



## **AGENDA**

### **Committee on Equity, Diversity & Inclusion**

**Wednesday, September 23, 2020 @ 7:00 p.m. – NEW TIME**

<https://us02web.zoom.us/j/89614024704>; ID: 896 1402 4704; Dial In: (301) 715 8592

Email comments prior to the meeting to [sherrie.boak@lansingmi.gov](mailto:sherrie.boak@lansingmi.gov)

Updated 9/21/2020

Councilmember Spitzley, Chair  
Councilmember Dunbar, Vice Chair  
Councilmember Spadafore, Member

**1. Call to Order**

**2. Roll Call**

**3. Minutes**

September 2, 2020

**4. Discussion/Action:**

- RESOLUTION – Invest in the People of Lansing

**5. Public Comments/Listening Session:**

Limited to 3 minutes; sign up to speak will end 15 minutes after the first speaker starts

**6. Other:**

**7. Adjourn**

With Executive Order 2020-4, Governor Whitmer declared a statewide State of Emergency due to the spread of the novel coronavirus (COVID-19). To mitigate the spread of COVID-19 and to provide essential protections to vulnerable Michiganders and this State's health care system and other critical infrastructure, it is crucial that all Michiganders take steps to-limit in-person contact, particularly in the context of large groups. Therefore, the above meetings will be conducted via audio/video conference.

The meetings are being held electronically in accordance with the Open Meetings Act in an effort to protect the health and safety of the public. Members of the public wishing to participate in the meeting may do so by logging into or calling into the meetings using the website or phone number above, and meeting ID provided. Michigan Executive Order 2020-154 provides temporary authorization of remote participation in public meetings and hearings.

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.

DRAFT



## **Minutes**

### **Committee on Equity, Diversity & Inclusion Wednesday, September 2, 2020 @ 6:00 P.M.**

<https://us02web.zoom.us/j/86451246623>; ID: 864 5124 6623; Dial In: (312)612-6799

Email comments prior to the meeting to [sherrie.boak@lansingmi.gov](mailto:sherrie.boak@lansingmi.gov)

#### **CALL TO ORDER**

Council Member Spitzley called the meeting to order at 6:02 p.m.

#### **PRESENT via audio/video**

Council Member Spitzley, Chair  
Council Member Dunbar, Vice-Chair  
Council Member Spadafore, Member

#### **OTHERS PRESENT via audio/video**

Sherrie Boak, Council Staff  
Jim Smiertka, City Attorney  
Lisa Hagen, Assistant City Attorney  
Rachel Willis

#### **MINUTES**

MOTION BY COUNCIL MEMBER DUNBAR TO APPROVE THE MINUTES FROM AUGUST 26, 2020 AS PRESENTED. ROLL CALL VOTE, MOTION CARRIED 3-0.

#### **DISCUSSION**

##### **Budget Priorities FY2020/2021**

Council Member Spitzley Patricia confirmed she had a conversation with Council Member Betz on his proposed resolution "Invest in the People of Lansing" and at the next meeting there could be option to bring him in to go over his proposed resolution. This might also provide an option for budget priorities for that resolution. Council Member Dunbar noted the resolution itself still needs work. Council Member Spadafore asked for the Committee to consider moving on the budget priorities now. Council Member Dunbar acknowledged the Committee will need time to find a way to make the resolution workable. There has been talk in the past about all of the overarching items connected to what the resolution is talking about. She admitted she would like to put something out for a start to work on, however she again stated she does not think the resolution is ready to go out with the way it is currently written. Council Member Dunbar then began the discussion on recent information that Council was given at the Committee of the Whole where they found out that during contract negotiations Council gives up any disciplinary action even though the Charter says otherwise. In her opinion the City has negotiated away the right to have any say. Therefore the Committee began a discussion on a stand along resolution that would address whenever a contract is up for negotiations, they cannot contravene the Charter with that contract. Council Member Spadafore concurred with Council Member Dunbar,

noting his understanding that State law lets a contract to supersede the Charter, however he would like to see the Charter address negotiations. Therefore the Council needs to make their intentions clear while heading to negotiations. Mr. Smiertka stated they can do that, and it is the Public Employees Relations Act. Council Member Dunbar asked how that would play out if the administration puts in language that supersedes the Charter, could Council choose not to ratify. Mr. Smiertka stated they could do that, but then in the future it could be considered for an unfair labor suit and the unions could say the City is not bargaining in good faith. After discussions the Committee concurred that they will work on a resolution to express the will of this committee to protect the City. They asked OCA what else in a contract agreement might not follow the Charter and were told compensation, leave time, classifications and there is nothing wrong with bargaining to follow the Charter if other side agrees. He added that they could claim because of past practice, the City would not be bargaining in good faith.

