



Racial, Equity, Inclusion, and Belonging

Tuesday, December 16, 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. Adopt the Agenda

3. Adopt Minutes

| | |
|----------------|---|
| Subject | 3.1. November 2025 |
| Meeting | December 16, 2025 - REIB City Council Committee Meeting - Tuesday, December 16, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB) |
| Category | 3. Adopt Minutes |
| Department | Racial Equity, Inclusion, & Belonging (REIB) |
| Type | |

4. Public Forum

5. Confirming Committee Meeting Dates/Times

| | |
|----------------|---|
| Subject | 5.1. January |
| Meeting | December 16, 2025 - REIB City Council Committee Meeting - Tuesday, December 16, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB) |
| Category | 5. Confirming Committee Meeting Dates/Times |
| Department | Racial Equity, Inclusion, & Belonging (REIB) |

Type

Recommended Action

Subject **5.2. February**

Meeting December 16, 2025 - REIB City Council Committee Meeting - Tuesday, December 16, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Category 5. Confirming Committee Meeting Dates/Times

Department Racial Equity, Inclusion, & Belonging (REIB)

Type

Recommended Action

6. Town Meeting Day 2026

Subject **6.1. Charter Change Resolution**

Meeting December 16, 2025 - REIB City Council Committee Meeting - Tuesday, December 16, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Category 6. Town Meeting Day 2026

Department Racial Equity, Inclusion, & Belonging (REIB)

Type

Recommended Action

7. 2020 Racial Justice Resolution

Subject **7.1. 2020 Resolution**

Meeting December 16, 2025 - REIB City Council Committee Meeting - Tuesday, December 16, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Category 7. 2020 Racial Justice Resolution

Department Racial Equity, Inclusion, & Belonging (REIB)

Type

Recommended Action

8. REIB Office Staff Updates

9. Adjournment

Subject **9.1. Motion to adjourn**

Meeting December 16, 2025 - REIB City Council Committee Meeting - Tuesday, December 16, 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

| | |
|------------|---|
| Subject | 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. |
| Meeting | December 16, 2025 - REIB City Council Committee Meeting - Tuesday, December 16, 2025, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB) |
| Category | 10. Informational and Non-Discrimination Statements |
| Department | Council and Board |
| Type | |



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Webinar 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. September Minutes |
| 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

5. REIB Updates

Subject **5.1. Charter Change**

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

Subject **6.1. 2020 Resolution**

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

Subject **7.1. Reparations Task Force**

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

9. Adjournment

Subject **9.1. Motion to adjourn**

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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| 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

Resolution Relating to

MARCH 3, 2026 ANNUAL CITY MEETING – CHARTER CHANGE RE:

ESTABLISHMENT OF THE OFFICE OF RACIAL EQUITY, INCLUSION, AND BELONGING

Sponsor(s): Charter Change Committee

Introduced:

Referred to:

Action:

Date:

Signed by Mayor:

CITY OF BURLINGTON

In the year Two Thousand Twenty-Five.....

Resolved by the City Council of the City of Burlington, as follows:

1. WHEREAS, the City of Burlington is committed to advancing racial equity, inclusion, and belonging as foundational principles in municipal governance and community life; and
2. WHEREAS, the City recognizes the importance of establishing a permanent Office of Racial Equity, Inclusion, and Belonging (“REIB”) to lead, coordinate, and advance this work across all departments; and
3. WHEREAS, the REIB Office plays a critical role in developing strategies, advising policy, and building inclusive community engagement processes that foster equity and belonging for all Burlington constituents; and
4. WHEREAS, the formal creation of this office within the City Charter will strengthen accountability, sustainability, and institutional commitment to this work;

NOW, THEREFORE, BE IT RESOLVED that the City Council approves the following amendment to the City Charter and requests that the Mayor warn the following question and place it on the ballot for the Annual City Meeting to be held on March 3, 2026, and that the City Clerk set public hearings on this question in accordance with § 303 of the City Charter and 17 V.S.A. § 2645:

“Shall the Charter of the City of Burlington, Acts of 1948, No. 298, as amended, be further amended as follows?”:

§ 374 Enumerated:

Office of Racial Equity, Inclusion, and Belonging

- (a) The City of Burlington shall form an Office of Racial Equity, Inclusion, and Belonging (“REIB”) and establish a Director of Racial Equity, Inclusion, and Belonging.
- (b) The REIB Director role shall be a permanent position in the City, selected and hired in accordance with City of Burlington Human Resources policies and procedures, and shall report directly to the Mayor.
- (c) The REIB Office shall be under the supervision, direction, and control of the Director, subject to the orders and ordinances of the City Council.
- (d) The Office of Racial Equity, Inclusion, and Belonging administrative officer shall have all of the powers, duties, and responsibilities as are provided in the Racial Equity, Inclusion, and Belonging Director position description.
- (e) Subject to the orders and ordinances of the City Council, the Mayor and REIB Director shall develop and implement a comprehensive racial equity, inclusion, and belonging strategy for the City of Burlington.
- (f) In furtherance of this work, the REIB Director shall, subject to the orders and ordinances of the City Council, have the following rights, powers, and duties, and implement such alongside all City departments:
 - To work on behalf of the City to advance equity and social justice by championing diversity, inclusion, belonging, and anti-racism.
 - To develop, coordinate, implement, and administer racial equity and inclusion strategies and projects for the City.
 - To provide consultation to City departments, the Mayor’s Office, and City Council policy and program changes to better advance racial equity and inclusion in the City.
 - To enhance representation in City government through decision-making bodies, community engagement initiatives, and policy development processes for folks who hold underserved community identities.
 - To coordinate and facilitate constituent engagement in the City that encourages inclusive spaces for engagement with City government.

