business

- A. Environmental Justice Task Force update
- B. Follow up on Equity Plan brainstorming session
- C. NEXUS multicultural events recap

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

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.

DRAFT

CITY OF LEBANON
DIVERSITY, EQUITY, & INCLUSION COMMISSION
May 16, 2023— 6:00pm
COUNCIL CHAMBERS, CITY HALL or
Remote Via Microsoft Teams: LebanonNH.gov/LIVE

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

MEMBERS ABSENT: Karen Liot Hill (City Council Representative); Emily Walton (Chair); Tia Winter (Public Representative); Karen Zook (City Council Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

The May 16, 2023, Diversity, Equity & Inclusion Commission (DEI) Meeting was called to order by Vice Chair Bise Wood Saint Eugene.

2. APPROVAL OF MINUTES

A. April 18, 2023

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

**The Motion is approved unanimously.*

3. OLD BUSINESS

A. Refine recommendations to the City Manager for the City's Strategic Plan

The Commission discussed the City's Strategic Plan for Social Health and Justice, item by item, covering items 9.1-9.5 on the plan. At item 9.5, the Commission paused discussion of the Strategic Plan to discuss environmental justice with Andrew Garthwaite and Mary Maxfield from the Tree Advisory Board, both in attendance. Vice Chair Bise Wood Saint Eugene recognized Mr. Garthwaite and Ms. Maxfield, who attended in order to discuss a federal grant they are applying for to help plant trees to alleviate heat islands in Lebanon. Item 9.6 of the Strategic Plan will be discussed at next meeting.

B. Discuss strategy regarding the development of a citywide equity plan

Item postponed due to time constraints.

C. Discuss the concept and development of environmental justice

Item postponed due to time constraints.

D. Review "History of Lebanon" by City Historian Nicole Ford Burley

Item postponed due to time constraints.

E. Discuss Juneteenth planning

Alisha Robinson presented the status of Juneteenth events planning. The Saturday, June 17 Lyman Park event has been confirmed for 2-4:30pm of that day, and the educational movie night planning, scheduled for Monday, June 19, is still underway. Ongoing efforts to reach out are underway for more participants and funding support for the events.

4. NEW BUSINESS

No new business to report.

5. OPEN TO THE PUBLIC

No discussion.

6. FUTURE AGENDA ITEMS

7. OTHER BUSINESS

8. ADJOURNMENT

Vice Chair Bise Wood Saint Eugene adjourned the meeting at 7:03pm.

Respectfully submitted,
Richard Ford Burley, DEI Commission Secretary

DRAFT

CITY OF LEBANON
DIVERSITY, EQUITY, & INCLUSION COMMISSION
June 20, 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); Devin Wilkie (City Council Representative)

MEMBERS ABSENT: Emily Walton (Chair); Simone Whitecloud (Public Representative Alternate); Tia Winter (Public Representative); Karen Zook (City Council Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

The June 20, 2023, Diversity, Equity & Inclusion Commission (DEI) Meeting was called to order by Vice Chair Bise Wood Saint Eugene at 6:00pm.

2. APPROVAL OF MINUTES

No minutes were approved at this meeting.

3. NEW BUSINESS

A. Discuss strategy regarding the development of a citywide equity plan

Brainstorming took place on the process for creating a citywide equity plan. The Commission will hold a stakeholder brainstorming meeting on 26 July 2023, 5:30-7:30pm. The Commission will create a list of stakeholders and contacts to reach out to and invite on SharePoint, for all members to add to. The City Manager will send letters to contacts, and will follow up with phone calls. City Councilor Karen Liot Hill will work on planning the meeting agenda and creating a facilitator guide, tasks which City Councilor Devin Wilkie and Commission member Alisha Robinson have offered to assist with if necessary.

B. Review "History of Lebanon" by City Historian Nicole Ford Burley

The Commission has no notes for improvement of the history. The City Historian will direct the City to put the text on the City's website.

C. NEXUS Multicultural Festival planning

The Commission briefly discussed items to bring up at the next NEXUS planning meeting.

