



**LEBANON DIVERSITY, EQUITY, AND INCLUSION
COMMISSION
DECEMBER 16, 2025 - 6:00 PM
COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE**

1. Call to Order

The December 16, 2025, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

A. October 21, 2025

3. Old Business: None

4. New Business

A. Drafting Proposed Statement to City Council RE: Repeal of Welcoming Lebanon Ordinance

B. Discussion of Potential New Welcoming Lebanon Task Force

C. Priorities and Goal Setting for 2026

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
October 21, 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); Tia Winter (Vice-Chair as Acting Chair)

MEMBERS ABSENT: Karen Zook (City Council Alternate)

STAFF PRESENT: City Manager Andrew Hosmer

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1. CALL TO ORDER

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The October 21, 2025 meeting of the Diversity, Equity & Inclusion Commission (DEI) was called to order by Chair Bise Wood Saint Eugene at 6:05pm.

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2. APPROVAL OF MINUTES

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Minutes of September 16, 2025

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

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Seconded by Keiselim Montas.

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**The Motion passed 5-0 with one abstention.*

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3. OLD BUSINESS

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A. Update on the Status of HB 511

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Councilor Devin Wilkie reported on the subject. The recommendation was brought to the City Council. There was a hearing on the matter to be held November 5. Councilor Wilkie said they would advocate to keep the hearing open until November 19 for more public engagement. Their personal recommendation to the Council would be to rescind the Ordinance and convene a working group—either in conjunction with, or without the DEI Commission—to determine how best to support at-risk communities through other measures. One of the provisions with last month’s plan was to create a subcommittee within the DEI Commission to address complaints

30 and other public concerns; Councilor Wilkie asked whether Commission members would be
31 interested in staffing it. Commission Member Keyselim Montas asked if it would be necessary to
32 rescind the Ordinance, or whether it could be left until there is something to replace it with.
33 Councilor Wilkie indicated that the fines would be levied as of January 1 if there were
34 noncompliant laws on the books, so it would need to be repealed by then. They also made clear
35 that Lebanon and Hanover were the intended targets of the state law, so there will be extra
36 scrutiny. Chair Saint Eugene asked about the size of the fines and compared them with the
37 morality of raids that could lead to family separations. Councilor Wilkie responded that the fines
38 would be “up to 25%” of high single-digit millions the City receives, for a rough estimate of 2 to
39 2.5 million dollars. The Councilor’s understanding was that the ACLU was having trouble
40 finding grounds on which to challenge the law, because New Hampshire is not a “home rule
41 state.” This means that the state has the power to overrule the law even if not repealed, as well as
42 to levy the fine in addition to doing so. Chair Saint Eugene asked if there had been any
43 coordination with other cities on the issue, for example Hanover. There had not been, as only
44 Lebanon and Hanover stand to be affected by the law. On the topic of the subcommittee,
45 Commission Member Montas pointed out that such a subcommittee would require not only
46 training but also authority granted by the Council. Secretary Ford Burley asked if there existed a
47 City process for handling discrimination complaints. Councilor Wilkie indicated that there was a
48 process, but, as Vice-Chair Tia Winter suggested, it might be worth having a public body as an
49 oversight committee for that process. Councilor Wilkie suggested that such a subcommittee
50 would be valuable as a kind of appeals board, but admitted that it would require workshopping,
51 so the Councilor’s proposal to the City Council would be to ask that part of the motion to repeal
52 would include language crafting a task force with a charge to determine whether the city should
53 adopt other measures, and if so what—including updates to the resolution for inclusiveness,
54 and/or the creation of a DEI Commission subcommittee to help with related issues. The crafted
55 language from last month was not ready, so Chair Saint Eugene suggested that a statement of
56 intent might be the best option. Commission Member Montas indicated that he would like the
57 DEI Commission to issue a statement of objection to the state’s actions in this matter.

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59 The next DEIC meeting being scheduled for November 18, it was decided that a statement could
60 be passed and delivered to the Council on November 19. Commission Member Simone
61 Whitecloud indicated that she would like that statement to be more easily found than in the
62 minutes, and asked whether there was any way it could be included on the DEI Commission
63 website. The answer was that the Commission could request that of the City Manager, who
64 ultimately controls the website. The City Manager was not interested in drawing too much
65 attention to the City, but likes the idea of clarifying that the City’s actions will be taken under
66 duress. Council Member Montas wanted to make clear that the actions of the state are being
67 undertaken in order to hurt specific groups of people, and asked what the City can do if certain
68 violent elements start abducting Lebanon residents off the streets. Discussion continued on the
69 topic of what could be done without accidentally harming at-risk communities. Councilor Wilkie
70 thanked the other Commission members for the discussion and indicated that it would help
71 inform their discussions in Council next month. Secretary Ford Burley volunteered to help draft
72 a statement and will seek feedback, subject to statutory limitations.

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74 **B. Trans Awareness Week**

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76 Secretary Ford Burley had just heard back from the Library staff who would love to arrange
77 something. Ford Burley agreed to loop Commission Member Whitecloud in on the conversation.

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79 **4. NEW BUSINESS**

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81 **A. Determine the November Meeting Date**

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83 The next meeting will be Tuesday, November 18, 2025.

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85 **5. OPEN TO THE PUBLIC**

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87 No public comments were offered.

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89 **6. OTHER BUSINESS**

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91 No other business was discussed.

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93 **7. FUTURE AGENDA ITEMS**

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95 Councilor Wilkie suggested that the Commission look at administrative policies the City has
96 concerning discrimination, potentially in December after budget season, and also that the
97 Commission use the December meeting for annual review and agenda-setting, including new
98 partnerships with other groups and revitalizing relationships the Commission has previously
99 established. The Councilor also suggested the Commission use it to set the yearly agenda for
100 outreach events.

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102 **8. OTHER BUSINESS**

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104 No other business was discussed.

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106 **9. ADJOURNMENT**

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108 Chair Bise Wood Saint Eugene adjourned the meeting at 6:47pm.

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111 Respectfully submitted,

112 Richard Ford Burley, DEI Commission Secretary