

REIB City Council Committee

March 18, 2025

5:30 – 7:00 pm

**Sharon Bushor Room, 149 Church Street, 1st Flr. Floor City Hall,
Burlington, VT**

Attendees:

Jeff Smith

Ted Castle

Patrick Brown

Sherwood Smith

Emma Kouri

Ferene Paris

A. Gonzalez

Tishawn Williams

Jory Hearst

Karen Sita

Christine Hughes

Mark Hughes

Dave Rapaport

Rooney Castle

Katie Greene, REIB

Christian Berry, REIB

Councilor Melo Grant

Councilor Gene Bergman

Councilor Becca Brown McKnight

Councilor Ben Traverse

Meeting Convened: 5:31 PM

Agenda:

1. Motion to Approve Agenda

Councilor Melo Grant motioned to approve. Councilor Gene Bergman seconded. Unanimous pass.

Councilor Grant asked to amend agenda to include “Path Forward”. Council Bergman motioned to approve. Council McKnight seconded. Unanimous pass.

2. Motion to Approve Meeting Minutes

a. October 2024

b. December 2024

c. February 2025

Council Bergman motioned to approve all minutes. Council McKnight seconded. Unanimous pass.

3. Public Forum

Discussed Juneteenth 2025 Award Nominations. Discussed concerns about REIB Office staffing and sustainability of the Office. Look to recording for more detail.

4. REIB Updates

a. Juneteenth 2025

Discussed the importance of community involvement in decision-making around resource allocation. Acknowledged the need for adjustments due to financial limitations. Highlighted opportunities for future collaborations and external support. Agreed to balance tradition with new approaches given current challenges. Look to recording for more detail.

5. Community Forum

Discussed the future of the REIB office and event planning, addressing concerns about staffing and funding. Attendees emphasized the importance of community engagement, potential partnerships, and fundraising. A motion was passed to request additional support from the City Council, with follow-ups planned to address staffing and budget concerns. City councilors committed to promoting REIB's work and fostering continued collaboration. Look to recording for more detail.

6. Motion to Adjourn

Councilor Melo Grant motioned to approve. Councilor Gene Bergman seconded. Unanimous pass. **Meeting adjourned 7:19 PM**

Zoom information:

Join Zoom Meeting

<https://zoom.us/j/92744162495?pwd=YVNhUUUzU3RFYjIwODFlZm8xTFcoZz09>

Meeting ID: 927 4416 2495

Passcode: 225169

Minutes by Katie Greene

REIB COMMUNITY CONVERSATIONS: VISION & PURPOSE UPDATE



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 purpose. 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.

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 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

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.

Final Vision, Purpose, and What We Do Statements

Vision:

We are a Burlington where all community members are actively engaged and represented in local government, cultivating an inclusive and safe community for all.

Purpose:

The Office of Racial Equity, Inclusion, and Belonging is committed to advancing equity and social justice by championing diversity, inclusion, belonging, and anti-racism. We focus on enhancing representation in city government through decision-making bodies, community engagement initiatives, and policy development processes.

What We Do:

Equity is everyone's responsibility, and the Office of Racial Equity, Inclusion, and Belonging (REIB) supports city departments and stakeholders in advancing their equity efforts through education and training, policy guidance, and the development of resources and mentorship programs. Additionally, the REIB prioritizes recruitment and retention strategies to ensure our city governance and workforce are reflective of the communities we serve, fostering this representation at every level of city governance.



**THE OFFICE OF
RACIAL EQUITY,
INCLUSION, &
BELONGING'S (REIB)
FINAL REPORT:
VISION & PURPOSE**



1. INTRODUCTION

A tapestry, traditionally a woven piece of textile, serves as a powerful metaphor for an organization's structure and culture. Just as a tapestry is composed of diverse threads that come together to create a cohesive design, an organization thrives on the variety of backgrounds, skills, and perspectives its employees bring. This diversity fosters an inclusive culture that recognizes the unique contributions of each individual, promoting collaboration and communication among interconnected departments and roles. The complexity of a tapestry mirrors the multifaceted nature of an organization, where different functions work in harmony towards common goals, all while embracing adaptability and innovation in response to changing landscapes.

Much like a tapestry that often tells stories and reflects cultural heritage, an organization's culture shapes its identity and values, creating a sense of belonging among employees. Visual representations of this culture – through symbols, rituals, and shared experiences – can effectively communicate the organization's vision and purpose to both internal and external stakeholders. Support and resilience are inherent in the tapestry metaphor, as the threads maintain the integrity of the whole, paralleling how employees foster teamwork and mutual respect within the workplace. Ultimately, viewing an organization as a tapestry highlights the significance of diversity, interconnectedness, adaptability, narrative and support in cultivating a strong and cohesive workplace.

A vision and purpose statement serve as the guiding threads that weave together the diverse elements of the workplace. A clear and compelling vision provides a long-term direction and purpose, inspiring employees to align their individual contributions toward a common goal. The purpose statement articulates the organization's core values and objectives, defining its identity and the impact it seeks to make. Together, these statements help to create a unified understanding of the organization's aspirations and

priorities, fostering a sense of belonging and commitment among internal and external stakeholders. By embedding the vision and purpose into the organizational culture, leaders can reinforce the interconnectedness of all roles, encouraging collaboration and innovation as everyone works together to realize the shared purpose.

This alignment not only enhances individual and team performance but also strengthens the overall fabric of the organization, making it more resilient and adaptive to change. Together, these statements weave a narrative that not only aligns and motivates individuals, but also resonates with the broader community, as we collectively craft a story rich with intention and aspiration that propels the organization forward.

In 2019, the City of Burlington created the Office of Racial Equity, Inclusion, and Belonging (REIB) and threaded the office into the fabric of its governance, establishing it as both a vital arm of city government and a collaborative partner to the community at large. Since its inception, the REIB has remained steadfast in its commitment to dismantling racial disparities and injustices, while also adapting to the emerging challenges of our city – such as the opioid crisis, homelessness, and the far-reaching impacts of climate change, which disproportionately impact the most underserved, underrecognized, and marginalized communities. These intersectional issues call for a responsive and compassionate approach that ensures every strand of our city’s tapestry reflects equity and inclusivity for all.

Beginning in June 2024, the REIB staff and the mayor’s office embarked on a collaborative journey of brainstorming sessions designed to outline the process for our vision and purpose community engagement conversations. By September 2024, the REIB staff were poised to engage the community in conversations that would play a key role in shaping the structure of the office, guiding the development of programs, and determining the appropriate staffing model needed to effectively, efficiently, and sustainably implement equity initiatives throughout the City of Burlington.

Collecting and incorporating community feedback were essential to the overall design of our vision and purpose. 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. This collaborative approach intertwined diverse perspectives, deepening our understanding of the unique challenges encountered by marginalized communities. By honoring and integrating this feedback, we cultivated a more inclusive and resonant narrative, fostering a genuine sense of belonging and empowering every individual to participate in our shared journey toward a more equitable future. Together, we created a vibrant mosaic of insights and aspirations, illuminating the path to sustainable, lasting change.

2. VISION and PURPOSE COMMUNITY ENGAGEMENT SUMMARY

The REIB recently embarked on an enriching journey to engage with community members around the City’s commitment to racial equity, diversity, inclusion, and accessibility work. Between September 26, 2024 and October 30, 2024, the REIB

partnered with local community organizations and city departments (the Greater Burlington Multicultural Center, Main Street Landing, Robert Miller Community Center, the Richard Kemp Center, AALV, Burlington Electric Department, and City Hall) to host seven (7) Vision and Purpose Community Conversations throughout the city (Old North End, New North End, South End, and City Hall). These sessions were strategically hosted in different neighborhoods and near public transportation routes in an effort to ease the burden on community members by offering sessions where they are. Each community engagement session we held served as an opportunity to gather diverse threads – voices, stories, and perspectives from individuals across our community. As participants came together, they brought with them their unique experiences and insights, reflecting the rich diversity of our city and those we serve.

All of the sessions were hybrid to accommodate the needs of our community members. Information about the sessions was shared through multiple channels, including flyers translated into several languages and distributed widely via the REIB's website, poster at local retailers, organizations, and community spaces. These flyers were also distributed amongst our community partners.

Through focused discussion, which included key objectives and impactful questions, we engaged in meaningful dialogues that illuminated the challenges and opportunities surrounding racial equity, inclusion, and accessibility work across the city. These sessions were designed not just as listening posts, but as collaborative spaces where everyone was encouraged to share their thoughts and ideas. Surveys were distributed to ensure those who could not attend the sessions had a voice in this important conversation. Each response became a thread in our tapestry, highlighting areas where we can improve and reinforced our collective aspirations for a more inclusive environment.

The Vision and Purpose sessions, along with targeted surveys, provided essential data to inform the redesign of the Racial Equity, Inclusion, and Belonging (REIB) Office's Vision and Purpose statements. These efforts focused on identifying sustainable strategies for implementing equity initiatives across the City of Burlington. A total of 77 people attended the sessions, while additional survey responses supplemented the data.

As we wove together these insights, we discovered patterns of commonality and areas of divergence, all of which contributed to a deeper understanding of our community's needs and aspirations. The process of gathering, analyzing, and integrating feedback will create a stronger fabric that binds us, fostering a sense of belonging. Our commitment to transparency and accountability is evident as we plan to share our findings and action plan, inviting ongoing dialogue and collaboration.

The innovative approaches and solutions that emerged from these engagement sessions will help shape the REIB and City of Burlington's next steps towards fostering an inclusive community. The work of the REIB is not static; it is a living, evolving thread of city government that reflects our collective commitment to racial equity, inclusion, and belonging. As we move forward, we are dedicated to continually weaving in new threads, ensuring that our city remains strong, resilient, and reflective of the diverse voices

within our community. Together, we are crafting a legacy of inclusivity that will resonate for generations to come.

