



Minutes
Committee on Equity, Diversity & Inclusion
Wednesday, March 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-excused
Council Member Brown, Member

OTHERS PRESENT

Sherrie Boak, Council Staff
Floresio Hernandez
Lisa Hagen-Lawrence, OCA
Jim Smiertka, OCA
Guadalupe Ayala, HRCS
Elizabeth O'Leary, HR
Kim Coleman, HRCS
Willard Walker, HRCS
Teresa Bingman
Amber Denney
Michael Lyn

MINUTES

MOTION BY COUNCIL MEMBER BROWN TO APPROVE THE MINUTES FROM FEBRUARY 1, 2023 AS PRESENTED. MOTION CARRIED 2-0.

PUBLIC COMMENT

Mr. Lynn spoke o the City of Diversity, Equity and Inclusion agenda item and asked for action from the group.

DISCUSSION

RESOLUTION – Appointment; Amber Denney; At Large Member; Diversity Equity and Inclusion Advisory Board; Term to Expire 6/30/2023
Council Member Garza reviewed the application.

Ms. Denney stated she is at LCC as the Director for the Center of Inclusions and also serves on the Ingham County Task Force.

Council Member Garza read items off the application and asked if Ms. Denney had any goals for the Committee.

Ms. Denney emphasized that there is a lot to be done in Ingham County and grow with the other Board members to address issues in the City.

MOTION BY COUNCIL MEMBER BROWN TO APPROVE THE RESOLUTION FOR THE APPOINTMENT OF AMBER DENNYE, AT LARGE MEMBER OF THE DIVERSITY EQUITY AND INCLUSION ADVISORY BOARD WITH A TERM TO EXPIRE 6/30/2023. MOTION CARRIED 2-0.

DISCUSSION – City of Lansing Diversity, Equity and Inclusion Officer Update

Council Member Garza explained why they were invited to provide an update.

Ms. Ayala stated the MRJEA plan was released 8/2021 and right after that the work began drafting the DEI Ordinance. There are already six (6) members with Ms. Denney. Regarding the plan, there is external and internal approaches. Until the Board was established there are no actions to take, so now that the Council is establishing the Board they can start reviewing the plan and make recommendations that will target the community. There was an RFP done in July 2022 on the importance of making sure the infrastructure was strong for the implementation plan, for Racial Consultants. There was one for the focus to set the foundation on the external piece and one for internal. Miller Canfield signed contract in October, 2022 for the internal piece. They have started training February 2022 with 46 leaders on fundamental discussion on what is needed, how to move forward, how to implement items in the plan. That goal for actions in that plan on internal items to begin. The external focus is with the Diversity Equity and Inclusion Board, since it is a new board with Ms. Ayala staffing, and so the Advocacy Group consultants will help in the first meetings to plan their goals, agendas and how to move forward setting up an infrastructure. This Advocacy Group will also work with employees to form an Equity Core Team to work on training departments, champions with DEI, focus on reviewing policies and practices that have been in place and need to be modified to address items such as things that are racially inadequate. The Equity Core Team application process with Advocacy Group is being finalized and launch by end of March or early April.

Council Member Brown acknowledged for the groups attendance. He asked about the Miller Canfield selection, and was told it was an RFP. The employee is the Diversity Advocate with Miller Canfield and is certified for training in local government. Mr. Smiertka stated there is no legal items addressed. Council Member Brown asked if they will look at policy and procedure and when they submit recommendations will those come to Council. Ms. Ayala stated they will look at internal policy and procedures for employees. There will not be a report that they do, but there is a scope of service to make sure they are doing what the City is looking for. Council Member Brown asked if Council will see the recommendations to see if there are any legislative changes. Ms. Ayala stated they will make sure any legislative changes they will bring to Council. Council Member Garza asked for quarterly updates, and Ms. Ayala concurred with the appreciation on the need to attend. Council Member Brown asked about hiring practices and if they find issues with hiring in the City, is HRCS DEI willing to make recommendations. Ms. O'Leary confirmed that Miller Canfield will go through all the hiring practices and if they come up with any issues they will propose changes, and those will go through the collective bargaining units and administration process to make any changes. Council Member Brown asked how is DEI protecting the confidentiality in the groups when people who speak up have issues. Ms. Ayala stated they have done training with City leaders, and part of the task will work with employee groups as part of work with the Equity Core Team. At this time there is not a specific plan, for a safe place and allowing employees to speak fluently. Ms. Coleman stated that if Council hears of issues, please reach out to HRCS DEI to tell them of the circumstances. As part of the outside consultants hired, part of their contract is confidentiality. Council Member Garza asked about the role of Mr. Lawrence, Ms. Fountain and Ms. Solis at the community meetings when the community and employee assessment was done. Ms. Coleman

clarified they were not in their current roles at the time the assessment was done, and if they were they were not assigned to a group.

Council Member Brown asked about focusing on the employee assessment and the dashboard. Ms. Ayala stated it was a great idea.

Council Member Garza asked in the MRJEA group, how many people were from the latino community, Asian community and other groups. Ms. Ayala stated once the report was released the MRJEA group dissolved and now with the creation of the DEI Board they will focus on the tasks in the future. Council Member Garza asked about the 2021 report, and if it was on line and Ms. Ayala outlined where it can be found. Ms. Boak referred to the last page in the packet for the agenda item on all the links.

Council Member Garza asked them to come back in July to explain what the Board is doing and where progress has been.

DISCUSSION – Hispanic Voting Trends over 20 Years

Council Member Garza moved the item to the next agenda.

Other

No other topics.

Adjourn

Adjourned at 3:40 p.m.

Submitted, Sherrie Boak

Recording Secretary, Lansing City Council

Approved by the Committee on April 5, 2023