



AGENDA
AD HOC COMMITTEE ON DIVERSITY
Friday, July 22, 2016 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Councilmember Carol Wood, Chair
Councilmember Patricia Spitzley
Councilmember Jody Washington

1. Call to Order
2. Roll Call
3. Public Comment
4. Approval of Minutes
 - July 8, 2016
5. Presentation:
 - Islamic Center of East Lansing (Imam Sohail Chaundhry)
6. Action/Discussion:
 - A. City Attorney Update on the Human Rights Ordinance Chapter 297 Amendments
7. Other
 - Updates on Participants in the Committee
8. Adjourn



COMMITTEE AD HOC ON DIVERSITY

DATE 7-22-16

Please print

NAME	ADDRESS	EMAIL	Representing	PHONE
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Jim Bale		bale@msu.edu	GLTC	517-449-9133
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Stacey Locke		Peckham	→	
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Stephen Purchase				
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ISLAM AND THE MISCONCEPTIONS THAT EXIST IN THE WEST ABOUT IT

By: Imam Sohail Chaudhry
Islamic Society of Greater Lansing
info@lansingislam.com

What is Islam?

- **Word 'Islam' means Surrender, Submission, Obedience, Sincerity and Peace with God.**
- **Islamic Beliefs: Unity of God, belief in Angels, Prophets & Messengers, Holy Books (Torah, Gospel and Qur'an), Life after Death and Pre-ordainment.**
- **Pillars of Islam: Declaration of Faith, Five daily prayers, Fasting the month of Ramadan, Paying charity and Pilgrimage to Mecca.**
- **Sources of Islam: Qur'an (authoritative source), Hadith (Sayings of the Prophet: Explanatory Source), Consensus of Scholars and Critical Reasoning.**
- **Fastest growing religion of the World with over 1.6 Billion followers.**

Common Misconceptions:

- **Muslims worship a stone in the desert and kiss the ground five times a day. (Muslims worship One God, the God of Abraham and Moses and Jesus)**
- **All Muslims are Arabs (Only 13% of the Muslims are Arabs, Indonesia being the largest Muslim population of the world)**
- **All Arabs are Muslims (There are many Arab Jews and Arab Christians)**
- **Jihad means "Holy War" and Islam preaches terrorism (Jihad means to struggle for the truth and against evil and physical combat is just one of the facets of Jihad. Jihad is not the same as terrorism)**
- **Islam is intolerant towards other religions (Jews and Christians are called the 'People of the Book', a respectful title in the Quran. People of other faiths prospered under the shade of the Islamic Empire for hundreds of years)**
- **Islam spread through the use of the sword (Islam spread through the amazing character traits of early Muslims. It was through trade and commerce that people of other civilizations came into contact with the Muslims)**
- **Women have no rights in Islam (Women have spiritual, inheritance, parental, economic and social rights in Islam. Islam preaches equity between the genders not equality)**
- **Jesus (Peace be Upon Him) in Islam (He is considered to be one of the mightiest messengers of God, one who could bring people back to life, born miraculously, cure the blind and the lepers. One who will return at the end of times. There is a chapter in the Quran called, 'Mary')**



Imam Sohail Chaudhry
Spiritual Leader

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MINUTES
AD HOC COMMITTEE ON DIVERSITY
Friday, July 8, 2016 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Call to Order

The meeting was called to order at 11:32 a.m.

Committee Members

Councilmember Carol Wood, Chair
Councilmember Patricia Spitzley
Councilmember Jody Washington

Others Present

Sherrie Boak, Council Staff
Judi Harris, St. Vincent
Stacey Locke, Peckham
Mark Dotson, Deputy City Attorney
Steve Purchase
Rafael Marivez, MSU & Sparrow
Tammy Lemmer, TCOA
Elaine Womboldt

Minutes

MOTION BY COUNCIL MEMBER WASHINGTON TO APPROVE THE MINUTES FROM JUNE 10, 2016 AS PRESENTED. MOTION CARRIED 3-0.

