



Andy Schor, Mayor

# MAYOR'S RACIAL JUSTICE AND EQUITY ALLIANCE COMMUNITY

## UPDATE



# **MRJEA'S COLLABORATIVE PARTNERS**

**The City of Grand  
Rapids, Michigan**

**The City of San  
Antonio, Texas**

**Government Alliance on Race  
and Equity (GARE)**

**National League of Cities' Race,  
Equity, And Leadership (REAL)  
program**

**Michigan Department of  
Civil Rights**

**Michigan Public Health Institute**

# TONIGHT'S AGENDA:

- ◆ **Opening Remarks**  
Mayor Andy Schor
- ◆ **Overview of Event**  
Teresa A. Bingman, Esq.
- ◆ **Facilitator's Opening Remarks**  
Kimberly Coleman, Director, HRCS
- ◆ **Overview of Internal Scan**  
Paul Elam, Ph.D., Chief Strategy Officer, MPHI
- ◆ **Overview of External Scan and Farewell Remarks**  
Daryl Green, Ph.D., Chief of Police
- ◆ **Overview of Key Issues Identified and Goals**  
Guadalupe Ayala, Diversity, Equity and Inclusion Officer, City of Lansing
- ◆ **Panel Discussion – Questions and Answers**  
**MRJEA Committee Chairs**, Facilitated by Kimberly Coleman
- ◆ **Closing Remarks**  
Mayor Andy Schor

# MRJEA'S MEMBERS

Lural Baltimore  
Berton Brown  
Susan Cancro  
Dr. Delsa Chapman  
Dale Copedge  
Bryan Crenshaw  
Elissa Crumley  
Paula Cunningham  
P. Pamela Davies  
Gregory Eaton  
Rev. Dr. Ronald T. Embry  
Joel Ferguson  
Rev. Stanley Jenkins  
Calvin Jones

Melvin T. Jones  
Dr. Alane Laws-Barker  
Olivia Letts  
Lorenzo Lopez  
Angela Mathews  
David Maxwell  
Jonathan Rosewood  
Bishop Alfred P. Singleton, II  
Dr. LeKeeya Tucker  
Carmen Turner  
Linda Vail  
Willard Walker  
Randy Watkins



# IMMEDIATE ACTIONS HAVE BEEN FULFILLED

## WHICH INCLUDE:

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

# NEXT STEPS HAVE BEEN ACCOMPLISHED

## WE HAVE:


- ◆ Conducted 6 Town Hall Listening sessions to receive input from the public and to share MRJEA updates, including a budget review with the community regarding resource allocation for enforcement, community services and social safety net
- ◆ Conducted Police Use of Force Community Conversations that were held by the Board of Police Commissioners
- ◆ We have also conducted an internal scan, led by Michigan Public Health Institute (MPHI) and an online survey for the public and 10 of our community-based partners have facilitated Focus Groups to obtain additional public input

# SHARE YOUR COMMENTS AND QUESTIONS:

- ◆ Zoom chat
- ◆ Email: [MRJEA@Lansingmi.gov](mailto:MRJEA@Lansingmi.gov)
- ◆ Call: 517-483-4477

## CONTACT THE MRJEA:

- ◆ Email: [MRJEA@Lansingmi.gov](mailto:MRJEA@Lansingmi.gov)
- ◆ Call: 517-483-4477



# **MRJEA EXTERNAL SCAN**

## **OVERVIEW**

# SURVEY OBJECTIVES

- ◆ Identify key measures of quality of life
- ◆ Prioritize resource allocations, budgeting and policy decisions
- ◆ Identify where to maintain or improve
- ◆ Measure satisfaction with quality of city services

# EXTERNAL SURVEY STRUCTURE METHODOLOGY

## Online

- ◆ July 2021 to June 2021
- ◆ 9 min completion rate
- ◆ Majority of responses August – October 2020

## 446 sample size

- ◆ 25% BIPOC
- ◆ 75% Caucasian
- ◆ 59% Female
- ◆ 78% Heterosexual
- ◆ Income – 64% > \$41,000
- ◆ Residence – 76% Own
- ◆ Education – 41% Bachelors
- ◆ Almost evenly split Baby Boomers (46-64), Generation X (65-80) and Millennials (81-96)

