



## **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**

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### **2. Motion to Approve Agenda**

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### **3. Motion to Approve Meeting Minutes**

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<b>Subject</b>	<b>3.1. July 2025</b>
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**

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### **5. REIB Updates**

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<b>Subject</b>	<b>5.1. Staffing</b>
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

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**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

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**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

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**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

**Minutes taken by: Vicky Luciano**

**REIB City Council Committee**

**August 19, 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)

Richard Elliott (In Person)

Kelsa Summer Roidt (In Person)

Councilor Melo Grant: [megrant@burlingtonvt.gov](mailto:megrant@burlingtonvt.gov) (Virtual)

Councilor Ranjit "Buddy" Singh: [bsingh@burlingtonvt.gov](mailto:bsingh@burlingtonvt.gov) (Virtual)

Mona Tolba: [mtolba7@gmail.com](mailto:mtolba7@gmail.com) (Virtual)

Hemant Ghising: [hemanntamang2009@gmail.com](mailto:hemanntamang2009@gmail.com) (Virtual)

Jeff Smith: [jsmithncfcu1@gmail.com](mailto:jsmithncfcu1@gmail.com) (Virtual)

Lizzy Clements: [clements.lizzy@gmail.com](mailto:clements.lizzy@gmail.com) (Virtual)

Michelle Bookless: [michelle.bookless@gmail.com](mailto:michelle.bookless@gmail.com) (Virtual)

Tiffanie Katsuva: [katsuvatiffanie@gmail.com](mailto:katsuvatiffanie@gmail.com) (Virtual)

Loan Nguyen: [lnghuyen@burlingtonvt.gov](mailto:lnghuyen@burlingtonvt.gov) (Virtual)

Alicia Van Dyk: [avandyk@burlingtonvt.org](mailto:avandyk@burlingtonvt.org) (Virtual)

**Meeting Started: 5:33 PM**

**Agenda:**

**1. Motion to Approve Agenda**

- a. Councilor Grant approved the agenda with the amendment that Councilor Singh and Grant would provide info on the Situation Table and the Chief hiring process since Ingrid Jonas could not attend and Councilor Singh seconded. Unanimous pass.

**2. Motion to Approve Meeting Minutes**

- a. Councilor Grant approved the meeting minutes and Councilor Singh seconded. Unanimous pass.

**3. Public Forum**

- a. No one spoke during Public Forum.

**4. REIB Updates**

- a. **Staffing:**
  - i. **Director Search Process**

1. Director Berry informed everyone second round interviews have begun. They hope to have someone in place by the beginning of September.
2. Councilor Grant asked how this is affecting the hiring of the other vacant roles in the department. Director Berry said the other 2 roles won't be moving forward at this time. The Director will be hired first, then the Education Program Manager, and last the Health Equity Program Manager.
3. Councilor Grant stated publicly her support for Director Berry as the Director of the department.

**ii. REIB Charter Update**

1. Councilor Grant informed everyone City Council has a vote to push the REIB Charter forward to the Charter Change Committee. Initial Documentation has been provided where it will be reviewed and possibly expanded upon.
2. Director Berry informed everyone the Charter Change Committee meeting would be on September 15<sup>th</sup> at 1pm. Councilor McKnight is still working out the details of exact timing and location but will share it more broadly so people can attend and provide input. At the next REIB City Council Committee meeting, space can be held for a community forum discussion for those who can't attend the Charter Change Committee meeting.

