



CITY OF MADISON HEIGHTS

LIBRARY - BRECKENRIDGE ROOM, 240 W. 13 MILE RD.

**HUMAN RELATIONS AND EQUITY COMMITTEE MEETING
AGENDA**

JUNE 12, 2025 AT 6:30 PM

CALL TO ORDER

ROLL CALL

ADDITIONS/DELETIONS

APPROVAL OF MINUTES

- [1.](#) Minutes of May 22, 2025

MEETING OPEN TO THE PUBLIC

COMMITTEE UPDATES

2. Paradise Eve Summary
- [3.](#) Juneteenth Scholarship
- [4.](#) Arts & Pride
5. Adaptive Game Night, July 2025
6. Rev'n in the Heights

UNFINISHED BUSINESS

NEW BUSINESS

- [7.](#) Sanctuary City Inquiry

ADJOURNMENT

NOTICE: Persons with disabilities needing accommodations for effective participation through electronic means in this meeting should contact the City Clerk at (248) 583-0826 or by email: clerks@madison-heights.org at least two working days in advance of the meeting. An attempt will be made to make reasonable accommodations.

Human Relations and Equity Committee Meeting
Madison Heights, Michigan
May 22, 2025

A Human Relations and Equity Committee Meeting was held on Thursday, May 22, 2025 at 6:30 PM at Library - Breckenridge Room, 240 W. 13 Mile Rd.

CALL TO ORDER

The meeting was called to order by Chair Yu at 6:45 pm.

ROLL CALL

PRESENT

Kate Kapas
Tanner Langdon
Jessica Showers
Alec Yu
Council Representative Quinn Wright

Also present staff liaison Heather Hames

Motion to excuse Aaron Brown and Ashley Strunk made by Showers, Seconded by Langdon.
Motion passed unanimously.

ABSENT

Rebecca Chambliss
Student Delegate (Madison) Colton Chambliss

APPROVAL OF MINUTES

1. Minutes of April 17, 2025

Motion to approve the minutes of April 17, 2025 made by Wright, Seconded by Kapas.
Motion passed unanimously.

MEETING OPEN TO THE PUBLIC

No one present wishing to speak.

COMMITTEE UPDATES

2. Paradise Eve, May 31, 2025

Larger lanterns not available. Volunteers needed.

3. Juneteenth Scholarship

The \$500 scholarship is open to students graduating the Class of 2025 and will require a 2.5 GPA. Applications will be accepted from June 14, 2025 until July 15, 2025.

4. Juneteenth Table, June 14, 2025

Motion made by Kapas to order 100 Juneteenth coloring books for the event, Seconded by Langdon. Motion passed unanimously.

HREC members will also promote the Juneteenth scholarship.

5. Arts and Pride, June 22, 2025

Motion made by Showers to reimburse the Arts Board for \$500 towards the Arts and Pride event upon receiving receipts, Seconded by Kapas. Motion passed unanimously.

6. Adaptive Game Night, July 2025

Motion to table discussion made by Wright, Seconded by Kapas. Motion passed unanimously.

REV'N IN THE HEIGHTS

7. LEGO Group

Arrangements to have the LEGO group at the event will be made by the Rev'n in the Heights committee.

UNFINISHED BUSINESS

Communication boards were reviewed and feedback given. Liaison Hames will communicate with city staff working on the project.

Social media posts for June will include Juneteenth by Yu, Pride by Showers, Caribbean Heritage Month by Kapas and Men's Health Month by Wright.

ADJOURNMENT

The meeting was adjourned at 8:22 pm.



JUNETEENTH SCHOLARSHIP \$500

**Applications accepted from June 14 until
July 15, 2025 at 11:59 p.m.**

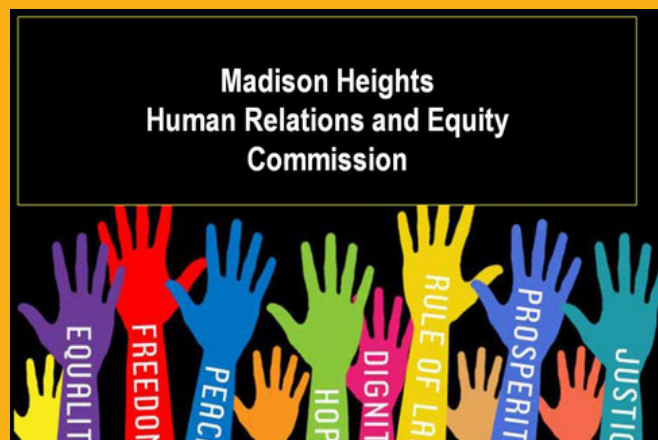
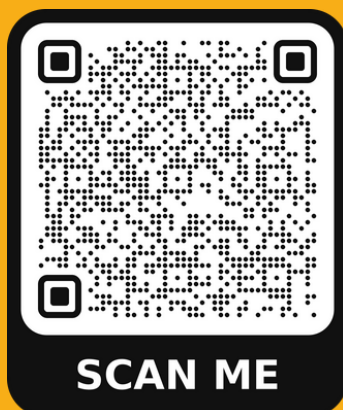
Requirements include:

- 2.5 GPA
- Acceptance into a college, university or trade school
- Demonstrated leadership or community involvement
- 500 word essay. Open to Madison Heights residents and students attending school in Madison Heights.