The Committee moved into a discussion on proposed budget priorities and Council Member Spadafore requested \$500,000 to hire up to 5 FT social workers, including up to 1 administrative position. Council Member Dunbar asked if he had parameters in mind as to how the social workers would get implemented, noting she was not a supporter of social workers embedded in the police department. Based on the last meeting, she stated she believed there were some tasks of the social worker that do not require assistance from the LPD on a 911 call. She concluded by stating she was looking for parameters on how a social worker is deployed. Council Member Spitzley supported the recommended \$500,000 and supported them embedded in police department. She continued by acknowledging that setting up policy is a longer process. Council Member Dunbar admitted that these funds would be for FY 2021/2022 so the Committee would have until July 1, 2021 to work on the policy and where the \$500,000 funds would come from. One suggestion she had was to not replace officers when they retire, and divert those funds to whatever source Council finally determines. She then asked for clarification on if it is the goal of Council to tell the Administration to find the money or to tell them where to take the funds from. Council Member Spitzley was encouraged by the option of making suggestions of where to take the funds from, but would be open to state "if 5 officers retire, the City will replace 2 of those positions with social workers until the City gets 5". Council Member Spadafore stated he was less interested in finding the funding source, but setting the markers in place, and he was not in support of reducing the number of officers at this time because the infrastructure is not in place. He clarified that for the \$500,000 he is not suggesting creating a new system and he understands there are strengths and weaknesses for either model, but what was important to him is to get a number to the Administration on what Council wants. Council Member Spitzley concurred that there is a future discussion needed on if the social worker is a "peace officer" when they make the calls.

Council Member Spitzley next proposed doubling the LPD training budget. Council Member Dunbar concurred but wanted it to be clear the funding would not be for internal training but outside agencies for the training. It was confirmed the current budget is \$130,000 so they made a recommendation increasing it to \$250,000. Council Member Spitzley suggested bringing in a person to the department to monitor that training, then reporting to the Police Commission on the trainings. Mr. Smiertka informed the Committee that the City has recently joined the Michigan Municipal Risk Management and they are coming to the City and LPD to review the form of risk management in the LPD. This would include law suits, trainings and civil rights; whether there is or is not. Once that report is done, he stated it will be telling on if there is a need for training on operations. Council Member Spadafore agreed with the need for the training to be external agencies not internal training.

The Committee recapped their proposal so far to the document:

\$500,000 social workers, to encourage a model behind what the City has now.

\$250,000 for police department training – this includes looking at best practices. Council Member Spitzley recommended reserving a future Committee meeting to make training recommendations. She noted for consideration that the City of Jackson has a community paramedic which helps with EMT, and she was interested in learning more on how to bring that

to the LFD. Council Member Spitzley concluded that at the 9/16/2020 Committee meeting they will finalize then at Council they can provide examples so the entire body knows where the Committee is going with their recommendations.

Reverting back to the discussion on the resolution for contract negotiations and the Charter, Mr. Smiertka stated other portions that could concede to Charter or ordinances are personnel, discipline and retirement

Council Member Spadafore asked that the Committee consider adding \$125,000 to the budget priorities to create a Grant Writer position for education, social justice, and equity injustice, and this position could be either in Economic Development and Planning or the Mayor's office. This position could offer assistance to outside agencies in growing their funds. The Committee agreed the purpose would be to assist the local groups and organizations in funding outreach, consider reinstating *My Brother's Keeper* and if the City issues grants this person can coordinate with the recipients and provide assistance. Council Member Dunbar suggested HRCS for position placement, and Council Member Spitzley recommended a position for grant writing in Neighborhood and Citizen Engagement and a position of grant coordinator in HRCS. Council Member Dunbar asked the OCA if there would be an issue with due process and equal protection accusations if the City hired a grant write for specific programs, and Mr. Smiertka stated there would be no problem with the plan.

Council Member Spitzley set the next meeting for September 16, 2020 at 6 p.m. That meeting the Committee will review the most recent draft of budget priorities. The discussion on a resolution to address the difference impact of the Charter vs. the contract negotiations will be up for discussion at a future meeting.

