



AGENDA
AD HOC COMMITTEE ON DIVERSITY
Friday, September 9, 2016 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Councilmember Carol Wood, Chair
Councilmember Patricia Spitzley
Councilmember Jody Washington

1. Call to Order
2. Roll Call
3. Public Comment
4. Approval of Minutes
 - August 26, 2016
5. Presentation:
 - Executive Director Greta Trice of Resolution Center. The Resolution Services Center, a 501(c)3 organization, was developed in 1990 as part of the Community Dispute Resolution Act. In order to resolve conflict, a variety of methods are utilized including mediation, transformative conferencing, and facilitation. Mediators/facilitators are neutral and do not take sides nor give advice. They help organize and manage a process in which the parties discuss their perspectives, generate options, and come to their own resolution.
6. Discussion:
 - Review of Human Rights brochure to make sure it is consistent with ordinance.
7. Other
 - Updates on Participants in the Committee
8. Adjourn

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MINUTES AD HOC COMMITTEE ON DIVERSITY Friday, August 26, 2016 @ 11:30 a.m. Council Conference Room, 10th Floor, City Hall

Call to Order

The meeting was called to order at 11:30 a.m.

Committee Members

Councilmember Carol Wood, Chair
Councilmember Patricia Spitzley
Councilmember Jody Washington- absent

Others Present

Sherrie Boak, Council Staff
Al Salas
Mark Dotson, Deputy City Attorney- arrived at 12:00 p.m. left at 12:02 p.m. returned at 12:13 p.m.
Jim Bale
Sandy Wolfe, Peckham
Griffin River
Stacey Locke, Peckham
Tammy Lemmer
Judi Harris
Elaine Womboldt

Council Member Wood passed the gavel to Council Member Yorko.

Minutes

MOTION BY COUNCIL MEMBER WOOD TO APPROVE THE MINUTES FROM AUGUST 12, 2016 AS PRESENTED. MOTION CARRIED 2-0.

Council Member Yorko passed the gavel to Council Member Wood.

Presentation

Hispanic Community

Mr. Salas briefly spoke on his role in the South Lansing area as an advisor to ethnic groups. The points they are seeking are to be treated like every other ethnic group, offered the same jobs, same opportunities, same schools and same chances. Ms. Salas is also asking for more roles for Hispanics in upper positions in the City Administration. Mr. Salas continued with his overview of the Hispanic community which he believes starts in the schools. There are high

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dropout rates in the Hispanic populations and they need to see teachers and guidance in the schools, beginning with the parents and mentors.

Ms. Wolfe brought up an example of acceptance into a university whether identifying oneself on the application as Latino or not. The group discussed their opinions on the criteria, in addition to hiring criteria. Council Member Spitzley noted to the group that the law for a university has been challenged, and in Michigan there used to be affirmative action, but they don't have those any more. As the community is becoming more diverse, unfortunately employment has not kept up with that. It is not a quota but a recognition that the world is changing.

Council Member Wood asked Mr. Salas if his experience with working with the Latino population if they are afraid to ask for services or things they need because of the stigma they will be perceived as undocumented. Mr. Salas confirmed that statement, and explained that at Cristo Rey Community Center their food pantry was only available to a US citizen, along with needed medical care. The community also fears their family will be separated if a mother is undocumented however the children are US citizens. Council Member Spitzley asked what three things the Committee can take away from this meeting to help the Latino community. Mr. Salas stated they want to be treated fairly, want a chance like everyone else, and opportunities in upper positions.

Ms. Womboldt asked Mr. Salas to inform the group why people are not getting documented. Mr. Salas admitted it is a long process and Crist Rey does have a program to help. Ms. Harris noted though that there has to be a strong reason to be here in the US, because for undocumented cases they get deported and have to start the process in their home country. Ms. Womboldt stated she would be contacting her congressman to create an umbrella of time while they are attempting to become citizens instead of deporting.

Mr. Rivers acknowledged Mr. Salas for all his work in the community, not just the South Side Boys and Girls club.

Ordinance Chapter 297 Amendments

The Committee reviewed Draft 7 from the City Attorney office. Mr. Dotson clarified that the recent changes reflect the involvement of the Office of the City Attorney at the point of the complaint having no resolution, and if a lack of resolution it will be referred out to another prosecutor's office. The Committee noted a correction to page 19, line 8 to change "Rights" "Resources". The complete document should be amended to reflect that in all capital letters it should state "Office of the City Attorney" where there role has been added. Mr. Dotson confirmed it will be rewritten so any changes will be placed in capital letters.