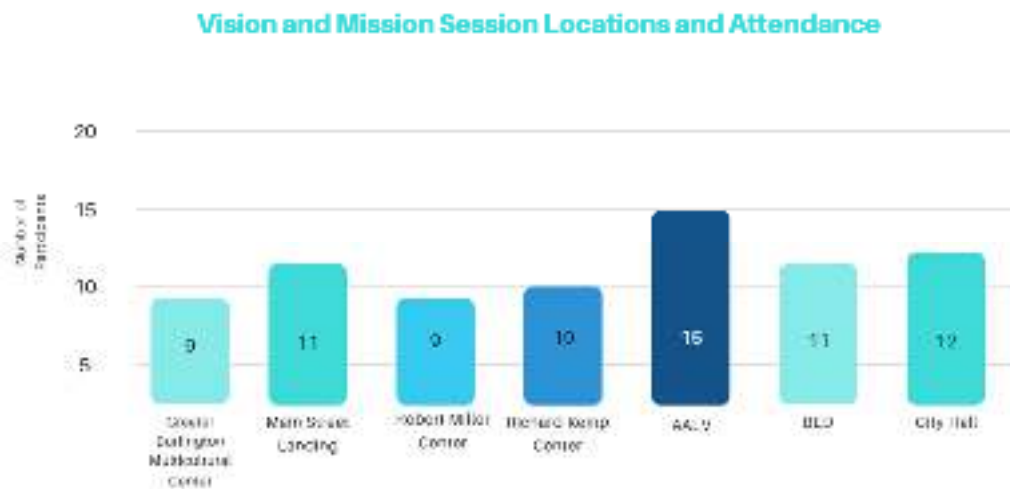
Session Locations and Attendance:

1. **Greater Burlington Multicultural Center (Ward 3):** 9 attendees
2. **Main Street Landing Performing Arts Center (Ward 3):** 11 attendees
3. **Robert Miller Center (Ward 7):** 9 attendees
4. **Richard Kemp Center (Ward 2):** 10 attendees
5. **Association of Africans Living in Vermont (AALV) (Ward 2):** 15 attendees
6. **Burlington Electric Department (BED) (Ward 6):** 11 attendees
7. **City Hall, Sharon Bushor Room (Ward 2):** 12 attendees

The Greater Burlington Multicultural Center, Main Street Landing Performing Arts Center, and AALV provided their spaces at no cost.

The REIB team partnered with local businesses to cater the Vision and Purpose sessions, prioritizing Black—and Brown-owned and local businesses to support local and diverse communities. Catering was provided by Mulu’s Kitchen and Catering, Sherpa Foods, Mawuhi African Market, CK Dumpling House, Sherpa Kitchen, and Mirabelle’s Bakery.

Attendance varied across session locations, as shown in the graph below, with the largest group attending the session hosted by AALV.



Community Engagement Snapshot



Key Threads:

- The majority of participants who engaged in the Vision & Purpose Community Conversations felt strongly that the Office of Racial Equity, Inclusion, and Belonging should:
 - Remain a stand-alone office
 - Be chartered
 - Have dedicated resources (general funding, appropriate staffing, and an appointed Director) necessary to advance this work.
- Participants discussed a lack of clarity and understanding around “who” the office serves and supports. Previous leadership focused exclusively on the descendants of enslaved Africans, which excluded a number of communities.

Where does intersectionality fit in? Climate change, affordability, sustainability, all connected to racial equity. We cannot separate these from one another. Where do other protected classes fit in to the vision, purpose, and work of the REIB?

- Participants shared the following about the vision and purpose statements:
 - Use plain language to make the vision and purpose statements more accessible to a wider audience
 - Change the tone of the vision and purpose statements from “passive” to a more “active” stance (e.g., “to create” vs. “will be”)
 - Lacks “resonance”; flow; artistic movement. The vision and purpose statements should be a vibe; an anthem that moves, inspires, and motivates people.
 - Contextualized reality of Vermont being the whitest state in the nation. Noted the vision is color-blind. Diversity is always a measurement to whiteness. Participants want more centering of blackness.
 - Be explicit (what groups, what communities) – specificity matters
- Participants suggested using “purpose” vs. “mission” given the negative connotation to missionaries.
- Participants noted the need for the REIB/the City of Burlington to be more engaged with youth, specifically by collaborating with Burlington School District (BSD).
- Participants questioned the values of the new administration and how the work of the REIB, specifically as it relates to racial equity, aligns with those values. Some participants remarked that the city’s values seemed too vague/subjective.
- Participants had questions about the “audience” as it relates to the work of the REIB. Questions around internal (city departments) vs. external work (community driver/collaborator).
- Participants see the REIB as a bridge/connector to the community. This connection is a way to amplify the social justice work that’s being done across the city.
- Participants noted that the vision should explicitly note children/youth.
- Participants noted that this office is the conscious of everyone. What are we doing to raise the consciousness of everyone? It is important, more now than ever, to convey what we do and who we are. Educate on “why” we need an REIB.
- Participants noted the REIB should have power within the city. Power to hold others accountable. REIB/the city → community and community → REIB/the city.

3. PARTICIPANT ANALYSIS

As we explore the rich tapestry of individuals who contributed their voices, experiences, and insights to our Vision and Purpose Community Engagement sessions, we gained valuable insights into the diverse threads woven into the broader fabric of our conversations on racial equity, inclusion, and belonging. Each participant represents a unique thread, and by examining their varied backgrounds, experiences, and perspectives, we can better understand the intricate patterns that emerged from our collective dialogues.

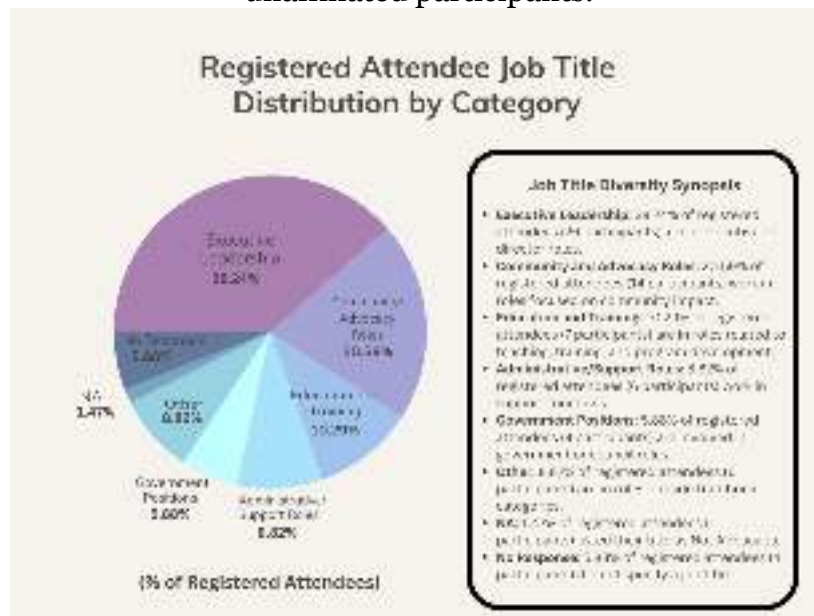
This analysis not only illuminates the contributions of participants but also highlights the strengths and challenges present within our community. As we explore these threads of participation, we aim to weave a clearer picture of how these insights can guide our efforts toward fostering a more inclusive and equitable City of Burlington.

Demographic Representation

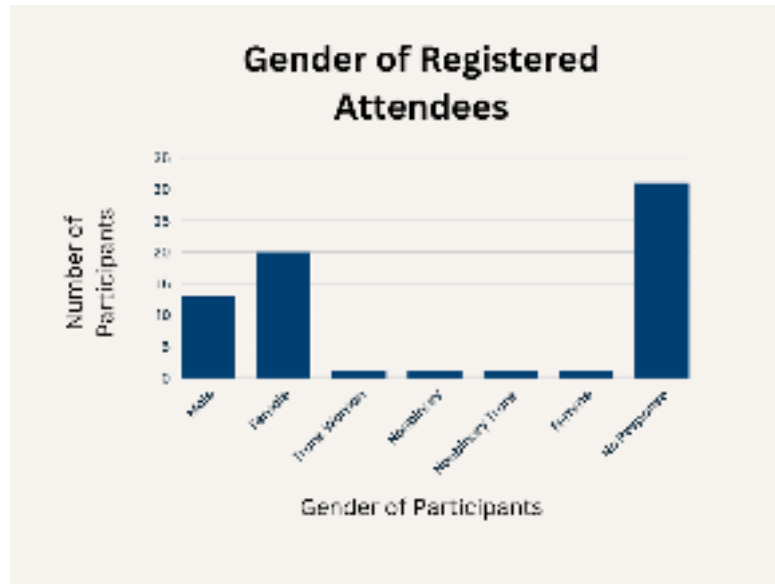
Participants represented 51 organizations, reflecting engagement across various sectors. However, of the 77 individuals who attended the Vision and Purpose sessions, 68 completed demographic forms that gathered a range of information. The form included fields for first and last name, email, pronouns (optional), job title or current activity (e.g., employed, student, retired, unemployed, etc.), organization and role (optional), and whether the participant needed to attend remotely due to accessibility or other reasons. It also asked for optional information about race, nationality, gender, age, and disability status, as well as a description of previous involvement with REIB or related equity work. Additionally, participants were asked whether they needed translation support or required accommodations to participate. This comprehensive data collection aimed to provide insights into who was represented in the sessions and identify areas for improvement in future outreach and engagement efforts.

Professional Roles

Formal DEI professionals constituted the largest group, with fewer grassroots and unaffiliated participants.



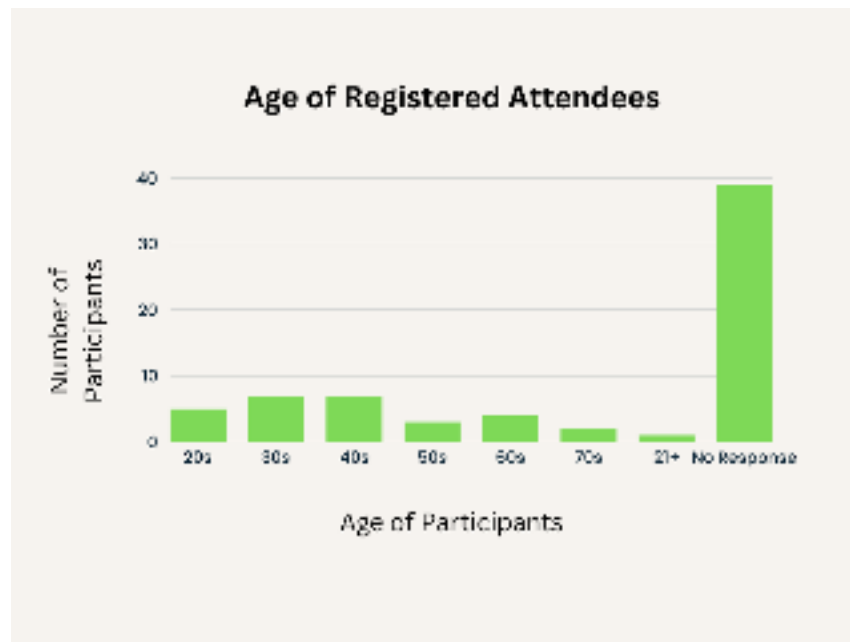
The visuals above show that while DEI and other equity professionals were well-represented, grassroots and unaffiliated voices were less present.



The charts above indicate areas where communication about the importance of this data could be improved.

