

AGENDA

Committee on Equity, Diversity & Inclusion AGENDA FOR SEPTEMBER 28, 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. September 14, 2022
4. **Public Comment on Agenda Items (Up to 3 Minutes)**
5. **Discussion/Action:**
 - B. RESOLUTION - Appointment; Kendall O'Connor; 1st Ward member - Diversity, Equity, and Inclusion Advisory Board; Term to Expire June 30, 2025
 - C. RESOLUTION - Appointment; Randy Watkins; 4th Ward Member- Diversity, Equity, and Inclusion Advisory Board; Term to Expire June 30, 2024
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.



Minutes
Committee on Equity, Diversity & Inclusion
Wednesday, September 14, 2022 @ 4:30 p.m.
City Council Conference Room

CALL TO ORDER

Council Member Jackson called the meeting to order at 4:36 p.m.

PRESENT

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

OTHERS PRESENT

Sherrie Boak, Council Staff
Lisa Hagen- Lawrence, OCA – left at 5:01 p.m.
Joe Abood, OCA
Craig Puckett, Greater Lansing Realtors
Eric Gaines, Nation Outside
Ashia Wilson, Nation Outside
Robert Schearon, Nation Outside

MINUTES

MOTION BY COUNCIL MEMBER HUSSAIN TO APPROVE THE MINUTES FROM JULY 27, 2022, AS PRESENTED. MOTION CARRIED 3-0.

PUBLIC COMMENT

Mr. Puckett stated he was present at this meeting to see the presentation on the Fair Housing Ordinance.

PRESENTATION

Nations Outside

Ms. Boak informed the Committee that Nation Outside presented to the Ad Hoc On Housing as well, and the reference to ordinance was discussed at that Committee, however they chose not to proceed with an ordinance at this time but have proposed something in their budget priorities.

Representatives provided a handout presentation.

Mr. Gaines began by going through the presentation which spoke on fair chance housing and policy reform. He acknowledged that they have also spoken to the Ad Hoc on Housing and Resident Safety but felt this was a good Committee to speak to also. Mr. Gaines then continued with their presentation on homelessness rates. Ms. Wilson spoke on housing discrimination and

its impact on families and what fair chance housing would do. Mr. Schearon spoke on his personal experience.

Council Member Brown spoke on the work done so far at the Ad Hoc on Housing and Resident Safety regarding the Fair Chance Housing Ordinance Nation Outside is requesting. He added that Committee looked at the current City Human Rights Ordinance and what an ordinance impact would be if it could be enforced. Ms. Hagen confirmed OCA was looking at other municipalities Fair Chance Housing and possibly putting in the city current Human Rights Ordinance, but with looking at the timelines and what they were looking for it would be confusing. So, OCA proposed a separate ordinance and tie it back to the Human Rights Ordinance with penalty, enforcement, and the role. It was discussed at meetings, but that Ad Hoc is just discussing until they are ready to forward to City Council. Council Member Jackson acknowledged that the Ad Hoc has been working on this and asked Council Member Brown if there was the potential to move it forward to Council. Council Member Brown stated that there are several conversations to be discussed on enforcement, cost, staff, etc. that still need to be hashed out. Council Member Jackson noted the AD Hoc Proposed Budget Priorities they are working on to propose on 9/26/2022, then he would step back and have them continue. He noted that if it does not appear on the final budget priorities they can come back. He added that he is encouraged that it will come before all of Council for a vote on having on the budget priorities.

Mr. Gaines acknowledged that their approach today was to address with committee as the request as equity and inclusion.

DISCUSSION

DISCUSSION – Fiscal Year 2023/2024 Budget Priorities

Council Member Jackson noted that with this Committee there are so many things to consider. Council Member Hussain also added that the mayor is to address what was in the priorities, and if they cannot put in the budget, they are to provide feedback on why he did not put in the budget.

Council Member Jackson noted his interest in assistance for the sustainability manager. He was not able to provide a specific amount, but the Administration could establish this amount for the budget. Council Member Brown and Hussain questioned if it should be in this Committee or another Committee. As an example, he noted there is a Diversity Equity Officer, but there is no staff for that director, and if this Committee should look at items of more impact. Council Member Jackson acknowledged the statements, but the experts say the most impacted by sustainability are the low-income residents and live near the industrial site, and so the diversity would be for their housing.

The Committee went through the list on the current priorities.