MOTION BY COUNCIL MEMBER SPITZLEY TO APPROVE THE RESOLUTION TO INTRODUCE THE ORDINANCE AMENDMENTS TO SECTION 297 HUMAN RIGHTS AND SET THE PUBLIC HEARING UNDER DRAFT #8. MOTION CARRIED 2-0.

Council Member Wood stated that at the next meeting the Committee will once again review the brochure/flyer for corrections. Ms. Locke asked if the draft can be sent to her advocacy group, and it was confirmed.

Updates from groups

Ms. Womboldt reminded the group of the Committee on Public Safety meeting at 2 p.m. regarding medical marihuana.

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Mr. Salas invited everyone to the annual Southside Boys and Girls program at Francis Park on September 6th.

Adjourn

Adjourn at 12:48 p.m.

Submitted by, Sherrie Boak, Council Office Manager

Approved by Committee on _____

Where to Start

(Frequently Asked Questions)

What does the Lansing Human Rights Ordinance (HRO) protect against?

Lansing's HRO prohibits discrimination based on irrelevant characteristics (actual or perceived) in employment, public accommodation, housing, and public services including:

- race
- religion
- ancestry
- national origin
- color
- sex
- age
- height
- weight
- student status
- marital status
- familial status
- veteran status
- political affiliation
- sexual orientation
- gender identity or expression
- mental or physical limitation
- source of income

What do I do if I feel I am discriminated against?

- Immediately document the facts of the incident: date, time, place, names, witnesses, etc. for your personal records.
- Fill out the Initial Inquiry form and return it to City Hall by mail or in person, or contact the Lansing Human Relations and Community Service Department for assistance.

Where can I find more information about Lansing's HRO and my rights?

The City of Lansing Human Relations and Community Service Department

DIRECTOR

Dr. Joan Jackson Johnson

4th Floor City Hall
124 W. Michigan Ave.
Lansing, MI 48933

517-483-4477

www.lansingmi.gov/hrccs

joan.jacksonjohnson@lansingmi.gov

HOURS

Monday - Friday

8:00 AM - 5:00 PM



Revised 07/2015



LANSING'S HUMAN RIGHTS ORDINANCE

*An overview for individuals
encountering discrimination
in Lansing*



Human Rights Ordinance Initial Inquiry Form

Please fill out this form to the best of your ability. Attach additional pages if necessary. Mail or return the completed form and any attachments to:

**City of Lansing Human Relations and
Community Services Department
4th Floor City Hall
124 W. Michigan Ave.
Lansing, MI 48933**

A staff member will contact you to discuss your concern and schedule an informal conference. If you have questions, call City Hall at **517-483-4477** or visit www.lansingmi.gov/hrcs.

Name: _____

Today's Date: _____

Phone: _____

Address: _____

How should we contact you? _____

How were you discriminated against?

Who discriminated against you (if known)?

When and Where did the incident occur?

What happens after I file a complaint?

- A staff member will contact you to discuss your concerns and schedule an informal conference (est. within 45 days).
- You must file a sworn statement within 180 days of the incident. A copy will be sent to the party against whom the complaint is made.
- The Human Relations and Community Service Department will investigate your claim. Only those claims that allege conduct found to be in violation of the City Ordinance can be mediated.
- If the Department finds probable cause that there was discriminatory behavior and a mediated settlement is not possible, it will take appropriate action.
- Decisions may be referred to the City Attorney, Michigan Department of Civil Rights, County Prosecutor, or other appropriate enforcing agency.

What are the penalties for violating the HRO?

- Violating the HRO is a Civil Infraction. Penalties for a violation are as follows:
 - First Violation: \$150.00
 - Second violation: \$250.00
 - Third (or subsequent) violation: \$350.00
- In addition the City Attorney may commence legal action to obtain injunctive relief or any other remedy in an effort to prevent further discrimination prohibited by the HRO and remedy the effects of such discrimination.
- A violation of the HRO may also be a violation of state or federal laws against discrimination. Filing an HRO complaint does not waive your rights to pursue any and all other legal action to which you may be entitled.

What can a violation of the HRO look like? (examples)

- Discrimination in employment by refusing to hire, promoting, or terminating or altering conditions of employment because of an irrelevant characteristic.
- Failing to make reasonable accommodations upon request from a qualified person with a disability.
- Harassing an individual based on an irrelevant characteristic.
- Publish, circulate, display, post, or mail any communication that goods, services, facilities, privileges, and advantages of any place of public accommodation shall be withheld or denied to a person or that patronage of such a person is unwelcome on the basis of an irrelevant characteristic.
- Represent to a person because of that person's irrelevant characteristic that any dwelling or real estate is not available for inspection/sale/lease when in fact it is available.
- Deny access to public accommodations to a person based on irrelevant characteristics.

This list is for illustration only and does not represent all potential scenarios or violations of the HRO.

