

# AGENDA

## Committee on Equity, Diversity & Inclusion November 13, 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. September 11, 2024
4. **Public Comment on Agenda Items (Up to 3 Minutes)**
5. **Discussion/Action:**
  - B. RESOLUTION - Appointment; Sharon Gillison; At-Large member of the Diversity, Equity, and Inclusion Advisory Board; Term to expire June 30, 2028
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, September 11, 2024 @ 4:30 p.m.**  
**City Council Conference Room**

**CALL TO ORDER**

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

**PRESENT**

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

**OTHERS PRESENT**

Sherie Boak, Council Office Manager  
Lisa Hagen-Lawrence, OCA

**MINUTES**

MOTION BY COUNCIL MEMBER CARTER TO APPROVE THE MINUTES FROM AUGUST 14, 2024, AS PRESENTED. MOTION CARRIED 2-0.

**PUBLIC COMMENT**

No public comment at this time.

**DISCUSSION/ACTION**

**DISCUSSION - City Programs for City to Consider**

Council Member Pehlivanoglu noted this was brought about earlier when Ingham County EDI Officer attended, they took notes from HRCS Diversity Manager. Over the last months this Committee has compiled, combined the services that are offered to the community. This was comparing and contrasting the two entities trying to make sure there were no gaps and it does not appear there are things that aren't being done by both the County and the HRCS city.

Council Member Pehlivanoglu concurred.

MOTION BY COUNCIL MEMBER CARTER TO CLOSE OUT THE PROJECT OF THE PROGRAMS FOR DIVERSITY FOR THE CITY TO CONSIDER. MOTION CARRIED 2-0.

**Budget Priorities Fiscal Year 2025/2026**

Ms. Boak explained the document in the packet which included the section from the City Council Rule 16 which speaks to each Committee and their charge. That portion will not be included in the overall Budget Priorities resolution, just the list of items.

1. \$200,000 - Housing Support. Committee recommends creating a comprehensive plan that addresses the unique needs of our unhoused populations that include,

## DRAFT

unhoused, sheltered, transit, and individuals suffering with addiction, mental health, and physical needs.

Equitable housing options for our diverse unhoused populations. I.e. Supporting diverse housing needs such as shelters, warming and cooling centers, those that prefer not to be sheltered, and transit populations.

Council Member Carter noted that based off conversations in the last year, it appears there needs to be a housing plan for the City and an across the board to capture and support the need for the next fiscal year. Council Member Pehlivanoglu while the City does have the funds of \$800,000 to be used for these purposes, this is an effort to support and sustain into the next fiscal year and beyond.

2. \$100,000 - DEI Implementation. Committee recommends adding a DEI Implementation Specialist to work alongside DEI Officer and department leaders and staff to assist in implementation DEI strategies.

Council Member Carter this is to make it easier to navigate through the series of event to have someone work with the DEI officer.

3. \$50,000 - Citizen Complaints. Committee recommends creating and deploying a Complaint Awareness campaign identifying the citizen compliant process and history of general outcomes.

Council Member Pehlivanoglu noted this addresses a conversation from this Committee, not dealing with departments, but dealing with any business in the City, and how to lodge a complaint. Some of the population does not know where to look or have access.

4. \$100,000 - Veterans Assistance. Committee recommends adding a Veterans Assistance Specialist to assist Veterans in applying for city jobs, access resources, and housing support.

Council Member Carter acknowledged that there are resources for Veterans, this is additional to assist with those that need more notable for that need more accessibility. Council Member Pehlivanoglu noted that in job descriptions, for example, how could that assistance help in those job postings.

5. \$100,000 - Youth Opportunities. Committee recommends creating youth opportunities, apprenticeships, internships, job shadowing, and paid positions where youth can learn, participate in public and civic engagement, and paid experience.

Council Member Carter said that looking at what Council is hearing from constituents, they want to include the youth in citizen engagement.

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6. Onboarding & DEI Training. Committee recommends all departments, and branches of local government receive onboarding and DEI training to ensure quality of work and cultural move meeting role expectations.

