

REIB VISION & MISSION COMMUNITY CONVERSATIONS: POST ENGAGEMENT OVERVIEW



POST ENGAGEMENT MEETING: OBJECTIVES



Enhance Understanding



Share Insights



Develop Actionable Strategies

Draft Vision & Mission Statements

Vision

Our vision is to create a city where every individual, especially marginalized people who have been underserved and underrecognized, are not only valued and represented, but also empowered to engage with our city and to contribute to the overall well-being of our community.

Mission

Through the lens of racial equity, the Office of Racial Equity, Inclusion, and Belonging will advance diversity, equity, and inclusion by using city government to address the systemic and institutional disparities that have resulted in the exclusion and marginalization of certain groups and communities. We aim to develop and implement policies and practices that promote equal access and opportunities within city services for all individuals in Burlington. We encourage sustainability by ensuring the management and distribution of city resources are done in a fair and equitable manner, so all constituencies have what they need to thrive.



Importance of Community Engagement In Promoting Racial Equity, Inclusion, and Belonging

Collecting and incorporating community feedback were essential to the overall design of our vision and mission. By engaging with the voices of those directly affected, we ensured our initiatives reflected their lived experiences and were rooted in the realities they face.



KEY FEEDBACK

- ❖ CLARIFY WHO THESE STATEMENTS ARE FOR
 - ❖ INTERNAL VS. EXTERNAL STAKEHOLDERS
 - ❖ SEEN AS AN OFFICE FOR DESCENDANTS OF ENSLAVED AFRICANS ONLY
- ❖ BE EXPLICIT ABOUT WHAT GROUPS/COMMUNITIES - SPECIFICITY MATTERS
- ❖ WHERE DOES INTERSECTIONALITY FIT? CLIMATE CHANGE, AFFORDABILITY, SUSTAINABILITY – ALL CONNECTED TO RACIAL EQUITY, INCLUSION, & BELONGING
- ❖ STATEMENTS ARE NOT ACCESSIBLE – CONSIDER PLAIN LANGUAGE AND SHORTEN STATEMENTS
- ❖ LANGUAGE IN THE STATEMENTS IS PASSIVE; NEED MORE ACTIVE VOICE
- ❖ STATEMENTS LACK RESONANCE – VISION AND MISSION STATEMENTS SHOULD BE A VIBE; AN ANTHEM THAT INSPIRES AND MOTIVATES
- ❖ VISION IS COLOR-BLIND – CONTEXTUALIZED REALITY OF VT BEING THE WHITEST STATE IN THE NATION
- ❖ CONSIDER USING PURPOSE VS. MISSION
- ❖ WHERE ARE THE YOUTH REFLECTED IN THESE STATEMENTS – SHOULD EXPLICITLY NAME YOUTH
- ❖ GRATITUDE FOR BEING INCLUDED IN THE CONVERSATION
- ❖ SEES REIB AS A CONNECTOR/BRIDGE - HOW TO REFLECT THIS IN THE VISION OR MISSION

KEY FEEDBACK (CONTINUED)

- ❖ MISTRUST IN THE COMMUNITY AROUND THE ADMINISTRATION'S COMMITMENT TO THE REIB
- ❖ HOW WILL THE VISION AND MISSION BE ACCOMPLISHED WITH NO OFFICE
- ❖ LACK OF CLARIFY AROUND THE ADMINISTRATION'S VALUES – TOO SUBJECTIVE
- ❖ FRUSTRATION AROUND VISION AND MISSION ENGAGEMENT – REIB ALREADY HAS A VISION AND MISSION – FEELS LIKE A DE-PRIORITIZATION OF THE WORK/OFFICE
- ❖ GO BACK TO THE ORIGINAL PRINCIPLES AND THE ORIGINAL VISION
- ❖ "DISGUSTED" BY THE REIB CONDUCTING THESE SESSIONS WHEN HARM HAS NOT BEEN REPAIRED TO INAUGURAL DIRECTOR
- ❖ FRUSTRATION AROUND CITY'S LACK OF INTEGRITY – MAKE COMMITMENTS, KEEP THEM. IF YOU CAN'T KEEP THEM, RENEGOTIATE THEM
- ❖ "REALLY"? "SERIOUSLY"?
- ❖ DO BLACK LIVES STILL MATTER? - NEED A VISION THAT HAS THE BACK OF BLACK PEOPLE
- ❖ DIVERSITY WILL ALWAYS BE A MEASUREMENT TO WHITENESS; MORE CENTERING OF BLACKNESS

Engagement Snapshot



7 Locations



Session Locations in 5
Wards



6 Community-
Donated Spaces for
Event Hosting



77 Attendees



Average 11.1
Attendees Per
Session



51 Organizations
Represented



6 BIPOC and Local
Restaurants/Caterers



16 Surveys



Representation From 29
Race and Nationality
Groups

KEY FINDINGS

- REMAIN A STAND-ALONE OFFICE
- BE CHARTERED
- HAVE DEDICATED AND SUSTAINABLE RESOURCES
- EDUCATE, EDUCATE, EDUCATE
- CLARIFY REIB'S ROLE, CENTERING INTERSECTIONALITY AND PROTECTED CLASSES.
- STRENGTHEN YOUTH ENGAGEMENT AND INCLUDE IN THE VISION.
- ALIGN REIB'S WORK WITH CITY VALUES AND BALANCE INTERNAL/EXTERNAL FOCUS.
- AMPLIFY SOCIAL JUSTICE, RAISE AWARENESS, AND POWER TO ENSURE ACCOUNTABILITY.