



CITY OF MADISON HEIGHTS

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

**HUMAN RELATIONS AND EQUITY COMMITTEE MEETING
AGENDA**

MARCH 20, 2025 AT 6:30 PM

CALL TO ORDER

ROLL CALL

ADDITIONS/DELETIONS

APPROVAL OF MINUTES

- [1.](#) Minutes of February 20, 2025

MEETING OPEN TO THE PUBLIC

FOOD INSECURITY

2. Food and Supply Drives

COMMUNITY CELEBRATIONS

3. Lantern Festival MAY 31, 2025
4. Arts and Pride, June 22, 2025 1 - 6 pm

REVIN IN THE HEIGHTS

5. Autorama Summary

ACCESSIBILITY

6. Accessibility Study
- [7.](#) Exhibit for Disability Pride Month July 2025
8. Disability Programs

POLICY REVIEW

- [9.](#) Review Library's Draft for Safe Child Policy

UNFINISHED BUSINESS

NEW BUSINESS

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
February 20, 2025

A Human Relations and Equity Committee Meeting was held on Thursday, February 20, 2025 at 6:30 PM at Library - FlexSpace 240 W. 13 Mile Rd.

CALL TO ORDER

The meeting was called to order at 6:38 pm by Chair Yu.

ROLL CALL

PRESENT

Vice Chair Aaron Brown
Jessica Showers
Chair Alec Yu
Council Representative Alternate Emily Rohrbach

Also present, Staff Liaison Heather Hames

ABSENT

Rebecca Chambliss
Madison Student Delegate Colton Chambliss
Council Representative Quinn Wright

ADDITIONS/DELETIONS

Motion to table Accessibility Study by Flowers, seconded by Rohrbach. Passed unanimously.

APPROVAL OF MINUTES

1. Minutes of January 16, 2025

Motion by Flowers to approve the minutes of January 16, 2025, seconded by Rohrbach. Passed unanimously.

MEETING OPEN TO THE PUBLIC

No one present wishing to speak.

BOOK CLUB

2. Novels and Neighbors

Novels and Neighbors had 7 attendees to discuss James, with 81 titles circulating in different formats.

REVIN IN THE HEIGHTS

3. Volunteers Needed for Detroit Autorama February 28 - March 2, 2025

Brown and Rohrbach volunteered for the Detroit Autorama event to promote Revin in the Heights.

4. EnterTextHere

FOOD INSECURITY

Discussed different options for holding food and supply drives.

CULTURAL CELEBRATIONS

5. Juneteenth Scholarship

Motion by Yu to create a Juneteenth Scholarship and subcommittee to determine details such as scholarship criteria, application process, and selection guidelines for the scholarship not to exceed \$500.00 for the 2025 year.

6. Asian Cultural Celebration May 2025

Discussed the Lantern Festival being planned for May 31, 2025. Looking forward to find out more details in March.

NEW BUSINESS

7. Social Media Posts

Ramadan - Rohrbach, Women's History Month - Flowers, Purim and Holi - Hames, and Trans Day of Visibility - Yu.

8. Meeting Time

Motion by Rohrbach to move the meeting time of the Human Relations and Equity Commission regular meetings to 6:30 pm, seconded by Brown.

ADJOURNMENT

The meeting was adjourned at 7:37 pm.

2025 ADA PRIDE MONTH POP UP EXHIBIT



OVERVIEW

Who is SILC?

The Michigan Statewide Independent Living Council (MISILC) is a governor-appointed independent entity promoting independent living for people with disabilities in Michigan. **The council creates and implements the State Plan for Independent Living (SPIL), a blueprint for disability-related advocacy and services, with goals and objectives developed using feedback from citizens, partner organizations, and other stakeholders.** MISILC works alongside fifteen Centers for Independent Living (CILs) and other nonprofit and governmental organizations across the state to implement the SPIL, provide resources, and advocate for Michigan's disability community.

