

AGENDA

Committee on Equity, Diversity & Inclusion August 14, 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 and participate in virtual public comment: <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. **Minutes**
 - A. July 10, 2024
3. **Public Comment on Agenda Items (Up to 3 Minutes)**
4. **Discussion/Action:**
 - B. RESOLUTION - Appointment; Hannah Jones-Nelson; 2nd Ward Member; Diversity, Equity, and Inclusion Advisory Board; Term to Expire June 30, 2026
 - C. DISCUSSION - City Programs for City to Consider
5. **Other**
6. **Adjourn**

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Minutes
Committee on Equity, Diversity & Inclusion
Wednesday, July 10, 2024 @ 4:30 p.m.
City Council Conference Room

CALL TO ORDER

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

PRESENT

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

OTHERS PRESENT

Sherie Boak, Council Office Manager
Lisa Hagen-Lawrence, OCA
Greg Venker, OCA
Terrance Frazier
Byron Haskins
Kim Coleman, HRCS Dir.

MINUTES

MOTION BY COUNCIL MEMBER PEHLIVANOGLU TO APPROVE THE MINUTES FROM JUNE 12, 2024, AS PRESENTED. MOTION CARRIED 3-0.

PUBLIC COMMENT

DISCUSSION/ACTION

RESOLUTION – Appointment; Terrence L. Frazier; 1st Ward Member; Diversity, Equity, and Inclusion Advisory Board; Term to Expire 6/30/2025.

Mr. Frazier on Lansing Community College Board member, working with MSU as a consultant in their DEI Office, working in higher education and student affairs. Mr. Frazier noted he also co-owns Sweet Encounters with his wife.

Council Member Carter and Pehlivanoglu spoke in support of the appointment.

Council Member Jackson noted the application, and 25 years of DEI experience, what locations. Mr. Frazier outlined multiple universities he has done his 25 years. Council Member Jackson noted 25 years ago no one was speaking on DEI and asked for his previous experiences. Mr. Frazier explained back then they were not looking at social economics diversity, multi-communities in diversity within diversity groups, over time he has been working to pull those out work on the economic and social impact and look at diversity across the board.

Council Member Pehlivanoglu asked how he has worked with people in the communities with disabilities. Mr. Frazier confirmed that disabilities network at MSU report to him in his day job as

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well. As part of this advisory board, he hopes to look at policies and how it impacts all the residents with those decisions.

Council Member Jackson noted that the role in this Board is for the whole City, and the Board does not report to Council but more to the Administration and focus on the whole City.

MOTION BY COUNCIL MEMBER PEHLIVANOGLU TO APPROVE THE RESOLUTION FOR THE APPOINTMENT OF TERERNCE L FRAZIER, 1ST WARD MEMBER TO THE DIVERSITY, EQUITY AND INCLUSION ADVISORY BOARD WITH A TERM TO EXPIRE JUNE 30, 2028. MOTION CARRIED 3-0.

RESOLUTION – Appointment; Byron Haskins; At Large Member, Diversity, Equity and Inclusion Advisory Board, Term to Expire 6/30/2027.

Mr. Haskins first introduced himself noting he was previously on the Sustainability Board, expanding that he has been a resident since 1982 on and off. His work experience has been as a State of Michigan employee, and in 1969 he was at a boarding school that was a diversity and equity program sent up by President Kennedy. The experiences there was the beginning and from there his higher education while doing that was working as a disability examiner and trainer. From there he moved to the State MDHHS where he supervised advocates who helped disabled to get on assistance.

Council Member Jackson asked if he plans to spend more time in Michigan, and Mr. Haskins confirmed they are back to be in Michigan and making an investment in Lansing.

MOTION BY COUNCIL MEMBER PEHLIVANOGLU TO APPROVE THE RESOLUTION FOR THE APPOINTMENT OF BYRON HASKINS, AT LARGE MEMBER TO THE DIVERSITY, EQUITY, INCLUSION ADVISORY BOARD WITH A TERM TO EXPIRE JUNE 30, 2027. MOTION CARRIED 3-0.

