



LEBANON DIVERSITY, EQUITY, AND INCLUSION COMMISSION

SEPTEMBER 15, 2026 - 6:00 PM
COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE

1. Call to Order

The September 15, 2026, Diversity, Equity, and Inclusion Commission (DEI) Meeting is hereby called to order.

2. Approval of Minutes

A. July 21, 2026

3. Old Business

A. Welcoming Lebanon Task Force Update

B. Nexus Music and Arts Festival Update

4. New Business: None

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
July 21, 2026— 6:00pm
COUNCIL CHAMBERS, CITY HALL or
Remote Via Microsoft Teams: LebanonNH.gov/LIVE

MEMBERS PRESENT: Ash Burley (Secretary); Lucas Mendelsohn (Public Representative); Keiselim Montas (Public Representative); Bise Wood Saint Eugene (Public Representative); Devin Wilkie (Vice-Chair); Tia Winter (Chair)

MEMBERS ABSENT: Kellen Appleton (City Council Representative); Simone Whitecloud (Public Representative Alternate)

STAFF PRESENT: Beth Beraldi, Director of Public Engagement and Communication

1. CALL TO ORDER

Called to order by Chair Tia Winter at 6:00 pm.

2. APPROVAL OF MINUTES

Minutes of April 21, 2026 meeting.

A MOTION by Devin Wilkie that the DEI Commission approve the minutes of the April 21, 2026 meeting of the DEI Commission.

Seconded by Bise Wood Saint Eugene.

**The Motion passed 6-0 (unanimous).*

3. NEW BUSINESS

A. Dr. Kendra LaRoche – Special Needs Support Center

Attending virtually, Dr. LaRoche briefly presented on the topic of disability and housing needs and challenges, and a proposal for the City to meet some of those needs. She first reported that disabled representation in the Point-in-Time surveys is increasing year-over-year, and the need for accessible housing is widespread. Next, she gave a brief description of what accessible housing entails, focusing on the minimal added costs during construction versus those incurred in renovation. She reported that the costs of modifying existing houses can be steep, and many can't afford them.

Dr. LaRoche next discussed what had been done elsewhere to increase accessibility, and on the distinction between Universal Design and “Visitability.” Visitability is the ability of a person with a disability to visit but not inhabit a building, and includes step free entryways, bathrooms on the first floor, and so on. Universal Design is more focused on habitability.

Next, Dr LaRoche presented about other locations that had made changes to accessibility requirements, a county in Arizona and a city in Illinois, before outlining a potential plan for improving the level of housing accessibility in Lebanon.

Phase I of the plan would be to start by including accessible designs among the approved Pattern Zoning plans, as well as simultaneous education of local housing construction industry stakeholders. Phase II would be to set standards for large residential developments, which are already doing much of the same work independently, largely because of federal funding opportunity requirements. Then at some point in the future, Phase III would be based around evaluating how the first two phases went and determining whether a set of standards for all would be useful or applicable.

Dr. LaRoche then briefly presented on loan programs for modifying homes so residents can stay in their homes and not go into residential care. The proposal would ask the city to explore creating a program for this with local lenders.

Dr. LaRoche finally presented on the proposal in the packets, emphasizing that there would be no cost burden on the City to implement the proposal. Additions to the Pattern Zoning plan book would be paid for by grants. She asked if the DEI Commission would be comfortable endorsing the proposal.

Lucas Mendelsohn spoke to how excited he was to have the proposal shared with the Commission, and explained that the Commission could speak about and potentially endorse the disability equity portion, but that it was not equipped to make recommendations on feasibility.

Discussion followed among Commission members about the proposal.

A MOTION by Lucas Mendelsohn to endorse the proposal to the City Council, and to send it to the City Council for their consideration.

Seconded by Tia Winter.

****The Motion passed 6-0 (unanimous).***

Councilor Devin Wilkie agreed to share the proposal with the City Manager to determine a good time for consideration by the Council.

4. OLD BUSINESS

A. Welcoming Lebanon Task Force

Councilor Devin Wilkie presented. The Task Force had a good public input session last night, and are meeting again in two weeks to look at language for a proposed resolution. They will meet three weeks following that to share with stakeholders. The language in the draft is not at all final, but is just a starting point for feedback. The goal is to try to put together a final draft to be voted on in September and sent to the Council. Councilor Wilkie further reported that a resolution stating the community's values and preferences is the most important goal, but that a review of the DEI Commission's mission/charge is also important.

B. Priorities and Goal-Setting for 2026

The Commission is holding off on the conversation about the DEI Commission's mission/charge until the Welcoming Lebanon Task Force has made more progress. Members will familiarize themselves with the existing mission of the Commission as homework.

C. Farmers' Market Table / Community Engagement

This item was tabled, to be revisited in the fall for 2027 planning. It has been a longstanding goal of the Commission to increase community engagement, but Commission members' efforts are currently elsewhere.

D. NEXUS Festival

The NEXUS Festival will be Saturday August 8, 10am-2pm. Commission members discussed the goals of tabling at the event, being primarily information gathering as the Commission goes into revisiting its purpose, and also increasing visibility of the DEI Commission.

Secretary Burley will head up the handout project and will coordinate with other members as needs arise.

5. PUBLIC COMMENT

No public comment was heard.

6. OTHER BUSINESS

No other business was discussed.

7. FUTURE AGENDA ITEMS

No new future agenda items were discussed.

8. ADJOURNMENT

Chair Tia Winter adjourned the meeting at 6:55pm.

122 Respectfully submitted,
123 Ash Burley, DEI Commission Secretary