Age

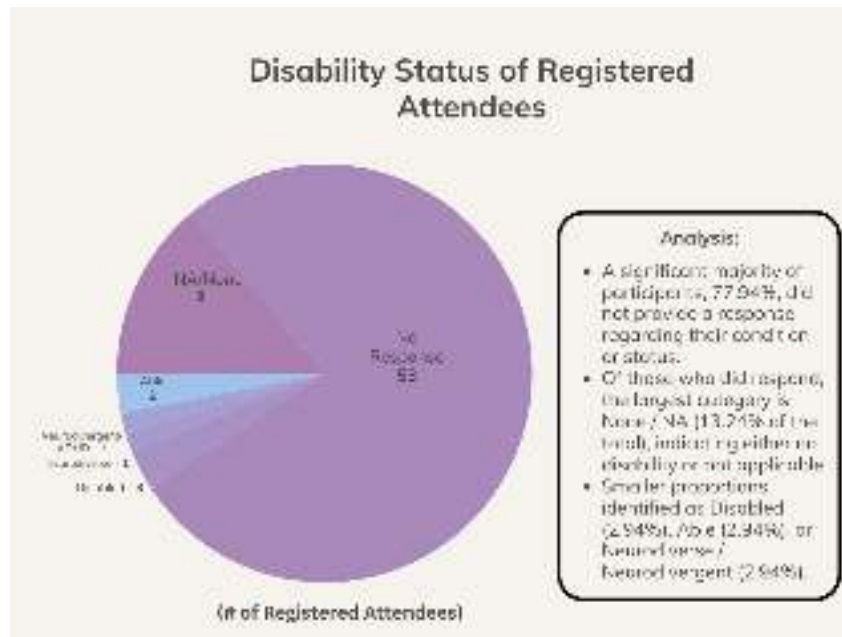
Participants in their 30s and 40s were most represented, while younger and older demographics were underrepresented.



The graph above highlights the underrepresentation of younger and older participants.

Disability Representation:

Few participants identified as disabled or neurodiverse, with most leaving this category blank.



The chart above reflects minimal disclosures in this category, suggesting potential barriers to participation.

Survey Responses

Some participants responded to surveys to help the team gather additional input:

1. **Community Conversation Feedback:** 11 responses
2. **Purpose and Vision Redesign Survey:** 5 responses

Participants reviewed the draft Vision and Purpose 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 contribute to the overall well-being of our community.*
- **Purpose:** *Through the lens of racial equity, the REIB Office will advance diversity, equity, and inclusion by addressing systemic and institutional disparities. We aim to develop and implement policies and practices that promote equal access and opportunities within city services for all individuals in Burlington.*

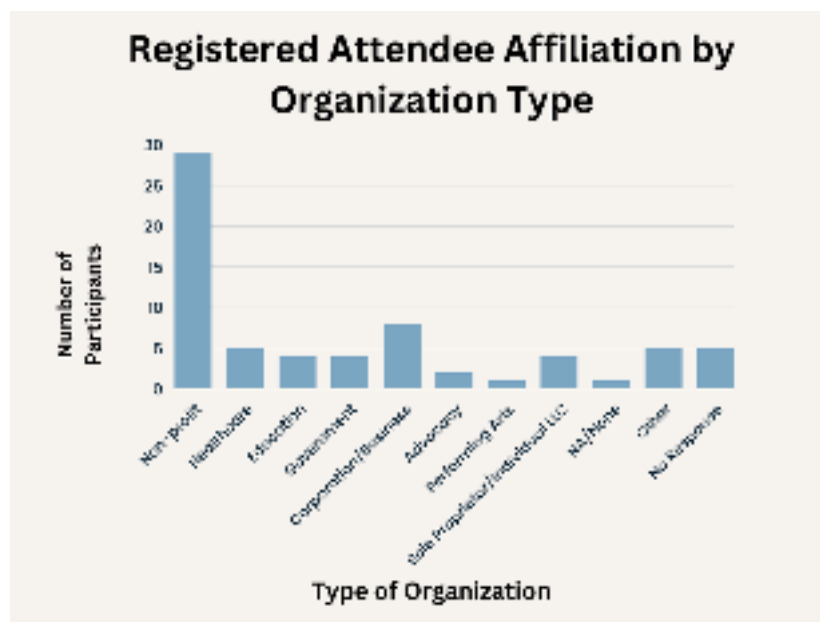
The following questions were asked both at the sessions and in the **Vision and Purpose Redesign Survey**, which was designed for those who could not attend a session but wanted to engage with the same questions as those attending:

1. What is your initial response to the Vision and Purpose statements?
2. What values or principles do you want reflected in the Vision and Purpose statements?
3. How can these statements positively impact our community?

This approach ensured that all participants, whether attending in person or engaging online, had the opportunity to provide input on the same foundational questions guiding the Vision and Purpose redesign.

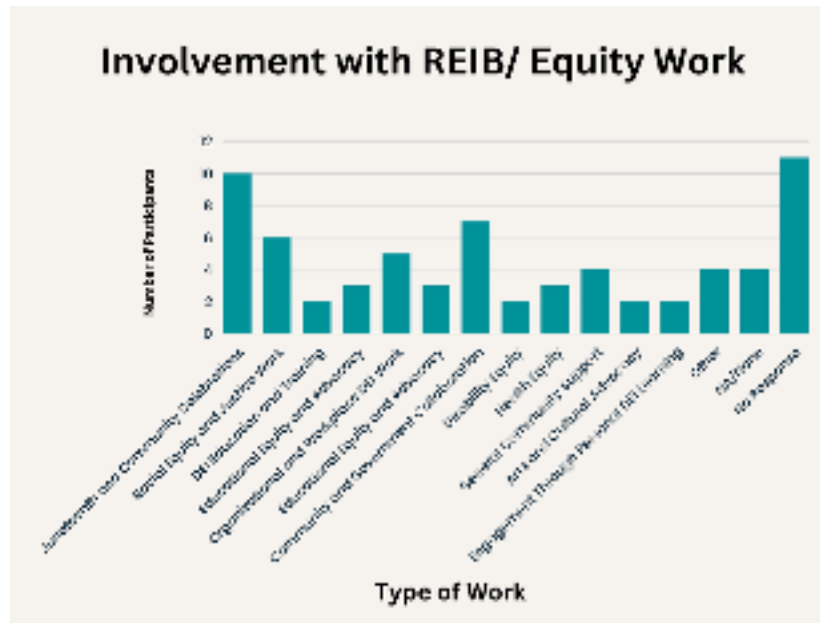
Engagement Challenges and Highlights

While nonprofits were strongly represented, government and grassroots organizations were underrepresented. Outreach to some targeted populations resulted in limited responses, highlighting the need for refined strategies.



Nonprofits constituted the largest share of participants, while government and grassroots organizations were less represented.

Participants' involvement in equity work spanned various areas, including racial equity, health equity, and disability advocacy. Limited responses in some areas suggest opportunities to diversify engagement.



The graph above illustrates participants' areas of focus, identifying gaps in representation across equity work categories.

Conclusion

The Vision and Purpose sessions and surveys provided critical data to guide the REIB's Vision and Purpose redesign. These efforts focused on identifying effective and sustainable strategies for implementing equity initiatives across Burlington. While participants represented a range of sectors, including nonprofits and DEI professionals, gaps in representation from grassroots organizations and unaffiliated individuals highlight the need for improved outreach and additional resources.

The challenges encountered during these sessions, such as limited responses from some groups and non-responses in demographic data, reflect areas for refinement in future engagement strategies. The feedback gathered will directly shape the REIB Office's Vision and Purpose, ensuring it is informed by community perspectives and designed to address systemic inequities in a way that reflects Burlington's diverse population.

4. CONSIDERATIONS / RECOMMENDATIONS

As we conclude this phase of our vision and purpose work, it is essential to recognize that our findings represent a vibrant tapestry woven from the diverse threads of voices, experiences, and insights gathered throughout this process. Each strand contributes to the overall picture of the REIB, highlighting both the strengths we possess and the areas where we can continue to grow. In this section, we will outline key considerations and recommendations that aim to enhance the REIB and the City of Burlington's fabric, ensuring that it remains inclusive and responsive to the needs of all community members. By thoughtfully integrating these recommendations, we can strengthen the connections between individuals, foster a deeper sense of belonging, and create a more equitable environment for everyone.

Recommendation 1: Shore Up the Office of Racial Equity, Inclusion, and Belonging

Recommendation 2: Create an Integrated Infrastructure for Racial Equity, Inclusion, and Belonging Work Across City Departments

Recommendation 3: Develop a Strategic Communication Plan for the Office of Racial Equity, Inclusion, and Belonging

Recommendation 4: Serve as a "Bridge" / Community Connector to Equity Work Across the City of Burlington

Recommendation 5: Partner with the Burlington School District to Create Meaningful Opportunities for Burlington Youth

Recommendation 6: Resume Education and Training Opportunities for Internal Staff and External Stakeholders

5. APPENDICES

Appendix A: Vision and Purpose Script

OFFICE OF RACIAL EQUITY, INCLUSION, & BELONGING (REIB): COMMUNITY CONVERSATIONS: VISION & PURPOSE

Slides 1 & 2: Overview Welcome to the REIB's Vision and Purpose Community Conversation. Today's conversation will include a brief welcome and overview, followed by a discussion around our vision and purpose work. We'll begin by introducing ourselves and then provide a bit of framing for today's conversation.

Slide 3: Facilitator(s) Introduction

In justice work, we do what we can to make the implicit explicit, so for our introductions, we'll be sharing our name, our pronouns to build inclusiveness, and our race/ethnicity because we live in a racialized society and our experiences are impacted by our race and ethnicity. I'll go first. My name is [insert name] and I am the [insert position]. My pronouns are [insert pronouns], my race is [insert race] and my ethnicity is [insert ethnicity].

Thank you for making time to join us for this very important conversation, as we define/redefine equity work throughout the City of Burlington. As some of you may know, the City of Burlington created the Office of Racial Equity, Inclusion, and Belonging (REIB) in 2019.

Since that time, the REIB and the City of Burlington have remained committed to addressing racial disparities and injustices while also adapting to respond to emerging epidemics such as the opioid crisis, houselessness, and the impacts of climate change, that disproportionately impact the most underserved, underrecognized, and marginalized communities in our city. As our work continues to expand and evolve, we want to make sure our vision and purpose is reflective of not only where we are in this present moment, but where we are heading as we envision a Burlington where every individual is valued, represented, and empowered to engage with our city and to contribute to the overall well-being of our community.

Engaging the community in these conversations will play a key role in shaping the structure of the office, guiding the development of our programs, and determining the appropriate staffing model needed to effectively, efficiently, and sustainably implement equity initiatives throughout the City of Burlington.

So, that's where you – our community – comes in. Having a clear vision and purpose statement will serve as the roadmap that guides decision-making, goal setting, and strategic planning for equity work across city departments. Our hope is that this process will provide a clear vision and purpose statement that helps us all communicate the REIB's and City of Burlington's values, aspirations, and priorities around diversity, equity, inclusion, and accessibility.

Your input in this process is invaluable and we look forward to hearing from you in just a few minutes. But first, we want to establish some group agreements.