DISCUSSION - Enforcement of Human Rights Ordinance

Ms. Hagen-Lawrence was asked to summarize the document. Council Member Jackson explained that at the last meeting there was a question on how to enforce the ordinance. Ms. Hagen-Lawrence stated there is case law that supports the City authority as it protects human rights. This is a criminal ordinance, but at most a civil infraction and there are other remedies outside the fines. The memo in the packet summarizes the discussion the last time.

Council Member Jackson stated if anyone is discriminated against based on race, religion, ancestry, national origin, color, sex, age, height, weight, student status, marital status, familial status, veteran status, political affiliation, sexual orientation, gender identity or expression, mental or physical limitations or source of income and want to see it remedied contact the HRCS department and the information is on the City webpage.

Council Member Carter noted sometimes the process is not shared, and it does seem to be straight forward.

Council Member Jackson asked where people should go, and Ms. Hagen-Lawrence stated they start with the HRCS department.

DISCUSSION – OCA Guidelines and Administration Discussion regarding Flags

Council Member Jackson noted there has been discussion in flying the flag in City Hall and City property, recently the Pride Flag and weeks later Juneteenth. That brought the discussion on

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what flags could fly, where, etc. At the last meeting Mr. Venker stated that as long as the city takes official action, it is protected under government speech under resolution or Mayor's power and not violation of Freedom of Speech. As a committee, they wanted to discuss the policy for any future requests, and there has been one for Pride Disability. July is Disability Pride month, and there is a different flag. Council Member Jackson then referenced an email from Mark Lawrence, because the Committee wanted to work with the mayor and invited the Administration to see if they could work on a policy. The Committee members recalled that at the Council meeting in June the Mayor stated he wanted to work with Council. Council Member Jackson then read the email from Mr. Lawrence:

From: Lawrence, Mark <Mark.Lawrence@lansingmi.gov>
Sent: Monday, July 8, 2024 8:30 AM
To: Boak, Sherrie <Sherrie.Boak@lansingmi.gov>
Cc: Venker, Gregory <Gregory.Venker@lansingmi.gov>; Jackson, Brian T. <BrianT.Jackson@lansingmi.gov>; Carter, Tamera <Tamera.Carter@lansingmi.gov>; Pehlivanoglu, Trini <Trini.Pehlivanoglu@lansingmi.gov>; Frayer, Shelbi <Shelbi.Frayer@lansingmi.gov>
Subject: RE: City Council Committee on Equity Diversity & Inclusion - July 10, 2024

Hi Sherrie

At the last meeting, Council leadership very clearly indicated that the decision rests with the Mayor and that Council should not be a part of this. As such, the Mayor is working with OCA on a policy for the flying of flags outside city hall.

When the policy is complete, we will issue it and the EDI Committee will be welcome to discuss this policy and/or make any ordinance recommendations as legal and appropriate. The Mayor will certainly consider any input based on the discussion on the 10th as well.

We can have someone attend committee to hear the discussion, but we'll have nothing to share at committee at this time in terms of the policy being finalized. I'll let you know who will be attending from our office as we get a little closer to the meeting date.

Take care,

Mark Lawrence
Chief of Staff – Office of the Mayor
City of Lansing, Mayor Andy Schor
124 W. Michigan Ave. | Lansing, MI 48933
O: 517-483-4141

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Council Member Jackson noted the email it is conflicting when at Council it was stated Council and Mayor were going to work on it, but now it states only the mayor will work on it, and then go to the DEI Board.

Council Member Carter asked, once the Advisory Board connects with the OCA and Mayor, there should be an opportunity to have a discussion at this Committee as well. Mr. Venker stated he spoke to the mayor and his policy is not drafted yet. Per the Mayor's perspective, the draft is to consider flags to be flown accompanied by Council government act, does not want it to be solely in his decision, and that has not changed. The language has to protect a decision to say "no" if they want to.