For more details or to apply for this scholarship scan the QR code below or visit:

<https://www.madison-heights.org/FormCenter/Boards-34/Juneteenth-Scholarship-233>

APPLY NOW

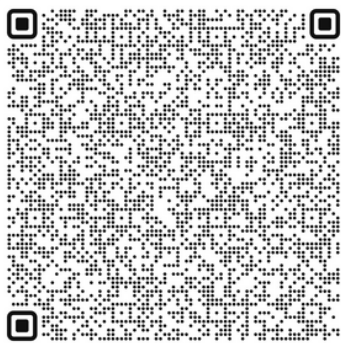


EVERY LETTER
AND COLOR
BELONGS

Madison Heights Arts Board
Human Relations and Equity Commission

MASTER THE
ART OF
ALLYSHIP

Madison Heights Arts Board
Human Relations and Equity Commission



SCAN ME

Pre-order a Yard Sign
Donations Support the
Madison Heights
Arts & Pride event on 6/22
\$20 each

Policy Proposal: Declaring the City of Ironwood an LGBTQ+ Sanctuary City and Establishing the Community Autonomy, Rights, and Equality (CARE) Policy

Presented to the Ironwood City Council

Date: May 12, 2025

Preamble

WHEREAS, the City of Ironwood, Michigan, is committed to fostering a safe, inclusive, and equitable community for all residents, regardless of sexual orientation, gender identity, immigration status, race, religion, or other protected characteristics; and

WHEREAS, federal policies or external actions may, at times, threaten the rights, safety, and well-being of Ironwood's residents, particularly marginalized groups such as LGBTQ+ individuals, immigrants, and those seeking gender-affirming or reproductive care; and

WHEREAS, cities across the United States, including Ann Arbor, Michigan, and Takoma Park, Maryland, have declared themselves sanctuaries for LGBTQ+ individuals and immigrants, demonstrating that local governments, even in small communities, can create lasting protections for vulnerable populations; and

WHEREAS, Ironwood, as a proud community in Michigan's Upper Peninsula, has a moral and legal obligation to uphold the rights of all residents and ensure access to essential services, including healthcare, education, and public safety, free from discrimination or external interference; and

WHEREAS, establishing Ironwood as an LGBTQ+ Sanctuary City will affirm the city's enduring commitment to inclusivity, strengthen community trust, and protect residents for generations to come;

NOW, THEREFORE, the City of Ironwood proposes the adoption of the Community Autonomy, Rights, and Equality (CARE) Policy, declaring Ironwood an LGBTQ+ Sanctuary City and establishing comprehensive, sustainable protections for all residents, with a focus on LGBTQ+ individuals, immigrants, and those seeking gender-affirming or reproductive care.

Policy Objectives

1. **Protect Vulnerable Residents:** Safeguard LGBTQ+ individuals, particularly transgender and nonbinary residents, from discriminatory federal or external policies that may restrict gender-affirming care, identity documentation, or nondiscrimination protections.
2. **Preserve Local Autonomy:** Prohibit city resources, personnel, or data from being used to enforce federal or external policies that target marginalized groups based on immigration status, sexual orientation, or gender identity.
3. **Ensure Access to Services:** Guarantee that all residents can access city services, including healthcare, education, and public safety, without fear of discrimination or external interference.
4. **Foster Community Trust:** Build and maintain trust between city government, law enforcement, and marginalized communities by affirming Ironwood's long-term commitment to inclusivity.
5. **Ensure Long-Term Resilience:** Establish a flexible, legally sound framework to defend the city's policies against potential federal lawsuits, funding cuts, or policy shifts, ensuring protections endure for decades.

Policy Components

Item 7.

1. Declaration of Ironwood as an LGBTQ+ Sanctuary City

- Resolution: The Ironwood City Council shall adopt a resolution proclaiming Ironwood an LGBTQ+ Sanctuary City, affirming that city agencies will prioritize local values of inclusivity and will not comply with federal or external policies that discriminate against LGBTQ+ individuals, immigrants, or those seeking gender-affirming or reproductive care.
- Impact: This declaration establishes Ironwood as a permanent haven for marginalized residents, reinforcing community cohesion and aligning with Michigan's progressive values, as seen in cities like Ann Arbor and Detroit.

