



AGENDA
AD HOC COMMITTEE ON DIVERSITY
Friday, January 6, 2017 @ 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
 - December 16, 2016
5. Discussion
 - RESOLUTION - Final Report to Council on Ad Hoc Committee Activities
6. Other
 - Updates on Participants in the Committee
7. Adjourn

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MINUTES AD HOC COMMITTEE ON DIVERSITY Friday, December 16, 2016 @ 11:30 a.m. Council Conference Room, 10th Floor, City Hall

Call to Order

The meeting was called to order at 11:33 a.m.

Committee Members

Councilmember Carol Wood, Chair
Councilmember Patricia Spitzley-excused
Councilmember Jody Washington- left at 1:27 p.m.

Others Present

Sherrie Boak, Council Staff
Brandon Waddell, Assistant City Attorney
Stacey Locke, Peckham
Jim Bale, Greater Lansing Labor Council
Heather Boyer, LLMSW
Sandy Wolfe, Peckham
Al Salas
Guillermo Lopez
Elaine Womboldt, Rejuvenating South Lansing
Tammy Lemmer, TCOA
Mark Dotson, Assistant City Attorney

Minutes

MOTION BY COUNCIL MEMBER WASHINGTON TO APPROVE THE MINUTES FROM DECEMBER 9, 2016 AS PRESENTED. MOTION CARRIED 2-0.

Introductions

Presentation

Heather Boyer, LLMSW; Legal Advocate- SAFE Place

Ms. Boyer began her presentation with her personal history and what brought her to her career working as a victim advocate. This included the creation of her non-profit organization working with victims on outreach, presentations and furthering her education. Ms. Boyer went on to work for SAFE Place out of Battle Creek, working in Eaton and Barry County filling a role in advocacy. This role involves referrals from the prosecutor's offices on domestic violence. As an advocate she communicates with the victim and provides any assistance they want.

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Ms. Wolfe asked if any one refuses the assistance. Ms. Boyer did note they do not refuse the help, but 90% do not want to prosecute. There is a in the program in the Courts specific to domestic violence and once perpetrator go through the program it help them so they are not going to jail, but offered training programs in the system.

Mr. Bale asked if Ms. Boyer works with male victims also. Ms. Boyer confirmed there are females charged with the abuse as well, however the majority of the victims are female. It should be noted that victims have a hard time reaching out for assistance due to the stigma.

Councilmember Wood asked if Ms. Boyer was doing training with the gay and lesbian community, and same sex marriage. Ms. Boyer confirmed they are, but currently it appears this crime is under reported.

Councilmember Washington spoke in opposition to offering the abuser therapy. Ms. Boyer noted that each case is unique, and they are trying to get them prevention and treatment services. The therapy groups work in groups of peers holding peers accountable. Councilmember Washington noted that victims also need the counseling and assistance. Ms. Boyer noted this organization and others are there to connect victims with assistance whenever they are ready, however some victims go back to their abuser seven or eight times before they ask for assistance.

Councilmember Wood asked Ms. Boyer if her organization is providing resources to help children cope with the situations. Ms. Boyer stated they work with the victim directly, and the children would be considered secondary victims, but in most cases Child Protective Services are automatically notified and they then assess the needs. Ms. Boyer offered to provide additional information to Mr. Lopez to forward to the LSD School Board.

Ms. Lemmer pointed out that there is no State funding but only Federal funding for victims advocacy.

Ms. Boyer ended by distributing brochures and Crime Victims Rights Handbook.

Final Report to Council on Ad Hoc Committee Activities

Councilmember Wood outlined her opinion on the importance of the group discussions and presentations. She noted that some of the honest and in-depth discussion would not have happened before a TV camera, and Councilmember Washington added that with the discussion within the Committee it helps to determine if legislative changes need to be made.

- HIV Treatment and Presentation, presentation by Todd Heywood. Council Members suggested a second presentation on the topic to the Committee of the Whole. It was also noted that even after the presentation there needs to be community education, and continued work to eliminate the stereo-types of those with AIDS. The group learnt that people taking the medication are close to 99% cleared from transmitting. Lastly, the group agreed the presentation should be taped and replayed on the City channel on Comcast in a 30 minutes clip to advocate.
- Islamic Center of East Lansing- they were educated on a "101 Class" open to discussion on the congregation and a community was dealing with the Muslim community. Information on the class will be emailed to the group by Mr. Bale who attended.

