



AGENDA
AD HOC COMMITTEE ON DIVERSITY AND INCLUSION
Friday August 10, 2018 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Councilmember Carol Wood, Chair
Councilmember Brian Jackson, Vice Chair
Councilmember Patricia Spitzley

1. Call to Order
2. Roll Call
3. Public Comment
4. Approval of Minutes
 - July 13, 2018
5. Discussion
 - A.) Continue conversation on MEI Score – What we can do to get a higher score next year
 - B.) Adding language to the Purchasing Ordinance
6. Other
 - Updates on Participants in the Committee
7. Adjourn

Pending Opioids information from Sparrow Hospital

DRAFT



**MINUTES
AD HOC COMMITTEE ON DIVERSITY AND INCLUSION
Friday, July 13, 2018 @ 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

Council Member Carol Wood, Chair
Council Member Brian T. Jackson, Vice Chair
Council Member Patricia Spitzley – Arrived at 11:34 a.m.

Others Present

LaSondra Crenshaw, Council Staff
Stacey Locke – Peckham
Chelsea Coffey – Mayor's Office
Matthew Schraft – Mayor's Office
Judi Harris - STVCC
Mark Brown
Joan Jackson Johnson - HRCS
Lisa Hagan – Attorney's Office
Elaine Womboldt – Rejuvenating South Lansing
Ashley Kuykendoll

MINUTES

MOTION BY COUNCIL MEMBER JACKSON TO APPROVE THE MINUTES FROM June 29, 2018 AS PRESENTED. MOTION CARRIED 2-0

Discussion

Continue conversation on MEI Score

Ms. Coffey advised that group that she was able to product documentation that could revised our score to 95, she then went over with the committee what points we were able to get and which once we were unable to obtain.

Mr. Schraft who is new to the Mayor's office spoke about how he is passionate about issues dealing with LGBTQ community. He feels Mayor Schor should be meeting with LGBTQ young people in schools he then spoke about his experience with public service. He also suggested having elected official meet with high school students as well.

Council Member Wood suggested to Mr. Schraft they should encourage the young people to express that it is ok to accept people no matter how they dress, look, or feel. She also advised that the Lansing School District does a LGBTQ prom, and this might be an opening place for some of the clubs and other activities. She suggested that working with Ms. Jackson-Johnson's Department as much as possible would also be good.

Ms. Jackson-Johnson stated she has twelve contracts with organizations that provide support to youth. She then referenced the second page of the contract that talks about anti bullying. Ms. Jackson-Johnson has been doing this for about five or six years, and advised there is a special group working with the refugee population; the Boys & Girls Club has the largest population of refugee community. Gateway is a real plus as they help with housing kids; not normally for long term but is a positive. Continuum of Care mandated by HUD that shelter welcome all but some shelters not as welcoming, we have developed a policy of zero tolerance. City Rescue Mission has been really good, however we haven't been as successful in the women's shelter. A few elders have encountered issues at the mobile food pantry, but we have addressed them, their lifestyle has nothing to do with it. Fifteen to twenty percent of the homeless population has AIDS, we provide funding for Ingham County Health Department. Transgender community does not the strongest support, but we are reaching this community through other services. Public housing is a huge challenge in itself. Schools and police provide enforcement in those areas.

Council Member Wood advised that in the procurement ordinance it doesn't reference the words sexual orientation or gender identity. She asked that law take a look into that and make those changes. Make sure it's run by the Mayor's office, even though she didn't see where it should be a problem to add those few descriptive words. She then asked the group to review the MEI standards to see if there are things we may want to work on for next year.

Council Member Wood state that we talked about employees being involved with anti-discrimination training, what are we doing with regards to Board and Commissions. Some work directly with employees, it would be good to have a standard requirement that Boards & Commissions go through a yearly training as well.

Ms. Womboldt agreed with Council Member Wood that training should take place with all Boards and Commissions.

Council Member Spitzley agreed with Council Member Wood, there should be a yearly training. She also stated that using Mr, Mrs, etc could be insulting, so sensitivity training would be helpful too.

Mr. Brown asked is there an oath given to members of Boards and Commissions. Council Member Wood stated after approval by Council the member is sworn by Mr. Swope.

