



# HUMAN RELATIONS COMMISSION

Quality Services for a Quality Community

## MEMBERS

Daniel Baum, Chair  
Patrick Cannon  
Chuck Grigsby  
Karen Hoene  
Carla McWherter, Vice Chair  
Liz Miller  
Talyce Murray  
Sean Perry

**City Council Liaison**  
Aaron Stephens

**Staff Liaison**  
Shelli Neumann  
(517) 319-6893

**City of East Lansing**  
**DEPARTMENT OF HUMAN**  
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## AGENDA

**August 7, 2019, 7:00 PM**

**Court City Council Conference Room**  
**East Lansing, MI 48823**

- 1) Opening
  - A) Roll Call
  - B) Review of Agenda for August 7, 2019
  - C) Approval of Minutes for July 2, 2019
  - D) Election of Chair and Vice Chair
- 2) Public Comment
- 3) Written Correspondence
- 4) Council Liaison Comments
- 5) Staff Liaison Comments
- 6) Commissioner Concerns
- 7) New Business
  - a. Ordinance 1467—prohibiting the practice of conversion therapy (Attachment)  
*(This item was introduced and referred to the HRC at the July 16, 2019 City Council meeting.)*
- 8) Old Business
  - a) Public Safety Review Board—Subcommittee Update
  - b) *Coffee & Conversation* Update
- 9) Adjournment

## CALENDAR:

January, Stalking Awareness Month  
January, Martin Luther King Jr. Day  
March 7, East Lansing's Ban on Discrimination Based on Sexual Orientation  
April 7 -13 Crime Victims' Week  
April, Sexual Assault Awareness Month  
July 26, Anniversary of the Passage of the Americans with Disabilities Act (ADA)  
October, Domestic Violence Awareness Month & Breast Cancer Awareness Month

PLEASE NOTE: Meeting starts at 7:00 PM and will be held in the Court/City Council Conference Room. If you will not be at the meeting, please call Shelli Neumann (319-6893).

Introduced: \_\_\_\_\_  
Public Hearing: \_\_\_\_\_  
Adopted: \_\_\_\_\_  
Effective: \_\_\_\_\_

CITY OF EAST LANSING  
ORDINANCE NO. 1467

AN ORDINANCE TO ADD ARTICLE IV – PROHIBITION OF  
CONVERSION THERAPY – TO CHAPTER 22 – HUMAN  
RELATIONS - TO THE CODE OF THE CITY OF EAST  
LANSING TO PROHIBIT THE PRACTICE OF CONVERSION  
THERAPY BY PROVIDERS ON MINORS.

WHEREAS being lesbian, gay, bisexual, transgender, or queer (LGBTQ) is not a disease, disorder, illness, deficiency, or shortcoming; and WHEREAS there is a long and severe history of discrimination against LGBTQ people in this country and state under which LGBTQ people have been subjected to violence and threats of violence, denied services of businesses, prevented from obtaining housing, forced from their homes, fired from their jobs, and denied job opportunities; and WHEREAS portrayals of LGBTQ adults and youth as mentally ill, abnormal, or disordered due to their sexual orientation or gender identity are untrue and dehumanizing; and WHEREAS it is now generally accepted in the medical and mental health professions, and elsewhere, that LGBTQ status is not abnormal or disordered, but instead a normal and positive variation of humanity; and WHEREAS the consensus among medical and mental health professionals and organizations, and others, is that attempts to change a person’s sexual orientation or gender identity lack any specific basis and are in fact ineffective. Organizations who have made such policy statements or similar ones include: the American Psychological Association, the American Psychiatric Association, the American Academy of Pediatrics, the American School Counselors Association, the American Counseling Association, the American Psychoanalytic Association, the American Academy of Child and Adolescent Psychiatry, American College of Physicians, the American Medical Association, the Pan-American Health Organization (a regional office of the World Health Organization), the American Association for Marriage and Family Therapy, the American Bar Association, the American School Health Association, the National Association of Social Workers, the American Association of School Administrators, the American Federation of Teachers, the Interfaith Alliance Foundation, the National Association of School Psychologists, the National Association of Secondary School Principals, the National Education Association, and the School Social Work Association of America; and WHEREAS research studies and other available evidence show that conversion therapy or other treatment practices that attempt to change a young person’s sexual orientation or gender identity pose a significant risk of serious emotional and physical harm to youth who undergo them, such as anxiety, depression, hopelessness, social withdrawal, illegal drug use, and suicide; and WHEREAS LGBTQ youth in particular experience the harmful effects of stigma and discrimination when they are forced or coerced into undergoing

“conversion,” “reparative,” or “reorientation” therapy because as minors they cannot effectively refuse or prevent conversion therapy wanted by parents or other authorities; and WHEREAS the City has a compelling interest in protecting the physical and psychological well-being of LGBTQ minors by protecting them from conversion therapy in the City and limiting the risk of harms caused by exposure to conversion therapy.

