

WESTLAND DIVERSITY, EQUITY & INCLUSION COMMISSION
July 20, 2021
Regular Meeting Minutes

The Westland Diversity, Equity & Inclusion Commission held a regular meeting on Tuesday, July 20, 2021 in the Gene McKinney Ballroom, Westland City Hall, 36300 Warren Road, Westland, MI 48185. Meeting called to order by Chairperson Warren at 5:30 p.m.

The Pledge of Allegiance was led by Commission Chair Arthur Warren.

Roll Call:

Arthur Williams, Ebonite Guyton, Angela Rimmel, Charles Corley II, Steven Thomas, Sheree Conn, Lena Nichols, Patrick Quinn, Alternate, and Chisa Pinion, Alternate
Also Present: Stephani Field, Administrative Liaison

Chair Warren welcomed new commissioners Charles Corley II, Patrick Quinn, Alternate and Chisa Pinion, Alternate.

Special Presentations and Announcements: None at this time

Questions or Input on Agenda Items (Time Limit: 3 minutes): None at this time

Approval of Agenda:

Thomas motioned to approve the July 20, 2021 as presented, supported by Rimmel
Motion carried

Approval of Minutes:

Nichols motioned to approve the Regular Meeting Minutes of April 20, 2021, supported by Thomas, Corley II abstained
Motion Carried

Unfinished Business:

1. Nominations and Appointment of Vice-Chair. Thomas nominated Commissioner Guyton. Motioned by Thomas, supported by Warren to close nominations and elect Commission Guyton as Vice-Chair. Motion carried
2. Warren motioned to accept the resignation of Commissioner Sedman and Commissioner Elmenini, supported by Rimmel. Motion carried.
3. Thomas nominated Commissioner Rimmel to be the DEI Commission representative to participate on the interview panel for the City of Westland's DEI Director interviews. Nichols volunteered then yielded. Nominations closed. Commissioner Rimmel will be the representative.

New Business:

1. Guyton motioned for DEI policy training for all City of Westland staff, Rimmel Supported Motion Carried.
2. Nichols motioned to receive the job descriptions for City of Westland employees, Rimmel Supported. Motion Carried.
3. Warren motioned for the creation of a subcommittee to discuss goals and priorities of commission and be prepared to discuss during next meeting of the Commission, October 19, 2021, Guyton Supported. Motion Carried. Corley II, Rimmel and Guyton volunteered for the subcommittee.

Public Comments:

1. Ruby Richards asked how many DEI applicants applied.
2. Lori Wilson suggested that the City Charter be updated in relation to the language and requirements for jobs.
3. Deanna Stachow inquired if there were steps taken to initiate inclusion for job postings in order to make it known that a position is available.

Public Comments Closed

Administrative Liaison Comments:

- Field responded that we have received over 100 applications for the DEI Director position, the job posting closes on July 23rd, and yes the City of Westland has standard language in all job postings that state Equal Opportunity Employer. Field went on to explain in detail the hiring process. Also explaining that the City posts all available positions on all available platforms including the City website, and social media. The jobs post on many different networks reaching as many communities as possible.
- Guyton asked if there is anything set-up to address unconscious bias for the applicants who go on to receive an interview.
- Guyton made the suggestion that the team reviewing the resumes should remove the applicant names and schools in order to eliminate any potential bias.
- Commissioners deliberated and discussed suggestion.

Commissioner Comments:

- Rimmell questioned why Commissioner Thomas was still on the Commission after his comments made at a previous meeting relating to Pronouns.
- Thomas commented that each person is an individual with different backgrounds, and that all have a vote as the commission moves forward to make recommendations.
- Thomas stated he was glad to see everyone and was looking forward to the next meeting date.
- Nichols stated it was good to be here and is hoping to see more public in attendance at the next meeting date.
- Guyton stated the root cause of the DEI is to set goals and build a foundation.
- Corley II acknowledged this as his first meeting and is looking forward to put in the work to make Westland more inclusive.
- Conn stated that she was curious if guidelines had been set to follow a protocol.
- Warren made closing remarks reminding the Commission that the nature of this Commission is to provide a recommendation to the Mayor to help facilitate the goal of a compassionate city, and his hope is the DEI Commission will come to the best recommendation as possible.

Adjournment:

Warren motioned to adjourn meeting at 6:54 p.m.
Nichols supported
Motion carried.

Arthur Warren
Commission Chair

Stephani S. Field
Administrative Liaison