



**CITY OF MADISON HEIGHTS**

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

**HUMAN RELATIONS AND EQUITY COMMITTEE MEETING  
AGENDA**

**JANUARY 16, 2025 AT 6:00 PM**

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**CALL TO ORDER**

**ROLL CALL**

**ADDITIONS/DELETIONS**

**APPROVAL OF MINUTES**

1. Minutes of November 21, 2024

**MEETING OPEN TO THE PUBLIC**

**2024 WORK PLAN ITEMS**

2. 2024 Work Plan End of Year Update
3. Book Club Novels + Neighbors
4. Calendar of Recognition Days 2025
5. Cookbook Project

**2025 WORK PLAN ITEMS**

6. Accessibility
7. Cultural Celebrations
8. Food Insecurity
9. Rev'n in the Heights

**UNFINISHED BUSINESS**

10. Madison Heights Women's Club Donation

**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](mailto: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  
November 21, 2024

A Human Relations and Equity Committee Meeting was held on Thursday, November 21, 2024 at 6:00 PM at Library - Exhibit Space, 240 W. 13 Mile Rd.

**CALL TO ORDER**

at 6:05 p.m. by Chair.

**ROLL CALL**

**PRESENT**

- Aaron Brown
- Jessica Showers
- Alec Yu
- Council Representative Quinn Wright

**ALSO PRESENT:**

- Council Representative Alternate Emily Rohrbach

**ABSENT**

- Rebecca Chambliss
- Syed Murtaza-Rose
- Madison Student Delegate Colton Chambliss

**ADDITIONS/DELETIONS**

None.

**APPROVAL OF MINUTES**

1. Minutes of October 10, 2024  
Approve minutes of October 10, 2024. Motion made by Brown, Seconded by Showers.  
Approved unanimously.

**MEETING OPEN TO THE PUBLIC**

No public present.

**ARTS BOARD HISPANIC HERITAGE CONCERT 2025**

2. Ballet Folklorico de Detroit  
Discussion tabled until costs and proposed date are obtained from Arts Board.

## DONATION

### 3. DONATION FROM WOMEN'S CLUB

Discussion tabled until further information is obtained from staff liaison.

## CURRENT WORK PLAN UPDATES

### 4. Book Club

Going well. Books are being used at kits afterward.

### 5. Calendar - Social Media Posts

Committee members volunteered for social media posts on following topics.

Brown: Kwanzaa.

Showers: Christmas.

Yu: New Years Day, Lunar New Year.

Rohrbach: Hannukah, Holocaust Remembrance Day.

Wright: Martin Luther King, Jr. Day.

## 2025 WORK PLAN

### 6. Work Plan Template

Rev'n in the Heights.

Goal/Benefit: Cross-cultural engagement & appreciation.

Timeline: September 13, 2025, with inclement weather date to-be-determined.

Resources: Subcommittee, fundraising, trailer, tents, chairs, tables.

Measure of Success: Attendance and meaningful community engagement.

Priority: High.

Accessibility

Goal/Benefit: Improved quality of life for disabled community members.

Timeline: End of Year.

Resources: Subcommittee.

Measure of success: Meaningful community engagement.

Priority: Medium

Food insecurity

Goal/Benefit: Address food insecurity.

Timeline: End of year.

Resources: Subcommittee.

Measure of Success: Identified and made an impact on food security.

Priority: Medium.

Goal/Benefit: Collaborate with other organizations for cultural celebrations

Goal/Benefit: Participation in cultural celebrations, including but not limited to, Juneteenth and Pride Month.

Timeline: End of Year.

Resources: Subcommittee.

Measure of success: Community participation.

Priority: Medium

Motion to approve work plan made by Brown, Seconded by Showers. Passed unanimously.

**UNFINISHED BUSINESS**

**NEW BUSINESS**

**ADJOURNMENT**

at 6:55 pm by Chair.

Next meeting: January 16, 2025, 6 p.m.