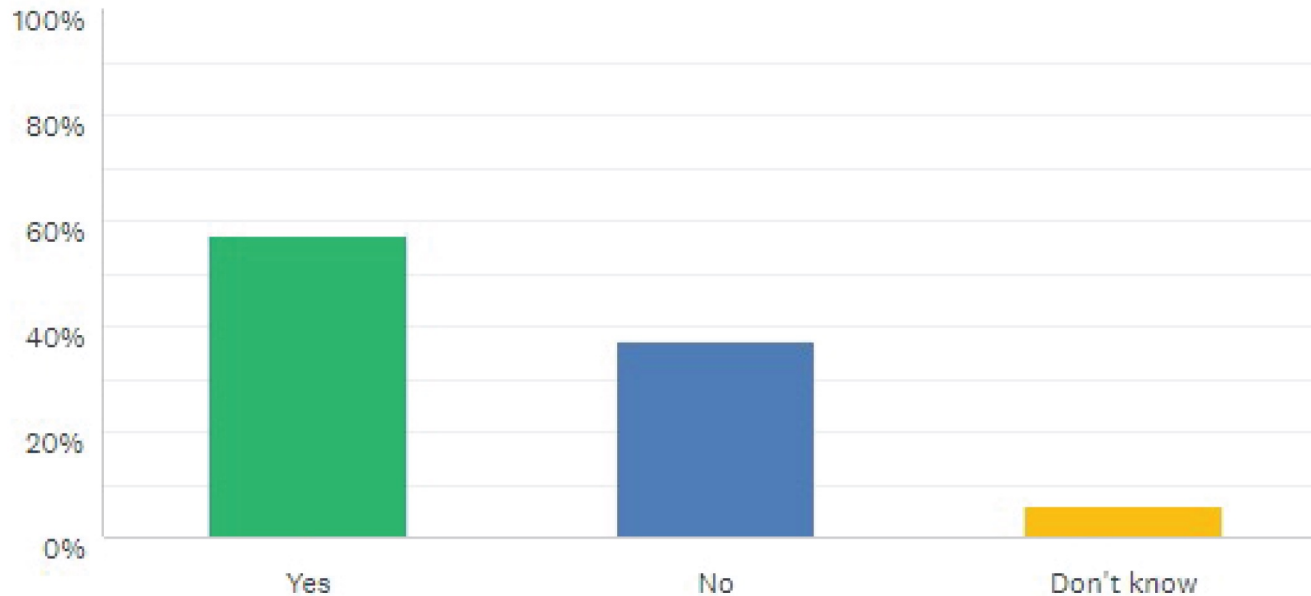
## 63% respondents reside in the City of Lansing

- ◆ Southside 28%
- ◆ Eastside 22%

# CRIME

**Do you believe community disorder and crime impact quality of life?**

- ◆ Victimization – 52% Yes and 48% No
- ◆ Moderate Level of Crime – 53%
- ◆ Lots of Crime – 13%
- ◆ Very Little Crime – 13%



# POLICE SATISFACTION

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**Are you satisfied with the performance of LPD?**

Yes 51%

No 26%

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**In favor of community policing assigned to specific areas?**

Yes 70%

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**Treated fairly when/if stopped by LPD?**

