



Andy Schor, Mayor

# RACIAL JUSTICE & EQUITY COMMUNITY ACTION PLAN

# MAYOR'S RACIAL JUSTICE AND EQUITY ALLIANCE [MRJEA]

The Mayor's Racial Justice and Equity Alliance will examine policies, practices and biases to gain a deeper understanding of how to eradicate violence and racism in Lansing through systematic fair treatment of all. Tapping into their operational roles, collective expertise and lived experiences, the MRJEA will contribute to the development of community-inspired police Use of Force policies and will also develop a community-inspired Racial Justice and Equity Plan.

Timeline: MRJEA structure will be in place to commence work on or before July 30, 2020.

## Executive Leadership Team

Purpose: To plan and effectively conduct meetings and lead activities of the MRJEA. Also, to effectively engage the public and the steering committee, the advisory committee and coordinated workgroup subcommittees to ensure that the overall goals for each phase of the work are achieved.

### Members:

- Mayor Andy Schor
- Co-Chair, Human Relations and Community Services Director, Kimberly Coleman
- Co-Chair, Police Chief Daryl Green, Ph.D.
- Expert Consultant, Teresa A. Bingman, Esq.

## Steering Committee

Purpose: To work with the co-chairs of the MRJEA to provide internal and external input and to analyze and provide advice about relevant city policies, procedures, and general operations.

### Members:

- Mayor's Cabinet
- A Representative from the Board of Fire Commissioners, Human Relations and Community Services Board, Lansing Board of Police Commissioners and Mayor's Diversity and Inclusion Advisory Council

## Advisory Committee

Purpose: To work under the leadership of the Executive Committee of the MRJEA, contributing expertise, unique knowledge, resources, recommendations, key information, materials and lived experiences. The advisory committee is responsible for presenting a proposed Racial Justice and Equity Plan for approval by the Mayor and informing a revised Use of Force Policy for approval by the Lansing Board of Police Commissioners.

### Members:

Members will serve a one-year term.

NAME	ORGANIZATION
Lural Baltimore	Member, National Association of Negro Business & Professional Women's Clubs, Inc.
Elizabeth Battiste	Public Relations Professional
Berton Brown	CEO, Brown Consulting Group
Melik Brown	Owner, Lansing Made
Dr. Delsa Chapman	Deputy Supt., Lansing School District
Dale Copedge	President, NAACP, Lansing Branch
Susan Cancro	Executive Director, Advent House Ministries
Bryan Crenshaw	Chair, Ingham County Board of Commissioners
Elissa Crumley	Marketing & Communications Professional
Paula Cunningham	The Links, Incorporated, Lansing/East Lansing Chapter and State Director, AARP
Pamela Davies	Immigration Attorney and Advocate
Carl Dorshimer	Vice President of Economic Development, LEAP
Gregory Eaton	Business Owner & Retired Lobbyist
Ronald T. Embry	Chair, HRCS Advisory Board
Joel Ferguson	Developer
Joseph Graves, Jr.	Community Activist
Stanley Jenkins	Pastor, Lansing First Presbyterian Church
Calvin Jones	Director, Government Relations, Lansing Board of Water and Light
Rev. Dr. Melvin T. Jones	Pastor, Union Missionary Baptist Church & Co-Founder Lansing BLM
Alane Laws-Barker	Physician & Black Business Representative
Olivia Letts	Retired Administrator, Lansing School District (Honorary Member)
Lorenzo Lopez	LGBTQ+ and Latino Advocate
Angela Mathews	Lansing Community College Board of Trustees
David Maxwell	Director of Faith Based Initiatives, City of Lansing
Michael McKissic	The Mikey 23 Foundation
Bill Reed	Former President, UAW Local 602
Jonathan Rosewood	National Panhellenic Council, Lansing Chapter
Alfred P. Singleton II	Bishop and Sr. Pastor, Bread House International Ministries
Dr. LeKeeya Tucker	Physician and Chief of Staff-Elect, Sparrow Hospital
Carmen Turner	President/CEO, Boys and Girls Club of Lansing
Linda Vail	Ingham County Health Officer
Willard Walker	Public Policy, City of Lansing
Randy Watkins	Chair, Mayor's Diversity, Equity and Inclusion Council

## **Advisory Subcommittees (Workgroups)**



Purpose: To serve as subject matter experts for identified sectors of the community to assist with the development of the Racial Justice and Equity plan.

### Members:

Each Advisory Subcommittee will be lead by an appointee as designated by the MRJEA Executive Committee. Subcommittees Include:

- Arts and Culture
- Communities and Neighborhoods
- Education
- Health
- Housing
- Jobs & Economic Development
- Public Safety

## MAYOR SCHOR'S IMMEDIATE ACTIONS

- ✓ Sign 8cantwait pledge
- ✓ Sign President Obama's Mayoral Pledge
- ✓ Initiate Diversity, Equity and Inclusion Plan including an environmental scan conducted by Teresa Bingman
- ✓ Finalize Diversity and Inclusion Officer position in the City
- ✓ Build centralized transparency resource on website: [lansingmi.gov/PoliceTransparency](http://lansingmi.gov/PoliceTransparency)
- ✓ Implement training in Mayor's Office for implicit bias
- Conduct Police Reconciliation Training
- ✓ Adjust LPD Traffic Stop Policy: No Secondary Stops 
- ✓ Adjust LPD Policy: Prohibit "No Knock" Searches 

### KEY

- ✓ COMPLETE
- IN PROGRESS
- FUTURE STEP

## NEXT STEPS

- ✓ Town Hall Listening sessions to be held by MRJEA leaders and Mayor's Diversity and Inclusion Advisory Council
- ✓ Police Use of Force Community Conversations to be held by the Board of Police Commissioners
- ✓ Budget review with community regarding resource allocation for enforcement, community services and social safety net

