



Diversity, Equity, and Inclusion Special Advisory Board Meeting - Minutes April 22, 2025 5:30 – 6:30pm 7th Floor, City Hall Lansing, MI

Call to Order at 5:40pm By Byron Haskin

Attendance: Byron Haskins, Florenzio Hernandez, Cheryl Horn- Bernard, Terry Frazier
Absent: Sharron Gillison, Emily Sorroche

Agenda Approved: Cheryl Horn- Bernard, 2nd Florenzio

Minutes from April 1st approved Terry, 2nd by Florenzio

Public Comments: None

Director Update:

Thank you for people who came to the Ramadan Unity Dinner
Public meeting Path forward on Homeless in the city of Lansing – Report will be coming out by April 28th to the Mayor – Study down in Lansing about homeless. We want to get a good fill of who are the homeless and why they are homeless in Lansing.
2300 Homeless 62% BIPOC. Talk about how to address the issue

Culture & Accountability Officer Update:

Move the equity work along with Jonathan Bulter – Working meeting
June 5th Celebration of Diversity 4:30pm program doors open (start at 5pm)

Standing Thems Update

- Justice and Safety - None
- Economic Empowerment - no update
- Community Sustainability – Outstanding Public meeting – Homeless meeting

Unfinished Business: None

New Business:

Guest Presenter: Jonathan Bulter – Advancing Equity in Government

- Why Racial Equity in Government
- Examining institutional policies and practices is required to address the underlying drivers of racial inequities
- Think about equity by needs base approach to solve problems by the community needs.

- **Theory of Change** – ways to change the culture
 - Normalize
 - Training
 - City Staff as Equity Trainers
 - Organize
 - Citywide Equity Committee
 - Equity Resources in Departments
 - Operationalize
 - Department Strategies
 - Equity Assessments Plans, Tools

Meeting Adjourned: 6:50pm

Submitted by Terry Frazier