Council Member Pehlivanoglu asked if it is fair to say, that this would not be a streamlined process, but community members can contact Council or the Mayor. Mr. Venker stated the policy is silent to the process to apply and stepping away from an application, and if they want this, they can approach elected officials. If it comes directly to the mayor, he will probably approach Council.

Council Member Pehlivanoglu asked since pending with Administration, can Council still accept requests for flying flags, or should Council advise community members they cannot move forward right now. That being said she noted there has been an informal request during public comment and via email, so in the interim what should they do. Mr. Venker stated that so far, with Council and Mayor, they have flown two flags, and if anyone has the desire to do that they can continue. Council at this time has not said "no flags", and the mayor has not made an executive order that it cannot happen. At this time, it does not seem to be a reason that requests cannot be taken.

Council Member Jackson noted they did get a verbal request and would consider putting a resolution on the July 22, 2024, council agenda from three (3) Council Members to address the request, adding that it appears this topic will not be done until the Administration responds.

Council Member Carter asked about the time frame and space on the flagpole and Mr. Venker confirmed currently there are only three (3) flags on the pole in the plaza at City Hall.

DISCUSSION - City Programs for City to Consider

Council Member Jackson moved to the next agenda.

Other

No other topics.

Adjourn

Adjourned at 5:10 p.m.

Submitted, Sherrie Boak

Recording Secretary, Lansing City Council

Approved by the Committee on

Application for Appointment to Board or Commission

Thank you for your interest in serving on a Lansing Board, Commission, or Committee.

Certain boards, commissions, or committees require appointees to be a registered elector in the City of Lansing (Charter Section 2-102) and be a resident of Lansing for one year prior to taking office (Charter Section 2-102).

Appointees to every board, commission, or committee must not be in default to the City at the time of taking office (Charter Section 2-103.2) and not have been convicted, within 20 years of taking office, of a violation of the election laws of the City of Lansing, State of Michigan, or the United States; a violation of public trust; or any felony (Charter Section 2-103.1).

Lansing City Charter, Section 5-104, Ineligibility For Boards, restricts certain City employee activities on some boards: "No person holding another City office or activity employed by the City shall be eligible to be a voting member on any board."

Date	06/27/2022
First Name	Hannah
Last Name	Jones-Nelson
Other name(s) by which you have been known, including maiden names	Jones
Date of Birth	██████████
Address	3115 Cedarbrook Ave
City	Lansing
State	MI
Zip Code	48910
Email	hjones10196@gmail.com
Gender	██████████

If you don't know which ward you live in, visit the [Lansing Neighborhoods Ward Map](#) and type in your address to find out!

Ward	Ward 2
Best Phone Number to Contact You	██████████
In what year did you move to Lansing?	2021
Additional Information Regarding Experience and Credentials	Master of Divinity degree with multiple courses in ethics and practical ministry, involvement in local schools professionally and personally, driven to be a part of larger teams and create community
Occupational Background	Youth pastor at Lansing South Nazarene, previous Youth pastor in Manteno, IL and university resident director at Olivet Nazarene. Excellent communicator and invested in students & young adults
Educational Background	M.Div , Nazarene theological seminary 2022 B.S in youth ministry, Olivet Nazarene university 2018 Olathe North High School, 2015
First Choice for Board to Serve on	Diversity, Equity, & Inclusion (DEI) Advisory Board
Second Choice of a Board to Serve on	Mayor's Neighborhood Advisory Board
Third Choice of a Board to Serve on	Planning Board
Fourth Choice of a Board to Serve on	Mayor's Diversity Advisory Council
Please comment briefly on why you wish to serve on a particular board or commission. Please be specific as to your goals and ideas about how you wish to contribute to the work of the board or commission.	I love working to better the community I am apart of. I hope to be a part of a team that dreams together and brings about real action in our city. Personally, I feel a calling to Lansing and have committed not only to working here but also living here and investing myself in as much as I can. I would love to be a voice for young people when it comes to our city, as well as learn from others on the board and communicate back to those students that I work with. I was first drawn to apply to the diversity and inclusion committee because I value those who others have forgotten about. My younger brother has journeyed through life with autism, and I have seen how easy it is to forget about those that don't fit our molds of what it means to fit in. I want to work to change that mindset in others and in myself. As I continued to apply, though, I was drawn to many different boards and committees. I want to invest in my community, and this is one way I believe I can do that well.
Qualifications and Eligibility – At this time, if you do not meet one or more of the qualifications or eligibility requirements listed at the top, please state here the requirement to be met and explain how you will be qualified or eligible before you would be sworn in to an appointed office.	N/a

