



Racial, Equity, Inclusion, and Belonging

Tuesday, July 15, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Held in the Sharon Bushor Conference Room, Ground Floor City Hall

OR

via Zoom Meeting

<https://zoom.us/j/92744162495>

Meeting ID: 927 4416 2495

Or Use Phone number: 305-224-1968

Meeting ID: 927 4416 2495

1. Call to Order

2. Adopt the Agenda

3. Adopt Minutes

Subject	3.1. May 2025
Meeting	July 15, 2025 - REIB City Council Committee Meeting - Tuesday, July 15, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category	3. Adopt Minutes
Department	Racial Equity, Inclusion, & Belonging (REIB)
Type	

4. Public Forum

5. REIB Path Forward

Subject	5.1. Staffing Updates
Meeting	July 15, 2025 - REIB City Council Committee Meeting - Tuesday, July 15, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category	5. REIB Path Forward
Department	Racial Equity, Inclusion, & Belonging (REIB)

Type

Subject 5.2. REIB Charter Update

Meeting July 15, 2025 - REIB City Council Committee Meeting - Tuesday, July 15, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Category 5. REIB Path Forward

Department Racial Equity, Inclusion, & Belonging (REIB)

Type

6. Councilor Updates

7. Community Forum

8. Adjournment

Subject 8.1. Motion to adjourn

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Category 8. Adjournment

Department Council and Board

Type

Recommended Action

9. Informational and Non-Discrimination Statements

Subject 9.1. This agenda is available in alternative formats upon request. For more information on access, call Lori Olberg, Licensing, Voting and Records Coordinator (802-865-7136)(TTY 802-865-7142). Persons with disabilities who require assistance or special arrangements to participate are encouraged to contact 802-865-7000 (voice) or 802-865-7142 (TTY) at least 72 hours in advance so that proper arrangements can be made. This meeting will also air on Town Meeting TV the Wednesday after the meeting, starting at 8:00 pm and repeating at 1:00 am and 7:00 am the following day. The City of Burlington will not tolerate unlawful harassment or discrimination on the basis of political or religious affiliation, race, color, national origin, place of birth, ancestry, age, sex, sexual orientation, gender identity, marital status, veteran status, disability, HIV positive status, crime victim status or genetic information.

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Category 9. Informational and Non-Discrimination Statements

Department Council and Board

Type

Minutes taken by: Vicky Luciano

REIB City Council Committee

May 20, 2025 5:30 – 7:00 pm

Sharon Bushor Room

Attendees:

Christian Berry, Interim Director REIB (in person)

Katie Greene, Community and Belonging Program Manager REIB (in person)

Vicky Luciano, Administrative and Financial Coordinator REIB (in person)

Councilor Melo Grant (in person)

Councilor Becca Brown McKnight (in person)

Councilor Ranjit "Buddy" Singh (virtual)

Rev. Mark Hughes: mark@vtracialjusticealliance.org (virtual)

Christine Hughes: christine@richardkempcenter.org (virtual)

Lizzy Clements: clements.lizzy@gmail.com (virtual)

Meeting Convened: 5:32 PM

Agenda:

1. Motion to Approve Agenda

- a. Councilor Grant motioned to approve. Councilor McKnight seconded. Unanimous pass

2. Motion to Approve Meeting Minutes

- a. Councilor Grant moved to amend the adjournment of the previous meeting and to amend the previous meeting's agenda. Councilor McKnight seconded.

3. Public Forum

- a. Christine Hughes expressed it was good to hear the Juneteenth celebrations were a success. She expressed support for Director Berry and Katie from the REIB. She expressed an appreciation for collaboration and wants to collaborate more closely. Refer to the video.
- b. Reverend Mark Hughes congratulated the REIB for the success of Juneteenth and expressed respect for Director Berry's leadership. Highlighted the Richard Kemp Center's upcoming event. Refer to the video.

4. REIB Path Forward

a. Staffing Updates:

- i. Director Berry welcomed the new Admin/Finance Coordinator, Vicky Luciano. Education and Public Health Program Manager roles on hold until new Director is in place. Planning to hire Education Program Manager by October and the Health Equity program manager in January. Councilor Grant informed the application process is closed. Time is being held later in July for interviews for the Director position. Councilor Grant reiterated support for Director Berry.
- ii. The Trusted Community Voices has fully transitioned to the REIB. In August the Trusted Community Voices will be coming to the REIB City Council Committee Meetings. Trusted Community Voices will be meeting with Director Berry once a month.
- iii. The REIB gained the Vermont Language Access policy implementation. The REIB will be bringing the conversation about the Vermont Language Access policy implementation to the REIB City Council Committee.

b. REIB Charter Update:

- i. Draft Charter language was moved to the Charter Change Committee

- ii. Councilor Grant suggested having a strategic plan to engage supporters of the department and supporters of having this department be chartered.
 - iii. Councilor McKnight shared they are the chair of the Charter Change Committee. The committee will prioritize listening to a diverse set of voices throughout the process and invited Director Berry to be a part of the process.
- c. Juneteenth**
- i. Councilor Grant asked about Juneteenth. Director Berry informed everyone that the REIB received a lot of great feedback from the community and gave a shoutout to Katie from the REIB. The councilors thanked the REIB and everyone who supported for a great Juneteenth. Councilor Grant suggested starting fundraising efforts early for next year's Juneteenth and asked for a list of the Juneteenth sponsors to write thank you notes from the committee. Councilor McKnight and Councilor Singh expressed an interest in helping. Director Berry informed everyone what was not spent for Juneteenth will rollover for next year's community celebration line.
- 5. Councilor Updates**
- a. Director Berry and Councilor Grant will connect to talk about schedules for TCV. Councilor Grant wants to hear from those who received funds from the Empowerment Fund
 - b. Grant wants to invite community-based organizations that represent or do work with marginalized communities.
 - c. Grant apologized for taking time away from the last meeting
- 6. Community Forum**
- a. Rev Mark Hughes had questions about the REIB Charter. Refer to the video
- 7. Motion to Adjourn**
- a. Councilor Grant motions to adjourn at 6:33 Councilor McKnight seconds

Minutes taken by: Vicky Luciano