



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

## **REIB City Council Committee**

**December 13, 2022 5:30pm – 7:00pm**

**Queen City Room, 149 Church St, 3<sup>rd</sup> Floor City Hall, Burlington VT**

### **Attendance:**

Ali Dieng, Maea Brandt, Kim Carson, Mohamed Jafar, Sydney VanTassel, Adam Kersch, Sandrine Kibuey, Dodit, Melo Grant, Perri Freeman, Belan Antensaye

### **Link to Meeting Recording:**

[https://zoom.us/rec/share/4nhXYW2vhaElrql\\_zofp6QSpzbttZwxx66ukR0-HzZ6wK122ZzKJxIBGI863Bzru.UTLPGFm8oKDP6Kit](https://zoom.us/rec/share/4nhXYW2vhaElrql_zofp6QSpzbttZwxx66ukR0-HzZ6wK122ZzKJxIBGI863Bzru.UTLPGFm8oKDP6Kit)

Passcode: ^F@#+4\*=-

**Start Time: 5:35**

### **Approved Minutes**

1. Motion to approve the agenda  
Ali Dieng motions to approve agenda, Maea Brandt seconds.
2. Motion to approve the meeting minutes [November 15, 2022](#)  
Perri Freeman approves minutes, Ali Dieng seconds.
3. Public Forum  
No Comment
4. Explore the Creation of REIB Commission – Gathering Inputs from BIPOC Organizations and the Community

Dieng introduces topic and welcomes leaders from BIPOC Organizations.  
Individuals ask clarifying questions on the composition and purpose of committee.  
Dieng describes the commission's purpose, which would be support the department



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with strategic planning and their community perspective. Commission size is usually 7 to 8 members with different levels of expertise. To apply for commissioner positions, members of the committee fill out an application and city council would approve applications.

Freeman describes the challenge with capacity of commissioners and thinking about ways the work can be directed and intentional. Grant shares that having an additional commission dedicated to REIB could help. Concerns with overly bureaucratic systems and momentum.

Kibuey asks about criterion of being a commissioner and Dieng shares that it would be based on certain skills and expertise, but would not require any specific level of education. Need to be a legal voter and resident in the city of Burlington to serve. Dedit asks about ability to serve as commissioner if city employee. Discussion on clarification on this, as well as conflict of interest. Dieng suggests asking lawyers for clarification.

Dieng describes that he thinks it is important to have a commission because the initial resolution said we would explore a commission and the REIB Department has gone through a lot of changes. Describes the importance of giving time for restructuring and funding to sustain the department. Will keep having conversation on expertise and specifics for charter change and look to December 2023 for commission change. Add to January meeting agenda and include more input from others. Brandt discusses keeping the commission appropriate, current, and relevant.

### 5. Updates about Community Engagement: Diversity Art in the ONE

Carson gives update on Dewey Park Project, which features a monument to represent belonging born from racial justice movement in 2020. Describes listening session at IAA and its success, as well as what the department learned from this experience. Data showed that member's concerns were more about the city not informing the community and moving forward REIB will continue having conversation. REIB learned the different ways to communicate with the ONE community and ways to implement a more strategic communication plan in the future.



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Freeman asks about farmer's market concerns and Carson describes issues of imaging not being to scale, location, and future survey to increase the size of the park. Brandt asks questions about community understanding of the artwork and process and list of platforms for engagement that include voices, especially youth. Carson describes what REIB's public engagement process will look like moving forward. Looking at data to ensure REIB is data driven and looking at processes. The plan for the Embrace and Belonging is the same, expecting it to be completed by Juneteenth.

Dieng describes that Parks, Arts, and Culture Committee will also be discussing this in their January Meeting. Describes the challenges in getting community members to event, but there were many community members at the December 5 meeting.

#### 6. Community Forum

Brandt asks about a schedule of cultural events on website for international festivals, lectures and conversations on race at REIB. Carson described launching website in January and launching REIB App in June. These would help people see local events and resources. App can also send notifications about what is happening and could help increase community contacts and engagement. Dieng shares that Burlington doesn't have a lot of cultural events and we can look at events like Highlight and think about the BIPOC Community. Carson describes REIB's different domains and having a diversity of activities.

Freeman asks about youth programming at REIB and Carson describes REIB role being focused on policy and supporting organizations. Key focus on those who are 18-24 years old and looking at root causes by collecting data. Dedit asks about supporting programs in the community and connecting individuals with services. Carson describes connecting data to fund proportionally to program, ensuring we are getting data about efficacy. Grant agrees the importance of data and events/programs like A\_Dog and spring baseball programming through Enjoy Burlington that are lacking promotion. Need translation in outreach. Discuss Urban Park Rangers position. Kibuey describes deeper look at participation and engagement in communities to see interest in activities.

Carson includes data from [BSD's Annual Report](#) to help support decision making on funding, domains, and more. Dieng inquired about slides, work plan, short term, long term, budget and future plans about the REIB department and Carson responds that in late February she will have information on this. Grant and Kibuey request data for police



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commissioners. Dieng asks about Equity Report and Antensaye provides clarification on the City Equity Report and REIB's connection to data. Shifting our approach and publishing on our REIB website. Carson discusses domains with target initiatives and tracking published on website. Root causes and identification process to ensure results that are sustainable. Dieng describes knowing root causes and allocating funds towards solutions.

January 17<sup>th</sup> – 3<sup>rd</sup> Tuesday of the Month.  
Start at 5:00 instead of 5:30

7. Motion to Adjourn
8. Ali Dieng motions to adjourn and Maea Brandt seconds.

**End Time: 7:03**

**Minutes by Sydney VanTassel**