

AGENDA

Committee on Equity, Diversity & Inclusion December 11, 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. **Roll Call**
3. **Minutes**
 - A. November 13, 2024
4. **Public Comment on Agenda Items (Up to 3 Minutes)**
5. **Presentations:**
 - B. DEI Advisory Board Members
6. **Discussion/Action:**
 - C. RESOLUTION - Appointment; Cheryl Bernard; 3rd Ward member of the Diversity, Equity, and Inclusion Advisory Board; Term to Expire June 30, 2027
7. **Other**
8. **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, November 13, 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
Council Member Pehlivanoglu, Vice-Chair
Council Member Carter, Member

OTHERS PRESENT

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

MINUTES

MOTION BY COUNCIL MEMBER PEHLIVANOGLU TO APPROVE THE MINUTES FROM SEPTEMBER 11, 2024, AS PRESENTED. MOTION CARRIED 3-0.

PUBLIC COMMENT

No public comment at this time.

DISCUSSION/ACTION

RESOLUTION – Appointment; Sharron Gillison; At Large member of the Diversity, Equity and Inclusion Advisory Board; Term to Expire 6/30/2028

Ms. Gillison first highlighted her life long residency in the City of Lansing, career at LAFCU until she retired in 2018 as the HR Director, a role she had since 1992, where she also was involved in the union as steward and on the negotiations team.

Council Member Jackson asked what policies she established or followed while she was with LAFCU regarding diversity and inclusion. Ms. Gillison confirmed they had hiring policies and training. Council Member Jackson then asked what the mindset was in 1992 regarding equity, diversity and inclusion. Ms. Gillison stated the goal was to involve equity, diversity and inclusion to promote from within, hiring outreach and a goal to provide opportunities, training and always have a diverse staff.

Council Member Pehlivanoglu noted the application was from 2022 and asked if there were any updates. Ms. Gillison stated she now currently sits on the Transcendent Performing Arts Board where they have a mission to educate in performing arts tuition for students that are unable to participate and the underserved.

DRAFT

Council Member Jackson asked how she heard of this Board and why she applied. Ms. Gillison admitted she was on the City website for something else and saw the opportunity and thought with her past experience and volunteer work on other boards this would be a good fit and continue to help the community.

MOTION BY COUNCIL MEMBER PEHLIVANOGLU TO APPROVE THE RESOLUTION FOR THE APPOINTMENT OF SHARON GILLISON TO THE DIVERSITY EQUITY AND INCLUSION ADVISORY BOARD. MOTION CARRIED 3-0.

Other

No other topics.

Adjourn

Adjourned at 4:41 p.m.

Submitted, Sherrie Boak

Recording Secretary, Lansing City Council

Approved by the Committee on

Resolution #2024-213- excerpt

By the Committee of the Whole
Resolved by the City Council of the City of Lansing

WHEREAS, the Charter of the City of Lansing requires the Council to adopt an annual statement of Budget Policies and Priorities serving to guide the Administration in developing and presenting the Fiscal Year 2025/2026 Budget; and

BE IT FURTHER RESOLVED, the **Committee on Equity, Diversity, and Inclusion** has established the following priorities:

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

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.
3. \$50,000 - Citizen Complaints. Committee recommends creating and deploying a Complaint Awareness campaign identifying the citizen compliant process and history of general outcomes.
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.
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.
6. Onboarding & DEI Training. Committee recommends all departments, and branches of local government, boards and commissions, receive onboarding and DEI training to ensure quality of work and culture meet role expectations.
7. \$150,000 Disability Inclusion. Committee recommends hiring a disability consultant to address the needs of persons with 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 with further focus on handicap parking enforcement.

TOPICS OF DISCUSSION BETWEEN
CITY COUNCIL COMMITTEE ON EQUITY DIVERSITY & INCLUSION
and
DIVERSITY EQUITY AND INCLUSION ADVISORY BOARD

- What strategic plans or initiatives are being implemented, with a focus on community service?
- Are there any community input or specific needs?
- Please provide an update on the following committees: Justice and Safety, Economic Empowerment, and Community Sustainability.
- Have you faced any barriers in reaching the goals of your work?
- Are you currently reviewing any data on relevant diversity topics?
- Has there been, or do you anticipate any facilitation of community listening sessions, or promotion of educational/cultural lectures, events, or activities?
- Are you open to having a member of your board attend this committee meeting quarterly to give updates, ask questions, and in general strengthen communication?
- This is an opportunity to learn what projects, strategies, or plans are being implemented or developed within the department. (see first bullet point as well).
- Review Council budget priorities and use this as an opportunity to see if anything was in alignment with the Advisory board.

The initial thought behind the meeting was to listen and learn from the Board. There are some individuals that we haven't met.

Application for Appointment to Board or Commission

11/08/2024 5:55 PM (EST)

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 11/08/2024

First Name Cheryl

Last Name Bernard

Other name(s) by which you have been known, including maiden names Horn

Date of Birth

Home Address 3419 Sandhurst Dr, Lansing, MI 48911

City Lansing

State MI

Zip Code 48911

Email

Gender Female

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 3

Precinct	24
Best Phone Number to Contact You	5178967760
In what year did you move to Lansing?	1981
Additional Information Regarding Experience and Credentials	MPA in Public Administration
Occupational Background	Public Health Consultant - State of Michigan Employment Counselor and Director of Education - Lansing Urban League I have experience with program planning, budgeting, contracting and policy development, I have trained and evaluated staff and programs. in my past and current position. I have supervised and hired staff and volunteers. Currently, I am a Public Health Consultant for the Nutrition Program and Evaluation Section with the WIC Division. In this position, I have the opportunity to work with all levels of local health department staff as well as State level consultants and staff. Within my current position I participate on the Department DEI team and on the Health Equity Committee.
Educational Background	Master of Public Administration (MPA)
Are you a current City of Lansing or Lansing Board of Water and Light employee?	Yes
Previous Appointments	N/A
Current Appointments	N/A
First Choice for Board to Serve on	Diversity, Equity, & Inclusion (DEI) Advisory Board
Second 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 strongly believe when there is diversity, in the population within the State, City, County, communities and workplaces you have a greater collection of ideas from like-minded community members on how to move forward with ideas which will strengthen the communities within the Greater Lansing area. My goal as a member of the DEI Advisory Board will be to work with the team regarding community events and activities in the Lansing area where people may not feel included and work on how to get those more involved and to listen to what they may need to be too effective in their communities.
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. Cheryl Bernard

Date & Time 11/08/2024 12:00 PM (EST)

Receive an email copy of this form. Yes

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

WHEREAS, the Mayor has made the recommendation for appointment of Cheryl Bernard as the 3rd Ward member of the Diversity, Equity, and Inclusion Advisory Board for a term to expire June 30, 2027; 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 December 11, 2024 and took affirmative action.

NOW, THEREFORE, BE IT RESOLVED that the Lansing City Council, hereby, confirms the appointment Cheryl Bernard as the 3rd Ward member of the Diversity, Equity, and Inclusion Advisory Board for a term to expire June 30, 2027.