

AGENDA

Committee on Equity, Diversity & Inclusion AGENDA FOR MAY 8, 2024 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.
To view the meeting live: <https://www.lansingmi.gov/1212/Council-Committee-Meetings>

Council Member Jackson, Chairperson
Council Member Pehlivanoglu, Vice Chairperson
Council Member Carter, Member

1. **Call to Order**
2. **Roll Call**
3. **Minutes**
 - A. April 10, 2024
4. **Public Comment on Agenda Items (Up to 3 Minutes)**
5. **Presentations:**
 - B. City of Lansing Diversity, Equity & Inclusion Officer Michael Hopson
6. **Discussion/Action:**
 - C. DISCUSSION - City Programs for Committee to Consider
7. **Other**
8. **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, April 10, 2024 @ 4:30 p.m.
City Council Conference Room

CALL TO ORDER

Council Member Jackson called the meeting to order at 4:33 p.m.

PRESENT

Council Member Jackson, Chair
Council Member Pehlivanoglu, Vice-Chair
Council Member Carter, Member

OTHERS PRESENT

Sherrie Boak, Council Office Manager
Lisa Hagen-Lawrence, OCA
Feliz E Rodriguez, Ingham County
Michael Hopson, HRCS – DEI Coordinator
Michael Lynn
Norma Bauer

MINUTES

MOTION BY COUNCIL MEMBER PEHIVAOGU TO APPROVE THE MINUTES FROM MARCH 13, 2024 AS PRESENTED. MOTION CARRIED 3-0.

PUBLIC COMMENT

Ms. Bauer voiced her concern with the City's background check and training on open meetings act. She expanded on her concern with vetting employees for the jobs and asked for flexibility for background checks.

Mr. Lynn spoke about the Lansing Empowerment Network and asked this Committee to come to this Committee to speak on Lansing 360 meetings.

Council Member Carter asked about their last meeting, and Mr. Lynn stated there 65-70 people at their last meeting of Empowerment Network driven by African- American membership but Lansing 360 is City wide. The next meeting is April 20th at the library on the Lansing 360 based on Omaha's development. Council Member Jackson asked for the difference between Advance Peace these efforts. Mr. Lynn stated Advance Peace works with the most violent outside the enforcement is. This works towards intervention and prevention.

Council Member Pehlivanoglu spoke in support of the work being done in the groups of Lansing 360.

Ms. Bauer spoke on diversity in the City.

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PRESENTATION

Ingham County Diversity, Equity & Inclusion Director

Council Member Jackson explained that Ingham County was invited to see what they were doing to see if there was any collaboration.

Ms. Rodriguez briefly outlined her work since she came on board 2 years ago, this included an organizational survey, where they found out people wanted more training and they have also taken on assisting with policies. This began with auditing policies and making sure they were understandable. The department implemented a compliance schedule for how often they are reviewing the policies with best practice mode and having a department head signing off annually. Regarding the trainings, they get a DEI introduction within the first week of employment. They also do microaggression trainings, department head trainings, sensitivity trainings, quarterly Ingham County engage series, trainings during the day. There are internal Committee's – Safe Space Advocates and Cultural Diversity Committee. The advocate group for employees to have a peer to go to for situations that happen in the office. There is portion of the department on bidding and vendors along with the EOC training. With the Racial Equity Task Force there is community development and involvement events. These include community discussions and housing, so they are trying to engage the community, including hosting an event on Community Cultural Day – BiPac Business Day. Ms. Rodriguez spoke briefly on their Criminal Justice Program in collaboration with courts and the County to create an RFP for data on determinations what judges are making.

Council Member Carter asked about Veterans Affairs and what capacity are they filling. Ms. Roriguez stated they have an entire office, and they will help with any assistance they are eligible for. They are encouraging them to contact them because they might not know what resources.

Council Member Pehlivanoglu asked if Mr. Hopson asked if he heard anything he has an interest in. Mr. Hopson confirmed he spoke to Feliz last week and they are working together, but heard some items today and there is an opportunity for more. It is important to let more people know about these options and there is a lot of overlap that the City and the County can do.

Council Member Pehlivanoglu asked Mr. Hopson about bringing more vendors into the City where they could reach under utilized groups. Mr. Hopson stated that some communities will give minority business status, and in the City purchasing does handle some of those. A lot of these plans and ideas are needing to put things in order and find out where to go; to help and employee or a vendor. In addition Council needs to have all the information to be a resource.

