



## MEMORANDUM

TO: Mayor and City Council  
FROM: Milton Dohoney, City Administrator  
DATE: September 30, 2022  
SUBJECT: Equity and Inclusion Status Report Quarter 1, FY2023  
Response to Resolution R-18-291 Resolution to Support One Community Initiative and Ongoing Equity Work

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Attached is the Quarter 1, FY23 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: Debra Buckson Chief HR and Labor Relations Officer  
Laura Orta, Director of Organizational Equity  
Missy 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 2023

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 1:

## Completed Projects:

### City Administrator's Office:

- The City's Director of Organizational Equity was hired and started with the City, September 19, 2022

### Clerk's Office:

- In the August Primary, the Clerk's Office added a small 4X6 progressive pride flag to each voter information display in the polling places. The use of the progressive pride flag was chosen to send a message that all voters in Ann Arbor can exercise their right to vote in a safe and welcoming environment.

- **Board and Commissions Members:**

**Gender:**

- 50% Female
- 47% Male
- 1% 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:**

- 41% Female
- 56% Male
- 2% Non-Binary or Third Gender
- 1% Prefer not to say
- 1% Prefer to self-describe

**Ethnicity:**

- 75% Caucasian/Non-Hispanic

- 8% African American
- 7% Asian or Pacific Islander
- 3% Hispanic
- 5% Other
- 1% Prefer not to say
- 1% American Indian/Alaskan Native Aleutian

**Finance Services:**

- Finance added the ability for residents to pay property taxes by phone. Payments by phone allow customers an automated way to pay without requiring internet access. We received 59 payments for a total of \$221,281.25 this quarter. There were 387 utility payments also received by phone as well
- Senior tax deferments extend the payment period without penalty through April 30<sup>th</sup> of the following year. There were 65 property owners who qualified
- Customers who need additional time to pay utility bills can request a payment arrangement. We currently have 20 account holders with active payment plans

**Fire Services:**

- The Blaze and Blue Camp was extremely successful with 13 teen girls participating. Plans are to do this again in 2023  
<https://www.mlive.com/news/ann-arbor/2022/07/teen-girls-cut-up-cars-learn-self-defense-at-police-and-firefighter-training-camp.html>
- Our fire recruit starts the Schoolcraft Community College fire academy program on September 16, 2022. The course finishes in November 2022. This employee will transfer to a firefighter position upon completion successful completion of the state firefighter testing requirements
- Applications are being reviewed for the 2023 fire recruit program. There were 103 applications

**Housing Commission:**

**Report to City of Ann Arbor Council**

**Fiscal Year 2023: Quarter 1**

Housing:


The Ann Arbor Housing Commission housed 50 new very low-income families in the past 90 days.

Homeless Veterans	6
Family Unification Voucher-Youth aging out of foster care at risk of homeless	3
AAHC Properties	11
Housing Choice Vouchers	10
Family Unification Vouchers - Families at risk of losing children due to housing situation	0
Non-elderly Disabled Households	10
Michigan Ability Partner Properties	0
Courthouse Square	1
Avalon Properties	5
Homeowners	1

Of those 50 newly housed families:

25	Black
15	White
10	Other
26	Female
24	Male
28	Disabled
22	Homeless

**Outreach and Community Engagement Activities:**

- On 9/1/22, the AAHC held its second 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 forum was held at the Kerrytown Farmers Market and then those in attendance walked over to the Catherine Street lot. A video of the 1<sup>st</sup> community forum is included below. And photos from the second forum as well
-  [Catherine Street Community Forum 06172022.mp4](#)
- [Photos Community Forum 09/01/2022](#)

