



Andy Schor, Mayor

Mayor's Report on

Racial Justice and Equity

AUGUST • 2021



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An Urgent Call to Action

Letter to Mayor Andy Schor

Dear Mayor Schor,

Soon after Mr. George Floyd died at the hands of police on May 25, 2020, social justice protests emerged across America and around the world. People of diverse ages, ethnicities, and backgrounds marched in the name of justice, made demands to end police brutality, and called for the elimination of racism and discrimination throughout our society.

You responded immediately by appointing diverse community leaders to serve on the Mayor's Racial Justice and Equity Alliance (MRJEA). **Your charge could not be clearer or more urgent: to assess the racial justice climate in Lansing and to develop a plan of action to address police reform and systematic racism in city government.**

Our community-inspired and community-first approach has resulted in a plan of action that identifies key issues and recommended actions. We believe the end product to be a national model for racial justice and equity. However, comprehensive reports do not bring about change and we are only at the beginning of the city's path forward to positive, durable, and meaningful change.

There is no simple solution to racial justice and equity. The MRJEA hopes that our community-based strategy will serve as the urgent call to action. We know that real change requires constant vigilance, ongoing dialogue, and collaboration among all stakeholders.

Thank you for continued support of MRJEA and for providing the opportunity to serve the citizens of Lansing during this crucial time in our nation, state, and city.

Respectfully submitted,

Teresa A. Bingman, Esq.

Expert consultant

Kimberly Coleman, Co-Chair

*Director, Human Relations
& Community Services
City of Lansing*

Dr. Daryl Green, Co-Chair

*Former Chief of Police,
Lansing Police Department*

Linda Sanchez-Gazella

*Director, Human Resources
City of Lansing*

Guadalupe Ayala

*Diversity, Equity and Inclusion Officer
City of Lansing*

Willard K. Walker

*Human Relations & Community Services
City of Lansing*

MRJEA Members

Lural Baltimore	Rev. Ronald T. Embry	Michael McKissic
Berton Brown	Joel Ferguson	Bishop David Maxwell
Susan Cancro	Joe Graves	Jonathan Rosewood
Dr. Delsa Chapman	Rev. Stanley Jenkins	Bishop Alfred P. Singleton, II
Dale Copedge	Calvin Jones	Dr. LaKeeya Tucker
Bryan Crenshaw	Rev. Dr. Melvin T. Jones	Carmen Turner
Elissa Crumley	Dr. Alane Laws-Barker	Linda Vail
Paula D. Cunningham	Dr. Olivia Letts* (Honorary)	Willard K. Walker
P. Pamela Davies, Esq.	Lorenzo Lopez	Randy Watkins
Gregory Eaton	Angela Mathews	

* *Olivia Letts is an honorary member of the MRJEA. As the first Black teacher for the Lansing School District, former administrator, and community leader, she encouraged and supported our work. She passed away on February 1, 2021.*



Executive Summary



Executive Summary

The public response to the murder of Mr. George Floyd sparked a national call for police reform and a nationwide reckoning on the entrenched issues of social justice, racism, and equity.

Locally, Mayor Andy Schor took immediate action through persistent outreach and active listening to Lansing citizens and by empowering people and organizations to gain a better understanding of entrenched disparities. Mayor Schor's administration named community members to the Mayor's Racial Justice and Equity Alliance (MRJEA) to further engage the community to address police practices and systematic racism in city government and its impact on African Americans and communities of color. The outcome is a comprehensive strategy for sustainable change.

Beginning in July 2020 the Schor administration took the following actions to address the priorities identified in the Mayor's Community Action Proposal:

- 1 Signed the 8cantwait pledge
- 2 Signed President Obama's Mayoral Pledge
- 3 Initiated Diversity, Equity, and Inclusion Plan
- 4 Finalized Diversity and Inclusion Officer position in the City
- 5 Built centralized transparency resource on the City's website
- 6 Implemented training in Mayor's Office for implicit bias
- 7 Conducted Police Reconciliation Training
- 8 Adjusted LPD Traffic Stop Policy: No Secondary Stops
- 9 Adjusted LPD Policy: Prohibit "No Knock" Searches

Moreover, all items listed as next steps in the Mayor's Community Action Proposals have been accomplished, including:

- › Conducted six Town Hall Listening sessions to receive input from the public, share MRJEA updates, and review the budget and resource allocation for enforcement, community services, and the social safety net.
- › Conducted Police Use of Force Community Conversations held by the Board of Police Commissioners.
- › Conducted an internal scan, led by the Michigan Public Health Institute (MPHI).
- › Conducted an online survey for the public.
- › Conducted ten focus groups to obtain additional public input. Most of these Focus Groups were facilitated by community-based partners.