Council Member Jackson encouraged Mr. Hopson to continue with their discussions and continue to come to City Council with any of their ideas.

Council Member Pehlivanoglu if all City employee training is online or thoughts on in person. Mr. Hopson stated the thought is to do in person, but the equity training on education is already going on. There is a DEI Advisory Board which can work with the Council EDI for discussion and topics.

Mr. Lynn spoke in support of the work being done in Ingham County, and was encouraged with the City collaboration. He asked Council to consider an ordinance for the DEI officer/coordinator as a department director because they oversee everything in the City. Mr. Hopson stated the

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HRCS Director is also the DEI Director, but if there are things he can take the charge. The DEI Advisory Board works with the Council Committee, but right now he appears the work is being done and he is currently still a new employee. DEI needs to be part of purchasing, HR, trainings and inter-woven.

Ms. Rodriguez added that Mid Michigan DEI Leaders Forum meets monthly, representatives from LCC, MSU, Peckham, United Way, City of Lansing, Ingham County, etc.; the leaders come together.

Ms. Bauer noted that the City of Lansing is also part of Eaton and Clinton County as well.

Other

Adjourn

Adjourned at 5:11 p.m.

Submitted, Sherrie Boak

Recording Secretary, Lansing City Council

Approved by the Committee on

Committee on Equity Diversity & Inclusion

Programs for the City to Consider based on Ingham County

Perform a Needs Assessment

Health in all Policies – Social determinants of health –

- Education attainment
- Housing
- Transportation
- Neighborhood safety

Training –

- Bias
- Micro-Aggression
- Sensitivity
- Conflict Resolution
- Department Heads

Quarterly Engaged Series

Internal Committees – Safe Space

Equal Opportunity –

- How to be Vendors in the City
- City Competitive Bidding
- Internal Hiring/Termination Reporting
- City Multicultural Day

Racial Equity Taskforce

- Youth Advancement
- Criminal Justice Reform
 - Create Resolution Request Proposals to Create an Annual Report on Criminal Justice Data for the City/Ingham/Eaton/Clinton
- BIPOC Business
- Community Involvement

BIPOC Business Events-

- Housing Community Conversations
- Multicultural Day
- Unity in the Community

Community Outreach –

- Treasury
- District/Circuit Courts
- Parks
- Clerk
- Public Service
- Police
- Veteran Affairs
- Public Transportation

	Ingham County Program	City HRCS Program/Policy	Council Action Report	Council Action Resolution	Council Action Ordinance	City Clinton Eaton
ACTIVITIES						
Need Assessment						
Health in All Policies						
Education Attainment						
Housing						
Transportation						
Neighborhood Safety						
Training						
Bias						
Micro-Aggressions						
Sensitivity						
Conflict Resolution						
Department Heads						
Quarterly Engaged Series						
Internal Committees - Safe Space						
Equally Opportunity						
How to be vendors in the City	County					
City Competitive Bidding	County					
Internal Hiring/Termination Reporting						
City Multicultural Day	County					
Racial Equity Taskforce						
Youth Advancement						
Criminal Justice Reform				???????????????		
BIPOC Business						

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	Ingham	City	Council	Council	Council	City
	County	HRCS	Action	Action	Action	Clinton
ACTIVITIES	Program	Program/Policy	Report	Resolution	Ordinance	Eaton
Community Involvement						
BIPOC Business Events						
Housing Community Conversations						
Multicultural Day						
Unity in the Community						
Community Outreach						
Treasury						
District/Circuit Court						
Parks						
Clerk						
Public Service						
Police						
Veteran Affairs						
Public Transportation						
Courthouse						
Health Department						
Probate						
Animal Control						
Drain						
Roads						
911						
Sheriff						
Register of Deeds						