Slide 4: Group Agreements: Group agreements support our ability to be in this space, fully together. We sent these ahead of time so you could review them (and please feel free to add any you'd like in today's space in the chat). While meeting agreements can be more expansive, for this community of practice space, we wanted to focus on the following agreements:

- **Owning intentions and impacts**, in which people acknowledge and discuss instances where a dialogue has affected the emotional well-being of another person
- **Disagreement with civility**, where tough questions are raised and varying opinions are accepted. Share your voice in a respectful way.
- **Brave Space**, we do want to make a particular note about Brave Spaces. Many of you may have heard or used the term "safe space" before.

We intentionally use the language of Brave Space to recognize that this space has the potential to be challenging and uncomfortable at times. It is important to move through that discomfort, to challenge yourself to stay with it, and to participate even when it's hard.

Brave spaces embrace this discourse with open arms AND sets the ground for accountability towards the dialogue, owning intentions and impact. Brave spaces open dialogue about challenging topics, encouraging perspectives to be voiced without a fear of judgement, exclusion, *and/or* discrimination.

Brave spaces are the safest of spaces as they invite vulnerability, while also ensuring there is accountability to discrimination, harassment, or any other emotional or physical harm to oneself and others.

Slide 5: Session Objectives - that we aim to accomplish today are:

- **Foster inclusivity and diversity**
 - Engage community members from various backgrounds, perspectives, and experiences to ensure the vision and purpose statements reflect the diverse needs and aspirations of the community.
- **Enhance stakeholder engagement**
 - Create a platform for open dialogue, feedback, and collaboration to build stronger relationships with stakeholders and increase their investment in the REIB's vision and purpose.
- **Promote transparency and accountability**
 - Demonstrate a commitment to transparency by involving the community in the strategic planning process, fostering trust and accountability in decision-making.
- **Drive alignment and understanding**
 - Facilitate conversations to ensure all stakeholders have a shared understanding of the REIB's vision and purpose, leading to greater

alignment and support for the REIB and City of Burlington's equity-related goals.

- **Generate innovation solutions**
 - Encourage creativity and innovation by leveraging the collective wisdom and diverse perspectives of the community to generate new ideas and approaches for achieving the REIB's vision and purpose.

Slide 6: Draft Vision & Purpose 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.

Purpose – 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.

Slide 7: Read 1st Prompt Question: What is your initial response to the vision and purpose statements?

Slide 8: Read 2nd Prompt Question: What specific values or principles do you think should be reflected in the vision and purpose statement?

Slide 9: Read 3rd Prompt Question: How do you believe a well-defined vision and purpose statement for the Office of Racial Equity, Inclusion, and Belonging (REIB) can positively impact our community?

Slide 10: Closing Thoughts, Reflections, & Takeaways

Appendix B: Vision and Purpose Registrant and Registered Attendee Demographic Overview

Analysis of Registered Participants for Vision and Purpose Sessions

Data from the **89 registrants**, **77 attendees** and **68 registered attendees** at the Vision and Purpose Sessions offers valuable insights into representation and engagement, helping to shape the Racial Equity, Inclusion, and Belonging (REIB) Office's Vision and Purpose Redesign.

These sessions were designed to gather input from community members and partners to help shape program development and identify the most effective, efficient, and sustainable staffing model for implementing equity initiatives throughout Burlington. This feedback will guide how equity initiatives are implemented citywide, ensuring they are community-driven, inclusive, and responsive to the unique needs of Burlington's diverse population. The team prioritized accessibility and equity by designing a planning process and making decisions to ensure that every session was open and accessible to all Burlingtonians, providing an inclusive space for everyone to share their voice and contribute.

Sessions were held at various locations in Burlington, near transportation routes, to increase accessibility for everyone in the community. The sessions also had in-person and remote options to maximize accessibility.

To maximize participation, information about the sessions was provided on the REIB website and distributed via email in English, Arabic, Burmese, Chinese, French, Nepali, Somali, Spanish, Swahili, and Vietnamese. Flyers highlighting session details, language support, and REIB Office contact information were distributed in local stores, community centers, and public spaces and shared with community partners in the same languages.

Session Locations and Targeted Engagement

7 total locations across the City hosted vision and purpose sessions in **5 different wards**. Among these, the session at the Association of Africans Living in Vermont (AALV) was specifically targeted, and we engaged directly with employees to gather their input. While this approach allowed us to hear from a group deeply embedded in the community, it was challenging to achieve similar levels of engagement with other targeted groups. Despite our outreach efforts, we did not always receive responses or participation from many community partners we contacted or did not have staff capacity to engage, highlighting the need for more effective strategies and resources to connect with underrepresented communities.

1. Greater Burlington Multicultural Center (Ward 3)
2. Main Street Landing Performing Arts Center (Ward 3)
3. Robert Miller Center (Ward 7)
4. Richard Kemp Center (Ward 2)
5. The Association of Africans Living in Vermont (AALV) (Ward 2)

6. Burlington Electric Department (Ward 6)
7. City Hall, Sharon Bushor Room (Ward 2)

The Greater Burlington Multicultural Center, Main Street Landing Performing Arts Center, and The Association of Africans Living in Vermont generously provided their spaces for the sessions at no cost.

The REIB team worked with several Black- and Brown-owned businesses to cater the events, including Mulu's Kitchen and Catering, Sherpa Foods, Mawuhi African Market, CK Dumpling House, and Sherpa Kitchen. Additionally, we partnered with a local vendor, Mirabelle's Bakery.

This overview focuses on participants' demographic data, including gender, race, professional backgrounds, and involvement in equity work. The data also highlights data gaps that could impact the inclusivity and effectiveness of REIB's vision and purpose work.

A total of **89 registrants**, **77 attendees** participated in the Vision and Purpose sessions, both in-person and remotely, with **68 registered attendees**. The sessions saw representation from **51 organizations**, reflecting broad community engagement. On average, there were **11.1 participants per session**, including **8 remote participants** across all sessions.

Here is the **number of attendees at each session location**:

1. Greater Burlington Multicultural Center: 9 attendees
2. Main Street Landing Performing Arts Center: 11 attendees
3. Robert Miller Center: 9 attendees
4. Richard Kemp Center: 10 attendees
5. Association of Africans Living in Vermont (AALV): 15 attendees
6. Burlington Electric Department: 11 attendees
7. City Hall, Sharon Bushor Room: 12 attendees

Demographic Information of Registrants and Registered Attendees. The REIB team asked participants to register before attending the sessions and provide the following demographic information, which can be found in the registration form (Appendix E). This information helps us understand who attended the sessions, which groups were represented, who had a voice, who we were reaching, and those we still need to engage.

Registrants:

Pronoun Representation (89 Registrants)

1. She/Her Pronouns: 39.33% (35 registrants) identified with she/her pronouns.
2. He/Him Pronouns: 14.61% (13 registrants) identified with he/him pronouns.
3. Non-Gendered Pronouns: 5.62% (5 registrants) used gender-expansive pronouns (e.g., they/them, she/they, he/they).

4. No Gender Response: 39.33% (35 registrants) did not specify their gender identity.

Representation Based on Gender (89 Registrants)

1. Female: 31.46% (28 registrants) identified as female or some variation such as "woman."
2. Male: 15.73% (14 registrants) identified as male.
3. Trans Woman: 1 registrant (1.12%) identified as a trans woman.
4. Nonbinary: 1 registrant (1.12%) identified as nonbinary.
5. Nonbinary Trans: 1 registrant (1.12%) identified as nonbinary trans.
6. Femme: 1.12% (1 registrant) identified as femme.
7. No Response / Not Specified: 48.31% (43 registrants) did not specify their gender identity.

Representation Based on Race (89 Registrants)

1. White/Caucasian: 30.34% (27 registrants) identified as White.
2. Black-Identifying: 13.48% (12 registrants) identified as Black or Black combined with one or more identities.
3. Other Racial Identities: 13.48% (12 registrants) identified as African, Asian, or multiracial.
4. Non-Response: 42.70% (38 registrants) did not specify their race.
5. National Identity (89 Registrants)
6. Nationality Responses: 22 registrants provided U.S.-centric national identities such as "American," "USA," or "United States."
7. Diverse or Dual-National Identities: 8 registrants reflected varied or dual-national identities such as "Ugandan-American" or "Somali."
8. No Response: 58.43% (52 registrants) did not specify their nationality.

Representation Based on Age (89 Registrants)

1. 20s: 5 responses (5.62%).
2. 30s: 9 responses (10.11%).
3. 40s: 9 responses (10.11%).
4. 50s: 3 responses (4.49%).
5. 60s: 4 responses (4.49%).
6. 70s: 3 responses (3.37%).
7. 21+: 1 response (1.12%).
8. Unclear Entry: 1 response (1.12%).
9. No Response: 59.55% (53 registrants) did not specify their age.

Disability Representation (89 Registrants)

1. Disabled, Neurodiverse, or Neurodivergent: 3.37% (3 registrants) identified as disabled, neurodiverse, or neurodivergent.
2. Able-bodied Status: 2.25% (2 registrants) identified as able-bodied.
3. NA/None: 11.24% (10 registrants) marked NA or none.
4. No Response: 79.78% (71 registrants) did not respond, indicating potential underreporting or reluctance to disclose.

Professional Roles (89 Registrants)

1. Executive Leadership: 35.96% (32 registrants) in executive or director roles.
2. Community and Advocacy Roles: 25.84% (23 registrants) in community impact roles.
3. Education and Training: 10.11% (9 registrants) in teaching, training, and program development roles.
4. Administrative/Support Roles: 7.87% (7 registrants) in support functions.
5. Government Positions: 4.49% (4 registrants) in government or council roles.
6. Other: 10.11% (9 registrants) work outside traditional categories.
7. NA: 1.12% (1 registrant) marked their title as Not Applicable.
8. No Response: 4.49% (4 registrants) did not specify a job title.

Organizational Representation (89 Registrants)

1. Nonprofit: 41.57% (37 registrants) affiliated with nonprofit organizations.
2. Healthcare: 7.87% (7 registrants) from healthcare organizations.
3. Education: 5.62% (5 registrants) connected to educational institutions.
4. Government: 7.87% (7 registrants) affiliated with local government.
5. Corporation/Business: 14.61% (13 registrants) from corporations or businesses.
6. Advocacy: 2.25% (2 registrants) from advocacy groups.
7. Performing Arts: 1.12% (1 registrant) represents the performing arts sector.
8. Sole Proprietor/Individual LLC: 5.62% (5 registrants) represent sole proprietors or individual LLCs.
9. NA: 2.25% (2 registrants) marked their organizational affiliation as not applicable.
10. Other: 5.62% (5 registrants) from community partners or other affiliations.
11. No Response: 5.62% (5 registrants) did not provide any affiliation

Language Access (89 Registrants)

12. No Language Access Support Needed: 97.8% (87 registrants) reported that they did not need language access support.
13. No Response: 2.2% (2 registrants) did not respond to the question, leaving their language access needs unaddressed.