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- Hispanic Community brought to the forefront that there is still no equality between some organizations when it comes to their events. This presentation addressed making sure as a government the City represents and has diversity throughout. Mr. Salas did update the group that the Cesar Chavez Committee is working on fundraising for their annual event to beautify the parking lot known as Cesar Chavez Plaza in Old Town. During the original presentation Mr. Salas had brought to the fore front that the Latino community feels that the City is not hiring or promoting the Latino community.

Council Member Washington provided Mr. Salas with group sponsorship forms that she was provided by Council Member Wood, and recommended Mr. Salas putting together a package to obtain sponsorships soon.

- Resolution Center provided information on dealing with community problems and their resources.
- Code Compliance presentation focused on rental dwellings, working with the seniors in the community and addressing residents who have English as a second language. Recently with the discussion on land contracts in City Council Ad Hoc committees, there was an overview provided on a policy on land contracts. The group looked for encouraging changes to assist with opportunities for people with disabilities. The group did voice a frustration with the City Works complaint tracking program.
- Housing Grants & LEAD Grant Funding was presented by Barb Kimmel with the City Planning & Neighborhood Development Department. This was on HUD grants, lead testing procedures and equipment. The group was encouraged by making this presentation a 30 minute program on the City cable channel.

Council Member Wood proposed having CITY TV representatives at a future meeting to discuss the options for programming.

- MSU Extension Program – presented on the number of populations they work with. There did appear to be some dis-joint between they organizations they work with.
- LLMSW Legal Advocate- S.A.F.E.Place – The group learned what is offered through the program and by Ms. Heather Boyer, but also that more connections need to be made with the schools. There needs to be services the families can get and a shift in the interpretation of the warning signs. Suggestions were made to Mr. Lopez, who sits on the LSD School Board, that the schools should look into peer support groups, and have counselors that deal with non-academic issues

Councilmember Wood stated that the recent draft will be sent to everyone for review between the holidays so it can be in final form for the last meeting on January 6, 2017. She suggested that if any attendee to the Committee would like to submit a separate letter to Council to be attached to the report to submit something in 500 words or less from their organization.

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Councilmember Wood then addressed the request from the last meeting by Mr. Lopez for a resolution declaring Lansing as a Sanctuary City. Council Staff researched cities that were noted as Sanctuary Cities in the resolution, in addition spoke to the City Attorney Smiertka. Council stated informed the group that in reviewing the city list, there were some that were disputing the “designation” stating they did not want it, and others that had removed themselves from the list completely. Mr. Smiertka had informed Council Staff that they were requiring further review on the resolution and topic because their findings so far so there could be legal issues, legal ramifications and financial issues if the City adopted it. Mr. Lopez stated that it was originally written in 2009 by Action for Greater Lansing, not adopted and LEAD was bringing it forward this time for consideration for adoption. Council Member Wood noted that she had received a call from a group called BMM who will be speaking at the Call to the Public at the first meeting in January, 2017 in support of it. Mr. Lopez stated he would forward another version of the resolution to Council staff from Oberland, Ohio.

Adjourn

Adjourn at 1:35 p.m.

Submitted by,

Sherrie Boak, Council Office Manager

Approved by Committee on _____

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The Committee Report for the
Ad Hoc Committee on Diversity

RESOLUTION #2014-265
BY THE COMMITTEE OF THE WHOLE
RESOLVED BY THE CITY COUNCIL OF THE CITY OF LANSING
OCTOBER 13, 2014

WHEREAS, on July 28, 2014 ACTION of Greater Lansing appeared before Lansing City Council to request a resolution to be adopted in "Support of Children In Need"; and

WHEREAS, ACTION of Greater Lansing is known for its diverse congregations, direct action model to bring specific commitments to the fore front, and work nationwide to reform America's immigration laws and ensure civil rights for all people, native born and immigrant; and

WHEREAS, on September 8, 2014 the Lansing City Council unanimously adopted Resolution #2014-226 In Support of Children of South America-Immigration; and

WHEREAS, Resolution #2014-226 affirms that the City of Lansing, Michigan welcomes the children of Central and South American and will encourage people and organizations to provide housing, care and protection to these children seeking refuge or asylum from the inhumanities of political unrest, violence and corruption.

NOW BE IT RESOLVED, to ensure and continue positive support of the continued efforts of the City of Lansing, Michigan as a welcoming community for diverse populations, this Resolution will establish an AD-HOC Committee on Diversity and Inclusion that will be meeting from October 13, 2014 thru October 13, 2016 with an option to renew or extend in future years; and

BE IT FURTHER RESOLVED, that this AD-HOC Committee will meet to pursue future support options and protection for these children seeking refuge or asylum; and

BE IT FINALLY RESOLVED, that this AD-HOC Committee will consist of Council Member Derrick Quinney (Vice Chairperson), Council Member Carol Wood (Chairperson) and Council Member Jessica Yorko, and the alternate member will be Council Member Jody Washington.