Council Member Wood introduced Judi Harris who then provided a wrap-up from Refugee Week. Ms. Harris outlined all the events which included a 5k Walk, graduation event, movies, off site events and the Peace Pole presentation on the last day at City Hall. Council Member Wood asked if there were any updates on news of children being taken out of holding areas. Ms. Harris had no information.

Council Member Wood informed the Committee she will be inviting a member of the Islamic Center from East Lansing to the next meeting, July 22, 2016 for updates and presentation. They were encouraged to provide feedback to Council Staff on suggestions for contacts to invite.

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Council Member Washington gave an update on the HIV testing day. Their goal was to test 100 people that day, and even though they did not meet that they were close. This event also included a discussion and panel and was successful.

Action/Discussion

City Attorney Update on the Human Rights Ordinance Chapter 297 Amendments

The Committee reviewed the presented Draft #5 and Mr. Dotson noted the only change was from the last meeting on the "Bullying" Definition. The discussion led to the determination on why "verbal" was included in the definition. The Committee determined to remove "verbal" from the "Bullying" definition on page 2, line 15. Council Member Spitzley suggested considering removal of "and" between "willful" and "aggressive". Mr. Dotson considered the suggestion, and agreed it can be removed to now state "Bullying: Repeated, persistent, willful, aggressive behavior directed...". The Committee reviewed the new wording and considering adding "and/or" between "willful" and "aggressive". Council Member Wood suggested adding "Any" at the beginning. Mr. Marivez suggested "Any one or more of the following..." Council Member Washington agreed to either format, but thought "and" would be an issue. Council Member Wood noted that sometimes in court the intent is not noted. The final determination was for "Bullying: Repeated, persistent, willful, aggressive behavior....." Mr. Dotson confirmed that the next step is the process is finalizing the process.

MOTION BY COUNCIL MEMBER SPTIZLEY TO MAKE REVISED CHANGE TO DRAFT #5 OF THE BULLYING DEFINITION TO "Bullying: Repeated, persistent, willful, aggressive behavior....." AND NO PRESENT AT DRAFT #6. MOTION CARRIED 3-0.

Council Member Wood took the discussion to the enforcement, and the first step being the submittal of complaints to the HRCS Department which is outlined on page 19, line 7, 297.10 Complaints. Council Member Spitzley asked if the management of the complaint had been resolved with HRCS. Council Member Wood noted her understanding that they (HRCS) can do the initial complaint but cannot address or handle the hearing or staff a hearing officer. In addition the City Attorney offices stated if they are representing the filer or something in the City, they cannot do dual purposes. Mr. Dotson confirmed this information and added that HRCS has agreed to confirm and determine that there is a complaint, then move it forward out of their office to the hearing office. Mr. Dotson noted that ideally the City would have someone separate from the City to make the determination if a violation has occurred. Council Member Wood pointed out that the City Attorney office does have funds in their budget to look at claims, arbitration, and therefore asked if they can law recommend that Law have a mediation group. Council Member Spitzley added that under the umbrella of City Attorney they represent Committee and City Department, and it could be a challenge for the City Attorney to represent City Departments. Mr. Dotson noted that it would the perception arrived at if the City Attorney office made first determination if it was a violation, then also prosecution, there is an inability to come to an agreement, and the City could be acting as "judge" and "jury". Council Member Wood then asked if Mr. Dotson could recommend an organization that can handle and understands law in case it goes to litigation and Mr. Dotson agreed to research. Council Member Washington asked if HRCS has committed the time to investigate the complaints. Mr. Dotson stated the envisioned was that there would an initial screening to determine if there are enough facts to move forward, and HRCS has agreed to that. The next step would be the hearing and that group or person would be doing the investigation. Council Member Spitzley pointed out that the current ordinance says HRCS is doing all the investigation, and doing the hearing. Therefore Section 297 needs to be reviewed again and re-written. Another concern is will the City get to a point where there will be no funds to hire the outside group. Council Member Wood noted to the group that currently the City has an ordinance on the books and is

