

HUMAN RELATIONS BOARD
WEDNESDAY, January 19, 2022
4:00 P.M.
City Commission Chambers
Battle Creek City Hall
10 N. Division Street

"To increase constructive communication among all people regardless of actual or perceived race, ethnicity, color, religion, national origin, sex, age, height, weight, marital status, physical or mental disability, family status, sexual orientation, gender identity, or socioeconomic status. To also increase constructive communication between residents, public officials, and community organizations, thereby promoting harmonious and productive relationships within the community, and equitable access to community resources for all."

A. INVOCATION

B. ROLL CALL

C. APPROVAL OF MINUTES

1. November 17, 2021

D. COMMUNICATIONS

E. COMMITTEE REPORTS

F. OLD BUSINESS

G. NEW BUSINESS

1. 2022 HRB Meeting Schedule
2. City of Battle Creek Equity Audit Update
3. Citizen Review Board Discussion/Updates

H. PUBLIC COMMENTS

I. BOARD COMMENTS

J. NEXT MEETING February 16, 2022, 4:00 PM

K. ADJOURNMENT

PARKING LOT/FUTURE AGENDA ITEMS:

- Identify departments/staff to share diversity and equity work with HRB
- English as a second language
- Disability access

**Human Relations Board
Battle Creek City Hall
10 N. Division St.
Virtual-ZOOM
Wednesday November 17, 2021
4:00 P.M.**

Board Members Present: Comm. Szenda Wilson, Jeffrey Cotton, Chris Lussier, Comm. Herring, Aubrey Kipp, Joe Hooper, Keona Ackley, Jennifer Gregor, Emirrorra Austin and Deana Spencer who joined the meeting at 4:45pm, all attending remotely from the City of Battle Creek. Pam Lasley attending remotely from the City of Springfield.

Board Members Absent: Lori Lake and Whitney Wardell

Others Present: Rebecca Fleury, City Manager

Call to Order: The meeting was called to order at 4:00pm.

Approval of Minutes: A motion was made by Chris Lussier, supported by Pam Lasley, to approve the Human Relations Board minutes of September 15, 2021. All yes, none opposed. Motion approved.

Communications: There were none.

Committee Reports: There were none.

Old Business: There was none.

New Business:

1. Slate of Officers: electing a Vice Chair and Secretary
Keona Ackley received the most votes and accepted the position for Vice Chair.
Chris Lussier volunteered for the position of Secretary and the Board voted unanimously for Mr. Lussier.
2. Equity Audit: Update-Ms. Fleury provided an update on the progress of the Equity Audit, noting MGT is currently reviewing all of the City's policies, procedures and documents. Ms. Fleury anticipates the first phase report to be completed around the end of November.
3. Citizen Review Board work group update-Comm. Szenda Wilson noted a work group met on Monday to review the proposal put forward by Mr. Whitfield. Ms. Ackley provided a summary of the work group's discussion. Ms. Ackley reviewed the vision statement provided in the proposal and stated it aligned well with the goals of the HRB.

The Board discussed the proposed process of creating a Citizen Review Board. Comm. Szenda Wilson provided clarification as to the role of the HRB in this process, stating the goal is to provide the City with feedback and direction.

Ms. Fleury shared her appreciation to the Board for the feedback and information. Ms. Fleury suggested the outcome of the Equity Audit may offer additional direction. Once completed it will be reviewed with the HRB.

Public Comments: Mr. Whitfield stated he plans is to proceed with developing a CRB and thanked the HRB and City for their work.

Ms. Ackley request guidance from Mr. Whitfield on citizens or the HRB could reach out with suggestions or guidance for the CRB.

Mr. Whitfield stated any interested parties could reach out to him directly.

Board Comments: Ms. Ackley suggested the document drafted by Mr. Whitfield be shared with the citizens for their feedback.

Ms. Lasley agreed that public input was important and shared her concern around how long the process has taken with little movement from Mr. Whitfield's group.

Mr. Cotton and Comm. Herring made several suggestion on sharing the proposal with the citizens at little to no cost.

Ms. Austin stated she believes the goal has always been to share the proposal with the community.

Next meeting: The next meeting of the Human Relations Board December 15, 2021 @ 4:00pm.

Adjournment: Chair, Comm. Szenda Wilson adjourned the meeting at 5:02pm



**NOTICE
OF
HUMAN RELATIONS BOARD MEETINGS
FOR THE YEAR 2022**

**CITY HALL
CONFERENCE ROOM 302A
10 N DIVISION ST
BATTLE CREEK, MICHIGAN
3:00 P.M.**

January 19, 2022

February 16, 2022

March 16, 2022

April 20, 2022

May 18, 2022

June 15, 2022

July 20, 2022

August 17, 2022

September 21, 2022

October 19, 2022

November 16, 2022

No December meeting

Minutes of the Meeting may be obtained by contacting the City Clerk's Office.

The City of Battle Creek will provide reasonable auxiliary aids and services, such as signers for the hearing impaired and audio tapes of printed materials being considered in the meeting, upon notice to the City of Battle Creek. Individuals with disabilities requiring auxiliary aids or services should contact the City of Battle Creek by writing or calling the following:

Victoria Houser
Office of the City Clerk
P. O. Box 1717
10 N. Division
Battle Creek, MI 49016
(269) 966-3348 (Voice/TDD)

PROJECT STATUS CALL MEETING AGENDA

MEETING DATE	CLIENT / PROJECT NAME
12/9/21	City of Battle Creek Equity Audit
ATTENDEES	
CoBC	Ted Dearing, Michelle Hull, Rebecca Fleury
MGT	Andres Bernal, Fred Seamon, Vernetta Mitchell

1) Recently Completed Tasks

- HR Policy Chapter
- Phase II Discussion with Chief Blocker

2) In Progress Tasks

- Reaching out to DC Gilleylen regarding community policies and data.
- Creating police specific community engagement.
- Any questions/comments regarding the policy chapter
- Data snapshot chapter
- HR anecdotal chapter
- HR-Table of Contents
 - Executive Summary
 - Introduction
 - Best practices/peer review meta-analysis
 - HR Policy Analysis
 - ACS HR Data Baseline
 - Survey Results
 - Strategic Plan/Recommendations
- Internal Workforce Survey
 - To date 154 completed

3) Next Steps

- MGT to run additional research and analysis on Civil and Union service with emphasis on collective bargaining.
 - MGT to have 1 on 1 conversations with Michelle as needed.
- MGT to ensure that recommendations incorporate peer best practices.
- Becca to set up meeting call for week of Jan 3rd and biweekly thereafter.

4) Other Items for Discussion

MGT ACTION ITEMS: