

# City of Ann Arbor

301 E. Huron St.

Ann Arbor, MI 48104

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## Meeting Minutes - Draft

Wednesday, February 19, 2020

7:00 PM

Human Rights Commission

Larcom City Hall, 301 E Huron St, Basement, conference room

**Human Rights Commission**

**CALL TO ORDER**

*Chair Stambaugh called the meeting to order at approximately 7:00 p.m.*

**ROLL CALL**

**Present** 7 - Chair Leslie Krauz Stambaugh, Pamela Dent (Meadows), Julie Grand, Diana Cass, Dilip Das, Ayesha Ghazi, and Elizabeth Nelson

**Absent** 3 - Linda Winkler, Mohamed Al-Azem, and Keta Jeon Cowan

**PUBLIC COMMENT**

*Libby Benton  
Lefiest Galimore  
Kerene Moore*

**A APPROVAL OF AGENDA**

**Approved as presented**

**SPECIAL PRESENTATIONS**

**B APPROVAL OF MINUTES**

**Approved as presented**

**20-0323** January's Meeting Minutes

**A motion was made by Cass, seconded by Ghazi, that the Minutes be Approved by the Commission and forwarded to the City Council and should be returned by 4/6/2020. On a voice vote, the Chair, Leslie Stambaugh declared the motion carried.**

**C OLD BUSINESS**

**GUEST SPEAKER**

Diversity, Inclusion, and Equity - Sharie Sell

*The City's Diversity, Equity & Inclusion (DEI) Officer, Sharie Sell*

*discussed the strategic DEI plan for the City of Ann Arbor. The City hired SDS Global Enterprises, Dr. Shirley Davis, CEO to assist in the development of the DEI plan. The plan has two phases: Phase 1. Data Collection; employee & recruiting data, demographics, policies, documents, focus groups, leadership assessment, employee inclusion and engagement survey. SDS Global to present a comprehensive report on the results. Phase 2. Plan Development; Based on the outcomes of the phase one comprehensive report, plan development will begin, including the mission, vision and values. Adopt best practices for DEI awareness and education for City staff and for building competencies, metrics into the plan. The end phase will include a comprehensive final report with suggestions and recommendations to move forward.*

Proposal to Clarify Source of Income Protection in the Ann Arbor Non-Discrimination Ordinance

*Assistant Senior Attorney Margaret Radabaugh discussed the proposed revisions to Chapter 112 (Non-Discrimination). They would clarify the definition of "source of income," include and define "ethnicity" as a protected class, and add an exception allowing discounts for veterans.*

*Executive Director of the Ann Arbor Housing Commission, Jennifer Hall, Housing Commission Member and Attorney Sam Bagenstos, and Attorney Libby Benton discussed the changes to "source of income" with the HRC and Margaret Radabaugh. All arrived at a consensus on best language.*

*A motion to approve proposed revisions to Chapter 112 was made by Commissioner Cass, and seconded by Commissioner Das. The motion passed unanimously.*

Proposed Ordinance prohibiting blanket discrimination in housing against persons with a history of arrest, conviction, and/or incarceration

*Senior Assistant City Attorney Margaret Redabaugh and A Brighter Way Executive Director Aaron Sukanuma discussed with the HRC an initial draft of the proposed Fair Chance Housing Ordinance. The ordinance would place some restrictions on the ability of landlords to refuse to rent to anyone with an arrest or conviction record. The HRC will revisit the ordinance at next month's meeting.*

Administrative Wrap-up

**D NEW BUSINESS****E COMMUNICATIONS**

*Chair Stambaugh announced Commissioner AlAzem's resignation from the HRC.*

*Commissioner Ghazi and Chair Stambaugh will continue to distribute "Know your Rights" flyers that have been translated into multiple languages, to frequently visited areas in the community.*

**F ADJOURNMENT**

*Commissioner Cass moved to adjourn the meeting at approximately 8:53 p.m. Motion carried.*

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