



**LEBANON DIVERSITY, EQUITY, AND INCLUSION
COMMISSION
MAY 20, 2025 - 6:00 PM
COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE**

1. Call to Order

The May 20, 2025, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

A. April 15, 2025

3. Old Business: None

4. New Business

A. Update on Taste & Traditions – Lebanon’s Multicultural Celebration

B. Update on Status of HB 511, Anti-Sanctuary Act, and City Code Chapter 185 Welcoming Lebanon

C. Update on the Citywide Proposed Equity Plan

D. Environmental Justice Task Force Report

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 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
April 15, 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 acting as Public Representative); Devin Wilkie (City Council Representative); Tia Winter (Vice-Chair)

MEMBERS ABSENT: 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 April 15, 2025 meeting of the Diversity, Equity & Inclusion Commission (DEI) was called
6 to order by Chair Bise Wood Saint Eugene at 6:00pm.

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8 **2. APPROVAL OF MINUTES**

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10 *A MOTION by Vice Chair Tia Winter that the DEI Commission approve the minutes of the*
11 *March 18, 2025 meeting of the DEI Commission as presented.*

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13 *Seconded by City Councilor Devin Wilkie.*

14

15 **The Motion was passed unanimously.*

16

17 **3. OLD BUSINESS**

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19 No old business was discussed.

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21 **4. NEW BUSINESS**

22

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

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25 Celeste Pfeiffer, Outreach and Programming Librarian at Lebanon Public Libraries, attended to
26 speak about the Taste and Traditions festival, taking place June 14, 12-3pm. They are still in the
27 process of getting applicants for the performance portion of the festival. The idea is to showcase
28 the diversity and the talents of the people of Lebanon, including traditional dishes, dances, crafts,
29 music, etc. Ms. Pfeiffer was attending to see if Commission members are able to assist in any

30 way and to brainstorm ideas. Discussion centered around outreach and networking suggestions,
31 including Talking Bridge, the Lebanon School District, HCOREI, Dartmouth College,
32 Dartmouth Health, Good Neighbor Health Clinic, AVA, and more. The Commission will have a
33 booth at the event, and will be partnering with it to help make it a success.

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35 **B. Housing Task Force Focus Groups**

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37 Councilor Devin Wilkie reported that Catheryn Hembree of the Planning Department has
38 indicated that the Housing Task Force is hoping to create focus groups, in summer, possibly July,
39 and is hoping to reach out to communities not normally represented in these discussions.

40 Secretary Richard Ford Burley suggested reaching out to Rebecca Desilets in Human Services.

41 Councilor Wilkie suggested reaching out to the BIPOC group at the Upper Valley Business
42 Alliance, and asked if there were other groups we could suggest. Chair Bise Wood Saint Eugene
43 asked if the Housing Task Force has any kind of documentation or leaflets that we could use to
44 connect with groups, Councilor Wilkie will inquire.

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46 **C. Upper Valley Spanish Institute**

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48 Brandee Platt, representing UVSI, attended via telepresence. The Institute is interested in
49 promoting the Hispanic community in the Upper Valley, would like to do cultural events, and are
50 hoping the DEI Commission would be comfortable doing promotions with them. Among other
51 things, the organization runs language and cultural awareness workshops, and are trying to get
52 their bilingual advocacy program up and running. Ms. Platt indicated that she will connect with
53 Celeste Pfeiffer regarding the Taste and Traditions festival. Commission members suggested
54 networking and outreach opportunities, for example WISE, LISTEN, etc. Commission Member
55 Questions asked and answered included those regarding language and cultural programs, UVSI
56 scholarship opportunities, a potential list of cultural resources, and whether the organization has
57 connected with Talking Bridge. Chair Saint Eugene stated that Ms. Platt has the full support of
58 the Commission and thanked her for her presentation.

59

60 **D. Finalize Citywide Equity Plan**

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62 Councilor Devin Wilkie presented on minor updates: progress is being made, and will present
63 the outline to the Commission in May. Secretary Richard For Burley will work with Councilor
64 Wilkie to write a preamble. City Manager Shaun Mulholland would like the Commission to get
65 buy-in from City Council in the form of a resolution, and perhaps connect with the Lebanon
66 School District.

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68 **E. Juneteenth Update**

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70 Vice Chair Tia Winter reported that she had met with HCOREI and the Juneteenth Steering
71 Committee, and will be meeting with them again tomorrow at the HCOREI meeting at 7pm.
72 With the Taste and Traditions being the Saturday before and the Hartford Juneteenth being on
73 the following Saturday, she suggested focusing our efforts on the joint Hartford-Lebanon
74 celebration on the Saturday rather than on having a separate event on the June 19 holiday. It was
75 suggested that the Upper Valley Meditation group who run the reading on the 4th of July might

76 be interested in organizing an educational event on June 19th, and Vice Chair Winter agreed to
77 reach out, with the assistance of Commission Member Simone Whitecloud.

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80 **5. OPEN TO THE PUBLIC**

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82 No public comment was offered.

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84 **6. OTHER BUSINESS**

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86 City Manager Shaun Mulholland spoke on HB 511. He has prepared a draft of changes that
87 would need to be made to the Welcoming Lebanon Ordinance in order to bring it into
88 compliance, should the bill pass into law. The Commission will keep itself apprised of
89 developments on the matter going forward.

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91 **7. FUTURE AGENDA ITEMS**

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93 Suggestions for future agenda items included Juneteenth, Citywide Equity Plan, and Taste and
94 Traditions items on the May agenda. Other items were discussed and dismissed.

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96 **8. ADJOURNMENT**

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98 Chair Bise Wood Saint Eugene adjourned the meeting at 7:00pm.

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101 Respectfully submitted,

102 Richard Ford Burley, DEI Commission Secretary