



## MEMORANDUM

TO: Mayor and City Council  
FROM: Milton Dohoney Jr., Interim City Administrator  
DATE: January 4, 2022  
SUBJECT: Equity and Inclusion Status Report Quarter 2, FY2022  
Response to Resolution R-18-291 Resolution to Support One Community Initiative  
and Ongoing Equity Work

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Attached is the Quarter 2, 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- 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 2, 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 2:

## **Completed Projects:**

### **Clerk's Office:**

The Clerk's Office reports the following statistics regarding our Board and Commission members:

#### Board and Commissions Members:

##### Gender:

51% Female

46% Male

1% Non-Binary or Third Gender

1% Prefer not to say

1% Prefer to self-describe

##### Ethnicity:

72% Caucasian/Non -Hispanic

12% African American

6% Asian or Pacific Islander

3% Hispanic

4% Other

2% Prefer not to say

1% Unknown

#### Board and Commissions Applicants:

##### Gender:

43% Female

54% Male

1% Non-Binary or Third Gender

1% Prefer not to say

1% Prefer to self-describe

##### Ethnicity:

73% Caucasian/Non -Hispanic

9% African American

6% Asian or Pacific Islander

3% Hispanic

7% Other

1% Prefer not to say

1% American Indian/Alaskan Native Aleutian

## Financial Services:

### Assessing:

- The assessing services area continues to offer poverty hardship applications in three different languages for the benefit of Ann Arbor residents.
- 73 Residents applied for hardship in March and July and 67 Residents were granted poverty exemptions.
- 6 Residents have applied for hardship at the December board of review scheduled for December 14.

### Customer Service:

- Granted 5 additional deferment applications which allow qualified applicants more time to pay property taxes without penalty.
- 20 new special payment arrangements were placed on utility accounts to allow residents more time to pay utility bills.
- 3 additional barrier buster payments were applied to utility accounts since 10/1/2021.

## Fire Services:

- Fire Services is still on track for the first round of fire recruits to start their employment and EMT training in January 2022. This is the first time in nearly twenty years the fire department has hired applicants without previous firefighter and emergency medical technician training. This program is intended to provide a pathway for applicants who may not have had the opportunity to gain this training prior to employment. Following EMT training, the fire recruits will attend the fire academy.

## Housing Commission:

### Report to City of Ann Arbor Council

### Fiscal Year 2022: Quarter 2

The Ann Arbor Housing Commission housed 58 new very low-income families in the past 90 days.

- Homeless Veterans: 8
- Family Unification Vouchers -Families at risk of losing children due to housing situation: 0
- Family Unification Voucher-Youth aging out of foster care at risk of homelessness: 0
- Non-elderly Disabled Households: 13
- AAHC Properties: 16
- Avalon Properties: 6
- Housing Choice Vouchers: 15
- Homeowners: 0

Of those 58 newly housed families:

- Black 26
- White 28
- Other 4
- Female 31
- Male 27

### Outreach and Community Engagement Activities:

- 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.
- **Washtenaw County Community Mental Health:** WCCMH held a successful COVID Booster Clinic at Lurie Terrace, a senior housing site, on 11/5/2021 and 80 residents participated.
- **University of Michigan Visiting Nurses:** Conducted a Flu Shot Clinic at Lurie on 11/11/2021.

- **EMU's Occupation Therapy Department:** Are continuing with a field placement at Lurie.
- **Ann Arbor 2030:** AA2030 is a public/private partnership working to reduce existing building energy consumption, water use and transportation emissions by 50% by 2030. A UM Grad student is conducting research to determine the best methods and messages to reach occupants and tenants. We worked with our non-profit service providers to recruit several AAHC tenants to participate in the research.
- **Forth Mobility:** Forth applied for and received a \$5 million Dept of Energy Grant, in partnership with the AAHC and other public housing authorities & non-profit housing providers to add electric vehicles to their fleets and provide access to the vehicles to residents.
- **Representative Yousef Rabhi:** Thank you to Rep. Rabhi for securing \$200,000 in State capital funds for Lurie Terrace. Staff met with Lurie Terrace tenants to identify the highest priority items for tenants. After the meeting, tenants completed a survey and identified building-wide wi-fi as the highest priority, emergency call systems in apartments as the 2<sup>nd</sup> highest priority and conversion of tubs to showers or walk in tubs as the 3<sup>rd</sup> highest priority. HUD has released \$200,000 from a COVID operating reserve account back to the AAHC, which will supplement this state allocation. A portion of these funds will also be used to pay for parking lot lighting and common area lighting.
- **Ann Arbor Area Community Foundation & Huron Valley PACE:** Joel Barson and Beth Yaroch took the lead to partner with Huron Valley PACE to apply for a grant from the AAACF Glacier Hills Legacy Fund. The grant requested \$50,000/year to place a part-time HV PACE social worker at Lurie Terrace to provide health and well-being services to residents. We were awarded a \$40,000/year grant for 3-years and we look forward to our new partnership with Huron Valley PACE.
- **United Way & Washtenaw County Treasurer:** Beth Yaroch is working with the County Treasurer and United Way to expand an existing program for low-income residents to work with volunteers to assist with tax returns.
- **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:**

- In October, AAHC hired Andre Watson as the Director Real Estate and Development
- In October, AAHC hired Tulio Decan as the Construction Project Manager
- In November, AAHC hired Hilary Vandenberg as an Administrative Assistant.
- In November, AAHC hired Alexa Bartha as an Occupancy Specialist
- AAHC is currently accepting applications to hire a Financial Analyst

### **Human Resource:**

- Improvement was made this year in the City of Ann Arbor's final scorecard for the 2021

Municipal Equality Index (MEI). The City received the maximum 100 standard score points possible plus six flex points. The 2021 MEI is a nationwide evaluation of 506 cities on how inclusive cities' laws, policies, and services are of lesbian, gay, bisexual, transgender, and queer (LGBTQ+) people.