## LONG-TERM PLAN

- Work with City Council on budgetary adjustments identified by the MRJEA and during town hall meetings
- Share results of Police Use of Force Community Conversations and identify any needed reforms
- Develop and implement any needed policy changes for the police department (Community Policing and other police reforms, etc.)
- Work on Policy changes in City Ordinance or City Charter in conjunction with City Council
- Create a Racial Justice and Equity Plan for the City

## PHASE 1: RESEARCH AND COMMUNITY INPUT

The Mayor's Racial Justice and Equity Alliance (MRJEA) will conduct research by performing internal and external environmental scans and hosting town hall meetings, focus groups and individual meetings. Information and data obtained will be used to inform the revision of community-inspired police use of force policies and to develop a community-inspired Racial Justice and Equity Plan. Results of research and community input will be shared with the community for their review and feedback.

Timeline: July - September 2020

### Research

- Identify key internal and external issues and concerns that have been presented to the Mayor and other City leaders from individuals and groups.
- Review and analyze relevant City policies, procedures and practices.
- Perform a full review of the police department's current Use of Force policies.
- Explore a possible infrastructure change to include social workers as part of the police department's structure.
- Perform a full review of the structure of the Lansing Board of Police Commissioners and the Board's police oversight and community engagement roles.
- Develop a survey to disseminate to the public.

### Community Input

- An electronic input survey will be provided to the public.
- Town Hall Listening sessions will be held by MRJEA leaders and Mayor's Diversity and Inclusion Advisory Council on 7/23, 8/6 and 8/20 from 5:30-7:30 p.m. via Zoom.
- The Lansing Board of Police Commissioners will hold police Use of Force Community Conversations on 7/8, 7/22 and 8/19 from 5:30-6:30 p.m. via Zoom.
- Focus groups and individual meetings will be conducted by MRJEA leaders.

## **PHASE 2: REVISE USE OF FORCE POLICIES AND DEVELOP RACIAL JUSTICE AND EQUITY PLAN**

The Mayor's Racial Justice and Equity Alliance (MRJEA) will prioritize data and input obtained during Phase 1 to inform the development of community-inspired police use of force policies and to develop a community-inspired Racial Justice and Equity Plan.

Timeline: October 2020 - January 2021

### **Revise Use of Force Policies and Develop a Racial Justice and Equity Plan**

- Review, analyze and prioritize research and community input.
- Provide additional input based on MRJEA members' expertise and lived experiences.
- Inform the proposed revised Use of Force policies.
- Develop a comprehensive Racial Justice and Equity Plan.

## **PHASE 3: LONG-TERM PLAN**

The Mayor, along with the Mayor's Racial Justice and Equity Alliance (MRJEA) and the Lansing Board of Police Commissioners will share approved police reforms, including use of force policies and a Racial Justice and Equity Plan with the community. Throughout the year, education and training will be provided and community input will be received to inform updates.

### **Long-term Plan**

- The Mayor and the MRJEA will announce the approval of the final revised Use of Force policies and the Racial Justice and Equity Plan.
- The Mayor and his Cabinet will develop and implement policy changes for the police department (Use of Force, community policing officer/social worker structure). They will work with City Council to enact relevant policy changes in the City Ordinance or City Charter.
- The Mayor will work with City Council on budgetary adjustments identified through Phases 1 and 2.
- The City will conduct Cultural Competency/Racial Justice and Equity Awareness Professional Development Workshops for City employees and constituent groups.
- The City will host an annual conference to report accomplishments, progress and challenges and to receive ongoing input from the public for improvements.

**Input survey, Zoom meeting details and more information can be found at [Lansingmi.gov/MRJEA](https://lansingmi.gov/MRJEA)**



## MRJEA ADVISORY COMMITTEE MEMBERS

UPDATED 7/22/20

NAME	ORGANIZATION
Laural Baltimore	MSU Black Alumni & NANBPWC Member
Elizabeth Battiste	Public Relations Professional
Berton Brown	CEO, Brown Consulting Group
Delsa Chapman	Deputy Supt., Lansing School District
Dale Copedge	NAACP, Lansing Branch
Susan Crancro	Advent House Ministries, Executive Director
Bryan Crenshaw	Chair, Ingham County Board of Commissions
Elissa Crumley	Marketing & Communications
Paula Cunningham	AARP State Director
Pamela Davies	Immigration Attorney and Advocate
Gregory Eaton	Business Owner & Retired Lobbyist
Joel Ferguson	Developer
Joe Graves	Community Activist
Adam Hussain	Lansing City Council Member
Stanley Jenkins	Lansing First Presbyterian Church
Calvin Jones	Board of Water & Light
Melvin Jones	Faith Leader & Co-Founder Lansing Black Lives Matter
Alane Laws-Barker	Physician & Black Business Representative
Olivia LLetts	Lansing School District Retired Administrator
Tim Lloyd	Community Activist
Lorenzo Lopez	LGBTQ+ and Latino Advocate
Angela Mathews	Lansing Community College Board of Trustees
David Maxwell	Bishop, City of Lansing
Michael McKissic	Non-Profit Leader/The Mikey 23 Foundation
Bill Reed	President UAW 602
Jonathan Rosewood	National Panhellenic of Lansing
Carrie Rosingana	CEO, Capital Area Michigan Works!
Alfred Singleton	Faith Leader
LeKeeya Tucker	Chief of Staff, Sparrow Hospital
Carmen Turner	Boys and Girls Club
Linda Vail	Ingham County Health Officer
Willard Walker	Public Policy- City of Lansing
Randy Watkins	Chair, Mayor's Diversity, Equity and Inclusion Council