The Mayor issued an Executive Directive naming the following workgroup leaders:

WORKGROUP LEADERS	ARTS & CULTURE Lorenzo Lopez & Angela Mathews	COMMUNITIES & NEIGHBORHOODS Calvin Jones & Lural Baltimore
EDUCATION & YOUTH DEVELOPMENT Dr. Delsa Chapman & Carmen Turner	HOUSING & DEVELOPMENT Susan Cancro, Joel Ferguson & Brian McGrain	JOB'S & ECONOMIC DEVELOPMENT Karl Dorshimer & Dr. Alane Laws-Barker
MISSION, VISION, VALUES & COMMITMENT Lisa Crumley & Dr. Daryl Green	HEALTH & ENVIRONMENTAL JUSTICE Dr. LaKeeya Tucker & Linda Vail	HISTORY OF LANSING Paula Cunningham & Willard Walker
PUBLIC SAFETY Dr. Pastor Melvin T. Jones & Attorney P. Pamela Davies	TRAINING Linda Sanchez-Gazella, Kimberly Coleman, & Guadalupe Ayala	

Over the past year, the MRJEA gathered and synthesized public input and research to create this report. The result identifies key issues and recommended actions that will lead to positive, sustainable change. MRJEA workgroups set forth strategies and outlined issues, goals and recommendations. In addition, a chart to track progress contains desired results, expected outcomes, milestones, measurables, and accountability reporting. As this is a living document, some of the items on the tracking chart will be completed once implementation commences in August 2021.

Mission, Vision, and Values

The MRJEA mission, vision, and values embody the diverse voices and values of city and business leaders and members of the community.

The MRJEA mission, vision, and values embody the diverse voices and values of city and business leaders and members of the community. Input was gathered through town halls, community meetings, focus groups, and surveys. The result was synthesized by committee co-chairs Elissa Crumley and Dr. Daryl Green.

MISSION

Drive policies and practices in City government, educational institutions and community organizations that eradicate racism and create an inclusive, fair and equitable environment, where all people have access to economic opportunities, education, housing and social resources.

VISION

The city of Lansing is a community where systems of oppression are dismantled and citizens have opportunity and equitable access to all economic and social resources.

VALUES

THE FOUNDATION FOR HOW WE WORK.



Fairness



Respect
and Empathy



Justice



Compassion



Community
Collaboration
and Connection



This plan is a roadmap for how we will level the racial justice playing field, achieve equity, and make improvements to our city policies and practices.

Foundational Principles

The theme of connection emerged as a commonality across all work groups.

This includes connecting people to resources and connecting organizations who work on behalf of the underserved, underrepresented, and underprivileged. Connecting these groups will result in greater reach and impact by helping people thrive through equitable access to resources.

It is through connection that we learn we are fundamentally the same. We all desire freedom, prosperity, opportunity, and happiness. The difference is uneven access. For many, roadblocks like systematic racism, perceptions, biases and an inability to access resources keep people from realizing their potential.

This plan is a roadmap for how we will level the racial justice playing field, achieve equity, and make improvements to our city policies and practices. There are short- and long-term measurable goals within this plan. The intentions to achieve them are genuine.

The telling will come in the implementation.

As one resident said: “Show me, don’t tell me.” This is a plan. The expected outcome is institutional and structural change within city government, the police and fire departments, and other key organizations serving the Lansing community.



MRJEA Recommendations

The following recommendations emerged from the internal scan/organizational assessment conducted by the Michigan Public Health Institute (MPHI).