DRAFT

**MADISON HEIGHTS HUMAN RELATIONS AND EQUITY COMMISSION  
2024 STRATEGIC PLAN (with end of year update)**

Name of Project, Goal	Benefit if completed	Timeline for Completion	Resources needed (staff support, subcommittee, fundraising)	Measure of Success	Priority	Update as of 12.31.24
2024 Calendar with social media content	Increase exposure to a wide variety of cultural and religious holidays, celebrations, and days of recognition to individuals in Madison Heights and beyond	January 2024 for calendar, February 2024 for social media content	May require coordination on city website, with city personnel and other cultural and religious calendars	Increase awareness measured by social media engagement	High	Focused on social media posts. Drafted 2025 calendar based on recognition days/months agreed upon throughout 2024.
Advise City Council on diversity and inclusion issues as opportunities arise	Diverse viewpoints and experiences will be considered by City Council	December 2024	May require coordination or sharing of or requesting information with city departments	City Council takes information presented by HREC under advisement during decision-making process	High	HREC could use more direction in how to achieve this goal.
Juneteenth: Participate in a meaningful way in Juneteenth	City will have a continued presence in planning and participation of the Juneteenth event	June 2024	May require coordination with police, fire department, and DPS	HREC has presence at the Juneteenth event	High	HREC has minimal planning duties and now focuses on participating as a booth and having one-on-one conversations with attendees.

<p>Motorama &amp; Smoke: Plan and execute car show and cooking competition</p>	<p>Citizens will have an opportunity to find common interests through hobbies and shared experiences</p>	<p>July 2024</p>	<p>May require coordination with police, fire department, and DPS as well as other outside organizations such as schools and businesses</p>	<p>HREC organizes and hosts a successful event based on event participation and attendance</p>	<p>High</p>	<p>Coordinating the event with the Police/Fire Open House, as well as hiring a professional planner helped make this event very successful. <span style="border: 1px solid black; padding: 2px;">Item 2.</span></p>
<p>Cookbook Project: Collect recipes and sell community cookbook.</p>	<p>Citizens will have an opportunity to contribute to cookbook and use recipes from their neighbors; HREC will fundraise</p>	<p>November 2024</p>	<p>May require coordination on city website to collect recipes online</p>	<p>Product is available for order and digital access by tree lighting.</p>	<p>Medium</p>	<p>Planning and organizing went smooth, however HREC is struggling to get enough recipes. May need to review if this is still a priority.</p>
<p>Book Club: Continue monthly book club and develop opportunities for outreach to the community and in schools.</p>	<p>Increase exposure to different viewpoints and cultures to individuals in Madison Heights and beyond</p>	<p>December 2024</p>	<p>Physical location to host the book club meetings; collaboration with library for book selection and book availability for circulation.</p>	<p>Continue to see interest in the book club book based on (1) increases to circulation of selected books, and (2) increases in number of participants at book club meetings.</p>	<p>Medium</p>	<p>Novels + Neighbors has been increasing in in-person participation. A wider range of people are participating and books are circulating indicating community interest.</p>

## Novels + Neighbors 2024 Statistics

Item 3.

HREC

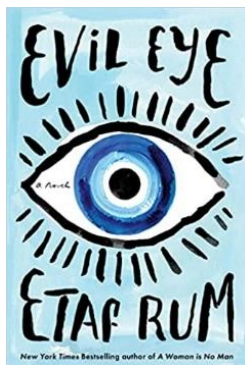
Title	Club in Person	Print	Book on CD	Libby ebook	Libby audiobook	
Maus	3	16	n/a	n/a	n/a	19
Children of Blood and Bone	5	34	0	0	13	52
The Little Liar	3	26	7	13	5	54
Heaven & Earth Grocery Store	5	85	14	31	39	174
Welcome to the Hyunam-Dong						
Bookshop	5	38	n/a	4	3	50
A Fire So Wild	3	21	n/a	0	2	26
Hula	4	17	n/a	3	6	30
Berry Pickers	8	33	n/a	12	10	63
Rebecca Not Becky	2	11	0	1	4	18
Parable of the Sower	3	16	0	2	4	25
Seasons of Love	5	20	0	2	4	31
<b>Total</b>	<b>46</b>	<b>317</b>	<b>21</b>	<b>68</b>	<b>90</b>	<b>542</b>

