

AGENDA

Committee on Equity, Diversity & Inclusion AGENDA FOR JULY 19, 2023 AT 3:00 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.
<https://www.youtube.com/@lansingcitycouncil4446/streams>

Council Member Garza, Chairperson
Council Member Spitzley, Vice Chairperson
Council Member Brown, Member

1. **Call to Order**
2. **Roll Call**
3. **Minutes**
 - A. April 5, 2023
4. **Public Comment on Agenda Items (Up to 3 Minutes)**
5. **Discussion/Action:**
 - B. DISCUSSION - Update from the Mayors Diversity, Equity & Inclusion Advisory Board
 - C. DISCUSSION - Human Resources - City Employee (new & current) Trainings on Equity, Diversity & Inclusion
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, April 5, 2023 @ 3:00 p.m.
City Council Conference Room

CALL TO ORDER

Council Member Garza called the meeting to order at 3:00 p.m.

PRESENT

Council Member Garza, Chair
Council Member Spitzley, Vice-Chair – arrived at 3:03 p.m.
Council Member Brown, Member

OTHERS PRESENT

Sherrie Boak, Council Staff
Joseph Abood, OCA
Sinclair Franklin
Muhammad Qawwee

MINUTES

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

PUBLIC COMMENT

Mr. Franklin asked about the role of the Diversity Equity and Inclusion Advisory Board. Council Member Garza explained it is currently getting created and the positions are getting filled. Mr. Franklin asked how to apply and he was directed to the City website. Council Member Garza asked for a little background on his experience. Mr. Franklin explained his role at the Northwest Initiative and wanted to ask Council to fill in the gaps and spoke on a resource fair on June 24, 2023. He was encouraged to provide more details to Council so they can announce it to the public.

DISCUSSION

RESOLUTION – Appointment; Muhammad Qawwee II; At Large Member; Diversity Equity and Inclusion Advisory Board; Term to Expire 6/30/2024

Council Member Garza went through the application and noted his previous role on the Mayor's Diversity Equity Inclusion, and career with Sparrow in their union. He then asked Mr. Qawwee why he wanted to be part of the Committee and what he can bring to it. Mr. Qawwee stated he has knowledge and experience he would like to bring to the City and focus on changes he thinks he needs to see.

Council Member Spitzley acknowledged Mr. Qawwee for his military service, and asked if he was willing to go out to the neighborhood groups to let people know what is going on with this Committee. Mr. Qawwee stated he would be more than willing, and has done some canvassing in the past for informing people to register to vote.

Council Member Brown asked if he has any commitment concerns with their meeting dates. Mr. Abood confirmed most advisory boards meet in the evenings.

Mr. Qawwee stated those could not be a problem, and he will be able to attend the Council meeting on April 10th for final action.

MOTION BY COUNCIL MEMBER SPITZLEY TO APPROVE THE RESOLUTION FOR THE APPOINTMENT OF MUHAMMAD QAWWEE II; AT LARGE MEMBER OF THE DIVERSITY EQUITY AND INCLUSION ADVISORY BOARD WITH A TERM TO EXPIRE 6/30/2024.
MOTION CARRIED 3-0.

Other

No other topics.

Adjourn

Adjourned at 3:14 p.m.

Submitted, Sherrie Boak

Recording Secretary, Lansing City Council

Approved by the Committee on

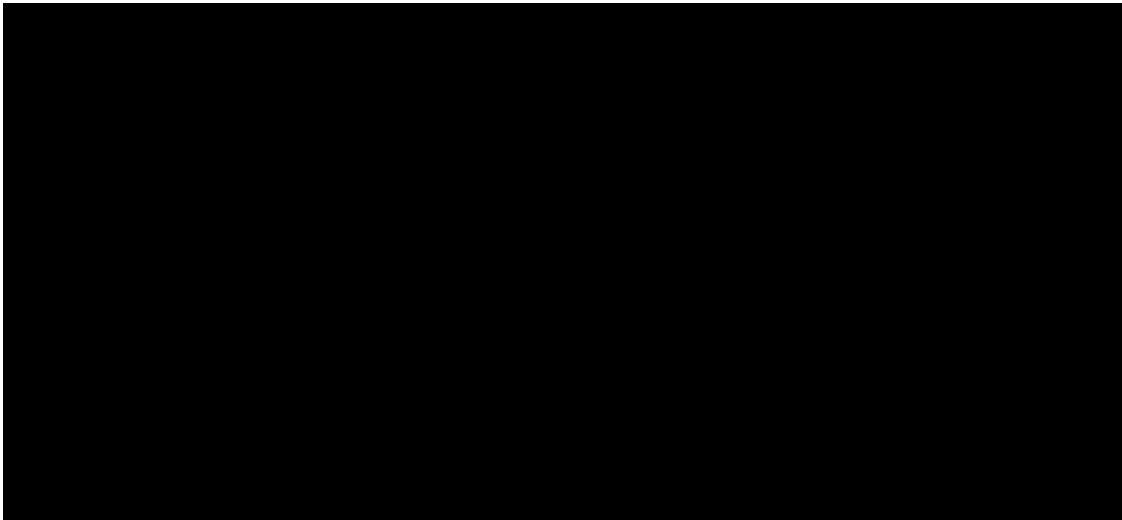


City of Lansing Boards and Commissions

Updated Monday, May 22, 2023

Diversity, Equity, and Inclusion Advisory Board

LAST NAME, FIRST NAME	POSITION	TERM EXPIRATION
Amber Denney	At-Large	6/30/2023
Emily Sorroche	At-Large	6/30/2026
Florensio Hernandez	At-Large	6/30/2025
Kendall O'Connor	1st Ward	6/30/2025
Muhammad Qawwee II	At-Large	6/30/2024
Prince Jerold Solace	2nd Ward	6/30/2026
Randy Watkins	4th Ward	6/30/2024
Raquel Sparkman	3rd Ward	6/30/2023



Note: Some external boards have additional members appointed by other authorities. Only City of Lansing appointees are listed here.

Monday, May 22, 2023

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Ordinance #1300

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 orientation, arrest record, disability, or for any cause not reasonably related to the accomplishment of legitimate governmental purpose;
- (c) Cooperate with Diversity, Equity, and Inclusion Staff and external partners to advance community-wide goals of creating a community that celebrates diversity, building relationships among members and leaders of the Lansing community, schools, and the faith-based community to support the vision, mission, and goals of the Racial Justice and Equity Plan;
- (d) Advise on issues of diversity, equity, and inclusion within the Lansing community with the overarching goal of ensuring the City of Lansing is a welcoming and inclusive community to all;
- (e) Advise the Diversity, Equity, and Inclusion Staff as to the operationalization, implementation, and maintenance of the external components of the Racial Justice and Equity Plan;
- (f) Advise and encourage initiatives and activities to learn, listen, and lead the community component of the Racial Justice and Equity Plan, and promote an inclusive community that reflects the rich and diverse experiences and cultures in the City;

(g) Serve as a direct liaison between the greater community and City Hall, amplify the voices of and address the needs of people traditionally underrepresented or excluded in government;

(h) Gather and review data on relevant diversity topics and recommend ongoing Racial Justice and Equity Plan performance measures and best practices, support the facilitation of community listening sessions and help promote educational/cultural lectures, events, and activities; and

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

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

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

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

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

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

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

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