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not utilized that way. Council Member Washington noted her concern that HRCS is saying they have no staff or money, and the current ordinance says HRCS is the one required to do the investigation and finding a mediator. This section needs to be addressed and corrected. Ms. Lemmer asked if the rules and guidelines noted in line 8-9 on page 20 existed, and Council Member Wood confirmed it was noted. Council Member Spitzley briefly noted for the record her frustration that the Ordinance has been in effect since 2006, not Council is just being told that HRCS does not have the resources and have not been doing what they are required to do under the ordinance. Council Member Wood reminded the group that the Committee has gone line by line thru the Ordinance and have heard from HRCS of things that cannot be done. Council needs to make sure the ordinance can be enforced. Council Member Washington agreed that the ordinance needs to be cleaned up but with a strong focus on Section 297. One option is that HRCS could ask for more funds in the next budget to address this duty. Council Member Wood asked Mr. Dotson about the role of the citizen investigator housed in the HRCS Department and if that position can be utilized for this role. Mr. Dotson was asked to research the ordinance as it relates the Citizen Investigator Ordinance and if it can be determined that they do not have to spend all their time on that topic, but can also discuss moving it to HRCS to utilize that person for this subject. Mr. Dotson agreed to review the ordinance and will provide it before the next meeting, and Council Staff was asked to reach out to Dr. Jackson Johnson to attend the next meeting.

Council Member Washington noted that the ordinance is also to protect the accused and therefore protects everyone.

Updates

Council Member Wood referenced handouts, one from Community Mental Health, a flyer from United We Stand working with the LGBT, and Ms. Lemmer handed out flyers from TCOA on search for volunteers for a project on food security and food systems. Ms. Locke updated the group on Peckham's self-advocacy group. Ms. Harris provided an update on refugee numbers and the surge in immigrants.

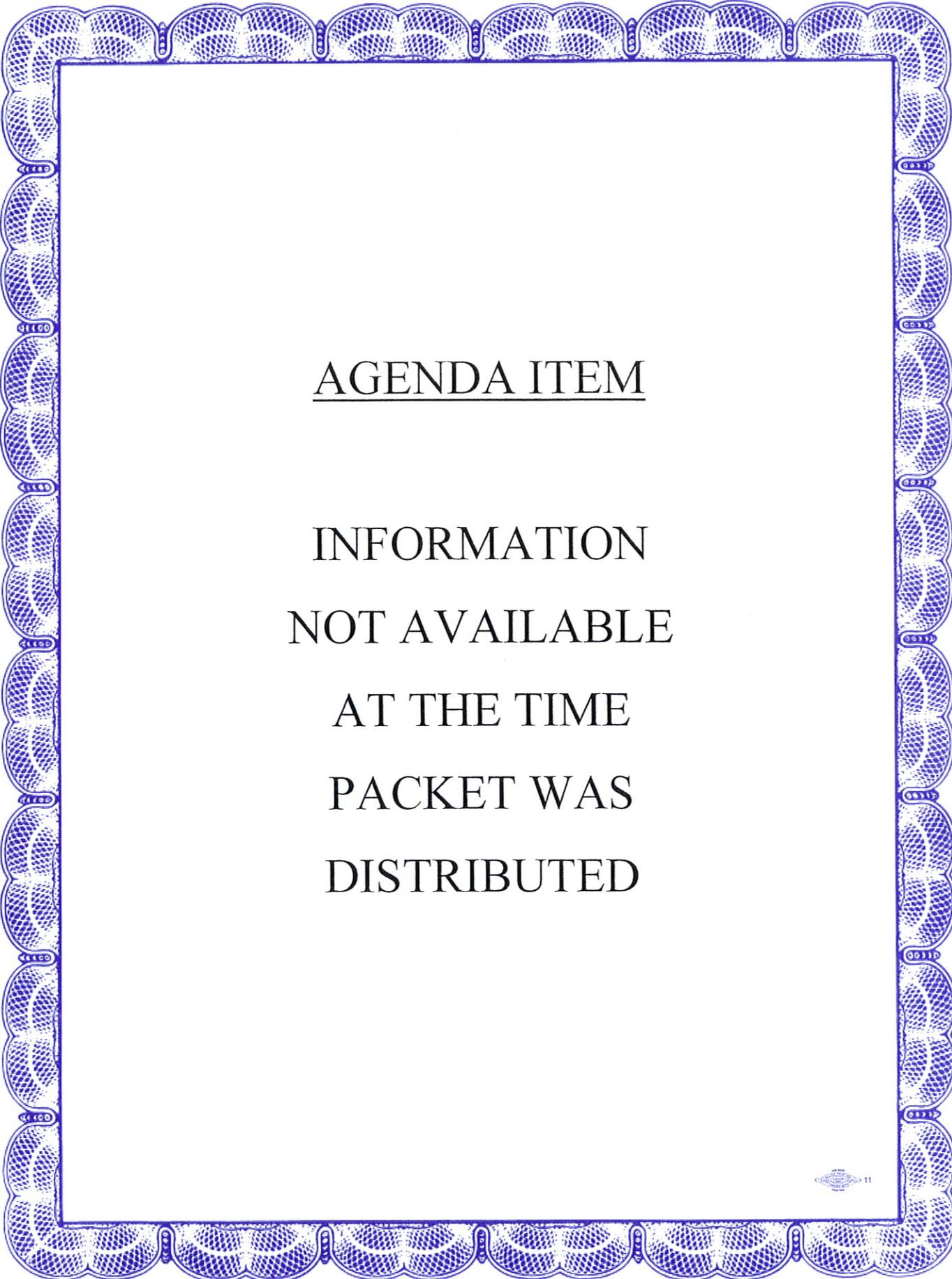
Council Member Wood informed the Committee of an upcoming meeting at 3200 S. Washington that the LHC, MSHDA and HUD will be hosting at 6:00 p.m. on July 19, 2016.

