



MEMORANDUM

TO: Mayor and City Council
FROM: Howard S. Lazarus, City Administrator
DATE: September 13, 2019
SUBJECT: Equity and Inclusion Status Report Quarter 1, FY2020
Response to Resolution R-18-291 Resolution to Support One Community Initiative and Ongoing Equity Work

Attached is an 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: J Fournier, Assistant City Administrator, Human Resources and Labor Relations Director
S Sell, Human Resources Service Partner- Diversity, Equity & Inclusion Officer
M Stults, Sustainability and Innovations Manager

Report to City of Ann Arbor Council

City of Ann Arbor Diversity, Equity and Inclusion Status Report

Quarter 1, FY 2020

City Council Resolution [R-18-291](#) – Resolution to Support One Community Initiative and Ongoing Equity Work was approved on July 16, 2018. The following are completed and current projects at the City of Ann Arbor related to Equity:

Completed Projects:

From the Fire Services Unit:

- Firefighter, Visar Gjetaj participated with a group of ESL (English as a Second Language) students at Scarlett Middle School in June 2019 to discuss job opportunities, as part of a summer program through Ann Arbor Public Schools.

From the Ann Arbor Housing Commission:

- The Ann Arbor Housing Commission housed 42 new very low-income families in the past 80 days.
Homeless Veterans: 8
Family Unification Vouchers -Families at risk of losing children due to housing situation: 6
Family Unification Vouchers – Youth aging out of foster care at risk of homelessness: 5
Non-elderly Disabled Households: 11
AAHC Properties: 8
Avalon Properties: 2
Housing Choice Vouchers: 2
- The AAHC hired 4 youth through the Summer 19 Youth Employment Initiative with Michigan Works and the Washtenaw County Office of Community and Economic Development. The goal of the program is to provide employment opportunities for youth to improve their future educational and economic outcomes. The AAHC provided mentorships, career exposure and real world experience to our youth.

From Community Engagement Team:

- Kayla Coleman, Community Engagement Specialist, attended the IAP2 North American Conference in September 2019, to enhance skills in public participation and provide more equitable engagement, including a focus on how to engage youth, establishing partnerships with community leaders from underrepresented demographics, using online engagement to leverage broader participation and build a culture of engagement across a community.

From the HR Team:

- Council approved a resolution to move forward with SDS Global Enterprises, Inc. for consulting services to assist in the development of a comprehensive Diversity, Equity & Inclusion Plan for the City.
- The Human Resources recruiting unit and a few groups in the Ann Arbor Police Department worked together to develop a Police Cadet program. The program’s goal is help generate a more diverse workforce within the Police Department. The Police Services Specialist Cadet is a position developed to support the program and aims to give experience to entry-level candidates and work in various aspects of non-sworn Police Department for a fixed period. The qualified candidates are not required to have prior police experience or have previously attended a Police Academy. The Police Service Specialist Cadets are evaluated throughout their time as a Cadet, and if successful, will be sponsored by the City of Ann Arbor to attend the Washtenaw Community College Police Academy. Upon successful completion of the academy, Cadets will be promoted to a sworn police officer within AAPD, transitioning from the Police Service Specialist union into the Ann Arbor Police Officers Association.

- Completed training to City Customer Service, Building and Security Desk for MDOT Title VI and LEP (Limited English Proficiency) requirements

From the Office of Sustainability and Innovations Team:

- With the support of the office’s first Equity Fellow, a program has been developed to expand weatherization services to low-income communities and communities of color through research, collaboration with the Washtenaw County Office of Community and Economic Development, and interviews with past weatherization recipients
- The second cohort for the Equity Foundations training, on behalf of the Urban Sustainability Directors Network (USDN), will wrap up during the first week in September. Planning is well underway for the third cohort which will begin training in mid-September.
- A staff member will receive advanced training in racial equity by USDN in October in an effort to advance diversity, equity, inclusion, and justice.
- Developing a job description for a new, part-time “Equity Senior Fellow” to help the office better understand the needs and experiences of low-income seniors. We will use this information to refine a grant application to help low-income seniors age in their homes by adding fixtures like grab bars and widened doorways and by making their homes more energy efficient.

From the Parks and Recreation Team:

- [Michigan Ability Partners](#) (MAP) collaborated with Fuller Pools this summer season to provide work experience to two youth (16-24 years of age) through their youth program.
- NAP Outreach Assistant, Meija Knafl, attended a workshop on Diversity, Equity, and Inclusion and how those topics affect volunteer coordination. More specifically, the workshop covered recruiting and maintaining a diverse population of volunteers by reducing barriers to a positive volunteer experience.
- NAP Volunteer and Outreach Coordinator, Tina Stephens, attended Equity Foundations, which was a series of 5 workshops from the Urban Sustainability Directors Network hosted by the Office of Sustainability. This series of workshops was focused on advancing racial equity from a governmental perspective.

Current or Ongoing Projects:

- Begin working with Diversity, Equity & Inclusion consultant, SDS Global Enterprises, Inc. in phase 1 of the scope of service in the development of a Diversity, Equity & Inclusion Plan for the City.
- The City is collaborating with [Neutral Zone](#) to create a multi-phased Future Job Corps program that will involve youth (ages 18-21) exposure to city government, Service Areas and Units and positions that provide the services for our citizens. They will have the opportunity to job shadow various areas within the City, with the end goal of providing them with first-time work experience in a temporary or fulltime position.
- Continue work with Washtenaw County in the “One Community” efforts- Ongoing

- Presentation scheduled on equity updates to the HRC group- Quarter 2 FY 2020
- Present an equity update to the Disabilities Commission – Quarter 2 FY 2020
- Continue training to all City customer facing areas MDOT Title VI and LEP (Limited English Proficiency) requirements Quarter 2 FY 2020