Registered Attendees:

Pronoun Representation (68 Registered Attendees)

1. She/Her Pronouns: 35.29% identified with she/her pronouns.
2. He/Him Pronouns: 19.12% identified with he/him pronouns.
3. Non-Gendered Pronouns 7.35% used gender-expansive pronouns (e.g., they/them, she/they).
4. No Gender Response: 36.75% did not specify their gender identity.

Representation Based on Gender (68 Registered Attendees)

1. Female: 29.41% (20 respondents) identified as female or some variation such as “woman”.
2. Male: 19.12% (13 respondents) identified as male.

3. Trans Woman: 1 participant (1.49%) identified this as their gender identity.
4. Nonbinary: 1 participant (1.49%) identified nonbinary as their gender identity.
5. Nonbinary Trans: 1 participant (1.49%) identified this as their gender identity.
6. Femme: 1.49% (1 participant) identified their gender identity as Femme.
7. No Response / Not Specified: 45.59% (31 responses)

Representation Based On Race (68 Registered Attendees)

1. White/Caucasian: 35.29% of attendees identified as White.
2. Black-Identifying: 14.71% identified as Black or Black combined with one or more identities.
3. Other Racial Identities: 13.24% identified as African, Asian, or multiracial.
4. Non-Response: 37% did not specify their race.

National Identity (68 Registered Attendees)

1. Nationality Responses: The most common national identity terms provided by registered participants were U.S.-centric, with 21 responses identifying as “American” or referencing the United States.
2. Nine responses also reflected various or dual-national identities, such as “Ugandan-American” and “Polish/Irish,” or “Somali” which highlights some diversity based on national identity within the group.
3. However, 35 participants did not specify a nationality, either leaving the field blank or providing no response.

Representation Based on Age (68 Registered Attendees)

1. The most common age groups represented were in their 30s and 40s, each with 7 responses (10.29%)
2. Respondents in their 20s accounted for 5 responses (7.35%), while those in their 60s made up 4 responses (5.88%). Fewer respondents were in their 50s (3 responses, 4.41%) and 70s (2 responses, 2.94%).
3. One participant specified “21+,” accounting for 1.47% of responses.
4. However, 39 participants (57.35%) did not specify an age, either leaving the field blank or providing no response.

Disability Representation (68 Registered Attendees)

1. Disability Disclosure: 5.88% of participants identified as disabled, neurodiverse, or neurodivergent.
2. Able-bodied Status: 2.94% of registered participants identified as able.
3. NA/None: 13.24% of registered participants marked NA or none.
4. No Response: 77.94% of participants did not respond, indicating potential underreporting or reluctance to disclose.

Professional Roles (68 Registered Attendees)

1. Executive Leadership: 26 participants (38.24%) in executive or director roles.
2. Community and Advocacy Roles: 14 participants (20.59%) focused on community impact.

3. Education and Training: 7 participants (10.29%) in roles related to teaching, training, and program development.
4. Administrative/Support Roles: 6 participants (8.82%) in support functions.
5. Government Positions: 4 participants (5.88%) involved in government or council roles.
6. Other: 6 participants (8.82%) in roles outside traditional categories.
7. NA: 1 participant registered their title as Not Applicable (1.47%).
8. No Response: 4 participants (5.88%) did not specify a job title.

Organizational Representation (68 Registered Attendees)

1. Nonprofit: 42.65% of participants (29 individuals) are affiliated with nonprofit organizations, the largest category. Multiple participants are from the Association of Africans Living in Vermont (AALV), as well as from Special Olympics Vermont and the Howard Center.
2. Healthcare: 7.35% (5 participants) come from healthcare organizations, including the University of Vermont Medical Center (UVMCMC) and Blue Cross Blue Shield of Vermont (BCBSVT).
3. Education: 5.88% (4 participants) are connected to educational institutions, with the University of Vermont and Burlington School District each represented by multiple individuals.
4. Government: 5.88% (4 participants) are affiliated with local government, with most participants connected to the City of Burlington, reflecting the city's involvement.
5. Corporation/Business: 11.76% (8 participants) come from corporations, including Rhino Foods, nuwave Equity, Corp., and Seventh Generation.
6. Advocacy: 2.94% (2 participant) are from an advocacy groups, like the Racial Justice Alliance.
7. Performing Arts: 1.47% (1 participant) represents the Flynn Center for the Performing Arts.
8. Sole Proprietor/Individual LLC: 5.88% (4 participants) represent sole proprietors or individual LLCs, like All Heart Inspirations and the Fearless Homebuyer.
9. NA: 1.47% (1 participant) identified their organizational affiliation as not applicable.
10. Other: 7.35% (5 participants) come from community partners and other types of affiliations.
11. No Response: 7.35% (5 participants) did not provide any affiliation.

Involvement in Equity and Justice Work (68 Registered Attendees)

1. Juneteenth and Community Celebrations (10 responses, 14.7%): Many participants are involved in Juneteenth-related events or activism, such as co-organizing or attending celebrations and performances.
2. Racial Equity and Justice Work (6 responses, 8.8%): Participants are actively engaged in efforts aimed at racial equity and justice, often working with community organizations and initiatives to promote systemic change.

3. DEI Education and Training (2 responses, 2.9%): Participants engage in DEI education through professional roles or by facilitating training for organizations to raise awareness and promote diversity, equity, and inclusion.
4. Educational Equity and Advocacy (3 responses, 4.4%): Many participants are involved in promoting educational equity and advocacy, working to ensure fair access to educational opportunities for all students, particularly those from marginalized groups.
5. Organizational and Workplace DEI Work (5 responses, 7.4%): Focus on DEI initiatives within organizations, including building frameworks and supporting diversity in the workplace through policies and practices that foster inclusion and belonging.
6. Community and Government Collaboration (7 responses, 10.3%): Many participants are involved in collaborative efforts between community organizations and government entities, working together to address equity and justice issues at a systemic level.
7. Disability Equity (2 responses, 2.9%): Involvement in disability advocacy, including Special Olympics participation and board membership, working to create more inclusive environments for people with disabilities.
8. Health Equity (3 responses, 4.4%): Focus on advancing health equity, ensuring equal access to health care services and promoting better health outcomes for underserved communities.
9. General Community Support (4 responses, 5.9%): Many participants are engaged in supporting community initiatives, whether through volunteering, providing resources, or advocating for local causes.
10. Arts and Cultural Advocacy (2 responses, 2.9%): Engagement in promoting arts and cultural initiatives, with a focus on increasing representation and access to cultural experiences for diverse communities.
11. Engagement Through Personal DEI Learning (2 responses, 2.9%): Participants are committed to ongoing personal development in DEI through learning, attending workshops, and engaging in discussions to broaden their understanding.
12. Other (4 responses, 5.9%): Various other forms of community involvement and advocacy, including unique projects and initiatives not covered in the categories above.
13. NA/None (4 responses, 5.9%): Responses indicating no involvement or relevance to the categories listed.
14. No Response (11 responses, 16.2%): Participants who did not provide a response regarding their involvement or area of interest.

Language Access (68 Registered Attendees)

1. Language Access Needs: 66 participants (97.1%) reported that they did not need language access support, indicating that language barriers are not a significant concern for the majority of participants.
2. Only two individuals (2.9%) did not respond to this question, but none of the participants indicated a need for language assistance.

Summary and Key Takeaways

Address High Non-Response Rates

High non-response rates in key demographic categories suggest gaps in engagement and/or discomfort with providing personal information. The non-response rates for registrants are: gender (45.59%), race (36.76%), and age (57.35%). These figures highlight a need for better outreach and reassurances regarding confidentiality, especially for demographic data collection.

Enhance Grassroots Representation

The data shows that while registered attendees primarily include formal DEI professionals, grassroots voices may be underrepresented. Although outreach was made to community-based organizations and individuals, the participation of these groups fell short. Future efforts should focus on refining outreach strategies to better capture voices from grassroots and marginalized communities.

Improve Disability and Language Access Outreach

Low reports of disability and language support needs from registrants could indicate a lack of engagement with disabled and immigrant/refugee communities. Future efforts should target these groups more effectively by providing more visible, clear communication about the support available and addressing any barriers they may face.

Diversify Outreach Methods

While digital and print materials reached many registrants, some individuals—especially those less connected to traditional communication methods—were not fully engaged. Despite attempts to reach specific groups, responses from these segments were lower than expected. To increase participation, future outreach strategies should include culturally specific events and stronger partnerships with community leaders.

Increase Representation from Government and Key Sectors

Limited representation from government (5.88%) and other key sectors, like healthcare and education, among registered attendees suggests a need for stronger engagement with these groups. Targeted invitations to these sectors can help diversify perspectives and ensure a more comprehensive representation of community interests.

Expand Data Collection Practices

The high non-response rates in demographic data from registrants (e.g., age: 57.35% and gender: 45.59%) suggest that more effective data collection methods are needed. Future sessions should consider anonymous surveys and clear communication about how the data will be used, which could encourage more complete responses.

Leverage Underrepresented Voices

Although registered attendees included a wide range of professionals, grassroots voices, particularly those from marginalized groups, were not as robustly represented. Future efforts should prioritize co-designed session formats and tailored outreach strategies to encourage participation from underrepresented voices, ensuring these groups are heard.

Enhance Transparency in Data Usage

Registered attendees may be more likely to provide complete demographic information if there is greater transparency about how the data will be used. Clearer explanations about how participant contributions will directly inform equity initiatives can build trust and encourage higher response rates, ensuring that the process feels meaningful and transparent.

