



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

**Tuesday, May 19, 2026, 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. Adopt the Agenda**

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### **3. Adopt Minutes**

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<b>Subject</b>	<b>3.1. April 2026</b>
Meeting	May 19, 2026 - REIB City Council Committee Meeting - Tuesday, May 19, 2026, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category	3. Adopt Minutes
Department	Racial Equity, Inclusion, & Belonging (REIB)
Type	

### **4. Public Forum**

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### **5. REIB Committee Agreements & Priorities (30 minutes)**

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### **6. Recruitment for Committees & Boards**

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### **7. City Council Updates**

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<b>Subject</b>	<b>7.1. Work of Public Art from the Abenaki Nation of Missisquoi Tribal Council Memo</b>
Meeting	May 19, 2026 - REIB City Council Committee Meeting - Tuesday, May 19, 2026, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Category 7. City Council Updates  
Department Racial Equity, Inclusion, & Belonging (REIB)  
Type  
Recommended Action  
**Subject 7.2. Resolution: Reinstating The Burlington Aging Council And Implementation The Age-Strong BTV Plan**  
Meeting May 19, 2026 - REIB City Council Committee Meeting - Tuesday, May 19, 2026, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Category 7. City Council Updates  
Department Racial Equity, Inclusion, & Belonging (REIB)  
Type  
Recommended Action  
**Subject 7.3. Update on Review Process for March 11 ICE Incident in South Burlington**  
Meeting May 19, 2026 - REIB City Council Committee Meeting - Tuesday, May 19, 2026, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Category 7. City Council Updates  
Department Racial Equity, Inclusion, & Belonging (REIB)  
Type  
Recommended Action

## 8. Adjournment

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**Subject 8.1. Motion to adjourn**  
Meeting May 19, 2026 - REIB City Council Committee Meeting - Tuesday, May 19, 2026, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)  
Category 8. Adjournment  
Department Council and Board  
Type  
Recommended Action

## 9. Informational and Non-Discrimination Statements

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**Subject 9.1. 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 May 19, 2026 - REIB City Council Committee Meeting - Tuesday, May 19, 2026, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Category 9. Informational and Non-Discrimination Statements

Department Council and Board

Type

**Minutes Taken by: Vicky Luciano**

**Attendees:**

Kelli Perkins, Director (online)

Christian Berry, Communications and Community Engagement Manager REIB (in person)

Katie Greene, Community and Belonging Program Manager (in person)

Vicky Luciano, Administrative and Financial Coordinator (in person)

Councilor Sarah Carpenter (in person)

Councilor Laura Sanchez-Parkinson (in person)

Councilor Melo Grant (in person)

Emma Kouri (online)

Loan Nguyen (online)

Dr. Amer Ahmed (online)

NBC5 (online)

Sherwood Smith (online)

Mona Tolba (online)

Reverend Mark Hughes (online)

- **Call To Order**
  - Councilor Sanchez-Parkinson called the meeting to order at 5:32 pm.
- **Adopt Agenda**
  - Councilor Sanchez-Parkinson moved to amend the agenda to add REIB updates. Councilor Carpenter seconded. Motion passed.
- **Adopt Minutes**
  - No motion was made.
- **Public Forum**

- Reverend Mark Hughes spoke about concerns related to transparency and accountability regarding the transfer of military equipment to the Burlington Police Department. He emphasized the broader implications related to use of force, policing practices, and public trust. He referenced previous conversations with the Mayor regarding the establishment of policies and executive action to increase transparency and accountability around police equipment transfers. Reverend Hughes discussed concerns regarding equity, public safety, and maintaining accountability structures within city government. Refer to the video.
- Emma Kouri expressed frustrations and discouragement towards the way the REIB Office has been treated. She referenced questions raised during the FY27 budget presentation related to unspent Juneteenth funds from the previous year that were intended to roll over into the current year's Juneteenth budget. Concerns were raised about communication and access to information regarding the status of those funds. Refer to the video.
- **REIB Committee Updates Agreements & Priorities (30 minutes)**
  - Councilor Sanchez-Parkinson invited everyone to share what committee meetings should look and feel like and how they should function. Refer to the video.
    - Director Perkins shared Public Forum should be a space where participants can share and be listened to. Refer to the video.
    - Christian Berry shared the committee needs to be a place where hard conversations can be had as the REIB is charged to do work that challenges the status quo.
    - Councilor Carpenter shared she would like the staff to provide a list of the priorities that the REIB is working on that the REIB City Council Committee could work on. She asked that important questions be included in the agenda or as much information as possible be offered in preparation of the meeting.
      - Christian Berry added the agenda should be posted with enough time so the public can have enough time to look at the agenda
    - Katie Greene asked that documents and all things pertinent to meeting conversations be read prior to the meeting.
    - Councilor Grant expressed appreciation for Councilor Sanchez-Parkinson and reminded everyone of the 2020 resolution. She expressed she would like to see more public engagement with the committee. She shared that there should be a joint meeting between the committee and the police commission. Refer to the video.
    - Emma Kouri shared she feels more at ease in the REIB City Council Committee than the City Council meetings. She shared what is needed for the community to feel safe is unwavering commitment from the Mayor. Refer to the video
    - Councilor Carpenter suggested the creation of mission statements and clearer priorities to help guide the committee's work and manage capacity limitations. Refer to the video.
      - Christian Berry discussed the importance of maintaining strong communication loops between REIB staff, City Council, and the community
  - Councilor Sanchez-Parkinson encouraged the committee to revisit its charge and become more focused
- **Recruitment for Committees and Boards**
  - Councilor Sanchez-Parkinson shared a list of current board and committee vacancies and encouraged community members to apply.
  - Councilor Carpenter reminded attendees that the application deadline was approaching.
    - Christian Berry emphasized that recruitment and retention are important aspects of REIB's work and stressed the importance of collaboration between REIB and City Council to better connect community members with opportunities for civic engagement.
  - Councilor Grant discussed the need for stronger public education and outreach efforts to increase awareness and participation in committees and boards.
- **REIB Updates**

