



Racial, Equity, Inclusion, and Belonging

Tuesday, August 19, 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/96324562039>

Meeting ID: 963 2456 2039

Or Use Phone number: 305-224-1968

Meeting ID: 963 2456 2039

1. Call to Order

2. Motion to Approve Agenda

3. Motion to Approve Meeting Minutes

Subject	3.1. July 2025
Meeting	August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category	3. Motion to Approve Meeting Minutes
Department	Racial Equity, Inclusion, & Belonging (REIB)
Type	

4. Public Forum

5. REIB Updates

Subject	5.1. Staffing
Meeting	August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category	5. REIB Updates
Department	Racial Equity, Inclusion, & Belonging (REIB)

Type

Recommended Action

Subject **5.1. Director Search Process**
Meeting August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category 5. REIB Updates
Department Racial Equity, Inclusion, & Belonging (REIB)

Type

Recommended Action

Subject **5.1. REIB Charter Update**
Meeting August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category 5. REIB Updates
Department Racial Equity, Inclusion, & Belonging (REIB)

Type

Recommended Action

Subject **5.1. BIPOC Stakeholder Meeting: Policing & Community Safety**
Meeting August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category 5. REIB Updates
Department Racial Equity, Inclusion, & Belonging (REIB)

Type

Recommended Action

Subject **5.1. Community Engagement (Katie)**
Meeting August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category 5. REIB Updates
Department Racial Equity, Inclusion, & Belonging (REIB)

Type

Recommended Action

Subject **5.2. TCV Updates**
Meeting August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Category 5. REIB Updates
Department Racial Equity, Inclusion, & Belonging (REIB)
Type
Recommended Action

Subject 5.2. Back-to-School Backpack Initiative
Meeting August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Category 5. REIB Updates
Department Racial Equity, Inclusion, & Belonging (REIB)
Type
Recommended Action

Subject 5.2. Community Updates
Meeting August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Category 5. REIB Updates
Department Racial Equity, Inclusion, & Belonging (REIB)
Type
Recommended Action

6. Community Forum

Subject 6.1. Ingrid Jonas, Senior Advisor on Community Safety
Meeting August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category 6. Community Forum
Department Racial Equity, Inclusion, & Belonging (REIB)
Type

Subject 6.1. Situation Table
Meeting August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Category 6. Community Forum
Department Racial Equity, Inclusion, & Belonging (REIB)
Type
Recommended Action

Subject 6.2. BPD Police Chief Process
Meeting August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category 6. Community Forum
Department Racial Equity, Inclusion, & Belonging (REIB)
Type

7. Wrap Up & Motion to Adjourn

Subject 7.1. Next REIB City Council Committee Meeting
Meeting August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category 7. Wrap Up & Motion to Adjourn
Department Council and Board
Type
Recommended Action

Subject 7.1. Tuesday, September 16, 2025
Meeting August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category 7. Wrap Up & Motion to Adjourn
Department Racial Equity, Inclusion, & Belonging (REIB)
Type
Recommended Action

8. Informational and Non-Discrimination Statements

Subject 8.1. 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.
Meeting August 19, 2025 - REIB City Council Committee Meeting - Tuesday, August 19, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category 8. Informational and Non-Discrimination Statements
Department Council and Board
Type



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

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

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.

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

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.

