



Racial Equity, Inclusion and Belonging
149 Church Street
Burlington, VT 05401
M: 802-503-2513

REIB City Council Committee July 22, 2022 5:00pm – 7:00pm
Sharon Bushor Room, 149 Church St, City Hall, Burlington VT

Draft Minutes

Attendance: Councilor Perri Freeman, Councilor Ali Dieng, Acting Director Phet Keomanyvanh

Start time: 5:05pm

1. Motion to approve the agenda
Councilor Dieng motioned, Councilor Freeman 2nd
2. Motion to approve the meeting minutes May 17th, 2022
<https://www.burlingtonvt.gov/CityCouncil/RacialEquityInclusionBelonging>
Council Dieng motioned, Councilor Freeman 2nd
3. Public Forum
No public comments
4. REIB Director Search update
Council Dieng reported that HR posted the job description. A search committee was formed composed of Councilors, HR Directors, REIB staff and community members to look at the applications. Committee will meet to establish a process. The Committee will recommend two best candidates to have the Mayor decide on appointment.
5. REIB Strategic Planning/ Road Map
Councilor Dieng made a motion to hold off talking about the REIB Strategic plan but discuss the killing of a child in Burlington. The child was known by police and the community. There are 16 shooting this year and half of the shootings involved New Americans. This community is asking for answers of the role of the police. A meeting was organized with the leaders of the Mai Mai community and the Chief Murad. Learned that there was a shooting in 2020 that was seen to target this child's house and two years later, there has not been any answers. The Mai Mai community thinks they are being targeted. There has been 3 meetings with investigators giving updates which is helpful for the family but the police still need help. The VT New American Advisory



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Council is bringing a proposal to City Council. Council Dieng asked that it first comes to the REIB Committee but VT New American Advisory Council feels like it is too urgent to wait.

Councilors discuss what can be put together to help especially when it comes to trauma. Also there need to support the parents long term in language access support. There is not only a language barrier but also cultural barrier for families on multi-lingual levels. The resources to find mental health is difficult and stretched. This is more heighten when someone does not come a western culture whom health and trauma need support. People get resettled here and do not get long-term social support. What can the REIB do to look at this? What if there is a program brings people to do this work of mental trauma support for New Americans?

Councilor points out that there here are elements in the draft VT New American Advisory Council about what has been discussed. REIB should review and see what is missing and on what should be added and then back to the REIB CC Committee the next meeting on Aug 18th. REIB should also have a new focus on working with New American affairs and cultural empowerment.

6. Updates from REIB Department

The Reparations Task Force Committee has re-started their meetings again. Three scholar were hired and their work has finish.

On the Task Force is Pablo Bose , Christine Kemp-Longmore, Rebecca Zeitlow. The Task Force wants to bring their work to City Council, give update, and get a direction on what their role is how to share out their work. Councilors will put the Reparations Task Force on the Aug. 18th agenda.

Juneteenth was a big event and first time the department has its own Event Planner. Last year BCA and BPR&W Event Planner were leads. It was a learning curve for the department. Overall it was success and gained knowledge on how to improve on next year.

Council's express that it is great to have this event and now more people are aware about the history of Juneteenth. Going forward need to make a distinction between partners and the City. If partners have issues then the public can blame the City. Also consider less sites so there is more concentrated attendance and participation. Need also to have a local Event Planner because planners needs to know the local community and its culture. The Gala should have recognized the older black racial justice leaders



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that have been doing this work for generations. The nomination process needs to be transparent and gala open for admissions.

Trainings are in the second tri-semester. The first-semester had hundreds trained but the 2nd seeing less participation for many reasons. Some people are not participating because it is not mandatory. Some having scheduling difficulties. It's 8 weeks and shift worker have issues with attending every session. Some departments are having technology and space availability. REIB is working with Mayor's Office and HR to try to scaffold, not get rid of 8 week which is impactful but what other ways to invite people to be part of the conversation. Some of the 8 week content may be intimidating for people who are hearing about white supremacy culture for the first time and who have barley talked about race. A Seasonal curriculum is being created now and looking to create mandatory entry-level foundation curriculum. The City wants to create many ways to have staff and especially leadership be involved in anti-racism culture change.

7. Community Forum
No public community forum
8. Motion to Adjourn
Councilor Freeman motions, Council Dieng Seconds.

Meeting End: 6:09pm

Please click the link below to join the webinar:

<https://zoom.us/j/98471903757?pwd=RXdlZFArZTVVNzlobDh3aUh6cXpYUT09>

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