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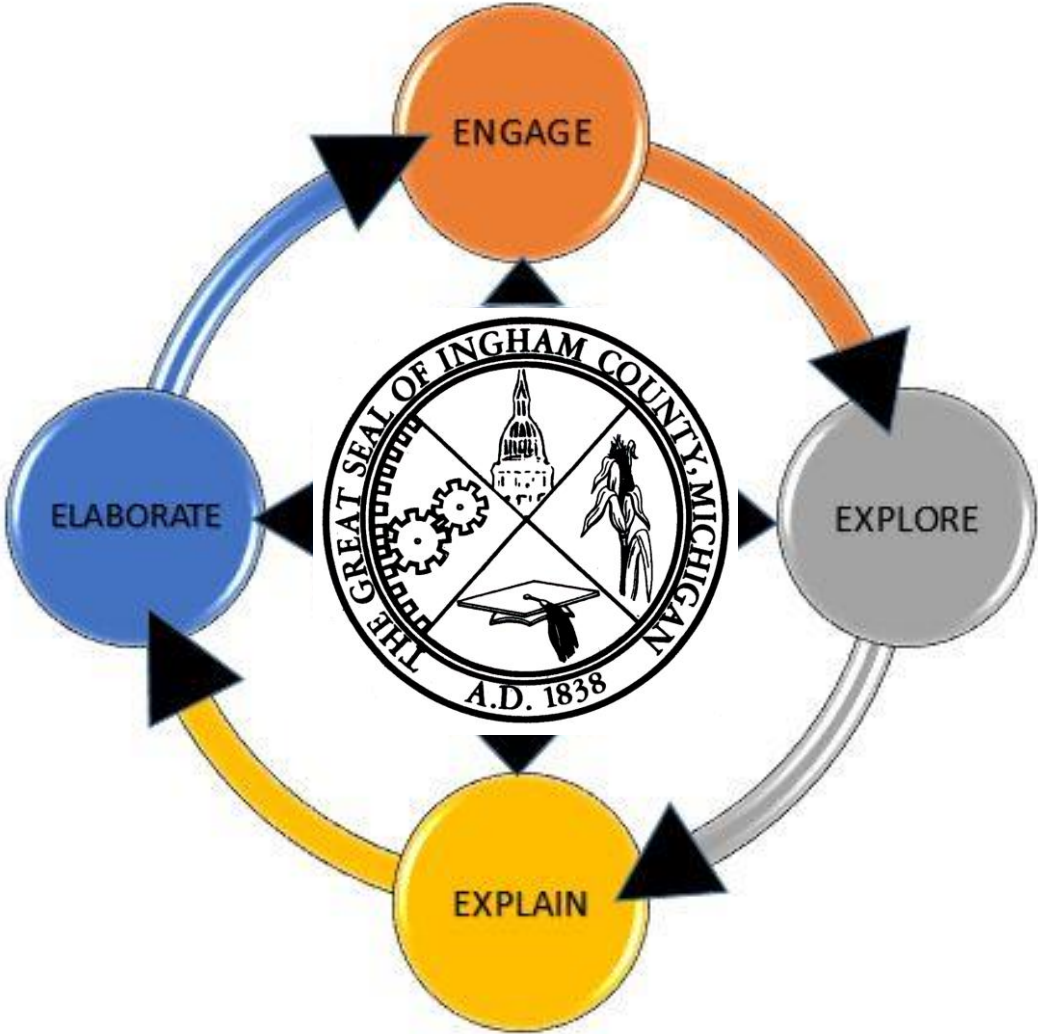
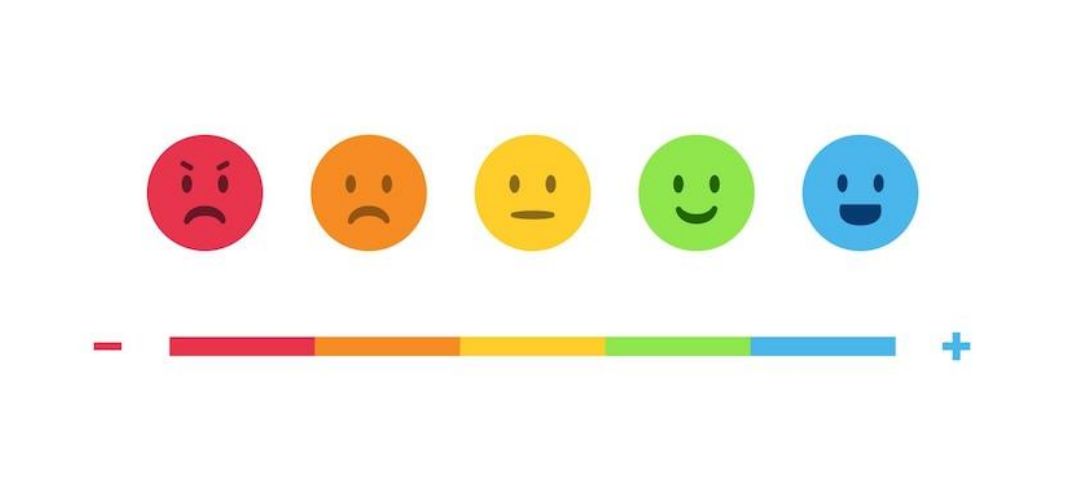


DIVERSITY, EQUITY & INCLUSION



FELIZ RODRIGUEZ

NEEDS ASSESSMENT



HEALTH IN ALL POLICIES

Health in All Policies

health in all policies approach as a strategy for addressing the complex factors that influence health and equity, also referred to as the social determinants of health, which include educational attainment, housing, transportation options, and neighborhood safety.

