

# AGENDA

## Committee on Equity, Diversity & Inclusion March 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](mailto: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>

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Council Member Jackson, Chairperson  
Council Member Spadafore, Vice Chairperson  
Council Member Carter, Member

1. **Call to Order**
2. **Roll Call**
3. **Minutes**
  - A. February 12, 2025
4. **Public Comment on Agenda Items (Up to 3 Minutes)**
5. **Presentations:**
6. **Discussion/Action:**
  - B. DISCUSSION - Ordinance Amendment/Repeal Chapter 684 Section 684.04
7. **Other**
8. **Adjourn**

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DRAFT



**Minutes**  
**Committee on Equity, Diversity & Inclusion**  
**Wednesday, February 12, 2025 @ 4:30 p.m.**  
**City Council Conference Room**

**CALL TO ORDER**

Council Member Jackson called the meeting to order at 4:30 p.m.

**PRESENT**

Council Member Jackson, Chair  
Council Member Spadafore, Vice-Chair- excused  
Council Member Carter, Member

**OTHERS PRESENT**

Sherie Boak, Council Office Manager  
Matt Staples, OCA  
Cheryl Bernard  
Lori Welch, Sustainability Manager  
Jeremiah Kilgore, Public Service  
Emery Drever

**MINUTES**

MOTION BY COUNCIL MEMBER CARTER TO APPROVE THE MINUTES FROM DECEMBER 11, 2024, AS PRESENTED. MOTION CARRIED 2-0.

**PUBLIC COMMENT**

Emery Drever, on behalf of resident of Lansing Township, and as an employee of the City Clerks of office, repeal "use of designation restrooms" in ordinance. Emery spoke on the impact personally on the impact on the queer community and transgender community. Emery then referred to the definition in the City Humans Rights Ordinance, asking again to repeal City ordinance 684.04. If the City does not want to repeal, Emery asked for rewording the language, but would be interested in further input.

Council Member Jackson asked OCA if this is under the criminal chapters of the ordinance, and OCA confirmed.

Emery distributed the public comment and copies of 684.04. (attached to the minutes)

Council Member Jackson asked OCA to work on the ordinance and look at adjusted language, and Council Member Carter asked for adjusted language as well and aligned with what other communities are doing. Mr. Staples stated he would speak to the OCA, and this is a penal ordinance, and not sure if it can be amended without making it penal. Council Member Jackson

asked about reducing to a civil infraction, and asked Emery to provide sample language. Mr. Staple asked if OCA should prepare a draft ordinance to repeal, and it was confirmed, and was also asked to look into what is legal or not and what can nor cannot be done.

### **DISCUSSION/ACTION**

#### **DISCUSSION – Sustainability Discussion with Lori Welch, City of Lansing Sustainability Manager**

Council Member Jackson explained that in this Committee stability and climate does not always see diversity and inclusion, however under privileged people do see this impact as well.

Ms. Welch noted that the funding they need, and what would be most beneficial would be for planning and studies to understand an issue and prep for implementation. It was also noted there is always a need for staffing. They did receive a capacity grant from Bloomberg which will involve 3 FT to work closely with Ms. Welch and her staff. The first of those 3 will start if they can help support most of the efforts they need help with.

Council Member Jackson asked if there is more work beyond the 3 positions just spoken about, is there more. Ms. Welch stated they will help implement what they already have on their plate and help to write grants as well. There is a long running recycling program where there is a reduction in waste, and they are trying to build a circular system to follow best practices to not put in the landfills. With the proposed budget coming to Council in March, they did put in a FTE position.

Council Member Carter with alternative ways, recycling, and food waste; are those all new. Ms. Welch stated that in the last five (5) years there are no dedicated staff to grow and enhance the program to keep the participation up and recovering as much as they can. Council Member Carter stated she has heard issues with constituents on the air quality and minimizing pollution. Ms. Welch hopes that with Bloomberg staff from the grant can assist with that. When applied they asked for assistance with moving in that direction.

