



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,

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.

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 Pehlivanolgu 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 November 13, 2024