By Council Member Brown Clarke
Motion Carried

We invited approximately fifty members of various organizations as well as community members that indicated a desire to participate on the Lansing City Council's Ad Hoc Committee on Diversity. The first meeting was held on Friday, February 20, 2015. The initial meeting explained how *Action of Greater Lansing* approached the City Council to support a resolution declaring Lansing as a welcoming community for immigration. After the resolution was adopted Council President Boles was also asked to appoint an Ad Hoc on Diversity to look at City government and how it dealt with and fostered diversity.

The Committee began by set up meeting schedules; determine others who should be invited to sit on the Committee, long and short term goals. Some of the objectives of the Committee were to review the

Human Right Ordinance and the complaint process. How to communicate information on diversity to various organizations and also to create a template to review any ordinance changes as to how these changes will affect our diverse populations and what accommodations may need to be made for the a particular population.

AD HOC ON DIVERSITY AND INCLUSION REPORT ON FOCUS DISCUSSIONS AND ACTIONS

- Complaint and Concerns by Carmen Benevides regarding ICE role and portrayal in the District and Circuit Courts in City Hall. The Committee had Lansing Police Department Captain Daryl Green and 54A District Court Administrator Ms. Brewer at the meeting where they explained their practices and what changes they were making. The Committee did ask ICE to also present, however they never responded. It was confirmed that 54A District Court has adopted procedures since this came to everyone's attention.
- Snow Sergeants project was begun by former Councilmember Boles, and since there were outstanding issues it was turned over to the Ad Hoc Committee on Diversity. There were three organizations that stepped up to offer volunteer assistance and fill the fiduciary role. These were Tri-County on Aging, Capital Area Center for Independent Living, (now Disability Network Capital Area) and Peckham. The City Council continues to receive calls for assistance, and Councilmember Wood recently met with a MSU student on options where they could assist and recreate the program. The Committee discussed further options for assistance, the fact that volunteers are hard to get and maintain on a regular basis. The Committee encouraged Tri-County on Aging and Peckham that if those funds donated to the City and distributed to them in the past were not used because the program did not succeed this year, it should be returned to the people who donated at the end of this winter season. Mr. Bale and Councilmember Washington offered their assistance to Councilmember Wood if anyone contacts her for shoveling assistance this winter. Mr. Dotson suggested the Court's required community service program and was to follow up on this. Ms. Lemmer provided a phone number for Dax Carpenter with Disability Network-Capital Area to volunteer or sign-up as a client (517-999-2760). Mr. Carpenter had also indicated they had purchased two snow blowers to help with the process. Other areas to explore for volunteers include Michigan WORKS, Peckham, Courts, School Honor Groups, and Neighborhood Organizations.
- Bob Perialas with Board of Water & Light presented to the Committee on their billing program such as Pennies for Power, due to language barriers it was suggested to provide future informational handouts in different languages. At the time of this presentation there were no non-English speaking employees to contact for billing inquiries, so they were going to research addressing that. The presentation also focused on website issues, rentals, and senior rates. Councilmember Washington offered to ask Mr. Peffley for an update on the diversity in the calling center, an update on 3rd party billing and any update on Pennies for Power.
- A report was given on the incident that occurred at CATA Station and how so many were unfamiliar with the Human Right Ordinance or how file a complaint. This resulted in the Committee addressing and amending the City's Human Rights Ordinance. The Committee also created a brochure on the topic. The Human Resources & Community Services Department was asked to provide training, and the Committee also asked all City Departments to provide training for new hires and review training for all employee on a regular bases regarding the Human Rights Ordinance and complaint process.

- Lansing Police Department Chief Yankowski presented to the Committee his promotion process and hiring process. At this meeting there was a focus with the Chief on outreach areas, training, working with the LGBT community, and bi-lingual languages. Councilmember Wood stated that as of the date of December 2, 2016 she believed there were still eight (8) open positions, and at the Ad Hoc meeting the Chief attended there were over 20. Some officers that have been hired are bi-lingual. Ms. Locke recalled the Chief stating they would provide accommodations during testing if they were requested, and at this meeting she now asked if the LPD could change their procedure to ask and not wait for someone to tell them they need accommodations.

