

AGENDA

Committee on Equity, Diversity & Inclusion AGENDA FOR APRIL 13, 2022 AT 4:30 PM



Lansing City Hall, City Council Conference Room
124 W. Michigan Avenue, 10th Floor

To provide input or ask questions on any item that is listed on the agenda,
members of the public may contact the City Council at city.council@lansingmi.gov or (517) 483-4177 prior to the meeting.

Council Member Jackson, Chairperson
Council Member Brown, Vice Chairperson
Council Member Hussain, Member

1. **Call to Order**
2. **Roll Call**
3. **Minutes**
 - A. March 23, 2022
4. **Public Comment on Agenda Items (Up to 3 Minutes)**

Presentation

- B. CARES Funding; Eligible Spending
5. **Discussion/Action:**
 - C. ORDINANCE- Chapter 256 Section 256.01- 256.03; Diversity, Equity, and Inclusion (DEI) Advisory Board
 - D. RESOLUTION - Membership Consideration for Diversity Equity and Inclusion (DEI) Advisory Board
6. **Other**
7. **Adjourn**

Persons with disabilities who need an accommodation to fully participate in these meetings should contact the City Council Office at 517-483-4177 (TTY 711) 24 hour notice may be needed for certain accommodations. An attempt will be made to grant all reasonable accommodation requests.

DRAFT



Minutes
Committee on Equity, Diversity & Inclusion
Wednesday, March 23, 2022 @ 4:30 p.m.
City Council Conference Room

CALL TO ORDER

Council Member Jackson called the meeting to order at 4:30 p.m.

PRESENT

Council Member Jackson, Chair
Council Member Brown, Vice-Chair
Council Member Hussain, Member

OTHERS PRESENT

Sherrie Boak, Council Staff
Lisa Hagen, OCA
Heather Sumner, OCA

PUBLIC COMMENT

No public present at this time, therefore no public comment.

MINUTES

MOTION BY COUNCIL MEMBER BROWN TO APPROVE THE MINUTES FROM MARCH 9, 2022, AS PRESENTED. MOTION CARRIED 3-0.

DISCUSSION

ORDINANCE – Chapter 256; Section 256.01-256.03; Diversity, Equity and Inclusion (DEI) Advisory Board

Councilmember Jackson explained that from the last meeting Ms. Boak had sent multiple emails asking if the Committee had questions for Kim Coleman to send them prior to today's meeting since Ms. Coleman could not attend and she would answer them via email, no questions or supplied through email. Councilmember Brown indicated he briefly spoke to Ms. Coleman, he then handed out a copy of the Draft Ordinance with highlighted portions that he had inquiries on. He continued referring to page two, line 3 as it states "staff" and right now that is only one person, he also asked what the goals of the Board are as it doesn't indicate. Councilmember Brown stated he believes this should be something that reports directly to the Mayor and be on an organization chart and be responsible for city employees. Ms. Sumner asked if she could address is concerns as she has some answers. She said changing the word "staff" is unfeasible, one person cannot be responsible for every single city employee. She continued that right now it is only one "staff" person but that will increase so we can keep that in the ordinance, so it doesn't have to be amended at another time.

Councilmember Brown stated he was expressing his thoughts as he is new and learning. He handed out a few of other city organization charts including Lansing and believes the DEI Advisory Board should report directly under the Mayor. He referred to his notes on page two, lines 12-15 and his thoughts are that it should advise the Administration, staff, etc. and adding that even the HR Director had indicated that she has not been able to sit with the Diversity Officer and that's concerning.

Councilmember Hussain asked if law could speak on the administration/legislative functions and roles of them and us. Ms. Hagen replied that in terms of the cities of East Lansing and Wyoming their administration has a department for DEI. She continued that for Lansing this is not a department of Lansing, this is an Advisory Board created by an Ordinance, and to create a department that would be an Administration decision, and you have to think of salaries, having it part of the budget, so the organization charts are off topic since Boards do not have organizational charts. Councilmember Brown said he understands the advisory vs. department but was bringing the org charts as a visual aid to have in regard to having the Advisory Board report to HR or the Mayor. Ms. Sumner commented that where this is going is these are questions for the Mayor, this ordinance is very specifically meant to address the Racial Justice and Equity plan, if Councilmember Brown wants something beyond that goal, he needs to have that conversation with the Administration. Councilmember Brown added that he read the entire RJE plan and is just wondering what the Mayor's vision is and it isn't clear in the ordinance.

