



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.

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. Rodriguez 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 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 May 8, 2024