



MEMORANDUM

TO: Mayor and City Council
FROM: Milton Dohoney Jr., City Administrator
DATE: June 30, 2022
SUBJECT: Equity and Inclusion Status Report Quarter 4, FY2022
Response to Resolution R-18-291 Resolution to Support One Community Initiative
and Ongoing Equity Work

Attached is the Quarter 4, FY22 Equity and Inclusion Status Report in response to City Council Resolution [R-18-291](#) - Resolution to Support One Community Initiative and Ongoing Equity Work. This resolution directed the City Administrator to provide quarterly status updates to Council on relevant measures and outcomes concerning community equity initiatives and issues.

cc: Marc Thompson, Interim HR and Labor Relations Director
S Sell, Human Resources Service Partner
M Stults, Sustainability and Innovations Manager

Report to City of Ann Arbor Council

City of Ann Arbor Diversity, Equity and Inclusion Status Report

Quarter 4, FY 2022

City Council Resolution [R-18-291](#) – Resolution to Support One Community Initiative and Ongoing Equity Work was approved on July 16, 2018.

The following is a summary of equity advances made for Quarter 4:

Completed Projects:

City Administrator's Office:

Candidates have been selected and interviews are to begin for the City's Director of Organizational Equity.

Clerk's Office

The Clerk's Office offers the following:

- The Clerk's Office created a laptop sticker to promote our voting hashtag – A2Votes. In honor of Pride month, a special pride version of the sticker was introduced using the colors of the progressive pride flag. Both versions are currently available to the public to showcase Ann Arbor's voting pride and support of pride month and inclusivity.
- **Board and Commissions Members:**
 - Gender:**
 - 50% Female
 - 46% Male
 - 1% Non-Binary or Third Gender
 - 2% Prefer not to say
 - 2% Prefer to self-describe
 - Ethnicity:**
 - 74% Caucasian/Non-Hispanic
 - 12% African American
 - 5% Asian or Pacific Islander
 - 2% Hispanic
 - 4% Other
 - 3% Prefer not to say
 - <1% Unknown
- **Board and Commissions Applicants:**
 - Gender:**
 - 39% Female
 - 57% Male
 - 2% Non-Binary or Third Gender
 - 1% Prefer not to say
 - 1% Prefer to self-describe
 - Ethnicity:**
 - 76% Caucasian/Non-Hispanic

7% African American
6% Asian or Pacific Islander
4% Hispanic
5% Other
1% Prefer not to say
1% American Indian/Alaskan Native Aleutian

Ann Arbor Community Academy

This year's AACA was open to an unlimited cohort and we offer the following diversity update as a result.

32 Participants in total (Attended 1 or more class).
18 Graduated (attended 7 or more classes).

Of the 18 Graduates:

Age:

7- 65+
5- 51-64
3- 41-50
1- 31-40
1- 25-30
1- 18-25

Gender (Identified as):

7-Male
11-Female
0-Non-Binary
0-Other/Prefer to Self-Identify

Ethnicity:

13- Caucasian/Non-Hispanic
2- African American
1- Asian/Pacific Islander
2- Prefer not to Answer

For the upcoming year, we plan to allow anyone to participate whether they are a resident of Ann Arbor or not. We will continue to allow unlimited participants, no cap on class size. Recruit more throughout the year instead of just at the beginning of the year by creating relationships with local DEI driven community services/groups and universities that will encourage and promote our program come next spring. Create an interest page where community members can sign up year-round to be notified when the next A2CA season will begin.

Fire Services:

- Blaze and Blue day camp for women between 13-18 years old is being hosted by fire and police on June 27, 28, 29, and 30. Fifteen females are enrolled. This is to encourage a career in public safety. There are four days of skills station to explore careers in the fire service and law enforcement.

- One of the fire recruits passed national registry emergency medical technician and achieved State of Michigan EMT licensure. This same fire recruit also passed the Candidate Physical Abilities Test (CPAT), which is a requirement for becoming a firefighter. This recruit will start fire academy at Schoolcraft College in the fall. Unfortunately, the other fire recruit utilized all retesting opportunities and did not pass the EMT course.
- Applications for the 2023 fire recruit program will go live in July

**Housing Commission:
Report to City of Ann Arbor Council
Fiscal Year 2022: Quarter 4**

Housing:

The Ann Arbor Housing Commission housed 51 new very low-income families in the past 90 days.

