

**DRAFT**



**MINUTES**  
**AD HOC COMMITTEE ON DIVERSITY AND INCLUSION**  
**Friday, March 23, 2018 @ 11:30 a.m.**  
**Council Conference Room, 10<sup>th</sup> Floor, City Hall**

**Call to Order**

The meeting was called to order at 11:31 a.m.

**Committee Members**

Council Member Carol Wood, Chair  
Council Member Brian T. Jackson, Vice Chair  
Council Member Patricia Spitzley – Left at 12:00 p.m.

**Others Present**

LaSondra Crenshaw, Council Staff  
Tammy Lemmer – TCOA  
Julee Rodocker – Consumers Energy  
Dax Carpenter, Disability Network  
Brandon Waddell – Attorney's Office  
Stacey Locke – Peckham  
Jim Bale – GLLC  
Marilyn Plummer – Mayor's Office  
Al Salas – Small Business Owner  
Mark Brown – LCED/NAACP/ACLU  
Bishop David Maxwell – Mayor's Office  
Elaine Womboldt - RSL

**MINUTES**

MOTION BY COUNCIL MEMBER SPITZLEY TO APPROVE THE MINUTES FROM March 9, 2018 AS PRESENTED. MOTION CARRIED 3 - 0

**Discussion:**

**Exploring what a Diversity & Inclusion Committee may look like**

Council Member Wood advised the group that the Executive Order from the Mayor outlined what he would like to see in the Diversity Advisory Council to look like. At this

point there is not a need for the Ad Hoc Committee to put forth anything else at this time. To apply for the Diversity Advisory Council you need to go online and fill out application if you want to be considered for a position. I would encourage you to fill out the application. What does that mean for us? There is a hope that this Committee will be part of the new structure, It is my understanding the Mayor's Advisory Council goes into effect at end of the calendar year which gives us time to continue our work. We can talk about meeting informally in the future, potentially every other month, or once a quarter it will not be anything official but it would be an opportunity to discuss issues and bring forward to the City Council or Mayor's office.

Council Member Jackson wanted to confirm that the Mayors Advisory Council starts at end of year. Council Member Wood advised yes based on Executive Order. There is a Council resolution that states the Ad Hoc Committee on Diversity & Inclusion meets until December 31, 2018.

Council Member Spitzley advised the group that the Mayor's Diversity Advisory Council means the City Council doesn't have say. The Mayor makes decisions and doesn't have to come back to Council for approval. Even after the Mayor's Advisory Council is established we should still meet and submit a report to Council. We don't want this synergy to go away as we have done some good things in the committee.

Council Member Wood asked Bishop Maxell when the Mayor's Council would begin. Bishop Maxwell stated 2019 but that does not include organizational meetings that may take place this year.

Ms. Wombolt stated that our group is so connected and approached by many residents with issues and they talk to us informally about things that we bring back to this Committee. It would be beneficial to try to maintain that in some form. One issue is the senior citizens. Twenty percent of the population is senior citizens. I hope the new Advisory Council has broadness and understands there are many issues that include diversity and age is one of them.

Bishop Maxwell stated the Ad Hoc Committee has done an outstanding job he can see it as an extension of what has already been done. He encouraged the group to apply and become part of Mayor's Advisory Council. He is hoping the Ad Hoc will be a component of the Mayor's Advisory Council and make this a seamless transition. Council Member Wood added that we don't want competing Committees, doesn't mean we can't meet on a semi-regular basis but not to the extent of what we are doing now.

Ms. Plummer advised the group of the April 9<sup>th</sup> deadline to apply to be on the Mayor's Advisory Council. Council Member Spitzley asked if you can only apply online. Bishop Maxwell advised that they will make paper copies available as well.

Mr. Salas wanted to remind everyone that we have brought a lot to the Committee. We have learned from each other and brought issues from all around our community. He agreed that we need to have some people from this committee on the new one.

Mr. Bale asked what the maximum amount of people allowed to sit on the Committee. Bishop Maxwell advised that they have received a large interest the ultimate decision would be up to the Mayor. Minimum of sixteen but that number is not set in stone.

Ms. Locke asked if there is a way to add information to an application that has already been submitted. Ms. Plummer advised her to contact the Mayor's office. She then asked what diversity will be made up of, is there a certain criteria. Bishop Maxwell advised that when we talk about diversity male/female, ethnicities, religions, disabilities, refugee populations, LGBTQ, it will look like Lansing. If in Lansing they should be represented on the committee. He asked if the Mayor's office could get a master list of everyone on the current Ad Hoc on Diversity and Inclusion Committee. Council Member Wood advised yes and we would get that information to him.

Council Member Wood asked if you can you be on the Advisory Council along with another Board. Bishop Maxwell advised that yes you could.

Council Member Jackson asked that they make sure and ask the question on the application regarding what is their plan on reaching out and accommodating things. Council Member Wood added that we have learned through each other about the needs for particular populations. We need to go outside our comfort zone and ask particular questions. Make sure they have a true plan and that they will talk about and make sure what they are learning here is taken into the community. Be willing to extend their selves and talk about topics that may be hard to talk about.

Mr. Carpenter stated one thing we don't do is interact veteran's interest. It's the small things that we really need to pay attention to. A lot of different things we have done as a Committee while opening ourselves up personally at the table. There is a lot of positive interaction from this Committee and want to see it continue. Lansing has fourth highest veteran population in the state.

Ms. Rodocker stated diversity is so important; everyone goes to racial issues first and diversity and is much more than that. However everyone must be included. The name of the Mayor's Diversity Advisory Council should include the word "inclusion" as it draws everyone in.

Ms. Lemmer stated that inclusion is a really important piece. She referred to page 3 of the executive order. It seems counterproductive to the issue at hand. How does the application process work for someone that is not a City of Lansing resident. Ms. Plummer advised she doesn't believe the Mayor meant to omit the word "Inclusion". It was modeled after our current provisions for boards. This board does not have a limitation to residency. I hope we aren't going to lose most of you as we were hoping you would be on the Mayor's Diversity Advisory Council. And we hope if you can't sit on

the board personally that you are encouraging others who will represent that organization/idea.

Council Member Wood advised we weren't aware until today that you only had until April 9, 2018 to submit an application. It would be helpful if people had some understanding as to if it would be day or evening meeting. If you could provide us with that information we will pass it along as it may help people decide if they will be able to attend the meetings.

### **Discussion**

#### **Cesar Chavez March 29, 2018**

Council Member Wood went over the program for March 29, 2018 and confirmed that everything was correct. Al Salas will be in touch with LaSondra regarding entrance access into the garage for food deliveries, etc.

Ms. Plummer advised the group that the Mayor's office will donate \$250-\$275 towards the Cesar Chavez event to be used towards, food, supplies, etc

Next meeting April 13, 2018

Still working on Opioids issues

### **OTHER**

#### **Updates on Participants in the Committee**

Knights of Columbus Fish fry every Friday at Cristo Rey Church at 6:00 p.m.

March 24<sup>th</sup> before the capitol rally – "March for our lives" – MLK fellowship breakfast at Union Missionary Baptist Church 9:00 a.m. -10:00 a.m.

8<sup>th</sup> Annual Cesar Chavez birthday celebration March 31, 2018 – UAW Local 652 426 Clare St Lansing 48917 6:00 p.m.-12:00 a.m.

Lansing Area Veteran Coalition Meeting – April 10<sup>th</sup>, 2018 at Peckham 3510 Capital City Blvd 9:30am-10:00am (Networking) and 10:00am – 12:00pm (Meeting)

May 25<sup>th</sup> – May 27<sup>th</sup> Cristo Rey Fiesta will take place

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

Council Member Jackson advised the group that Nathan Triplett with Equality Michigan advised him that Lansing's LGBTQ score is lower than it should be. If possible we could look at some actions to raise the score. We could start by nondiscrimination in Lansing that includes gender identity.

Council Member Wood asked Council Member Jackson to reach out to Nathan Triplett to attend our next meeting April 13<sup>th</sup>. Also asked him to extend an invitation to Council Member Spadafore.

Council Member Wood advised the group that we will be looking at our meeting on April 27<sup>th</sup>, 2018 for focusing on Veteran's.

**Adjourn**

Adjourn at 12:47 p.m.

Submitted by,

LaSondra Crenshaw, Administrative Assistant

Approved April 9, 2018