



MINUTES
AD HOC COMMITTEE ON DIVERSITY AND INCLUSION
Friday, September 14, 2018 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Call to Order

The meeting was called to order at 11:34 a.m.

Committee Members

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

Others Present

LaSondra Crenshaw, Council Staff
Joe Abood - Attorney's Office
Elaine Womboldt—Rejuvenating South Lansing
Stacey Locke - Peckham
Tammy Lemmer - TCOA
Jim Bale

MINUTES

MOTION BY COUNCIL MEMBER SPITZLEY TO APPROVE THE MINUTES FROM JULY 13, 2018 AS PRESENTED. MOTION CARRIED 2-0

MINUTES FROM AUGUST 10, 2018 PLACED ON FILE. MOTION CARRIED 2-0

Discussion

Adding language to the Purchasing Ordinance

Council Member Wood advised the group that in dealing with MEI score we looked at ways to increase our numbers. One of the areas we could deal with was ordinance in

purchasing which dealt with gender identity or sexual orientation. We had law take a look at it and we would like to make a four word change to the ordinance.

Ms. Locke asked if on line 16 we could change the word “handicap” to “disability”. The group agreed this would be a good change.

Mr. Abood stated is does not understand what political orientation means in line 16, he will check with Lisa Hagen and have her get back to Council Member Wood. Possible change could be political “affiliation” instead of “orientation”. A draft will be made available for the next meeting

Discussion **Budget Priorities**

Due to time this topic will be discussed at a later date A special meeting may be called if enough members can be present.

Discussion **Human Rights Ordinance**

Council Member Wood informed the Committee that during a meeting she asked the Police Chief if training was done on the Human Rights Ordinance, and this brought about a discussion with the City Attorney on our ordinance. She asked Mr. Abood to explain the office concerns.

Mr. Abood advised that he pulled up Human Rights Ordinance and under section 297.10 it has City Attorney investigating, prosecuting, hearing officer, and reviewing the appeal, which removes the presumption of innocence. He stated this is not the way an ordinance should be drafted or applied. This is a significant issue but doesn't require significant changes. The ordinance will be ready for the Committee's review at the next meeting.

He then stated our ordinance calls for 180 days for complaint to be filed. Civil Rights, and EEOC will not look at a complaint if it is over 180 days old. I recommend anyone with a complaint to go to the Department of Civil Rights and file a complaint with them as well. He advised the Committee they may want to think about changing the 180 day timeframe as well.

Council Member Spitzley asked is this a job for our Ad Hoc on Diversity and Inclusion or the new Commission. Council Member Wood stated ordinance are the responsibility of Council.

Council Member Wood stated that giving the City Attorney's office the ability to put a hearing officer in place, we need to make sure Human Rights brochures are available.

Ms. Wombaldt asked will this be a separate division. Mr. Abood stated the Prosecutor should never be the Judge, and if you appeal a Judge it shouldn't go to the same Judge for the appeal.

Ms. Locke stated that if people with disabilities go to the Civil Rights Department and don't get a good outcome. They may not feel comfortable than going to the City. Mr. Abood explained to Ms. Locke why that shouldn't be an issue.

OTHER
Updates on Participants in the Committee

RSL – Tuesday Sept 25, 2018 at 6:30 p.m.

Meet the Advocacy Sept 26, 2018 at 2:30 p.m.

LEAD State conference Oct 12th at Lansing Center

TCOA Advisory Council age 60 and over have 2 vacancies they meet the 2nd Thursday of every month at 1:00 p.m.

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

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 12:42 p.m.

Submitted by,

LaSondra Crenshaw, Administrative Assistant

Approved October 19, 2018