



Minutes
Committee on Equity, Diversity & Inclusion
Wednesday, December 11, 2024 @ 4:30 p.m.
City Council Conference Room

CALL TO ORDER

Council Member Jackson called the meeting to order at 4:31 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
Michael Hopson, HRCS DEI Manager
Emily Sorroche, DEI Advisory Board Chairperson
Kim Coleman, HRCS Director
Charles Randall, Internal Auditor
Byron Haskins, DEI Advisory Board Member-via Teams

MINUTES

MOTION BY COUNCIL MEMBER PEHLIVANOGLU TO APPROVE THE MINUTES FROM NOVEMBER 13, 2024, AS PRESENTED. MOTION CARRIED 3-0.

PUBLIC COMMENT

No public comment at this time.

PRESENTATIONS

DEI Advisory Board Members

Council Member Jackson asked for an update on the Board; if it is pro-active or reactive, is there directive, have there been issues identified, what are plans and

Ms. Sorroche provided a bullet point of the Advisory Board activities since they were created in 2022. This included having advanced community outreach and building relationships with the communities. There are monthly meetings with eight (8) core functions; advise DEI staff, maintenance of MRJEA plan, review ordinances, provide advisory, encourage engagement and serve as liaison between City Hall and the community. During a retreat they focused on themes such as public safety, economic empowerment, training new business owners, community sustainability and community conversations. They worked with the Advocacy Group and worked on focus and identified By-Laws. Over the year, there have been four new members of the Advisory Board as well. Highlighting items in a proactive way, holding two special meetings on Ordinance 297; Human Rights Ordinance. In that review they looked at it to make sure it

spoke to equitable and was appropriate. They sent their recommendations to HRCS who would be forwarding that to the mayor.

Council Member Carter acknowledged the update and asked if they had gotten any input from the Justice and Safety Community survey. Ms. Sorroche stated they have compiled, but with turnover of the Board, they have stepped back and moving now towards that to finish. Council Member Carter asked about the tool kit and training and Ms. Sorroche stated it is being researched to make sure there is no duplicates in those services.

Council Member Jackson noted EDI is vaguely defined and asked if there are any specific topic areas in community collaboration, liaison to the community. Ms. Sorroche confirmed they have spoken about what ordinance to combat next and have spoken on municipal law. They want to see what the community is engaged on, what are policies where people get discouraged. That being said the board is going to look at the City policies and which ones should they look at next, which one's residents talking about, and if there is a problem that is a common denominator.

Council Member Jackson noted that with Human Rights Ordinance, there is a small number of complaints filed, and asked Ms. Sorroche if the Board looked at why there are so few appeals or complaints. Ms. Sorroche stated she was not aware of the number of people who have filed complaints, they have reviewed promotional information, need to explore what this means to the community. What is the issue, why do they not get more complaints, and she too questioned if people know.

Council Member Carter suggested asked about adding the communication of the human rights ordinance into the survey, and into the tool kit and any communications overall.

Council Member Jackson spoke on the proactive nature and supported what they are planning. But the tasks they are speaking to is to look at what is existing. Is there a way to have the committee have eyes on the ordinance changes coming to Council so they can be in the front process of what will be coming as a resolution or ordinance. Other than that, they administration might not think to include the Advisory Board.

Mr. Haskins stated he had nothing to add to what Ms. Sorroche had already stated.

DISCUSSION/ACTION

RESOLUTION – Appointment; Cheryl Bernard; 3rd Ward Member of the Diversity Equity Inclusion Advisory Board; Term to Expire June 30, 2027

Council Member Jackson noted that Ms. Bernard was not able to attend, and Council would like to speak to her before her appointment and have three Committee members present. That being said, the appointment was moved to a meeting in 2025.

Other

Council Member Carter noted a flyer brought by Mr. Hopson for the upcoming MLK Event on January 16, 2024

Adjourn

Adjourned at 4:49 p.m.

Submitted, Sherrie Boak

Recording Secretary, Lansing City Council

Approved by the Committee on February 12, 2025