OTHER **Updates on Participants in the Committee**

July 14, 2018 Labor Caucus – Michigan Dem Party – WMU

July 16, 2018 at 3:00 p.m. Formal announcement of Sanctuary Church designation – Cristo Rey Church 201 W. Miller Rd.

July 17, 2018 at 6:00 p.m. Legislative Candidate Forum – Lansing Media Center 2500 S. Washington Ave

July 18, 2018 at 9:30 a.m. Voters Not Politicians Hearing – State Supreme Courthouse Lansing

July 18, 2018 at 12:00 p.m. Brown Bag

July 18, 2018 at 7:00 p.m. AGL/CRI Vigil Democracy: Para Todas – Cristo Rey Church 201 W. Miller Rd.

July 21, 2018 at 9:00 a.m. Love from Lansing – Water Transport to Flint

July 30, 2018 at 5:30 p.m. Michigan Power to Thrive Town Hall: Incarceration The Ripple Effect – 2500 S. Washington Ave

July 21, 2018 – Mobile Food Pantry - Pennway Church

July 21, 2018 Ability Tour – Peckham Inc 3510 Capital City Blvd

July 31, 2018 at 6:00 p.m. Legislative Candidate Forum – 67th District UUChurch

August 20th Connect for Kids

Every Wednesday 5:30 – 6:30/7:00 Jail Tours - Ingham County sheriff office

Saturday Sept 8, 2018 at Benjamin Davis Park – Lansing Harmony Celebration

Sparrow Volunteers- if over 55 go through VIP office

Friday and Saturdays 8:00 p.m. – 12:00 a.m Midnight Basketball - Hill Center

Adjourn

Adjourn at 12:44 p.m.

Submitted by,

LaSondra Crenshaw, Administrative Assistant

Approved _____

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30 out of 30			

II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBTQ employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	6 out of 24	
BONUS Inclusive Workplace		

III. Municipal Services

This section assesses the efforts of the city to ensure LGBTQ constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBTQ Liaison in City Executive's Office				
Enumerated Anti-Bullying School Policies				
SCORE	11 out of 16			
BONUS Enforcement Mechanism in Human Rights Commission				
BONUS City Provides Services to LGBTQ Youth				
BONUS City Provides Services to LGBTQ Homeless				
BONUS City Provides Services to LGBTQ Elders				
BONUS City Provides Services to people Living with HIV/AIDS				
BONUS City Provides Services to the Transgender Community				

IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBTQ Police Liaison or Task Force		
Reported 2015 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBTQ Community

This category measures the city leadership's commitment to fully include the LGBTQ community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	4 out of 8	
BONUS Openly LGBTQ Elected or Appointed Municipal Leaders		
BONUS City Tests Limits of Restrictive State Law		

TOTAL SCORE 63 + TOTAL BONUS 2 = Final Score 65
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.



2018 MEI STANDARDS FOR CREDIT

The following details what qualifies for credit in each section of the MEI scorecard. Please note that this year's scorecard includes a number of revisions and new categories, as detailed in the 2017 MEI.

SECTION I. NON-DISCRIMINATION LAWS

- **Non-Discrimination in Private Employment, Housing, and Public Accommodations** (Up to 30 points). This category evaluates whether a city has an *enforceable* non-discrimination ordinance that *expressly* covers sexual orientation and gender identity and applies to private employment, housing, and public accommodations citywide. In each category (private employment, housing, and public accommodations), cities receive 5 points for explicitly prohibiting discrimination on the basis of sexual orientation and 5 points for expressly prohibiting discrimination on the basis of gender identity. A 3-point deduction is applied for protections that contain carve-outs prohibiting individuals from using facilities consistent with their gender identity. Up to six points will be deducted for religious exemptions that single out sexual orientation and/or gender identity.
 - **Required Documentation:** Copy of relevant municipal code provision(s).
- **BONUS: All-Gender Single-Occupancy Facilities** (2 bonus points). Cities that require all single-user sex-segregated facilities within the city like bathrooms and changing rooms to be all-gender will receive two bonus points. Cities that designate all single-occupancy facilities within its own buildings as all-gender will receive half credit. For more information on the importance of equal access to single-occupancy facilities, see our issue brief entitled *Equal Access to Sex-Segregated Facilities* [here](#) or at www.hrc.org/mei.
 - **Required Documentation:** Copy of relevant municipal code provision(s).
- **BONUS: Protects Youth from Conversion Therapy** (2 bonus points). Cities that enact laws to protect youth from the harmful and discredited practice of so-called “conversion therapy”—any effort to change an individual’s sexual orientation or gender identity—will garner two bonus points. To learn more about this dangerous practice, see our issue brief entitled *Protecting Youth from Harmful “Conversion Therapy”* [here](#) or at www.hrc.org/mei.
 - **Required Documentation:** Copy of relevant municipal code provision(s).