Council Member Spitzley asked the OCA to review the resolution sponsored by Council Members Betz and Dunbar and document their concerns with it so the Committee can review those. Mr. Smiertka stated they do not have an issue with the entire resolution. Council Member Dunbar asked for those concerns to be documented out in a list so that the Committee can review and determine how to proceed with the resolution taking those concerns into consideration. Council Member Spitzley stated those would be addressed at the September 23, 2020 meeting.

### **Public Comments/Listening Session**

**Limited to 3 minutes; sign up to speak at public comment will end 15 minutes after the first speaker starts.**

Ms. Willis acknowledged the Committee, but no comments at this time.

### **Other:**

**PENDING – RESOLUTION – Invest in the People of Lansing**

No discussion on this topic.

### **Adjourn**

Adjourned at 6:48 p.m.

Submitted by, Sherrie Boak

Recording Secretary, Lansing City Council

Approved by the Committee

RESOLVED BY THE CITY COUNCIL OF THE CITY OF LANSING

WHEREAS the people of Lansing joined the world in witnessing the horror of the murder of George Floyd at the hands of the Minneapolis Police Department; and

WHEREAS police departments across the country have their own history of racist violence and discrimination; and

WHEREAS people of all races, led by Black youth, have risen up in recent weeks here in Lansing and around the country to demand an end to police violence against Black people, and a fundamental shift in how we think about policing and community safety; and

WHEREAS increased policing does not solve the challenges of violence or crime in our communities, but only introduces a more violent force into the equation; and

WHEREAS investments in education, healthcare, mental health programs, and community-led social programs are proven to increase community safety in a more cost-effective manner than policing; and

WHEREAS Black communities in Lansing suffer unequal educational opportunities and access to healthcare due to generational disinvestment by the city, state and federal government; and

WHEREAS the Police Department receives one third of the total city revenue, making it the city's largest annual expenditure; and

WHEREAS the Police budget has grown 11% over the past 3 years, at nearly double the rate of the Public Services budget and while the Human Services budget has decreased, reflective of a deadly skewing of our priorities; and

WHEREAS all Lansing residents, Black, white, and brown, deserve a greater say in the allocation of public resources; and

WHEREAS Ingham County and the City of Lansing have declared racism a public health crisis; and

THEREFORE BE IT RESOLVED THAT the Lansing City Council commits to taking the following steps to invest in public services that benefit all residents and reduce racial inequities while reducing the police budget:

1. INVEST IN THE PEOPLE OF LANSING

- a. Create an ad-hoc committee on Public Safety Transformation (“the committee”) which will focus on two goals. First, the committee will administer a community budgeting process (“the process”) to determine the exact allocation of funds made available through a police budget reduction of 50% over a five-year period. Second, the committee will issue recommendations on how to administer public safety with the reduced funding levels. A “New Priorities Report” will be released to the public with recommendations on investment targets and public safety administration.

2. THE AD-HOC COMMITTEE ON PUBLIC SAFETY TRANSFORMATION

- a. A commitment to systemic transformation, compassion, liberation for marginalized people and racial equity should be at the center of the team’s work.
- b. The committee will be tasked with the responsibility of finding ways to reduce the police budget and reinvest those funds into other city programs through a process that centers community input and those adversely affected by over-policing.

3. THE COMMUNITY BUDGETING PROCESS

- a. The process must be open and transparent; guided by the Ad-Hoc Committee on Public Safety Transformation; conducted in a community-driven manner without undue influence from the Mayor’s office; and ensure broad and deep participation from Black communities and all others negatively impacted by police violence and lack of public investment in our city.
- b. The community budgeting process will operate under the framework of a 50% reduction in the police budget over a 5-year period. The process will be focused on finding ways of reinvesting funds made available through police budget reductions into other city programs.
- c. The process must commit to uprooting the false belief in racial hierarchy and investing in community health services, youth programs, transformative justice, and other programs to repair the decades of harm caused by racism in our community and reduce dependence on police.
- d. The process shall compile its results into a “New Priorities Report” and be shared with the City Council and the public by February 1, 2021.

#### 4. REFORM AND REDUCE THE LANSING POLICE BUDGET

- a. In the remaining police budget, the task force must examine the following policies that include but are not limited to: de-escalation protocols, racial bias training and a zero-tolerance policy for racist acts by Lansing Police officers without any additional funding.
- b. This process should examine best practices on public safety with unarmed response teams and other forms of crisis assistance that focus on transformative justice.
- c. The process shall compile its results into the “Public Safety Transformation Report” listed in Section 3(d) and shared with the public by February 1, 2021.