



AGENDA
AD HOC COMMITTEE ON DIVERSITY
Friday, November 18, 2016 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall
Updated 11/15/2016

Councilmember Carol Wood, Chair
Councilmember Patricia Spitzley
Councilmember Jody Washington

1. Call to Order
2. Roll Call
3. Public Comment
4. Approval of Minutes
 - October 28, 2016
5. Discussion
 - Opportunity to discuss and network on Post-Election Depression
 - Final Report to Council on Ad Hoc Committee Activities
6. Other
 - Updates on Participants in the Committee
7. Adjourn



DATE Nov 18, 2016

Please print

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MINUTES AD HOC COMMITTEE ON DIVERSITY Friday, October 28, 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.

No quorum present.

Committee Members

Councilmember Carol Wood, Chair

Councilmember Patricia Spitzley- arrived at 11:37 a.m.

Councilmember Jody Washington- excused

Others Present

Sherrie Boak, Council Staff

Mark Dotson, Deputy City Attorney

Stephen Purchase

Mary Ann Prince

Stacey Locke, Peckham

Sandy Wolfe, Peckham

Tammy Lemmer, TCOA

Imelda Galdamez, MSU Extension

Annette Sokolnicki, MSU

Eric Weber, IAFF 421

Elaine Womboldt

Devan Pennington, MSU Student

Guillermo Lopez

Introductions

Presentations

Annette Sokolnicki, MSU Extension Educator, District 8

Health and Nutrition Institute Michigan State University Extension

Ms. Sokolnicki and Ms. Galdamez distributed handouts on the MSU Extension office services, their efforts on Diversity and Inclusion, multicultural workshops and resources, and the Health and Nutrition Institute Nutrition and Physical Activity Workgroup Report. Included in the information was information on the 10 bilingual staff members, and their work with the Arabic families in the area, along with Native American families providing them with resources and

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assistance? They focus on the underserved members of the community. Council Member Wood asked them if they were aware of the recent adopted Human Rights Ordinance and Ms. Sokolnicki affirmed their affirmative action organization. Mr. Weber asked if their workshops were open to anyone and it was confirmed that they were. Mr. Weber asked if they could promote career development with the youth to promote their agency connections. The representatives continued the presentation on the Workgroup report and the focus on teaching their participants to navigate while grocery shopping, summer work programs, nutrition education and multiple assistance in shelters. Council Member Wood asked if they work in the schools, and Ms. Sokolnicki assured them they do, and work on a Smarter Lunch Room program addressing policies, systems and provide a lunch room assessment to identify 3 areas of focus. In 2017 the group plans to work on maternal health focus, along with continued efforts on Project Fresh, which works with WIC recipients and WIC moms on fresh fruit.

Quorum of the committee at 11:37 a.m.

Council Member Spitzley asked if they provide information for school age kids to take home so their parents aware of the opportunities that is available to them. Ms. Sokolnicki acknowledged it is hard to get the information on Project Fresh out because that is run by WIC, and they are just partners. They do participate with WIC on any outside events providing education and coupons. Mr. Lopez stated that Northwest Initiatives does the school lunches so MSU Extension should reach out to them to put the coupons in. Ms. Sokolnicki continued stating that Project Fresh has been around for 10 years, and there have no discussions on cutting it. It is a Federal program and there is a framework in place.

Ms. Wolf asked if the coupons can be used for plants. Ms. Sokolnicki confirmed they can be used only at farmers markets for plants and herbs.

Ms. Prince asked about reaching the diverse population. Ms. Galdamez stated that they work with low income eligible, and distribute their materials in English and Spanish, and do have State assistance with Arabic speaking participants, and also Ingham County has five (5) languages they provide nutrition education to.

Minutes

MOTION BY COUNCIL MEMBER SPITZLEY TO APPROVE THE MINUTES FROM SEPTEMBER 23, 2016. MOTION CARRIED 2-0.

Action/Discussion

Mr. Purchased confirmed the changes to the brochure had been made to make it compliant with the ordinance. The only changes needed are an updated website link since the HRCS does not have the ordinance on their web page. Mr. Purchase will provide the final brochure to Council staff to edit in the future and distribute.

8th Annual Cesar E. Chavez Memorial Observance Planning

Mr. Lopez asked for support from the attendees of the Ad Hoc Committee for the 2017 event. The date chosen for 2017 was March 31st. Mr. Lopez stated he would reach out to the LSD to confirm their spring break schedule to avoid a conflict of the attendance by a children's choir. Council Member Wood asked anyone interested to contact Mr. Lopez with their suggestions or assistance on the event.

Updates on Participants in the Group

Ms. Lemmer reminded the group of the upcoming TCA auction and dinner.

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Ms. Womboldt gave out dates for future Rejuvenating South Lansing events, and quickly outlined a bill by Andy Schor she encouraged everyone to support.
Mr. Weber outlined the upcoming election and Lansing Safe millage information.

Adjourn

Adjourn at 12:45 p.m.

