

FINAL

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

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3 **1. CALL TO ORDER**
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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.

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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**
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26 No old business was discussed.

27
28 **4. NEW BUSINESS**
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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**

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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*

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102

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

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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 .

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115 **5. OPEN TO THE PUBLIC**

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117 No public comments were offered.

118

119 **6. OTHER BUSINESS**

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121 No other business was discussed.

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123 **7. FUTURE AGENDA ITEMS**

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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**

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131 No other business was discussed.

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133 **9. ADJOURNMENT**

134

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

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137

138 Respectfully submitted,

139 Richard Ford Burley, DEI Commission Secretary