



**LEBANON DIVERSITY, EQUITY, AND INCLUSION  
COMMISSION  
JANUARY 20, 2026 - 6:00 PM  
COUNCIL CHAMBERS, CITY HALL OR  
REMOTE VIA VIRTUAL PLATFORM  
LEBANONNH.GOV/LIVE**

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**1. Call to Order**

The January 20, 2026, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

**2. Approval of Minutes**

A. December 16, 2025

**3. Old Business: None**

**4. New Business**

A. Election of Officers - Chair and Vice Chair

B. 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](http://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**  
**December 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 acting as Public Representative); Tia Winter (Vice-Chair)

**MEMBERS ABSENT:** Karen Zook (City Council Alternate)

**STAFF PRESENT:** City Manager Andrew Hosmer

1 -----  
2  
3 **1. CALL TO ORDER**  
4

5 The December 16, 2025 meeting of the Diversity, Equity & Inclusion Commission (DEI) was  
6 called to order by Chair Bise Wood Saint Eugene at 6:00 pm.  
7

8 Chair Bise Wood Saint Eugene recognized Simone Whitecloud as Public Representative for the  
9 duration of the meeting.  
10

11 Chair Saint Eugene gave a brief statement on the role of the Lebanon DEI Commission.  
12

13 **2. APPROVAL OF MINUTES**  
14

15 **Minutes of October 21, 2025**  
16

17 *A MOTION by Vice-Chair Tia Winter that the DEI Commission approve the minutes of the*  
18 *October 21, 2025 meeting of the DEI Commission as amended.*  
19

20 *Seconded by Councilor Devin Wilkie.*  
21

22 *\*The Motion passed 5-0 with one abstention (Keysi was out of the room).*  
23

24 **3. OLD BUSINESS**  
25

26 No old business was discussed.  
27

28 **4. NEW BUSINESS**  
29

30 **A. Drafting Proposed Statement to City Council Re: Repeal of Welcoming Lebanon**  
31 **Ordinance**

32  
33 Chair Saint Eugene briefly introduced the topic. Secretary Ford Burley introduced the text of a  
34 potential motion, which was then workshopped by the members of the Commission.  
35

36 *A MOTION by Richard Ford Burley that,*

37  
38 *WHEREAS the Welcoming Lebanon Ordinance was voted on and democratically adopted by*  
39 *the residents of the City of Lebanon in March of 2020 and entered the City Code as Chapter*  
40 *185, Welcoming Lebanon, in January of 2021, and*

41  
42 *WHEREAS New Hampshire House Bill 511 and Senate Bill 62, the Anti-Sanctuary Act and*  
43 *the Anti-Sanctuary City Act, respectively, were signed into law by Governor Kelly Ayotte in*  
44 *May of 2025; and*

45  
46 *WHEREAS these laws have made necessary and important parts of Lebanon’s City Code*  
47 *Chapter 185, Welcoming Lebanon, illegal under state law, effective January 1, 2026; and*

48  
49 *WHEREAS on November 5, 2025, the Lebanon City Council reluctantly voted to repeal*  
50 *Chapter 185, as the Anti-Sanctuary House and Senate Bills would have overridden any*  
51 *protections offered by it, and exposed the City to extensive fines and legal jeopardy; and*

52  
53 *WHEREAS we cannot fault the City Council for taking this action, both to protect the*  
54 *interests of both the City as a whole, and to avoid the illusion of protection that would have*  
55 *been maintained by heavily modifying Chapter 185 of the City Code; and*

56  
57 *WHEREAS participation in City governance and public life without fear is fundamental to*  
58 *democracy and representative of the values of the City of Lebanon; and*

59  
60 *WHEREAS the members of Lebanon’s Diversity, Equity, and Inclusion Commission*  
61 *recognize that the Commission is not a policy-setting body, but rather one whose role is to*  
62 *listen to impacted voices, ground our work in facts and lived experience, and provide*  
63 *thoughtful, constructive guidance to the City Council and the City’s Administration; and*

64  
65 *WHEREAS the Lebanon Diversity, Equity, and Inclusion Commission approaches this work*  
66 *with respect, clarity, and a commitment to the wellbeing of all who live and work and conduct*  
67 *business in Lebanon;*

68  
69 *THEREFORE, the members of the Lebanon Diversity, Equity, and Inclusion Commission feel*  
70 *we must express our grave concern over the passage of these bills and over the actions they*  
71 *have forced the City Council to take; and*

72  
73 *FURTHERMORE, the members of the Lebanon Diversity, Equity, and Inclusion Commission*  
74 *collectively urge the City Council to take whatever legal and appropriate actions remain*

75 *available to protect at-risk members of Lebanon’s diverse and valuable community, in the face*  
76 *of growing threats against them.*

77  
78 *Motion Seconded by Tia Winter*

79 *\*The Motion passed 6-0*

80

81 **B. Discussion of Potential New Welcoming Lebanon Task Force**

82

83 Councilor Devin Wilkie introduced a plan to create a Task Force to address the repeal of City  
84 Code Chapter 185, Welcoming Lebanon, that the Councilor is planning to bring to the City  
85 Council at the first meeting of the new year. The hope is that the Task Force would potentially  
86 replace Chapter 185, as well as to provide potential alternative actions the City could undertake  
87 in response to its repeal. Commission members’ discussion focused on the potential makeup of  
88 the Task Force membership, as well as timelines for goal-setting. A motion to support the  
89 planned resolution followed.