- 1 Propose a charter amendment to establish language in the city charter to appropriate DEI funding each fiscal year to implement racial justice and equity strategies for the City of Lansing.
- 2 Propose an ordinance amendment to establish a permanent DEI board to work with the City of Lansing Diversity Officer to implement a DEI plan.
- 3 Appropriate funding to implement the Mayor's racial justice and equity strategies for the City of Lansing.
- 4 Establish a commitment to DEI by setting a Tone at the Top that starts with the Mayor. This tone should also be reflected in the City's vision, mission, strategic plan, recruitment hiring and onboarding processes to help create a culture of inclusion within the City of Lansing.
- 5 Establish city wide and department level DEI action plans and monitor the implementation of the plans.
- 6 Charge HR and HRCS to review, modify and institutionalize departmental policies, procedures and practices that align with the Mayor's core values and executive directive to advance DEI.
- 7 Engage in employee outreach and education to awareness of policies, procedures, and practices.
- 8 Identify, fund and implement DEI professional development, training, dialogue circles, affinity groups, and capacity building offerings for administrators, managers, supervisors and employees that becomes embedded in onboarding and continuous improvement.
- 9 Establish and empower a diverse DEI team to discuss and implement these recommendations.



The City of Lansing

Internal Scan - Key Findings

If the City of Lansing is to become inclusive and equitable, change must start with the city administration. Is city staff representative of the community? Are workplace practices and policies equitable? Is there perceived bias or racism? Is the workplace inclusive?

In January 2021, the City of Lansing, Office of the City Attorney contracted with the Michigan Public Health Institute (MPHI) to conduct an organizational assessment for the City of Lansing. The purpose of this internal scan was to identify race-related issues within City of Lansing departments based on Mayor Andy Schor's executive directive aimed at fostering fair and bias-free treatment of people. The internal scan focused on gathering a wide variety of data on the perceptions and working experiences of employees across the City of Lansing.

Findings and insights will be shared with the Office of the City Attorney to help make data-informed decisions to create a diverse, inclusive, and welcoming environment for all employees. The MPHI developed and implemented a three-phased approach to collect qualitative and quantitative data.

Phase I.

Focus groups with City of Lansing employees to identify organizational challenges, opportunities for growth, and areas of success.

Phase II.

A document analysis to examine existing DEI initiatives, activities, and policies within the City of Lansing.

Phase III.

An organization-wide survey of the organization.

MPHI agreed to submit a report to the City of Lansing, Office of the City Attorney that provides findings from the assessment. This report includes portions of the MPHI assessment. The complete MPHI report can be found at: <https://www.lansingmi.gov/>

The report presents findings based on one overarching question:

- › What are employees' perceptions of race-relations within City of Lansing's departments?

As well as four sub-assessment questions:

- › What are employees' perceptions of the City of Lansing mayor's race-related initiative?
- › What are employees' perceptions of DEI within the City of Lansing?
- › What are employees' perceptions of different racial groups who work within the City of Lansing, related to racial interactions?
- › What recommendations do employees' have to make their department feel more diverse, equitable, and welcoming?



METHODOLOGY

To gather perspectives from City of Lansing employees, MPHI conducted focus groups and administered an organization-wide survey. Focus groups were used to gather qualitative data from employees on racial interactions and DEI. The survey was used to gather quantitative data. All City of Lansing employees were actively encouraged by the mayor to participate in the process.

Employees who participated in a focus group self-identified their social identities and affinity (i.e., race, ethnicity, department, job title). Focus groups were conducted with employees using a semi-structured guide; sessions were designed to include a maximum of 10 participants and were held in early 2021. Pseudonyms were used to encourage candor and protect privacy. All transcripts were entered in Dedoose® analysis software where codes were applied and from which subsequent dominant themes emerged.

Employees who participated in the survey responded via an email request or QR code that was posted on a flyer in the entrance to City Hall. The survey was administered during March 2021. A total of 36 (4%) employees participated in a focus group.

KEY FINDINGS

This section provides an overview of the findings, organized by research question and analysis of the respondents' general perception of:

- 1 Mayor Andy Schor's race-related initiative
- 2 Diversity
- 3 Equity
- 4 Inclusivity
- 5 Employee racial interactions

PERCEPTIONS OF THE MAYOR'S RACE-RELATED INITIATIVE

Despite the development and dissemination of Mayor Schor's Executive Directive, *City of Lansing's Commitment to Fair and Bias-Free Treatment of All People*, awareness of this initiative was uneven. For employees who were aware, perceptions were mixed: some employees remained optimistic, while others lacked trust in the rationale for its development. Employees who held leadership roles had more positive perceptions of the mayor's initiative than employees in non-leadership roles.