- The Future Corp Job Program has been put on hold due to the Covid pandemic and safely bringing in Future Corp participant youth to work in City departments. The hope is to begin a work cohort in April 2022. The City continues to work with Neutral Zone and Michigan Works in the development of program processes and evaluations.

## **Parks and Recreation:**

### MEMORANDUM

TO: Mayor and Council

FROM: Derek Delacourt, Community Services Area Administrator

DATE: December 6, 2021

SUBJECT: Resolution to rename Winchell Park to Dr. Harold J. Lockett Park

Residents approached the City about the prospect of renaming Winchell Park, after concerns were raised about Alexander Winchell, the parks namesake. Winchell was a University of Michigan professor of physics, civil engineering, geology and paleontology. A U of M committee reviewed Winchell's work and noted that "by both contemporary standards and even in the context of Winchell's day, his most notable work — the 1880 book titled, 'Preadamites, or a Demonstration of the Existence of Men before Adam' — was unambiguously racist and out of step with the university's own aspirations in those times."

This task of renaming Winchell Park became the assignment of a subcommittee of the Parks Advisory Commission (PAC). This subcommittee of PAC included staff, commission members, neighborhood and community residents, a member of the local NAACP chapter, and a staff person from the Office of Sustainability and Innovations. Individual committee members selected names for consideration and then the group voted on these initial candidates and selected six to put forth for public consideration. The subcommittee expressed an interest in selecting an individual who was not already commemorated on City of Ann Arbor property.

Voting took place during the month of August. Because Winchell is a neighborhood park, outreach was focused on residents within a ¼ mile of the park, consistent with how the City promotes a neighborhood park improvement meeting. Postcards were sent to all homes with a ¼ mile area of the park with information on the project, where to read biographies of the candidates, and how to vote. The park was also signed with this information. People were directed to a web page that has information on the exceptional individuals and a link to the survey.

Survey results showed Dr. Harold J. Lockett to be the clear winner. An attachment to this memorandum shares brief biographies of all the selected candidates.

The Park Advisory Commission unanimously recommended at their October 19<sup>th</sup> meeting to rename Winchell Park the Dr. Harold J. Lockett Park.

A rededication ceremony will be planned for the early summer of 2022.

RESOLUTION TO RENAME WINCHELL PARK TO DR. HAROLD J. LOCKETT PARK.

Whereas, Winchell Park may be named after Alexander Winchell, a U-M professor of physics, civil engineering, geology and paleontology;

Whereas, The Park Advisory Commission strives to provide exceptional experiences for all Park visitors and residents, regardless of race, age, gender, sexual orientation, income level, ethnicity, or ability;

Whereas, The Park Advisory Commission believes everyone should feel safe, welcome and respected in the City Parks and that renaming Winchell Park is consistent with this goal;

Whereas, The Park Advisory Commission established a special ad-hoc committee for the purpose of recommending a renaming of Winchell Park;

Whereas, The special ad-hoc committee met multiple times, identified numerous candidates for renaming consideration, and developed a method to engage the broader public to vote on the renaming;

Whereas, A renaming survey was released for a month, and residents within a ¼ mile of Winchell Park were notified by postcard of the renaming survey and the park was signed with the same information;

Whereas, The survey generated 321 votes;

Whereas, Dr. Harold J. Lockett received the most votes by a significant margin;

Whereas, The special ad-hoc committee met on Friday, October 1st and passed a resolution recommending to the Park Advisory Commission that Winchell Park be renamed Dr. Harold J. Lockett Park; and

Whereas, at their October 19, 2021 meeting the Park Advisory Commission unanimously recommended that Ann Arbor's Mayor and the Ann Arbor City Council officially rename and rededicate Winchell Park as Dr. Harold J. Lockett Park;

RESOLVED, That the Mayor and Council approve renaming Winchell Park to Dr. Harold J. Lockett Park.

## **Systems Planning , OSI and Communications:**

Equitable Engagement Initiative:

- The Steering Committee has been meeting monthly and have held discussions on:

- The Team Charter (purpose of the group)
- Project Work Plan
- Definitions of equity
- Existing conditions, including a presentation on the Equity Index by Washtenaw County OCED staff
- Staff continues to gather information and resources related to equitable engagement and equity in general. These materials will be used throughout the process.

**Current or Ongoing Projects:**

- DEI Strategic Plan development TBD
- Present an equity update to the Disabilities Commission TBD
- Continue work with Washtenaw County in the “One Community” efforts- Ongoing
- Continue to work with Neutral Zone and Michigan Works in the development and implementation of Future Corp Youth program.