Yes 34%

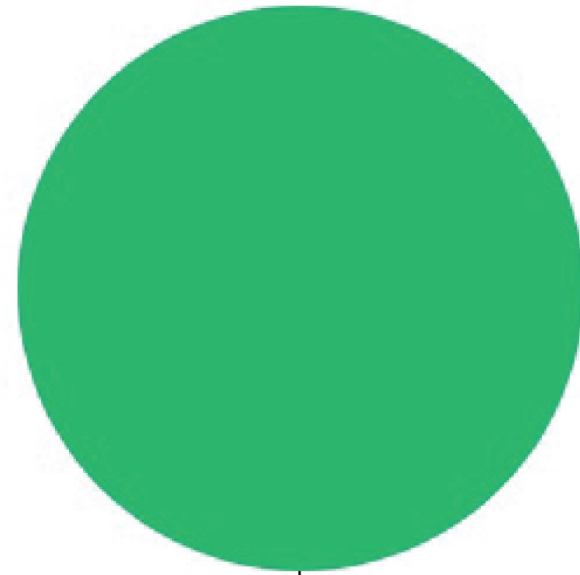
No 8%

Not stopped 58%



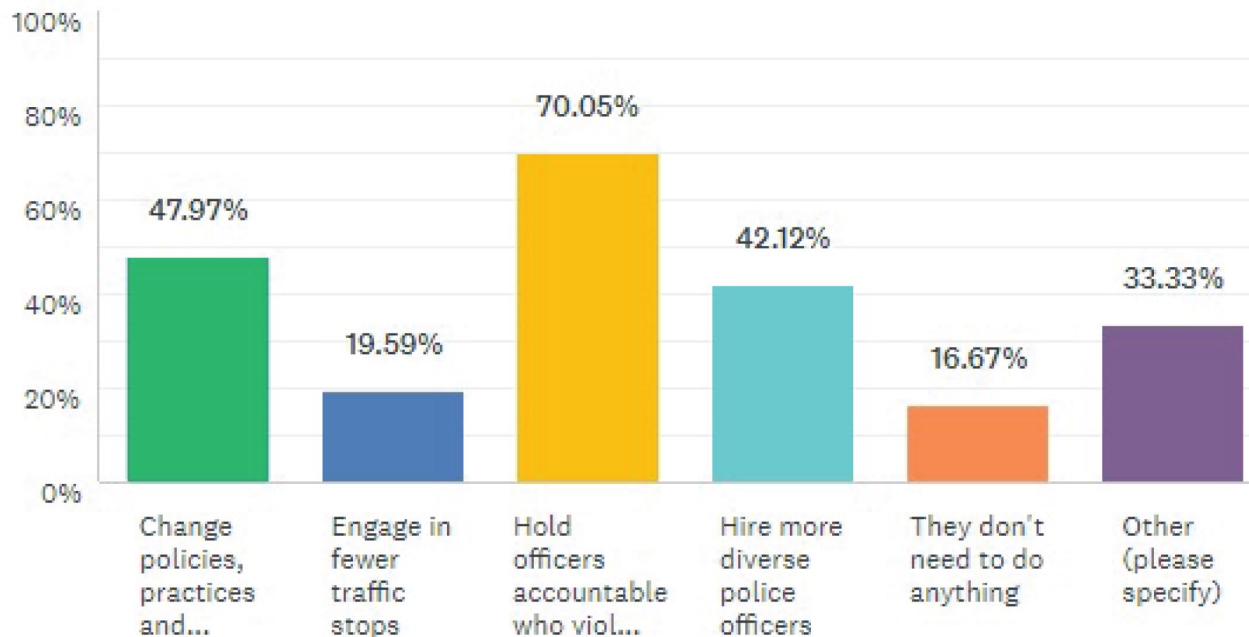
# RACE AND POLICE

Do you believe that Lansing Police officers treat people differently because of their race (racism)?



