



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

JULY 16, 2024 - 6:00 PM

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

1. Call to Order

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

2. Approval of Minutes

- A. June 25, 2024

3. Old Business: None

4. New Business

- A. White River Junction Pride Parade Participation
- B. Follow up with Affirming Spaces training
- C. Joint Statement on Housing revision review

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.

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CITY OF LEBANON
DIVERSITY, EQUITY, & INCLUSION COMMISSION
June 25, 2024— 6:00pm
COUNCIL CHAMBERS, CITY HALL or
Remote Via Microsoft Teams: LebanonNH.gov/LIVE

MEMBERS PRESENT: Richard Ford Burley (Secretary)(via telepresence); Karen Liot Hill (City Council Representative); Alisha Robinson (Chair); Emily Walton (Public Representative); Simone Whitecloud (Public Representative Alternate)(via telepresence); Devin Wilkie (City Council Representative); Tia Winter (Public Representative)

MEMBERS ABSENT: Kathy McCarty (Public Representative); Keiselim Montas (Public Representative); Bise Wood Saint Eugene (Vice-Chair); Karen Zook (City Council Alternate)

STAFF PRESENT: Shaun Mulholland (City Manager)

1. CALL TO ORDER

The June 25, 2024 meeting of the Diversity, Equity & Inclusion Commission (DEI) Meeting was called to order by Chair Alisha Robinson at 6:19pm, as a quorum was not present until that time. Prior to the start of the meeting, public discussion was held on the subject of New Business item 4.A. on the agenda, the Draft Housing Task Force Joint Resolution. Richard Ford Burley attended remotely due to being out of town. Simone Whitecloud attended remotely as a regular member for health reasons.

2. NEW BUSINESS

A. Approval of Minutes

A MOTION by Devin Wilkie that the DEI Commission approve the minutes of the April 16, 2024 meeting of the DEI Commission as presented.

Seconded by Tia Winter.

**The Motion was approved 7-0 by roll-call vote*

3. NEW BUSINESS

A. Discuss Draft Housing Task Force Resolution

Commission members discussed the language of the resolution and suggested minor changes. Notable amendments suggested included the addition to the list of suggested task force members of one member from the City Council and one from Dartmouth College, as well as language requiring the majority of the task force membership to live in Lebanon, as well as language on the value of having non-resident Lebanon workers also involved in the process.

A MOTION by Tia Winter that the DEI Commission support the joint statement as presented in the packet with amendments to be incorporated from the DEI Commission and the Planning Board.

Seconded by Devin Wilkie.

****The Motion was approved 7-0 by roll-call vote***

B. Update from Environmental Justice Task Force (EJTF)

Councilor Devin Wilkie and Secretary Richard Ford Burley briefly explained the progress being made by the Task Force. Because of the need to be sensitive and thoughtful in soliciting feedback from vulnerable members of the Lebanon community, the plan will now be submitted to the City Council in June of 2025.

C. Equity Plan Subgroup

Old item struck from agenda as already discussed in a prior meeting.

D. Pride Week Report

Councilor Karen Liot Hill reported on the successes of the Pride celebrations, and solicited feedback from Commission members concerning participation in White River Junction Pride in the last week of July. The DEI Commission will discuss specifics at the July meeting of the Commission.

E. Juneteenth Report

Chair Alisha Robinson reported on Juneteenth activities, which unfortunately were largely cancelled and/or postponed due to weather and technology issues. Next year's plan will have an indoor "rain date" location.

4. OTHER BUSINESS

A. Affirming Spaces

Simone Whitecloud raised the idea of a training session for the DEI Commission. Tia Winter will coordinate with the group, and the Commission will follow up at a later meeting.

73 **6. ADJOURNMENT**

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75 Chair Alisha Robinson adjourned the meeting at 6:43pm.

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78 Respectfully submitted,

79 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