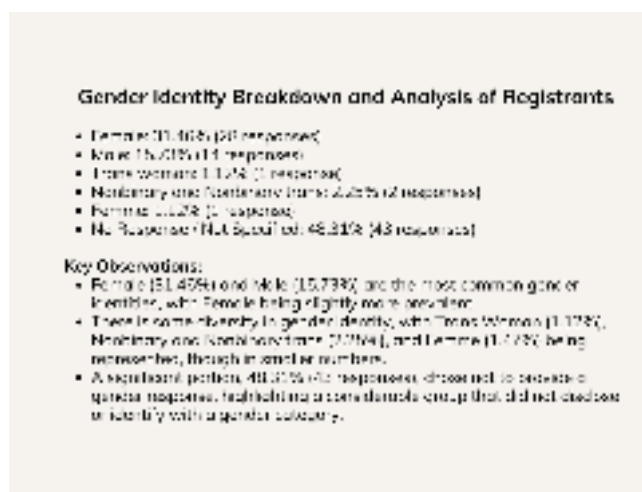
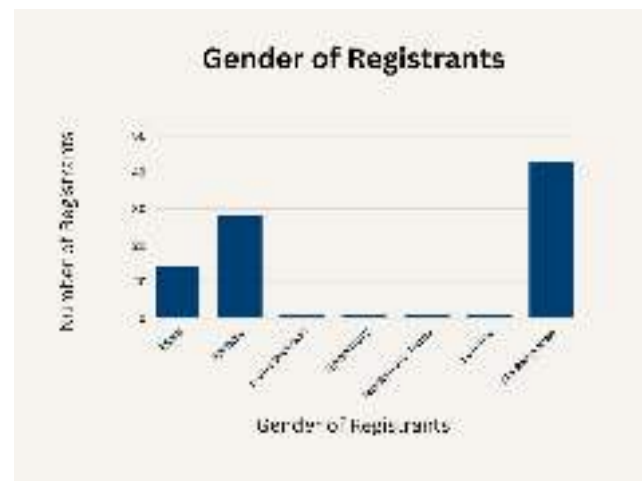
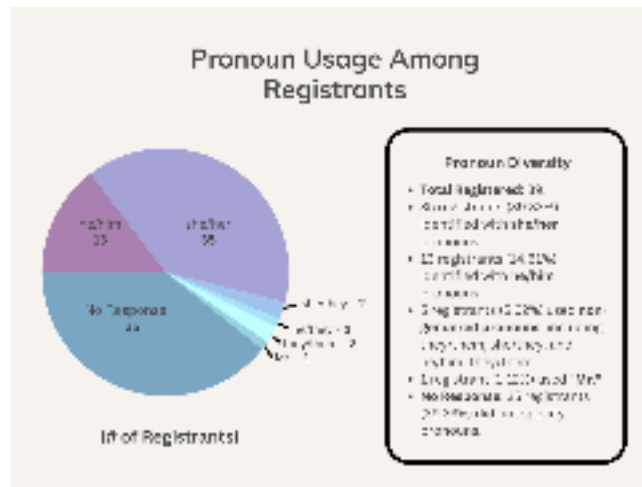
Address Barriers to Inclusivity

The low engagement of certain demographics in registrants, particularly in age, disability, and language, highlights potential barriers to participation. Future sessions should allocate more time and resources to outreach, use tailored strategies like focus groups, and partner with organizations that can help identify and overcome these barriers to inclusivity.

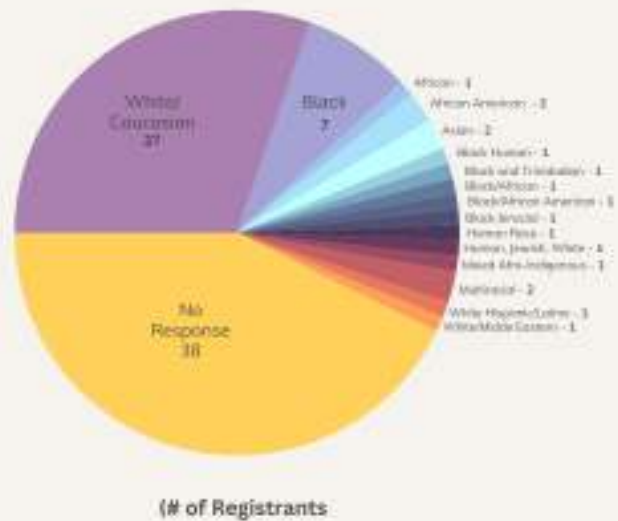
Continue Collaboration with Community Partners

The collaboration with organizations such as the Association of Africans Living in Vermont (AALV) has been essential for engaging diverse registered attendees. Strengthening these partnerships and forming new collaborations will help expand the reach and improve the inclusivity of future engagement efforts.

Appendix C: Vision and Purpose Registrant Demographic Visuals

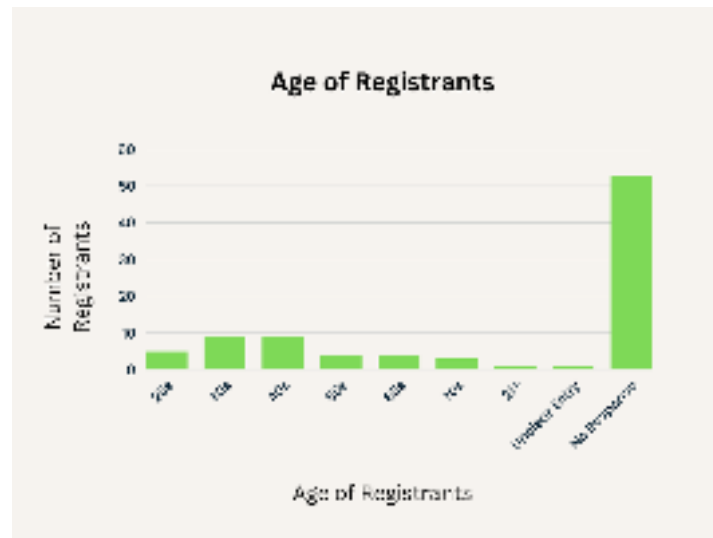


Race of Registrants



Race of Registrants Data Breakdown

- **Total Number of Registrants:** 89 (51 responses + 38 non-responses)
- **White/Caucasian:** 27 responses (30.34%), the largest group.
- **Black-Identifying:** 12 responses (13.48%), including:
 - Black: 7
 - Black Human: 1
 - Black and Trinidadian: 1
 - Black/African: 1
 - Black/African American: 1
 - Black Biracial: 1
- **Other Racial Categories:** 12 responses (13.48%), including African, Asian, Multiracial, and other specific racial identities (e.g., White/Middle Eastern, Mixed: Afro-Indigenous).
- **Non-Responses:** 38 individuals (42.70%), making up a significant portion of the data with unknown racial identification.



Summary of Age Distribution of Registrants

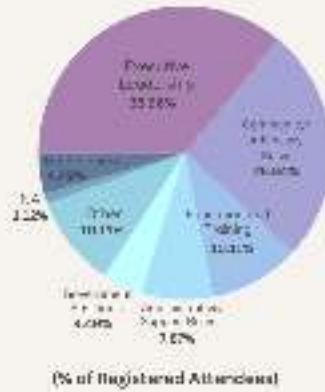
20s: 5 responses (5.62%)
 30s: 8 responses (10.11%)
 40s: 8 responses (10.11%)
 50s: 4 responses (4.48%)
 60s: 4 responses (4.48%)
 70s: 3 responses (3.37%)
 21+: 1 response (1.12%)
 Unclear Entry: 1 response (1.12%)
 No Response: 53 responses (58.05%)

Analysis

- This data shows a large percentage of respondents (58.05%) chose not to provide their age. Among those who did respond with their age, the most responses came from people in their 30s and 40s (both: 10.11%), followed by people in their 20s (7.35%), 50s and 60s (both: 4.48%), and 70s (3.37%). One respondent specified "21+" and one with an unclear entry, making up 2.24% of the responses.
- The significant number of "No Response" entries (53) limits the data's ability to represent the age distribution accurately, as more than half of the sample remains unqualified.



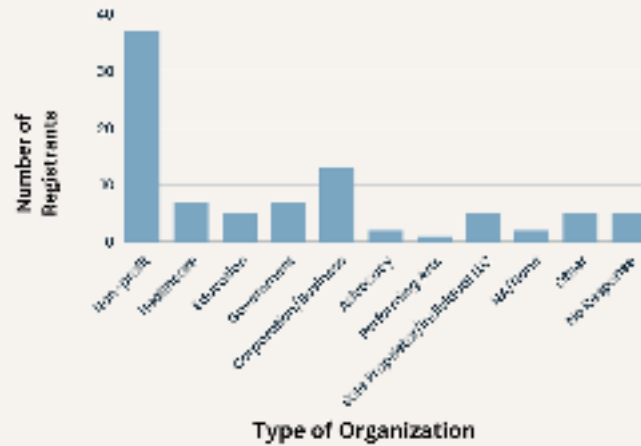
Registrant Job Title Distribution by Category



Job Title Diversity Synopsis

- Executive Leadership: 33.26% of registrants for which a job title was provided were in a leadership role.
- Administrative Support: 27.37% of registrants (21 individual workbooks) for business community impact and education.
- Education and Training: 11.11% of registrants for which a job title was provided were in a role related to training and education.
- Administrative Support: 27.37% of registrants (21 individual workbooks) support functions.
- Government: 4.29% of registrants for which a job title was provided were in a government role.
- Other: 12.22% of registrants for which a job title was provided were in a role not in the above categories.
- 66.74% of registrants did not provide a job title.
- See Appendix 2 for the full list of job titles and their counts.

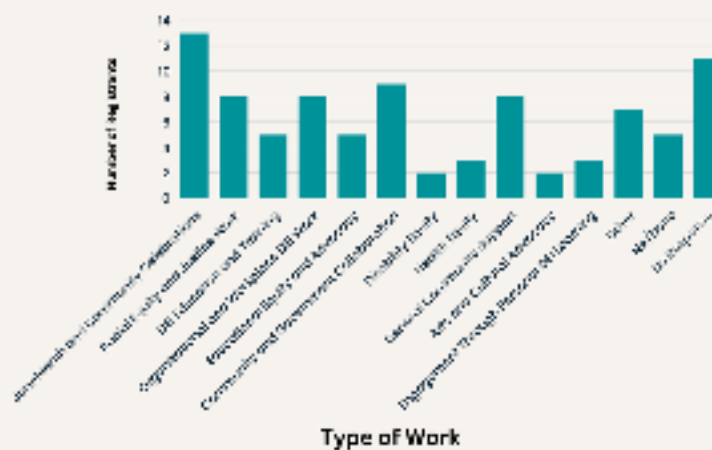
Registrant Affiliation by Organization Type



Registrant Organizational Affiliation

- **Nonprofit:** Nineteen (14.57%) of registrants (19 individuals) are affiliated with nonprofit organizations.
- **Healthcare:** 7.67% of registrants (7 individuals) are from healthcare organizations.
- **Educators:** 6.62% of registrants (6 individuals) are connected to educational institutions.
- **Government:** 7.67% of registrants (7 individuals) are affiliated with local government.
- **Corporation/Business:** 14.87% of registrants (13 individuals) come from corporations.
- **Advocacy:** 2.22% of registrants (2 individuals) are from advocacy groups.
- **Performing Arts:** 1.22% of registrants (1 individual).
- **Sole Proprietor/Individual LLC:** 6.62% of registrants (6 individuals) represent sole proprietors or individual LLCs.
- **NA/None:** 2.22% of registrants (2 individuals) identified their organizational affiliation as not applicable.
- **Other:** 5.62% of registrants (5 individuals) came from community partners and other types of affiliations.
- **No Response:** 5.62% of registrants (5 individuals) did not provide any affiliation.