D. Juneteenth post-event discussion

Alisha Robinson reported back on the successes and challenges of this year's Juneteenth events. A weather delay of one day caused problems, but not as many problems as the weather would have in the absence of a delay. Co-op has pledged continuing support for City Juneteenth events so long as they take place. The double dutch station was very popular, leading to suggestions for performers at next year's celebration. They may try to have the 2024 June 19th movie night outdoors in Colburn park as it is a Wednesday next year. Ms. Robinson also reports the potential for expanded coordination with Claremont and Queechee at next year's event.

E. Determine budget requests

Item postponed due to time constraints.

5. OPEN TO THE PUBLIC

No discussion.

6. FUTURE AGENDA ITEMS

7. OTHER BUSINESS

8. ADJOURNMENT

Vice Chair Bise Wood Saint Eugene adjourned the meeting at 7:00pm.

Respectfully submitted,
Richard Ford Burley, DEI Commission Secretary

DRAFT

CITY OF LEBANON
DIVERSITY, EQUITY, & INCLUSION COMMISSION
July 18, 2023— 6:00pm
COUNCIL CHAMBERS, CITY HALL or
Remote Via Microsoft Teams: LebanonNH.gov/LIVE

MEMBERS PRESENT: Richard Ford Burley (Secretary); Emily Walton (Chair); Devin Wilkie (City Council Representative); Tia Winter (Public Representative)

MEMBERS ABSENT: Karen Liot Hill (City Council Representative); Keiselim Montas (Public Representative); Alisha Robinson (Public Representative); Simone Whitecloud (Public Representative Alternate); Bise Wood Saint Eugene (Vice-Chair); Karen Zook (City Council Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

The July 18, 2023, Diversity, Equity & Inclusion Commission (DEI) Meeting could not be called to order due to a lack of a quorum.

2. APPROVAL OF MINUTES

No minutes were approved at this meeting due to the lack of a quorum.

3. NEW BUSINESS

A. Visit from Sherry Boschert, Electric Vehicle Subcommittee of the Lebanon Energy Advisory Committee, to discuss grant for EV charging stations and equity

Sherry Boschert attended via telepresence to report on the latest developments of the grant application for EV charging stations, as it pertains to equity in the city. The EV Subcommittee recently applied for a grant to install EV chargers around the community, with an emphasis for placement on disadvantaged communities. They proposed 91 public EV charge ports at 8 different sites located near or at affordable housing, or where it can serve multi-unit housing. If successful they have also proposed EV car-sharing program with reduced rates for low-income members, and four free solar-powered chargers in the parking lot behind City Hall. The Subcommittee will find out in September if the grant application is successful. There will be a second round of funding in May of 2024, possibly another after that.

B. School District and LGBTQIA+ community updates

Tia Winter reported on several items: the Lebanon School District is enthusiastically welcoming a new school district superintendent; the new LGBTQIA+ group at the high school is still on track; and the logistics are still being worked out with Good Neighbor health clinic to open free clinic for LGBTQ+ children and teens in Lebanon.

C. NEXUS Multicultural Festival planning

Chair Emily Walton read a very brief report from Keyselim Montas. The planning is tracking as planned.

D. Update on Environmental Equity Task Force

Councilor Devin Wilkie and Secretary Richard Ford Burley reported on the creation of the new task force, composed of members from the DEI Commission, Sustainable Lebanon, the Lebanon Conservation Commission, and the Tree Advisory Board. The task force will meet as needed, and is currently working on a definition of environmental justice as it pertains to the City of Lebanon.

E. Planning for Equity Plan stakeholder brainstorming session

Councilor Devin Wilkie reported on the progress made. Councilor Wilkie, Alisha Robinson, and Councilor Karen Liot Hill have been liaising regarding how best to run the session, and have decided on collective brainstorming followed by break-out groups. They have assembled materials (presented in the packet for the present meeting).

5. OPEN TO THE PUBLIC

No discussion.

6. FUTURE AGENDA ITEMS

Secretary Richard Ford Burley suggested a future agenda item regarding the creation of informational and geographical tools for potential future use of the Environmental Justice Task Force and others.

