



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

802-865-7144 VOX • 802-865-7024 FAX • www.burlingtonvt.gov/cedo

Draft Minutes REI&B Committee

Tuesday, December 15th, 2020 5:30 PM – 7:00PM

The remote meeting by Zoom: <https://us02web.zoom.us/j/85098649035>

Councilor Ali Dieng, (AD) Chair, Ward 7

Councilor Karen Paul, (KP) Ward 6

Councilor Brian Pine, (BP) Ward 3

Staff: Tyeastia Green, Director REIB Dept; Belan Antensaye, REIB; Skyler Nash, REIB; Vanessa Santos Eugenio, Human Resources; Marcella Gange, CEDO (Committee Staff)

Meeting called to order 5.39pm

- 1) Motion to amend the agenda, removing item 4 (presentation of Language Access Plan) and postponing to the next meeting, moved by BP, 2nd by AD - unanimous. Motion to approve the agenda, moved by BP, 2nd by AD, unanimous
- 2) Motion to approve the minutes of the meeting of 11/17/20 – moved by BP, 2nd AD, unanimous.
- 3) Public Forum, no members of the public wished to speak – closed at 5.43pm.
- 4) Update on the REIB Strategic Plan – Dir. Green: The consultant group not able to be present tonight. The first BIPOC community listening session took place and was well attended and well received by the community members present: business owners, community activists, public sector and non-profit staff. It included facilitated discussions among those in similar career groups. The data gathered will inform the strategic planning – to be completed by end May, 2021. More listening sessions planned, including one for youth. AD – Thanked the REIB team for making this happen, rich conversation.
- 5) Other Updates - BIPOC Business/Non profit grant program received approx. 24 applications, decisions should be released by the end of the

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week. Total of approx. 50 recipients from this program and the earlier small business program. BP – this is a valuable program, kudos to the Dept for distributing over \$150,000 to community members who may be unbanked. when is the next round? Dir. Green, considering the best way to operate the program whether to have ongoing applications or to open a second round at a later date. AD: Commented on Mascoma Bank program for access to funds for BIPOC business. Dir Green, has met with the Bank and discussed community connection.

MLK Day – City staff gave an update on planning and activities. The projects are a cross-departmental collaboration and in partnership with ECHO.

Vanessa Santos Eugenio (VE) HR presented to the Committee on City of Burlington employee demographic data. Looking at the overall data set of all employees, disaggregated by race and by contract type (permanent, temporary and seasonal).

Follow up on previous Committee meeting: HR Director search failed and will restart in 2021. The Public Health Equity Manager recruitment process is underway.

- 6) Open Forum Discussion: Discussion on need and available solutions for safe spaces and advisory for BIPOC residents experiencing discrimination.
- 7) Agenda for the next meeting (01/19/21) to include: Language Access Plan update, MLK Day update, update on reparations study and scope of work – (BP requested high-level data on BIPOC small business grants outcomes). Motion to adjourn made by BP and 2nd by AD – unanimous. Meeting adjourned at 7.10pm