PERCEPTIONS OF DIVERSITY

Employees shared their perspective on diversity within the City of Lansing. Three themes emerged:

- › **Lack of Diversity in the Fire Department.** Individuals who work within the fire department consistently indicated a lack of racial, ethnic, and gender diversity. Employees shared that the department is mostly White and male-dominated with little effort by administration to enhance diversity.
- › **Mixed perceptions of Diversity between White and BIPOC (Black, Indigenous and People of Color) employees.** Employees who identified as White and BIPOC had different perspectives on perceived diversity within their respective departments. Some employees perceived the City of Lansing or their departments as diverse, while others did not.
- › **Perceived diversity by the leadership team within their respective department.** Leaders believed that diversity has improved over time due, in part, to their need to maintain existing diversity expectations.

PERCEPTIONS OF EQUITY

Employees were asked about their perceptions of equity. Four themes emerged:

- › **Inequitable employment practices based on race and/or institutional connections.** Employees perceived some departments as having inequitable employment or work-related practices based on race and institutional connection. One employee indicated that some individuals are treated inequitably based on race, while those with institutional connections are not. Some BIPOC employees indicated that they are not treated as equitably as their White counterparts.
- › **Mixed perceptions related to equity among BIPOC employees.** Employees who identified as BIPOC had mixed perceptions about equity. Some employees believed everyone, regardless of race, are treated the same while others noted that employees who identified as BIPOC are treated inequitably.
- › **Mixed perceptions regarding equity based on biological sex.** Some employees had differing perspectives about inequitable treatment based on biological sex. Some women employees perceived being treated inequitably because of their gender while others did not. Two women employees shared their varied perspective on this issue.
- › **Perceived inequitable handling of reported grievances.** A theme that emerged from the data was perceived inequitable handling of reported grievances. Employees, regardless of race, indicated that their report of discrimination were not handled in an appropriate manner and were often “shoved under the rug.” This theme was more dominant across employees in the fire department.



PERCEPTIONS OF INCLUSIVITY

Employees were asked about their perceptions of inclusivity. Five themes emerged:

- › **Lack of cultural awareness and sensitivity.** BIPOC employees referenced experiences with individuals in leadership and non-leadership roles that demonstrated a lack of cultural awareness and sensitivity. Employees also mentioned a perceived lack of cultural awareness regarding interactions with minority citizens, especially among employees who were recruited from outside the City of Lansing.
- › **Lack of efforts to be inclusive.** Employees indicated a lack of effort within the City of Lansing to be more inclusive. Another employee shared their experience working in different positions and departments and the differences experienced related to inclusivity.
- › **The Environment.** Employees indicated that some departments and the City of Lansing were not always welcoming.
- › **Mixed perceptions regarding feeling heard and having a voice.** The responses were varied, with some feeling like they are heard and have a “voice” while others did not.
- › **Perceived Sexism.** Another theme that emerged from the data related to perceptions of inclusivity was perceived sexism. Notably, employees highlighted issues they have experienced or observed within their respective department regarding the differential treatment of employees based on their biological sex.

Employees highlighted two barriers to inclusion: cancel culture and lack of consistent leadership.

- › **Cancel Culture Environment.** Employees indicated that a cancel culture approach occurs when employees are silenced or dismissed if they do not agree with something or someone. This was most prominent within the City of Lansing.
- › **Lack of Consistent Leadership.** Some employees perceived that the lack of inclusivity within the City of Lansing was due, in part, to a lack of consistent leadership.

PERCEPTIONS OF RACIAL INTERACTIONS

Two themes emerged related to racial interactions among employees from different racial groups.



› **Mixed perceptions that employees were treated differently based on their race.**

A few employees perceived that some employees were treated differently based on their race when compared to other racial or ethnic groups.

- › **Lack of Interaction Between Racial or Ethnic Groups.** Employees perceived a lack of interaction between racial or ethnic groups. Employees perceived that individuals within the same racial or ethnic group tend to interact more than those from different racial or ethnic groups. This could be a result of difficulties navigating racial conversations, BIPOC employees feeling “beat down,” or the inability of White employees to understand the experiences of BIPOC employees. One White employee highlighted that the lack of diverse interactions does not allow for White employees to understand the experiences of BIPOC employees.

External Scan - Key Findings

Lansing is a diverse community. More than 65 languages are spoken by the 118,400 people living within its 36.6 square miles¹. Nearly 25% live in poverty. Those who experience chronic racial injustice are the real experts on its impact. Getting the input of these experts was key in developing this plan and determining the appropriate paths forward.

In the summer and fall of 2020, residents shared their perspectives on racism, equity, and policing. While COVID-19 made it impossible to gather in person, we employed virtual methods for the community to provide their thoughts via focus group, community input session, or survey.

