

FINAL

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