



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 REIB Committee

Wednesday Feb. 17th, 5:30 pm – 7:00pm

Remote meeting by Zoom: <https://us02web.zoom.us/j/85027339615>

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 (BA), REIB; Skyler Nash (SN), REIB; Vanessa Santos Eugenio (VSE), Human Resources; Phet Keomanyvanh (PK), CEDO; Brian Lowe (BL), Innovation and Technology; Marcella Gange, CEDO (Committee Staff)

Public: Tony Reddington

Meeting called to order at 5.37pm

- 1) **Motion to approve the agenda**, moved BP, 2nd KP, unanimous.
- 2) **Motion to approve the minutes**, moved BP, 2nd KP, unanimous.
- 3) **Public Forum** – There were no members of the public that wished to comment.
- 4) **Language Access Plan (LAP)** and needs assessment, Brian Lowe and Phet Keomanyvanh presented the current state of LAP and the needs assessment that is in planning. The City has developed additional methods of outreach and practices during the pandemic. City conducting outreach to BIPOC and Limited English Proficient (LEP) communities, through Trusted Community Voices, newsletters, Rapid Response Team etc. Committed to using resources to improve information access and access to resources during and post pandemic. Will be requesting funds for the LAP in budget FY22. PK has shared information on the LAP widely, including with school district, City of Boston (similar plan) and UVM MC – for feedback. Discussion on State role in providing funding for translation of ballots and information for voters and the City's participation in this effort as part of the wider LAP work.
- 5) **Update on REI&B Strategic Plan and Reparations Study**. BA – Held first community listening session, working with Grayscale on data and feedback for upcoming sessions. Using listening sessions to understand if we are on track with

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 or 802 865 7178

current city goals and priorities. SN – for example the discussion on public safety among the BIPOC community is very different to the discussion heard at City Council? AD – Question re participation by members of the Asian community? BA, outreach has been made to all BIPOC communities. TG: all BIPOC community members are welcome, will look at outreach for any gaps. Reparations Study (SN), most recent meeting introduced consultants to Task Force members and included a preliminary discussion on expanding the study to the entirety of the 20th Century. Next update will be March 24th. Director Green described that Prof. William Darity of Duke University expressed interest in our study and being able to access the knowledge of his department would be of great benefit to the City of Burlington. Discussion on emerging information from preliminary research and the need to ensure the safety and security of documentation, to allow research. AD: Are there emerging themes in the research? TG: No themes as yet.

6) Other Updates

BIPOC Business/Non profit grant program: BA, REIB provided 180K to BIPOC businesses and non-profits. Evident that ongoing need exists. TG: The department experienced backlash in the form of public information requests and negative commentary on social media. Director Green encourages counterparts and Councilors to speak up on the need and value of these programs. KP – not aware of this backlash, we should not be surprised and thanked Director Green for raising awareness of these public responses to the REIB programs. Expressed that this is not a zero sum game, we must keep working on programming to support systemic change.

MLK Day update: Successful day of remote events for all age groups. Link to Panel Discussion on Reparations:

<https://www.cctv.org/watch-tv/programs/dr-rev-martin-luther-king-day-panel-and-community-discussion-reparations>

HR recruitment. The Dept continues to recruit for the HR Director. Introduced Marielle Matthews - Public Health Equity Manager, currently within I&T Dept. City will reevaluate its Equal Opportunities Statement, to ensure it encompasses full spirit and intent of our work.

Director Green updated on the work of the REIB Employee Resource group, inter-departmental group with a focus to bring forth change across city on racial equity. One of the organizing sub-committees is focusing on developing the Juneteenth event.

7) Open Forum Discussion Member of Public Tony Reddington asked to add Transport Racism to the agenda next month. Has sent members a Series on Walkability (attached)

Clrs agreed next meeting 16th March at 5.30pm

8) Motion to adjourn moved BP and 2nd KP, meeting adjourned at 7.07pm. Clrs agreed next meeting 16th March at 5.30pm.