- Director Perkins shared updates regarding the current work of the REIB Department and reflected on feedback the department has received from community members and City Council. Director Perkins acknowledged the challenges of the department frequently becoming the referral point for a wide range of city issues and expressed appreciation for committee support in helping navigate those responsibilities. Director Perkins shared updates regarding Juneteenth planning and stated that discussions with the CAO's office indicated that additional funding support may be available. She shared that planning efforts are underway and that the NuLogic launch is expected during Juneteenth week. Refer to the video.
- Christian Berry shared updates regarding event planning and highlighted excitement around featuring local talent and a community dinner as part of the celebration.
  - Councilor Grant asked if there were still any tabling opportunities for the upcoming Juneteenth Celebration
    - Katie Greene stated that community table registration is nearly full and encouraged interested organizations to reach out soon.
- Councilor Grant discussed the importance of continued engagement with TCV representatives and ensuring they remain integrated into committee conversations.
  - Christian Berry shared that she meets monthly with TCV representatives and they are working on outreach for Plan BTV 2050
    - Councilor Grant requested Councilors be added to those meetings.
- Director Perkins expressed hope that the quarterly stakeholder meetings would continue to be done jointly.
  - Councilor Carpenter raised concerns regarding meeting capacity and balancing agenda priorities.
- **City Council Updates**
  - Work of Public Art from the Abenaki Nation of Missisquoi Tribal Council Memo
    - Councilor Sanchez-Parkinson discussed recent City Council matters and highlighted the importance of continuing conversations around racial equity, inclusion, and belonging within broader city initiatives.
  - Councilor Grant discussed public safety concerns and the importance of ensuring that equity conversations remain integrated into policy discussions. She and councilors discussed ongoing collaboration between committees and opportunities to strengthen communication and shared goals across City Council
  - Discussion took place regarding the recent City Council vote related to the memo from Burlington City Arts concerning the work of public art from the Abenaki Nation of Missisquoi Tribal Council.
  - Committee members reflected on the public response, community engagement, and broader implications surrounding the discussion.
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  - Public Art
    - Councilor Sanchez-Parkinson discussed recent City Council matters and highlighted the importance of continuing conversations around racial equity, inclusion, and belonging within broader city initiatives. She updated the committee regarding the City Council vote not to move forward with the public art proposal from the Abenaki Nation of Missisquoi tribal council. She noted that future discussions regarding next steps and community engagement may continue through the committee. Refer to the video
  - Aging Council
    - Councilor Carpenter updated the committee regarding the reinstatement of the Aging Council and explained that identifying the appropriate departmental home for the council delayed the process. She noted that REIB will serve as staff support for the council and shared that the next meeting is scheduled for the following week.

- March 11 ICE Incident:
  - Councilor Grant shared updates regarding the review process surrounding the March 11 ICE incident in South Burlington. She stated that the Vermont State Police report raised significant concerns related to fair and impartial policing and accountability.
  - Councilor Grant explained that an independent review had been completed and submitted to Chief Burke and noted that the Police Commission scheduled a special meeting to review the report. She explained that after the review process concludes, the report will move to the Mayor for further action.
    - Katie Greene asked clarifying questions regarding the authority of City Council and the Police Commission in accepting the report and determining next steps.
      - Councilor Carpenter clarified that City Council's role is limited to policy discussion and that final authority remains with the Mayor.
    - Councilor Sanchez-Parkinson expressed interest in creating more opportunities for cross-committee collaboration around public safety and equity conversations

- **Adjournment**

- Meeting was adjourned at 7:05 pm