Mr. Lopez informed everyone of a Committee called ALPACT (Advocate of Leaders of Police and Community Trust) that works to promote Michigan Rights by bringing together local police and community leaders on how to act and react. Mr. Lopez stated he would forward this information to Council staff to distribute.

- Social Justice training was conducted at Peckham site and included a visit of their facilities. Mr. Bloss presented information on the equitable allocation of resources in society and the absence of unfair, unjust advantage or privilege based on race, class, gender, or other forms of difference. Interaction between the groups was an asset.

- TRIAD – Tri-County TRIAD is a partnership among law enforcement agencies, fire personnel, senior citizens (60+) and community members which promotes elder quality of life through advocacy, assistance, education and training. Lt. Traci Ruzi presented information on empowering senior citizens so they can continue to be independent residents or receiving the needed help so they can remain in their homes. Each year during “No Senior Without Christmas” (NSWC) project they package 300 boxes for needy, homebound senior citizens who reside in Ingham, Eaton, and Clinton Counties. The boxes are filled with necessities of daily living and specially made gifts. Once boxes are filled, law enforcement and fire personnel from the Tri-Counties load up their vehicles and deliver the boxes to senior citizens’ doors. In order to ensure that NSWC boxes are filled, they rely on the hands of over 150 volunteers and the generous product donations of our community.

- CATA - Sandy Rios with Capital Area Transportation Authority presented to the Committee information on the Spec-Tran opportunities, fixed routes, and routing systems and how they are determined. There was also a discussion on bus shelters. Ms. Harris confirmed that CATA has a quarterly meeting and someone from St. Vincent’s does attend.

- Lansing Fire Department - Chief Talifarro outlined the hiring processes, emergency EMT issues, and making sure they were addressing communicating with those with English as a second language. The Committee asked for an update from Lansing Fire Department on whether any of the trainings had been incorporated, if any organizations have been invited to trainings, and if any groups informed the Lansing Fire Department that they are willing to participate. Mr. Lopez added that this presentation also spoke on the time frame with their hiring, and asked for questions to be posed to Lansing Fire Department if that was corrected. Councilmember Wood stated her opinion she thought all positions have been filled, but could ask if those time frame issues have been corrected. Mr. Lopez asked for the question to be asked then if LFD is preparing to fill retirement positions. Councilmember Spitzley pointed out that there was also a challenge in finding diverse fire fighters. The Lansing Fire Department informed the Committee during the presentation that they were doing training on the job, and also making contact with the high schools. Ms. Lemmer informed the Committee that currently there is a

group at MSU working with Lansing Police Department and Lansing Fire Department to respond to elder abuse calls, in conjunction with TRIAD.

- 911 Center Director Lance Langdon made a presentation to the Committee. The Committee felt there were concerns that were not addressed, and they did not have all the information the Committee was looking for. The Director did inform them of a good deal of turn over because of the stress of the job, and how they are always performing in-house training. The Committee had asked to be brought into the 911 Center for those trainings so they could communicate with the call takers their concerns, but there has been no contact with anyone in the Committee to participate. Ms. Harris added she felt what was discussed about Smart 911 was very helpful, and that practice has been incorporated with her organization and they advocate for this program with all their clients.
- St. Vincent's Refugee Services – Judi Harris presented on the population of refugees being incorporated into the area. Currently there are discussions at the State level and testimony on halting refugee settlement in Michigan. There was only one speaker allowed and that person, Ms. Harris stated, did not speak to the vetting or consultation of immigrants. Ms. Harris informed the Committee on December 9, 2016 that in the last Fiscal Year there were 776 refugees settled, 425 of those were children.
- HIV Treatment and Presentation, presentation by Todd Heywood. Council Members suggested a second presentation on the topic to the Committee of the Whole. It was also noted that even after the presentation there needs to be community education, and continued work to eliminate the stereo-types of those with AIDS. The Committee learned that people taking the medication are close to 99% cleared from transmitting the virus. Lastly, the Committee agreed the presentation should be taped and replayed on CityTV in a 30 minute clip for community education.
- Islamic Center of East Lansing- Iman Chaudry presented information and addressed myths about the Muslim community. He addresses issues such as "How does Islam fit today? What is Jihad and what does Islam say about it? and Who is the Prophet Muhammad?" Iman Chaudry also shared information on a "101 Class" that is open to members of the community who want to learn more about the Islamic Faith. This is available Sunday of every month at 2:30pm. Mr. Bale recently attended a session and will share information on the class via email to the Committee. This is another presentation the Committee felt needed to be taped and replayed on CityTV in a 30 minute clip for community education.
- Mr. Al Salas and members of the Hispanic Community discussed issues with regards to equality between some organizations when it comes to their events. The Internal Auditor had provided information as to cost incurred by various groups. Also during the presentation the importance of making sure City government represents diversity throughout the structure from employees to management. Many in the Latino community feel that the City is not hiring or promoting within the Latino community. He also explained that the Cesar Chavez Committee is working on fundraising for their annual event to beautify the parking lot known as Cesar Chavez Plaza in Old Town. Councilmember Washington provided examples of group sponsorship forms that were recommended that Mr. Salas put together a package to obtain sponsorships in the future.
- Resolution Center Executive Director Greta Trice provided resources and information on dealing with community problems through mediation. Restorative Practices are based on principles of restorative justice which seek to repair the harm caused by conflict, violence or violations of law. The Center currently has two restorative justice programs; the school based program was founded in 2004