This certification is not required but may impact potential consideration of the appointment being sought. I authorize the use of the information provided above to conduct a background search, including but not limited to criminal history, residency, and indebtedness to the City of Lansing. If selected to serve, I further authorize additional background checks during the term of my service to ensure the required criteria continue to be met. I also acknowledge that I have the affirmative duty to inform the City if I become aware of any change or condition in my status that fails to meet the required criteria.

Agreement to Background Check Authorization • I agree

Please type your name in this box to signify that you can serve on a board or commission and the information in this application is accurate to the best of your knowledge. Hannah Jones-Nelson

Date & Time 06/27/2022 7:37 PM (EDT)

Receive an email copy of this form. Yes

Resolution #2024-###

By the Committee on Equity Diversity & Inclusion
Resolved by the City Council of the City of Lansing

WHEREAS, the Mayor has recommended the appointment of Hannah Jones-Nelson as the 2nd Ward member of the Diversity, Equity, and Inclusion Advisory Board for a term to expire June 30, 2026; and

WHEREAS, the Mayor's office has confirmed with this resolution, that they have vetted the applicant based on the original application and believes that the applicant meets the qualifications as required by the City Charter; and

WHEREAS, the Committee on Equity Diversity & Inclusion met on August 14, 2024 and took affirmative action.

NOW, THEREFORE, BE IT RESOLVED that the Lansing City Council, hereby, confirms the appointment of Hannah Jones-Nelson as the 2nd Ward member of the Diversity, Equity, and Inclusion Advisory Board for a term to expire June 30, 2026.

ACTIVITIES	Ingham County Program	City HRCS Program/Policy	Council Action Report	Council Action Resolution	Council Action Ordinance	City Clinton Eaton
Need Assessment						
Health in All Policies/ Ordinance & Draft Review						
Education Attainment						
Housing						
Transportation						
Neighborhood Safety						
Training						
Bias						
Micro-Aggressions						
Sensitivity						
Conflict Resolution						
Department Heads						
Quarterly Engaged Series						
Internal Committees - Safe Space						
Lansing - Equity Core Team						
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 / DEI Advisory Board						
Youth Advancement						
Criminal Justice Reform				???????????????		
BIPOC Business						
Community Involvement						
BIPOC Business Events						

	Ingham County Program	City HRCS Program/Policy	Council Action Report	Council Action Resolution	Council Action Ordinance	City Clinton Eaton
ACTIVITIES						
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						
Celebration of Diversity Reception						

✓ **MAYOR'S RACIAL JUSTICE & EQUITY ALLIANCE**

- In 2020, Mayor Andy Schor appointed leaders to the Mayor's Racial Justice & Equity Alliance (MRJEA) to examine policies, practices and biases to better understand how to eradicate racism and violence in Lansing. To date, of nine MRJEA recommendations, six are completed, two are underway, and the final will begin in fall 2024.

✓ **DEI ADVISORY BOARD**

- A DEI Advisory Board ordinance was introduced by Mayor Schor and passed by City Council in 2022. It will play a significant role to advance the goals of creating a community that celebrates diversity and builds relationships among community members & leaders.
- Mayor Schor appointed a diverse spectrum of inaugural board members and will continue to review the board to ensure a wide array of community voices are represented through regular appointment opportunities.
- The board has established a blueprint for its work and will begin engaging with the community this summer and reviewing City ordinances, starting with the Human Rights ordinance.

