



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

MAY 21, 2024 - 6:00 PM

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

1. Call to Order

The May 21, 2024, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

A. April 16, 2024

3. Old Business: None

4. New Business

- A. Discuss DRAFT Housing Task Force Resolution
- B. Update from Environmental Justice Task Force (EJTF), Discuss Definition of Environmental Justice
- C. Equity Plan Subgroup – Document Summarizing Two Stakeholder Brainstorming Sessions to DEI Commission for Review
- D. Coordinate Pride Week Activities
- E. Juneteenth Celebration

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
April 16, 2024— 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 (Chair); Emily Walton (Public Representative); Bise Wood Saint Eugene (Vice-Chair); Devin Wilkie (City Council Representative); Tia Winter (Public Representative)

MEMBERS ABSENT: Kathy McCarty (Public Representative); Simone Whitecloud (Public Representative Alternate); Karen Zook (City Council Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

The April 16, 2024 meeting of the Diversity, Equity & Inclusion Commission (DEI) Meeting was called to order by Chair Alisha Robinson at 5:00pm.

2. NEW BUSINESS

A. Approval of Minutes

A MOTION by Keiselim Montas that the DEI Commission approve the minutes of the March 19, 2024 meeting of the DEI Commission.

Seconded by Tia Winter.

**The Motion is approved 5-0 with one abstention*

3. OLD BUSINESS

A. Letter to Lebanon Superintendent based on feedback received from Lebanon Middle School mother

Item was removed from the agenda.

4. NEW BUSINESS

A. Update from Environmental Justice Task Force (EJTF), Discuss Definition of Environmental Justice

Secretary Richard Ford Burley briefly discussed the progress being made by the Task Force. The Task Force has a working definition of Environmental Justice (as found in the packet for the April 16 meeting), and has been taking input from various City stakeholders in order to have a plan for the City by the end of the year.

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

Chair Alisha Robinson spoke briefly on the report summarizing the brainstorming sessions.

C. Access Navigators

Secretary Richard Ford Burley briefly explained what the Access Navigator program is, and will be trying to reach out to them again in the next month.

D. Coordinate Pride Week Activities

Councilor Karen Liot Hill spoke on the progress being made toward Pride Week celebrations. The DEI Commission has been invited to set up a table prior to the Lebanon Opera House's silent disco on Friday, June 14. The DEI Commission has been invited to have a float in the White River Junction Pride Parade, which takes place in the last weekend of July.

E. Discuss Updates/Additions to Strategic Plan

Vice-Chair Bise Wood Saint Eugene suggested additions to the Strategic Plan related to transitional housing for people arriving in Lebanon under less-than-ideal circumstances. The discussion broadened out to encompass the kinds of housing projects the City is currently engaging in, including City employee housing, expanded shelter options, a housing project on Spencer Street including a number of lower-income units, etc. City Manager Shaun Mulholland explained that while the housing vision statement in the Strategic Plan was good, the current KPIs may be lacking specificity. Vice-Chair Saint Eugene brought up the "missing middle" segment of the housing sector. Keiselim Montas drew attention to Dartmouth College's "new arrival" housing. Discussion of Section 8 vouchers circulated around the difficulties in convincing landlords to participate, as a result of which Councilor Karen Liot Hill suggested that the DEI Commission could get involved in trying to convince landlords to take S8 vouchers. This led to the idea of the City Council creating a housing task force or working committee with members from the DEI Commission, Planning Dept, and others. It was determined that Chair Alisha Robinson and Secretary Richard Ford Burley would liaise with Shaun to workshop language calling for the creation of a task force by the City Council, and Secretary Richard Ford Burley would connect with Planning Board Chair Andrew Faunce regarding the same.

F. Juneteenth Celebration

Chair Alisha Robinson provided an update on the progress towards this year's Juneteenth Celebrations. The organizing team will meet next week. They already have funding in their budget from Hannaford and have been approved for Hypertherm program. They have also met with someone from Novo Nordisk who have stated their interest in donating and/or volunteering.

G. Welcoming Lebanon Ordinance**i. Review and Revise**

After a brief discussion of the history of the Ordinance and related resolutions, and discussion on whether the group of "protected classes" might need to be updated, it was determined that updates to the Ordinance were not needed at this time.

ii. Recommendation to include in hiring packet for all new hires in the school district

While it was determined that the City lacks the authority to make this change, it was nevertheless agreed that the DEI Commission should invite the new Superintendent of the School District and the School District's Director of Equity, Curriculum, Instruction, and Assessment to a meeting of the Commission to discuss potential collaboration.

