



## **Racial, Equity, Inclusion, and Belonging**

**Tuesday, November 18, 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>**

**Webinar 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. September Minutes</b>   |
| Meeting        | November 18, 2025 - REIB City Council Committee Meeting - Tuesday, November 18, 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. Charter Change</b>  |
| Meeting        | November 18, 2025 - REIB City Council Committee Meeting - Tuesday, November 18, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB) |
| Category       | 5. REIB Updates   |
| Department     | Racial Equity, Inclusion, & Belonging (REIB)  |
| Type           |   |

## 6. 2020 Resolution

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| <b>Subject</b> | <b>6.1. 2020 Resolution</b>   |
| Meeting        | November 18, 2025 - REIB City Council Committee Meeting - Tuesday, November 18, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB) |
| Category       | 6. 2020 Resolution  |
| Department     | Racial Equity, Inclusion, & Belonging (REIB)  |
| Type           |   |
|                | Recommended Action  |

## 7. Reparations Task Force

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| <b>Subject</b> | <b>7.1. Reparations Task Force</b>  |
| Meeting        | November 18, 2025 - REIB City Council Committee Meeting - Tuesday, November 18, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB) |
| Category       | 7. Reparations Task Force   |
| Department     | Racial Equity, Inclusion, & Belonging (REIB)  |
| Type           |   |
|                | Recommended Action  |

## 8. Community Forum

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## 9. Adjournment

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| <b>Subject</b> | <b>9.1. Motion to adjourn</b>   |
| Meeting        | November 18, 2025 - REIB City Council Committee Meeting - Tuesday, November 18, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB) |
| Category       | 9. Adjournment  |
| Department     | Council and Board   |

Type

Recommended Action

## **10. Informational and Non-Discrimination Statements**

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| <b>Subject</b> | <b>10.1. 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.</b> |
| Meeting        | November 18, 2025 - REIB City Council Committee Meeting - Tuesday, November 18, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)   |
| Category       | 10. Informational and Non-Discrimination Statements   |
| Department     | Council and Board   |
| Type           |   |

**Minutes taken by: Vicky Luciano  
REIB City Council Committee  
November 18, 2025 5:30-7:00 pm  
Sharon Bushor Room**

### **Attendees:**

Kelli Perkins, Director REIB (in person)  
Katie Greene, Community and Belonging Program Manager REIB (in person)  
Vicky Luciano, Administrative and Financial Coordinator REIB (in person)  
Councilor Ranjit “Buddy” Singh (virtual)  
Councilor Becca Brown McKnight (virtual)  
Councilor Melo Grant (virtual)  
Emalee Levesque (virtual)  
Ferene Paris (virtual)

### **1. Call to Order**

- a. Councilor Grant asked Councilor Singh to take over as chair for the meeting. Councilor Singh accepted. Councilor Singh called the meeting to order at 5:36 pm

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

- a. Councilor Grant motioned to approve the agenda, Councilor Mcknight seconded. Motion passed unanimously.

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

- a. Councilor Grant motioned to approve the minutes, Councilor McKnight seconded.  
Motion passed unanimously

#### **4. Public Forum**

- a. Councilor Singh opened the floor to the public for comment. No one spoke.

#### **5. REIB Updates**

##### **a. Charter Change update**

- i. Councilor McKnight reported that the Charter Change passed unanimously at the council meeting. She thanked everyone who was involved in getting it moved forward. She said the next steps will be about communication and getting the news out to the public, doing some outreach, and advocacy with Statehouse representatives.
- ii. Director Perkins informed everyone Katie will be working on the town meeting day committee. She informed everyone they are looking into expanding strategies to reach constituents. Refer to the video.
- iii. Councilor Grant suggested reaching out to the Trusted Community Voices to help with reaching out to different communities. Refer to the video.

#### **6. 2020 Resolution**

- a. Director Perkins asked Councilor Grant to expand on what parts were completed and what parts were not to have an idea on how to move forward.
- b. Councilor Grant expanded on the 2020 Resolution and expressed there has been some positive changes in regards to the Burlington Police Department. She expressed concerns about how the REIB department assists other departments. She said she would like to see training being led by the REIB department across the city. Refer to the video.
- c. Councilor McKnight suggested the REIB and Mayor's office do a formal assessment to determine what needs to be done first.
- d. Councilor Singh echoed Councilor McKnight's suggestion. Refer to the video
- e. Councilor Grant expressed she would be open to scheduling a meeting with Director Perkins to review the 2020 Resolution and suggested talking to Reverend Mark Hughes.
- f. Director Perkins informed everyone Katie Greene is working on training with Human Resources, shared her thoughts on elevating training for supervisors, connected with the International Association of Chiefs of Police about the chief search, and connected with Chief Burke about training. She agreed developing a progress report for the resolution was a good idea. Director Perkins expressed hiring a Public Health Equity Manager could help actualize some of the goals. Refer to the video.

#### **7. Reparations Task Force**

- a. Councilor Grant informed everyone of where the Reparations Task Force left off.
- b. Director Perkins shared her thoughts on reparations and expressed that she would like to talk to the community to get feedback. Refer to the video.
- c. Katie Greene shared her thoughts on the Reparations Task Force's work. She talked about what went wrong and what next steps might look like. Refer to the video.
- d. Councilor Singh suggested reaching out to VHFA to talk about how to help others obtain equity. Refer to the video.

#### **8. Community Forum**

- a. Ferene Paris expressed excitement for the movement to charter the REIB Office. Paris said we are in a state of emergency with our civil rights. She thanked Director Perkins for centering African American descendants of slavery for reparations. She voiced the

harm that has come about with the 2020 resolution and mismanagement of funds.  
Refer to the video.

- b. Director Perkins updated everyone on the office's move. Refer to the video.
- c. Councilor Singh told everyone the next REIB City Council Subcommittee meeting will be December 16th

**9. Adjournment**

- a. Councilor Singh adjourned the meeting at 6:34 pm