



Thursday, January 22, 2026, 6:00 PM, Contois Auditorium, 149 Church Street, 2nd Floor

Join from PC, Mac, iPad, or Android:

<https://zoom.us/j/92764227810>

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Webinar ID: 927 6422 7810

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1. Agenda

Subject	1.1. Motion to adopt agenda
Meeting	January 22, 2026 - 2nd Charter Change Public Hearing - Thursday, January 22, 2026, 6:00 PM, Contois Auditorium, 149 Church Street, 2nd Floor
Category	1. Agenda
Department	Council and Board
Type	Action Procedural
Recommended Action	Motion to adopt agenda

2. 2nd Public Hearing on Proposed Charter Change Amendments for 3/3/26 Annual City Election

Subject	2.1. 2nd Public Hearing on Proposed Charter Change Amendments for 3/3/26 Annual City Election
Meeting	January 22, 2026 - 2nd Charter Change Public Hearing - Thursday, January 22, 2026, 6:00 PM, Contois Auditorium, 149 Church Street, 2nd Floor
Category	2. 2nd Public Hearing on Proposed Charter Change Amendments for 3/3/26 Annual City Election
Department	Council and Board
Type	Action Public Hearing Procedural

Recommended Action	open the Public Hearing close the Public Hearing
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3. Adjournment

Subject	3.1. Motion to adjourn
Meeting	January 22, 2026 - 2nd Charter Change Public Hearing - Thursday, January 22, 2026, 6:00 PM, Contois Auditorium, 149 Church Street, 2nd Floor
Category	3. Adjournment
Department	Council and Board
Type	Action Procedural
Recommended Action	Motion to adjourn

CITY OF BURLINGTON
NOTICE OF FIRST AND SECOND PUBLIC HEARINGS
ON A PROPOSED CHARTER AMENDMENT
FOR MARCH 3, 2026 ANNUAL CITY ELECTION

Pursuant to the requirements of 17 V.S.A. Sec. 2645, the first public hearing concerning a proposed amendment to the Burlington City Charter will be held on Tuesday, January 20th, 2026 during the regularly scheduled City Council meeting which begins at 6:00 p.m. The meeting will be held in Contois Auditorium, 2nd Floor, City Hall, Burlington, Vermont and will also be streamed via Zoom.

When: Jan 20, 2026 06:00 PM Eastern Time (US and Canada)

Please click the link below to join the webinar:

<https://zoom.us/j/94879129061>

Webinar ID: 948 7912 9061

Pursuant to the requirements of 17 V.S.A. Sec. 2645, the second public hearing concerning a proposed amendment to the Burlington City Charter will be held on Thursday, January 22nd, 2026 at 6:00 p.m. The meeting will be held in Contois Auditorium, 2nd Floor, City Hall, Burlington, Vermont and will also be streamed via Zoom.

When: Jan 22, 2026 06:00 PM Eastern Time (US and Canada)

Please click the link below to join the webinar:

<https://zoom.us/j/92764227810>

Webinar ID: 927 6422 7810

The following charter amendment is proposed to be voted on at the Tuesday, March 3, 2026 Annual City Election.

“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 and recommend 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."

* Material underlined added

The official copy of the proposed charter amendments will be posted in the Clerk Treasurer's office and on the City's website for public viewing by January 10th, 2026. Should any revisions be made to the proposed charter change amendments, they will be posted by February 11th, 2026.

Resolution Relating to

MARCH 3, 2026 ANNUAL CITY MEETING – CHARTER
CHANGE RE: ESTABLISHMENT OF THE OFFICE OF
RACIAL EQUITY, INCLUSION, AND BELONGING

RESOLUTION 6.3

Sponsor(s): Charter Change

Committee

Introduced: 11/17/25

Referred to:

Action: adopted

Date: 11/17/25

Signed by Mayor: 11/18/25

CITY OF BURLINGTON

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

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

1 That WHEREAS, the City of Burlington is committed to advancing racial equity, inclusion, and belonging
2 as foundational principles in municipal governance and community life; and

3 WHEREAS, the City recognizes the importance of establishing a permanent Office of Racial Equity,
4 Inclusion, and Belonging (“REIB”) to lead, coordinate, and advance this work across all departments; and

5 WHEREAS, the REIB Office plays a critical role in developing strategies, advising policy, and
6 building inclusive community engagement processes that foster equity and belonging for all Burlington
7 constituents; and

8 WHEREAS, the formal creation of this office within the City Charter will strengthen accountability,
9 sustainability, and institutional commitment to this work;

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

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

17 § 374 Enumerated:

18 Office of Racial Equity, Inclusion, and Belonging

20 (a) The City of Burlington shall form an Office of Racial Equity, Inclusion, and Belonging (“REIB”) and
21 establish a Director of Racial Equity, Inclusion, and Belonging.

22 (b) The REIB Director role shall be a permanent position in the City, selected and hired in accordance with
23 City of Burlington Human Resources policies and procedures, and shall report directly to the Mayor.

24 (c) The REIB Office shall be under the supervision, direction, and control of the Director, subject to the orders
25 and ordinances of the City Council.

26 (d) The Office of Racial Equity, Inclusion, and Belonging administrative officer shall have all of the powers,
27 duties, and responsibilities as are provided in the Racial Equity, Inclusion, and Belonging Director position
28 description.

* * * * *

DISTRIBUTION:

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

ORIGINAL

RESOLUTION RELATING TO

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.....
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Adopted by the City Council

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

..... Clerk

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

..... Mayor

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* * * * *

- (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 and recommend 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.

* * * * *

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I hereby certify that this resolution
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ORIGINAL

RESOLUTION RELATING TO

March 3, 2026 Annual City Meeting -- Charter Change Re: Establishment of The Office
of Racial Equity, Inclusion, and Belonging

Adopted by the City Council

November 17....., 20..... 25.....

 Clerk

Approved..... November 18....., 2025.....

 Mayor

Attest:

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