

DWELLING PLACE OF GRAND RAPIDS
DIVERSITY, EQUITY, AND INCLUSION COUNCIL
UNAPPROVED MINUTES
November 20, 2019

MEMBERS PRESENT Annamarie Buller, Rick Stevens

STAFF PRESENT Justin Rhodes, Laurie Mullennix, Grace Thuo, Ken Kaminski, Alex Valentine, Denny Sturtevant, Zoe Post, Latrisha Sosebee

The meeting was convened at 11:13 AM by Ms. Buller.

APPROVAL OF MINUTES **Minutes of the DEI meeting of September 23, 2019 were approved by motion of Annamarie Buller, supported by Latrisha Sosebee and carried unanimously.**

DEI GOAL THREE: EXTERNAL RELATIONSHIPS Drawing on Ferris State University’s plan, the council added external relationships as a third goal, which currently reads, “Build upon existing partnerships and create new partnerships that enhance Dwelling Place’s commitment to and work with diverse populations.” The council suggested this goal could manifest in a variety of ways:

- Communicating DEI plan to community
- Vendors
- Partnerships with organizations in the community
 - Recruitment
 - Prioritize relationships with community organizations lifting up diverse populations (underserved group)
- Present materials to community via different languages
- Marketing material and messages
 - Establish a resource network of translators
 - Person first language- gender neutrality
- Affirmative fair marketing plan
- Racial disparities
 - Challenge scholar program
 - CLT
 - Families
- Advocacy related to policies and procedures
 - Appeals process
 - Physical accessibility to all buildings/spaces
- Real estate development community beneficiary policy

Before the council meets again, Mr. Sturtevant will review these goals with Kim Cross and property management staff as well as a fair housing representative. He will also draft an executive message that reflects the plan’s three goals. Mr. Rhodes will gather updated demographic information and contact Rebecca Long for resident demographic data for the plan appendices.

NEXT MEETING The next proposed meeting date is Thursday, December 19 at 10:30am.

ADJOURNMENT The Resident Engagement Committee was adjourned at 12:14 PM by Ms. Buller.

