



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

REIB City Council Committee October 18, 2022 5:30pm – 7:00pm
Sharon Bushor Room, 149 Church St, City Hall, Burlington VT

Approved Minutes

Attendance: Councilor Ali Dieng, Councilor Karen Paul, Phet Keomanyvanh, Roy V Hill, Sydney VanTassel, Rev. Mark Hughes, Christine Hughes, Isaac, Lydia Diamond, Empress Levi

Start: 5:35pm

1. Motion to approve the agenda
Karen Paul motions to amend agenda to remove item number 4 and approves agenda.
2. Motion to approve the meeting minutes [September 20, 2022](#)
Ali Dieng approves the minutes.

3. Public Forum

Roy V Hill: Thank you for your work because this one of the most crucial topics.
Discusses societal concerns and how to move forward with love and respect.

Lydia Diamond: Wanted to talk about the gun violence and historical number of shootings. Would like to suggest doing an event to raise awareness about gun violence. Spoke with Lay your Guns Down Foundation to collaborate. The founder's name is Michael Tucker and would like to bring it to REIB.

Christine Hughes: Advocate for additional funding for Reparations Task Force and additional funding for community engagement. This can be through the Richard Kemp Center. I believe there should be a commission established and we need a new chair for the Reparations Task Force.

4. Reparations Task Force update

Discuss when the City Council presentation would be. Karen Paul said we could do November 7th. Phet Keomanyvanh is there to support either date and is available October 24th. Reparations Task Force is set to join the October 24th, followed by questions by the council. Phet Keomanyvanh asks about written materials for the



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meeting. Phet Keomanyvanh will share the Reparations Task Force report to present to REIB City Council meeting. Ali Dieng, recommends adding pieces about community engagement, funding, more members, and a new chair for the presentation. Christine Hughes approves. Ali Dieng asks about more members. Christine adds that they need a new chair. You need to 2 new members and chair, but this does not need to be a city council decision. Lost appointment of Hal Colston. Pablo might consider becoming Chair. Not sure if they had a Humans Rights Commission's appointment. Phet is assuming responsibility for REIB. Ali Dieng asks Christine to find individuals to appoint to the Reparations Task Force Committee. We will handle this at the next Reparation Task Force Committee.

5. REIB Department Updates from Phet Keomanyvanh

The City of Burlington got invited to be a part of Ideal Vermont and we are excited. This is the state's program and Belan, the Mayor, and Phet will be doing a full day in Randolph. We have to send some high-level officials to commit to the conference, as well.

Tool Kit: We are developing a toolkit for departments and organizations to look at how we are framing the equity piece in municipal departments. We are suggesting metrics and tools for municipals to think about equity in funding, staffing, and programming. Piloting with CEDO and this is a toolkit that REIB developed to support municipalities.

Belan presented last time about the Racial Equity Strategic Roadmap which looks at areas of housing, justice, healthcare, economy, and more. We can use the toolkit and roadmap for direction in organizations.

New staff member, Sydney as the Financial Administrator started and we are about to hire a Public Health Manager. Really think they would be a good fit and hoping to offer the position by the end of the week. We've lost 2 Trainers and our Event Planner. Scott went to CEDO and REIB is down to 5 people, but it is up to the Director to see what they want to do with organization.

REIB started the employee resource group again to support Juneteenth, policies, and more. We are resourcing it with staff members.

6. Community Forum



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Ali asks Lydia about Lay Your Guns Downs organization. Lydia would like them to come and meet with legislators. Thinking of format like Cornell West. Would like Balint, Sanders, and Welch to have a discussion about how we can get people to stop killing each other. It is traumatizing and we have all these gun shootings. We need more done. Running for South Burlington City Council next year. Wants to be involved in Juneteenth. Empress shares about the food she makes and ways she wants to be involved.

They discuss hosting the next REIB Council Committee at Richard Kemp. Christine Hughes – Richard Kemp has a block party this weekend, please join. 12-5 pm at the Kemp Center this Saturday.

Mark Hughes – the Kemp Center has afterschool programming and many other programs. Shout out to Phet, Roy, Empress, Lydia, Sydney, Ali, and Karen for their presence. Discusses gun violence and wanting to support Lydia. We are having internal conversations about gun violence and we are encountering a rise in gun violence. We are experiencing the effect of the great resignation with law enforcement. Discusses Credible Messengers in NJ and continuing to research about ways to move forward. We don't want this to be a policing response. Complicated issue and hoping that the city is responding to this issue as such. One of our concerns is to ensure there is sufficient community overlap with REIB and our commission. Citizens able to have oversight to work on decision-making with city council. This committee was not composed by charter change, but rather Rule 4, which means the viability and sustainability is at risk because a discretionary call could be made to end this committee. It is important to discuss ways to move this committee into a more permanent position.

7. Motion to Adjourn

Next meeting is 11/15/22.

New agenda items include: New Director Welcome, Exploration of Creating the Commission, REIB Updates, and maybe we can see Reparation Task Force Update Council Paul motions to adjourn and Councilor Dieng 2nd

Meeting Adjourn 6:41pm

Minutes by Sydney VanTassel