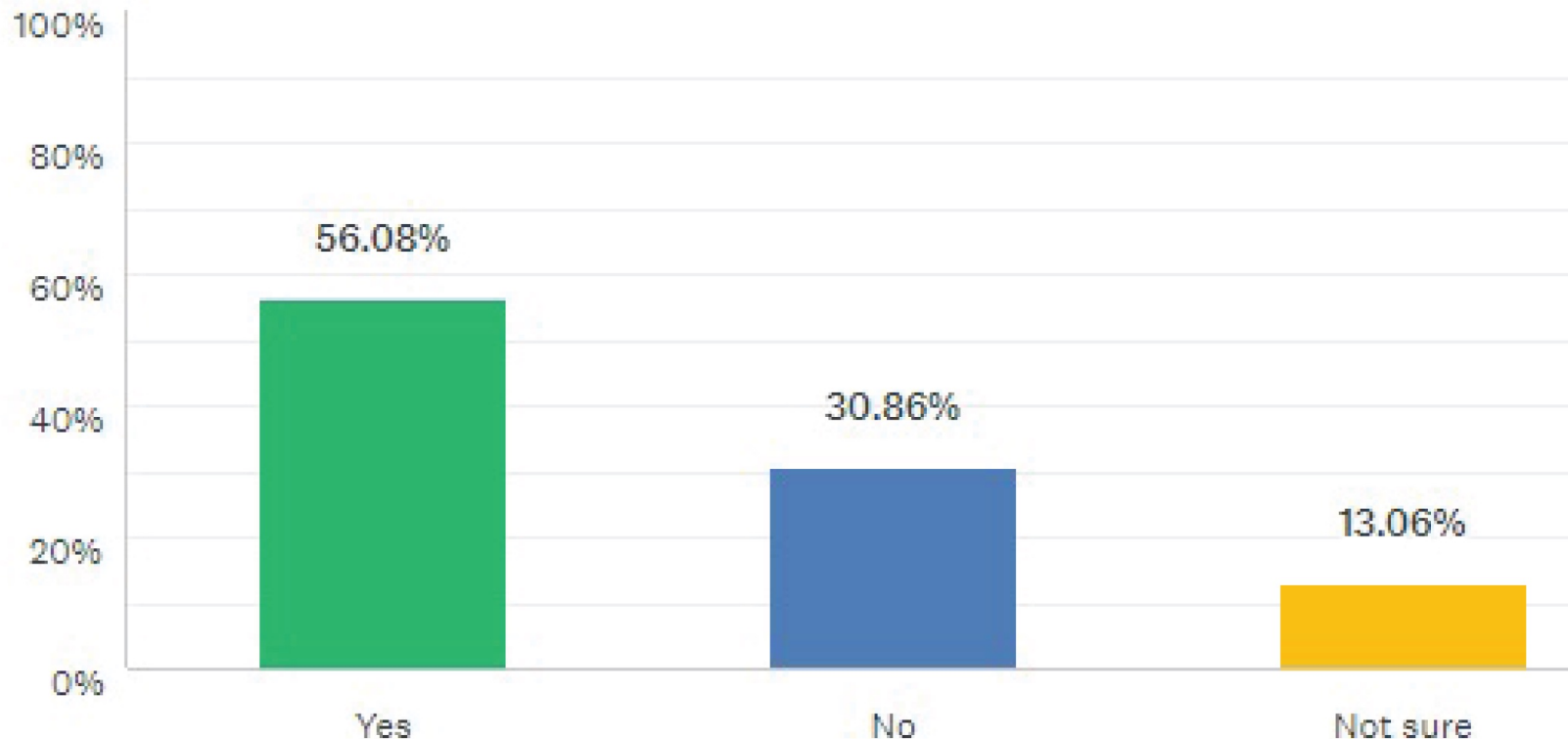
Yes  
100.00% (444)

What can the Lansing Police Department do to achieve equity?