The following themes emerged.

- › What are employees’ perceptions of DEI within the City of Lansing?
- › The vast majority of residents feel comfortable and safe living or working in Lansing.
- › Citizens overwhelmingly agree that both racism and crime are problems in Lansing. This racism is not always overt, but it is clearly embedded in the city’s systems and processes.
- › This extends to policing. Participants indicated they don’t really know or have relationships with the officers patrolling their neighborhoods. They feel that de-escalation training would be helpful, especially in cases involving mental health.

¹ U.S. Census Jan. 2020

- › Half of the more than 400 surveyed reported being a victim of crime. Nearly 80 percent believe Lansing has a moderate to high level of crime and 56% say that crime and community disorder negatively impacts quality of life.
- › Residents expressed concern about the safety of specific areas of the city, noting that increasing crime has prompted them to obtain permits for weapons.
- › Incidents of racial unrest or race-related demonstrations are common, but there is a perception that these are not systematically understood or addressed.

During the community input sessions, it was also revealed that minorities who seek housing in Lansing are often shown homes in traditionally minority neighborhoods while White buyers are shown housing in different neighborhoods. This suggests that subtle redlining is still taking place in Lansing, even though it is illegal. Other issues raised in these sessions include:

- › Discrimination against races other than Blacks – specifically Hispanics and Asians.
- › The Lansing Police Department has an issue with systemic racism, is racist, and profiles residents in traffic stops and other interactions.
- › The City of Lansing should do better with its hiring practices to ensure a diverse workforce, especially in leadership positions.





Work Group Themes

Work Group Themes



TRAINING

Co-Chairs: Guadalupe Ayala, Kim Coleman, & Linda Sanchez-Gazella

Members: Christopher Mumby, Willard Walker

ISSUES IDENTIFIED	GOALS
<ul style="list-style-type: none"> • Demographics. City of Lansing staffing does not reflect the diversity of the city's population • Culture. City government culture should enhance and make visible its DEI efforts on diversity, equity, and inclusion. • Lack of training and communication. Implement regular training and sustained communication to help evolve the culture; ensure transparent communication to residents on DEI efforts taking place within city government. 	<ul style="list-style-type: none"> • <i>Expand recruiting strategies to ensure the hiring pool represents the demographics of Lansing.</i> • <i>Develop and administer a communication strategy to increase transparency and inspire trust.</i> • <i>Conduct diversity and inclusion training.</i> • <i>Cultivate a supportive, welcoming, and inclusive environment within Lansing city government.</i> • <i>Review, modify, and institutionalize departmental policies, procedures, and practices to align with the core values, stated in the Racial Justice and Equity Plan, and executive directive to advance DEI.</i>



COMMUNITIES AND NEIGHBORHOODS

Co-Chairs: Lural Baltimore & Calvin Jones

Members: Rev. Ronald T. Embry, Jonathan Rosewood, Randy Watkins, Kimberly Coleman

ISSUES IDENTIFIED	GOALS
<ul style="list-style-type: none"> • Racism. In a recent survey, nearly 50% of residents feel that racism is a problem in Lansing neighborhoods and the community as a whole. Residents also raised concerns about racism as it relates to public safety, education, housing, and healthcare. • Lack of communication. There is a need for open, transparent, two-way communication between the city, various city groups, and the neighborhoods. Only through open, sustained communication can residents learn of events and opportunities available to them. 	<ul style="list-style-type: none"> • <i>Analyze and assess racial comments in Lansing to understand the root cause.</i> • <i>Develop strategy for engagement and outreach.</i> • <i>Develop a strategy for collaborative citizen engagement on projects and programs to broaden the city's understanding of neighborhood problems. Collaborative opportunities could include beautification or addressing accessibility at crosswalks, grocery stores, public restrooms, and shopping malls.</i> • <i>Analyze homelessness and develop strategies to reduce the homelessness rate.</i> • <i>Examine engagement and inclusion models for all age groups but particularly millennials.</i> • <i>Examine community problem-solving with buy-in from business owners.</i>



HEALTH AND ENVIRONMENTAL JUSTICE

Co-Chairs: Dr. LaKeeya Tucker & Linda Vail

Members: Dr. Farhan Bhatti, Dr. Renee Canady, Bryan Crenshaw, Dr. Fareeha Naz, Feliz Rodriguez, Karen Tate, Teresa Bingman

