

**Human Relations Board  
Battle Creek City Hall  
10 N. Division St.  
Virtual-ZOOM  
Wednesday March 17, 2021  
3:30 P.M.**

**Board Members Present:** Comm. Szenda Wilson, Comm. Herring, Chris Lussier, Jennifer Gregor, Joe Hooper, Emirrorra Austin, Deana Spencer, Jeffrey Cotton, Aubrey Kipp, Pam Lasley, Lori Lake and Keona Ackley

**Board Members Absent:** John Banks, Whitney Wardell, and Jill Wood

**Others Present:** Rebecca Fleury, City Manager; Chief Blocker, Police; Michelle Hull, HR Director

**Guests:** L.E. Johnson and Khim Lian

**Call to Order:** The meeting was called to order at 3:30pm.

**Approval of Minutes:** A motion was made by Joe Hooper, supported by Pam Lasley to approve the Human Relations Board minutes of February 17, 2021. All yes, none opposed. Motion approved.

**Public Comments:** None

**New Business:**

1. Introductions and Welcome New Board Members

Committee members and guests introduced themselves and shared their backgrounds and hopes for the board.

Chair Szenda Wilson presented a PowerPoint titled Understanding Change – The Prosci ADKAR Model.

Rebecca Fleury and L.E. Johnson gave an update and answered questions on the equity audit noting the final interview with the consulting group, MGT, is on Monday and with the recommendation of the HRB board, the proposal will go before the City Commission for approval on April 13, 2021.

A motion was made by Deana Spencer, supported by Keona Ackley to make a recommendation to approve the MGT proposal to the City Commission on April 13, 2021. All yes, none opposed. Motion approved.

2. Citizens Review Board

- a. Overview & their mission - discussed
- b. Consider potential partnership between our two boards (CRB & HRB) - discussed

3. Targeted Universalism – Equity & Engagement in Action – Chair Szenda Wilson introduced the Targeted Universalism Framework - discussed

4. Board Retreat Announcement

Chair Szenda Wilson stated dates for the retreat will be discussed at a later time. Chair Szenda Wilson expressed her desire to have the retreat in person sometime within the next couple of months.

**Old Business:**

1. **Consideration of changing the meeting time of the HR Board:** postponed

**Board Comments:**

Ms. Lake noted the location of the Board Retreat needs to be accessible.

Ms. Austin shared the link to the NYU study previously mentioned and also shared a link for Kalamazoo's Citizens Review Board.

Ms. Ackley gave directions on how to save the chat in the meeting.

Mr. Lussier shared details on the Construction Specialist position that is currently open with the City, noting he is reaching out to community based organizations to help find candidates.

Mr. Cotton shared his appreciation for Chief Blocker's involvement with forming the Citizens Review Board and recommended meeting with other cities that currently have a Citizens Review Board.

Chief Blocker encouraged the board to reach out and establish a cultural and mutually beneficial relationship with the team that's currently meeting to establish the Citizens Review Board.

Ms. Spencer shared her excitement to work with the new board.

Mr. Hooper announced the splash pad at Claude Evans Park will have its grand opening on May 29, 2021 at 12:00 pm with a clean-up day scheduled for May 15, 2021 at 11:00 am to prepare for the opening.

**Next meeting:** The next meeting of the Human Relations Board April 21, 2021 at 3:30 pm.

**Adjournment:** Chair Szenda Wilson adjourned the meeting at 4:49 pm.