2. Non-Cooperation with Discriminatory Enforcement

- Prohibition on Resource Use: City funds, personnel, or resources shall not be used to assist federal or external agencies in enforcing policies that:
 - Target individuals based on immigration status, sexual orientation, or gender identity.
 - Restrict access to gender-affirming care, reproductive care, or other protected healthcare services.
 - Require the collection or sharing of data related to immigration status, gender identity, or healthcare access without a judicial warrant.
- Data Privacy Protections: City agencies, including the Ironwood Public Safety Department and schools, shall not collect or share information about residents' immigration status, gender identity, or healthcare access with external entities, except as required by a judicial warrant.
- Public Safety Guidelines: The Ironwood Public Safety Department shall:
 - Refrain from inquiring about or acting on a person's immigration status or gender identity during routine operations.
 - Decline to honor federal detainers or immigration holds unless accompanied by a judicial warrant.
 - Adopt ongoing training programs to ensure officers uphold sanctuary policies, using resources from Michigan-based organizations like the ACLU of Michigan.

3. Protections for LGBTQ+ Individuals

- Gender-Affirming Care Protections:
 - City resources shall not be used to investigate, detain, or penalize individuals seeking or providing gender-affirming care within Ironwood.
 - The city shall advocate for Michigan to adopt “shield laws” to protect transgender individuals, their families, and healthcare providers from out-of-state legal actions, building on models from states like California.
- Inclusive Identification:
 - Explore a municipal photo ID program allowing residents to self-attest their name, gender, and sex marker, ensuring transgender and nonbinary individuals can obtain accurate identification. If resources are limited, partner with Gogebic County or local organizations to leverage Michigan’s 2021 policy allowing “X” gender markers on state IDs.
 - Encourage local institutions (e.g., libraries, schools, community centers) to recognize chosen names and pronouns for access to services, creating a sustainable model for inclusivity.
- School Protections:
 - The Ironwood Area Schools shall adopt policies to protect LGBTQ+ students, including:
 - Allowing students to use their chosen names and pronouns, consistent with Michigan’s 2023 Elliott-Larsen Civil Rights Act expansion.
 - Ensuring access to gender-neutral restrooms and inclusive extracurricular activities.
 - Training educators to uphold nondiscrimination policies, in coordination with the Michigan Department of Education, to maintain protections against future federal shifts.
- Healthcare Access:
 - Partner with regional healthcare providers, such as Aspirus Ironwood Hospital, to ensure sustained access to gender-affirming care, including hormone therapy, for residents, particularly those under 19.
 - Advocate for state funding to subsidize care for low-income transgender and nonbinary residents, minimizing reliance on Ironwood’s limited municipal budget.

4. Immigrant Protections

- Sanctuary City Ordinance:
 - Codify a sanctuary policy prohibiting city cooperation with federal immigration enforcement, including sharing immigration status or honoring detainers without judicial warrants.
 - Ensure that city services, such as public safety, libraries, and community programs, remain accessible to all residents regardless of immigration status, creating a lasting framework for inclusion.
- Community Safety:
 - Train city employees to respond to immigration enforcement requests in a manner that protects residents’ rights, ensuring long-term compliance.

5. Legal Defense and Advocacy

- Legal Defense Fund:
 - Establish a modest, sustainable legal defense fund, supplemented by private donations and partnerships with organizations like the ACLU of Michigan and Lambda Legal, to support residents facing discrimination or immigration challenges.
 - Explore regional collaboration with nearby cities like Marquette to share legal resources, ensuring affordability for Ironwood's budget.
- State and Federal Advocacy:
 - Work with Michigan state legislators to strengthen protections for gender-affirming care and immigrant rights, building on Michigan's 2023 Elliott-Larsen Civil Rights Act expansion.
 - Support federal nondiscrimination legislation to reinforce Ironwood's policies, maintaining advocacy regardless of federal leadership.
- Litigation Strategy:
 - Prepare to defend against potential federal lawsuits or funding cuts, drawing on successful legal precedents (e.g., City of Chicago v. Sessions, 2018).
 - Consult with Michigan's Attorney General's office to ensure policies comply with state law and remain resilient to future challenges.

