

# AGENDA

## Committee on Equity, Diversity & Inclusion AGENDA FOR JUNE 12, 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](mailto:city.council@lansingmi.gov) or (517) 483-4177 prior to the meeting.  
To view the meeting live and participate in virtual public comment: <https://www.lansingmi.gov/1212/Council-Committee-Meetings>

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

1. **Call to Order**
2. **Roll Call**
3. **Minutes**
  - A. May 8, 2024
4. **Public Comment on Agenda Items (Up to 3 Minutes)**
5. **Discussion/Action:**
  - B. DISCUSSION - City Programs for City to Consider
  - C. DISCUSSION - Flags
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.



**Minutes**  
**Committee on Equity, Diversity & Inclusion**  
**Wednesday, May 8, 2024 @ 4:30 p.m.**  
**City Council Conference Room**

**CALL TO ORDER**

Council Member Jackson called the meeting to order at 4:30p.m.

**PRESENT**

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

**OTHERS PRESENT**

Renee Richmond, Council Admin. Assistant  
Lisa Hagen-Lawrence, OCA  
Michael Hopson, HRCS – DEI Coordinator

**MINUTES**

MOTION BY COUNCIL MEMBER PEHLIVANOGLU TO APPROVE THE MINUTES FROM APRIL 10, 2024 AS PRESENTED. MOTION CARRIED 3-0.

**PUBLIC COMMENT**

No public present

**PRESENTATION**

City of Lansing Diversity, Equity & Inclusion Office Michael Hopson

Ms. Coleman stated the Advisory Board is making headway with DEI efforts, both internal and external components, and have done different trainings, but noted that the last meeting was cancelled so did not have documentation to provide. Councilmember Carter asked if a certificate of completion was given after the training to verify what has been done. Mr. Hopson answered no, but that is a good idea and will begin doing so, he added there is more training next week and looking at a template to look at the ordinance to see if anything needs to be added or implemented, and how the advisory group can take recommendations to HRCS.

Councilmember Jackson noted it's frustrating because things get talked about all the time and looks good on paper but how do they make things tangible. Mr. Hopson agreed and said it doesn't have to be big it can be small and make things happen, Ms. Coleman stated DEI is not a fast moving component, it requires continuous work and takes everyone.

Councilmember Jackson asked for an overview of the Human Rights Ordinance and the enforcement, he is not aware of any complaints or violations and if there has been any. Ms. Coleman responded very few, any that would be significant would have gone to OCA, some they've spoke with and didn't want to move forward. Councilmember Jackson asked what the process would be if it did move forward, Ms. Hagen-Lawrence briefed Ordinance 297.11 and if

## DRAFT

the department determines to move forward, then City Council designates a hearing officer, everyone received a notice and after the hearing the hearing officer makes recommendations. Councilmember Jackson asked for details and Ms. Hagen-Lawrence read from the ordinance 297.13, may include but are not limited to the following:

- a) Ceasing the illegal conduct cited in the complaint and taking steps to alleviate the effect of such illegal conduct;
- b) Providing that the Respondent apologize to the Claimant;
- c) Closing the matter based upon a mediation/ conciliation agreement of the Claimant and Respondent;
- d) Requiring the respondent pay damages for injury or loss;
- e) Hiring, reinstating, or promoting the Claimant, with or without back pay, or providing such fringe benefits as the Claimant may have been denied;
- f) Selling or leasing of housing or dwelling unit in question to the Claimant;
- g) Admitting the Claimant to a place of public accommodation or extending full and equal use and enjoyment of said place of public accommodation;
- h) Paying some or all of the Claimant's costs, costs incurred at any stage of review;
- i) Posting the explanation of and requirements for compliance with this chapter;
- j) Dismissing the complaint; and
- k) Imposing costs against a Claimant for a frivolously filed claim.

Councilmember Jackson asked if law could provide him with a memo with the information, Ms. Hagen-Lawrence agreed.

Councilmember Pehlivanoglu asked about a private business and if there is a difference if they contract out, Ms. Hagen-Lawrence responded it could, it could be specific in their agreement.