Involvement with REIB/ Equity Work



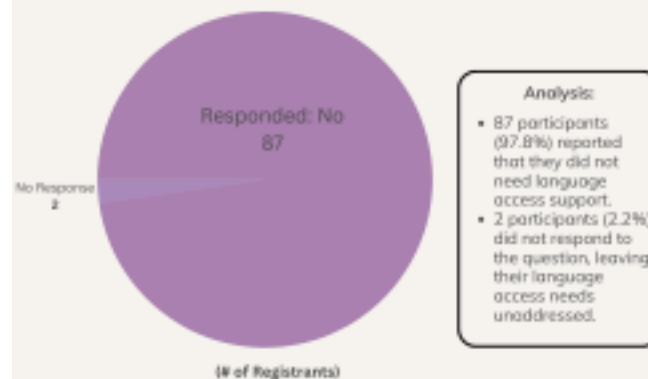
Analysis of Registrant Nationalities

- 22 entries are focused on the USA / United States / American national identity, with "American" (3) being the most common term, followed by "USA" (5), "US" (4), and "United States" (2).
- 2 entries are related to citizenship status, with "US citizen" and "American-citizen" each mentioned once.
- 9 entries reflect various nationalities, including dual identities like "American/Iranian", "Ugandan-American", and nationalities like "Somali".
- 2 entries are related to a regional identifier, like "North American".
- 52 entries reflect no responses or blank entries.

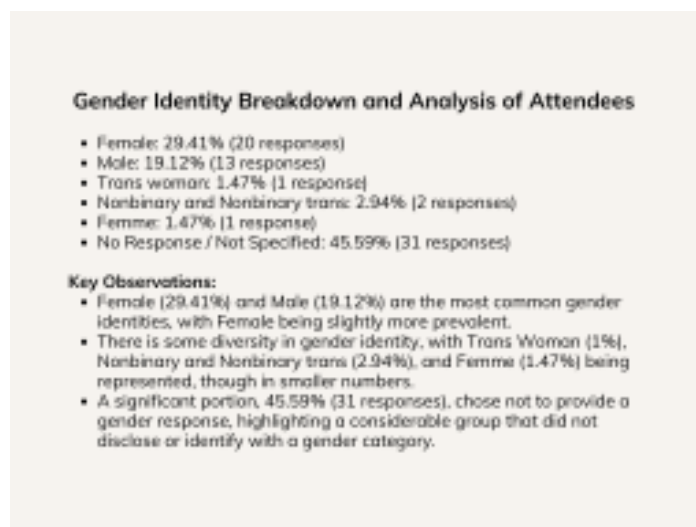
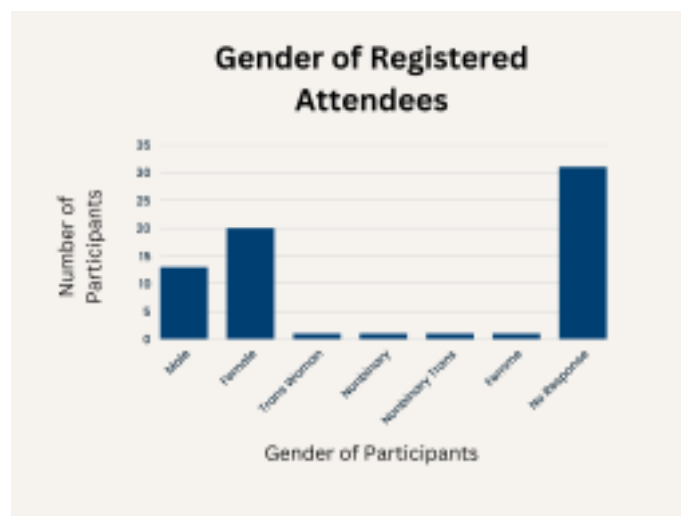
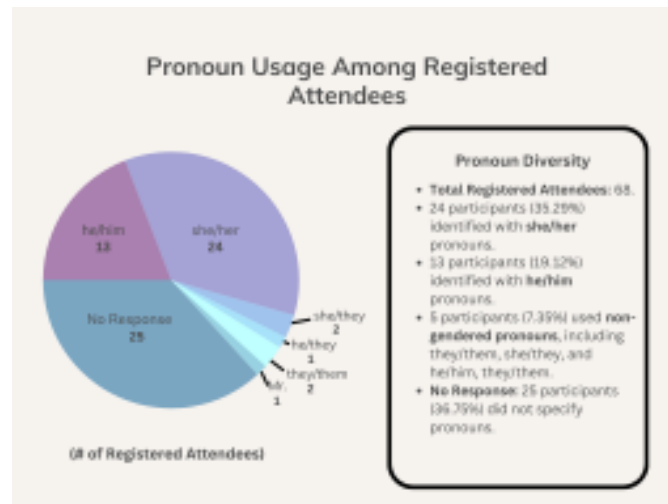
Conclusions:

1. U.S.-centric identity is overwhelmingly the most common, with most people identifying simply as "American" or "USA".
2. Citizenship seems to be less emphasized as an identifier, with fewer people focusing on their legal status.
3. The blank responses (52) could reflect either non-response or reluctance to categorize and may warrant further exploration in future studies to understand why some individuals opted not to specify their nationality.

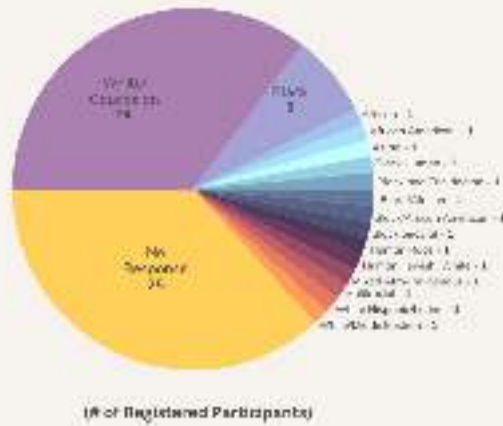
Language Access Support Request Responses by Registrants



Appendix D: Vision and Purpose Attendee Demographic Visuals



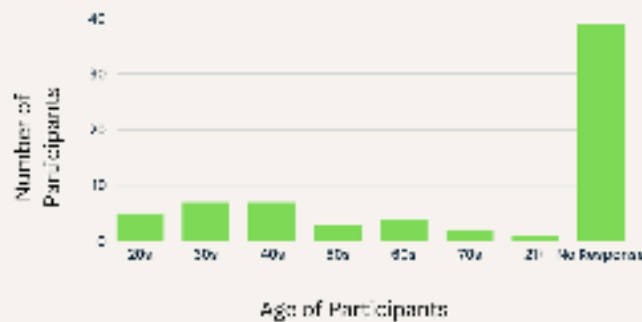
Race of Registered Attendees



Race of Registered Attendees Data Breakdown

- **Total Number of Registered Attendees:** 68 (3 responses + 25 non-responses)
- **White/Caucasian:** 21 responses (35.29%), the largest group.
- **Black-Identifying:** 10 responses (14.71%), including:
 - Black: 5
 - Black Human: 1
 - Black and Trinidadian: 1
 - Black/African: 1
 - Black/African American: 1
 - Black Bilingual: 1
- **Other Racial Categories:** 9 responses (10.24%), including African, Asian, Multiracial, and other specific racial identities (e.g., White/Middle Eastern, Mixed Afro-Indigenous).
- **Non-Responses:** 25 individuals (36.76%), making up a significant portion of the data with unknown racial identification.

Age of Registered Attendees



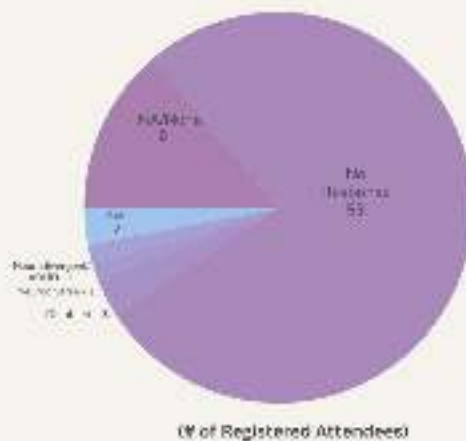
Summary of Age Distribution of Registered Attendees

20s:	5 responses (7.35%)
30s:	7 responses (10.29%)
40s:	7 responses (10.29%)
50s:	3 responses (4.41%)
60s:	4 responses (5.88%)
70s:	2 responses (2.94%)
21+:	1 response (1.47%)
No Response:	34 responses (57.35%)

Analysis

- This data shows a large percentage of respondents (57.35%) chose not to provide their age. Among those who did respond with their age, the most responses came from people in their 30s and 40s (both 10.29%), followed by people in their 20s (7.35%), 60s (5.88%), 50s (4.41%), and 70s (2.94%). Only one respondent specified "21+", making up 1.5% of the responses.
- The significant number of "No Response" entries limits the data's ability to represent the age distribution accurately, as more than half of the sample remains unspecified.

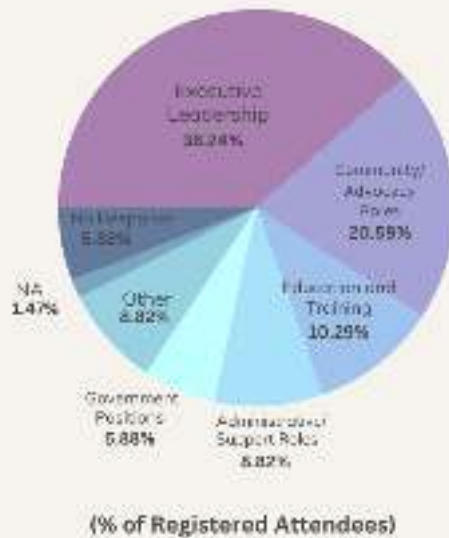
Disability Status of Registered Attendees



Analysis:

- A significant majority of participants (77.94%) did not provide a response regarding their condition or status.
- Of those who do respond, the largest category is "None / NA" (20.41% of the total), indicating either no disability or not applicable.
- Smaller proportions identified as "Able" (2.94%), "Neurodiverse / Neurodivergent" (2.94%), or "Neurodiverse / Neurodivergent" (2.94%).

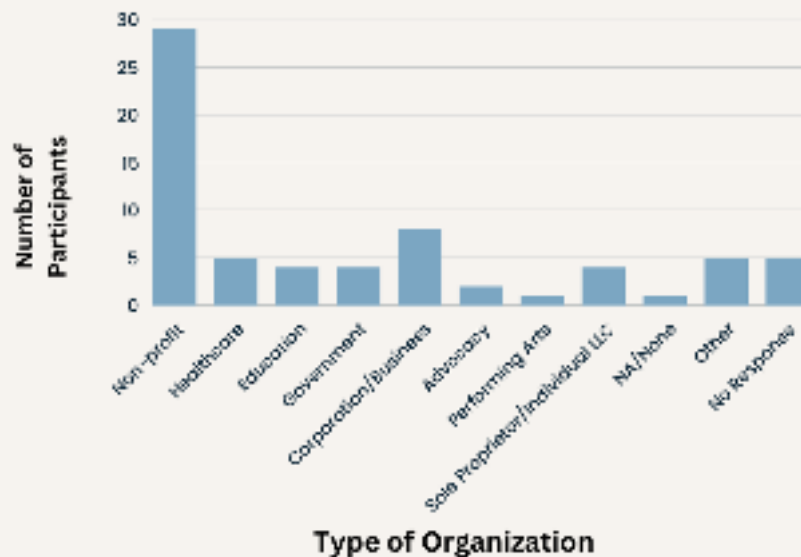
Registered Attendee Job Title Distribution by Category



Job Title Diversity Synopsis

- **Executive Leadership:** 38.24% of registered attendees (26 participants) are in executive or director roles.
- **Community and Advocacy Roles:** 20.59% of registered attendees (14 participants) work in roles focused on community impact.
- **Education and Training:** 10.29% of registered attendees (7 participants) are in roles related to teaching, training, and program development.
- **Administrative/Support Roles:** 8.82% of registered attendees (6 participants) work in support functions.
- **Government Positions:** 5.88% of registered attendees (4 participants) are involved in government or public roles.
- **Other:** 5.82% of registered attendees (4 participants) are in roles outside traditional categories.
- **NA:** 1.47% of registered attendees (1 participant) listed their title as Not Applicable.
- **No Response:** 5.82% of registered attendees (4 participants) did not specify a job title.

