



Minutes
Committee on Equity, Diversity & Inclusion
Wednesday, February 1, 2023 @ 3:00 p.m.
City Council Conference Room

CALL TO ORDER

Council Member Garza called the meeting to order at 3:02 p.m.

PRESENT

Council Member Garza, Chair
Council Member Spitzley, Vice-Chair
Council Member Brown, Member

OTHERS PRESENT

Sherrie Boak, Council Staff
Floresio Hernandez
Lisa Hagen-Lawrence, OCA
Jim Smierka, OCA

MINUTES

MOTION BY COUNCIL MEMBER SPITZLEY TO APPROVE THE MINUTES FROM JANUARY 18, 2023 AS PRESENTED. MOTION CARRIED 3-0.

PUBLIC COMMENT

No public comment at this time.

OTHER

Council Member Garza asked the Committee if they would be interested in meeting once a month. The Committee concurred.

Council Member Garza asked the Committee if they would be interested in inviting other organizations to the future meetings to provide an overview of what their organization does on Equity, Diversity and Inclusion, and also inviting other organizations to provide this Committee with details on what they do. The Committee suggested some organizations, including Sparrow, Consumers, BWL and the City of East Lansing.

Council Member Spitzley asked that the City Diversity Equity and Inclusion (DEI) Officer, Guadalupe Ayala, be invited to the next meeting. This would be to discuss her role since it was established in 2022, the program thus far and the MRJEA report.

Council Member Brown spoke on his concerns with what appears to be the lack of collaboration between HR hiring and the DEI Officer. He asked that at the next meeting Ms. Ayala also speak to what her department has done to collaborate on hiring and what strategic plan have they put in place. Council Member Spitzley noted to Council Member Brown that the DEI Officer is not part of the hiring process, so the Committee should start with the current departments in the City and what they are doing.

Council Member Brown asked if there were any internal surveys on how the employees feel they are being treated. Council Member Garza asked if the committee could bring in the employees. Council Member Spitzley noted as the legislative branch, cannot bring in the individual staff. It was noted that LPD and LFD is getting to hire, and there are steps to make sure the applicant pool is diverse. Council Member Brown voiced his concern with hiring ranks in the LPD and LFD.

DISCUSSION

RESOLUTION – Appointment; Florensio Hernandez; At Large Member; Diversity Equity and Inclusion Advisory Board; Term to Expire 6/30/2025

Council Member Garza acknowledged his diverse application and knowledge.

Mr. Hernandez first updated his application and resume noting his recent hiring as the Assistant Director in the Office of Under-Graduate at MSU active in Diversity Equity and Inclusion. He then spoke on his interest in giving back to the community, and then presented a report from MSU that was a demographic report. Council Member Garza asked Mr. Hernandez to email the electronic version of the report to Ms. Boak.

Mr. Hernandez expanded on his desire to serve and believes his expert knowledge and experience will be a benefit.

Council Member Spitzley asked what his vision was as a member of the DEI Advisory Board. Mr. Hernandez spoke on educating communities and working with other communities because he believed it goes beyond race and ethnicity; think of groups that are not just based on the numbers.

MOTION BY COUNCIL MEMBER BROWN TO APPROVE THE RESOLUTION FOR THE APPOINTMENT OF FLORENSIO HERNANDEZ, AT LARGE MEMBER OF THE DIVERSITY EQUITY AND INCLUSION ADVISORY BOARD WITH A TERM TO EXPIRE 6/30/2025.
MOTION CARRIED 3-0.

Other

The Committee agreed their next meeting would be 3/1/2023 and the DEI Officer and Ms. Elizabeth O'Leary, the new HR Director would be invited.

Adjourn

Adjourned at 3:29 p.m.

Submitted, Sherrie Boak

Recording Secretary, Lansing City Council

Approved by the Committee on March 1, 2023