**Programmatic:**

- 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, 26 are leased
- AAHC administers the HUD Family Self Sufficiency (FSS) program. We recently, placed an application to renew the program for FY24 and FY25. The program's goal is to enable participating low-income families to increase their earned income, achieve economic stability, and reduce or eliminate their need for welfare assistance and rental subsidies. FSS Program Coordinators create plans with participating families to achieve goals and connect them with services that will assist the family in making progress toward economic security. As the family's earnings increase, the difference between the original rent and the increased rent due to increased earned income is credited to an interest-bearing escrow account on the family's behalf. We currently have 101 participating families
- AAHC was designated as a Moving To Work (MTW) agency around April 2022. The MTW demonstration program encourages MTW agencies to tailor their programs to the needs of their local communities. It allows MTW agencies to design and test innovative, locally designed housing and self-sufficiency strategies for low-income families by using assistance more flexibly. It also permits MTW agencies to streamline administrative procedures to run a more efficient and cost-effective operation by allowing exemptions from certain public housing and Housing Choice Voucher (HCV) program requirements. AAHC will emphasis how to improve landlord participation in the HCV program through incentives such a participation payment, vacancy payments, alternate inspection schedules, and other methods
- On July 20, 2022, Ypsilanti City Council approved an affordable housing development project. The project would add 56 units near Depot Town, Ypsilanti. The 56-unit development includes 20 duplexes and 36 cottages for purchase. AAHC has agreed to market this housing opportunity to our housing participants who are interested in buying a home. AAHC hopes to expand our Homeownership program by assisting interested current participant who are eligible for the opportunity. You can read more about the Depot

Town 220 N. Park, Ypsilanti project here: <https://cityofypsilanti.com/DocumentCenter/View/2980/220-N-Park-Packet>.

### **Employment Opportunities:**

- AAHC is currently accepting applications for a Director of Real Estate Development
- AAHC is currently interviewing for a Maintenance Technician & Construction Project Manager position

### **Human Resources:**

- Recruitment Services onboarded a new Chief Human Resources and Labor Relations Officer and Director of Organizational Equity
- The City's recruitment team attended an in-person networking/job fair event that was hosted by [Job Developers Alliance](#) partners. The City's communication department promoted this event on social media, news alerts, etc. to draw in temporary applicants for fall hiring in Parks and Recreation
- Changes to new or revised position descriptions have allowed the City the opportunity to expand to a more diverse applicant pool. Position descriptions at the City of Ann Arbor have historically required a 2-year or 4-year degree, and now have the language "*The City of Ann Arbor, at its discretion, may consider an alternative combination of formal education and work experience*" included

### **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

#### **Parks Planning**

- PROS Plan
  - Included a member from the Equitable Engagement Steering Committee on the PROS Plan Task Force to provide guidance on engagement strategies
  - Held onsite public engagement at Buhr Park during day camp hours to hear from a diverse set of participants
- The basketball court equity analysis to evaluate court conditions and determine a path to ensure equitable improvements
- Increased diversity in our Park Planning team

#### **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
- This summer, the VA Ann Arbor Gerofit program, in collaboration with the City of Ann Arbor, began offering the very first Gerofit aquatic fitness class at Fuller Pool - <https://www.va.gov/ann-arbor-health-care/stories/ann-arbor-gerofit-makes-a-splash/>

## GIVE 365

- Landscape workdays at Bryant Community Center + support of their community back to school event (providing lawn games)
- GIVE advocacy and stewardship at parks that do not have active adopters and are near lower income housing—workdays at Arbor Oaks, Baxter, Rose Park, Bryant Community Center, South Maple
- Weekly litter pick up at West Park - cleaning up litter and providing a presence to keep eye on social/homelessness issues
- Working with volunteer auditor who is providing input and firsthand experiences to help us provide the type of information on our website that would make parks more accessible to those with disabilities
- Continuation of website content updates that includes access information, public transportation details, plus advocacy for signage to make parks more accessible and inviting to all (91 websites updated, 12 since July 1)
- 9/9 event at Liberty Plaza. GIVE hosted VEP celebration held in conjunction with homeless pizza night Activating and accommodating in one event!

## Market

### Qtr. 1 FY23 (July, August, September):

- \$18,810 Double Up Food Bucks distributed to customers (as of 09/07/22)
- \$19,720 SNAP/EBT distributed to customers (as of 09/07/22)
- Unified, the health access non-profit that we created our Community Cash program for, purchased \$920 worth of Community Cash vouchers in August to increase their clients' access to fresh food
- Washtenaw County Community Mental Health purchased \$1200 of Community Cash vouchers in September for participants in their Health & Wellness Program
- The Washtenaw County Health Department, in partnership with Michigan State Extension, hosted 2 more WIC Project Fresh coupon distribution events at the Wednesday Market in July and August
- The Washtenaw County Health Department hosted a Senior Project Fresh coupon distribution at the Wednesday Market in July
- We have partnered with the Senior Center throughout the season to raise awareness about local resources and programs for Seniors. Senior Center staff have been at the Wednesday market throughout August and September
- The Market Manager participated in United Way's 21 Day Disability Equity Challenge in August

