



CITY OF BURLINGTON, VERMONT

**CITY COUNCIL Racial Equity, Inclusion, and  
Belonging Committee**

c/o Community & Economic Development Office

City Hall, Room 32 • 149 Church Street • Burlington, VT 05401

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**Minutes Wednesday, October 28th, 2020 5:30 PM – 7:00PM**

**Participants:**

**Councilor Ali Dieng, Chair, Ward 7**

**Councilor Karen Paul, Ward 6**

**Councilor Brian Pine, Ward 3**

**Staff:** Director Green, REI&B Dept; Marcella Gange, CEDO

Guest presenters: Kyendamina C. Mukeba (Cleophace) of Vermont Center for Cultural Diversity; Virginie Diambou, Racial Equity Director, CVOEO.

**Remote meeting:** <https://us02web.zoom.us/j/84409116782>

Or join by phone: Dial: +1 312 626 6799 Webinar ID: 844 0911 6782 Or iPhone one-tap: US: +13126266799,,84409116782# or +19292056099,,84409116782#

1. Review Agenda and Minutes. Meeting called to order at 5.41pm. Clr Pine (BP) moved to accept the draft agenda (10 28 20) and the minutes of 09 30 20. Second, Clr Paul (KP). Unanimous vote.
2. Public Forum – No members of the public were present or wished to speak.
3. Kyendamina C. Mukeba (Cleophace) presented the work and planning of the [Vermont Center for Cultural Diversity](#) – VCCD has developed a strategic plan and is working towards a permanent facility. BP, how can this Committee support your work? KP, suggestions for cooperation, bookable rooms in City Hall, how could VCCD collaborate with the work of the REI&B? Dir Green noted that the REI&B Dept has recently awarded the RFP for a strategic plan and feasibility study to develop the Cultural Empowerment Community Center.
4. As part of the community declaration of racism as a public health emergency, Champlain Valley Office of Economic Opportunity (CVOEO) committed to hiring a Director of Racial Equity to focus on organizational development as well as working with the communities they serve, to form a Racial Equity Committee, and to create an equity plan. Virginie Diambou, Racial Equity Director at CVOEO, presented an update on the planning and work underway at CVOEO, as a result of these commitments. CVOEO has established its racial equity committee comprised of twenty people from across its service area and representing all its programs to promote and plan for racial equity within CVOEO and in the communities it services. CVOEO has also created a diversity, equity, and inclusion mission statement. The organization has established staff training for November and

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December for 30 staff across the five Community Actions, statewide. In addition, the Director is participating in a number of municipal racial equity meetings and co-facilitating racial justice group discussion with HeadStart.

The Committee members and guests discussed the meanings and usage of the terms 'Diversity' and 'Equity and Inclusion'.

5. Update from Dir Green: As discussed above, The Grayscale Collaborative is awarded the RFP for developing the strategic plan and feasibility study for aspects of the REI&B Dept. work. Dir Green is moving forward with hiring for two staff positions and expects contracts to commence on or around November 16<sup>th</sup>, 2020. Dir. Green is moving ahead with the Reparation Study.
6. Open Forum Discussion: BP requests further discussion on data on recruitment and retention of employees in the City and for this to be added to the agenda for the next meeting. Dir Green will request Chair Tracy to add the full Human Resources presentation to be added to the CC agenda. MG to contact HR and request a presentation for the next meeting of this committee. MG to continue to collate a mailing list for the REI&B Committee.
7. Schedule next Meeting – proposed November 17<sup>th</sup> 2020, 5.30pm.
8. Motion to adjourn proposed by BP and second KP, unanimous. Meeting adjourned at 7.18pm.