- Homeless Veterans: 7
- Family Unification Vouchers -Families at risk of losing children due to housing situation: 1
- Family Unification Voucher-Youth aging out of foster care at risk of homelessness: 0
- Non-elderly Disabled Households: 1
- AAHC Properties: 13
- Avalon Properties: 2
- Housing Choice Vouchers: 26
- Homeowners: 1

Of those 52 newly housed families:

- Black 23
- White 25
- Other 3
- Female 26
- Male 25

Outreach and Community Engagement Activities:

- On 6/19/22, the AAHC held a Catherine Street Community Forum related to the development of the City’s parking lot on the corner of Fourth and Catherine as a mixed-use site, including affordable housing. It is important to understand the history of this downtown neighborhood, which used to be the center of the Black Business District. The surrounding neighborhood was one of the few places Black families were allowed to live until the Civil Rights and Fair Housing laws were enacted in the late 1960’s. The majority of the meeting was a conversation with former and current Black residents of the neighborhood about what life was like for them living in this neighborhood in the past, and what it is like now. The conversations were meaningful and powerful. This forum was an important step in shaping the future of what is created at the Catherine street property and hopefully at other City properties as well. The AAHC is working with a community planning committee that will be meeting to debrief on the first forum and to plan for the next community forum. The second forum is tentatively planned for August. A video of the community forum is included below.

-  [Catherine Street Community Forum 06172022.mp4](#)

Programmatic:

- The AAHC conducted a study of the impact of tenant services for our residents for a period of July 2019 to June 2021. The study includes demographic information as well as site-specific services, which are different between family sites and sites with primarily single adults. The study included 384 households. The analysis yielded remarkably encouraging results— **153 (40%) of the households included in this study were homeless upon admission with AAHC, 97% of them stayed housed for at least 1 year.** This 97% retention rate among formerly homeless AAHC households that accessed supportive services exceeds even the national average of 86% for similar families nationwide. Additionally, these households were evicted at a far lower rate than both the county and statewide average: **only 6 AAHC households, 4 of whom were homeless at admission, representing 1.5% of all households in this study were evicted for lease violations, compared to 11% in Washtenaw County, and 17% in Michigan in 2018.**
- Around June 2020, the AAHC received 29 new Emergency Housing Vouchers for households who are homeless, in danger of losing their housing or experiencing domestic violence. Of the 29 vouchers allocated to AAHC, 25 are leased.
- **SOS Community Services:** 5 years ago, in FY17, we began partnering with SOS on a new program to provide assistance to tenant based voucher tenants living in the private sector, who were in danger of losing their voucher for any reason. The goal of the program was to reduce the number of people losing their voucher and ending up in the homeless system. AAHC staff referred participants directly to SOS social workers for assistance with whatever the particular issue/s were for that household. In the year prior to the collaboration, the AAHC had 83 people leave the program, 53 of whom (65%) lost their voucher due to failure to recertify, termination or eviction. In 2021, only 38 people left the program and only 6 of whom (16%) failed to recertify, were terminated or were evicted. ***This is an amazing success story that should be celebrated.*** We will continue to track our progress to determine if COVID related stays of eviction were a significant factor that reduced voucher terminations.

Employment Opportunities:

- AAHC is currently accepting applications for a Real Estate and Development Director.
- AAHC recently filled 3 vacant positions:
 - Karen Caffery, Housing Program Manager
 - Amya Gray, Administrative Assistant
 - Jacqueline Williams, Occupancy Specialist

Parks and Recreation:

General Parks

- Parks has provided Liberty Plaza for organizations to work with homeless individuals 16 times this quarter. Events included providing food, services and groceries as well as other resources.
- Updating websites to include more diverse history of spaces.
- ADA Transition Plan Study – An accessibility review is underway for all parks and park facilities. It includes community engagement to identify accessibility priorities and will culminate with a report that outlines a strategic roadmap towards ADA compliance in parks.
- PROS Plan – Included a member from the Equitable Engagement Steering Committee on the PROS Plan Task Force to provide guidance on engagement strategies.

Programs

- Camps and swim programs are have created welcoming spaces for trans and non-binary individuals including program participants and staff. Camp training was provided to ensure positive and safe interactions.

Market

Qtr. 4 2022 (April, May, June):

DUFB: \$12,342 distributed to customers

SNAP/EBT: \$13,489 distributed to customers

- -Unified, the health access non-profit that we created our Community Cash program for has ordered more vouchers for their clients to use this season.
- -The Washtenaw County Health Department distributed the first round of WIC Project Fresh coupon books to program participants at Wednesday market (June 29). We also scheduled another Wednesday market date in July for WIC and another for the Senior Project Fresh program
 - We partnered with the Senior Center to raise awareness about the Senior Project Fresh program for low-income seniors and also about free transportation options for Seniors to better access the market and other Parks programs.

Liveries

<https://mmheadlines.org/2018/06/a-boatload-of-fun-adaptive-kayaking-helps-patients-enjoy-the-great-outdoors/>

UMAISE — the U-M Adaptive and Inclusive Sports Experience offers adapted kayaking experiences multiple times each summer at the Gallup Livery. They also have started an adapted fishing program using the new ADA fishing dock at the Argo Livery.

Universal Accessible Kayak Launches at the Argo and Gallup Liveries

Universal accessible boat launches are now located at both the Argo and Gallup Liveries. The Argo Livery completed construction in May of 2022 with the addition of ADA parking, restrooms, sidewalks and docks.