Councilmember Hussain said he understands Councilmember Brown's concerns as to what work is going to be done and that can be something we talk about during Brown Bag, and they are trying to have an ordinance in place to carry out an action plan and the way he read it he is good with it. Councilmember Brown replied he thought someone from the Mayor's office would be at the meeting to answer questions. Councilmember Hussain stated that Ms. Coleman did not receive any questions by the Committee, and Councilmember Jackson reiterated that he told Ms. Boak that Ms. Coleman wasn't needed because no questions were submitted as requested ahead of time. He continued that the Mayors MJREA did their work, and this ordinance is something that came out of that, but this is general and broad in topic, and he doesn't understand how they will get their "assignments", but anything DEI related should go through the Advisory Board.

Councilmember Jackson said he doesn't have a problem on tabling this and having someone come in for discussion and asked if it would hold anything up like appointments. Ms. Hagen indicated that depending on the changes another public hearing may be needed. Ms. Sumner indicated she wasn't clear on what questions are not being answered, and Councilmember Brown again said he is new and is not one to pass something because it is DEI and wants to know the Boards function to be effective and stated maybe whomever drafted it from the Administration could answer questions. Ms. Sumner reiterated that it sounds as if there are specific questions for specific people and not satisfied as to how it is going to work, there is a lot of aspirational language in Councilmember Brown's notes on how the operationalization of the RJE plan is and it cannot be explained in an email, she added this legally passes but makes sense to bring in those that have the answers as law does not. Councilmember Hussain stated as being on a lot of different boards, this does create questions on how they are going to operate and how often they may meet.

Councilmember Jackson verified that what he is hearing is that there are more questions needed in-person. Ms. Richmond asked to verify if someone from both the Administration and HRCS is requested for the next meeting on 4/13, and Councilmember Jackson confirmed whoever can speak on the ordinance.

RESOLUTION – Membership Consideration for Diversity Equity and Inclusion (DEI) Advisory Board

ORDINANCE NO. _____

An ordinance of the City of Lansing, Michigan, to amend the Lansing Codified Ordinances by adding Chapter 256, Sections 256.01 -256.03 to create the Diversity, Equity, and Inclusion (DEI) Advisory Board; to provide for its composition and function; and to define its duties.

The City of Lansing ordains:

Section 1. That chapter 256, sections 256.01-256.03, of the code of ordinances of the City of Lansing, Michigan be and is hereby amended to read as follows:

Chapter 256. ~~Reserved~~ Diversity, Equity, and Inclusion Advisory Board

256.01 – Establishment; Membership; Terms; Vacancies; Compensation.

The Diversity, Equity, and Inclusion Advisory Board is hereby established in and for the City in accordance with the City Charter, Article 5, Chapter 1. The appointment of Board Members shall be in accordance with Section 5-103 of the City Charter. Vacancies shall be filled for the remainder of the unexpired term. All Board Members shall serve without compensation.

256.02 – Powers and Duties.

The Diversity, Equity & Inclusion Advisory Board shall:

(a) Fulfill all advisory board functions set forth in section 5-106 of the City Charter;

(b) Review newly introduced City ordinances and City ordinance amendments that are referred to them by City Council, prior to consideration for passage, for potential negative effects that may disproportionately impact citizens on the basis of race, color, religion, national origin, age, height, weight, marital status, political orientation, gender, sexual

1 **orientation, arrest record, disability, or for any cause not reasonably related to the**

2 **accomplishment of legitimate governmental purpose;**

3 **(c) Cooperate with Diversity, Equity, and Inclusion Staff and external partners to**

4 **advance community-wide goals of creating a community that celebrates diversity, building**