### **DISCUSSION/ACTION**

#### **DISCUSSION – City Programs for Committee to Consider**

Councilmember Jackson requested the Committee to review the draft spreadsheet and come back with suggestions. Councilmember Pehlivanoglu mentioned from the previous meeting she feels the training portion is happening and at a glance working on some other things.

Councilmember Carter noted the importance of tapping into the community. Councilmember Jackson concluded with wondering why the Human Rights ordinance isn't being utilized, Councilmember Pehlivanoglu suggested tackling that afterwards.

### **Other**

#### **Adjourn**

Adjourned at 5:02p.m.

Submitted, Renee Richmond

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						

DRAFT

	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						
Courts						
Health Department						
Probate						
Animal Control						
Drain						
Roads						
911						
Sheriff						
Register of Deeds						

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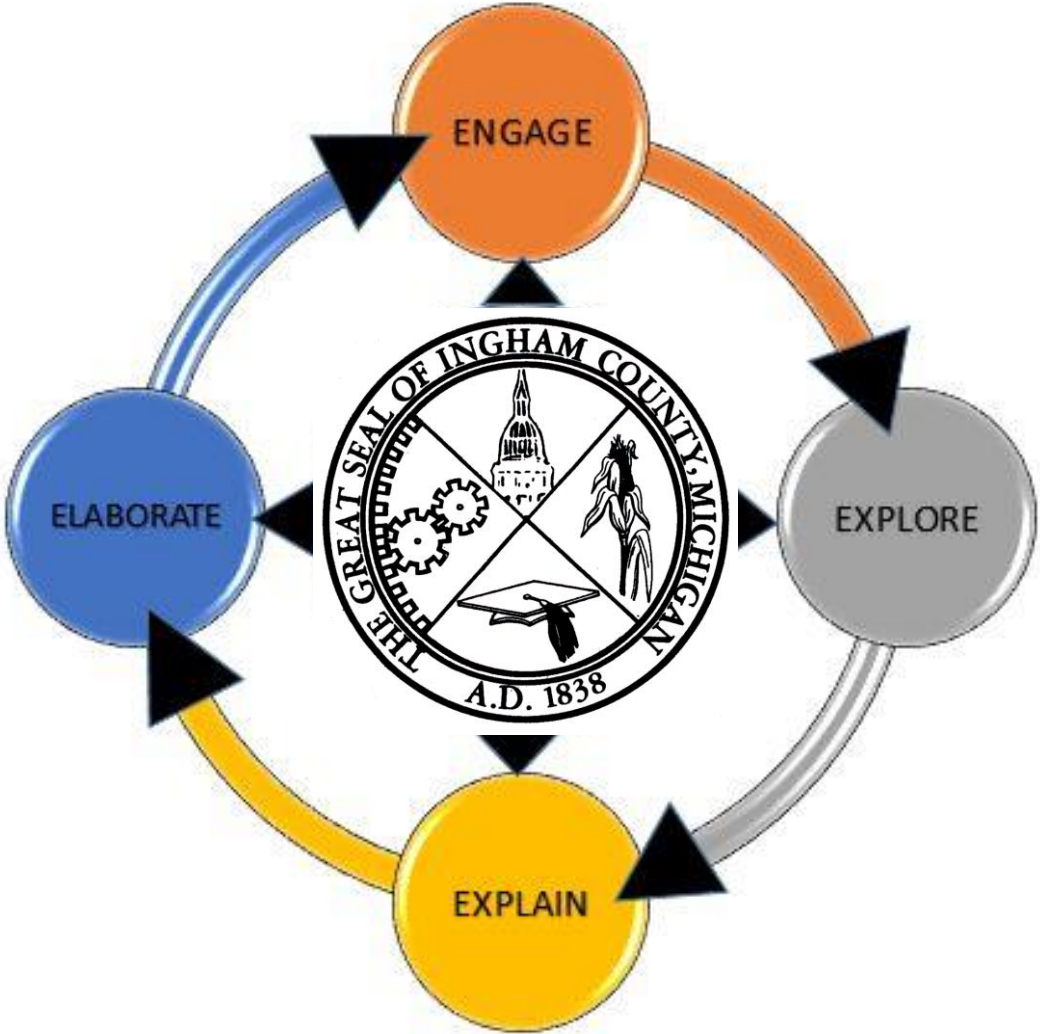
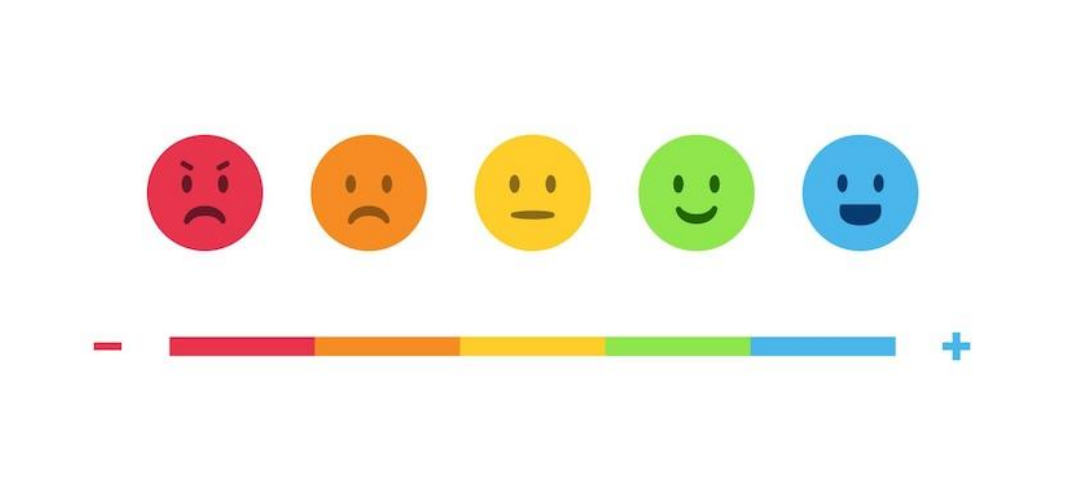