ISSUES IDENTIFIED	GOALS
<ul style="list-style-type: none"> • Health in housing. Specifically, lead education. • Awareness. Lack of community awareness of health-related resources. • Collaboration. Improve collaboration and cooperation between the Mayor's Office and the Ingham County Health Department's Health Improvement Plan. • Food. Access to healthy foods. 	<ul style="list-style-type: none"> • <i>Educate residents and landlords about lead in paint and elsewhere in homes.</i> • <i>Introduce more Community Health Workers into neighborhoods and broader Lansing community. These workers are uniquely positioned to build trust and address barriers experienced by traditionally underserved communities seeking medical care.</i> • <i>Build a strong, structured collaboration between the Mayor's Office and Ingham County's Community Health Improvement Plan (CHIP) to assist in overseeing MRJEA recommendations.</i> • <i>Reduce food insecurity by improving access to healthy foods.</i>



ARTS AND CULTURE

Co-Chairs: Angela Mathews & Lorenzo Lopez

Members: Guadalupe Ayala, Deon Gladney, Valerie Marchand, Meghan Martin, Clara Martinez

ISSUES IDENTIFIED	GOALS
<ul style="list-style-type: none"> • Representation. Cultural events in Lansing do not reflect the diversity of the City. • Access. BIPOC and the LGBTQ (Lesbian, gay, bisexual and transgender) communities do not have sufficient access to art funding and funding opportunities. 	<ul style="list-style-type: none"> • <i>Create a clearinghouse for events, workshops, art exhibits, festivals, concerts, etc.</i> • <i>Enhance access to grants and assistance with the grant process to enable all in Lansing to have equal access to community cultural and art events. Allow for exploration of events taking place outside of their neighborhoods.</i>



EDUCATION AND YOUTH DEVELOPMENT

Co-Chairs: Dr. Delsa Chapman & Carmen Turner

Members: Brenda Henderson, Jekeia Murphy, Bishop Alfred B. Singleton, III, Linda Sanchez-Gazella

ISSUES IDENTIFIED	GOALS
<ul style="list-style-type: none"> • Racism. Racism within the community and specifically the public and charter school setting. • Violence. Violence within the neighborhoods and local proprietorships. • Programming. Lack of community-based after-school programs that target at-risk youth. • Unemployment. Mass unemployment. 	<ul style="list-style-type: none"> • <i>Partner with local educational and community organizations to improve high school completion rates and access to post-secondary scholarships, internships, and financial support for college or trade schools.</i> • <i>Expand programming at Community Centers that address the whole child and provide education to parents and caregivers through Lansing School District's Parent University.</i> • <i>Collaborate with Lansing School District to embed social emotional learning, restorative justice, and college and career readiness programs into youth development initiatives led by the City of Lansing.</i>



CRIMINAL JUSTICE AND PUBLIC SAFETY²

Co-Chairs: P. Pamela Davies, Rev. Dr. Melvin T. Jones

Members: Dale Copedge, Rev. Stanley Jenkins, Chief Daryl Green, Chief Greg Martin

ISSUES IDENTIFIED	GOALS
<p>Consistent with President Obama's 21st Century Policing Task Force, we identified the six pillars of policing objectives as issues that should be addressed in Lansing policing policy:</p> <ul style="list-style-type: none"> • Building trust and legitimacy. Driving accountability. • Policy and oversight. A community-centric governance framework. • Community policing and crime reduction. Visibility in the neighborhoods. • Officer training and education. Ongoing learning drives ongoing improvement. • Officer safety and wellness. • Technology and social media. 	<ul style="list-style-type: none"> • <i>Improved police accountability via an early intervention program to promote best police practices, identifying and correcting problematic officer performance.</i> • <i>Improved police transparency, especially as it relates to policies, procedures, and disciplinary actions.</i> • <i>The City of Lansing police officers understand how to appropriately deescalate a situation, based on solid policies, and embedded, ongoing training. No use of force is the goal at every call for service.</i> • <i>Improved training for officers and for the public. Officer training should specifically address profiling. Public education should be focused on appropriate interaction with law enforcement, especially during traffic stops.</i> • <i>Police and fire departments that reflect the demographics and cultural values of the community and are more engaged in community efforts.</i>

² The focus of this plan is to understand and implement best practices related to policies, training, and oversight related to racial equity. We recognize a need to increase transparency, legitimacy, supervision, and accountability to mitigate the risks and liabilities associated with public safety. Specifically, police transparency is a necessary element to improving police legitimacy. The workgroup aligned its racial justice efforts with that of the Lansing chapter of Advocates and Leaders for Police and Community Trust (ALPACT), a diverse group of approximately 60 people from various organizations and agencies in greater Lansing area. The mission of the group is to examine issues affecting police and community relations, and to develop recommendations and best practices to enhance police-community trust building while holding public safety employees accountable. ALPACT Greater Lansing falls under the auspices of the Michigan Department of Civil Rights.



