



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

**REIB City Council Committee September 20, 2022 5:30pm – 7:00pm**  
**Sharon Bushor Room, 149 Church St, City Hall, Burlington VT**

**Draft Minutes**

Attendance: Councilor Ali Dieng, Councilor Ali House, Phet Keomanyvanh, Belan Antensaye, Katie Greene, Pablo Bose, Christine Hughes, Mark Hughes

Start: 5:35pm

1. Motion to approve the agenda  
Ali House motions to approve, Ali Dieng seconds

2. Motion to approve the meeting minutes July 22nd, 2022  
<https://www.burlingtonvt.gov/CityCouncil/RacialEquityInclusionBelonging>  
Ali House motions to approve, Ali Dieng seconds

3. Public Forum  
No Comment

4. Reparations Task Force update  
Pablo Bose-Reparations Task Force has primary focus on housing and the legacy of racialize of convenient. Had a consultant that provided model on for how to do this building on the Mapping Prejudice work in Minnesota. A big part of this work the City did was to digitalize land and property records. Currently working with UVM students to bring these records to a position to look at since there are many records to look through. Charged to look at models of reparations across different scales and have not done this yet.  
Coming back to City Council because the Reparations Task Force has never done this since its creation. Director Greene led much of what the Task Force did and there was a good year that there were no meetings due to the pandemic.  
Lost members in Task Force down and down to 3 people. Want to staff the Task Force back up. Have gotten back 3 scholars reports. In process of record of racialized convenient and usage in Burlington but want to keep an eye of reparations due to charge.  
Started out with 50,000 budget and used up half on consultants and for the future want to put money on engagement. Also want to understand what City Council wants and to get more clarity.



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Christine Hughes-Fortunate to have the resources of UVM students to do the work. No current chair and REIB Director should not be chair. Also need to get more funding. See the Reparations Summary report for current budget and where the Reparations are at. Should be planning some kind of community engagement activity because the public should be aware where this work is at. Curious of alternative funding like Historical Society.

Council Dieng-Will follow up with City Council to get more clarity and inform about engagement. At next REIB CC will put Task Force on the agenda and next time meet will maybe have a solid plan on how to move forward.

Councilor House-Good to continue this conversation and looking for additional source of funding is a good idea.

5. REIB, Racial Equity Strategic Road Map presentation: Belan Antensaye, Strategy and Innovation Manager and Katie Greene, Racial Equity Trainer  
Foundation of roadmap was formed by a series of public engagement of community members. From this the 5 domains of Housing, Economy, Justice, Education, Health, Housing were formed as the work to be in the REIB department. The value guide that looks at all 5 domains are community empowerment/building, identity/representation, and safety/freedom. Looking at giving the roadmap a structure to make it sustainable on how we are doing this work. Two of the biggest work is moving forward with continuing to define in domain working groups, metrics & data infrastructure, and engagement. Next steps are hiring new Director, hire new department staff, expanding the REIB capacity for implementing the road map, and coming up with a timeline for implementation. The goal for this racial equity strategic road map is to serve as a north star for all of the city to advance so it's not just the work of REIB to do racial equity work in these domains.
6. REIB department updates  
HR and Mayor's office currently finalizing the Director search. REIB is still continuing public health work, supporting REIB public Committees, Racial Equity trainings, BIPOC procurement, Black homeownership, and Racial Equity toolkit. Defining the Racial Equity Strategic roadmap will help define REIB's concrete work and will be clearer in the next month when the Director gets hire. Currently hiring for Finance and Administrator Coordinator and Public Health Manager.



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### 7. Community Forum

Mark Hughes-With reparations what is important which is not on the floor is looking at what progress is being made across the country and how do we broaden the scope of the work. Instead of looking for slavery or focusing on issues such as housing we should address is the legacy of slavery which is manifested in systemic racism in employment, incarcerations, education that can be shown through the disparities in data.

2019 there was a resolution that called a Diversity, Equity and Inclusion committee that oversaw the implementation of the DEI strategic plan and also explored a DEI Commission. This should be re-visited and install a REIB Commission to bridge the gap of REIB department with the public. This is desired and necessary.

Councilor Dieng-The exploration of a DEI was done and would require a legislative approval which would need to be a ballot item for the voters of Burlington to vote in first before the legislature can approve. Would invite the public to bring this up to the REIB City Council Committee to bring it up with the City Council Charter Change Committee. There has been a lot of work that's been done and first priority is to have a solid REIB Department and then we can continue to explore creation of a commission.

### 8. Motion to Adjourn

Next meeting is 10/18/22.

New agenda items are welcoming new Director and Reparations Task Force update.

Council House motions to adjourn and Councilor Dieng 2<sup>nd</sup>

Meeting Adjourn 6:46pm

Minutes by Phet Keomanyvanh