**THE CITY OF EAST LANSING ORDAINS:**

Article IV and sections 22-61, 22-62, 22-63, 22-64, 22-65, 22-66, and 22-67 are hereby added to Chapter 22 of the Code of the City of East Lansing to read as follows:

**ARTICLE IV. PROHIBITION OF CONVERSION THERAPY ON MINORS**

Sec. 22-61 – Findings.

Medical, mental health, and child welfare experts have denounced conversion therapy or reparative therapy as ineffective, unreliable, and unsafe for people, including LGBTQ minors, who undergo such treatment and inconsistent with the accepted standard of care. Conversion therapies or reparative therapies are based on the discredited premise that being LGBTQ is a mental disorder that can be cured or corrected. LGBTQ people must be free from ineffective and fraudulent conversion treatments that cause harm to mental health and wellbeing. Due to the serious and dangerous harms caused to minors subjected to conversion therapy or reparative therapy, the City finds and declares that a compelling interest exists in protecting the health and psychological well-being of minors by protecting them, including LGBTQ minors, from conversion therapy in the City and by limiting the risk of serious harm to LGBTQ minors caused by the exposure to conversion therapy.

Sec. 22-62 – Purpose.

The purpose of this article is to protect the health and well-being of LGBTQ minors from being exposed to the serious harm caused by conversion therapy and to provide a method of enforcement.

Sec. 22-63 – Definitions.

In addition to the definitions provided in Sec. 22-32 of this Chapter, the following words and terms when used in this article shall have the following meanings:

- A. *Conversation therapy* or *reparative therapy* means any practice or treatment that seeks to change an individual’s sexual orientation or gender identity, including efforts to change behaviors or gender expressions or to eliminate or reduce sexual or romantic attractions or feelings towards individuals of the same gender. Conversion therapy shall not include counseling that provides support and assistance to a person undergoing gender transition, or counseling that provides acceptance, support, and understanding of a person or

facilitates a person's coping, social support, and development, including sexual orientation neutral interventions to prevent or address unlawful conduct or unsafe sexual practices, as long as such counseling does not seek to change sexual orientation or gender identity.

- B. *Minor* means any person under eighteen (18) years of age.
- C. *Provider* means any licensed medical or mental health professional, including, but not limited to, licensed mental health counselors, mental health counselor associates, marriage and family therapists, marriage and family therapist associates, social workers, social worker associates, and any physicians, psychologists, psychotherapists, certified chemical dependency professionals, certified chemical dependency professional trainees, counselors, certified counselors, and certified advisers.

Sec. 21-64 – Prohibited Practices.

- A. It shall be unlawful for any provider to provide conversion therapy or reparative therapy to a minor, regardless of whether the provider receives compensation in exchange for such services or not.
- B. Any violation of subsection A is hereby declared to be a violation of the minor's civil rights and a municipal civil infraction with the violator subject to a penalty of \$500.00 per offense.

Sec. 21-65 – Powers and Duties.

The powers and duties of the Human Relations Commission are to:

- A. Perform all tasks and responsibilities necessary and proper to enforce and carryout the provisions and purposes of this article.
- B. Receive, investigate, and make determinations on complaints of violations of this article.

Sec. 21-66 – Enforcement; Municipal Civil Infraction Citations.

