



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

JANUARY 16, 2024 - 6:00 PM
COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE

1. Call to Order

- A. The January 16, 2024, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

- A. December 19, 2023

3. Old Business: None

4. New Business

- A. Discuss Updates/Additions to Strategic Plan
B. Update from Environmental Justice Task Force (EJTF), Discuss Definition of Environmental Justice
C. Elect a New DEI Commission Chair

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. Equity Plan Subgroup – Provide Document Summarizing Two Stakeholder Brainstorming Sessions to DEI Commission for Review

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.

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CITY OF LEBANON
DIVERSITY, EQUITY, & INCLUSION COMMISSION
December 19, 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); Kathy McCarty (Public Representative) (via telepresence); Bise Wood Saint Eugene (Vice-Chair); Emily Walton (Chair); Devin Wilkie (City Council Representative) (via telepresence); Tia Winter (Public Representative)

MEMBERS ABSENT: Alisha Robinson (Public Representative); Karen Zook (City Council Alternate); Simone Whitecloud (Public Representative Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

The December 19, 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 November 21, 2023 DEI Commission Meeting were approved.

3. NEW BUSINESS

A. Strategic Plan Update and Review

City Manager Shaun Mulholland presented the current state of the main elements of the Strategic Plan, requesting feedback from the Commission at the January meeting.

B. Environmental Justice Task Force Status Update

Richard Ford Burley and Councilor Devin Wilkie updated the Commission on the current progress of the Environmental Justice Task Force.

C. Citywide Equity Plan – Discuss Next Steps

Councilor Devin Wilkie reported that City Staff’s REAL (Race Equity And Leadership) team was asked to brainstorm using the same questions as used in the Commission’s previous stakeholder brainstorming session, and recommended taking the results of both sessions to create something more substantial. Councilor Karen Liot Hill reported back with highlights from the second stakeholder brainstorming session.

Councilors Wilkie and Liot Hill will work together to create a document to bring to the Commission’s February meeting to return to the stakeholders for feedback at a further community conversation, at which time the Commission will plan another outreach event.

D. Vote on new DEI Commission Chair

Chair Emily Walton announced her intention to step back from the Chair position, necessitating a new Chair. Councilor Karen Liot Hill praised Chair Walton for her service in the position to date. A brief discussion ensued on potential candidates, with the vote being postponed until January.

E. Goal-Setting for New Year

Chair Emily Walton presented the goals for 2023 set by the Commission in the previous year. Discussion ensued over how many have been addressed, with general assent that the Commission had met the majority of its goals, while acknowledging that the work towards Diversity, Equity, and Inclusion is never “complete.”

Given recent comments at a City Council meeting regarding the ongoing conflict in the Middle East, discussion briefly centered around freedom of expression and the DEI Commission’s place in the conversation. The potential for Commission input to the Council regarding a potential Council agenda item was discussed, with Councilor Devin Wilkie agreeing to inform Chair Emily Walton if an Agenda Item is necessary for the January Commission meeting.

Discussion then centered around listening sessions in the past and future, and whether/how to create a list of people and organizations to reach out to, or for people or organizations to add themselves to.

Further discussion focused on community events: Pride, Juneteenth, the Frederick Douglass reading, the Multicultural Festival, and the Multicultural Potluck. Tia Winter reported on the successes of the latter, with plans to repeat the event again in 2024.

Finally, new goals were added to the list, in addition to the current goals regarding the Citywide Equity Plan and Environmental Justice. Vice-Chair Bise Wood Saint Eugene suggested an international food and music festival, with City Manager Shaun Mulholland suggesting partnering with another established event, for example adding international food vendors to the Lebanon Opera House’s NEXUS festival or the Rotary’s Brewfest. Other suggestions were made for further agenda items.

72 **5. OPEN TO THE PUBLIC**

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74 No discussion.
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77 **6. FUTURE AGENDA ITEMS**
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80 **7. OTHER BUSINESS**
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83 **8. ADJOURNMENT**
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85 Chair Emily Walton adjourned the meeting at 7:00pm.
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88 Respectfully submitted,
89 Richard Ford Burley, DEI Commission Secretary

Environmental justice is the fair treatment and meaningful involvement of all Lebanon community members—regardless of race, skin color, national or ethnic origin, cultural group, language, gender identity or expression, sexual orientation, mental or physical ability, age, religious or political opinion or activity, economic status, immigration status, or housing status—in decisions that affect their access to and quality of interaction with the natural environment. For environmental justice to be achieved, protection from environmental risks and access to environmental benefits should be fair and equitable, and the policy, investment, and advocacy decisions surrounding environmental issues should meaningfully involve those who stand to be affected.