



MINUTES
AD HOC COMMITTEE ON DIVERSITY
Friday, September 9, 2016 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Call to Order

The meeting was called to order at 11:30 a.m.

Committee Members

Councilmember Carol Wood, Chair
Councilmember Patricia Spitzley-arrived at 11:37 a.m.
Councilmember Jody Washington

Others Present

Sherrie Boak, Council Staff
Mark Dotson, Deputy City Attorney- left the meeting at 12:03 p.m.
Judi Harris, St. Vincents
Steve Purchase
Ken Lane, Clark Hill
Greta Trice, Resolution Center
Griffin Rivers
Sandy Wolfe, Peckham
Stacey Locke, Peckham
Bethany Dickerson, City Clerk Intern
Tammy Lemmer, TCOA

Minutes

The minutes will be addressed at the next meeting.

Councilmember Wood informed all those present of the upcoming public hearing on September 12, 2016 regarding the Ordinance on Human Rights.

Human Rights Brochure Review

The Committee and group reviewed the previously published brochure. On page two of the brochure, which is the inside, the changes made included changing the Third (or subsequent) violation to \$500.00 to be in accordance with the new ordinance. They also updated "What happens after I file a complaint" to now have the first bullet point to state "A staff member from HRCS will review your complaint for completeness and refer to the Office of the City Attorney." The third bullet point will remove "Human relations and Community Service Department" and replace it with "Office of the City Attorney". The fourth bullet point will remove "Department" and

change to “Office of the City Attorney”, and the fifth bullet point will remove “the City Attorney” and replace with “outside counsel”.

Councilmember Wood asked Law to create a log so as complaints are referred to them they are able to follow the requirements of the ordinance and the responses to the complainant .

The third column on page two, the third bullet point was changed to state “Bullying and harassing an individual...”

Councilmember Wood asked Mr. Dotson to have the information and ordinance included on the on the City Attorney’s webpage and also direct people to the HRCS Department.

The timeline was recapped with the public hearing on September 12, 2016, then back to the Committee on September 23, 2016 before it goes back to the full Council for adoption on September 26, 2016.

Presentation

Ms. Trice gave an overview of the Resolution Center, distributed a brochure on the Center, along with information from the Michigan Special Education Mediation Program. Ms. Trice then went on to provide examples of where and how the Center works with the schools districts serving five counties (Ingham, Eaton, Clinton, Isabella and Shiawassee) to provide dispute mediation. They also work with the courts, and do private mediation regarding landlord/tenant, divorce, and custody cases.

Councilmember Spitzley stepped away from the meeting at 11:57 a.m.

Ms. Trice provided information and examples on their roles as school restorative justice and training. This can include, she stated working with students within special education classes, dealing with suspensions, drop outs, and other situations. These services free to the schools and funding is supplied from the State.

Councilmember Spitzley returned to the meeting at 11:59 a.m.

Councilmember Wood asked Ms. Trice if they train their mediators on how to address conflicts where the participants are from other countries and cultures. Ms. Trice confirmed they do receive training in communications, cultural trainings, and translators. With restorative meetings they meet with each party separately then meet with the translators. With the restorative program, especially in the school level, the process is such that it allows them to understand and take accountability.

Councilmember Washington extended an invitation to Ms. Trice to attend her 1st Contact Ward meeting where they are currently dealing with such issues.

Ms. Trice provided the Centers process of working with the schools, and allowing her group to help the students understand each side. They do not tell them what to do, but talk with them to help them figure it out, and empower them to be their own change agents.

Mr. Purchase asked how they get referrals, and what the criteria is. Ms. Trice acknowledged the LSD for their strong support on the front end, but also noted there can be self-referrals, teacher referrals, and referrals from the school administration. Mr. Purchase then asked what the preventative piece was in the schools. Ms. Trice noted it was the observation. It has to be voluntary not forced. Mr. Purchase asked if there were any student lead mediation programs.

Ms. Trice confirmed for the group that something like that would be a different model, but students do not possess the nuances it takes. This mediation is not just the person who inflicted, but also for the victim. This builds community and helps the neighborhood brawl not to happen. They hope to transform through restorative justice.

Councilmember Washington stepped away from the meeting at 12:23 p.m.

Ms. Wolfe asked if there is assistance in the schools for situations where there is conflict with teachers vs. students, and how that is resolved. Ms. Trice confirmed they do not have, but it does start with teachers and principals with the parents.

Councilmember Washington returned to the meeting at 12:25 p.m.

Ms. Lemmer asked where the funding comes from. Ms. Trice informed the group the Center has programs paid for by the State, the Michigan Special Education Mediation, and they are non-profit so do receive support under the Capital Area United Way.

Updates on Participants in the Group

Ms. Lemmer informed the group of an upcoming program with TCOA and AARP for tax aid. The TCOA will also be holding their annual dinner and auction on November 10th and she distributed a flyer.

Mr. Rivers informed the group of an upcoming event on September 17th at 8 a.m. with the Lutheran Church and Pilgrim Baptist Church where they will provide a seminar on racism. Further information will be forwarded to Council staff.

Councilmember Wood stated she would have code compliance at the next meeting.

Adjourn

Adjourn at 12:36 p.m.

Submitted by,

Sherrie Boak, Council Office Manager

Approved by Committee on September 23, 2016