5. OTHER BUSINESS**A. Implicit Bias Training**

Chair Alisha Robinson invited members of the DEI Commission to attend the City's Implicit Bias Training that was taking place immediately following the meeting.

B. Discussion of the Facilitation Role of the DEI Commission

City Manager Shaun Mulholland brought up the potential for the DEI Commission to set up some kind of facilitation of discussion sessions / healing sessions / etc., especially following the process leading up to the passing of the City of Lebanon Resolution in Support of Peace in Gaza and Israel. Emily Walton reported that one of her classes at Dartmouth this term will be interviewing residents to make a collection of mini-videos on the people of Lebanon. The students may come to present their work at a coming meeting.

6. ADJOURNMENT

Chair Alisha Robinson adjourned the meeting at 6:20pm.

Respectfully submitted,
Richard Ford Burley, DEI Commission Secretary

A Joint Statement by the City of Lebanon Planning Board and the City of Lebanon Diversity, Equity, and Inclusion Commission on Community Housing Solutions

WHEREAS the City of Lebanon, as elsewhere in the country, is facing a severe shortage of affordable housing, especially but not limited to workforce housing; and

WHEREAS the shortage of housing has powerful equity implications for the present and future residents of the City; and

WHEREAS rapid expansion of housing stock has and will have implications for the sustainability, longevity, and resilience of the City; and

WHEREAS informed decisionmaking and transparency are integral to the democratic process of charting a course for the future of the City; and

WHEREAS the Lebanon City Council has demonstrated a laudable willingness to address the housing crisis to the fullest extent possible, in considering and taking actions to create the needed changes in a timely manner; now, therefore

BE IT RESOLVED that the City of Lebanon Planning Board and DEI Commission, having jointly drafted this resolution and having agreed upon its language and the priorities it sets out, recommend that the Lebanon City Council work with representatives from the DEI Commission and Planning Board to **create a task force on community housing solutions, with the stated goals of producing a report and, based upon the findings of that report, recommending drafted changes to (i) the Housing chapter of the City of Lebanon Master Plan and (ii) the Neighborhood and Housing functional area of the City of Lebanon Strategic Plan no later than 1 July 2026 at which time it will be dissolved unless other action is taken. The task force shall be named the Lebanon Housing Task Force.**

BE IT FURTHER RESOLVED that the City of Lebanon Planning Board and DEI Commission recommend that **said report should include, but not be limited to:** the identification and quantification of the drivers affecting Lebanon's current housing shortage; the gathering and interpretation of housing and population data for the City, including housing ownership rates, housing type, demographics, and quality of life considerations like accessibility to transit, communal resources, and green spaces; the forecasting of future housing and related needs of the City according to the same; an analysis of current and potential equity issues in Lebanon's housing supply; an analysis of the implications for the City and its current residents on other changes created by rapid population growth; the potential for regional partnerships as a part of the solution to what is a regional issue; and potential solutions for City Council implementation, including estimated costs. Also included in the conclusion of the report should be a judgement on whether, if

feasible, the City of Lebanon would be best served by the creation of a standing Housing Commission, pursuant to NH RSA 674:44-I.

BE IT FURTHER RESOLVED that the City of Lebanon Planning Board and DEI Commission recommend that the City Council, in the formation of this task force, should work with representatives of the Planning Board and DEI Commission to **invite various community stakeholders to join or take part in the work**. The task force should consist of 11 members: the City Manager or designee; a representative of the Upper Valley/Lake Sunapee Regional Planning Commission; a representative of Advance Transit; a representative designated by the Lebanon School Board; a representative from Dartmouth Health; a member of the Lebanon Planning Board; a member of the Lebanon DEI Commission; a member of the Lebanon Conservation Commission; a representative of the Lebanon Housing Authority; a member representing a business in the City; and a resident of the City who shall be appointed by the City Council. If members from these bodies cannot be found, others representing similar perspectives may be considered. The Lebanon Housing Task Force (LHTF) would be a public body and would need to comply with the provisions of RSA 91-A, related state statutes, City Charter, City Code and applicable policies. Members of the LHTF would serve until the task force is dissolved and without compensation other than reimbursement for allowable expenses.

BE IT FURTHER RESOLVED that the Task Force should **meaningfully engage the public** through such means deemed feasible and appropriate by the Task Force, such as public hearings, listening sessions, surveys, and/or other means.

Signed this [X] Day of [Month], at Lebanon, New Hampshire,

Andrew Faunce, Chair, Lebanon Planning Board

Alisha Robinson, Chair, Lebanon Diversity, Equity and Inclusion Commission