FINAL

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 later 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 was 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 the Commission at its 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