



COMMUNITY & ECONOMIC DEVELOPMENT OFFICE

149 CHURCH STREET • ROOM 32 • CITY HALL • BURLINGTON, VT 05401
(802) 865-7144 • (802) 865-7024 (FAX)
www.burlingtonvt.gov/cedo

Councilor Ali Dieng, Chair, Ward 7

Councilor Karen Paul, Ward 6

Councilor Brian Pine, Ward 3

Thursday, May 21st, 2020

5.30 - 7:00pm -

Zoom Meeting Please click this URL to join.

<https://us02web.zoom.us/j/87255882402?pwd=Q3lCVFVHUVZCRkptamljQ0Z5ME5kUT09>

Password: 367309

DRAFT MINUTES

Diversity, Equity and Inclusion Sub -Committee – City of Burlington, VT

Committee members: Chair Ali Dieng (AD), Karen Paul (KP), Brian Pine (BP). City Staff: Tyeastia Green, Director Racial Equity, Inclusion, and Belonging & Marcella Gange, CEDO. Other Attendees: Monika Ivancic, Jean Waltz, Burlington School District School Board of Commissioners, Diversity, Equity and Inclusion Sub-Committee.

A) Motion to approve the agenda - Councilor Pine motion to approve, unanimous

1) Public Forum - Chair encouraged members of the public to request to speak during discussion.

Justice For All: Mark Hughes – welcome to Tyeastia Green and encouraging the Committee to engage on these important issues for Burlington and continue this work.

2) Update from co-chair of Burlington School District Diversity Equity and Inclusion Committee, Monika Ivancic and Jean Waltz. Update on the BSDVT Equity Report – all available on BSDVT website here: <https://www.bsdrv.org/district/diversity-and-equity/datareports/> Discussion of impacts of equity report, data collection, and the goals of the committee, including the focus on disparities in suspension rates and subsequent focus on Restorative Practices in BSDVT, improving hiring and retention of staff from BIPOC communities to better reflect the student

1

The programs and services of the City of Burlington are accessible to people with disabilities. For accessibility information, call 865-7144. For questions about the meeting, contact Marcella Gange at mgange@burlingtonvt.gov

body. The district also operates a District Equity and Access Leadership Team (DEALT) to provide leadership on issues of equity and access, <https://www.bsdtv.org/district/diversity-and-equity/dealt/> .

Discussion among participants on staff hiring and retention from BIPOC communities, data collection on graduation rates and student pathways to employment or further education, and barriers to student participation in upper level classes. Wider discussion on staff hiring and retention in the City and BTV higher education institutions and the impact of systemic racism and historical barriers to employment for black teachers.

Speakers include members of the public, Stephanie Seguino and Goma Mabeka

3) Welcome the Director of Racial Equity, Inclusion, and Belonging, (REIB) Tyeastia Green

Tyeastia is focused on planting seeds for trees that we may not live to see but knowing that one day a black or brown person will derive the benefit of the shade of those trees. Tyeastia's focus is on structural and institutional changes to change the framework to deconstruct white supremacist structures and culture. A 90 day plan has been created and will be followed up with a 6 month and year plan. One of Tyeastia's first acts was to create a common language dictionary for terminology – shared with the minutes. The City of Burlington will work with the Intercultural Development Inventory <https://idiinventory.com/> for the REIB Team and the City Leadership Team - to understand the intercultural competence of the teams and how to improve. Tyeastia is also leading a BTV COVID response plan for BIPOC communities.

Group discussion of the use of the phrase 'New Americans' - to understand the intent and impact of the use of this descriptor and where that impact may be negative. The Director of REIB recommends the City stop using the descriptor and thoughtfully use terms such as BIPOC or migrant BIPOC communities.

Terminology document: <https://www.burlingtonvt.gov/sites/default/files/Terminology.docx>

4) City of Burlington Diversity, Equity & Inclusion Committee Priorities

Councilor Dieng: recommends that the Committee should review the City of Burlington Diversity and Equity Task Force Report and the subsequent strategic plan to set a framework for moving forward on goals and priorities.

Councilor Pine: racial disparities around all police interactions – give this issue focus to lead to change in outcomes.

Councilor Paul: review of process of appointments to Boards and Commissions, to improve and widen the process for application and appointment. Take on priorities in the Task Force Report that are measurable and attainable.

Councilor Dieng – after review of report suggest the committee discuss at next meeting in order to fix goals and priorities. Also suggests looking at the school district and higher education institutions to share best practices. Hiring and retention of people of color, practice and data collection in the City. An assessment of cultural activities in the City and how they can be supported. Language Access Plan – suggests that the Committee review prior to submission to City Council.

Link to City of Burlington Diversity and Equity Strategic Plan:

<https://www.burlingtonvt.gov/CEDO/Equity-Initiatives> and Mayor's priorities

[https://www.boarddocs.com/vt/burlingtonvt/Board.nsf/files/9LEL6F54EDB3/\\$file/Communication%20Mayor%20Miro%20Weinberger%20City%20of%20Burlington%20Diversity%20and%20Equity%20Strategic%20Plan.pdf](https://www.boarddocs.com/vt/burlingtonvt/Board.nsf/files/9LEL6F54EDB3/$file/Communication%20Mayor%20Miro%20Weinberger%20City%20of%20Burlington%20Diversity%20and%20Equity%20Strategic%20Plan.pdf) and update

[https://www.boarddocs.com/vt/burlingtonvt/Board.nsf/files/9LEL6F54EDB3/\\$file/Communication%20Mayor%20Miro%20Weinberger%20City%20of%20Burlington%20Diversity%20and%20Equity%20Strategic%20Plan.pdf](https://www.boarddocs.com/vt/burlingtonvt/Board.nsf/files/9LEL6F54EDB3/$file/Communication%20Mayor%20Miro%20Weinberger%20City%20of%20Burlington%20Diversity%20and%20Equity%20Strategic%20Plan.pdf)

Councilor Dieng suggests that the following be invited to the next meeting, Patrick Brown (Clr Dieng), equity leadership from UVM (Clr Pine) and Champlain College (Clr Paul)

5) The next meeting is scheduled for Thursday, 25th June, 2020 at 5:30pm

B) Adjourn - 7.20pm Motion to adjourn by Councilor Dieng at 7:15PM. Unanimous approval

Sound file of meeting available here:

Recording of meeting available here:

<https://cityofburlingtonvt.sharepoint.com/sites/DiversityEquityandInclusionCommittee/Shared%20Documents/General/20200521-DE&ISubCom.m4a>

Meeting begins at minute 13.