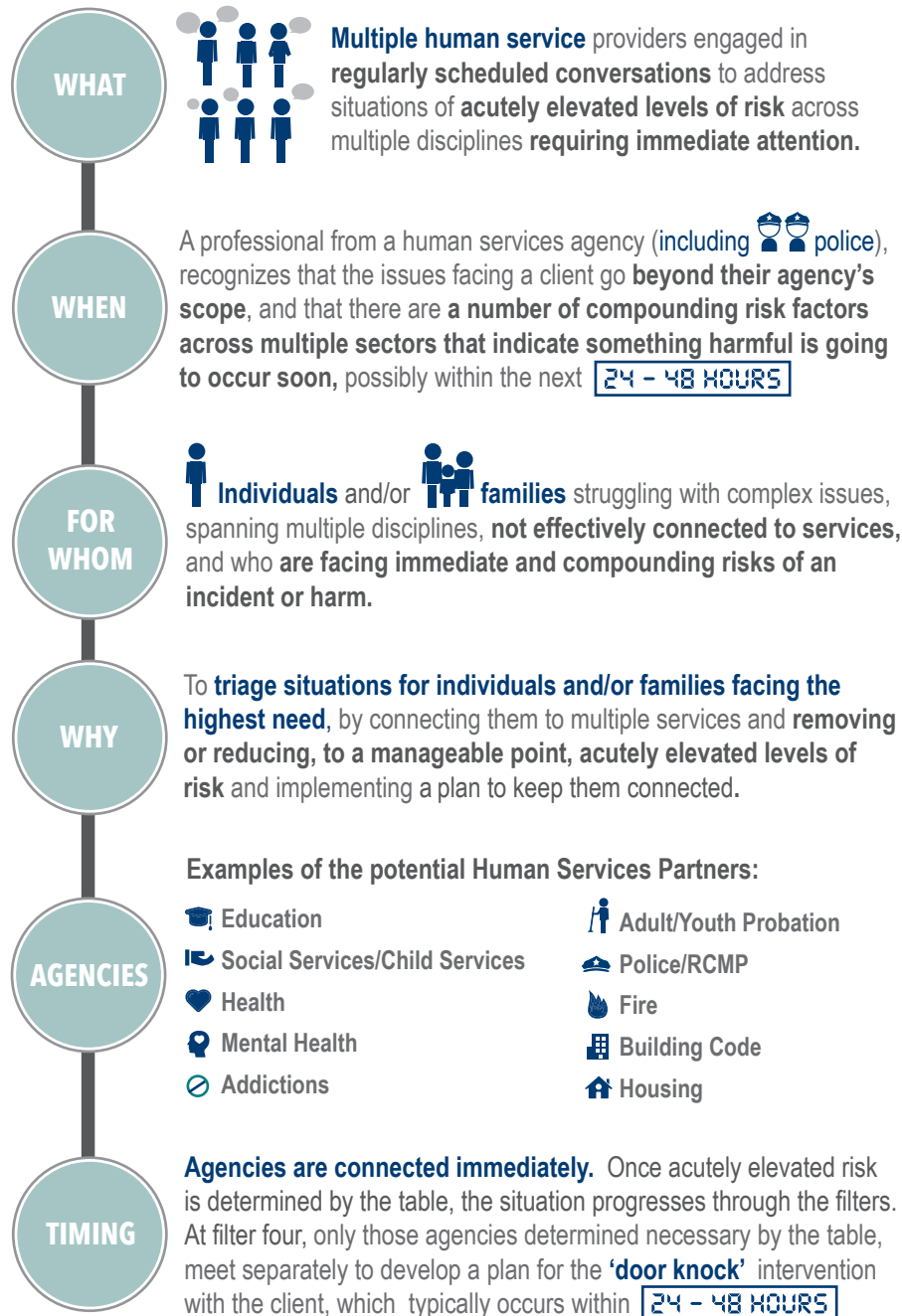
b. REIB Charter Update:

- 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

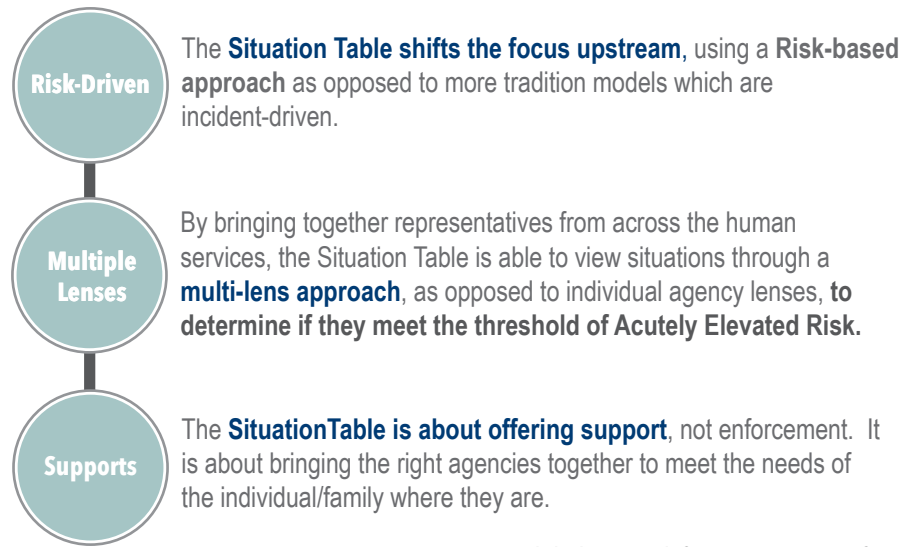
STRUCTURE



FACTORS



FOCUS



Enhancing Overdose Response through Data-Driven Innovation.

Public Health - Dayton & Montgomery's Recovery Outreach Team, a Quick Response Team (QRT), in partnership with Ascend Innovations and Cordata Healthcare Innovations, conducted an analysis to explore the impact of QRT engagement on clients' interactions with local healthcare and criminal justice systems. The analysis included 3,050 individuals who were referred to the QRT between August 2018 and April 2022. Of those referrals, half (n=1,550) had at least one contact with the QRT. The QRT clients were mostly male (59%) and white (72%). Most individuals that engaged with the QRT were insured by Medicaid (65%) or Medicare (17.51%). Nearly 6% were uninsured.

