



City of Lansing DEI Advisory Board
Meeting Minutes
Tuesday, August 6, 2024
5:30 pm – 6:30 pm
4th Floor, City Hall
Lansing, MI

Call to Order: 5:44pm

Attendance: Floren시오 Hernandez (Interim Acting Chair) (MAL), Raquel Sparkman (3rd Ward) (Acting Secretary), Randy Watkins (4th Ward), Terry Fraizer (1st Ward), Vacant (2nd Ward), and Vacant (MAL)

City Staff Attendees: Kimberly Coleman, Michael Hopson, Joseph Abood

Approval of Agenda:

Randy (motion) / Terry (second)
Corrections: Joseph Abood

Approval of Minutes:

Randy (motioned) / Terry (second) – Motion passed

Public Comment:

- No public comment
- Floren시오 noted that public comment is limited to two minutes, and board will follow-up via email by DEI Officer any questions that are addressed.

Director's Update:

- Welcome - Terry Frasier and Byron Haskins. Kim noted that the new two board members are filling the vacant positions.
- Terry He/Him – Entrepreneur that serves on Lansing Community College Board of Trustees who also has a background in higher education. Terry and his wife are dedicated to Lansing and the community.

DEI Officer's Update:

- Reviewing information from July's meetings "Shifting DEI Culture" PowerPoint.
- Questions were addressed regarding marketing and funding coming to the DEI office. Allow enough time for discussion and a decision to be made refer to the 10 questions listed in the PowerPoint.
- Michael mentioned there was one more comment Randy mentioned during July's meeting to review.

Standing/Themes Committee Reports:

- **Justice and Safety Committee**
 - o Creating a survey and reviewing the surveys to see if there is a gap between township police officers and city police officers.
 - o Kim mentioned we will sit down with everyone and see what our next steps are.
- **Economic Empowerment**
 - o Educational opportunities (skill trades and higher educations).

- Three recommendations – Create City of Lansing Toolbox (BIPOC) for small business and partnering LEAP and Lansing Chamber of Commerce.

Question from Terry: Are we asking for those who already have a business or are trying to build their business. Recommendation – start with those who don't have experience with starting a business and direct them to LEAP for example. Asking the community why do you want to start a business and provide the resources. Ensuring those who want to start a business to narrow down what their business is and why.

- **Community Sustainability**

- Strengthening our relationships with the community and the city, Kim will be providing a date for our first Townhall meeting.

Question from Terry: The townhall goes along with Justice committee and create one survey vs multiple surveys. Engaging the community. Five questions max and open-ended.

Unfinished Business:

- Ordinance Review Process – Human Rights Ordinance
 - When reading a grant, we cannot utilize Google Doc because it is a violation of the open meetings act.
 - What is the intent? Review the questions for the foundation we should look at.
 - Michael - Should anything be omitted or dated based on the 297.01 Intent section of the Code of Ordinances Part?
 - What person would not be excluded from this section.
 - Florenso ask how we define national origin and consider undocumented.
 - Joseph clarified what ethnicity vs national origin. Citizenship is a legal term. If you think the intent excludes certain populations.
 - Michael – how will the recommendation be approve/addressed. Inquired if all our definitions may not be inclusive.
 - Joseph – re-write it to make it more inclusive. Explained what having a national origin is but not have citizenship. Everyone is included equally. We are all about the even prosecution of the law. We give the same deals to everyone regardless of the origin. Recommends reading the whole document then go back and see if there is anything that may be included. Read entire ordinance and then review for additional information. Review Elliot Larsson Civil Rights Act – State of Michigan.
 - Reviewed government layout – congress – state - local
 - Terry – How are the international populations of Lansing being included?

Action steps: As a group read and highlight any questions and concerns.

- Randy: Requested to review this during a special meeting vs our normal committee to allow time for thorough.
- Michael asked, will this be a special meeting?
- Joseph noted the board should pay close attention to the definitions specially.
- Terry – Recommends Racial Equity Impact Toolkit as a resource. This toolkit breaks down

- Motion to hold a special meeting to review Chapter 2 - Human Rights Ordinance.
Randy (motioned) / Terry (second)
- Amendment to motion: Prior to the meeting can we have guidance on how we should approach this meeting?
- Joseph stated an amendment does not need to be completed.
- Florensio stated a date/time will need to be established. Recommends creating a Doodle Poll, 6 pm – 8pm and date will be established later.

New Business:

- Discussed Board Appoints and Selection Process.
 - o Kim – hopefully 2 seats are filled and goes through a vetting process.
 - o Mayor officer and then counsels review.
 - o Florensio – do we have applications coming in?
 - o Joseph mentioned there are other boards the mayor may want someone on vs what the applicant applies for.
 - o Kim - We have Rules of Procedures not Bylaws

Announcements:

- Michael – Update: Health and wellness fair on the capitol. Shared it was great turnout.
- Kim stated it was over 200 people
- Friday, August 23rd – Unity in the Community Event – free! Various sponsors.
- Kim – Parliamentary Procedures information session – great turn out

Adjournment: Randy (motioned) / Terry (second) – Motion approved.

Adjournment: 6:38pm