90

91 *A MOTION by Richard Ford Burley*

92

93 *That (a) the Lebanon Diversity, Equity, and Inclusion Commission recommends the “Draft*  
94 *Resolution Establishing the Welcoming Lebanon Policy Task Force” be adopted by the City*  
95 *Council, and (b) that the Lebanon DEI Commission is pleased to offer its members as*  
96 *potential representatives to fill some of the “Lebanon Resident” seats on said Task Force.*

97

98 *Seconded by Tia Winter*

99

100 *\*The Motion passed 6-0*

101

102

103 **C. Priorities and Goal Setting for 2026**

104

105 Commission Members suggested the following items as goals and priorities for 2026:

106

- 107 - Continue the Commission’s involvement in the yearly Pride festivities.
- 108 - Investigate the possibility of a mini conversation series on personal stories of cultural diversity
- 109 in Lebanon, either during Commission meetings or outside of them.
- 110 - Continue to engage in the City’s annual Strategic Plan updates, providing actionable items and
- 111 updated KPIs for existing goals.
- 112 - Continue to work with the planners of the Taste and Traditions festival.
- 113 - Work with neighboring communities on expanding the annual Juneteenth festival .

114

115 **5. OPEN TO THE PUBLIC**

116

117 No public comments were offered.

118

119 **6. OTHER BUSINESS**

120

121 No other business was discussed.

122

123 **7. FUTURE AGENDA ITEMS**

124

125 In January meeting:

126 - Review Strategic Plan to better support the City's annual process

127 - Annual election of officers

128

129 **8. OTHER BUSINESS**

130

131 No other business was discussed.

132

133 **9. ADJOURNMENT**

134

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

136

137

138 Respectfully submitted,

139 Richard Ford Burley, DEI Commission Secretary

## **Welcoming Lebanon Policy Task Force**

### **CITY OF LEBANON, NEW HAMPSHIRE**

#### **WELCOMING LEBANON POLICY TASK FORCE**

**WHEREAS**, the City of Lebanon adopted the *Welcoming Lebanon Ordinance* in 2021 to affirm the City’s commitment to inclusiveness, equity, and public safety for all residents; and

**WHEREAS**, subsequent changes in state law, including House Bill 511 (2025) and Senate Bill 62 (2025), required revision of certain municipal policies and sections of the *Welcoming Lebanon Ordinance* relating to immigration enforcement and community trust; and

**WHEREAS**, the City Council wishes to ensure that Lebanon continues to be a welcoming and inclusive community for all residents while maintaining compliance with state and federal law; and

**WHEREAS**, the Council recognizes the importance of public input, equity analysis, and policy review in shaping the City’s approach to diversity, equity, inclusion, and civil rights;

#### **NOW, THEREFORE, BE IT RESOLVED BY THE LEBANON CITY COUNCIL THAT:**

##### **Section 1. Establishment**

There is hereby established a **Welcoming Lebanon Policy Task Force** (“the Task Force”) to review, evaluate, and recommend updates to the City’s policies, practices, and potential ordinances concerning inclusiveness, equity, and support for all residents, including immigrant and other vulnerable members of the community.

##### **Section 2. Purpose and Scope**

The Task Force shall:

1. Review the previous *Welcoming Lebanon Ordinance* and, if appropriate, recommend a replacement ordinance that complies with current state law while preserving the City’s commitment to inclusiveness and community trust.
2. Review and, if appropriate, recommend an updated or new *Resolution for Inclusiveness* to reaffirm the City’s values and support for all residents.
3. Evaluate current City policies and procedures, including those within the City Manager’s Office and Police Department, to identify opportunities to strengthen

protections against discrimination and bias, and recommend any necessary amendments.

4. Assess the feasibility and structure of a permanent **Diversity, Equity, and Inclusion (DEI) Subcommittee**, with potential charges including:
  - a. Supporting immigrant and marginalized community members in navigating local resources and services;
  - b. Serving as a complaint review and advisory body for discrimination concerns; and
  - c. Conducting regular equity analyses and reporting to the City Council with policy recommendations.

### **Section 3. Composition**

The Task Force shall consist of **nine (9)** members, including:

- One member of the City Council;
- One representative from the City Manager's Office;
- One representative from the Lebanon Police Department;
- One representative from the Lebanon School District;
- One representative from a local nonprofit organization serving immigrant or marginalized communities;
- Four residents of Lebanon appointed by the City Council representing diverse backgrounds and perspectives.

The Mayor shall designate the Chair from among the appointed members.

### **Section 4. Meetings and Staff Support**

The Task Force shall meet at least monthly and may establish working groups as needed. Administrative and staff support shall be provided by the City Manager's Office. All meetings shall comply with RSA 91-A (New Hampshire Right-to-Know Law).

### **Section 5. Reporting and Deliverables**

The Task Force shall:

- Provide a **preliminary report** to the City Council by **June 30, 2026**; and

- Submit **final recommendations**—including any proposed ordinance or policy drafts, implementation steps, and recommendations regarding a permanent DEI Subcommittee—no later than **September 30, 2026**.

#### **Section 6. Sunset**

The Task Force shall dissolve automatically on **December 31, 2026**, unless extended by resolution of the City Council.

#### **Section 7. Effective Date**

This Resolution shall take effect upon passage.