



MINUTES
Committee of the Whole Training Session
Monday, July 20, 2020 @ 5:00 p.m.

Via Zoom Meeting:

<https://us02web.zoom.us/j/85396552184>; ID 853 9655 2184; Dial In 312-626-6799

CALL TO ORDER

Council President Spadafore called the meeting to order at 5:08 p.m.

PRESENT- via audio/video

Councilmember Peter Spadafore
Councilmember Adam Hussain
Councilmember Carol Wood
Councilmember Patricia Spitzley
Councilmember Kathie Dunbar- arrived at 5:11 p.m.
Councilmember Brandon Betz
Councilmember Jeremy Garza
Councilmember Brian T. Jackson- arrived at 5:31 p.m.

MEMBERS PRESENT- via audio/video

Sherrie Boak, Council Staff
Alfredo Hernandez, Equity Officer Michigan Department of Civil Rights
Jim Smiertka, City Attorney

Implicit Bias Training – Michigan Department on Civil Rights

Mr. Hernandez began with a presentation titled Diversity, Equity and Inclusion (DEI) Workshop. The presentation and training began with introductions offering each Council Member to an opportunity to provide their name, title and something people may not know about them. The slide transitioned into "Guidelines for Sharing", then an activity with www.menti.com for assessing institutional inclusivity.

Mr. Hernandez explained that the work of the training is to do a root cause analysis, challenge thinking systemically, look at the role leader's play, and the role of culture as strategy. Based on a question on Menti, the Council noted what they thought the City of Lansing was- "Passive Club Institution", "Symbolic Change- Multi Cultural Institution", "Identity Change-Diverse Institution", "Structural Change Transforming Institution", or "Exclusive Integrated Institution".

Mr. Hernandez then spoke to Council on the work that is required to address bias, acknowledge things that make someone bias, and the City develop a common language that defines what is meant by saying "Racial Equity".

Mr. Smiertka provide his personal experience.

Mr. Hernandez continued his presentation gender perception in society, and the dominate sexual orientation in the United States. The slides then moved onto "Sexual Orientation"

Prejudice + power=heterosexism and the dominant narrative, this noted “power is guided and sustained through dominant narratives”. Presentation moved into a strategy for increasing allies and creating change; shifting the focus minimizing the resistance and the cause, effects and response. Topics continued with talking about race; race as a principal force, and the impact of not talking about race. The root cause of implicit bias and Council Members spoke briefly on what they believe it is, where it comes from, is it real, is it impacting, and what strategy can be set in place to address. At this time Council preformed activities on perception, root cause, the practices humans have been taught, unconscious values and unconscious bias.

The Committee then took this time to state their comments on racial inequity, and the training. Mr. Hernandez shared a video section on “Cracking the Code”. After a discussion on the video, the presentation moved into “redlining” on explicitly limited loans. Also how practices and procedures have shaped the communities, along with dismantling structural inequities. Mr. Hernandez concluded his presentation by stating he is available for any members in the future.

Council President Spadafore acknowledged Mr. Hernandez, asked him to forward the slides to Council Staff and he would work with Council Member Spitzley on some of the details for their August 3rd meeting. Mr. Smiertka suggested looking at a discrepancies between different levels of the government.

Public Comment

No public comment.

Adjourn

The meeting adjourned at 7:38 p.m.

Respectfully Submitted by,

Sherrie Boak, Recording Secretary

Lansing City Council

Approved by the Committee July 27, 2020