SECTION II. MUNICIPALITY AS EMPLOYER

- **Non-Discrimination in City Employment** (7 points for sexual orientation/7 points for gender identity). Whereas Section I assesses private employment citywide, this section evaluates non-discrimination protections for *city* employees (public employment). To qualify for credit, the city must have an enforceable non-discrimination ordinance or policy that *expressly* applies to all municipal employees and *explicitly* includes sexual orientation and gender identity.
 - **Required Documentation:** Copy of relevant municipal code provision(s) or city equal employment opportunity policy.
- **Transgender-Inclusive Healthcare Benefits** (6 points). To obtain credit in this category, the city must offer at least one municipal employee health insurance plan that *expressly* covers transgender healthcare needs, including gender-affirming procedures, hormone therapy, mental health care and other gender-affirming

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care. The lack of express exclusions for these services is not sufficient for credit because this care is routinely not covered. For more information on extending transgender-inclusive healthcare benefits to city employees, read our issue brief [here](#) or at www.hrc.org/mei.

- **Required Documentation:** Copy of city employee health insurance plan benefits booklet.
- **City Contractor Non-Discrimination Ordinance or Policy** (3 points for sexual orientation/3 points for gender identity). This refers to a city law or policy that requires all businesses the city contracts with for goods or services to have an employee non-discrimination policy that *expressly* covers sexual orientation and gender identity. Partial credit may be awarded in instances where the city has no qualifying ordinance or policy but consistently includes a contractor non-discrimination provision in all contracts with businesses, or when a city gives a bidding preference to businesses with a qualifying employee non-discrimination policy.
 - **Required Documentation:** Copy of relevant municipal code provision(s) or city policy.
- **Inclusive Workplace** (2 points). This section assesses whether a municipality has LGBTQ-specific programming to attract LGBTQ applicants and promote diversity in the workplace. Cities will receive credit if they have any one of the following: an LGBTQ employee pride alliance or resource group, LGBTQ-inclusive diversity training for *all* city staff, *or* a recruitment program that actively advertises available positions to the LGBTQ community.
 - **Required Documentation:** Confirmation from city human resources department of an LGBTQ employee pride alliance or resource group; copy of LGBTQ-inclusive all-staff diversity training; *or* documentation of recruitment efforts directed to the LGBTQ community.
- **BONUS: City Employee Domestic Partner Benefits** (1 bonus point). Cities will receive credit for offering equal benefits to both same- and different-sex domestic partners of city employees and their legal dependents. Even after nationwide marriage equality, it is important to respect the diverse family forms that exist by expanding domestic partner benefits to include all families. For more information on this topic, see our issue brief entitled *The Case for Retaining Domestic Partnership Laws and Policies* [here](#) or at www.hrc.org/mei.
 - **Required Documentation:** Copy of relevant municipal code provision(s) or city policy.

SECTION III. MUNICIPAL SERVICES

- **Human Rights Commission** (5 points). Credit is awarded in this section if the city has a community-facing body tasked with eliminating discrimination and educating the public on issues of diversity and inclusion. To these ends, the commission can hold community discussions, screen movies, present panels, take public comment, advise city leaders and develop policies and strategies to make the city more inclusive. The commission must be active and meet regularly.

