



**LEBANON DIVERSITY, EQUITY, AND INCLUSION
COMMISSION
FEBRUARY 17, 2026 - 6:00 PM
COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE**

1. Call to Order

The February 17, 2026, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

A. January 20, 2026

3. Old Business: None

4. New Business

- A. Welcoming Lebanon Task Force
- B. 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 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
January 20, 2026— 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

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2

3 **1. CALL TO ORDER**

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5 The January 20, 2026 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 **2. APPROVAL OF MINUTES**

12

13 **Minutes of December 16, 2025 meeting.**

14

15 *A MOTION by Councilor Devin Wilkie that the DEI Commission approve the minutes of the*
16 *October 21, 2025 meeting of the DEI Commission as amended.*

17

18 *Seconded by Vice-Chair Tia Winter.*

19

20 **The Motion passed 5-1 with one abstention (Keiselim Montas).*

21

22 **3. OLD BUSINESS**

23

24 No old business was discussed.

25

26 **4. NEW BUSINESS**

27

28 **A. Welcoming Lebanon Task Force**

29

30 Councilor Devin Wilkie introduced the topic, saying that the task force has been signed off on by
31 the Council and is now seeking volunteers to serve. Simone Whitecloud volunteered to be on the
32 task force. Tia Winter volunteered for wherever she may be needed. Keiselim Montas
33 volunteered to be an alternate.

34
35 **B. Memorandum from Department of Justice, Re: Review of Contracts for Prohibited DEI**
36 **Related Provisions**

37
38 City Manager Andrew Hosmer introduced the memorandum. The City has begun a legal review.
39 The question was raised as to whether it has enough specificity to be enforceable. Concerns were
40 raised that the name of the DEI Commission could invite unwarranted attention from outside
41 interests. There was heated debate about the potential merits and drawbacks of a name change.
42 Commission members settled on the idea that, given the way “sanctuary city” laws were made to
43 target Lebanon and Hanover without Lebanon ever calling itself a sanctuary city, a name change
44 would provide little protection, but would have drawbacks in the perception of the way the City
45 treats its residents and community members.

46
47 *A MOTION by Keiselim Montas to reaffirm the value of the DEI Commission and the work it*
48 *does in accordance with the present language in § 31-52 to 31-54 of the City Charter. Simone*
49 *Whitecloud seconds the Motion.*

50
51 **The Motion passed unanimously*

52
53
54 **C. Election of Officers – Chair and Vice Chair**

55
56 *A MOTION by Richard Ford Burley to nominate Tia Winter for Chair of the Lebanon DEI*
57 *Commission. Keyselim Montas seconds The Motion.*

58
59 **The Motion was approved unanimously.*

60
61 *A MOTION by Chair Tia Winter to nominate Councilor Devin Wilkie for Vice-Chair of the*
62 *Lebanon DEI Commission. Richard Ford Burley seconds The Motion.*

63
64 **The Motion was approved unanimously*

65
66 *A MOTION by Councilor Devin Wilkie to nominate Richard Ford Burley for Secretary of the*
67 *Lebanon DEI Commission. Chair Tia Winter seconds The Motion.*

68
69 **The Motion was approved unanimously*

70
71
72 **5. OPEN TO THE PUBLIC**

73
74 No public comments were offered.

75

76 **6. OTHER BUSINESS**

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78 No other business was discussed.

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80 **7. FUTURE AGENDA ITEMS**

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82 - Priorities and Goal Setting for 2026

83

84

85 **8. OTHER BUSINESS**

86

87 No other business was discussed.

88

89 **9. ADJOURNMENT**

90

91 Chair Tia Winter adjourned the meeting at 7:02pm.

92

93

94 Respectfully submitted,

95 Richard Ford Burley, DEI Commission Secretary