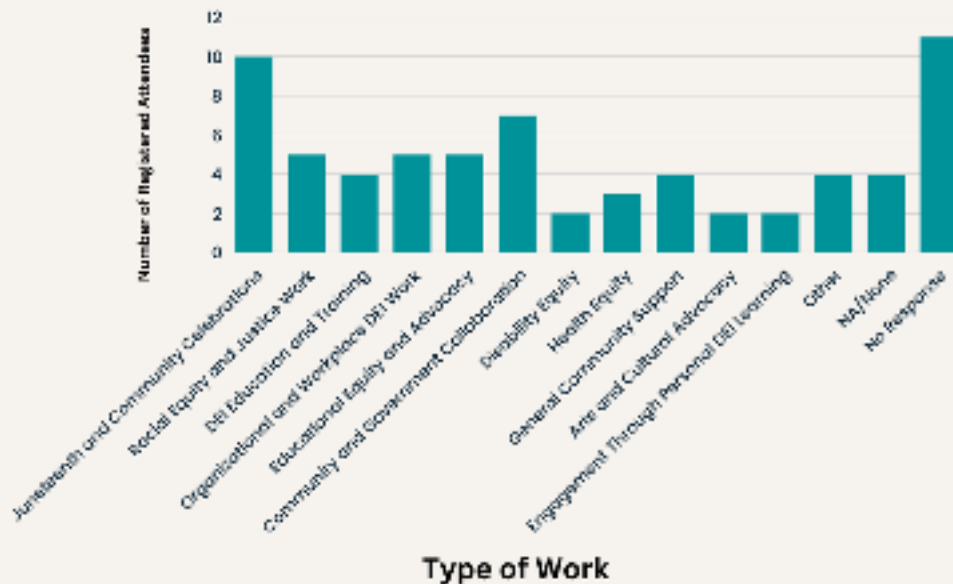
Registered Attendee Affiliation by Organization Type



Registered Attendee Organizational Affiliation

- **Nonprofit:** 42.55% of registered attendees (29 participants) are affiliated with nonprofit organizations, the largest category. Multiple participants are from the Association of Africans Living in Vermont (AALV), as well as from Special Olympics Vermont and the Howard Center.
- **Healthcare:** 7.35% (5 participants) come from healthcare organizations, including the University of Vermont Medical Center (UVMHC) and Blue Cross Blue Shield of Vermont (BCBSVT).
- **Education:** 5.89% (4 participants) are connected to educational institutions, with the University of Vermont and Burlington School District each represented by multiple individuals.
- **Government:** 5.88% (4 participants) are affiliated with local government, with most participants connected to the City of Burlington, reflecting the city's involvement.
- **Corporation/Business:** 11.75% (8 participants) come from corporations, including Rhino Foods, nuwave Equity, Corp., and Seventh Generation.
- **Advocacy:** 2.94% (2 participants) are from an advocacy groups, like the Racial Justice Alliance.
- **Performing Arts:** 1.47% (1 participant) represents the Flynn Center for the Performing Arts.
- **Sole Proprietor/Individual LLC:** 5.88% (4 participants) represent sole proprietors or individual LLCs, like All Heart Inspirations and The Fearless Homebuyer.
- **NA/None:** 1.47% (1 participant) identified their organizational affiliation as not applicable.
- **Other:** 7.35% (5 participants) come from community partners and other types of affiliations.
- **No Response:** 7.35% (5 participants) did not provide any affiliation.

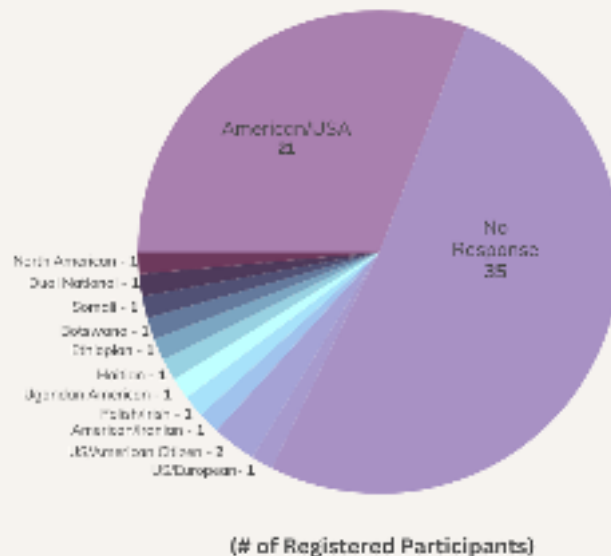
Involvement with REIB/ Equity Work



Summary of Registered Attendee Equity Work

- **Jubileth and Community Celebrations (10 responses, 14.7%):** Many participants are involved in Jubileth-related events or activities, such as co-organizing or attending celebrations and performances.
- **Racial Equity and Justice Work (5 responses, 7.0%):** Participants are actively engaged in efforts aimed at racial equity and justice, often working with community organizations and initiatives to promote systemic change.
- **DEI Education and Training (4 responses, 5.6%):** Participants engage in DEI education through professional roles or by facilitating training for organizations to raise awareness and promote diversity, equity, and inclusion.
- **Organizational and Workplace DEI Work (5 responses, 7.0%):** Focus on DEI initiatives within organizations, including building frameworks and supporting diversity in the workplace through policies and practices that foster inclusion and belonging.
- **Educational Equity and Advocacy (5 responses, 7.0%):** Many participants are involved in promoting educational equity and advocacy, working to ensure fair access to educational opportunities for all students, particularly those from marginalized groups.
- **Community and Government Collaboration (7 responses, 10.0%):** Many participants are involved in collaborative efforts between community organizations and government entities, working together to address equity and justice issues at a systemic level.
- **Disability Equity (2 responses, 2.8%):** Involvement in disability advocacy, including Special Olympic participation and board membership, working to create more inclusive environments for people with disabilities.
- **Health Equity (3 responses, 4.2%):** Focus on advancing health equity, ensuring equal access to health care services and promoting better health outcomes for underserved communities.
- **General Community Support (4 responses, 5.6%):** Many participants are engaged in supporting community initiatives, whether through volunteering, providing resources, or advocating for local causes.
- **Arts and Cultural Advocacy (2 responses, 2.8%):** Engagement in promoting arts and cultural initiatives, with a focus on increasing representation and access to cultural experiences for diverse communities.
- **Engagement Through Personal DEI Learning (2 responses, 2.8%):** Participants are committed to ongoing personal development in DEI through learning, attending workshops, and engaging in discussions to broaden their understanding.
- **Other (4 responses, 5.6%):** Various other forms of community involvement and advocacy, including unique projects and initiatives not covered in the categories above.
- **NA/None (4 responses, 5.6%):** Responses indicating no involvement or relevance to the categories listed.
- **No Response (11 responses, 15.2%):** Participants who did not provide a response regarding their involvement or area of interest.

Nationality of Registered Attendees



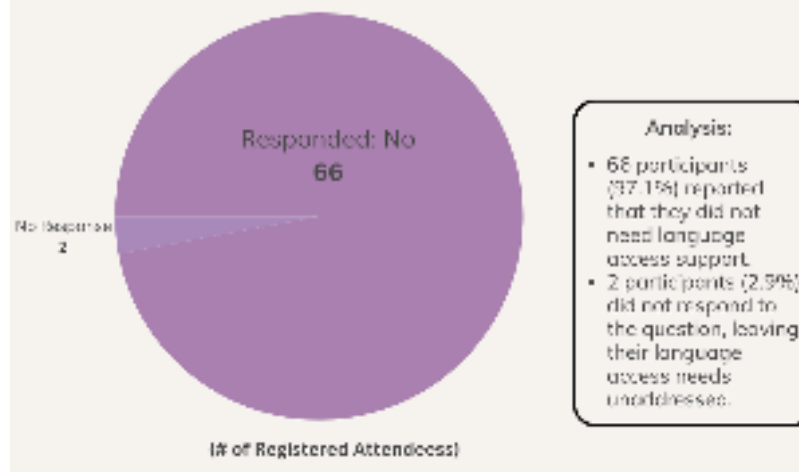
Analysis of Registered Participants' Nationalities

- 21 entries are focused on the USA / United States / American national identity, with "American" (8) being the most common term, followed by "USA" (6), "US" (4), and "United States" (2).
- 2 entries are related to citizenship status, with "US citizen" and "American-citizen" each mentioned once.
- 8 entries reflect various nationalities, including dual identities like "American/Iranian", "Ugandan-American", and nationalities like "Somali".
- 1 entry is related to a regional identifier, "North American".
- 35 entries reflect no responses or blank entries.

Conclusions:

1. U.S.-centric identity is overwhelmingly the most common, with most people identifying simply as "American" or "USA".
2. Citizenship seems to be less emphasized as an identifier, with fewer people focusing on their legal status.
3. The blank responses (35) could reflect either non-response or reluctance to categorize and may warrant further exploration in future studies to understand why some individuals opted not to specify their nationality.

Language Access Support Request Responses by Registered Attendees



Appendix E: Vision and Purpose

Registration

Racial Equity, Inclusion, and Belonging Purpose and Vision Redesign
Community Conversation

Date, Time, Location

The City of Burlington Racial Equity, Inclusion, and Belonging (REIB) Office Purpose and Vision Redesign Community Conversations are designed for community partners to give their input on the REIB's purpose and vision updates, helping to directly shape our equity work.

1. First and Last Name
2. Email
3. Pronouns (e.g. they/them, optional)
4. Current Activity (e.g. Employed Full-time or part time, student, retired, disability, unemployed, etc. - Optional)
5. Organization and Role (Optional or NA)
6. Do you need to attend remotely due to accessibility or other reasons?
 - a. Yes
 - b. No, I will attend in person
7. Race (optional)
8. Nationality (optional)
9. Gender (optional)
10. Age (optional)
11. Disability Status (optional)
12. Describe your previous involvement with REIB or related equity work.
13. Do you need translation support?
 - a. Yes
 - b. No
14. Do you require accommodations to participate? If so, please explain.
15. Is there anything else we should know to support your participation?