

AMENDMENT TO THE RESOLUTION PROVIDING FOR THE CREATION, MEMBERSHIP, STRUCTURE, AND RESPONSIBILITIES OF A HUMAN RELATIONS AND EQUITY COMMISSION TO ADVISE THE CITY COUNCIL ON HUMAN RELATIONS AND DIVERSITY RELATED ISSUES AND TO RECOMMEND POLICIES, PROGRAMS, SERVICES, AND EVENTS THAT ENHANCE HUMAN RELATIONS AND CULTURAL DIVERSITY THROUGHOUT THE COMMUNITY.

WHEREAS, Madison Heights is a city of diverse races and cultures, religions and beliefs, experiences and traditions and has a cultural life, economy, livability, and neighborhoods that have been enriched by this growing diversity; and,

WHEREAS, the existence of a thriving and diverse community has also raised complex questions about how to build a truly inclusive city; and,

WHEREAS, the principles of representative democracy require that the interests of all people be heard and considered in the establishment and administration of ordinances and policies, and in governing of the City; and,

WHEREAS, the community will benefit from the creation of an advisory commission, focused on cultural and racial relations, with a mission to create greater cohesion in our community by promoting mutual respect, dignity, and open communication among all people; and,

WHEREAS, the City of Madison Heights strives to promote and foster goodwill, and through cooperation and conciliation among all groups and segments of the population, to eliminate and prevent within its boundaries, (i) discrimination, segregation, or separation because of race, color, national origin, religion, alienage, sexual orientation, gender identity or other classifications that have historically been used to discriminate against people; (ii) to promote nonviolence, tolerance and human rights, and (iii) to seek equal justice, equal opportunity and equal dignity without prejudice;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Madison Heights, Michigan, hereby creates an advisory commission to be called the Human Relations and Equity Commission (HREC).

BE IT FURTHER RESOLVED that the purpose of the HREC is to advise the City on human relations and diversity related issues to recommend policies, programs, services and events which enhance human relations and cultural diversity throughout the community, in accordance with the following:

1. The HREC (also referred to as the “Commission”) shall be comprised of *-nine* regular voting members and *-three* alternate members who shall all be residents of Madison Heights, with appointments focused

on a diverse representation of the City's residents. Voting members shall be as follows:

- a. *One member from among the members of city council and eight members and three (3) alternate from the residents of the city-at-large. In the case of the delegate from the city council, the city council may designate an alternate city council delegate who shall sit only in the absence of the regularly appointed city council delegate and who shall have the same authority and powers as such regularly appointed city council delegate.*
 - b. *Three non-voting student members shall be appointed by the staff liaison and shall serve as long as they are willing and a student at a school located in Madison Heights.*
 - c. *A chair and Vice-chair shall be elected annually by the membership.*
 - d. *Voting members shall serve without pay.*
 - e. *Terms of resident members are two (2) years. Councilmember appointments are two (2) year terms until the next Regular City Council election.*
4. Attendance by 50% or more of the current membership of the commission shall constitute a quorum for the transaction of business. Any action of the commission shall require concurrence of the majority of the quorum present at the meeting. In the absence of an *at large voting* member, an *at large* alternate member shall take the absent *at large voting* member's place for purposes of that meeting *and shall count toward quorum.*
5. In addition to conducting its meetings, the Commission shall specifically have the following powers and duties:
- a. Serve in an advisory capacity to the City Council on human relations, diversity, and equity related issues.
 - b. Serve as a resource and an advocate on behalf of marginalized people and/or marginalized groups residing in the community.
 - c. Review current City policies, practices, and activities.
 - d. Recommend, as it deems necessary and proper, items for the City Council agenda to revise City policies, procedures, and activities to ensure the fair, equitable and equal administration and enforcement of policies and to be bring to the City Council's attention issues of concern.

- e. Work to promote good community relations and foster cross-cultural understanding between the City's Police Department and marginalized people and/or marginalized groups.
- f. Work to promote the City as a diverse and unique place that prioritizes quality of life of our residents.
- g. Hold educational seminars and public social events to foster cross-cultural understanding, support for migrants and refugees, and to celebrate and preserve the diversity of cultures and the diversity of opinions that make the City of Madison Heights a great place to live. Educational seminars and public social events shall be non-partisan in nature, not discriminate against any one demographic of the population in regard to their political, social, or religious beliefs.
- h. Cooperate with other groups based in the City, whose purpose is the same or substantially the same to the Commission's purpose as described herein.
- i. The HREC shall have access to data, information, and materials concerning City policies, practices or activities as it deems necessary to further its purpose; provided, however, this information shall not include personnel files, confidential information, or other information protected by City codes and policies, state or federal laws, unless expressly so directed by City Council after consultation with the City Attorney. Further, it is not intended for the HREC to be a quasi-judicial body, an oversight board, or a body whose primary function is to receive or investigate individual complaints.
- j. The views of individual HREC members shall be considered the views and opinions of those members and will not necessarily reflect the opinions, official policies or positions of the Commission or the City and shall not be used by others without the express written permission of the City.
- k. This resolution shall be effective on the date adopted and supersedes prior resolutions on this issue. Further, the City Crime Commission shall be reconstituted as a separate commission.