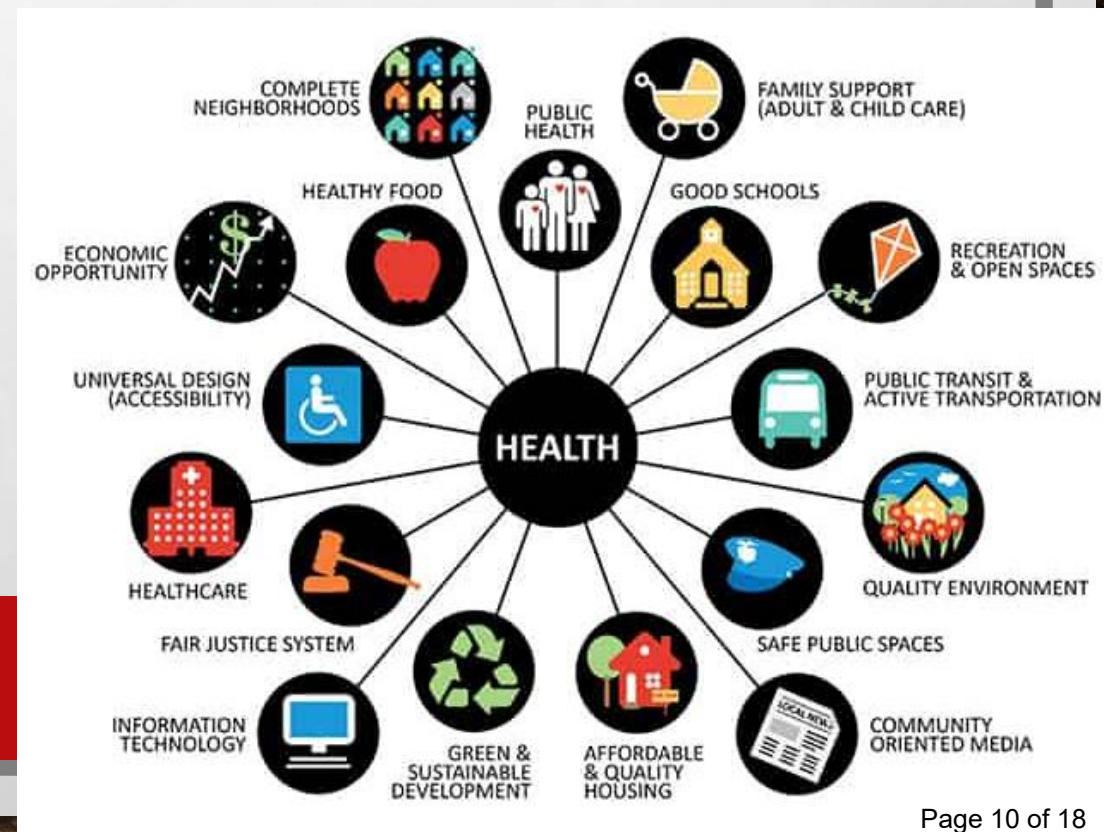
Policy audit

EQUITABLE

Understandable

Free from pronouns

Compliance schedule for reviews



TRAINING

- BIAS
- MICROAGGRESSION
- SENSITIVITY
- CONFLICT RESOLUTION
- DEPARTMENT HEAD TRAINING
- QUARTERLY INGHAM COUNTY ENGAGED LEARNING SERIES



