

Human Relations Commission Meeting
In Person at the Community Center
Minutes of June 24th, 2021 Regular Meeting

1. Meeting called to order by Werksma at 5:33 pm.

2. **Present:** Madigan Lautzenheiser, Alexa Redick, Barbara VanHorssen, Louann Werksma, Shyle Lyons, Reyna Masko, Emily Nail, Annie Baker, Brett Billedeau, Avery Rant, Karen Forbes, Wes McGee, Natalie Crowe and Angela Tran.

Absent: Keith Colson, Rhonda Kleyn

3. **Approval of Agenda:** Motion by VanHorssen, Seconded by Masko, all in favor to approve agenda with move of presentation by Zac VanOsdol to new business.

4. **Approval of Minutes:** Motion by Lyons, Seconded by Masko, all in favor to approve minutes.

5. **Welcome Guests:** Ashley Latsch, Assistant to the City Manager, Mike Dora, City Council, Bob Monetza, Mayor, Zac VanOsdol, City Human Relations Manager.

6. **General call to the audience:** No comments.

7. Liaison Updates

A. Brian Wheeler, Education liaison, GHAPS - Absent.

B. Ben Knight, Loutit Library Liaison - Absent, but sent an email with the following information: LDL summer reading program started - lots of time to register. It is for adults and children. They are having art classes, story times, and story walks. Goal is reading well and purposely. He has accepted a new position at Hackley Public Library so will no longer be a liaison. Library Director to appoint a new HRC liaison.

C. Lt. Lee Adams, GH Dept. of Public Safety Liaison - absent.

8. OLD BUSINESS

A. Strategic Plan Finalized - We have updated the plan by ranked priority, which is available on the HRC google drive. From these priorities we will develop subcommittees and members will be asked to chair/serve on these. Some things

we will continue to focus on are: Policies & Procedures Updates: HRC Culture & Continuous & Improvement; Diversity and Inclusion Awareness, Visionary Award, Communications, Accessibility, Affordable Housing. We also wish to remain engaged in the Anti Racism Task Force and Grand Haven Hispanic Heritage Fiesta.

- B. Town Hall/Anti-Racism Task Force Update - VanHorssen - Wrapped up series in May - taking a break for the summer. Went really well. 100% of people who attended reported they would come back to another. For the summer they send out special newsletters for Juneteenth and an in-person meet and greet on Monday, July 26 outdoors near Just Goods Shop on waterfront. Task force member Amy Masko is chairing a DEI expo in August/September. Partnering with the Long Talk.com - it is a 3 night - 1.5 hour program. Will resume town halls in October on the 4th Monday of every month. The first series will be three months on religion and racism. Window Clings are available for homes and businesses to indicate "this is a safe space." They may be picked up at Just Goods or Momentum Center. ARTF has formed a community book club, led by Wes McGee, which meets on the third Saturday of every month, 11 am at Loutit District Library in Grand Haven. Task force member Brian Wheeler and Lee-Van Horssen are looking into a meeting platform they can use that will allow a hybrid of in-person and virtual attendance, so all can engage.
- C. Hispanic Heritage Fiesta - Masko - Full Fiesta this year. Restaurant Week, Opening Ceremony with parade of flags, Fundraiser dinner, Concert at Waterfront Stadium, Saturday all day fiesta, live bands, vendors, food, and dancers at Central Park. looking to close Columbus to put stage near the Community Center. Festivities begin Sunday Sept 19th with the opening ceremony at Central Park and continue through Saturday September 25.

9. NEW BUSINESS -

- A. Welcome/Introduction of New Members - Tabled to after meeting.
- B. Nominations for Vice & 2nd Vice Chairs -Louann will stay on for one more year to work with vice chair, and one year as a helper. Asked for nominations for us to vote on next meeting.
- C. Guest Presentation: G.A.R.E. Program/Learning Communities of Practice - Zac Van Osdol - this was moved to the beginning of the meeting. WINS - Short term disability impact on pension. Because maternity leave was classified as short-term disability and pension contributions forbidden during this time, women had to work longer to get the same pension, so now they can pay towards it while on maternity leave to offset this. Council is focusing on Diversity, Equity and Inclusion - have earmarked \$. Electronic app for diversity and demographic info as they hire for city jobs. Office of DEI - Robyn Afrik - put together a steering committee to lead the work. They are in month 3 of the PRE WORK (what does

the process look like) CORE EQUITY TEAM - each dept has a rep on the team.
EMPLOYEE EQUITY ASSESSMENT - will compare data to other counties.

Questions? McGee: What is the definition of a diversity team? A: Helping with GARE framework - then ensuring that they remain equitable and diverse as a staff. Trainings, policies and procedures. Werksma: 1. Does GARE have any goals to achieve and ways to measure? Van Osdol: Yes. 2. Does City of GH still need HRC to find meaningful service opportunities for employees who are given MLK Day off work as a day of service? Van Osdol: Yes, we could partner. 3. Why is the day of service only for non-union employees? Van Osdol: Union contracts specify days off. City has 111 full time employees 140 with seasonal work force. 80 employees are union members. Police and Public works are union. Masko thanked city for doing this.

- D. Gender-neutral public facilities - Lyons - Submit request to change building code on gender specific bathrooms. Need committee to take this task and work on it. Leave on old agenda for next month.
- E. Communications/Correspondence report - Lyons - We need to work off of an Annual Calendar - get people signed up for each month so we can work ahead on posts. DDA - Jeremy Swifney is lead to DDA board Sub-committee. Redick knows Board Chair of DDA and can help.
- F. Farewell to departing commissioners - table to after meeting.

Second Call to the Audience - no comments.

Motion to adjourn by Nail, seconded by Crowe, all in favor. Meeting adjourned

Next meeting July 21, 2021 at 5:30 p.m.