Resolution Relating to

**RACIAL JUSTICE THROUGH ECONOMIC AND
CRIMINAL JUSTICE**

****revised version****

RESOLUTION 5.12

Sponsors: Councilors Hightower,
Hanson, Stromberg, Tracy, Freeman,
Pine, Paul, Paulino, and Carpenter

Introduced: 06/29/20

Referred to: _____

Action: amended; adopted

Date: 06/29/20

Signed by Mayor: 07/13/20

CITY OF BURLINGTON

In the year Two Thousand Twenty

Resolved by the City Council of the City of Burlington, as follows:

1 That WHEREAS, systemic racism is at the heart of our economy and continues to adversely impact BIPOC
2 people across all systems of society, including employment, housing, education, access to health services, the
3 justice system, economic development, and across all systems of government; and

4 WHEREAS, the median wealth of a black family is 1/13th the median wealth of a white family;
5 unemployment rates for African Americans have averaged twice those of whites since data has been recorded;
6 home ownership for black families is a fraction of that of whites; and a study by Vermont Legal Aid found
7 black New Americans may be discriminated against over fifty percent of the time they seek to rent; and

8 WHEREAS black individuals are on average more likely to see negative health outcomes such as
9 hypertension, heart disease, diabetes and asthma, and are less likely to have a primary care provider and less
10 likely to be insured; have been subjected to racist medical theories, unethical sanctioned research, and through
11 environmental racism are more exposed to polluted air, water, and soil; and

12 WHEREAS, COVID-19 has exacerbated the impacts of systemic racism BIPOC communities face as
13 they *disproportionally* have fewer cash reserves, have less access to COVID-19 relief funds, are more likely to
14 be employed as essential workers with limited ability to work from home, are more likely to face eviction or
15 foreclosure, experience barriers to remote education, and are less likely to receive timely COVID-targeted
16 testing or adequate care; and

17 WHEREAS, diverse approaches to public safety through the use of social workers, addiction and
18 recovery specialists, mental health professionals and others prepared and trained to respond to conflict
19 challenges in our community in a variety of ways rather than solely policing, have been shown to decrease
20 crime, increase public safety, and de-escalate potentially dangerous situations for community members and
21 police alike; and

22 WHEREAS, the above approaches can be particularly beneficial to the community when anti-
23 oppression and racial bias trainings and policies are incorporated consistently, as well as when paired with
24 economic justice initiatives; and

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ORIGINAL

DISTRIBUTION:

I hereby certify that this resolution has been sent to the following department(s) on

RESOLUTION RELATING TO

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Adopted by the City Council

....., 20.....

..... Clerk

Approved....., 20.....

..... Mayor

Vol. Page

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25 WHEREAS, the role of the City of Burlington’s public safety employees should be to serve the public,
26 build community trust, and ensure the safety of all community members; and

27 WHEREAS, policing in the United States has its roots in the Fugitive Slave Act and continues to
28 largely protect middle and upper class white communities and their property while over-policing BIPOC
29 communities through disproportionate stops, contact with youth in schools, and targeted community policing,
30 resulting in the disproportionate arrests, uses of force, and incarcerations of BIPOC individuals that have
31 created long-lasting physical, emotional, social and economic damage; and

32 WHEREAS, a significant number of members of the public have shared their experiences and
33 expressed their concern that the Burlington Police Department has failed to equally and safely serve the public
34 or provide sufficient accountability, causing a loss of trust and ultimately leaving BIPOC communities, in
35 particular, less safe; and

36 WHEREAS, significant members of the public have shared their concerns that officers Jason
37 Bellavance, Cory Campbell, and Joseph Corrow have inflicted significant physical harm on members of our
38 community and that these officers’ continued service on the Burlington Police Department makes them feel
39 unsafe; and

40 WHEREAS, Burlington’s number of police officers per capita is more than thirty percent above that of
41 the national average, as well as thirty percent above the median of a survey of university cities with
42 comparable demographic characteristics; and

43 WHEREAS, black students are disciplined at far higher rates in our schools and schools across the
44 country and are far more likely to come into contact with School Resource Officers; and

45 WHEREAS, data collected by the Burlington Police Department reflects racial disparities in policed
46 neighborhoods, contact with youth, traffic stops, search rates, use of force and arrest rates;

47 NOW, THEREFORE, BE IT RESOLVED that the City Council declares racism a citywide health
48 crisis; and

49 BE IT FURTHER RESOLVED that the City of Burlington shall prioritize the eradication of systemic
50 racism in the creation of the municipal budget; and

51 BE IT FURTHER RESOLVED that the Burlington Police Department decrease through attrition,
52 allowing officers to elect of their own accord to retire or leave for other reasons, the maximum total number of
53 uniformed police officers by 30% from 105 to 74 uniformed officers; and

54 BE IT FURTHER RESOLVED that the general fund dollars freed up by reducing the number of
55 uniformed officers shall be used to reduce the demand for police services through a variety of social services,

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Adopted by the City Council

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..... Clerk

Approved....., 20.....

