

DWELLING PLACE OF GRAND RAPIDS  
DIVERSITY, EQUITY, AND INCLUSION COUNCIL

June 15, 2020

*Unapproved Minutes*

**MEMBERS PRESENT:** Dennis Sturtevant, Richard Stevens, Grace Thuo, Ken Kaminski, Laurie Mullennix, Zoe Post, Justin Rhodes, Raphael Shamsid-Deen, Alex Valentine, Latrisha Sosebee

**MEMBERS ABSENT:** Annamarie Buller

The meeting was convened at 1:04 PM.

**APPROVAL OF MINUTES** Minutes of the Diversity, Equity, and Inclusion Council meeting of January 8, 2020 were approved. A motion was made by Mr. Stevens and carried unanimously.

**STEVE ROBBINS  
UPDATES**

Steve Robbins did not give us direct feedback on our DEI Plan. He is hosting a workshop, "Understanding Systemic Racism." Time will be added to the next agenda for a recap on the workshop. Mr. Rhodes will follow up with Steve Robbins to arrange an all-staff virtual seminar. This seminar will be required to attend by all staff. Ms. Post will help coordinate technology so that all staff have access.

**PLAN REVISIONS**

In light of recent events, it was decided to briefly reevaluate the subpoints of each goal of the plan. Addressing disparate impact in Dwelling Place's screening processes for rental applications, employment applications, and appeals will be added to the plan more explicitly. Other considerations discussed were Dwelling Place's engagement with people with lived experiences and Dwelling Place's role in advocacy. Mr. Sturtevant will send the committee a draft of the plan with the above additions. The committee will read these additions and come prepared to discuss and finalize the plan at the next meeting. A final draft of the DEI Plan will be presented to the board in August.

**PUBLIC STATEMENT ON  
RACIAL INJUSTICE AND  
HEALING**

The letter Mr. Sturtevant wrote on racial healing will be published on our website. A social media draft is in the works, and will be posted shortly.

**DISCUSSIONS FOR NEXT  
MEETING**

- Report from workshop attendees.
- Creating actionable steps to address recent events and employees' needs.
- Cultivating inclusivity virtually.
- Immediate future action items.

**NEXT MEETING**

The next Diversity, Equity, and Inclusion Council Meeting will be held on Monday, June 29<sup>th</sup>, 2020 at 1 PM.

**ADJOURNMENT**

The meeting was adjourned 2:26 PM.