

FINAL

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

1. CALL TO ORDER

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

2. APPROVAL OF MINUTES

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

Seconded by Vice-Chair Tia Winter.

**The Motion was passed unanimously.*

3. OLD BUSINESS

No old business was discussed.

4. NEW BUSINESS

A. Taste and Traditions – Lebanon’s Multicultural Celebration

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

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

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

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

A MOTION by Tia Winter to support the Taste and Traditions, Lebanon's Multicultural Festival.

Seconded by Keysi.

The Motion was passed unanimously.

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

B. HCorei Liaisons Introductions

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

C. Upper Valley Spanish Institute

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

D. Finalize Strategic Plan and Recommendations

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

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

E. Returned to Item A for more Discussion

See above in New Business Item A.

F. Proposed Citywide Equity Plan

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

5. OPEN TO THE PUBLIC

6. OTHER BUSINESS

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

7. ADJOURNMENT

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

Respectfully submitted,
Richard Ford Burley, DEI Commission Secretary