6. Community Engagement and Support

- Task Force on Marginalized Communities:
 - Create a volunteer-led task force, including representatives from LGBTQ+ groups, immigrant advocates, and healthcare providers, to advise on policy implementation and ensure community needs are met over time.
 - Hold quarterly public forums at venues like the Ironwood Memorial Building to gather resident input and maintain transparency.
- Public Awareness Campaign:
 - Launch a low-cost, multilingual campaign (English, Spanish, and Ojibwe, reflecting local Indigenous populations) to inform residents of their rights under the CARE Policy, using flyers, social media, and local radio (e.g., WJMS-AM).
 - Partner with Gogebic Community College and local businesses to distribute materials, ensuring long-term community awareness.
- Support for Grassroots Organizations:
 - Provide small grants or in-kind support (e.g., meeting spaces) to local nonprofits serving LGBTQ+ and immigrant communities, such as Upper Peninsula Pride, to build sustainable community networks.
 - Recognize and amplify the work of transgender activists and community leaders to foster lasting inclusivity.

7. Fiscal and Administrative Safeguards

- Budget Protections:
 - Conduct a fiscal impact analysis to identify federal funding at risk (e.g., Community Development Block Grants) and develop contingency plans, such as state grants or local fundraising, to ensure financial stability.
 - Prioritize funding for essential services like public safety and healthcare access to maintain core protections.
 - Monitoring and Reporting:
 - Require city agencies to submit annual reports on compliance with the CARE Policy, shared publicly via the city's website to ensure accountability.
 - Establish a community feedback mechanism (e.g., an online portal or town hall) to track resident concerns and adapt the policy as needed over time.
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Implementation Timeline

- May 2025: Introduce the CARE Policy to the Ironwood City Council for public comment and revisions.
 - June 2025: Hold a public hearing at Ironwood City Hall, inviting stakeholders like Upper Peninsula Pride, Gogebic Community College, and Aspirus Ironwood Hospital.
 - June 2025: End of Pride Month - Vote on the policy and resolution declaring Ironwood an LGBTQ+ Sanctuary City.
 - August-December 2025: Begin implementation, including training for Public Safety Department staff, launching outreach campaigns, and exploring the municipal ID program.
 - Ongoing (2026 and Beyond): Monitor external policy changes, adjust protections as needed, and report annually to the public to ensure the policy's longevity.
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Addressing Potential Concerns

1. Federal Funding Risks:

- Concern: Sanctuary status may jeopardize federal grants critical to Ironwood's infrastructure or public safety.
- Response: Legal precedents (e.g., *San Francisco v. Trump*, 2017) show courts often block funding cuts to sanctuary cities. Ironwood can diversify funding through Michigan's state grants and local tourism revenue, ensuring long-term financial stability.

2. Community Pushback:

- Concern: Some residents in Ironwood's conservative-leaning region may oppose the policy.
- Response: Frame the policy as a defense of local values—protecting neighbors and boosting the economy through tourism (e.g., skiing, snowmobiling). Public forums will address concerns transparently, fostering community buy-in.

3. Resource Constraints:

- Concern: Ironwood's small budget limits its capacity for new programs.
- Response: The policy prioritizes low-cost measures (e.g., training, outreach) and partnerships with regional organizations and the state, ensuring affordability and sustainability.

4. Future Relevance:

- Concern: The policy may become outdated with changing federal policies.
- Response: The policy's flexible framework, rooted in local autonomy and Michigan law, allows Ironwood to adapt protections to future challenges, ensuring decades of relevance.

Supporting Evidence

- Local Context: Ironwood's participation in regional diversity initiatives (e.g., Upper Peninsula Pride) and its tourism-driven economy demonstrate community support for inclusivity, which can attract visitors and align with Michigan's "Pure Michigan" branding.
- Michigan Precedents: Michigan's 2023 Elliott-Larsen Civil Rights Act expansion and 2021 "X" gender marker policy provide a strong legal foundation for Ironwood's protections.
- National Examples: Small cities like Takoma Park, Maryland (population ~17,000), have sustained sanctuary policies for decades, proving Ironwood's scale is no barrier to long-term success.
- Community Benefits: Sanctuary policies increase trust in local government, encouraging residents to report crimes and access services. A 2017 study found that sanctuary jurisdictions report lower crime rates and higher median incomes, benefits Ironwood can sustain.

Call to Action

The Ironwood City Council has a historic opportunity to establish Ironwood as a lasting beacon of inclusivity in Michigan's Upper Peninsula. By adopting the Community Autonomy, Rights, and Equality (CARE) Policy and declaring Ironwood an LGBTQ+ Sanctuary City, we can protect our residents, ensure access to essential services, and build a stronger, more united community for generations to come.

We urge the City Council to:

1. Schedule a public hearing to discuss this proposal within 30 days.
2. Engage with community stakeholders, including Upper Peninsula Pride, Gogebic Community College, and local healthcare providers, to refine the policy.
3. Vote to adopt the CARE Policy and sanctuary city resolution by July 31, 2025.

Together, we can create a legacy of justice, equality, and human dignity, ensuring that Ironwood remains a safe haven for all residents, now and in the future.