



**LEBANON DIVERSITY, EQUITY, AND INCLUSION
COMMISSION
OCTOBER 21, 2025 - 6:00 PM
MEETING ROOM 1, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE**

1. Call to Order

The October 21, 2025, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

A. September 16, 2025

3. Old Business

A. City Code Chapter 185 Welcoming Lebanon

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

B. Trans Awareness Week

Discussion regarding an event for Trans Awareness Week, November 13 – 19, 2025, and Trans Day of Remembrance on November 20, 2025

4. New Business

A. Determine the November meeting date

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 who 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 disrupt virtual or phone connection(s), the meeting will continue without remote access capabilities.

Any person with a disability who wishes to attend this public meeting and needs additional accommodation, please contact the ADA coordinator at City Hall by calling 603-448-4220 at least 72 hours in advance so that the City can make any necessary arrangements.

DRAFT

CITY OF LEBANON
DIVERSITY, EQUITY & INCLUSION COMMISSION
September 16, 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); Devin Wilkie (City Council Representative); Simone Whitecloud (Public Representative Alternate)

MEMBERS ABSENT: Tia Winter (Vice-Chair), Karen Zook (City Council Alternate)

STAFF PRESENT: City Manager Andrew Hosmer; Deputy City Manager David Brooks

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2
3 **1. CALL TO ORDER**
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5 The September 16, 2025 meeting of the Diversity, Equity & Inclusion Commission (DEI) was
6 called to order by Chair Bise Wood Saint Eugene at 6pm.
7

8 **2. APPROVAL OF MINUTES**
9

10 **Minutes of July 15, 2025**

11
12 P2, ln. 25 was amended: “Councilor Wilkie reported that they ~~spoke with~~ **heard from** the City’s
13 legal counsel...”
14

15 *A MOTION by Councilor Devin Wilkie that the DEI Commission approve the minutes of the*
16 *July 15, 2025 meeting of the DEI Commission as amended.*
17

18 *Seconded by Keyselim Montas.*

19
20 **The Motion was passed unanimously.*
21

22 **3. OLD BUSINESS**
23

24 **A. Update on Status of HB 511, Anti-Sanctuary Act, and City Code Chapter 185**
25 **Welcoming Lebanon**

26
27 Councilor Devin Wilkie spoke, providing background on the topic and introducing the relevant
28 materials included in the packet. They included options: to amend the Ordinance or to repeal the
29 Ordinance, both options with or without the passage of a new “commitment to community”

30 resolution (a draft of which was in the packet). They spoke in favor of repealing the Ordinance,
 31 providing evidence that the Ordinance was not known about by the communities it was meant to
 32 protect, nor was it enforced. Therefore, they argued that it only produced the illusion of safety.
 33 They believe that no part of the citizen’s initiative that gave rise to the Ordinance would be able
 34 to be included in the revised/compliant version. The Councilor presented a brief statement by
 35 Mayor Doug Whittlesey, whose argument was that, independent of the original vote by the
 36 public, the Ordinance would still provide some protections that ideally would be maintained in
 37 the City Code. Councilor Wilkie attempted to include the beneficial parts of the Ordinance in the
 38 new resolution.

39
 40 Kathy Beckett, Ward 2, attending via telepresence, spoke in favor of the “commitment to
 41 community” resolution and against including the changes to the present resolution.

42
 43 Commission Member Simone Whitecloud asked about potential legal problems with amending
 44 the Ordinance, and about the Mayor’s position. Councilor Wilkie responded that, while the
 45 Mayor has been speaking with Council, that the present draft has not been through legal review.
 46 Councilor Wilkie believes that the revision still runs the risk of running afoul of vague language
 47 in the state bill. Secretary Ford Burley suggested the inclusion of a trigger in the repeal of the
 48 Ordinance (Chapter 185 of the City Code) or changes to Chapter 185 to automatically revert to
 49 the present language in the event that the state laws demanding the changes are stayed or
 50 reversed by courts. Deputy City Manager David Brooks clarified which actions would require
 51 legal review and which not, and which actions would require a public hearing at City Council.
 52 Commission Member Keyselim Montas indicated that he did not see how any part of the
 53 citizen’s resolution would survive the amendments, and that the city should therefore repeal
 54 Chapter 185. City Manager Andrew Hosmer and Deputy City Manager Brooks briefly delved
 55 into the enforcement mechanisms of 106-p and 106-q.

56
 57
 58 ***A MOTION by Richard Ford Burley that the DEI Commission recommends to the City***
 59 ***Council the following: that they (a) make due consultation with legal counsel in order to***
 60 ***redraft City Code Chapter 185, Welcoming Lebanon, to preserve as many protections as***
 61 ***possible for the community members of the City of Lebanon, without violating state law; and***
 62 ***(b) that the passage of such revisions be contingent upon the passage of the presented***
 63 ***Commitment to Community resolution; and (c) that the passage of such changes should come***
 64 ***with a provision that Chapter 185 shall automatically revert to the present language upon the***
 65 ***reversal of any laws preventing it by court order or subsequent legislation.***

66
 67 ***Seconded by Keysi.***

68
 69 ***The Motion was passed unanimously.***

70
 71 **4. NEW BUSINESS**

72
 73 **A. Discussion regarding an event for Trans Awareness Week, November 13 – 19, 2025, and**
 74 **Trans Day of Remembrance on November 20, 2025**

75

76 Secretary Ford Burley will reach out to Library staff and copy Councilor Wilkie to see if
77 anything is already in the works.

78

79 **5. OPEN TO THE PUBLIC**

80

81 No public comments were offered.

82

83 **6. OTHER BUSINESS**

84

85 “National Hispanic Heritage Month” (Sept 15 – Oct 15) was discussed, and it was agreed to post
86 about it on the City website.

87

88 **7. FUTURE AGENDA ITEMS**

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90 No future agenda items were discussed.

91

92 **8. OTHER BUSINESS**

93

94 No other business was discussed.

95

96 **8. ADJOURNMENT**

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98 Chair Bise Wood Saint Eugene adjourned the meeting at 7:02pm.

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100

101 Respectfully submitted,

102 Richard Ford Burley, DEI Commission Secretary