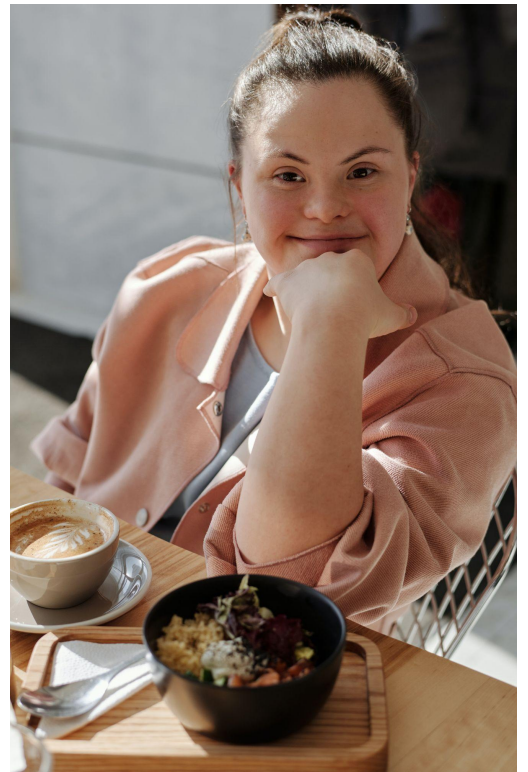
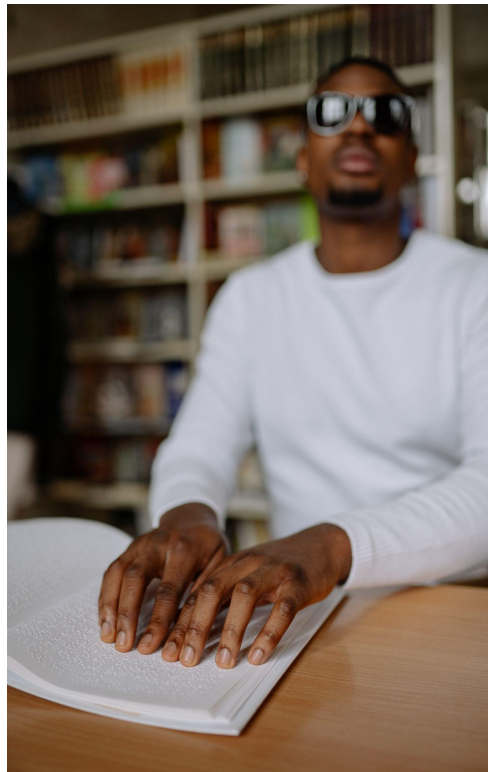
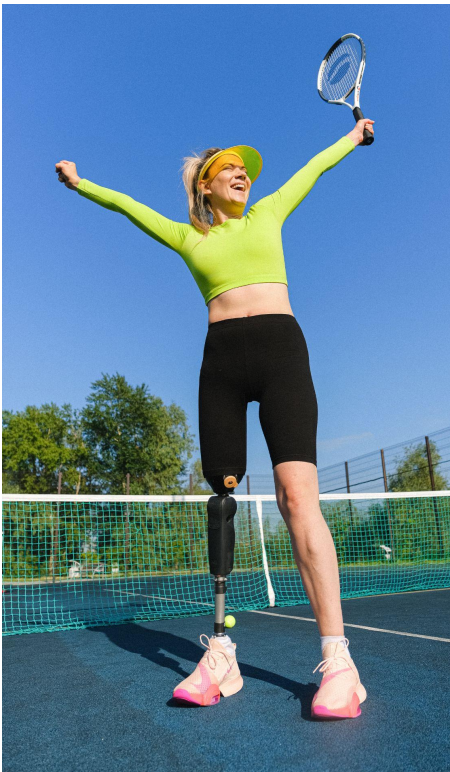
Who is Idea39?

Idea39 is a socially conscious agency offering effective and affordable marketing to nonprofits, non-governmental organizations, and companies that are striving for a better world. They use expert design and strategy to help clients create compelling brands, highlight their missions and values, and connect authentically with their audiences.



OUR 2025 MISSION

MISILC is committed to advocating for inclusion, accessibility, and equity in all Michigan communities. **A crucial part of this work is ensuring people with disabilities are represented in every aspect of our society and changing harmful perceptions about disability.** In 2025, we're working to highlight the work being done in Michigan and beyond to increase access for people with disabilities and showing what is possible in increasingly equitable spaces. In partnership with Idea39, our goal is to uplift the voices of people creating a more just and inclusive society from the ground up.



WHAT IS THE IDEA?

Creating community-wide inclusive Pop Up ADA Pride Displays

across Michigan (SE Michigan, Northern Michigan, Central, and West Michigan) to **educate the public about the anniversary of the ADA and to celebrate past, present and future disability activists.** The project is aligned with the goals of increasing access and inclusion for people with disabilities.

- Displays would include educational materials, photographs, and other media for display by individual libraries that **tell the story of the advocacy and allyship that led to the ADA's passage** and what has transpired since then.
- Display could include digital elements and/or a virtual exhibit as well as braille, audio/headphones, and a digital landing page.
- **Connect libraries with local CILs** for possible coordination of additional programming or activity to coincide with exhibit.
- **Leverage PR, social, digital, email to spread the word** and encourage participation during Disability Pride Month.



1. Cardboard Jigsaw 3D Displays with interactive QR Codes
2. Wall decal timeline
3. Story sharing (QR code)
4. Hanging photo / info display with Braille

WHY THIS IS A GREAT OPPORTUNITY?

More than 2.3 million Michiganders live with disabilities, yet people with disabilities are too often excluded from employment, social engagement, recreation, and other opportunities.

Using public spaces to increase visibility for people with disabilities expands the conversation about disability, inclusion, and access, builds connection between residents, raises awareness, and inspires action within the greater community.

Why Libraries?

We are asking public libraries to host these pop-up displays because libraries are known for being welcoming community spaces that champion the accessibility of information.



