



Racial, Equity, Inclusion, and Belonging

Tuesday, July 21, 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

2. Approve Agenda & Minutes

Subject	2.1. June 2026
Meeting	July 21, 2026 - REIB City Council Committee Meeting - Tuesday, July 21, 2026, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category	2. Approve Agenda & Minutes
Department	Racial Equity, Inclusion, & Belonging (REIB)
Type	
Recommended Action	

3. Public Forum

4. REIB Office Updates

5. Committee Mission Statement & Meeting Agreements (action to approve)

6. State-Level Immigration Policy Updates and Local Implementation Planning (Guest: Erin Jacobsen, Vermont Asylum Assistance Project)

7. Police Chief Hiring Process Update

8. Aging Council Update

9. Adjournment

Subject	9.1. Motion to adjourn
Meeting	July 21, 2026 - REIB City Council Committee Meeting - Tuesday, July 21, 2026, 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	July 21, 2026 - REIB City Council Committee Meeting - Tuesday, July 21, 2026, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category	10. Informational and Non-Discrimination Statements
Department	Council and Board
Type	



Racial, Equity, Inclusion, and Belonging

Tuesday, June 16, 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

2. Approve Agenda and Minutes

3. Public Forum

4. Committee Mission Statement & Meeting Agreements -Working Session (15 mins)

5. 2026-2027 Priority Areas - Discussion (15 mins)

6. REIB Office Updates (10 mins)

7. Councilor Updates (10 mins)

8. Adjournment

Subject

8.1. Motion to adjourn

Meeting

June 16, 2026 - REIB City Council Committee Meeting - Tuesday, June 16, 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

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	June 16, 2026 - REIB City Council Committee Meeting - Tuesday, June 16, 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 (in person)

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 Laura Sanchez-Parkinson (in person)

Councilor Sarah Carpenter (online)

Councilor Melo Grant (online)

Stella Jordan (online)

Phillip Peterson (online)

Jon Adams-Kollitz (online)

- **Call to Order**
 - Meeting called to order at 5:33 PM
- **Approve agenda and minutes**
 - No revisions to the agenda or prior minutes
 - Agenda and minutes approved unanimously

- **Public Forum**

- Stella Jordan provided a high-level overview of community engagement planning for PlanBTV 2050 Engagement Update: comprehensive city plan covering housing, economic development, mobility, transportation, parks, recreation, and the waterfront. She emphasized the need for intentional, inclusive, and equitable engagement in this vision-development phase.
 - Upcoming outreach: tabling at Juneteenth, pop-ups at Leddy Beach Bites events, and other community touchpoints.
 - June 27th event planned in collaboration with REIB and Trusted Community Voices, targeted toward New American community members; will include interpretation and translated materials.
 - Open to suggestion for additional engagement venues. Welcomed continued collaboration.
- Philip Peterson attended the National Association of City Transportation Officials (NACTO) conference in Minneapolis. Refer to the video.
 - Shared a key insight from the conference: planning can connect people, disconnect people, or erase them entirely.
 - Offered to share a full NACTO presentation with any interested group, including City Council.
- Councilor Carpenter - Additions to consider:
 - REIB had a planning meeting earlier that day regarding the new Council on Aging, which does not yet have a council formed. Noted the importance of including elders in REIB's work.
- Councilor Sanchez-Parkinson – Budget and Professional Development Note:
 - Referenced the previous night's budget approval and noted that debates over training and conference funding came up repeatedly. Philip's NACTO insights demonstrated the value of investing in staff connections to their fields.

- **Committee Mission Statement & Meeting Agreements**

- Councilor Sanchez-Parkinson reviewed notes from the previous meeting and compiled a draft mission statement for the committee. Shared current website language alongside the new proposed text.
 - Goal for the session: workshop the draft together and reach consensus or near-consensus by end of meeting. Will revise and recirculate the draft for finalization next month. Refer to the video.
- Councilor Grant:
 - Initially confused about whether the committee was revising the REIB Office mission. Raised the need to honestly examine dysfunction within City Council and the Mayor's Office as an impediment to the department and committee's work. Refer to the video
 - Christian Berry clarified this was specifically for the committee, not the office.
 - Suggested the committee should examine what interferes with its work at the level of city government structures and relationships
- Councilor Carpenter
 - Encouraged the committee to stay focused and avoid overextension and noted the committee only meets once a month. She suggested a two-part document: (1) public facing mission text for the website, and (2) internal meeting protocols or guidance for the chair to read at the start of each meeting. Requested an offline review of prior REIB Office mission work to get up to speed. Refer to the video.
- Phillip Peterson shared another NACTO insight from the Transportation Director for Richmond, VA: "We are feeling creatures that sometimes think" recommended applying this lens to public engagement and internal interactions to reduce friction.
- Director Perkins affirmed the value of the committee as a role model for engaging across difference and proposed adding language to the mission around ensuring city processes and City Council are not an impediment to equity.

