



**MINUTES**  
**REGULAR HUMAN RELATIONS MEETING**  
**6:00 PM - Thursday, October 17, 2024**  
**Council Chambers**  
**One South Huron, Ypsilanti, MI 48197**

---

**I. CALL TO ORDER**

The meeting was called to order in the City Council Chambers by Co-Chair House at 6:04 pm.

**II. ROLL CALL**

Present:

Commissioner House (Vice-Chair)  
Commissioner Munro (Zoom)

Absent:

Commissioner St. John  
Commissioner Doulos  
Commissioner Harper  
Commissioner Jackson  
Commissioner Layton (Chair)  
Commissioner Myers

Roll call was called by Vice-Chair House.

Due to lack of quorum, the meeting was canceled.

Quorum is four voting members, since there are currently only 8 voting members.

**III. AGENDA APPROVAL**

**IV. APPROVAL OF MINUTES**

**A. September 19, 2024, Human Relations Commission Meeting Minutes**

**V. PUBLIC COMMENT (3 MINUTES)**

**VI. OLD BUSINESS**

**A. Community Forum Series**

- Question of Scope
- Discussion on completing a community forum series without YPAC

**1. Vote for Resolution for Community Forum Series for HRC**

**B. Subcommittees**

**Establish meeting dates & times**

**Create process to invite community participants to meetings**

**C. Brought by Chair Layton-  
Amend HRC Bylaws**

**1. Article V, Section 1**

**2. Article V, Section 2**

**3. Article V, Section 4**

**VII. NEW BUSINESS**

**A. Discrimination Complaints**

**1. Review resident Sigrid Melvin's complaint submitted during City Council public comment October 1, 2024**

**2. Create/discuss a discrimination complaint form for City of Ypsilanti Form Center**

**B. Brought by Chair Layton-  
Discussion of Diversity, Equity and Inclusion ([From Harvard University Human Resources Department](#))**

**1. Definitions:**

- **Equity:** Fair treatment for all while striving to identify and eliminate inequities and barriers.
- **Diversity:** The condition of being different or having differences. Differences among people with respect to age, class, ethnicity, gender, health, physical and mental ability, race, sexual orientation, religion, physical size, education level, job and function, personality traits, and other human differences. Some describe organizational diversity as social heterogeneity.
- **Diversity v. Inclusion v. Belonging:** Diversity typically means proportionate representation across all dimensions of human difference. Inclusion means that everyone is included, visible, heard and considered. Belonging means that everyone is treated and feels like a full member of the larger community, and can thrive.

**2. Brought by Chair Layton -  
Watch a video on Equity versus Equality for discussion  
<https://youtu.be/XON22PMdF1U?si=WWfJz5aRyvgCMDfP>**

**3. Brought by Commissioner Munro -  
Watch a video: Equity: The Thief of Human Potential - by Thomas Sowell - for discussion  
<https://www.youtube.com/watch?v=8WYi-64MejU>**

- C. Brought by Chair Layton-  
Discuss discriminatory language in City Council's Resolution 2024-229 - Discuss a Resolution to  
advise council on more equitable language for Resolution 229**
- D. Discuss annual report due to City Council from HRC by December**

**VIII. PUBLIC COMMENT (3 MINUTES)**

**IX. PROPOSED BUSINESS FOR NEXT MEETING**

**X. COMMISSIONER COMMENTS**

**XI. ADJOURNMENT**