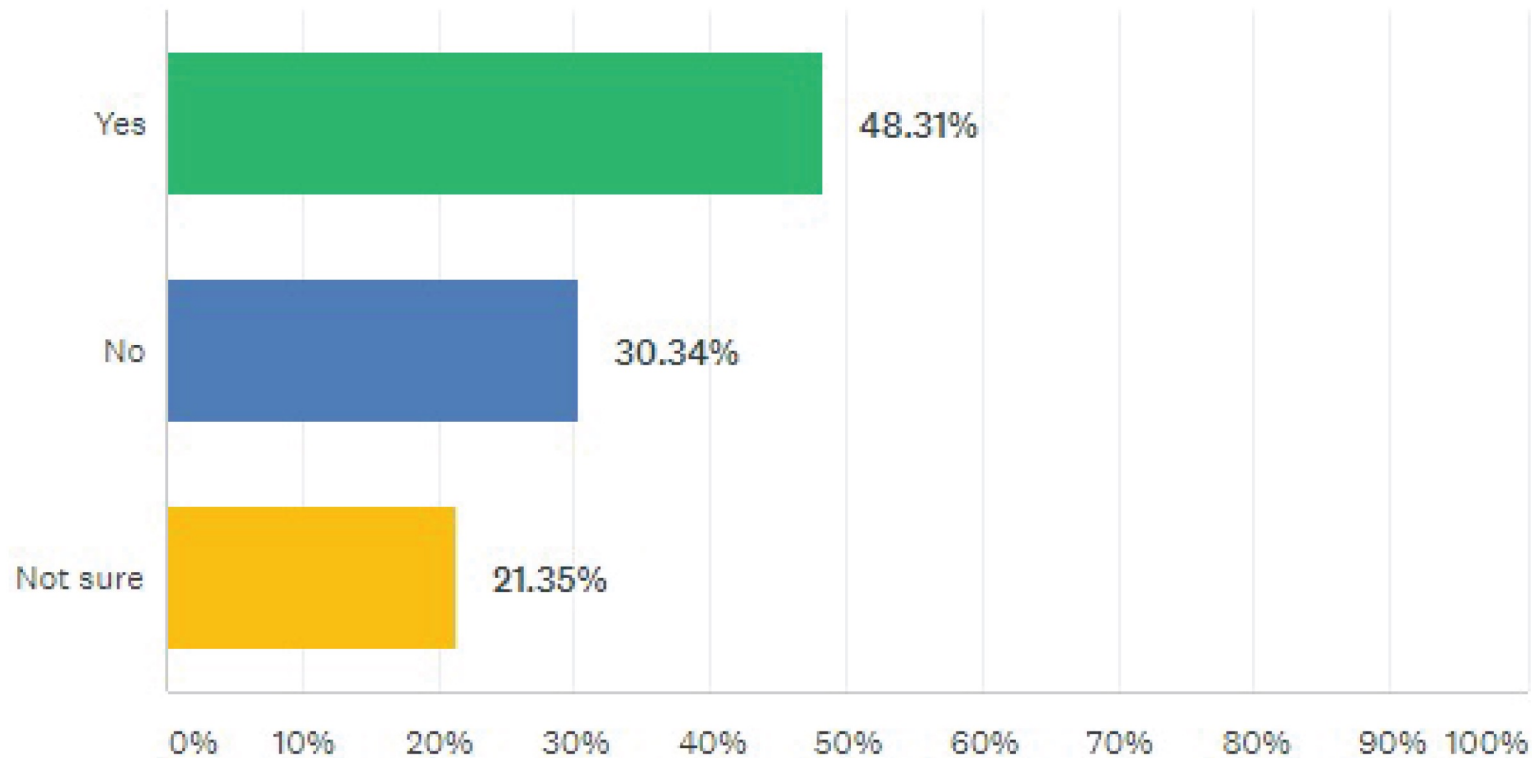
# RACISM AND CITY GOVERNMENT

Do you believe racism is a problem in Lansing?



# RACISM AND CITY GOVERNMENT

Is racism a problem in the area of Jobs and Economic Development?





# COMMUNITIES AND NEIGHBORHOODS

## COMMITTEE

### **Chairs:**

Lural Baltimore  
Calvin Jones

### **Members:**

Kimberly A. Coleman  
Ronald Embry  
Jonathan Rosewood  
Randy Watkins  
DeLisa Fountain

# ISSUES IDENTIFIED

- ◆ Racism – In a recent survey, nearly 50% of residents feel that racism is a problem in Lansing neighborhoods and the community as a whole (49.13%). Residents also raised concerns about racism as it relates to public safety, education, housing and healthcare
- ◆ Lack of communication – There is a distinct need for open, transparent, two-way communication between the City, various City groups and the neighborhoods. It is only through open communication that residents can learn of the various events and opportunities available to them

COMMUNITIES  
& NEIGHBORHOODS

# COMMUNITIES AND NEIGHBORHOODS

## GOAL:

Analyze and assess comments pertaining to racism in the Lansing community and neighborhoods to obtain a better understanding of reasons.

The logo is a square with a thin black border. It is divided into four quadrants by a vertical gold line and a horizontal dark blue line. The top-left quadrant is white, the top-right is gold, the bottom-left is white, and the bottom-right is dark blue. A dark blue rectangular box is overlaid on the right side of the square, containing the text "COMMUNITIES & NEIGHBORHOODS" in white, uppercase, sans-serif font.

