



Racial, Equity, Inclusion, and Belonging

**REIB City Council Committee, September 19, 2023, 5:30-7:30pm - Tuesday,
September 19, 2023, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)**

**PLEASE NOTE:
ADD LOCATION AND ZOOM INFO HERE!**

1. Motion to approve the agenda

2. Motion to approve the meeting minutes

Subject	2.1. Motion to approve minute from July 18, 2023
Meeting	September 19, 2023 - REIB City Council Committee, September 19, 2023, 5:30-7:30pm - Tuesday, September 19, 2023, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category	2. Motion to approve the meeting minutes
Department	Racial Equity, Inclusion, & Belonging (REIB)
Type	

3. Public Forum

4. REIB Updates

Subject	4.1. REIB Reorganization
Meeting	September 19, 2023 - REIB City Council Committee, September 19, 2023, 5:30-7:30pm - Tuesday, September 19, 2023, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)
Category	4. REIB Updates
Department	Racial Equity, Inclusion, & Belonging (REIB)
Type	
Subject	4.2. Task Force Updates

Meeting September 19, 2023 - REIB City Council Committee, September 19, 2023, 5:30-7:30pm - Tuesday, September 19, 2023, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Category 4. REIB Updates

Department Racial Equity, Inclusion, & Belonging (REIB)

Type

5. Community Forum

6. Scheduling Next Meeting

7. Motion to Adjourn

Subject **7.1. Motion to adjourn**

Meeting September 19, 2023 - REIB City Council Committee, September 19, 2023, 5:30-7:30pm - Tuesday, September 19, 2023, 5:30 PM, Racial, Equity, Inclusion & Belonging (REIB)

Category 7. Motion to Adjourn

Department Council and Board

Type

Recommended Action

8. Zoom Information

Subject **8.1. Hi there,**

You are invited to a Zoom webinar.
When: Sep 19, 2023 05:30 PM Eastern Time (US and Canada)
Topic: REIB CC Committee

Please click the link below to join the webinar:
<https://zoom.us/j/91794699227>
Or One tap mobile :
+13052241968,,91794699227# US
+13092053325,,91794699227# US
Or Telephone:
Dial(for higher quality, dial a number based on your current location):
+1 305 224 1968 US
+1 309 205 3325 US
+1 312 626 6799 US (Chicago)
+1 646 931 3860 US
+1 929 205 6099 US (New York)
+1 301 715 8592 US (Washington DC)
+1 253 205 0468 US
+1 253 215 8782 US (Tacoma)
+1 346 248 7799 US (Houston)
+1 360 209 5623 US
+1 386 347 5053 US
+1 507 473 4847 US
+1 564 217 2000 US
+1 669 444 9171 US
+1 669 900 6833 US (San Jose)
+1 689 278 1000 US
+1 719 359 4580 US
Webinar ID: 917 9469 9227

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Category 8. Zoom Information

Department Racial Equity, Inclusion, & Belonging (REIB)

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.**

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Category 9. Informational and Non-Discrimination Statements

Department Council and Board

Type



REIB City Council Committee

July 18, 2023 5:30 pm - 7:30pm

Sharon Bushor Room, 149 Church St, 1st Floor City Hall, Burlington VT

Attendance

On-Site: Ali Dieng, Benjamin Traverse, Kim Carson, Phet Keomanyvanh, Katie Greene, Ethan Fellows, Luis Calderin, Taryn Maitland

Remote: Melo Grant, Mark Hughes, Christine Hughes, Roy Hill

Minutes By: Ethan Fellows

Start Time: 5:36 PM

Minutes

1. Motion to approve the agenda

- a. Councilor Traverse motions to approve, Councilor Dieng and Grant second.

2. Motion to approve the meeting minutes June 6, 2023

- a. Councilor Traverse motions to approve, Councilor Dieng and Grant second.

3. Juneteenth Expenses and Debrief by OKAY!! OKAY!! Marketing and Creative

- a. Presentation- Juneteenth Debrief with Luis Calderin
 - i. 12 Hours of non-stop entertainment featuring 35 spectacular black & brown performers, at 8 locations
 - ii. 30 sponsors throughout the community contributing in dynamic ways, helping create 10 powerful experiences with the help of a team of 20 dedicated city volunteers, investing over \$163,000+



back into Vermont hands. Vermont talent, production, and food vendors

iii. A Successful celebration

1. REIB prioritized putting money back in Black and Brown Burlingtonian hands any chance they could
2. Sought out young talent and provided them an incredible opportunity
3. Operated within budget and in complete partnership across city departments

iv. 2023 Budget Summary

1. The budget was a combination of the city budget and sponsorship dollars of which they raised \$68,950 at end of the fiscal year
2. Had an overall of \$240-260k to spend on the event and came within that range by having vendor provide in kind donations and becoming sponsors
3. Prioritized black and brown vendors, and paid talent and vendors equitably.

v. Thanked all and noted that it was unfortunate that it had to rain but nonetheless the rain contingencies paid off.

b. Director Kim noted that originally \$180k was allocated for Juneteenth by the City Council. Funds had to be allocated for past year's overages. Only spent \$175k (underbudget by \$5,000). \$163k went back to Burlington which is very important. Still getting information from surveys about how we can do better. Thanked OKAY!! OKAY!! For all their help and support. Thanked CC and the Board of Finance for making this all possible.