## Liveries

### Universal accessible boat launches and fishing docks

- ADA watercraft launches and fishing docks are now located at both the Argo and Gallup Liveries. This summer, the accessibility improvements to the Argo Canoe Livery were completed and included renovated and expanded restrooms, and accessible amenities including a fishing pier, watercraft launches, picnic areas, pathways, and a parking lot
- The City of Ann Arbor Parks and Embracing our Differences worked together to provide a public art display at Gallup Park and Leslie Science and Nature Center during the summer of 2022
  - Embracing Our Differences (EOD) S E Michigan (<https://www.facebook.com/ArtEOD>) emulated the original Embracing Our Differences (<https://www.embracingourdifferences.org>) from Florida to use the transformative power of art to spark discussions on our differences: race, sex, LGBTQ, mental and physical differences and to open our heart to embrace diversity
  - EOD installed 60 (20 sets of three) billboard size banners at Gallup (39) and Leslie Science Center (6) parks in Ann Arbor and Riverside (9) and Parkridge Community Center (6) parks in Ypsilanti May through September. The original art works displayed are by local, national, and international artists that has been selected by panel of judges that represent diversity and inclusion

- In addition to the general public art display, EOD SEMi worked with schools to encourage fields to the sites and provide educational tours and events led by volunteer docents

#### **UMAISE**

- The U-M Adaptive and Inclusive Sports Experience partner with the Ann Arbor Liveries in offering adapted kayaking experiences multiple times throughout the summer at the Gallup Livery. With the new ADA watercraft launch at Argo, UMAISE was also able to offer the more adventurous 3.7-mile Argo to Gallup river trip for their participants. The river trip experience paddling kayaks down the Argo Cascades and through Ann Arbor was a success and more trips are scheduled. They also are offering an adapted fishing program using the new ADA fishing dock every Wednesday evening at the Argo Livery

#### **Adapted Kayaking**

- 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 3<sup>rd</sup> session and river trip optional. Participants can schedule lessons at either our Gallup or Argo locations. We had multiple families and groups, including Intentional Communities of Washtenaw ICW, out on the river with our adapted kayaking programs this summer

#### **Kayaking for Seniors**

- 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. This summer class offerings were expanded

#### **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. Additionally, can at times connect residents with medical equipment at no charge
- Engages in a partnership with Washtenaw Community College to have its instructors provide free yoga, tai-chi, line dance, poetry workshops, strength training 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; Police Department to provide Q&A sessions with Seniors to have an opportunity to ask questions that pertain specifically to their demographic; Housing Commission to provide presentations and the opportunity to attend events to share brochures about its services
- 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

**Police Services:**

**Sworn Demographics**

White/Male	67
White/Female	28
Black/Male	12
Black/Female	1
Hispanic/ Male	1

**Cadet/Academy Demographics**

White/Male	3
Black/Male	1
Asian/ Male	1
Black/Female	1

- The AAPD continues to work with the Michigan Secretary of State Mobile Unit to provide identification and other services to individuals unable to navigate the State's online system or to obtain transportation to one of their offices
- The AAPD hosted two of the four-day Blaze and Blue girls summer camp. The camp was designed to give young ladies the opportunity to see the day-to-day practices of women in law enforcement. With full parental support, these young ladies learned how to process a crime scene, learned about the laws of arrest, engaged in conversations with prosecutors and judges, participated in mock traffic stops, learned how law enforcement engages with unruly subjects using various tactics such as de-escalation, hands on techniques and less lethal options. They were exposed to a hands-on virtual scenario training system



which allowed them to view and participate in life like scenarios that officers deal with daily. Most importantly they built bonds with their 12 various instructors and each other, and walked away with a new perspective on public service

- The AAPD currently has 5 cadets attending local police academies with 2 expected to graduate in September and 3 expected to graduate in December

### **System Planning/OSI**

- The Equitable Engagement Steering Committee is in the process of developing draft recommendations and will be sharing these draft recommendations with the community at upcoming public meetings and events. To view Steering Committee meetings, please visit: [www.a2gov.org/A2EquitableEngagement](http://www.a2gov.org/A2EquitableEngagement).

### **Current or Ongoing Projects:**

- 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