COMMUNITIES  
& NEIGHBORHOODS

# COMMUNITIES AND NEIGHBORHOODS

## GOAL:

Develop a strategic plan for engagement and outreach in the communities and neighborhoods.

The logo is a square with a thin black border. It is divided into four quadrants by a horizontal and a vertical line. The top-left and bottom-right quadrants are white, while the top-right and bottom-left quadrants are a solid olive green. A dark blue horizontal bar is positioned across the middle of the square, overlapping the white and green quadrants. The text 'COMMUNITIES & NEIGHBORHOODS' is written in white, uppercase, sans-serif font within this bar.

COMMUNITIES  
& NEIGHBORHOODS

# COMMUNITIES AND NEIGHBORHOODS

## GOAL:

Develop a strategy for collaborative citizen engagement on projects and programs to broaden the City's understanding of neighborhood problems. Collaborative opportunities include beautification projects and addressing accessibility issues especially focused on crosswalks, at grocery stores, public restrooms and shopping malls.

The logo is a square graphic divided into four quadrants. The top-left and bottom-right quadrants are white, while the top-right and bottom-left quadrants are a solid olive green. A dark teal horizontal bar is positioned across the middle of the square, containing the text 'COMMUNITIES & NEIGHBORHOODS' in white, uppercase, sans-serif font. The word 'COMMUNITIES' is on the top line and '& NEIGHBORHOODS' is on the bottom line.

COMMUNITIES  
& NEIGHBORHOODS



# COMMUNITIES AND NEIGHBORHOODS

## GOAL:

Analyze the homeless situation in the City and develop strategies to reduce the homelessness rate.

The logo is a square graphic divided into four quadrants. The top-left and bottom-right quadrants are white, while the top-right and bottom-left quadrants are a solid olive green. A dark teal horizontal bar is positioned across the center of the square, containing the text 'COMMUNITIES & NEIGHBORHOODS' in white, uppercase, sans-serif font. The word 'COMMUNITIES' is on the top line and '& NEIGHBORHOODS' is on the bottom line.

COMMUNITIES  
& NEIGHBORHOODS

# COMMUNITIES AND NEIGHBORHOODS

## GOAL:

Examine models for engagement and inclusion in the City for all age groups but particularly millennials.

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COMMUNITIES  
& NEIGHBORHOODS

# COMMUNITIES AND NEIGHBORHOODS

## GOAL:

Examine community  
problem-solving with  
a buy-in with business  
owners.

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COMMUNITIES  
& NEIGHBORHOODS



# HEALTH AND ENVIRONMENTAL JUSTICE

## COMMITTEE

### **Chairs:**

LaKeeya Tucker  
Linda Vail

### **Members:**

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

# ISSUES IDENTIFIED

- ◆ Health in housing specific to lead education
- ◆ Lack of community awareness of health-related resources
- ◆ Improved collaboration and cooperation between the Mayor's Office and the Ingham County Health Department's Health Improvement Plan
- ◆ Access to healthy foods

HEALTH &  
ENVIRONMENTAL  
JUSTICE

# HEALTH AND ENVIRONMENTAL JUSTICE

## GOAL:

Health in Housing – educate residents and landlords about lead in paint and elsewhere in homes. In determining the recommended pilot projects, a review of other Michigan city programs and ordinances was conducted to ensure Lansing’s ability to implement best-practices in lead mitigation in homes.



HEALTH &  
ENVIRONMENTAL  
JUSTICE

# HEALTH AND ENVIRONMENTAL JUSTICE

## GOAL:

Introduce more community health workers into neighborhoods and the Lansing community as a whole. Community health workers are uniquely positioned to build trust and address barriers experienced by traditionally underserved communities when seeking medical care and services within the City of Lansing.

HEALTH &  
ENVIRONMENTAL  
JUSTICE

# HEALTH AND ENVIRONMENTAL JUSTICE

## GOAL:

Build a strong, structured collaboration between the Mayor's Office and Ingham County Health Department's Community Health Improvement Plan (CHIP) to assist in overseeing the recommendations of MRJEA.

HEALTH &  
ENVIRONMENTAL  
JUSTICE



# HEALTH AND ENVIRONMENTAL JUSTICE

## GOAL:

Reduce food  
insecurity by  
improving access to  
healthy foods.