1. Strike
2. Strike
3. It needs to be ongoing annual commitment, so remained in the document.
4. After discussion it was noted, the State has gotten a lot of funding for this with DHS, Council Member Jackson disagreed because there is still a need but would agree to strike at this time. Council Member Hussain there are other stages of government where there are pass through funds. The item was struck.
5. Strike

The Committee spoke on items to add, and Council Member Jackson again asked for adding “Assistance for the Sustainability Manager” stating his belief the need for it. Council Member Brown noted again that there is a DEI Department and only one staff, so he wants to address that in this Committee. Council Member Hussain agreed and suggested Council Member Jackson to get the sustainability topic to Ms. Boak by 9/20 for the full document at Committee of the Whole. Council Member Brown acknowledged the desire for sustainability but believes that

this priority focus needs to be diversity, equity and inclusion. Council Member Brown proposed adding some type of funding towards the Diversity, Equity Inclusion impact in the city since the role of that director is located in another department. The Committee discussed what the departments might need and if there have been conversations had with those directors.

MOTION BY COUNCIL MEMBER HUSSAIN TO APPROVE THE COMMITTEE BUDGET PRIORITIES TO KEEP #3 IN THE DOCUMENT. MOTION CARRIED 3-0.

OTHER

No other topics of discussion.

Adjourn

Adjourned at 5:20 p.m.

Submitted, Sherrie Boak

Recording Secretary, Lansing City Council

Approved by the Committee on

Application for Appointment to Board or Commission

Thank you for your interest in serving on a Lansing Board, Commission, or Committee.

Certain boards, commissions, or committees require appointees to be a registered elector in the City of Lansing (Charter Section 2-102) and be a resident of Lansing for one year prior to taking office (Charter Section 2-102).

Appointees to every board, commission, or committee must not be in default to the City at the time of taking office (Charter Section 2-103.2) and not have been convicted, within 20 years of taking office, of a violation of the election laws of the City of Lansing, State of Michigan, or the United States; a violation of public trust; or any felony (Charter Section 2-103.1).

Lansing City Charter, Section 5-104, Ineligibility For Boards, restricts certain City employee activities on some boards: "No person holding another City office or activity employed by the City shall be eligible to be a voting member on any board."

Date	07/05/2022
First Name	Kendall
Middle	Renee
Last Name	O'Connor
Date of Birth	
Address	229 N Clemens Ave
City	Lansing
State	MI
Zip Code	48912
Email	koconnor@fsbrlaw.com
Gender	Female

If you don't know which ward you live in, visit the [Lansing Neighborhoods Ward Map](#) and type in your address to find out!

Ward	Ward 1
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Best Phone Number to Contact You	6163408909
In what year did you move to Lansing?	2020
Additional Information Regarding Experience and Credentials	BAR ADMISSIONS: State Bar of Michigan I have interned with the Ingham County Prosecutor's Office as an advocate for domestic violence victims. I also have a strong interest in ethics and DEI work. I recently attended the 22nd Annual MAMA/GLS Summer Educational Conference this past month, which focused on providing government sector lawyers training on DEI, including but not limited to structural, explicit, and implicit biases.
Occupational Background	I am an associate attorney at a firm located in Okemos, Michigan. I specialize in municipal law, but do not intend (or desire) to function on any board in a legal capacity. I instead desire to donate my time and personal experience as a Lansing resident. I am passionate about Lansing, and would like to become involved in a greater capacity.
Educational Background	Michigan State University College of Law, J.D., 2019, magna cum laude Michigan State University, B.A., Humanities: Pre-Law, with honors
Previous Appointments	N/A
Current Appointments	N/A
First Choice for Board to Serve on	Diversity, Equity, & Inclusion (DEI) Advisory Board
Second Choice of a Board to Serve on	Capital Area District Library Board (CADL)
Third Choice of a Board to Serve on	Mayor's Neighborhood Advisory Board
Fourth Choice of a Board to Serve on	Economic Development Corporation / Tax Increment Finance Authority / Brownfield Redevelopment Authority
This certification is not required but may impact potential consideration of the appointment being sought. I authorize the use of the information provided above to conduct a background search, including but not limited to criminal history, residency, and indebtedness to the City of Lansing. If selected to serve, I further authorize additional background checks during the term of my service to ensure the required criteria continue to be met. I also acknowledge that I have the affirmative duty to inform the City if I become aware of any change or condition in my status that fails to meet the required criteria.	
Agreement to Background Check Authorization	• I agree
Please type your name in this box to signify that you can serve on a board or commission and the information in this application is accurate to the best of your knowledge.	Kendall O'Connor
Date & Time	07/05/2022 12:00 PM (EDT)

Receive an email copy of this form.	Yes
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BY THE COMMITTEE ON EQUITY DIVERSITY & INCLUSION
RESOLVED BY THE CITY COUNCIL OF THE CITY OF LANSING

WHEREAS, the Mayor has made the appointment of Kendall O'Connor as the 1st Ward member of the Diversity, Equity, & Inclusion Advisory Board for a term to expire June 30, 2025; and

WHEREAS, the nominee has been vetted by the Mayor's Office and meets the qualifications as required by the City Charter; and

WHEREAS, the Committee on Equity Diversity & Inclusion met on September 28, 2022 and took affirmative action.