- i. Councilor Traverse thanked all and committee discussed and earlier Juneteenth preparation effort beginning in September



2023 with respect to potential scheduling conflicts for the 2024 mayoral elections

- ii. Councilor Grant noted the issue of rain and how to plan rain contingencies in the future, and noted that it would be hard to find a bigger space in the city. Discussion revolved around miscommunications regarding PG-13 and family-friendly entertainment during the event. Luis Calderin noted a failure to denote a more mature level of content.
- iii. Luis recognized and shouted out partners (Christine Hughes and Rev. Mark Hughes) for making the gospel brunch and powerful/mindful events that began the celebrations. Christine Hughes and Rev. Mark Hughes thanked Luis and congratulated the team and Councilors for a job well done. Acknowledgement was given for the effort behind the event and the challenges as well as progress towards healing as a community and moving towards unity. Remind all of the history of Juneteenth. Recognized Deacon Roy Hill who was instrumental in making Juneteenth into what it is today. Noted the importance of recognizing local history. Also noted the regularity and effectiveness of transportation for the event.
 - 1. Deacon Roy Hill described the event as “Awesome”. One thing that this celebration affirmed, is that we are present, that we are here, that we are part of the fabric, and that we continue to make a difference. Thankful for leadership across the board.
- iv. The discussion revolved around an appreciation of food at the event as well as recognition of the attendance/contributions from the Richard Kemp Center. Committee members discussed gaps in outreach to areas such as Franklin Square and other improvements for the future.



4. REIB Organizational Chart Update

- a. Presentation by Director Carson. Split the Financial Admin position into one financial/grant position and one admin position. There will be 5 manager positions. Just posted 2 manager positions, will do additional hiring when those are filled
- b. Councilor Traverse inquired about the applicant pool for positions, Director Carson noted that there are already 10 applicants with the positions posted within the last 24 hours. A lot of interest in the community for various positions. These positions are focused on creating policies/strategies to bring change. A lot of research done on pay to make sure positions are competitive
- c. Councilor Dieng and Director Carson discussed the varying levels of educational prerequisites for these positions which included supplemental years of experience. Acknowledged the different populations and varying levels of education amongst arrivals, especially refugees and immigrants.
- d. Councilor Dieng and Director Carson discussed the return of the REIB Commission in the Spring of 2024 and budget/funding for initiatives from the Congolese community. Funding has been awarded from REIB already, additional funding will not be awarded until REIB positions are filled in an effort to ensure the process is equitable.

5. REIB Mission Statement Adoption

- a. Councilor Dieng expressed support and approval of mission statement.
 - i. Councilor Traverse motions to approve, Councilor Dieng and Grant second.
 1. All 3 voted in favor

6. Community Forum



- a. Councilor Grant inquired on timetable for moving REIB Committee information over to CivicClerk. I&T director is aware and process to begin.
- b. Councilor Grant asked for an update on update on the scheduling of the gunfire task force. The discussion revolved around scheduling issues with community partners and the next steps in scheduling. The committee also discussed the purpose of the task force, gaps in knowledge regarding the task force. Councilor Grant noted the importance of school representation in the conversation and Director Carson affirmed representation from a member of the school system. Committee members noted the reactionary nature of the task force as well as the impact of the police on this topic.
- c. Rev. Mark Hughes brought forth that they are in full swing with youth summer events at the Kemp Center. Noted some upcoming events I.e.: Chess night (Tuesdays) and Movie Night (Thursdays), and an upcoming game night for adults this upcoming Friday (7/21/23). Preparations for First African Landing Day in late August. This Thursday (7/20) the Richard Kemp Center is hosting a talk on equal protection. Feels increasingly comfortable with partnership with REIB and look forward to working with the City and Councilors in the future.
 - i. Councilor Grant noted that the last Saturday in August is A Dog Day. Events start in the afternoon. Discussion around how A Dog Day celebrations can work in tandem with Richard Kemp Center preparations
- d. Committee members discussed how the Richard Kemp Center, VRJA, and REIB are working to improve outreach and marketing for events.
- e. Rev. Mark Hughes recognized the work in social justice that is being undertaken by REIB. Noted the importance in developing talent in the field.
- f. Councilor Dieng expressed interest for an update on the Reparations task force. Director Kim will be working with Pablo and the next meeting will be in late August. Working on defining what goals and



roles for the task force will be. Part of the hiring will be positions that will specifically address things like this task force. Christine will reach out for an update from Pablo.

7. Motion to Adjourn. Meeting Adjourned.

August meeting canceled next meeting on 3rd Tuesday of September.
Councilor Traverse moves to adjourn at 6:57 PM, seconded by Councilor Dieng.