- Argo Livery Universal Access Improvements – Recent accessibility improvements to the Argo Canoe Livery include renovated and expanded restrooms, and accessible amenities including a fishing pier, watercraft launches, picnic areas, pathways, and a parking lot.

Adapted Kayaking – Gallup Livery

The Adaptive Kayaking program allows participants with a disability to learn how to kayak and to spend time kayaking on the beautiful Huron River, accompanied by trained support staff and led by a trained, certified instructor. Participants are fitted to a kayak, including time for any adaptations needed, given kayaking instruction, and along with trained guides at a 2 to 1 ratio, try out their new skills on the river. If a participant is unable to kayak independently, they can still participate in one of our tandem kayaks. Each session is made up of two private classes, family and friends are welcome to participate. Additional 3rd session and river trip optional. Participants can schedule lessons at either our Gallup or Argo locations. Please contact us if you would like to schedule private

lessons. Contact: Gallup Canoe Livery, 734.794.6240, Cheryl Saam, csaam@a2gov.org. Fee vary depending on number of classes and hours spent on the river.

Kayaking for Seniors - Gallup Livery

Kayaking for Seniors allows participants over 50 to kayak on the beautiful Huron River, accompanied by trained support staff. Participants are fitted to a kayak, including minor adaptations if needed, given basic kayaking instruction, and along with trained guides set out for a practice session on the river. We have easy kayak launch docks making it simple to enter and exit the kayaks. Kayaks, single or tandem, paddles and lifejackets are provided. Each session is two classes. Course Fee: \$65/person

Senior Center

- The Senior Center provides free, and low-cost activities for seniors, both in person, and virtual, to make sure there are multiple avenues for seniors of different accessibility concerns, and financial standing to participate in socially and mentally engaging experiences. We also email a weekly newsletter showcasing our own events and programs, as well as others offered throughout the community by alternative agencies.
- The Senior Center acts as a community connector to direct seniors and their loved ones to available resources, and organizations within the community. We take pride in keeping current with what is available in our community, and conscious of the restraints some callers may have in accessing certain resources to be able to suggest quality alternatives.
- The Senior Center is in the process of working with the Parks Customer Service office to establish a free and/or discounted rate for programs, and free senior center memberships, to city residents that are income eligible for the Parks scholarship program. Along with this, the scholarship would also offer discounts on renting the Senior Center to scholarship participants, and identify discounted rates for non-profit rentals.
- The Senior Center Facebook coordinates and hosts a wide variety of events that focus on promoting many programs that promote social equity:
 - Promote and partner with The Vaccinate Washtenaw Program, made possible by grant funding from the Ann Arbor Area Community Foundation, continues to offer fare-free, door-to-door, accessible transportation to and from any COVID-19 vaccination site in Washtenaw County.
 - Is a member of the Washtenaw County Senior Leaders program that along with other senior servicing agencies in the County, share resources, events, and supplementary services for those in need.
 - Engages in a partnership with Washtenaw Community College to have its instructors provide free yoga, tai-chi, line dance, and watercolor programs at the Senior Center.
 - Provide workshops with organizations that provide specialty services so that residents can come for free Q&A sessions. These workshops are held weekly, and some of the topics have included: how to navigate Medicare, free Senior Care Management consultations, caregiver coaching, ways to prevent falls and increase activity levels, how to organize and downsize,

identifying wellness goals with a life coach and creating a plan to achieve them, technology workshops for protecting privacy and staying safe online

- Incorporates other City departments such as the Ann Arbor District library to attend events to help seniors obtain library cards, and book rentals; and the Office of Sustainability Aging in Place Efficiently Program to educate seniors on ways that they can have accessibility improvements made in their homes for low, or no charge.
- Works with the Ann Arbor Farmers Market and the Washtenaw County Health Department to promote vouchers for produce and vegetables that income eligible seniors can receive (such as the Senior Market Fresh Program)
- Promoting the AARP Ride@50+ Program orchestrated by Feonix Mobility, which offers free round trip rides to seniors throughout Washtenaw County.
- Advertises studies through the University of Michigan for health research opportunities that seniors can become involved with at no charge that take a closer examination of certain health issues they may be experiencing.
- Provides free marketing for community programs such as Memory Café's for those in need of activities to promote their mental, and social well-being.

System Planning/OSI:

Advancing Equity: Equitable Engagement Project Summary

June 2022

https://a2gov-my.sharepoint.com/:b/g/person/ssell_a2gov_org/EcAOwPzPN61Ng4yqtUG_PeUB1OHqZjsDawOhaBy-Dcuthw?e=5qzGCK

Current or Ongoing Projects:

- Continue work with Washtenaw County in the “One Community” efforts- Ongoing
- Continued (On Hold) to work with Neutral Zone and Michigan Works in the development and implementation of Future Corp Youth program.