



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

Minutes Taken by: Vicky Luciano

REIB City Council Committee

December 16th, 2025 5:30-7:00 pm

Sharon Bushor Room

Attendees:

Kelli Perkins, Director REIB (in person)

Christian Berry, Communications and Community Engagement Manager 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 (virtual)

Councilor Becca Brown McKnight (virtual)

Councilor Ranjit “Buddy” Singh (virtual)

Bruce Wilson (in person)

Christine Hughes (virtual)

Reverend Mark Hughes (virtual)

Mona Tolba (virtual)

Keren Sita (virtual)

1. Call to Order

- a. Councilor Grant called the meeting to order at 5:35 pm

2. Adopt the Agenda

- a. Councilor McKnight motioned to approve the agenda. Councilor Singh seconded. Motion passed unanimously.

3. Adopt Minutes

- a. Councilor McKnight motioned to adopt the minutes. Councilor Singh seconded. Motion passed unanimously approved.

4. Public Forum

- a. Councilor Singh opened the floor to the public. No one talked.

5. Confirming Committee Meeting Dates/Times

a. January

- i. Councilor Grant informed everyone the next meeting conflicts with a City Council Meeting and suggested moving the next REIB City Council Committee Meeting to Wednesday, January 21st. Councilor Grant asked if this worked for the other Councilors and the REIB staff and everyone agreed.

b. February

- i. Councilor McKnight informed everyone there is a conflict with the February 17th REIB City Council Committee Meeting. Councilor Grant suggested moving the meeting to Tuesday, February 10th and asked if this worked for the other Councilors and REIB staff, everyone agreed.

6. Town Meeting Day 2026

- a. Councilor Grant reminded everyone that the charter change would be on the ballot for Town Meeting Day 2026.
- b. Director Perkins informed everyone that Katie Greene has been working on the education portion of the Charter Change and Christian Berry is back and ready to work on this as well. Katie Greene shared information about the approach that will be taken for education regarding the Charter Change being on the ballot. Councilor Grant

expressed interest in engaging the Trusted Community Voices to help with education on the Charter Change. Refer to the Video.

- i. Bruce Wilson added the public should always know what is going on with the REIB and is unsure a website will be the best way of sharing info.

7. 2020 Racial Justice Resolution

- a. Councilor Grant went over the 2020 Racial Justice Resolution resolves. Councilor Grant determined progress has been made and some resolves still need to be worked on. Director Perkins informed Councilor Grant the discussion on funding for the Richard Kemp Center at Board of Finance was put on pause, pending a meeting with the Mayor's office and the CAO's Office to understand how determinations were made about the fund for racial justice over the course of 5 years. Director Perkins updated everyone on the status of the CEDO microloans. Councilor Grant asked Director Perkins to invite someone to attend the January or February meeting to talk about the program. Councilor Grant let everyone know she will follow up with the Mayor's office to talk about the RFPs. Councilor Grant noted that the city is adding diverse community safety response systems. It was determined that the city resolved the termination of the MOU between the Burlington School District and the Burlington Police Department. She determined issues arose when trying to analyze how to build a healthy and safe community and find what institutions were needed to reach that goal and this resolve needed to be revisited. Director Perkins and Katie Greene shared info about the trainings that are being created with the Human Resources Department. Councilor Grant determined the topic of reparations needs to be revisited. Councilor Grant determined the Police Commission has regressed and this resolution needs to be looked into. Refer to the video.

8. REIB Office Staff Updates

- a. No Updates

9. Motion to Adjourn

- a. Councilor Grant adjourned the meeting at 6:59 pm