This brochure is a brief overview and does not contain all of the information found within the Ordinance. Certain Exemptions may apply. For further details, refer to the Ordinance in its entirety located on the Human Relations and Community Services web site at:

http://www.lansingmi.gov/media/view/Chapter_297_Human_Rights_Ordinance/8117

Reconciling Differences in Special Education

The *Individuals with Disabilities Education Act* (IDEA) provides many tools for helping children with disabilities succeed in early childhood and in school.

Along the way, however, parents and educators may differ over a child's Individualized Family Service Plan (IFSP), Individualized Education Program (IEP), or other special education matters.

The IDEA and the Michigan Department of Education (MDE) encourage the use of facilitated meetings and mediation to reconcile differences and resolve conflict early. Both services are offered by the Michigan Special Education Mediation Program (MSEMP). These services can help parents and educators:

- Collaborate more effectively.
- Reach decisions faster.
- Preserve working relationships.
- Avoid costly hearings and complaints.

The MSEMP provides trained facilitators and mediators across the state at no charge. MSEMP mediation agreement rates average 80 percent, and customer satisfaction rates average more than 90 percent.

Michigan Special Education Mediation Program (MSEMP)

516 S. Croyts Rd., Suite A
Lansing, MI 48917

Phone: (517) 485-2274
Toll-Free: (800) 8RESOLVE
Fax: (517) 485-1183
Email: info@msemp.org

<http://msemp.cenmi.org>

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STATEMENT OF COMPLIANCE WITH FEDERAL LAW

The Michigan Department of Education (MDE) complies with all federal laws and regulations prohibiting discrimination and with all requirements of the U.S. Department of Education (USED).

This brochure was printed 5,000 times at a per piece cost of \$0.10 in April 2015.



Michigan Special
Education Mediation
Program

Facilitation and Mediation



Helping parents, educators,
and service providers develop
productive relationships to resolve
issues related to early intervention
and special education.

(800) 8RESOLVE

<http://msemp.cenmi.org>





Why Consider the MSEMP?

Experience

All MSEMP mediators and facilitators are trained in mediation and facilitation techniques and special education law and regulation (including acronyms and the IFSP and IEP processes). Many have more than ten years of experience with the program.

Fairness

MSEMP mediators and facilitators are trained to be neutral. They are not advocates and do not take sides in a case. The MSEMP, which is federally funded through the MDE, is not affiliated with any school district or special education, advocacy, disability, or parent organization.

Local, Available, Convenient

The MSEMP makes facilitation and mediation services available through a statewide network of local centers. Services can be obtained by:

- Calling **(800) 8RESOLVE**.
- Submitting a request to the MSEMP at <http://msemp.cenmi.org>.

An intake specialist will gather information about the meeting or dispute, contact the other parties to obtain consent for the use of services, and schedule meetings that are convenient for all parties.

Facilitated Meetings

The MSEMP provides trained neutral facilitators for meetings involving:

- IFSPs and IEPs.
- Manifestation determination reviews.
- Resolution meetings related to due process complaints.

MSEMP facilitators help meeting participants focus on the issues and create solutions. Facilitators ensure that all participants have a chance to present their views and ideas. They also keep an eye on the clock to help meetings stay on track.

Consider using a facilitator when meetings involve:

- Multiple or complex issues.
- A large number of participants.
- Uncertain working relationships.
- Potential conflicts.
- Formal complaints.



Mediation

Mediation helps parties resolve disputes related to special education and early intervention issues. A trained, neutral mediator fosters a cooperative discussion among the parties. The parties make the final decisions.

Mediation is voluntary and confidential to encourage openness. This helps the parties identify and resolve their issues. A successful mediation results in a written, signed agreement that can be incorporated into an IFSP or IEP and is enforceable in court.

Mediation can be used at any time for any special education issue. It can be used to resolve disputes before or after requesting a hearing or filing a state complaint.

The MSEMP mediates cases involving a wide range of complex special education issues. Like facilitation, mediation is made available through the MSEMP at no cost to parents and school districts.

A Comparison of Dispute Resolution Processes

Features	Mediation	State Complaint	Due Process Hearing	Court
Decision Maker	Parents and educators	MDE	Administrative Law Judge (ALJ)	Judge
Decision Type	Mutual written agreement	Compliance finding	ALJ ruling	Written opinion
Process	Collaborative	Adversarial	Adversarial	Adversarial
Time	30 days (average)	60 days	45 days or more	2+ years
Cost	Free through MSEMP	Free	\$50,000+	Substantial
Results	Win/win	Win/lose	Win/lose	Win/lose

Types of conflicts resolved:

- Student conflict in schools
- Youth conflict in the community
- Custody and parenting time disputes
- Decisions about permanent placement for youth in foster care
- General civil actions (pre- and post filing)
- Small claims (pre- and post filing)
- Divorce issues (pre- and post judgment)
- Estate planning
- Family decisions about the care of elderly parents
- Facilitation of family discussions about difficult decisions
- Disputes about Individual Education Plans
- Neighborhood conflicts
- Labor and employment disputes

Resolution Services Center (RSC) helps resolve disputes and provides alternatives to the escalation of conflict and lengthy court litigation.