- A. **Complaints.** Complaints of violations may be filed with the Human Relations Commission containing the following information:
  - 1. The name and address of the provider responsible for the violation;
  - 2. The date and approximate time of the violation;
  - 3. The address or location where the violation was observed;
  - 4. A statement setting forth the facts supporting the charge of violation;
  - 5. The name and address of the person reporting the violation, as well as the name and address of the involved minor; and

6. The declaration that the information on the complaint of violation is accurate and truthful made under penalty of perjury.
- B. **Incomplete Complaints.** The staff liaison to the Human Relations Commission shall review each complaint for completeness. If the staff liaison deems any complaint filed under this section to be incomplete, the staff liaison shall accept such complaint on a conditional basis and shall notify the complaining party by mail, telephone, or email with respect to any deficiencies found. If the deficiencies are not corrected within the timeframe reasonably established by the staff liaison, the staff liaison will forward the complaint to the Human Relations Commission for a determination as to whether sufficient information was provided to proceed with the complaint or whether it needs to be dismissed. If the Human Relations Commission determines the complaint needs to be dismissed, no notice will be sent to the respondent provider.
- C. **Investigation and Notices.** If the Human Relations Commission deems a complaint to be sufficiently complete, the Human Relations Commission shall investigate the violations alleged pursuant to Sec. 22-38 of this Chapter and:
1. **Advisory Letter.** Issue an advisory letter notifying the provider that provision of conversion therapy and/or reparative therapy is prohibited and immediate compliance is required, and explaining that the violation is a municipal civil infraction subject to the penalties stated in this article; or
  2. **Municipal Civil Infraction.** Refer the matter to the City Attorney's office to authorize the issuance of a municipal civil infraction; or
  3. **Other Actions.** Order an action in accordance with Sec. 22-38 (h) (8), (9), (10), or (12) of this Chapter.

#### Sec. 21-67 – Confidentiality; Records.

Except in accordance with a judicial order or as otherwise provided by law, neither the City nor any of its employees, agents, or board or commission members shall divulge the name, address, or other identifying information of the person reporting the violation or the involved minor. This information is presumed to be information of a personal nature, the disclosure of which would constitute a clearly unwarranted invasion of an individual's privacy. Notwithstanding anything to the contrary, any authorized agent of the City has the right to access and the right to examine any pertinent records collected under this article.



# HUMAN RELATIONS COMMISSION

Quality Services for a Quality Community

## MINUTES

**July 2, 2019–7:00 P.M.**

Court/City Council Conference Room

East Lansing, MI 48823

### MEMBERS

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Patrick Cannon  
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### 1) **Opening**

#### A) Roll Call

Present at the meeting were Commissioners Baum, Cannon, Hoene, McWherter and Miller. Also present were Aaron Stephens, City Council Liaison, and Shelli Neumann, Staff Liaison.

#### B) Review of Agenda

The Commission approved the agenda for July 2, 2019. Motion by Cannon; second by Miller. All yeas; motion carried.

#### C) Approval of Minutes

The Commission approved the minutes for June 5, 2019 with the addition of noting that Commissioner Murray Skyped in to the meeting and was on an approved Leave of Absence. Motion by McWherter; second by Cannon. All yeas; motion carried.

### 2) **Public Comment**

The following members of the public spoke on the topic of the Public Safety Review Ordinance:

Alice Dreger  
Alex (last name unknown)  
Nell Kuhnmuensch  
Ralph Monsma

### 3) **Written Correspondence**

None

### 4) **Council Liaison Comments**

Councilmember Stephens stated that he would be introducing an Ordinance prohibiting conversion therapy for minors to City Council at their 7/16/19 meeting. The ordinance is modeled after the Huntington Woods ordinance that was recently passed, with one difference being that complaints would be sent to the HRC, rather than the City Manager's Office.

Councilmember Stephens spoke about the possibility of a Public Safety Review ad hoc committee and potential appropriate appointees to the committee outside of the HRC.

Councilmember Stephens noted that we received more HRC applicants and would, hopefully, be appointing another commissioner at the July City Council meeting.

# **HUMAN RELATIONS COMMISSION**

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- 5) **Staff Liaison Report**  
None

- 6) **Commissioner Concerns/Items**  
Commissioner McWherter asked Neumann about the status of union negotiations, specifically public safety. Neumann stated that negotiations are ongoing.

Commissioner McWherter noted that it would be helpful to have more detailed meeting minutes. Councilmember Stephens suggested that an audio recording may be an option. Mayor Mark Meadows, who was in attendance as a member of the public, noted that it may be beneficial to investigate broadcasting various commission meetings on a rotational basis.