A statistical testing method was used to compare clients' system encounters before and after they engaged with the QRT (pre- and post-testing).

KEY TAKEAWAYS

Making an impact on individuals struggling with substance use.

- ✓ **Reduced Death Rates**
 QRTs save lives based on analysis of coroners' case records.
- ✓ **Healthcare**
 QRTs reduce Emergency Department use across all diagnoses and behavioral health specific diagnoses.
- ✓ **Criminal Justice**
 QRTs reduce non-drug related arrests. Clients who engaged in the QRT had a reduction in violent crime (new charges).
- ✓ **Medicaid**
 QRT clients had significantly lower hospital-related Medicaid billings than those who didn't engage with QRT.
- ✓ **Mental Health**
 Approximately 5% of overdoses documented by the QRT are "intentional overdoses."

QRT reduces healthcare & criminal justice interactions.

QRT clients saw **reductions in hospital utilization & charges.**

- ✓ **Significant reductions in healthcare charges** when comparing the year before they were referred to QRT with the year after their referral. The more contacts a client had with QRT, the more their total charges dropped (see table below on the right).
- ✓ **Reductions in arrests** that were non-drug related.

QRT clients saw **reductions in criminal justice interactions.**

- ✓ **Fewer Emergency Department visits** in the 6 months after receiving support than in the 6 months prior to connecting with QRT.
- ✓ **Fewer new charges for violent crimes** in the 6 months after their QRT engagement than in the 6 months prior to connecting with QRT.

TOTAL INTERACTIONS WITH LOCAL SYSTEMS FOR THE POPULATION OF STUDY*

QRT Contacts	Before QRT	After QRT	Change
0	37,583	35,188	-6.4%
1	21,958	15,562	-29.13%
2	8,181	4,410	-46.1%
3+	7,923	3,711	-53.16%

*Local systems include law enforcement, jail bookings, and hospital interactions.

AVERAGE TOTAL CHARGES ASSOCIATED WITH HOSPITAL EMERGENCY DEPARTMENT ENCOUNTERS

QRT Contacts	Before QRT	After QRT	Change
0	\$38,174	\$37,363	-2.12%
1	\$33,592	\$24,283	-27.7%
2	\$43,393	\$21,767	-49.81%
3+	\$48,991	\$27,173	-44.5%

*Note: Charges data displayed above reflects the 12 month period before and after QRT interactions.

Illustrating the Value of Improved Care Coordination.

See how enhancing care coordination can make an impact on the lives of our community members through the lens of one individual's journey.



Case Study: Jane Doe, 48

"Jane," was referred to the QRT after an overdose encounter with local law enforcement. In the year before she was connected with QRT, Jane had been **arrested several times**, was **in and out of the local jail**, and had more than **50 hospital encounters**. The QRT was able to successfully contact Jane, and she completed an intake into treatment.

AFTER INTERACTING WITH THE QRT:

- ✓ 14 successful contacts in 64 days (78% success rate)
- ✓ Majority of referrals from local police department, the rest through community sources
- ✓ Successful intake into treatment
- ✓ Decrease in jail encounters (2 v. 5 before)
- ✓ Most contact via phone calls, also hospital & professional
- ✓ One successful family / friend contact
- ✓ Twice referred to community recovery resources & recovery support meetings
- ✓ Decrease in hospital encounters (12 after v. 56 before)

INVESTING TO DRIVE OUTCOMES

Supporting Quick Response Teams in Ohio

Based on these results, here are ways to support QRTs and expand the impact of this work:

1 Provide funding & support to QRTs

QRT has big potential for impact, but QRTs still struggle to find consistent funding. Many QRTs are grant-funded; communities need a consistent source of funding to sustain this important work. In addition to funding, QRTs need coaching and training, support for data collection, and assistance evaluating and reporting on their work.

2 Invest in systems & networks that increase referrals to QRTs

Even one contact can make a difference; the more individuals who are referred to QRTs, the more lives can be saved. Today, many referral activities are manual and cumbersome; however, several communities (including Montgomery County) have implemented creative systems to streamline referrals. By investing in and scaling those communities' solutions, QRTs can provide support to more people.

3 Support enhanced data collection & analysis

Montgomery County is unique in its ability to conduct this analysis; however, every community needs high quality information to drive decision-making and program development. Communities should continue to support the existing data infrastructure for QRTs and explore pilot projects that expand the footprint of data available to the state and to local teams. Communities may consider data collection efforts that explore the overlap between mental health issues and addiction.

GET IN TOUCH

Interested in Learning More?

Ascend Innovations

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Public Health - Dayton & Montgomery County

Dawn Schwartz

COMMUNITY OVERDOSE ACTION TEAM PROJECT MANAGER

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