5 **relationships among members and leaders of the Lansing community, schools, and the**

6 **faith-based community to support the vision, mission, and goals of the Racial Justice and**

7 **Equity Plan;**

8 **(d) Advise on issues of diversity, equity, and inclusion within the Lansing community**

9 **with the overarching goal of ensuring the City of Lansing is a welcoming and inclusive**

10 **community to all;**

11 **(e) Advise the Diversity, Equity, and Inclusion Staff as to the operationalization,**

12 **implementation, and maintenance of the external components of the Racial Justice and**

13 **Equity Plan;**

14 **(f) Advise and encourage initiatives and activities to learn, listen, and lead the**

15 **community component of the Racial Justice and Equity Plan, and promote an inclusive**

16 **community that reflects the rich and diverse experiences and cultures in the City;**

17 **(g) Serve as a direct liaison between the greater community and City Hall, amplify the**

18 **voices of and address the needs of people traditionally underrepresented or excluded in**

19 **government;**

20 **(h) Gather and review data on relevant diversity topics and recommend ongoing Racial**

21 **Justice and Equity Plan performance measures and best practices, support the facilitation**

1 of community listening sessions and help promote educational/cultural lectures, events, and
2 activities; and

3 (i) Advise the City's Diversity, Equity, and Inclusion Staff and relevant departments to
4 accomplish the initiatives referenced in this section.

5 **256.03 – Meetings; Rules of Procedure; Supply of Facilities and Services.**

6 (a) The Diversity, Equity, and Inclusion Advisory Board shall meet as needed to review
7 new and amended ordinances that have been referred to the Board, and may also meet at
8 such other times as the Board may determine;

9 (b) The Diversity, Equity, and Inclusion Advisory Board shall organize itself pursuant
10 to Section 5-105 of the Lansing City Charter, including the public notice and participation
11 requirements therein and is subject to the Michigan Open Meetings Act; and

12 (c) The Diversity, Equity, and Inclusion Staff shall provide meeting space and such
13 staff assistance as is reasonable and necessary to enable the Diversity, Equity, and
14 Inclusion Advisory Board to carry out its duties.

15 Section 2. All ordinances, resolutions or rules, parts of ordinances, resolutions or rules
16 inconsistent with the provisions are repealed.

17 Section 3. Should any section, clause or phrase of this ordinance be declared to be
18 invalid, the same shall not affect the validity of the ordinance as a whole, or any part thereof
19 other than the part so declared to be invalid.

20 Section 4. This ordinance shall take effect on the 30th day after enactment, unless given
21 immediate effect by City Council, and pursuant to Section 3-307, of the City Charter, this
22 Chapter shall expire December 31, 2030.

23 Approved as to form:

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DRAFT #11
February 1, 2022

City Attorney

Dated: _____

RESOLUTION #2022-

**BY THE COMMITTEE ON EQUITY, DIVERSITY, AND INCLUSION
RESOLVED BY THE CITY COUNCIL OF THE CITY OF LANSING**

WHEREAS, the Mayor's Inclusion and Diversity Advisory Council was created in 2018 to address equity issues across the city; and

WHEREAS, meetings of the Inclusion and Diversity Advisory Council were suspended in 2021; and

WHEREAS, City Council wishes to express its appreciation for the time and effort spent and the willingness to serve the City by members of the Inclusion and Diversity Advisory Council; and

WHEREAS, City Council has passed an ordinance creating a Diversity, Equity, and Inclusion Advisory Board; and

WHEREAS, the goals and objectives of the Diversity, Equity, and Inclusion Advisory Board are similar to the former Inclusion and Diversity Advisory Council; and

WHEREAS, City Council wishes to encourage the Mayor to consider former members of the Inclusion and Diversity Advisory Council when selecting appointments to the newly created advisory board; and

NOW, THEREFORE, BE IT RESOLVED that the Lansing City Council hereby encourages Mayor Schor to first consider members of the former Inclusion and Diversity Advisory Council as appointments are made to the newly created Diversity, Equity, and Inclusion Advisory Board.