

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

June 29, 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, Annamarie Buller

The meeting was convened at 1:00 PM.

APPROVAL OF MINUTES Minutes of the Diversity, Equity, and Inclusion Council meeting of June 15, 2020 were approved by consensus.

**STEVE ROBBINS
WORKSHOP** Ms. Buller and Ms. Post will collaborate to gather key points from the workshop to share with the committee, with an emphasis on how the workshop will help inform this process and the plan.

**STEVE ROBBINS
WEBINAR** Mr. Rhodes will reach out to Steve Robbins to work out the details for the all-staff webinar. Ms. Sosebee and Ms. Post will work on organizing the technological logistics. The committee discussed the usefulness of breakout sessions and DEI members as facilitators.

PLAN REVISIONS

- A paragraph addressing the events following the death of George Floyd and Dwelling Place's responsibilities was added to the Board and Executive Message
- The date of the Board and Executive Message was updated to reflect the date these additions were approved by the committee.
- Goal 3d includes "Persons with lived experience"
- Goal 3g includes "Conduct an annual review for best practices to remove disparate impact..."
- Committee member and board member lists have been updated to include only current members.

DEVELOPMENTS Mr. Sturtevant notified the committee of the different steps Dwelling Place is already working on to remove disparate impact. These include: Work the Appeals Committee is doing to reevaluate the denial criteria for criminal history and credit based on research related to disparate impact underlying some of these criteria on people of color; and reviewing research by the Wilder Foundation and others on which criminal offenses actually have any statistical significance in predicting housing success or failure. The officers and Mr. Rhodes are reviewing our employment screening criteria for disparate impact position by position.

NEXT MEETING The next Diversity, Equity, and Inclusion Council Meeting will be held on Thursday, July 23, 2020 at 1:00 PM.

ADJOURNMENT The meeting was adjourned 2:20 PM.