

AGENDA

Committee on Equity, Diversity & Inclusion February 12, 2025 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 Spadafore, Vice Chairperson
Council Member Carter, Member

1. **Call to Order**
2. **Roll Call**
3. **Minutes**
 - A. December 11, 2024
4. **Public Comment on Agenda Items (Up to 3 Minutes)**
5. **Discussion/Action:**
 - B. RESOLUTION - Appointment; Cheryl Bernard; 3rd Ward member of the Diversity, Equity, and Inclusion Advisory Board; Term to Expire June 30, 2027
 - C. DISCUSSION - Sustainability Discussion with Lori Welch, City of Lansing Sustainability Manager
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, 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

DRAFT

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

Good afternoon,

My name is Emery. I live in the township, and I work for the City Clerk. My presence in the City is what qualifies me to make this request, even though I am not directly represented by you as Council Members.

I am asking you to take the steps to repeal Section 684.04 of the City Code entitled, "Use of Restrooms Intended for Opposite Sex". It seems that this provision was written in a good faith attempt to promote safety in restrooms. However, these "promoting safety" efforts have more recently been co-opted to exclude and villainize trans people on a national scale, and I would like to be protected in Lansing as a trans person, to pee where I please.

Trans people, and in particular trans people using bathrooms and locker rooms have taken a national spotlight since 2016, when Obama explained that Title IX protections extend to trans people, which the Trump17 administration then worked to undo. Since then, there has been dare I say too much attention on queer people's bathroom habits. In my experience in the queer community, many genderqueer people make serious attempts to avoid using bathrooms in public out of fear. Other times, these bathroom regulations end up causing more harm to cis people, those whose genders align with their sexes.

Now, trump 25 admin has made its goal to eradicate trans people clear with executive order 14168 attempting to make a new biology. To be clear, no government is going to define who I am or what my gender is, I would appreciate a meaningful attempt by the City to respect its trans people through repealing this ordinance section.

The City in its Human Rights Ordinance acknowledges the real difference between sex and gender, and it codifies that sex is not a binary system, by defining sex as male, female, or intersex. I could then make the argument that 684.04 is nonsensical because opposites don't really work in a system of 3, or I could ask that the City work to provide intersex specific bathrooms, but I think the easiest solution is to repeal this section of this ordinance.

While 684.04 references parties that use bathrooms intended for the opposite sex, it also provides specific protections for children and disabled people using

Submitted Emery

the bathroom. Perhaps if the City does not want to repeal this ordinance, for fear of repercussion for the parties it protects, a clean up of the language is in order. However, I don't think it is necessary to legislate such matters that are culturally common sense.

This may seem futile, or unserious, and while I think it is futile to police where people perform their biological functions, having this kind of ordinance in place sets up the potential for violence and danger to be enacted against trans people, and that is not the kind of place Lansing seems to be aiming to be. I am happy to provide further information, brainstorm language alternatives, or provide more diverse trans testimony, should the committee need further persuasion on the importance of this issue. Thank you!

Emery D

edrever98@gmail.com

684.04. - Use of restrooms intended for opposite sex.

No person shall enter into, engage in peeping into, open the door of, or be in, any restroom or locker room which has a sign posted indicating or designating that the restroom or locker room is for the use of the opposite sex. However, this section shall not apply to law enforcement officials, to persons whose job duties include building security or the cleaning, remodeling and/or repairing of restrooms and locker rooms, or to children aged eight years or under, or to persons who are disabled or handicapped, who are in the custody of or being escorted by an adult of the opposite sex.

(Ord. No. 739, 12-22-86)

202.99. - General code penalty; injunctive relief; complicity.

- (a) *Designation of Violations as Misdemeanors or Civil Infractions.* Unless a violation of these Codified Ordinances or any other ordinance of the City is specifically designated as a Municipal civil infraction, the violation shall be deemed to be a misdemeanor.
- (b) *Penalty for Misdemeanors.* The penalty for a misdemeanor violation shall be a fine not exceeding \$500.00 plus costs of prosecution, or imprisonment not exceeding 90 days, or both, unless a specific penalty is otherwise provided for the violation by these Codified Ordinances or any other ordinance.

CHAPTER 297. - HUMAN RIGHTS[30]

Gender identity or expression: A person's gender-related self-perception, appearance, expression or behavior, regardless of that person's biological sex at birth.

Sex: The condition of being male, female or intersex. Discrimination based on sex includes sexual harassment, which means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communication of a sexual nature when:

- (1) Submission to such conduct or communication is made a term or condition either explicitly or implicitly to obtain employment, public accommodation, or housing; or
- (2) Submission to or rejection of such conduct or communication by a person is used as a factor in decisions affecting such person's employment, public accommodation, or housing; or
- (3) Such conduct or communication has the purpose or effect of substantially interfering with a person's employment, public accommodation, or housing, or creating an intimidating, hostile, or offensive employment, public accommodation, or housing environment.

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 498911

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 February 12, 2025 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.