with a pilot project at Pattengill Middle School in Lansing. It has since expanded to serve multiple school districts. Resolution Services Center works with the Michigan Special Education Mediation Program (MSEMP) to bring mediation, facilitation, and training services to our school districts. We work to help children with disabilities promptly receive the services they need within their schools, specifically to benefit their development and success.

- Code Compliance Lead Inspector Scott Sanford and Bruce Odom, Assistant Chief Lansing Fire Department presentation focused on rental dwellings, working with the seniors in the community and addressing residents who speak and read English as a second language. Recently with the discussion on land contracts at City Council's Ad Hoc on Rental Property, there was an overview provided on a policy on land contracts. The Committee looked for encouraging changes to assist with opportunities for people with disabilities. Mr. Sanford highlighted statistics from the Department which included grass notices at 9,994, disabled vehicles at 1,365 and failure to register as a rental at 1,089. All registered rental properties should have certificates on the property. If there are concerns with people residing at red tagged properties, the police should be called. The Committee did voice a frustration with the City Works complaint tracking program.
- Housing Grants & LEAD Grant Funding was presented by Barb Kimmel with the Planning & Neighborhood Development Department of the City. This assistance can be used with rentals and owner occupied homes. The homes must be built before 1978; there must be a child under the age of 6 living on site, or a pregnant person on site. The City has \$8,000 available in grants for lead reduction, and they can use \$10,000 from a CDBG Loan and other rehabilitations to remediate lead. This was on HUD grants, lead testing procedures and equipment. The Committee encouraged making this presentation a 30 minute program on the City cable channel.

Council Member Wood proposed having CITY TV representatives at a future meeting to discuss the options for programming.

- MSU Extension Program Annette Sokolnicki, MSU Extension Educator, District 8 Health and Nutrition Institute Michigan State University Extension presented on the number of diverse populations they work with. MSU Extension efforts on diversity and inclusion include multicultural workshops and resources. There are ten bilingual staff members and they also work with the Arabic families in the area, along with Native American families to provide them with resources and assistance. They focus on the underserved members of the community. There did appear to be some disconnect between MSU Extension and other organizations they work with and the different processes required for participation and how to better coordinate with that.
- Heather Boyer LLMSW Legal Advocate- S.A.F.E. Place the Committee learned what is offered through local domestic and sexual violence programs but also that more connections need to be made with the schools to support children and families who have witnessed or experienced violence. There needs to be more awareness of services the families can get and a shift from just discussing warning signs to more discussion of prevention and promoting healthy relationships. Suggestions were made to Mr. Lopez, who sits on the Lansing School District Board, that the schools should look into peer support groups, and have counselors that deal with non-academic issues, if that isn't already offered. This discussion allow for a number of the participants to relate to personal issues in their own lives and how they have survived and grown as part of that.

Members of the Committee appreciated the increased understanding of various life experiences that came from their participation over the last two years. Each member talked about how information provide as part of the Ad Hoc Committee on Diversity was shared with the organization they represented. This Committee is responsible for changing legislation for a more affective Human Rights Ordinance and complaint process; resolutions supported various activities such Lansing as a Welcoming City, suggestions for training for City and other employees were discussed, critical information was shared with various groups forging a new understanding and respect. The Committee is so dedicated to the continuous education, collaboration, and challenges that are still before us they have decide to continue to meet on monthly bases to address and shade light on issues that affect the quality of life in our community.

By Councilmember Carol Wood, Chair
Councilmember Jody Washington, Member
Councilmember Patricia Spitzley, Member