



MEMORANDUM

TO: Mayor and City Council
FROM: Milton Dohoney Jr., Interim City Administrator
DATE: March 30, 2022
SUBJECT: Equity and Inclusion Status Report Quarter 3, FY2022
Response to Resolution R-18-291 Resolution to Support One Community Initiative and Ongoing Equity Work

Attached is the Quarter 3, 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 3, 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 3:

Completed Projects:

City Administrator's Office:

An Executive Recruitment firm has been selected to begin a search for the City's Director of Organizational Equity.

Clerk's Office

- The Ann Arbor Citizens Academy (A2CA) was renamed Ann Arbor Community Academy prior to the start of its fourth class in 2021. The new name is part of ongoing efforts to ensure that A2CA is welcoming and inclusive to all residents of the community. The 2022 A2CA continued efforts to be more inclusive, including offering both virtual and in-person opportunities. This year, for the first time, the program was open to an unlimited number of participants in an effort to encourage and recruit a more diverse cohort.

Boards and Commissions Demographic Statistics:

Board and Commissions Members:

Gender:

49% Female

47% Male

1% Non-Binary or Third Gender

2% Prefer not to say

2% Prefer to self-describe

Ethnicity:

74% Caucasian/Non -Hispanic

11% African American

6% Asian or Pacific Islander

2% Hispanic

4% Other

3% Prefer not to say

<1% Unknown

Board and Commissions Applicants:

Gender:

42% Female

54% Male

2% Non-Binary or Third Gender

2% Prefer not to say

<1% Prefer to self-describe

Ethnicity:

72% Caucasian/Non -Hispanic

- 10% African American
- 6% Asian or Pacific Islander
- 3% Hispanic
- 6% Other
- 2% Prefer not to say
- 1% American Indian/Alaskan Native Aleutian

Fire Services:

- The two fire recruits started and are well over halfway through their EMT course. The course is ends in April when they will take their National Registry examination. Passing the National Registry examination is a condition of continued employment. They are also working with a personal trainer to prepare for the candidate physical ability test and fire academy in the fall. When not in EMT, they are working with the crews out of Station 1 and becoming acclimated with the fire service. They have been able to observe or participate in numerous trainings such as ice rescue and high-rise fire operations. The recruits also do ride-alongs to gain awareness of fire department operations. Dependent on FY23 budget approval, we intend to start the recruitment process for two additional recruits this summer with a late 2022 or early 2023 hire date.

Housing Commission:

Report to City of Ann Arbor Council

Fiscal Year 2022: Quarter 3

Housing:

The Ann Arbor Housing Commission housed 52 new very low-income families in the past 90 days.

- Homeless Veterans: 4
- Family Unification Vouchers -Families at risk of losing children due to housing situation: 2
- Family Unification Voucher-Youth aging out of foster care at risk of homelessness: 0
- Non-elderly Disabled Households: 17
- AAHC Properties: 8
- Avalon Properties: 4
- Housing Choice Vouchers: 16
- Homeowners: 1

Of those 52 newly housed families:

- Black 39
- White 10
- Other 3
- Female 30
- Male 22

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, 24 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. An 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 a dozen 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.
- **MEDC Capital Funds:** Thank you to Rep. Rabhi for securing \$200,000 in State MEDC 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 2nd highest priority and conversion of tubs to showers or walk in tubs as the 3rd highest priority.
- **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:

- AAHC is currently accepting applications to hire 2 Maintenance Technicians and one Administrative Assistant positions. AAHC reached out to Jewish Family Services to discuss job opportunities for Afghanistan refugees.

Human Resource:

- Living Wage [Living Wage Poster 2021-22.pdf](#) is now in place for all City of Ann Arbor employees. The living wage rate is currently \$15.66/hour. This adjustment in the temporary staff wage table will also make the City more competitive in the job market and will support City recruiting efforts.

Parks and Recreation:

Land Acquisition/Greenbelt:

- New model for Ann Arbor greenbelt could make land more affordable to new farmers: [MLIVE Article.docx](#)

System Planning/OSI

[Equitable Engagement Project Summary March 2022.pdf](#)

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.