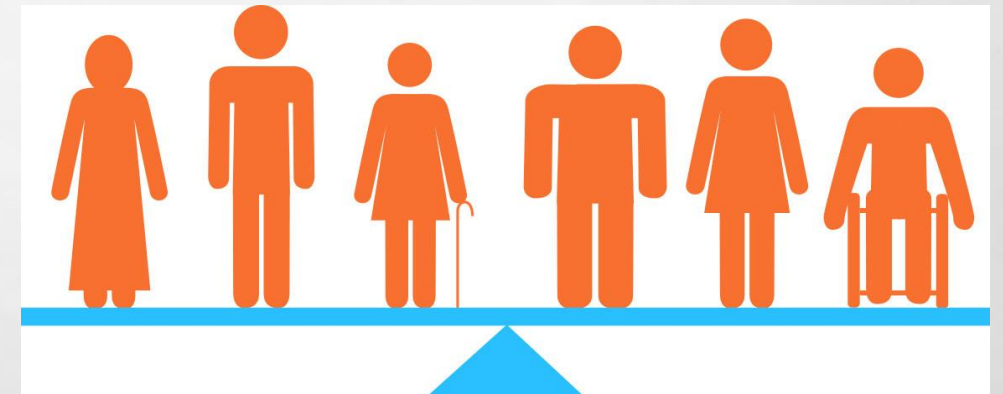
INTERNAL DEI COMMITTEES



EQUAL OPPORTUNITY COMMITTEE

CURRENT FOCUS:

- HOW TO BE A VENDOR FOR INGHAM COUNTY
- INCREASE INGHAM COUNTY BIDS TO REMAIN COMPETITIVE
- CONTINUES REVIEW OF INTERNAL HIRE/TERMINATION REPORTS
- BIPOC BUSINESS @ INGHAM COUNTY MULTICULTURAL DAY (AUGUST)



RACIAL EQUITY TASKFORCE (RET)

RACISM IS A PUBLIC HEALTH CRISIS

- YOUTH ADVANCEMENT
- CRIMINAL JUSTICE REFORM
- BIPOC BUSINESS
- COMMUNITY INVOLVEMENT



COMMUNITY INVOLVEMENT/BIPOC BUSINESS



HOUSING COMMUNITY CONVERSATIONS

YOUR input is vital to
address housing needs
in our community!

6pm - 7:30pm

APR
17

INGHAM COUNTY
FAIRGROUNDS
700 E ASH STREET
MASON, MI 48854

FOOD PROVIDED

GIFT CARD RAFFLE

MUST BE PRESENT FOR THE ENTIRE MEETING
(State & Local Government Employees are NOT eligible)

RSVP REQUIRED

by 4/16/24



[HTTPS://TINYURL.COM/M6UJP5PW](https://tinyurl.com/m6uJP5PW)

Questions
Contact: 517-676-7326



INGHAM COUNTY FAIR
MULTICULTURAL DAY

BIPOC BUSINESS DAY
BLACK INDIGENOUS PEOPLE OF COLOR

SATURDAY, AUGUST 3, 2024
700 E. ASH ST. MASON, MI 48854

\$50
VENDOR FEE

Be a VENDOR to promote your
business and/or sell your goods

To register contact Sarah
Ricketts sricketts@ingham.org
517-676-2429

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Ingham County
Equal Opportunity
Committee

The Ingham County
FAIR
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Ingham County
County - Equity - Inclusion

COME & JOIN US FOR
UNITY
IN THE
COMMUNITY

FRIDAY, HAWK ISLAND
AUGUST 23RD PARK
4:00PM - 7:00PM

FREE EVENT

DRIVING MOBILITY SOLUTIONS
CATA

LAFCU
YOUR CREDIT UNION FOR LIFE

PECKHAM

BWL
LANSING

REGLANTERN

Activities

FREE: Food, Live Entertainment, Face Painting,
Kayaking, Yoga, Fishing, and Community Resources

For more information on Sponsorship or Exhibitor
Opportunities Email:
DEI@INGHAM.ORG

CRIMINAL JUSTICE REFORM



- RESOLUTION TO ISSUE A REQUEST FOR PROPOSALS TO CREATE AN ANNUAL REPORT ON CRIMINAL JUSTICE DATA FOR INGHAM COUNTY
 - INGHAM COUNTY WILL WORK WITH INGHAM COUNTY COURTS ON A PROPOSAL FOR THIRD-PARTY ENTITIES TO CREATE AND OPERATE A CRIMINAL JUSTICE MONITORING SYSTEM THAT WILL COVER DISTRICT AND CIRCUIT COURTS OPERATING IN INGHAM COUNTY AND TRACK PROSECUTION AND SENTENCING OUTCOMES BASED ON DEFENDANT DEMOGRAPHIC DATA.

COMMUNITY

- HEALTH DEPARTMENT
- TREASURER OFFICE
- PROBATE
- PARKS
- CLERK
- ANIMAL CONTROL
- COURTS
- DRAIN
- ROADS
- 911
- SHERIFF'S OFFICE
- REGISTER OF DEEDS
- VET AFFAIRS



QUESTIONS/CONTACT INFO

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