✓ **MAYOR SCHOR ANNOUNCES LANSING RACIAL EQUITY FUND**

- City Council appropriated funding to implement racial justice and equity strategies and to address root causes of racism.
- The Racial Equity Fund Grant Program funds initiatives, programs and policies that address systemic racism, promote equity and uplift marginalized communities. It prioritizes BIPOC-led organizations and those serving BIPOC communities. By investing in suitable programs, we seek to empower communities of color, challenge systemic racism and enhance the lives of Lansing residents and business owners. The 2024 cycle saw 36 applicants.

✓ **LPD CITIZEN OVERSIGHT**

- Mayor Schor created the Board of Police Commissioners' Citizen Complaint Oversight Committee to streamline the citizen complaint process and help people understand their rights when interacting with law enforcement.
- A'Keydra Abrams was hired as the new Commission Investigator (CI). The CI is an independent civilian housed in HRCS who works with the Board of Police Commissioners. She reviews all complaints lodged against employees of the Lansing Police Department.

✓ **DIVERSITY, EQUITY, AND INCLUSION OFFICER**

- Michael Hopson has been appointed as the new Diversity, Equity, and Inclusion (DEI) Officer for the City. Drawing on his expertise as a seasoned DEI leader, through the HRCS department, he will lead efforts to foster a more inclusive environment within City departments.

✓ **EQUITABLE ECONOMIC INITIATIVE**

- Mayor Schor and the Lansing Economic Development Corporation launched the Lansing Equitable Economic Development Initiative. This program supports and empowers BIPOC-owned (Black, Indigenous, and People of Color) small businesses in Lansing. www.LansingEDC.com



EQUITY CORE TEAM IN ACTION

- The Equity Core Team (ECT) was established in 2023 to advance DEI initiatives across City departments, guided by the MRJEA Report. The team includes 2-4 staff members from each department, who are responsible for updating, coordinating, and organizing racial equity plans and activities across City departments.
- ECT members have undergone comprehensive training sessions from the DEI Officer and The Advocacy Group designed to equip them with the skills and knowledge to foster a shift in the internal culture of the city. Sessions included “Diversity is You?,” “Fostering an Inclusive Culture,” “Inclusive Interaction,” “Mitigating Bias,” “Defining DEI Metrics & Goals” and “Inclusive Policies, Practices and Accommodations.”

CELEBRATION OF DIVERSITY

- The Human Relations & Community Services (HRCS) department, along with the Mayor’s Office and other city departments has hosted Celebration of Diversity events in summers 2022, 2023 and 2024.

HISTORIC FLAG RAISINGS AT LANSING CITY HALL

- Mayor Schor worked with City Council to pass resolutions to fly Pride and Juneteenth flags in front of City Hall.
- The Pride Flag was raised on May 31, 2024. City leaders and LGBTQ+ groups celebrate this as a moment of reflection, highlighting Lansing as a city of acceptance and inclusivity.
- The City honored Juneteenth by raising the National Juneteenth Flag on June 19, 2024, commemorating the emancipation of enslaved African Americans and recognizing their enduring contributions to our nation.

COMMUNITY RELATIONS EVENTS

- Mayor Schor’s Community Relations & Faith-Based Initiatives Manager has organized multiple events to spotlight diverse cultures, including hosting the Black History Mobile Museum for Juneteenth and a Mexican Independence Day celebration that honored Latino culture broadly.

DEI EXECUTIVE LEADERSHIP TEAM

- The DEI Executive Leadership Team, led by HRCS Director Kimberly A. Coleman, is working with the Mayor, City Leadership, the Equity Core Team, the DEI Advisory Board, and partners to implement the MRJEA’s recommendations.
- The Mayor and Executive Leadership Team participated in National League of Cities’ Race, Equity, And Leadership (REAL) training workshops.
- The Michigan Public Health Institute (MPHI) has been working to assess racial & ethnic disparities in workforce development within Lansing.
- Miller Canfield law firm has completed a series of DEI training workshops for the Mayor and his Cabinet. The law firm has also completed a review of City policies through an equity lens and has recommended changes.

FOR MORE INFORMATION, PLEASE VISIT [LANSINGMI.GOV/DEI](https://lansingmi.gov/dei).