JOBS AND ECONOMIC DEVELOPMENT

Co-Chairs: Karl Dorshimer & Dr. Alane Laws-Barker

Members: Berton Brown, Dale Copedge, Travis Harris, Hannah Bryant, Tony Willis, Teresa Bingman

It is our vision that the BIPOC populations of Lansing have the tools, opportunities, and access to expertise, resources, and training needed to start and sustain businesses or secure high paying jobs with good benefits and opportunities for advancement.

ISSUES IDENTIFIED	GOALS
<ul style="list-style-type: none">• Minority small business hardships. Lansing's small businesses with BIPOC ownership have been hit especially hard by the pandemic. They are less likely to have received funding from recent state or federally funded rescue and restart grant programs.• Access to capital and other resources. The percentage of Lansing minority entrepreneurs starting new businesses and staying in business more than five years is much lower than overall startup businesses. Existing BIPOC businesses often lack financing, have improper ownership structures, and lack economies of scale when purchasing equipment or supplies for their business.• Jobs and opportunity. There are many employers in Lansing with unfilled quality jobs offering high pay and benefits. Simultaneously, there are many BIPOC job seekers who, with some additional training and/or education, could qualify for and be hired into these jobs.	<ul style="list-style-type: none">• <i>Continue to aid Lansing small businesses to enable them to survive the current COVID-19 pandemic and to recover as the economy rebounds.</i>• <i>Increase successful entrepreneurship and small business ownership among low-income people and BIPOC communities.</i>• <i>Improve job training and educational opportunities for low-income people and BIPOC residents to increase incomes and create better career paths for youth.</i>• <i>BIPOC citizens equitably benefit from hiring and employment opportunities in the city.</i>• <i>Communities of color equitably benefit in Lansing's economic prosperity.</i>





HOUSING AND DEVELOPMENT

Co-Chairs: Susan Cancro, Joel Ferguson & Brian McGrain

Members: Gregory Eaton, Willard Walker

Access to housing remains unequal. Despite long-standing laws guarding against discrimination, members of disadvantaged groups can experience a harder time finding a high-quality place to live in a high-opportunity neighborhood. While there is not a lot of research or data available on this topic specific to Lansing, there is evidence that certain portions of the population do not know how, or have the ability to secure or sustain, housing.

ISSUES IDENTIFIED	GOALS
<ul style="list-style-type: none">• Reliable data is elusive. A need for designated resources to gather reliable data specifically to help identify housing opportunities and barriers.• Struggles to identify and evaluate housing programs. A need to take advantage of housing programs and to ensure they are available fairly to all and to ensure they meet stated objectives.• Maintenance and supply. Increasing available housing supply and resources for better housing maintenance (rental or owner-occupied).• Lack of education. A need for education, specifically more programs that provide education, and a better way of conducting marketing and outreach, specifically towards communities of color.	<ul style="list-style-type: none">• <i>Ensure people of color in Lansing have access to affordable housing.</i>• <i>Keep good landlords and developers in business to ensure availability of quality, affordable housing.</i>• <i>Evaluate existing housing programs and mortgage data to gain a better understanding of reliable patterns of who is being reached and how they identify and access housing.</i>





Conclusion

Conclusion

We know this for sure: we are strengthened by our diversity and emboldened by our mission. Diversity combines multiple perspectives to develop better solutions.

This plan is a beginning.

To achieve our vision of making Lansing a city of inclusion, racial equity, and opportunity for all, we must engage the community and we must be transparent and provide regular updates on our progress and our setbacks.

We know this for sure: we are strengthened by our diversity and emboldened by our mission. Diversity combines multiple perspectives to develop better solutions. Our work spans differences and is key to what's coming for our families, children, and neighborhoods.

Generational reach is durable, long-term change supported by meaningful investment and an inclusive, community-based approach to the future.

Let's get to work.







Andy Schor, Mayor