



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

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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 June 12, 2024