7. OTHER BUSINESS

8. ADJOURNMENT

The meeting could not be adjourned due to the lack of a quorum.

Respectfully submitted,
Richard Ford Burley, DEI Commission Secretary

DEI Commission

The DEI Commission conducted a “brainstorming” session on 7/26/23 with invited stakeholders to begin the process to develop a Citywide equity plan. The goal is to develop a Citywide equity plan no later than the end of 2024. The following thoughts are a result of the brainstorming session.

Where are the gaps to equity in our community?

- Car-centric infrastructure/bus routes, scheduling, hours
- Internet access/telecommunication access, esp. for unhoused population and knowledge gap
- Cost of living increases vs. pay increases disparity between southern and northern county – benefits cut-offs from pay raiser
- Difficulties in attracting and retaining young people
- Staffing shortages for disabled /disadvantaged populations
- Home and private schooling as a potential barrier to culture/society (social isolation)
- Waste disposal challenges/composting recycling access
- Medical care access, esp. for low-income
 - Medical, dental, mental healthcare
- Communication/publicizing of cultural events
- Linguistic access challenges
- Informal “good old boy” network access
 - How do you find services via word of mouth when you don’t know anybody
- How to access/create social networks?

- Transportation and business hours only available during work hours
- Access and affordability to basic care and resources
 - Housing, childcare, and resources
- Cost of electricity and fuel
 - Energy insecurity
- Accounting for non-resident members of community
- Lack of cultural hubs
- Funding/loans for POC

- Low education attainment
- Lack of knowledge of other cultures
 - Less exposure
- Communities can be siloed/limited communication
- 2 different states in 1 community
 - How to reach all children in education?

What should we do to improve equity in our community?

- All-weather cultural/community center
- Ask intentional questions of members of the community
- Tap school district for increased cultural education
- Connect residents cross-culturally
- Diversify suppliers
 - Companies should have congruent goals/values/priorities
- Cross-community brainstorming session
- Connectivity – internet access
- Reframe to a more positive dialogue on aging
- Connect city websites with local resources, ensure visibility
- Increase representation and cultural competence
- Investigate how surrounding communities and city can use policy to aid and support all community members
- Reach a broader community with available resources
- Motivate dominant culture to participate in plan/goals
- Have we asked – who are we?
 - Who is equity for? (need intentionality)
- Do we have everyone at the table?
- First Gen Homeschoolers and social bubble pop – how to support/expand “narrow” vision
 - State level advocacy for DEI training
- Celebrate language diversity

- Diversity in media, print advertisement
 - “The People of the Upper Valley”
- Social life/dating
 - Lack of
- How do we get the resources we do have to the people who need them
- BIPOC business grant
 - BIPOC business accelerator
- More small business
- Where is law enforcement involved in the equity plan? (invited in)
- Streamline events – How to do? Who to call? Community member access ease
- Immersive trips/offerings
- City Ride share program

How will we know we are successful in creating an equitable community?

- Community-wide culturally competent language
- Poverty rates dropping
- Ease of transportation for all
- Data from surveys
- Better bike lanes, more pedestrian -friendly
- Better revenues for businesses
- No assumption POC aren’t from here
- Adequate childcare and housing
- Community-wide bias education
- Increased population, less people leaving
- People don’t feel targeted
- Culture in the schools
 - Ongoing opportunities for whole communities (immersive trips)
 - Student behavior and community
 - No pushback from communities- it is the norm

- When we can show more community connectivity
- Equal pay across demographics
- Less DV rates for women
- LGBTQ+ residents feel safe
- Recognize it is a moving target, progress never stops, culture always changes
 - Routine, long-term planning and assessment
- All demographics can afford to live here and feel welcome
- Increased minority-owned businesses
- More representation in business ownership
 - Recruitment plan to intentionally increase representation, particularly with major employers
- Increased systemic in City's leadership
 - Decreased systemic barriers
- More boards offer paid positions
- Achieve acceptance of differences
- More pride in living here, desire to stay especially minority/disadvantaged groups