NOW, THEREFORE, BE IT RESOLVED that the Lansing City Council, hereby, confirms the appointment of Kendall O'Connor as the 1st Ward member of the Diversity, Equity, & Inclusion Advisory Board for a term to expire June 30, 2025.

Application for Appointment to Board or Commission

Thank you for your interest in serving on a Lansing Board, Commission, or Committee.

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Lansing City Charter, Section 5-104, Ineligibility For Boards, restricts certain City employee activities on some boards: "No person holding another City office or activity employed by the City shall be eligible to be a voting member on any board."

Date	06/20/2022
First Name	Randy
Last Name	Watkins
Date of Birth	
Address	1321 W Kalamazoo St
City	Lansing
Zip Code	48915-1622
Email	rawatki@hotmail.com
Gender	male

If you don't know which ward you live in, visit the [Lansing Neighborhoods Ward Map](#) and type in your address to find out!

Ward	Ward 4
Precinct	36
Best Phone Number to Contact You	15173678710

In what year did you move to Lansing?	lifelong resident
Additional Information Regarding Experience and Credentials	Memberships: American Political Science Association; American Association for Access, Equity and Diversity; American Society for Public Administration; The Academy of Political Science Certified Title IX Investigator Lansing Community College Member Lansing Juneteenth Committee (PEERS)
Occupational Background	Adjunct Associate Professor of Political Science Lansing Community College Retired Senior Investigator, State of Michigan, Office of Financial and Insurance Regulation
Educational Background	Master of Public Administration, Western Michigan University Master of Arts in Social Science, University of Michigan
Previous Appointments	Mayor's Racial Justice and Equity Alliance; Mayor's Diversity and Inclusion Advisory Council
Current Appointments	N/A
First Choice for Board to Serve on	Diversity, Equity, & Inclusion (DEI) Advisory Board
Second Choice of a Board to Serve on	Human Relations and Community Services Board (HRCS)
Third Choice of a Board to Serve on	Parks Board
Fourth Choice of a Board to Serve on	Election Commission
Please comment briefly on why you wish to serve on a particular board or commission. Please be specific as to your goals and ideas about how you wish to contribute to the work of the board or commission.	As a previous member of the MRJEA and MIDAC, I was able to learn more about the needs of the community and as such one of my first goals is to provide a historical perspective to the new council members. My second goal is to help Lansing expand its definition of diversity, equity and inclusion by looking at the overlooked areas that need improvement. Such as cross walks on busy southside streets; reviewing city job applications so they are more inclusive; assisting city departments with their communication efforts; and finally, being that voice, which constantly tells the city that it can do better. We cannot allow the efforts of past councils to disappear and thus repeat previous mistakes. Diversity, equity and inclusion issues need to be continually reviewed. Policymakers must be constantly questioned as to how their decisions/policies will affect DEI issues. I believe this is one of the key purposes of this type of board.
This certification is not required but may impact potential consideration of the appointment being sought. I authorize the use of the information provided above to conduct a background search, including but not limited to criminal history, residency, and indebtedness to the City of Lansing. If selected to serve, I further authorize additional background checks during the term of my service to ensure the required criteria continue to be met. I also acknowledge that I have the affirmative duty to inform the City if I become aware of any change or condition in my status that fails to meet the required criteria.	
Agreement to Background Check Authorization	• I agree

Please type your name in this box to signify that you can serve on a board or commission and the information in this application is accurate to the best of your knowledge.	Randy Watkins
Date & Time	06/20/2022 12:00 PM (EDT)
Receive an email copy of this form.	Yes

BY THE COMMITTEE ON EQUITY DIVERSITY & INCLUSION
RESOLVED BY THE CITY COUNCIL OF THE CITY OF LANSING

WHEREAS, the Mayor has made the appointment of Randy Watkins as the 4th Ward member of the Diversity, Equity, & Inclusion Advisory Board for a term to expire June 30, 2024; and

WHEREAS, the nominee has been vetted by the Mayor's Office and meets the qualifications as required by the City Charter; and

WHEREAS, the Committee on Equity Diversity & Inclusion met on September 28, 2022 and took affirmative action.

NOW, THEREFORE, BE IT RESOLVED that the Lansing City Council, hereby, confirms the appointment of Randy Watkins as a 4th Ward member of the Diversity, Equity, & Inclusion Advisory Board for a term to expire June 30, 2024.