

FINAL

CITY OF LEBANON
DIVERSITY, EQUITY & INCLUSION COMMISSION
December 17, 2024— 6:00pm
COUNCIL CHAMBERS, CITY HALL or
Remote Via Microsoft Teams: LebanonNH.gov/LIVE

MEMBERS PRESENT: Richard Ford Burley (Secretary); Keiselim Montas (Public Representative); Bise Wood Saint Eugene (Chair); Simone Whitecloud (Public Representative Alternate, as Public Representative); Devin Wilkie (City Council Representative); Tia Winter (Vice-Chair)

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

STAFF PRESENT: City Manager Shaun Mulholland

1. CALL TO ORDER

The December 17, 2024 meeting of the Diversity, Equity & Inclusion Commission (DEI) was called to order by Chair Bise Wood Saint Eugene at 6:00pm.

2. APPROVAL OF MINUTES

A MOTION by Vice-Chair Tia Winter that the DEI Commission approve the minutes of the November 19, 2024 meeting of the DEI Commission as presented.

Seconded by Keiselim Montas.

**The Motion was passed unanimously.*

3. OLD BUSINESS

No old business was discussed.

4. NEW BUSINESS

A. City of Lebanon as a Disability-Friendly City Resolution

Following up from the visit by Dr. Kendra LaRoche from the Special Needs Support Center at the 19 November 2024 DEI Commission meeting, Secretary Richard Ford Burley presented the draft of a resolution on declaring Lebanon a Disability-Friendly City, with the goal of recommending that motion to the City Council. The draft has been looked at by the City's ADA

Compliance Officer, Deputy City Manager David Brooks, who has offered feedback. Secretary Ford Burley will hammer out final language for an up-or-down vote at the January DEI Commission meeting, and will arrange with Deputy City Manager Brooks to have the item put on the City Council agenda at their second meeting in February.

B. Recommendation to the City Council to Adopt the Public Housing Model of Montgomery County, Maryland to Create Inclusive Housing for All Income Levels

Secretary Richard Ford Burley discussed the public housing funding model in use in Montgomery County, Maryland. The County has taken out large bonds to create a fund to replace venture capital in the development industry, allowing them to offer developers lower interest rates in exchange for more local control over the type and quality of housing. City Manager Shaun Mulholland discussed what the City and the new Housing Task Force are working on in that regard. Secretary Ford Burley then spoke on the equity aspects of the upcoming pattern zoning project and urged support from the Commission. Vice-Chair Tia Winter, as the representative of the DEI Commission to the Housing Task Force, will ask the Task Force about allowing the DEI Commission input on their recommendations.

C. Update on Citywide Equity Plan

City Council Representative Devin Wilkie briefly discussed the progress made on prioritizing items with the aid of Vice Chair Tia Winter. Councilor Wilkie believes the Commission will have the opportunity to discuss a complete draft of the plan at the Commission's January meeting. A public input session will be needed subsequently, with the goal of adding the Citywide Equity Plan to the City's Strategic Plan in April.

City Councilor Devin Wilkie left the meeting at 6:30pm.

D. Affirming Spaces Project Presentation

The DEI Commission welcomed Q Bouldry-Morrison from the Affirming Spaces Project (ASP). They presented on their organization, which works to train institutions on how to make places feel safer and more welcoming for people of all genders. They have worked with over 100 groups over the past 3-5 years in New England. A list of groups that have done the training can be found at AffirmingSpacesProject.org. ASP would love to expand north from the Seacoast area where they have presently been working in New Hampshire. Vice-Chair Tia Winter spoke on the possibility of creating connections between ASP and the Lebanon Libraries. City Manager Shaun Mulholland suggested reaching out to the UVBA, and setting the seminar up so that it could be attended both in person and virtually, with the goal being to have the training take place in the first quarter of 2025. The full training is one session that lasts between 1 and 2 hours. Q informed the Commission that certificates can be issued to business owners in place of being listed on the website if they prefer. Simone Whitecloud asked whether a city could receive this certification as a whole. Q thought it sounded like a good idea, but could be a challenge, as in order to get the certification, every person someone could interact with if they walk through the door needs to receive the training. City Manager Mulholland suggested getting key managers and staff to attend, as well as the business community, and Q offered that recording the session for later

viewing is also an option, as the City has too many staff to attend at one time. Vice-Chair Winter asked the City Manager what he would like to do to move forward. The City Manager said he would like the training to be required for supervisory staff, open to regular staff, boards and committees, and for the goal to be for the training to take place once a year. The City Manager will reach out to Q separately to coordinate.

A MOTION by Secretary Richard Ford Burley that the DEI recommend to the City Manager that he initiate the process of setting up training from the Affirming Spaces Project, open it up to the wider community, and offer it remotely and in person, in the first quarter of 2025.

Seconded by Vice-Chair Tia Winter.

****The Motion was passed unanimously.***

5. OPEN TO THE PUBLIC

No comments were offered by the public.

6. OTHER BUSINESS

No other business.

7. ADJOURNMENT

Chair Bise Wood Saint Eugene adjourned the meeting at 6:49pm.

Respectfully submitted,
Richard Ford Burley, DEI Commission Secretary