Adjourn

Adjourn at 12:47 p.m.

Submitted by, Sherrie Boak, Council Office Manager

Approved by Committee on _____



AGENDA ITEM

INFORMATION
NOT AVAILABLE
AT THE TIME
PACKET WAS
DISTRIBUTED

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Submitted by

Hendershot, Amiee

From: Wood, Carol
Sent: Friday, July 22, 2016 9:32 AM
To: Hendershot, Amiee
Cc: Boak, Sherrie
Subject: Please print out about 20 copies for today's meeting of the Ad Hoc Committee on Diversity

Hello!

My name is Jennifer Tucker and I am an AmeriCorps Member currently serving with the Michigan Foreclosure Prevention Corps. I was given your contact information by a mutual associate Br. Thasin Sardar.

Myself, and the committee of people working with me, are putting together a one-day community event that seeks to improve the public perceptions of people who are Muslim and/or of Middle Eastern decent. This event, affectionately entitled, "Bridging the Gap: ONE Nation", has been designed to be a day of learning, community engagement, and healing. There will be free lunch from Sultan's provided, free refreshments (water, coffee, tea, snacks), and community resources available. This event is also FREE to everyone who wishes to attend. We have been successful in securing many community sponsors and are now ready to spread the word so that people will have an opportunity to join us!

The event is being held on September 10, 2016 from 1pm until 4pm at the Hannah Community Center on Abbott Road in East Lansing, MI.

The reason that I am reaching out to you today is to request more information regarding your services. I believe that your supporters would benefit greatly from the information that I would like to share with them and I would like to know how I can do that!

Please reach back out to me at your-earliest convenience. You may contact me either via email at: jennifer@capitalareahousing.org; or by phone at: 313-549-1589. Also, please feel free to check out our website here!

Thank you very much!

Kindest Regards,

Jennifer Tucker
AmeriCorps Member,
Michigan Foreclosure Prevention Corps
Capital Area Housing Partnership/Franklin Street, CHC