Exceptionally trained mediators facilitate communication between the affected parties guiding them through a process to ultimately reach a mutually satisfactory agreement. Costs for most resolution services are based on a sliding scale.

RSC aspires to promote and empower peaceful conflict resolution throughout the six counties they serve.

Counties Served:

Clinton
Eaton
Gratiot
Ingham
Isabella
Shiawassee



RESOLUTION
SERVICES CENTER

516 S. Croyts Rd., Suite A
Lansing, MI 48917-8268
517.485.2274 office
517.485.1183 fax
mediate@rsccm.org
www.rsccm.org



Helping citizens and
businesses resolve
conflict since 1992

RESOLUTION
SERVICES CENTER



RESOLUTION SERVICES CENTER

*When parties come to their own resolution,
the agreements are more apt to be fulfilled.*

Our Mission

The RSC helps individuals, families, schools, youth, businesses and organizations resolve conflict through mediation, facilitation, restorative practices and training.

Resolution methods vary, depending upon the case facts. Some of the methods utilized by RSC include:

Mediation: Trained, experienced mediators conduct a facilitative process which helps parties define issues, generate options and come to a mutually acceptable agreement resolving their dispute.

Facilitation: Facilitation is a more informal process than mediation. It is best utilized when there are multiple parties seeking a solution to a difficult problem. A neutral facilitator trained in facilitative techniques of conflict resolution helps the parties discuss the issues, and develop a plan of action.

Restorative Practices: Restorative practices are based on principles of restorative justice which seeks to repair the harm from conflict, violence or violations of law. Currently RSC uses transformative conferencing and peace circles in area schools to resolve peer conflicts and reduce the number of days youth are suspended from the learning environment.

RJ is also used in conjunction with the Ingham County Prosecutor's office and the Lansing Police Department for first time youthful offenders accused of minor infractions such as school truancy.



About Us

The Resolution Services Center of Central Michigan is a non profit 501(c)3 organization which helps parties resolve conflict, make decisions about difficult situations and develop plans of action which are mutually acceptable to all parties.

Trainings

Resolution Services offers training in conflict resolution and can design a customized training unit for your business or group. We also offer training in transformative conferencing and mediation.

Please contact us to discuss your training needs.

- Domestic Mediation
- Elder Law Mediation
- General Civil Mediation
- Lunch & Learns
- Restorative Facilitation

Conflict Resolution Is:

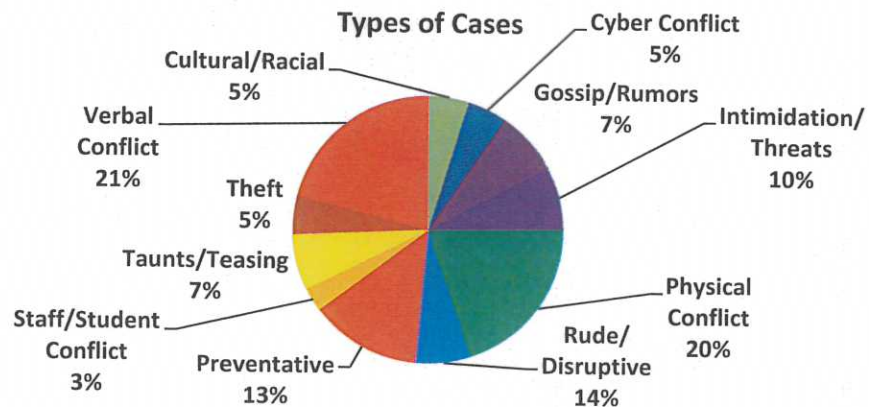
- ✓ Voluntary
- ✓ Empowering
- ✓ Confidential
- ✓ Convenient
- ✓ Low Cost



RESTORATIVE JUSTICE 2016 SNAPSHOT

Resolution Services Center serves Lansing, Waverly, Holt and E. Lansing Schools.

3043 STUDENTS PARTICIPATED
2436 SUSPENSION DAYS AVERTED
1417 DISPUTES FACILITATED



Partners: Ingham Juvenile Justice Millage, Project Peace & United Way
RSCCM • 517.485.2274 • 516 S. Creyts Rd., Ste A, Lansing, MI 48917