..... Mayor

Vol. Page

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Attest:

56 as well as social justice, racial justice, and economic justice initiatives, including a community-based cultural
57 empowerment center, a minority-owned business municipal procurement program, and a capital access
58 program, as well as operational capacity for the Racial Equity, Inclusion and Belonging function as a City
59 Office with at least one staff person in addition to the director and funding for a baseline assessment; and

60 BE IT FURTHER RESOLVED that the City shall terminate the Memorandum of Understanding
61 between the Burlington School District and the Burlington Police Department by the end of spring semester
62 2021, ensuring that BPD officers not be used for wellness calls and ending the full-time use of BPD School
63 Resource Officers (SROs). The Council recommends the City and School District come together in the 2020
64 calendar year to identify the functions SROs have performed that do not require law enforcement officers;
65 define a new role that will perform as many of these functions as possible under a restorative practices
66 framework; and create procedures for a coordinated approach between the District, the Community Justice
67 Center, and the BPD to implement restorative practices for all of Burlington's school children, regardless of
68 the school they attend; and

69 BE IT FURTHER RESOLVED that a joint committee of the City Council Public Safety Committee
70 and Police Commission begin an inquiry by July 31 into the question of how to build a healthy and safe
71 community and what institutions we need to reach that goal, and that this inquiry include a full operational and
72 functional assessment of the Burlington Police Department that analyzes who, what, where, and how the
73 department polices and includes a review and analysis of the assessment with full community participation
74 and input, followed by the implementation of a methodical transition to a public safety apparatus that delivers
75 services aligned with the values and vision of the community with the first report to the full Council by the
76 first Council meeting in October 2020; and

77 BE IT FURTHER RESOLVED that the above assessment should include rigorous public process and
78 input and include local groups such as the Racial Justice Alliance, Howard Center, Boys and Girls Club, Anew
79 Place, Spectrum Youth and Family Services and others, and Burlington Police Department participation in this
80 process; and

81 BE IT FURTHER RESOLVED that trainings or events that explore the roots, impacts and solutions to
82 systemic oppression, including but not limited to systemic racism, are required for City staff at all levels at
83 least two times per year, and three times per year for members of our criminal justice system, for improved
84 awareness of how perceptions and behaviors can be managed from a culturally competent foundation.
85 Trainings and events should be greatly varied and be done in partnership with, as they are able, local racial or

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ORIGINAL

DISTRIBUTION:

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RESOLUTION RELATING TO

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Adopted by the City Council

....., 20.....

..... Clerk

Approved....., 20.....

..... Mayor

Vol. Page

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Attest:

86 social justice groups to ensure mutual understanding and proactive confrontation of the role of systemic state-
87 sanctioned oppression; and

88 BE IT FURTHER RESOLVED that the City establish a task force to consider an apology or
89 reparations for the role that Burlington has played in Chattel Slavery; and

90 BE IT FURTHER RESOLVED that the citizen-led Police Commission be entrusted with access to all
91 complaints about sworn officers and the city-council based Public Safety Committee with all such public
92 complaints with the choice on which ones to follow-up on, and that the complaint form as well as the
93 complaint review process be updated to reflect this; and

94 BE IT FURTHER RESOLVED that the Police Commission will be entrusted with and may ask for the
95 collection of additional quarterly demographic-disaggregated data such as officer-citizen encounters; and

96 BE IT FURTHER RESOLVED that the Charter Change Committee review and propose amendments
97 to the City Charter that authorize the Police Commission to approve by simple majority any disciplinary
98 decision, including a decision of non-discipline, the Police Chief wishes to implement in a use-of-force case,
99 with such approval including the right to impose a new and different discipline as the Commission deems
100 appropriate; and

101 BE IT FURTHER RESOLVED that the City should negotiate for mandatory requirements to report
102 use of force, stronger disciplinary measures and full transparency of disciplinary proceedings in police
103 encounters involving brutal or excessive force, or in cases in which there was a failure to report use of force,
104 in the next contract with the Burlington Police Officer's Association.

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111 lb/EBlackwood/Resolutions 2020/City Council - Racial Justice through Economic & Criminal Justice

112 7/2/20

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ORIGINAL

RESOLUTION RELATING TO

DISTRIBUTION:

I hereby certify that this resolution has been sent to the following department(s) on

Racial Justice Through Economic And Criminal Justice

Linda Blanchard, City Attorney's Office

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.....
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Recommended
Adopted by the City Council

..... June 29, 2020

[Signature]
..... Clerk

Approved *July 13* 2020

[Signature]
..... Mayor
..... Page

[Signature]
Attest
Lori Olberg
Licensing, Voting and Records Coordinator

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