HEALTH &  
ENVIRONMENTAL  
JUSTICE



# ARTS AND CULTURE COMMITTEE

## **Chairs:**

Angela Mathews  
Lorenzo Lopez

## **Members:**

Guadalupe Ayala  
Deon Gladney  
Valerie Marchand  
Meghan Martin  
Clara Martinez

# ISSUES IDENTIFIED

- ◆ Festivals and Cultural events within Lansing do not reflect the diversity of the City
- ◆ BIPOC and the LGBTQ communities do not have sufficient access to art funding and funding opportunities

ARTS AND  
CULTURE

# ARTS AND CULTURE

## GOAL:

Bring together under one umbrella a clearing house for events, workshops, art exhibits, festivals, concerts, etc. as well as 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 them to explore events taking place outside of their neighborhoods.



ARTS AND  
CULTURE



# **EDUCATION AND YOUTH DEVELOPMENT COMMITTEE**

## **Chairs:**

Dr. Delsa Chapman  
Carmen Turner

## **Members:**

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

# ISSUES IDENTIFIED

- ◆ Racism within the community and specifically the public and charter school settings
- ◆ Violence within the neighborhoods and local proprietorships
- ◆ Lack of community-based after-school programs that target at-risk youth
- ◆ Mass unemployment

EDUCATION AND YOUTH  
DEVELOPMENT

# EDUCATION AND YOUTH DEVELOPMENT

## GOAL:

Partner with local educational and community organizations to broaden opportunities for Lansing youth in the areas of high school completion, post-secondary scholarships, internships, and financial acquisition for college and trade schools.

The logo is a square graphic divided into four quadrants. The top-left and bottom-right quadrants are white, while the top-right and bottom-left quadrants are a solid olive green. A dark teal horizontal bar is positioned across the middle of the square, containing the text 'EDUCATION AND YOUTH DEVELOPMENT' in white, uppercase, sans-serif font. The word 'AND' is smaller and underlined.

EDUCATION AND YOUTH  
DEVELOPMENT

# EDUCATION AND YOUTH DEVELOPMENT

## GOAL:

Expand programming at community centers that address the whole child and provide education to parents and caregivers through Lansing School District's Parent University.



EDUCATION AND YOUTH  
DEVELOPMENT



# EDUCATION AND YOUTH DEVELOPMENT

## GOAL:

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.



EDUCATION AND YOUTH  
DEVELOPMENT



# **CRIMINAL JUSTICE AND PUBLIC SAFETY**

## COMMITTEE

### **Chairs:**

Pamela Davies  
Rev. Dr. Melvin Jones

### **Members:**

Dale Copedge  
Rev. Stanley Jenkins  
Chief Daryl Green  
Chief Greg Martin

# ISSUES IDENTIFIED

Consistent with President Obama's 21st Century Policing Taskforce, the Public Safety Work Group has identified the six pillars of policing objectives as issues that should be addressed in Lansing policing policy:

- ◆ Building trust and legitimacy
- ◆ Policy and oversight
- ◆ Community policing and crime reduction
- ◆ Officer training and education
- ◆ Officer safety and wellness
- ◆ Technology and social media

**CRIMINAL JUSTICE  
AND PUBLIC SAFETY**

# CRIMINAL JUSTICE AND PUBLIC SAFETY

## GOAL:

Improved police accountability via an early intervention program to promote best police practices, identifying and correcting problematic officer performance.

CRIMINAL JUSTICE  
AND PUBLIC SAFETY

# CRIMINAL JUSTICE AND PUBLIC SAFETY

## GOAL:

Improved police transparency,  
especially as it relates to policies,  
procedures and disciplinary  
actions.

CRIMINAL JUSTICE  
AND PUBLIC SAFETY

# CRIMINAL JUSTICE AND PUBLIC SAFETY

## GOAL:

The City of Lansing police officers understand how to appropriately deescalate a situation, based on solid policies and embedded, on-going training. No use of force is the goal at every call for service.

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CRIMINAL JUSTICE  
AND PUBLIC SAFETY

# CRIMINAL JUSTICE AND PUBLIC SAFETY

## GOAL:

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.