**iii. BIPOC Stakeholder Meeting: Policing & Community Safety**

1. Director Berry informed everyone of what the purpose of the BIPOC Stakeholder meeting was and summarized what Interim Chief Burke and Ingrid Jonas, the special advisor on community safety, shared in the meeting. Director Berry shared hopes that the meetings will continue. Refer to the video.
2. Councilor Grant shared thoughts on past incidents that hurt BPD's relationships in parts of the community and their process. She expressed her hope for specific updates and specific examples of what can be done to improve community engagement. She shared that she is giving them grace as they stabilize with the search of a new chief.
3. Councilor Singh encouraged people to watch the BIPOC Stakeholders meeting as it had good information on how use of force reports is handled. He encouraged people to engage with the officers in their community so officers feel they are included in the community.
4. Councilor Grant talked about her disapproval of how the past incidents were handled. Refer to video.
5. Richard Elliott asked for more details about the past incidents. Councilor Grant provided info on one of the incidents and her email address to offer more info. Refer to the video. Elliot also asked if there was a way to access documentation on BPD improvements, best practices, and how to handle situations like de-escalation. Councilor Grant directed him to the city website and gave some background. Director Berry informed everyone that Interim Chief Burke expressed interest in coming to the meeting to answer and address questions. Refer to the video.
6. Mona Tolba expressed gratitude to Councilor Grant for speaking about BPD's incidents. Tolba shared an incident her son had with the police and expressed disapproval with the way things were addressed and how they are addressing things now. Councilor Grant offered to meet with Tolba to discuss further and said their needs to be more police equity training. Refer to the video.
7. Elliott said their needs to be something done at the community level as well on how to interact with police. Councilor Grant expressed that she believed it wouldn't work and there needs to be both training and education on the community level. Refer to the video.

#### **iv. Community Engagement (Katie)**

- a. Katie informed every one of the conversation series she and the REIB are working on. They have the IDEAL grant to do a conversation series focusing on the priorities of the mayor's office (housing, climate change, and environmental justice). The series will be open and accessible. It will be a space where constituents and partners can share their perspectives, build trust, and learn from people who can help inform the work. The REIB is looking to do the conversations in September and October.
  - i. Some surveys have gone out to community partners and community constituents to ask for feedback on what people want to talk about as it relates to those topics and she hopes to get feedback by the end of the week.
- b. Councilor Grant asked how much the grant was, Katie and Director Berry answered. Refer to video

#### **b. TCV Updates**

##### **i. Back to School Backpack Initiative**

1. Director Berry provided some background on what she has been doing with the Trusted Community Voices and informed everyone that the Back-to-School Backpack initiative was started by Tiffanie Katsuva. Director Berry invited the TCVs to comment. Tiffanie Katsuva introduced herself and told everyone what communities she works with.
2. Director Berry updated everyone on how the Back-to-School-Initiative went at AALV and informed everyone more backpacks and supplies will be ordered for the TCVs to distribute to their communities. Katie added what she thought about the event and told everyone what other things were included in the back-to-school event at AALV. Refer to the video.
3. Councilor Grant asked if Dave Harnett had a chance to come to the event. Director Berry answered no. Councilor Grant gave some background info on Dave Harnett and thanked the REIB for the good work. Refer to the video.

##### **ii. Community Updates**

1. Richard Elliott told everyone about the upcoming Pride Festival on September 5<sup>th</sup> at 12pm. Richard gave details about the parade and expressed interest in engaging with the city and other community partners for the festival. Elliott informed everyone he connected Director Berry with the executive director of the Pride Center. Elliott talked about working with the REIB on the Pride Center's Thrive Ball event. Councilor Grant asked for the info to be shared and expressed her community's possible interest in the Pride Center's events and interest in supporting their efforts. Refer to the video.
2. Councilor Grant reminded everyone of upcoming community events. On Saturday, August 23<sup>rd</sup> is First African Landing Day from 12pm-5pm at the Richard Kemp Center and Roosevelt Park. The following Saturday on August 30<sup>th</sup> will be A Dog Day. There will be events at the skate park. Refer to the video.

#### **5. Community Forum**

##### **a. Ingrid Jonas, Senior Advisor on Community Safety**

##### **i. Situation Table**

1. Councilor Grant informed everyone of what the Situation Table is, updated everyone on its progress, and gave some background information. Elliott responded by sharing a story of a community member he works with and expressed gratitude that organizations and agencies are going to start interacting and talking with each other so people, like the community member, don't fall through the cracks. Director Berry added that she could share info with Elliott about the Situation Table with Elliott. Refer to the video.

**b. BPD Police Chief Process**

- i. Councilor Grant informed everyone that Interim Chief Burke will be staying on for 2 years to stabilize the department. In addition, a new deputy chief has been hired, and the city is hiring an agency to participate in the search for the new police chief. There will be robust feedback from the community on what they would like to see in a new police chief. Refer to the video.

**6. Wrap Up & Motion to Adjourn**

**a. Next REIB City Council Committee Meeting**

**i. Tuesday, September 16, 2025**

1. Councilor Grant brought the meeting to an end at 6:49.

**Meeting Ended at: 6:49 PM**