

FINAL

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

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

MEMBERS ABSENT: Karen Liot Hill (City Council Representative); Alisha Robinson (Public Representative); Karen Zook (City Council Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

The November 21, 2023, Diversity, Equity & Inclusion Commission (DEI) Meeting was called to order by Chair Emily Walton at 6:00pm.

2. APPROVAL OF MINUTES

The minutes from the October 17, 2023 DEI Commission Meeting were approved.

3. NEW BUSINESS

A. Introduction to New Commission Member

New Public Representative Kathy McCarty briefly introduced herself to the rest of the Commission.

B. Ethics Workshop

City Manager Shaun Mulholland, referencing policy CC-108, the City Council policy titled “Ethics and Conflict-of-Interest for Elected and Appointed City Officials,” proceeded to lead the Commission through the City of Lebanon Ethics Workshop for Boards and Committees. After leading the Commission members through the policy (as included in the meeting packet), a brief question period followed.

C. Update on Multicultural Potluck Event

Tia Winter reported on the progress toward the upcoming event. The Potluck will take place Saturday, December 9, from 3-5pm at Kilton Library. It will be focused around community building, rather than explicitly outreach, but Councilor Devin Wilkie will make a tri-fold brochure on the DEI Commission's activities for distribution at the event. Tia Winter will send the announcement invitation to Beth Beraldi for distribution through City channels. Tia Winter also reported on other advertising efforts to date, and further brainstorming ensued.

D. Update on Environmental Justice Task Force

Secretary Richard Ford Burley reported on the progress made by the Environmental Justice Task Force towards the goals of the strategic plan. The members of the Task Force will be extending invitations to members of various City staff and stakeholders in the coming months to better understand current efforts and potential recommendations the Task Force could make. The definition of Environmental Justice as it applies to the City will be completed at the Task Force's December meeting, after which the members will take the definition back to their various boards and commissions for review. City Manager Shaun Mulholland suggested the Task Force create sub-goals for addition to the Strategic Plan which will be finalized in the spring.

E. Update on Citywide Equity Plan

City Manager Shaun Mulholland gave a brief update in the place of Councilor Devin Wilkie. The Second Stakeholder Brainstorming Meeting will take place on December 5 and will focus on City staff and departments. There will be further discussion about next steps at the January meeting of the DEI Commission.

F. Update on JAM Ndakinna Video

Commission members briefly discussed the recent video produced by JAM about the Land Acknowledgement and the Indigenous history of the local area, with only positive feedback. City Manager Shaun Mulholland suggested contracting with JAM to create a video on the purpose and function of the DEI Commission.

5. OPEN TO THE PUBLIC

No discussion.

6. FUTURE AGENDA ITEMS**7. OTHER BUSINESS**

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75 **8. ADJOURNMENT**

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77 Chair Emily Walton adjourned the meeting at 6:40pm.

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80 Respectfully submitted,

81 Richard Ford Burley, DEI Commission Secretary