CRIMINAL JUSTICE  
AND PUBLIC SAFETY

# CRIMINAL JUSTICE AND PUBLIC SAFETY

## GOAL:

Police and fire departments that reflect the demographics and cultural values of the community and are more engaged in community efforts.

CRIMINAL JUSTICE  
AND PUBLIC SAFETY





# **JOBS AND ECONOMIC DEVELOPMENT**

## COMMITTEE

### **Chairs:**

Karl Dorshimer  
Dr. Alane Laws-Barker

### **Members:**

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

# ISSUES IDENTIFIED

- ◆ Lansing's small businesses with BIPOC ownership have been hit especially hard by the pandemic. They are also less likely to have received funding from one or more of recent state and federally funded business rescue and restart grant programs
- ◆ The percent of Lansing entrepreneurs starting new businesses and staying in business more than five years is much lower than that of startup businesses overall. Also, existing BIPOC businesses are often at a disadvantage from: lack of financing; improper ownership structure; and economies of scale when purchasing supplies for their business
- ◆ There are many employers in Lansing with unfilled quality jobs offering high pay and benefits. At the same time there are many BIPOC job seekers who, with some additional training and/or education, could qualify for and be hired into these quality jobs

**JOBS AND ECONOMIC  
DEVELOPMENT**

# **JOBS AND ECONOMIC DEVELOPMENT**

## **GOAL:**

Continue to aid small businesses in Lansing to enable them to survive the current COVID-19 Pandemic and recover as the economy rebounds.

**JOBS AND ECONOMIC  
DEVELOPMENT**

# **JOBS AND ECONOMIC DEVELOPMENT**

## **GOAL:**

**Increase successful entrepreneurship and small-business ownership among low-income people and communities that are primarily black, indigenous and people of color (BIPOC).**



**JOBS AND ECONOMIC  
DEVELOPMENT**

# **JOBS AND ECONOMIC DEVELOPMENT**

## **GOAL:**

Increase job training and educational opportunities for low-income people and communities that are primarily BIPOC city residents to increase incomes, and to create better career paths for youth.



**JOBS AND ECONOMIC  
DEVELOPMENT**

# **JOBS AND ECONOMIC DEVELOPMENT**

## **GOAL:**

The City of Lansing communities of color equitably benefit from hiring and employment opportunities within the City and for the City.



**JOBS AND ECONOMIC  
DEVELOPMENT**

# **JOB** *AND* **ECONOMIC DEVELOPMENT**

## **GOAL:**

City's communities of color  
equitably benefit in the economic  
prosperity of the City.



**JOB *AND* ECONOMIC  
DEVELOPMENT**



# HOUSING AND DEVELOPMENT COMMITTEE

## **Chairs:**

Susan Cranco  
Joel Ferguson  
Brian McGrain

## **Member:**

Gregory Eaton  
Willard Walker



# ISSUES IDENTIFIED

- ◆ A need for a plan and designated resources to gather data. Data specific to Lansing is in short supply when it comes to identifying housing opportunities and barriers
- ◆ A need for a process and resources for evaluation. Are housing programs available fairly to all, and are they achieving what they were designed for or what they need to achieve?
- ◆ A need for resources, as stated above, but also for better maintenance of housing (whether rental or owner-occupied) and for increasing the available supply
- ◆ A need for education, specifically more programs that provide education, and a better way of conducting marketing and outreach, specifically towards communities of color

HOUSING AND DEVELOPMENT

# HOUSING AND DEVELOPMENT

## GOAL:

Ensure people of color in Lansing  
have access to affordable  
housing.

HOUSING AND DEVELOPMENT

# HOUSING AND DEVELOPMENT

## GOAL:

Keep good landlords and developers in business within the City to ensure availability of quality, affordable housing.



HOUSING AND DEVELOPMENT

# HOUSING AND DEVELOPMENT

## GOAL:

Evaluate existing housing programs, mortgage data, etc. to have a better understanding of who is being reached, how they are accessing housing, etc.



HOUSING AND DEVELOPMENT

# SHARE YOUR COMMENTS *AND* QUESTIONS:

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- ◆ Call: 517-483-4477

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