# **DIVERSITY, EQUITY & INCLUSION**



**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



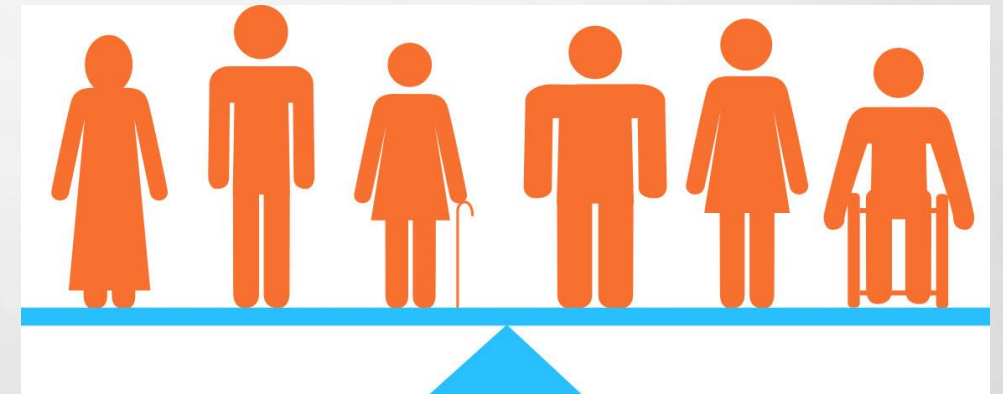
# INTERNAL DEI COMMITTEES



# 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](mailto:sricketts@ingham.org)  
517-676-2429

BROUGHT TO YOU BY:

Ingham County Equal Opportunity Committee

The Ingham County FAIR  
[FAIR.INGHAM.ORG](http://FAIR.INGHAM.ORG)

Ingham County  
COME & JOIN US FOR  
**UNITY**  
IN THE  
**COMMUNITY**

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

FREE EVENT

LAFCU  
YOUR CREDIT UNION FOR LIFE

DRIVING MOBILITY SOLUTIONS  
CATA

PECKHAM

BWL  
LANING  
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](mailto: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

**FELIZ RODRIGUEZ**

**517-231-7528**

**[FRODRIGUEZ@INGHAM.ORG](mailto:FRODRIGUEZ@INGHAM.ORG)**



Agenda Item 5. C.  
Discussion - Flags

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