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- **Required Documentation:** Copy of relevant municipal code provision(s) or link to city human rights commission website.
- **Enforcement of Non-Discrimination Ordinance by Human Rights Commission (2 points).** Where, in addition to the functions listed above, a Human Rights Commission has the authority to conciliate, issue a right to sue letter, or otherwise enforce citywide non-discrimination protections, that commission will earn two additional points.
 - **Required Documentation:** Copy of relevant municipal code provision(s) or link to city human rights commission website.
- **LGBTQ Liaison to City Executive (5 points).** To earn credit in this category, the city must have an officially designated liaison to the LGBTQ community who reports to the city executive *and* whose designation as LGBTQ liaison and contact information is posted on the city website. An LGBTQ liaison serves as an accessible and friendly ear to the city's LGBTQ community and elevates LGBTQ-related concerns to the city executive and other city officials. LGBTQ persons who work in the city executive's office do not qualify for credit in this category unless they serve as the official LGBTQ liaison and meet the above criteria. This role may be assigned to existing city staff. Additionally, the LGBTQ liaison to the city executive cannot double for credit as an LGBTQ police liaison (which is rated in Part IV), given the unique function of each of these divisions of city government.
 - **Required Documentation:** A link to the city website displaying the LGBTQ liaison's title and contact information.
- **BONUS: Youth Bullying Prevention Policy for City Services (1 bonus point for sexual orientation/1 bonus point for gender identity).** This category awards cities up to two bonus points for implementing policies that prohibit bullying on the express basis of sexual orientation and gender identity in all youth-facing city facilities and services. These policies should cover, for example, the city's parks and recreation department, library programs, and any other department or service that incorporate young people. For more on this topic, see our issue brief entitled *Inclusive and Innovative Approaches to Citywide Bullying Prevention* [here](#) or at www.hrc.org/mei.
 - **Required Documentation:** Copy of relevant municipal code provision(s) or city policy.
- **BONUS: City Provides Services to/Supports LGBTQ Youth (2 bonus points).** Cities should offer services designed to address the unique needs of LGBTQ youth, who often face higher rates of bullying, harassment and rejection after coming out. Cities can earn credit here by (1) directly providing services targeted to LGBTQ youth, (2) funding organizations that provide these services, **OR** (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services designed for LGBTQ youth. For LGBTQ youth resources, visit <http://www.hrc.org/resources/topic/children-youth>.



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- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) **AND** (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service that is targeted to LGBTQ youth).
- **BONUS: City Provides Services to/Supports LGBTQ Homeless Individuals** (2 bonus points). LGBTQ individuals – particularly youth – are disproportionately impacted by homelessness. Cities can earn credit in this section by (1) directly providing services targeted to LGBTQ homeless individuals, (2) funding organizations that provide these services, **OR** (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services or resources targeted to LGBTQ homeless individuals. For more LGBTQ homelessness resources, visit <http://www.hrc.org/resources/lgbt-youth-homelessness>.
- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) **AND** (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service that is targeted to LGBTQ homeless individuals).
- **BONUS: City Provides Services to/Supports LGBTQ Elders** (2 bonus points). As LGBTQ individuals age, they encounter unique health, social and cultural challenges. Cities can earn credit in this section by (1) directly providing services targeted to LGBTQ elders, (2) funding organizations that provide these services, **OR** (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services or resources targeted to LGBTQ elders.
- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) **AND** (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service targeted to LGBTQ elders).
- **BONUS: City Provides Services to/Supports People Living with HIV or AIDS** (2 bonus points). HIV continues to disproportionately impact segments of the LGBTQ community. Cities can earn credit in this section by (1) directly providing services for people living with HIV or AIDS, (2) funding organizations that provide these services, **OR** (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services or resources targeted to individuals living with HIV or AIDS. For resources on HIV and AIDS, visit <http://www.hrc.org/resources/topic/hiv-aids>.
- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) **AND** (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service targeted to people living with HIV or AIDS).

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- **BONUS: City Provides Services to/Supports Transgender-Specific Programming** (2 bonus points). Transgender individuals face disproportionate levels of discrimination, stigma and systemic inequality. Cities can earn credit in this section by (1) directly providing services targeted to transgender residents such as employment programs, post-incarceration reentry programs, and violence prevention programs; (2) funding organizations that provide these services; **OR** (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services or resources targeted to the transgender community. For resources on the transgender community, please visit <http://www.hrc.org/resources/topic/transgender> and review the 2015 MEI issue brief entitled *Anti-Transgender Violence: What Cities Can Do* available [here](#) or at www.hrc.org/mei.
- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) **AND** (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service that is targeted to transgender residents).

