



MEMORANDUM

TO: Mayor and City Council
FROM: Howard S. Lazarus, City Administrator
DATE: December 27, 2018
SUBJECT: Equity and Inclusion Status Report Quarter 2, FY2019
Response to Resolution R-18-291 Resolution to Support One Community Initiative
and Ongoing Equity Work

I am forwarding the attached 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. As always, please do not hesitate to contact me if you have any questions or if I can be of further assistance.

1 Attachment – FY19Q2 Status Report

cc: R Wilkerson, Human Resources & Labor Relations Director
S Sell, Human Resources Services 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 2019

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 HR Team

- Received a 100% rating for the 2018 participation in the Municipal Equity index (MEI). The MEI examines how inclusive Municipal laws, policies, and services are of LGBTQ people who live and work there. Cities are rated based on non-discrimination laws, the municipality as an employer, municipal services, law enforcement and the city leadership's public position on equality. The 2018 MEI rated 506 cities on 44 different criteria from every state in the nation.
- Training conducted by the HR Director and Sr. Assistant City Attorney with 143 City leadership managers and supervisors on Anti-Harassment and Non-Discrimination.
- Created and implemented a new Employee Paid Parental Leave policy, which gives parents additional flexibility and time to care for and bond with their new child, adjust to their new family situation, and balance their professional obligations. Regular full-time nonunion employees are eligible for up to 240 hours of PPL to use within 12 months following the birth or the permanent legal placement of a minor child. Part-time employees will be awarded PPL on a pro-rated basis, based on the employee's regular part time work schedule.
- Recruiting team updated the Job Launch process to include equity and diversity sourcing site questions.
- The recruiting team added equity questions to the City's new hire employee survey and hiring manager recruitment survey.
- City DEI Officer attended the Grand Rapids Chamber of Commerce Diversity, Equity and Inclusion Summit on October, 4, 2018.
- City DEI Officer and Sustainability staff member attended the University of Michigan, DEI Summit Week opening ceremonies on October 8, 2018 ; Discussed were metrics met and progress made within the first two years of a five year Diversity, Equity and Inclusion strategic plan for the University of Michigan.

- City DEI Officer attended the three-day national conference in Detroit called *Facing Race*, which is presented by *Race Forward*. Founded in 1981, *Race Forward* brings systemic analysis and an innovative approach to complex race issues to help people take effective action toward racial equity.

From the Sustainability and Innovations Team:

- Emily Drennen, Sustainability Analyst, attended a two-day training on race and sustainability hosted by the Urban Sustainability Directors Network (USDN).
- The Office of Sustainability and Innovations applied for an Urban Sustainability Directors Network Equity Fellow who would be embedded with the City for the summer of 2019. If we are selected to be a host city, our Fellow would work on increasing awareness and access to existing low-income based energy efficiency programs, such as through DTE and Habitat for Humanity.
- City Council granted a budget adjustment of \$200,000 to the Office of Sustainability and Innovations to help make the Housing Commission's affordable housing project on Broadway as close to net zero energy as possible.
- The Office of Sustainability and Innovations worked with other Great Lakes communities and Headwaters Economics to create the Neighborhoods at Risk tool. This tool highlights socio-economic, landscape, and climate change related variables that lead to disproportionate vulnerability in our communities

From the Clerk's Office:

- The Clerk's office worked with the City of Ann Arbor's Public Housing Unit within the Ann Arbor Housing Commission (AAHC) directly recruiting their residents to apply for 2018 election inspector positions. Residents who successfully worked the election included women, minorities and those with disabilities. The outreach efforts with the AAHC as election inspector work can be a resume builder for people trying to re-enter the job market. Seven public housing residents worked the primary in August and four of the seven residents returned for the general election in November 2018

From the City Administrator's Office:

- The City hosted approximately 40 Scouts, ages 11-16 from Scouting USA on a region-wide merit badge day November 10th. Merit badges offered were Citizenship in the Community, Sustainability, Law, Safety, Crime Prevention, and Fire Safety. Some of the activities to obtain a merit badge included, participating in a mock council meeting, a mock courtroom trial, putting a fire out and baking banana nut bread.

