

Roll Call

The Kalamazoo City Commission met as a Committee of the Whole on Monday, October 18, 2021 at 5:00 p.m. This meeting was held as an electronic meeting under the authority of the Michigan Open Meetings Act (PA 267 of 1976) as amended by PA 254 of 2020.

COMMISSIONERS PRESENT:

Mayor David Anderson
Vice Mayor Patrese Griffin
Eric Cunningham
Jeanne Hess
Erin Knott
Chris Praedel
Jack Urban

COMMISSIONERS ABSENT:

None

All members present indicated they were physically located in the City of Kalamazoo.

Also present were City Manager Jim Ritsema, Deputy City Manager Jeff Chamberlain, City Attorney Clyde Robinson, and City Clerk Scott Borling.

Public Comments

Next, when an opportunity was given for general public comments, the following people addressed the City Commission:

Dorothy Appleyard, City resident, asked that item G-17, approval of minutes, on the business meeting agenda be moved to the Regular Agenda to discuss lack of compliance with the Open Meetings Act.

Shardae Chambers, City resident, thanked City Commissioners for their service and specifically Vice Mayor Griffin for her work on the Commission. Ms. Chambers urged Commissioners to continue their service to the community after they were off the City Commission.

Meg Adams, City resident, asked why the Diversity, Equity, and Inclusion (DEI) survey results were not in the agenda packet. Ms. Adams offered suggestions for how the City could develop its plan to become an anti-racist organization.

Leander Rabe, non-resident, expressed opposition to the City's decisions and actions regarding the homeless encampments and stated the decisions needed to be more equitable.

Ashante Collins, non-resident, stated the DEI report needed to be released to the public, and the City Commission needed to hold the City Administration accountable for transparency.

Carly Walter, City resident, expressed opposition to the City's recent response to the homeless encampments.

Review of Business Meeting Agenda

Deputy City Manager Chamberlain reviewed items on the agenda for the 7:00 business meeting and stated the City Manager would be requesting that Item G-10, a Payment in Lieu of Taxes for The Creamery, be removed from the agenda and that Item G-12, a resolution authorizing collective bargaining with the Public Safety unions, be moved to the Regular Agenda.

Greg Rosine, Chair of both the Kalamazoo County Transportation Authority (KCTA) and Central County Transportation Authority (CCTA), provided an overview of governance structure of the CCTA and KCTA. Sean McBride, Executive Director for Metro Transit, delivered a presentation entitled *Metro Meets the Challenge: Fall 2021*.

Mayor Anderson thanked the presenters and expressed support for the KCTA millage.

Ryan Rowe, Kaylyn Williams, Karie Morgan, and Darnell Blackburn from the Michigan Public Health Institute (MPHI) delivered a presentation entitled *The City of Kalamazoo Diversity, Equity, and Inclusion Assessment*. A copy of the slides from this presentation was filed with the papers for this meeting.

DEI Director Dorla Bonner discussed the timeline and next steps, including the development of a DEI plan.

In response to a question from Mayor Anderson, City Manager Ritsema stated the FFE Budget presentation to be moved to the Communications section of the 7:00 business meeting.

In response to a question from Commissioner Cunningham, Director Bonner stated the timeline for a reassessment would be a part of the DEI plan.

Mr. Rowe indicated MPHI could help build City's capacity to do their own DEI assessments.

Commissioner Cunningham expressed appreciation for the idea of the City doing its own DEI assessments, but he noted there was an accountability and trust factor in government that required an outside assessment. Commissioner Cunningham stated the importance of this study was that it provided quantitative and qualitative evidence of the reality of the City organization. Commissioner Cunningham urged City staff to be open to having conversations about DEI and observed that people needed conflict to grow. Commissioner Cunningham stated it was better to have DEI conversations sooner rather than later so issues could be addressed. Commissioner Cunningham thanked staff and MPHI for their work. Commissioner Cunningham urged people to vote for the City Commission candidates who naturally looked through a Black, Indigenous, People of Color (BIPOC) lens.

In response to questions from Commissioner Praedel, Director Bonner indicated the full DEI report was on the DEI page of the City's website right now. Director Bonner stated all City employees would receive the full report, and there would be large and small group meetings to discuss the report. Director Bonner noted these meetings would continue into 2022.

Commissioner Praedel stated he would like to see members of the public included in the City's DEI work groups and discussion groups, and he would like the City to get input from people with disabilities and LGBTQ employees.

In response to a question from Mayor Anderson, Director Bonner stated this presentation marked the end of the contractual relationship between the City and MPHI.

2021-00
Metro Transit Update

2021-00
Presentation on the DEI
Internal Assessment

2021-00

Presentation on the DEI
Internal Assessment
(cont'd)

Commissioner Urban asked if MPHI could offer counseling services through the City's DEI Office to employees and supervisors for advice on reporting or addressing issues like microaggressions.

Mr. Rowe stated MPHI did not offer counseling services, but the organization did provide services in the area of employee engagement to build confidence in the City's processes.

Mayor Anderson thanked City staff who participated in the survey and MPHI for their work to prepare the report.

Commissioner
Comments

Next an opportunity was given for comments from City Commissioners, but no comments were offered.

Adjournment

The meeting adjourned at 6:51 p.m.

Respectfully submitted,

Scott A. Borling
City Clerk

For City Commission approval on November 8, 2021

Approved by: _____

David F. Anderson, Mayor

Dated: November 8, 2021

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