

DRAFT



MINUTES
AD HOC COMMITTEE ON DIVERSITY AND INCLUSION
Friday, April 13, 2018 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Call to Order

The meeting was called to order at 11:33 a.m.

Committee Members

Council Member Carol Wood, Chair
Council Member Brian T. Jackson, Vice Chair
Council Member Patricia Spitzley

Others Present

LaSondra Crenshaw, Council Staff
Tammy Lemmer – TCOA – via phone
Dax Carpenter, Disability Network
Stacey Locke – Peckham
Marilyn Plummer – Mayor's Office
Elaine Womboldt – RSL
Travis Guerrero – Equality MI
Erin Knott – Equality MI
Guillermo Lopez
Chelsea Coffey – Mayor's Office

MINUTES

MOTION BY COUNCIL MEMBER JACKSON TO APPROVE THE MINUTES FROM March 23, 2018 AS PRESENTED. MOTION CARRIED 3 - 0

Discussion

Amended Diversity & Inclusion Council Executive Order

Council Member Wood advised the group that the Amended Executive Order was provided for their review.

Discussion

Erin Knott – Equality Michigan

Ms. Knott stated that she comes to us as a fellow colleague as she too is an elected official and sits on the Kalamazoo City Commission.

She explained her role with Equality MI which is a statewide advocacy, Non-profit organization that has focused on policy development. Her background is more field oriented, campaigns and elections and to hold elected officials responsible. She focuses on spending more time at the State Legislative level, rather than going out in the field. We need to put pressure on our elected office at the state legislative level.

In 2017 the index score for the City of Lansing was 65 out of 100. The Municipal Equality Index Score examines municipal laws, but they don't award the points the human rights campaign does this. There are ways to increase the score and she will provide examples.

Council Member Spitzley asked if last year's previous administration submitted the form. And she would hope that Council has input on the questions that are asked. Ms. Knott stated every city is provided the information, and HRC then gives the EMI scores to the administration.

Ms. Coffey asked what is the due date. Ms. Knott advised she will reach out to HRC and get back with Ms. Coffey. She also advised that the 2018 survey is online on the HRC website and there you will be able to review the criteria.

Ms. Knott advised of way to improve the EMI scores:

1. Transgender healthcare benefits: inclusive coverage to include procedures, hormone therapy, etc. This could raise the score 6 points.
2. Appoint a LGBTQ liaison to the Mayor's office. Add language to the existing job policy – there is no need to create a new position. This could raise the score 5 points.
3. Appoint a police liaison or task force, and publicize the information. This could raise the score 10 points.
4. LGBTQ Council Member or high level executive. This could raise the score 4 points.
5. New this year: Pass an ordinance on banning conversion therapy within the city limits of Lansing.

Council Member Spitzley asked if adding a rider to the current policy would be sufficient. Ms. Knott advised she would clarify and get back with Ms. Coffey. Council Member Wood added that anything to do with healthcare policies would have to be negotiated with the unions.

Council Member Wood asked do you go back to determine whether what was passed was useful and being utilized as intended. Ms. Knott stated she cannot speak for the past, but looking into for the future they would.

Discussion **Update on Cesar Chavez Memorial Celebration**

Council Member Wood advised the group that we received good feedback regarding the Cesar Chavez Memorial Celebration. People commented that they loved seeing the kids do the pledge of allegiance in English and Spanish. El Shabazz, and Johnny did great and Traci Ruiz was an excellent speaker. The two recipients were here to receive the scholarships, and the food was very good.

OTHER **Updates on Participants in the Committee**

Race for the cure – April 29th, downtown Adado Park

Speaker Series April 19th 10:30 – 11:45 a.m. **or** 2:00 – 3:15 p.m.

Older Michiganians Days May 16, 2018 10:30 a.m. – 1:00 p.m.

TCOA 5k (All Ages) May 19th Hawk Island Park at 9:00 a.m.

Cristo Rey Fiesta May 25th – May 27th

Elder Abuse Symposium Wed June 13th 1:30-4:30 at Hannah Community Center

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

Mr. Carpenter suggested that we push the discussion on Veteran's off until May 2018 so we can focus on further discussing what we need to do in order to raise the EMI score. Council Member Wood agreed.

Adjourn

Adjourn at 12:39 p.m.

Submitted by,

LaSondra Crenshaw, Administrative Assistant

Approved _____