WHY THIS IS A GREAT OPPORTUNITY?

July 26, 2025 marks the **35th anniversary of the Americans With Disabilities Act.** For the past 2 years, SILC has coordinated with Idea39 to create ADA Pride events in July. These events have included an exhibit of art by people with disabilities held at the Madison Heights Library and an outdoor event with live music, art activities, accessible yard games, a food truck, and community resources held at the Madison Heights' Civic Center Park.

While these events were well received, they were also limited. The outdoor events and the art exhibit were confined to specific geographic locations and each event was also held for a prescribed period of time. Our goal in 2025 is to **make the observation of ADA Pride more accessible by creating pop-up interactive ADA history displays at public libraries** throughout Michigan for the entire month of July. By locating these pop-up displays in public libraries, more people will be able to view them, whether they travel to the library for this purpose or just happen upon it while visiting the library. We will also include virtual elements so that even people who are not able to visit the display can participate.

Making disability history accessible offers a highly visible example of how we all benefit from intentionally diverse and inclusive communities, and how our municipal leaders can work to create them.



HOW YOU CAN HELP

1

Provide public space for this initiative.

2

Publicize this initiative

3

Optional parallel programming like author readings, public events, author recommendations, etc.



THE DETAILS

- **This is no cost to the libraries themselves.** The SILC will provide all materials for the displays for the month of July.
- To support further inclusion efforts for municipalities **you can partner with your local arts boards, community centers, and municipal electeds.**
- **The size of the display will be** based on how large of a space the library can provide. You can use all or some of the pieces in the kits.



PROPOSED TIMELINE

FEBRUARY 1 - 28

- Decisions on WHO and what to feature
- Coordination on artifacts and photography
- Finalize library partners

MARCH 1 - 31

- Begin building out of digital website component
- Begin prototyping, designing, estimating, and printing displays

APRIL 1 - May 15

- Photography and interviews with disability leaders, advocates, and allies with photographer Lauren Suprenant and video production from HQ22
- Collection of artifacts for photographing
- Finalize displays and materials
- Send out for printing and production
- Test landing pages

JUNE 28 - 30

- Delivery and setup to libraries

JULY 1 - 31st (Anniversary of the ADA)

- Pop ups open to the public

JULY 31st

- End of ADA Pride month. Tear down of the displays.

WHAT IS ADA PRIDE MONTH?

On July 26, 1990, the Americans with Disabilities Act (ADA) became law. In addition to commemorating the passage of this monumental legislation, **disability advocacy groups observe the month of July as Disability Pride Month.** The goal is to change society's perceptions of disability as a form of diversity that instills pride and a sense of identity, not as a problem to be fixed. Disability Pride Month encourages people with disabilities to celebrate themselves as they are, raises awareness about disability-related issues, and promotes allyship and action in our communities.



QUESTIONS?

Item 7.



**THANK
YOU!!**



SAFE CHILD POLICY

Madison Heights Public Library.

Effective: DRAFT.

Supersedes: Safe Child Policy, 2013. Unattended Children & Disruptive Behavior Policy, 2013.

PURPOSE:

Madison Heights Public Library ensures the safety and well-being of children by providing guidelines for their supervision while using library services and facilities.

RULES & REGULATIONS:

1. Responsibility:
 - a. Parents and caregivers are solely responsible for the safety, behavior, and supervision of their children in the library. Even when not physically present, parents and caregivers are legally responsible for their child's behavior.
 - b. Library staff are responsible for enforcing this policy and all library policies. Library staff cannot and will not assume responsibility for any child on library property, or after a child has exited library property.
2. Supervision of Children Under 12:
 - a. Children under the age of 12 must be accompanied and supervised by a responsible caregiver (parent, guardian, teacher, or assigned caregiver who is at least 16 years old) at all times while using the library's resources or participating in library programs.
 - b. The responsible caregiver must remain near the child in the library for the duration of the visit to prevent accidents and ensure proper behavior.
 - c. If a child is left unattended, and an attempt to locate the responsible caregiver is unsuccessful, staff may contact the Madison Heights Police and leave the child in police custody.
3. Unattended Children aged 12 and older:
 - a. Children aged 12 years and older are permitted to use the library unattended for a reasonable period, provided they adhere to all library policies.
 - b. Children must have the telephone numbers of a parent, guardian, or other responsible adult available in case of emergencies or special circumstances.
4. Behavior and Conduct:
 - a. Children must follow all library policies. Notification of violations will be addressed to the responsible caregiver if they are next to the child. If the caregiver is not next to the child, staff will address the child directly.
 - b. Caregivers and/or the child will be given standard warnings by library staff. Continued unacceptable behavior may result in being told to leave the library.
5. Library Hours and Closing Time:
 - a. Caregivers must maintain awareness of the library's hours of operation and ensure that children are picked up before closing time.
6. Consequences of Policy Violation:

- a. Violations of this policy may result in suspension of library privileges for the family, and/or leaving the child in police custody.