Submitted by,

Sherrie Boak, Council Office Manager

Approved by Committee on _____



Of
GREATER LANSING
SPECIAL MEETING

Monday, November 21, 2016
6:00 – 8:00 PM
San Juan Diego Room
Cristo Rey Church
201 W. Miller Road, Lansing, MI 48911

Proposed Agenda

1. Welcome and Introductions
2. Approval of Agenda
3. Approval Minutes
4. Old Business
5. New Business

1. Opportunity to discuss and network on Post-Election results:

This general election has created many challenges affecting our community so this is an important opportunity for us to come together to work on efforts to protect and promote the rights of our community.

2. Michigan Latinx Cluster

Mr. Ed Montemayor,

6. Other business deemed necessary
7. Announcements
8. Next Meeting: December 19, 2016
9. Adjournment

Submit @ mtg



STATE OF MICHIGAN
LANSING

AGUSTIN ARBULU
DEPARTMENT OF CIVIL RIGHTS

BRIAN J. WHISTON
STATE SUPERINTENDENT

November 15, 2016

**A Letter from State Superintendent Brian Whiston
and Michigan Department of Civil Rights Director Agustín Arbulu**

Now is a time when all of us need to stand together. Every administrator, teacher, staff member, parent, guardian, bus driver and student must stand as one in condemning intolerable conduct regardless of message or motivation.

We are concerned that students and parents may be hearing mixed messages. Each of us must clearly and consistently convey the message that bullying, harassment, violence, property destruction or any other form of intimidation have no place in our schools. It does not matter who is engaging in the intimidation, which student is being targeted, or what the reason is for the intimidation. There are no legitimate reasons and there are no acceptable excuses. The behavior is wrong, and the behavior will not be tolerated.

Each of us has a responsibility to ensure that every teacher, every staff member and every parent/guardian does what they can to make certain that every student hears this message, and understands that the message is shared by everyone. Waiting for an incident to occur or for a complaint to be filed is not acceptable. Appropriate strategies include:

- Review, revise, and if necessary, redistribute your harassment/bullying policies. Outside events may have increased the number of incidents, but the behavior is not new. It should in no way be minimized or taken less seriously based on outside events.
- Monitor attendance.
- Encourage dialogue and open communication.
- Ensure staff knows the signs of anxiety and trauma, observes students for the signs, and knows what to do if signs are detected.
- Ensure staff and student access to trained counselors and support services either in one-on-one settings or in groups.
- Monitor extracurricular events, be aware of social media, and identify concerns raised by students involving outside parties, threats, harassment or intimidation.
- Continue to promote positive learning environments through programs such as PBIS (Positive Behavior Intervention and Supports), and comprehensive bullying programs.
- Promote restorative justice practices and utilize alternatives to Suspensions and Expulsions.

November 15, 2016

- Remember that there is no quick fix, no one speaker, or one shot program to address complex issues. Success requires consistent messaging regarding expectations, sound policies, and having evidence-based programs in place that meet the need and are consistently implemented.

We do not intend this letter to suggest that diversity awareness, dispute resolution, cultural competency and other such programs are not important. We encourage you to foster inclusion through the expansion of such programs. However, these programs cannot be effective unless they are presented in a place where students feel safe and welcome. We have included some links below that you may consider incorporating into your future work. Current events, however, demand that we first ensure that students know that an attack on any student is an attack on all of us, and will be met with a swift and decisive response.

We can work through any other issues in time, but we must immediately make our schools a safe place -- where every student is made to feel welcome.

RESOURCES AVAILABLE THROUGH THE MICHIGAN DEPARTMENT OF EDUCATION:

- For support in **PBIS**, the **Promoting Positive School Climate (PPSC)** project information is at - <https://miblsi.org/application#promoting-positive-school-climate-ppsc> or www.pbis.org
- **OK2Say** reporting – text 652729 (OK2SAY) or through the website at www.ok2say.com
- For local support and resources, Every Michigan School District is served by a **regional school health coordinator** - mishca.org.
 - These regional school health coordinators support training and implementation of the comprehensive K-12 health curriculum **Michigan Model for Health** - www.mmhclearinghouse.org
- Regular surveying students to understand the environment through **school climate surveys** and student health behavior surveys such as the MiPHY (www.michigan.gov/miphy).
- Alternatives to Suspensions and Expulsions Toolkit and http://www.michigan.gov/mde/0,4615,7-140-74638_72831---,00.html and online restorative justice practice modules http://www.michigan.gov/mde/0,4615,7-140-74638_72831-358881--,00.html
- Michigan State Board of Education Resolution on Use of American Indian Mascots, Nicknames, and Logos: https://www.michigan.gov/documents/mde/Mascots_330690_7.pdf

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- For questions on district anti-bullying policies, please contact Aimee Alaniz, Michigan Department of Education, AlanizA@michigan.gov or 517-373-8862.

Sincerely,



Brian J. Whiston
State Superintendent
Michigan Department of Education



Agustin Arbulu
Director
Michigan Department of Civil Rights