SECTION IV. LAW ENFORCEMENT

- **LGBTQ Police Liaison or Task Force** (10 points). To get credit in this category, the city must have an officially designated liaison from the police department to the LGBTQ community (or a police task force charged with addressing LGBTQ issues) whose designation as LGBTQ liaison and contact information is posted on the police department's website. An LGBTQ police liaison serves as an accessible and friendly ear to the city's LGBTQ community and elevates LGBTQ-related concerns to the police chief and other city officials. LGBTQ police officers, including high-ranking officers, do not qualify for credit in this category unless their service as liaison is part of their official job and the required information is published online. Partial credit will be awarded if the entire police force was recently trained on LGBTQ issues.
- **Required Documentation:** A link to the police department website displaying the LGBTQ police liaison's title and contact information.
- **Reported 2016 Hate Crimes Statistics to the FBI** (12 points). To qualify for points in this section, the city must report hate crimes statistics to the FBI in all categories, including sexual orientation and gender identity, **and** either:
 - Report a positive number of hate crimes in any protected category in 2016 (i.e. report more than "0" for hate crimes reported in any one or more of the protected categories), **OR**
 - Report zero hate crimes in 2016 **AND** have reported a positive number of hate crimes in any one or more of the protected categories some year in the past five years of published reports. This second prong is to recognize that while statistically it is possible that no hate crimes of any kind occurred in a small city one year, it is highly improbable that no hate crimes of any kind occurred in a city in the past five years of a published FBI hate crimes reports.



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SECTION V. RELATIONSHIP WITH THE LGBTQ COMMUNITY

- **Leadership's Public Position on LGBTQ Equality** (0-5 points). This section grades, on a sliding scale from zero to five points, how pro-equality the city leadership is in its public statements. City leadership includes the city executive, city council, and other government officials. These statements may include joining a pro-equality association such as Mayors Against LGBT Discrimination, coming out publicly in favor of LGBTQ rights, supporting LGBTQ community organizations publicly, attending a pride parade, speaking out against anti-LGBTQ legislation, partnering with LGBTQ groups to create solutions to city problems, etc. It also includes comments made during city council meetings or at other public events.
 - **Required Documentation:** Links to recent news articles, photographs of city leadership at LGBTQ events, op-eds, Facebook posts, tweets, etc.
- **Leadership's Pro-Equality Legislative or Policy Efforts** (0-3 points). This section grades, on a sliding scale from zero to three points, how actively the city has been pursuing pro-equality legislation and policies. This includes ordinances introduced (whether passed or not), city policies, and pro-equality city council resolutions and proclamations.
 - **Required Documentation:** Links to news articles, copies of ordinances and policies, or a written summary from city officials demonstrating recent pro-equality legislative and policy efforts.
- **BONUS: Openly LGBTQ Elected or Appointed Municipal Officials** (2 bonus points). Appointed or elected city officials who are openly LGBTQ will qualify the city for two bonus points in this category. While the city should seek to employ LGBTQ persons at all levels of government, this criterion specifically addresses city officials who are well-known in the public eye like the mayor, vice mayor, city manager, vice city manager, and members of the city council. A state or federal elected representative from the city does not qualify.
 - **Required Documentation:** Links to relevant news articles, for example.
- **BONUS: City Tests Limits of Restrictive State Law** (3 bonus points). This category only applies to cities located in states with statewide laws that restricts cities' authority to pass LGBTQ-inclusive ordinances. Such cities that take distinct actions to push back against state limits to their ability to pass pro-equality laws will qualify for four bonus points in this section. Cities can advocate against restrictive state law through council resolutions or declarations and engagement with state legislators. For more information on preemption laws, please see the 2016 MEI issue brief entitled *Power Struggles and Preemption* [here](#) or at www.hrc.org/mei.
 - **Required Documentation:** Links to relevant news articles, copies of council resolutions or declarations, summaries of state-level advocacy by city officials, etc.