

FINAL

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

1. CALL TO ORDER

The January 20, 2026 meeting of the Diversity, Equity & Inclusion Commission (DEI) was called to order by Chair Bise Wood Saint Eugene at 6:00 pm.

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

2. APPROVAL OF MINUTES

Minutes of December 16, 2025 meeting.

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

Seconded by Vice-Chair Tia Winter.

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

3. OLD BUSINESS

No old business was discussed.

4. NEW BUSINESS

A. Welcoming Lebanon Task Force

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

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

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

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

**The Motion passed unanimously*

C. Election of Officers – Chair and Vice Chair

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

**The Motion was approved unanimously.*

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

**The Motion was approved unanimously*

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

**The Motion was approved unanimously*

5. OPEN TO THE PUBLIC

No public comments were offered.

6. OTHER BUSINESS

No other business was discussed.

7. FUTURE AGENDA ITEMS

- Priorities and Goal Setting for 2026

8. OTHER BUSINESS

No other business was discussed.

9. ADJOURNMENT

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

Respectfully submitted,
Richard Ford Burley, DEI Commission Secretary