Council Member Pehlivanoglu asked OCA if the Boards receive DEI training. The requirements for ethics and OMA was established via Council resolution. Ms. Hagen – Lawrence explained the current Council training which is used for all Boards, via a resolution. Ms. Boak asked if the Committee is interested in amending that resolution. Council Member Pehlivanoglu asked OCA if there is an additional cost to add this training. Ms. Hagen-Lawrence stated she is not sure if they would have to contract with an outside agency for that part of training or not. Council Member Pehlivanoglu stated at this time she encouraged keeping it in a priority since there is not information on cost, but if it is deemed not a necessary cost, it can be addressed as an amended resolution at a later date.

7. \$150,000 Disability Inclusion. Committee recommends hiring a disability consultant to address the needs of seen and unseen persons with disabilities. Consultant can address creating an inclusive culture, making adaptive accommodations, providing additional supports in the community and in homes, and infrastructure investments to support those with visual impairments amongst others who have specialized conditions.

Council Member Carter explained that this is necessary so Council can make sure the Council is fully inclusive.

MOTION BY COUNCIL MEMBER CARTER TO ACCEPT THE BUDGET PRIORITIES FOR FISCAL YEAR 2025/2026 FROM THE COMMITTEE ON EQUITY DIVERSITY AND INCLUSION. MOTION CARRIED 2-0.

### **Other**

No other topics.

### **Adjourn**

Adjourned at 4:45 p.m.

Submitted, Sherrie Boak

Recording Secretary, Lansing City Council

Approved by the Committee on

# Application for Appointment to Board or Commission

06/27/2022 2:41 PM (EDT)

## 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."

<b>Date</b>	06/27/2022
<b>First Name</b>	Sharon
<b>Middle</b>	Elizabeth
<b>Last Name</b>	Gillison
<b>Date of Birth</b>	
<b>Address</b>	1112 Lenore Ave
<b>Zip Code</b>	48910
<b>Email</b>	sgillison1112@gmail.com
<b>Gender</b>	F

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

<b>Ward</b>	Ward 4
<b>Precinct</b>	44
<b>Best Phone Number to Contact You</b>	5174846826

<b>In what year did you move to Lansing?</b>	1946
<b>Additional Information Regarding Experience and Credentials</b>	Board member MICAP; former board member Lansing Hospice, Big Brothers Big Sisters, YWCA, Regional March of Dimes, Society of Human Resources member
<b>Occupational Background</b>	Retired Credit Union Human Resource Executive; Loan Department Manager/Loan Officer; Executive Committee OPEIU Local 459; Chief Steward OPEIU Local 459
<b>Educational Background</b>	Attended MSU-major Labor Relations Attended LCC-major Business, minor Psychology
<b>Previous Appointments</b>	N/a
<b>Current Appointments</b>	N/a
<b>First Choice for Board to Serve on</b>	Diversity, Equity, & Inclusion (DEI) Advisory Board
<b>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.</b>	My experience in recruiting and hiring a diverse workforce for over 30 years, negotiating and administering labor agreements for both the Union and Management, hearing and negotiating settlements of grievances, writing and monitoring workplace policies-all of these experiences would be an asset to helping achieve the goals outlined for this board.

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.** Sharon E. Gillisonj

**Date & Time** 06/27/2022 2:40 PM (EDT)

**Receive an email copy of this form.** Yes

BY THE COMMITTEE ON EQUITY DIVERSITY & INCLUSION  
RESOLVED BY THE CITY COUNCIL OF THE CITY OF LANSING

WHEREAS, the Mayor has made the recommendation for the appointment of Sharon Gillison as an At-Large member of the Diversity, Equity, and Inclusion Advisory Board for a term to expire June 30, 2028; 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 and Inclusion met on November 13, 2024 and took affirmative action.

NOW, THEREFORE, BE IT RESOLVED that the Lansing City Council, hereby, confirms the appointment of Sharon Gillison as an At-Large member of the Diversity, Equity, and Inclusion Advisory Board for a term to expire June 30, 2028.