



**LEBANON DIVERSITY, EQUITY, AND INCLUSION  
COMMISSION  
APRIL 15, 2025 - 6:00 PM  
COUNCIL CHAMBERS, CITY HALL OR  
REMOTE VIA VIRTUAL PLATFORM  
LEBANONNH.GOV/LIVE**

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- 1. Call to Order**  
The April 15, 2025, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.
  - 2. Approval of Minutes**
    - A. March 18, 2025
  - 3. Old Business: None**
  - 4. New Business**
    - A. Taste & Traditions - Lebanon's Multicultural Celebration
    - B. Housing Task Force Focus Groups
    - C. Upper Valley Spanish Institute
    - 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**
  - 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](https://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**  
**March 18, 2025— 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); Bise Wood Saint Eugene (Chair); Devin Wilkie (City Council Representative); Tia Winter (Vice-Chair)

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

**STAFF PRESENT:** City Manager Shaun Mulholland

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3 **1. CALL TO ORDER**

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5 The March 18, 2025 meeting of the Diversity, Equity & Inclusion Commission (DEI) was called  
6 to order by Chair Bise Wood Saint Eugene at 6:02pm.

7  
8 **2. APPROVAL OF MINUTES**

9  
10 *A MOTION by Councilor Devin Wilkie that the DEI Commission approve the minutes of the*  
11 *February 18, 2025 meeting of the DEI Commission as presented.*

12  
13 *Seconded by Vice-Chair Tia Winter.*

14  
15 *\*The Motion was passed unanimously.*

16  
17 **3. OLD BUSINESS**

18  
19 No old business was discussed.

20  
21 **4. NEW BUSINESS**

22  
23 **A. Taste and Traditions – Lebanon’s Multicultural Celebration**

24  
25 Celeste Pfeiffer, Outreach Librarian, and Meghan Henry, Program Coordinator with the City of  
26 Lebanon Recreation, Arts, and Parks came to present about the Multicultural Celebration. The  
27 event will contribute to several of the KPIs in the strategic plan. They asked for help with the  
28 outreach for participants, for example with arts demonstrations, storytelling, and other  
29 performers and participants. They informed Commission members that there is a participation

30 sign up form online at the Lebanon Recreation Arts and Parks website. The event will take place  
 31 on Saturday, June 14, from 12-3pm. Further discussion focused on questions about funding  
 32 opportunities, partners, and plans to reach out to private organizations. They will be speaking  
 33 with the Lebanon Arts and Culture Commission next week. DEI Commission members will  
 34 reach out to various organizations to see if they can drum up support.

35

36 Councilor Karen Liot Hill joined the meeting at 6:11pm.

37

38 The presenters stated that having a member of the Commission speak at the event would be  
 39 helpful, and outgoing Councilor Liot Hill volunteered to speak.

40

41 ***A MOTION by Tia Winter to support the Taste and Traditions, Lebanon’s Multicultural***  
 42 ***Festival.***

43

44 ***Secinded by Keysi.***

45

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

47

48 *Note: More discussion on the matter took place between Agenda Items D and E. The*  
 49 *Commission will put brainstorming for this year’s Taste and Traditions on as an agenda item for*  
 50 *April’s and May’s meetings, and will invite them back for April’s meeting to discuss how the*  
 51 *DEI Commission can help this year. The suggestion was made to partner with Lebanon Opera*  
 52 *House’s Nexus Festival in August in 2026. The Commission will also add an agenda item on the*  
 53 *topic to June’s meeting, after the first Taste and Traditions, for a “lessons learned” session.*

54

55 **B. HCOREI Liaisons Introductions**

56

57 Patrick Autilio, HCOREI Chair, and Susan Mullens, vice chair, appeared before the DEI  
 58 Commission to discuss coordination with the Commission on various topics. HCOREI meets on  
 59 the 1<sup>st</sup> and 3<sup>rd</sup> Wednesdays of each month in the Hartford town hall. They are currently working  
 60 on a Disability-Friendly City Ordinance themselves. They are also working on the annual  
 61 Juneteenth celebration in Lyman Park. Joe Major, Town Treasurer and VT State senator, will be  
 62 working with them to coordinate activities. Commission Vice-Chair Tia Winter will be  
 63 coordinating with them, and will request notes from former DEI Chair, Alisha Robinson, who  
 64 did much of the organization last year. HCOREI are very happy to coordinate and collaborate  
 65 with the Lebanon DEI Commission. The Vice-Chair will try to coordinate a joint meeting.

66

67 **C. Upper Valley Spanish Institute**

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69 Item postponed to April meeting of the DEI Commission, or earliest available date agreeable.

70

71 **D. Finalize Strategic Plan and Recommendations**

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73 Changes to be made to strategic objectives, action items, or KPIs should be submitted to City  
 74 Manager Shaun Mulholland by the end of March in order to make it in for the April  
 75 workshopping dates for the May 14 Council vote.

76  
77 Councilor Devin Wilkie brought up the topic of adding a viability study for microtransit. Pat  
78 Autilio (see item B, above) joined the conversation, as he has experience with the subject. He  
79 informed Commission member that, for Tri-Valley transit, the majority of their funding for  
80 microtransit comes from Medicaid because of the transportation it provides to medical  
81 appointments, and offered to connect Commission members with Tri-Valley transit to discuss.  
82 He will email contact information to Vice-Chair Tia Winter. Further discussion centered around  
83 whether to advocate for Advance Transit to perform a microtransit feasibility study, or to  
84 advocate for the City to perform the study. As transit is a regional issue, it was decided to  
85 advocate for the former.

86  
87 **E. Returned to Item A for more Discussion**

88  
89 See above in New Business Item A.

90  
91 **F. Proposed Citywide Equity Plan**

92  
93 There were no new developments to report on the Citywide Equity Plan for this meeting. Some  
94 discussion took place on how to use the Citywide Equity Plan to feed into the City’s Strategic  
95 Plan. The Equity Plan outline will be prepared for the DEI Commission’s May meeting.

96  
97 **5. OPEN TO THE PUBLIC**

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99

100  
101 **6. OTHER BUSINESS**

102  
103 Chair Bise Wood Saint Eugene reached out to the ACLU to see if someone could come to advise  
104 the Commission on current events. They are currently very busy, but will try to coordinate as  
105 they become available. Councilors Liot Hill and Wilkie suggested a Know Your Rights  
106 information session for broader community attendance, a kind of “Know Your Rights for Allies”  
107 or “Know Everyone’s Rights” session. Councilor Liot Hill will attempt to find some resources.

108  
109 **7. ADJOURNMENT**

110  
111 Chair Bise Wood Saint Eugene adjourned the meeting at 7:01pm.

112  
113  
114 Respectfully submitted,  
115 Richard Ford Burley, DEI Commission Secretary

# Taste & Traditions

## Lebanon's Multicultural Celebration

### Event Overview

<b>EVENT NAME</b>	Taste & Traditions - Lebanon's Multicultural Celebration
<b>DATE AND TIME</b>	<b>Jun 14, 2025</b> Time: 12 pm to 3 pm
<b>VENUE</b>	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	<p>Vendors: Prepared food, crafts, services</p> <p>Example: hair braiding</p> 
Colburn Park - Bandstand	Duration of Event	<p>Performances showcasing cultural traditions</p> <p>Examples: Song, Dance, etc</p> 
Colburn Park - N Park Side	Duration of Event	<p>Ongoing art/craft demonstrations</p> <p>Example: Kae-Sa-Luk Watermelon carving</p> 
Lebanon Library	Duration of Event	<p>Storytelling</p> 

# Supporting Notes

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## 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.