- 7) **Old Business**

A) **Public Safety Review Board**

Commissioner McWherter stated that she reached out to an Ann Arbor HRC commissioner, who was involved in their communities' oversight committee. She is hoping to get valuable input from him on the formation of the ad hoc committee.

Commissioner Hoene stated that she had recent contact with an Ann Arbor City Council member who offered her input on this process.

Commissioner Miller stated that she recently met leaders from Boulder, CO who are going through the same process as East Lansing in this regard. They will connect her with the appropriate people to share information on this topic.

Commissioners discussed the timeline for creating a committee to make recommendations to City Council on the topic of a Public Safety Review Board. Commissioner McWherter noted that MSU student input is very important, and they will not return to the community until the end of August. Commissioner Miller noted that she personally feels it is important to get more diverse input. Mayor Meadows agreed that it was important to get this process right and that there is no reason to hurry.

Commissioner Baum shared written comments from Commissioner Murray, who is on a leave of absence from the commission. Murray volunteered to reach out to other City commissions and made a recommendation on some parameters/inclusions for the ad hoc committee (HRC: 1, USC: 1, diverse community resident: 2; 25 year+ City resident: 1).

Miller, with support from other commissioners, stated that she believes that it would be a good idea to allow nominations from the public for consideration to serve on the ad hoc committee, as well as targeting/nominating specific individuals who are known to be interested/active in this topic. The HRC could receive applications from those who are interested in serving on the ad hoc committee.

Baum stated that he recommends establishing an HRC subcommittee that will research the topic and contact resources to make a recommendation to the HRC regarding an ad hoc committee. Stephens and the Commissioner discussed how creating a subcommittee should not and will not derail the forward motion of this issue.

# **HUMAN RELATIONS COMMISSION**

## Quality Services for a Quality Community

Commissioners discussed a new, tentative timeline:

1. HRC creates a subcommittee at July meeting
2. Subcommittee makes recommendation to HRC regarding ad hoc committee at September HRC meeting
3. HRC makes recommendation to City Council (September meeting)
4. Receive public applicants to ad hoc committee through November
5. City Council appoints ad hoc committee (with HRC input)
6. Ad hoc committee begins their work

It was moved by Miller supported by Cannon:

The HRC will form a subcommittee that will report back to the HRC at the September meeting with recommendations on the configuration and purview of establishing an ad hoc committee tasked with forming the Public Safety Review Board.

The motion was discussed.

Roll Call Vote:     Baum: Aye  
                          Cannon: Aye  
                          Hoene: Aye  
                          McWherter: Aye  
                          Miller: Aye

The following HRC members will serve on the subcommittee: McWherter, Murray and Perry.

### **B) *Coffee & Conversation*—HRC Monthly Event**

Commissioners discussed the upcoming dates and locations of *Coffee & Conversations* and made some edits to the drafted press release. McWherter will facilitate the first session on Sunday, July 21, 1:00 – 3:00 PM, at Blue Owl Coffee, topic: What is a Protected Class? Baum and Cannon will facilitate the second session on Sunday, August 18, 1:00 – 3:00 PM, at Espresso Royale (1500 W. Lake Lansing Rd), topic: Religion Edition (with discussion of Hate Crimes).

Commissioner Sean Perry arrived and introduced himself to the HRC.

Councilmember Stephens noted that the August meeting will be Commissioner Baum's last meeting, as he is heading to Michigan for law school.

### **8) *Adjournment***

The meeting was adjourned at 8:20 PM. Motion by Baum; second by Cannon. All yeas; motion carried.

**HRC ATTENDANCE: 2019**

Name	Term Expires	Jan 16	Feb 6	March 6	Apr 10	May 1	Jun 5	July 2	Aug 7	Sep 4	Oct 2	Nov 6	Dec 4	TOTAL ABSENT
Baum, Daniel	2020	P	P	P	P	P	P	P						
Cannon, Pat	2020	P	P	P	P	P	P	P						
McWherter, Carla	2019	P	Ab	P	P	P	P	P						
Miller, Liz	2019	P	Ab	P	Ab	P	P	P						
Murray, Talyce	2019	Ab	Ab	Ab	P	P	LOA	LOA						
Watson, Dana	2021	P	P	X										
Hoene, Karen	2021	X	X	P	P	P	P	P						
Perry, Sean	2021							Ab						
Grigsby, Chuck	2020													

P= Present

Ab=Absent

NA=Not Applicable

First Meeting