

FINAL

CITY OF LEBANON
DIVERSITY, EQUITY & INCLUSION COMMISSION
May 20, 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); Simone Whitecloud (Public Representative Alternate acting as Public Representative); Devin Wilkie (City Council Representative); Tia Winter (Vice-Chair as Acting Chair)

MEMBERS ABSENT: Bise Wood Saint Eugene (Chair); Karen Zook (City Council Alternate)

STAFF PRESENT: City Manager Shaun Mulholland (via telepresence); Deputy City Manager David Brooks

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3 **1. CALL TO ORDER**

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5 The May 20, 2025 meeting of the Diversity, Equity & Inclusion Commission (DEI) was called to
6 order by Acting Chair Tia Winter at 6:02pm.

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8 **2. APPROVAL OF MINUTES**

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10 *A MOTION by Keyselim Montas that the DEI Commission approve the minutes of the April*
11 *15, 2025 meeting of the DEI Commission as presented.*

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13 *Seconded by City Councilor Devin Wilkie.*

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15 **The Motion was passed unanimously.*

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17 **3. OLD BUSINESS**

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19 No old business was discussed.

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21 **4. NEW BUSINESS**

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

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25 Meagan Henry presented via telepresence. The Celebration currently has 7 performers, 2
26 demonstrations, and 9 vendors. She asked whether Commission members would be able
27 volunteer, to set up, staff a table, etc. Councilor Wilkie, Secretary Ford Burley, and Acting Chair
28 Winter will attend. Ms. Henry indicated that the Celebration was still looking for sponsors. Upon

29 suggestions, she will reach out to the Dorothy Byrne Foundation and Upper Valley Business
30 Alliance.

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

33 **Welcoming Lebanon**

34

35 City Manager Shaun Mulholland informed the Commission that the act has passed both houses
36 and will be signed by the Governor shortly. The effective date will be January 1, 2026.

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38 Kathy Beckett, Ward 2, cowriter of the ordinance, spoke via telepresence on the history of the
39 welcoming Lebanon ordinance, urging public input on any changes.

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41 Councilor Devin Wilkie suggested the Commission keep it on its agenda.

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43 **C. Update on the Citywide Proposed Equity Plan**

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45 Councilor Devin Wilkie spoke briefly on the challenges of producing an equity plan in the
46 present environment, including concerns that recommendations could expose some of the most
47 vulnerable in the community to further threats. Representative Montas expressed a desire to
48 continue with the plan. Acting Chair Winter suggested that efforts continue in ways that may not
49 drawing attention to those with less privilege than others. Councilor Wilkie added that a more
50 nimble and responsive approach might be favorable compared to a set plan. The Commission
51 will take a step back from the equity plan until the fall.

52

53 **D. Environmental Justice Task Force Report Update**

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55 Councilor Wilkie reported that a rough draft of the plan has been finalized, and has been sent out
56 to City departments for input. It will be sent out to boards and commissions for input in June, and
57 hopefully to Commission members in the next week, for full consideration at the June meeting.
58 The hope is that the DEI Commission would support it when it comes before the City Council.

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60 **E. Juneteenth Update**

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62 Acting Chair Winter reported that the celebration will be at Lyman Park on Saturday June 21.
63 Bethel will also be joining, making it a Hartford-Lebanon-Bethel joint celebration. The next
64 steering meeting will take place at White River Junction City Hall on Thursday, May 29.
65 Lebanon’s DEI Commission will have a table. Acting Chair Winter will coordinate
66 decorations/banners etc.

67

68 **F. Housing Task Force Update**

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70 Acting Chair Winter reported that the contractors the Task Force is employing will be launching
71 a housing story tool and setting up displays in July. They will also organize focus groups in the
72 fall. Additionally, someone from the Lebanon Housing Authority wanted to alert the
73 Commission about SB 81, a bill that would set aside funds for affordable housing, so that

74 Commission members might urge Lebanon legislators to support it and help to get some of that
75 funding to Lebanon.

76

77 **5. OPEN TO THE PUBLIC**

78

79 Taylor Maine appeared via telepresence. She works for ACLU NH, covering Grafton and Coos
80 Counties. Ms. Maine introduced herself and expressed a desire to connect. Will reach out via
81 email to Commission members.

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83 **6. OTHER BUSINESS**

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85 No other business was discussed.

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87 **7. FUTURE AGENDA ITEMS**

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89 Suggestions for future agenda items included a Taste and Traditions follow-up discussion,
90 discussion of the upcoming Environmental Justice Task Force’s report, a discussion on the
91 Welcoming Lebanon Ordinance and any possible updates or changes, and a last-minute update
92 on the upcoming Juneteenth celebration.

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94 **8. ADJOURNMENT**

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96 Acting Chair Tia Winter adjourned the meeting at 6:41pm.

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99 Respectfully submitted,

100 Richard Ford Burley, DEI Commission Secretary