Council Member Jackson asked about the staff for landfill programs, and if there is a savings. Ms. Welch stated if they can get the tonnage amounts up on recycling, then they will be better, but right now the City is not meeting the tonnage standards. There needs to be foundation work; an audit, what is being thrown away, how much food waste and organic can be captured, what is industry standard and also public awareness.

Council Member Carter asked what the food waste pilot is. Ms. Welch stated this was started in September they placed carts specific to community centers and downtown Fire Station. There are currently 300 registered users, and have captured 20,000 lbs in food scraps. Currently working the figures on what the emission reduction benefits are. Council Member Jackson asked if Lansing has to track the emissions. Ms. Welch stated the City does not track the amounts at the landfills, but they do follow the emissions in those other sectors when doing the inventory.

Ms. Welch stated her priority list is to use the greenhouse gas data and the climate vulnerability assessment, and then go into an update on the Climate Action plan for the City for emissions and then combine into the City action plan. Council Member Jackson asked if she wants another FTE, and Ms. Welch confirmed.

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

Council Member Jackson reviewed the application briefly.

Ms. Bernard spoke briefly on her background and why she wishes to join the Board. She has been a resident since 1981, work currently for the State of Michigan with WIC and that gives her some experience in diverse populations. Her interest is in making everyone aware of all the programs that are happening in the City. When this opportunity came up, she was drawn to being a part of the marketing and mechanisms to make sure they make people aware of all the cultures the City has to provide access to. Ms. Bernard also noted in the past she worked with the Urban League working with students on professional development with minority speakers.

Council Member Carter asked for her input on how to bring people together and stop working “silos”. Ms. Bernard acknowledged she believed everyone needs to be brought together but as a board member going to the neighborhoods, and organizations.

Council Member Carter asked if she would work towards the Urban League professional development again with this Board, and Ms. Bernard state she would love to get that implemented again.

Council Member Jackson noted that DEI is more than race, but age, gender, etc., and asked if she is able to keep an open mind on the totality on the different group. Ms. Bernard acknowledged she understands it is more than race and ethnicity.

MOTION BY COUNCIL MEMBER CARTER TO APPROVE THE RESOLUTION FOR THE APPOINTMENT OF CHERYL BERNARD AS 3<sup>RD</sup> WARD MEMBER TO THE DIVERSITY EQUITY AND INCLUSION ADVISORY BOARD. MOTION CARRIED 2-0.

**Other**

No other topics at this time.

**Adjourn**

Adjourned at 5:00 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](mailto: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.





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

To: EDI Committee Members Brian Jackson, Tamera Carter, Peter Spadafore

From: Emery Drever, Lansing area resident and City Employee

RE: 684.04 Use of Restrooms Intended for the Opposite Sex

Hello Committee members! Thank you for taking the time to hear my comments at your last meeting. It is my understanding that the Law Department and the city's DEI office are working on proposed language, and I wanted to follow up with some as well since the committee asked.

Please recall that my motivations to repeal or change 684.04 are two-fold: protection for gender expansive folks and compliance with other areas of law regarding biological sex. Provisions such as these exist in a larger sociopolitical context of anti-trans legislation and can be used to further intimidate, surveil, or cause harm to trans and gender diverse people. Further, this type of code is proven to cause harms to cis people who do not express typical masculinity and femininity. Second, sex is not a binary system, so "opposite" is not a logical qualifier. The City recognizes the biological realities of sex as a characteristic with more than two expressions (297.02), yet fails to provide the facilities for use for sexes other than male and female.

Here are some options:

1. Repeal this section
2. Move the ordinance into a different section of the penal code, to remove the burden of compliance from genderqueer folks while keeping the intent of the law. Possible sections include 658: Offense Related to Persons; 664: Peace Disturbances; or 676: Safety, Sanitation, and Health.

*No person shall enter a restroom or locker room with an intent other than to use the facilities, except in the cases of law enforcement officers, building security personnel, or maintenance workers. These parties must announce their presence prior to entering, to inform any occupants of the facilities.*

