



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

MARCH 18, 2025 - 6:00 PM

COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM

LEBANONNH.GOV/LIVE

1. Call to Order

The March 18, 2025, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

A. February 18, 2025

3. Old Business: None

4. New Business

A. Taste & Traditions - Lebanon's Multicultural Celebration

B. Upper Valley Spanish Institute

C. Finalize Strategic Plan (LebanonNH.gov/StrategicPlan) and Recommendations

D. Finalize the citywide Proposed Equity Plan

5. Open to the Public

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: To be determined

7. Other Business: None

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
February 18, 2025— 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: Deputy City Manager David Brooks

1. CALL TO ORDER

The February 18, 2025 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 Councilor Devin Wilkie that the DEI Commission approve the minutes of the January 23, 2024 meeting of the DEI Commission as presented.

Seconded by Secretary Richard Ford Burley.

**The Motion was passed unanimously.*

3. OLD BUSINESS

No old business was discussed.

4. NEW BUSINESS

A. Finalize Strategic Plan

Deputy City Manager David Brooks spoke about the Strategic Plan progress made to date and the timing of the rest of the schedule for the year, explaining how the strategic plan is an extended part of the budgeting process.

DEI Committee members, led by Deputy City Manager David Brooks, went line by line through parts of Chapter 9 of the Strategic Plan looking for items requiring updates. In the interests of time, it was decided that the plan would be given to the members in PDF form for examination before the next meeting.

B. Finalize the Proposed Citywide Equity Plan

Councilor Devin Wilkie led the discussion of whether there are items from the plan that would make good additions to the Strategic Plan, with items added including increasing opportunities for engagement with elected officials and supporting studies into the viability of microtransit. Vice Chair Tia Winter and Councilor Wilkie discussed notes on improving the Equity Plan formatting.

C. Affirming Spaces Presentation Planning Update

Item postponed as knowledge of progress rests with City Manager Shaun Mulholland, who is absent.

D. Joint HCoreI/DEI Commission Meeting

Vice-Chair Tia Winter discussed how and when to hold a joint meeting. Will invite them to attend DEI Commission's March 18 meeting.

E. Upper Valley Spanish Institute Outreach

Glenda Perez at the UVSI reached out to the DEI Commission through the online form. Representative Keyselim Montas will invite them to come give a presentation / meet with us at our April 15 meeting.

F. City of Lebanon as a Disability-Friendly City Resolution Update

Secretary Richard Ford Burley briefly mentioned that City Council would be hearing the resolution the next day, on Wednesday February 19, 2025.

5. OPEN TO THE PUBLIC

No public comment.

6. OTHER BUSINESS

Representative Keyselim Montas introduced discussion on the general climate for equity and inclusion efforts, and what roles the City will be playing. Chair Bise Wood Saint Eugene explained that members of the community are trying to figure out what is going on. Councilor Wilkie brought up a law, RSA 265:1-d, concerning disclosure of planned checkpoints, which while legally required, may not be complied with by Immigration and Customs Enforcement. Further discussion touched on "know your rights" efforts by local groups, whether local police

are allowed to ask about immigration status. Secretary Richard Ford Burley asked if the Commission members could meet with an expert, for instance from the ACLU, so that members not inadvertently give out bad information, Chair Bise Wood Saint Eugene will attempt to reach out.

7. FUTURE AGENDA ITEMS

Devin Wilkie suggested we discuss recruitment strategies for boards and committees.

8. ADJOURNMENT

Chair Bise Wood Saint Eugene adjourned the meeting at 7:01pm.

Respectfully submitted,
Richard Ford Burley, DEI Commission Secretary

Taste & Traditions

Lebanon's Multicultural Celebration

Event Overview

EVENT NAME	Taste & Traditions - Lebanon's Multicultural Celebration
DATE AND TIME	Jun 14, 2025 Time: 12 pm to 3 pm
VENUE	Colburn Park & Lebanon Library

Event Description

Brief Description

Recognize and celebrate the cultural diversity of Lebanon and the Upper Valley with performances, art demonstrations and food!

Community Engagement

Invite diverse members of the Upper Valley community to participate in this family-friendly event through performances, arts and crafts, storytelling, vending, etc., as well as educating the public through these activities.

DEI Commission Involvement

- Assist with reaching out to community members to participate in the event
- Assist with marketing for the event
- Any funding for performances?

Proposed Program

LOCATION	TIME	ACTIVITY
Colburn Park - West End	Duration of Event	Vendors: Prepared food, crafts, services Example: hair braiding 
Colburn Park - Bandstand	Duration of Event	Performances showcasing cultural traditions Examples: Song, Dance, etc 
Colburn Park - N Park Side	Duration of Event	Ongoing art/craft demonstrations Example: Kae-Sa-Luk Watermelon carving 
Lebanon Library	Duration of Event	Storytelling 

Supporting Notes

City of Lebanon's Strategic Objectives:

- 4.1 Provide a wide array of cultural and recreational opportunities for residents across age and demographics groups in the City and in partnership with other entities in the Upper Valley.
- 4.3 Enhance the vitality of Arts & Culture in the City in cooperation with the arts community in the Upper Valley. This includes energizing the arts economy as well as opportunities for public art.
- 4.5 Celebrate the City's diverse cultural makeup and vitality by providing/supporting opportunities allowing the public to experience the diverse cultures in the Upper Valley
- 9.4 Build a welcoming community to people of all cultures, races, skin color, national or ethnic origin, language, religions, gender identity or expression, sexual orientation, mental or physical ability, age, political opinion or activity, economic status, immigration status or housing status.
- 9.6 Enhance connections and community wellbeing.

DEI's Fall 2022 Discrimination Survey Results:

- It could be helpful for the town to start an initiative that explores and/or celebrates the diversity of people who claim Lebanon as home, reinforcing the idea that Lebanon claims them back!
- Actively seek input, communication, collaboration, and participation with younger residents, residents of diverse backgrounds (beyond long-time white residents with property).
- Education, bring in more ethnic/LGBTQAI+ owned businesses, more events that bring people together.
- Reach out to minority voices and help them organize.
- Have more multicultural events.
- Promote diversity through multicultural/cross-cultural events (e.g., Concord NH has a multicultural day every year, perhaps reach out to their organizers for info and/or advice). Host discussion panels and other events that showcase the diversity of the Upper Valley. Educational events at schools and workplaces.
- Celebrate diverse residents. Tell their stories. Have a town-reading and discussion of a book about a different culture. Include diverse voices in elementary reading lists. Highlight the values of Lebanon and ask what that means to all kinds of residents.
- Continue to host inclusive events in Colburn Park.
- Events that encourage a diverse audience at no charge, various times of the week.
- Also, Lebanon might consider solicitations for cultural events highlighting different identities, or a festival celebrating many all at once (i.e., multi-ethnic) as many feel hidden.

Lebanon Libraries Strategic Plan Community Survey 2022:

- Q: "What do you like about Lebanon?"

- I like that we are a diverse community and are a hub for surrounding towns.
- Concerts on the bandstand. I like the mix of residents - all ages, socioeconomic diversity, slowly increasing ethnic diversity.
- Q: "What do you hope Lebanon will look like in 5 yrs?"
 - Increasing diversity of all kinds
 - Increasing diversity, increasing community cohesiveness, more public spaces.
 - Expanding community... and cultural diversity.