- Councilor Sanchez-Parkinson will make noted edits (“constituents,” impediment language, etc.) and re-share the draft for review. She will also develop a separate set of meeting protocols/guidelines that the chair can use to set the tone at the start of each meeting.
- **2026-2027 Priority Areas**
 - Councilor Sanchez-Parkinson introduced three emerging priority buckets:
 - How government functions / accountability
 - planBTV 2050 engagement partnership
 - Community safety / police accountability
 - Councilor Carpenter suggested the committee’s role may be to serve as a catalyst — identifying where focused work is needed and facilitating the formation of other groups, rather than absorbing everything itself. She emphasized focus on what the committee has capacity to do. Refer to the video.
 - Councilor Grant strongly advocated for community safety and policing as a priority. Emphasized the urgency around Fair and Impartial Policing implementation. She recommended the committee engage in parallel with the Police Commission and Public Safety Committee. Refer to the video
 - Councilor Sanchez-Parkinson supported community safety as a priority. Noted upcoming meeting with Chief Burke and BPD data analyst to review use-of-force data (will report back). She distinguished between priorities (broad commitments) and projects (specific activities) the committee can name a priority without taking on all the associated work. She noted that the REIB Office’s upcoming culture and equity survey could generate data to inform where the committee should intervene and flagged the boards and commissions review as another area where the committee could play an advisory consultative role.
- **REIB Office Updates**
 - Juneteenth Celebration on Saturday, June 21st
 - Award Ceremony at 11 AM in Contois. City Council reserved table if at least 6 councilors RSVP
 - Events run 1-9 PM; BCA Twilight Concert (7-9 PM) features a band from Boston
 - Juneteenth donation funds have been transferred and will be tracked; any remaining funds will be submitted to the Board of Finance for FY27 via a July 1 memo.
 - nuwave Equity Corporation Culture Innovator Survey
 - Email sent to all city employees introducing Nulogic, nuwave Equity Corporation’s corporate intelligence tool
 - Starting next Monday, employees will receive a personalized survey link covering psychological safety, emotional intelligence, inclusion, and voice
 - Initial survey is for city employees only; Kelly will explore whether it can be expanded to include City Council, boards, and commissions at no additional cost (currently offered to Burlington for \$399; Burlington is the first municipal entity to use the culture innovator tool)
 - Police/ Community Safety
 - Next week Director Perkins will meet with Chief Burke and the BPD data analyst to review use-of-force data. Updates to follow at the next meeting
 - planBTV 2050
 - Shoutout to Christian for working with the planning team on integrating equity as a through line from the start
 - June 27th event at ONE Center: includes interpreters, translated materials, and a safe space for New Americans to engage in visioning for Burlington’s future.
 - Employee Resource Groups
 - Katie Greene is leading ERG development; on track to launch before end of fiscal year
 - SOPs and Funding Accessibility
 - Vicky Luciano and Katie Greene developing streamlined SOPs for funding requests
 - A significant new challenge identified: the shift from the Empowerment Fund (for established BIPOC businesses) to the Community Celebrations model has brought smaller, micro-

organizations into the funding pipeline – many of whom cannot meet city insurance requirements

- Director Perkins is convening relevant departments to explore solutions and make funding more accessible
 - Councilor Carpenter flagged the Burlington Community Development Corporation as a potential vehicle
- Aging Council
 - Working on a slate of nominees. Partners include AALV, the YMCA, AARP, and Fletcher Free Library. Parks and REIB will serve as city staffers
 - Significant research has already been completed; looking toward implementation
- Employee Training
 - Training rollout is in final stages. The team is pausing briefly to incorporate survey data from the Culture Innovator tool before finalizing
 - Katie working on voiceovers and UKG integration. Decisions pending on which trainings will be mandatory, mandatory for managers only, or universal
- **Councilor Updates**
 - Councilor Sanchez-Parkinson informed everyone the FY27 city budget was approved the previous night. Paired with the appointment of new department directors, including Director Perkins.
 - Boards and commissions review committee begins, all three councilors present are on the committee.
 - Champlain Parkway officially opens June 29th for those who wish to attend.
 - Councilor Grant
 - Reiterated the urgency of FIP. Reports from the March 11th incident suggest FIP was not a consideration during the South Burlington incident
 - Called for more direct substantive engagement with the police department rather than ongoing discussion without action
 - Councilor Sanchez-Parkinson confirmed that a working group of councilors and mayoral staff have already begun meeting to discuss FIP and related policy. She reminded members to submit agenda items in advance.
- **Adjournment**
 - Meeting adjourned at 6:55