Current Projects:

From the HR Team:

- Reviewed proposals submitted for the Diversity, Equity and Inclusion (DEI) consultant, RFP #18-34, to guide the City of Ann Arbor in the development of a DEI plan and a successful and sustainable Diversity, Equity and Inclusion organizational transformation. Interviews have been conducted and three finalists identified. Reference checks in-progress.
- Will seek Council approval of a DEI consultant that will assist the City with creating and implementing a Diversity, Equity and Inclusion plan in the 3rd Quarter FY 2019 and will complete the planning phase of a DEI strategy- 4th Quarter FY 2019 .
- Created a partnership with Michigan Ability Partners (MAP). The City's first placement was made in December 2018 for job development within the Community Services Area. MAP has been around since 1985 and serves as an advocate and helps to create opportunities for Veterans, people with disabilities, mental illness, addictions and those experiencing homelessness. They provide a host of services to their clients, one of which is Job Development. They help participants match their interests and abilities to opportunities in the local job market. Once they make a placement, MAP provides an onsite Job Coach to help with a smooth transition into the work environment. These placements can be 2- 8 weeks in length and the City does have the option to hire them at that time. In addition to the job development program, MAP has a youth program that prepares youth with Individualized Education Plans (IEP) for the work environment. This program is for students 14-26 years old who have an IEP and are referred by their home school district. They focus on job exploration, self-advocacy, peer mentoring and workplace proficiency. The City's HR recruitment team will be working with MAP for this program.
- HR Recruiter, Jonte Clark is reaching out to schools and organizations within the Washtenaw County area that assist disadvantaged youth groups. The recruiting goal is to work on generating participants from these groups for a City of Ann Arbor Community Youth Job Fair to be held in the spring, 3rd Quarter FY 2019. The available positions will mainly consist of Parks and Recreation, seasonal jobs. The youth range in age from 16-26 and may have various challenges. The recruiting team's goal is to assist with training in resume building, interviewing, and overall employment experience

From the Sustainability and Innovations Team:

- The Office of Sustainability and Innovations is applying for a grant of just under \$300,000 that would fund energy efficiency and aging in place improvements for low-income homeowners in Washtenaw County. The first phase of this grant (\$150,000) was submitted last week and the second phase will be submitted in January.

- After running a successful USDN Equity Foundations training for a first cohort of City staff and community partners, the Office of Sustainability and Innovations is planning a second cohort during the winter/spring. The University of Michigan Sustainability Office and team members at the National Wildlife Federation have also been invited to participate.
- The Office of Sustainability and Innovations is working with UM Professor Tony Reames on a \$7,000 Equity Grant through the Urban Sustainability Directors Network. He is working with the team to evaluate the Office's FY19-23 work plan to ensure that equity considerations are front and center and drive the work of the Office. In addition, he will evaluate the City's Climate Action Plan, helping to identify how proposed actions could be re-designed to more holistically integrate equity considerations.
- The Office of Sustainability and Innovations is working with the Housing Commission to get the new Platt Road development as close to net zero energy as possible.
- The Office of Sustainability and Innovations will be applying for an Urban Sustainability Directors Network Peer to Peer grant to fund Ann Arbor and other cities to travel to Los Angeles to learn about their low-income electric vehicle car-sharing program, Blue LA.
- The Office of Sustainability and Innovations is meeting with the University of Michigan Battery Lab to explore battery storage technologies at affordable housing sites.
- The Office of Sustainability and Innovations is investigating applying for a grant to launch an electric vehicle car-sharing pilot at one or two Housing Commission properties.
- The Office of Sustainability and Innovations will be hosting two Sustainability Forums with an equity focus: panelists on the Jan 17th Forum will discuss health disparities, and the April 18th Forum is entitled "Race and Class Equity in Washtenaw County". All Forums are held at the downtown public library, are free to attend, and start at 7pm.
- The Office is looking to schedule presentations on the basics of energy efficiency and solar ("A2 Energy Power Hours") in various locations in the community.
- The Office of Sustainability and Innovations will be starting community conversations about creating a resilience hub, ideally in an underserved area of the community. This work will start in early 2019 and is funded through a \$10,000 appropriation from City Council.
- The Office will be working with the Environmental and Energy Commissions to host a "Sustainability Listening Tour". The purpose of the tour is to gather feedback and ideas about sustainability from members of the public. The tour will be designed to intentionally engage with non-traditional and under-represented community members.

From the City Administrator's Office

- The City Administrator is working with Lori Roddy of the Neutral Zone to create a job growth and development program.

Other Ongoing Actions:

- The City will continue work with Washtenaw County in the "One Community" efforts.
- The Diversity, Equity, and Inclusion Officer (DEIO) will present updates to the HRC and the Disabilities Commission in 4th Quarter FY 2019.
- The City will update training to City Customer Service areas for MDOT Title VI and LEP (Limited English Proficiency) requirements 4th Quarter FY 2019.