## Diverse Voices 2023 Statistics

Title	Club in Person	Print	Book on CD	Libby ebook	Libby audiobook	
Homegoing	3	34	0	4	3	44
Libertie	2	3	0	0	2	7
Ayesha at Last	2	5	0	1	11	19
Storied Life of A.J. Fikry	2	43	0	2	6	53
Guncle	2	37	0	3	9	51
Yellowface	4	40	0	6	12	62
Warrior Girl Unearthed	3	12	0	5	9	29
Olga Dies Dreaming	4	17	0	0	3	24
Before I Let Go	2	13	0	2	4	21
Stealing	3	19	0	0	6	28
<b>Total</b>	<b>27</b>	<b>223</b>	<b>0</b>	<b>23</b>	<b>65</b>	<b>338</b>

## Diverse Voices 2022 Statistics

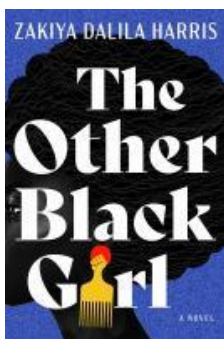
Title	Club in Person	Print	Book on CD	Libby ebook	Libby audiobook	
Detransition, Baby	4	31	0	4	3	42
Seven Husbands of Evelyn Hugo	4	59	0	58	43	164
Black Buck	2	20	0	1	1	24
Of Women and Salt	3	28	0	2	6	39
The Vanishing Half	3	39	10	6	2	60
Firekeeper's Daughter	3	25	0	2	6	36
<b>Total</b>	<b>19</b>	<b>202</b>	<b>10</b>	<b>73</b>	<b>61</b>	<b>365</b>

**NOVELS AND NEIGHBORS BOOK CLUB - 2ND TUESDAY OF EVEN MONTHS AT 6 PM****April 8****Evil Eye by Etaf Rum**

Raised in a conservative and emotionally volatile Palestinian family in Brooklyn, Yara thought she would finally feel free when she married a charming entrepreneur who took her to the suburbs. She's gotten to follow her dreams, completing an undergraduate degree in Art and landing a good job at the local college. As a traditional wife, she also raises their two school-aged daughters, takes care of the house, and has dinner ready when her husband gets home. With her family balanced with her professional ambitions, Yara knows that her life is infinitely more rewarding than her own mother's. So why doesn't it feel like enough? After her dream of chaperoning a student trip to Europe evaporates and she responds to a colleague's racist provocation, Yara is put on probation at work and must attend mandatory counseling to keep her position. Her mother blames a family curse for the trouble she's facing, and while Yara doesn't really believe in old superstitions, she still finds herself growing increasingly uneasy with her mother's warning and the possibility of falling victim to the same mistakes. Shaken to the core by these indictments of her life, Yara finds her carefully constructed world beginning to implode. To save herself, Yara must reckon with the reality that the difficulties of the childhood she thought she left.

**June 10****Red, White, and Royal Blue by Casey McQuiston**

First Son Alex Claremont-Diaz, with his sister and the Veep's genius granddaughter, are the White House Trio, a beautiful millennial marketing strategy for his mother, President Ellen Claremont. Then photos of a confrontation with his longtime nemesis Prince Henry at a royal wedding leak to the tabloids. The plan for damage control: stage a fake friendship between the First Son and the Prince. Alex soon discovers that beneath Henry's Prince Charming veneer, there's a soft-hearted eccentric with a dry sense of humor and more than one ghost haunting him. As President Claremont kicks off her reelection bid, Alex finds himself hurtling into a relationship with Henry that could derail the campaign and upend two nations.

**August 12****The Other Black Girl by Zakiya Dalila Harris**

Twenty-six-year-old editorial assistant Nella Rogers is tired of being the only Black employee at Wagner Books. Fed up with the isolation and microaggressions, she's thrilled when Harlem-born and bred Hazel starts working in the cubicle beside hers. They've only just started comparing natural hair care regimens, though, when a string of uncomfortable events elevates Hazel to Office Darling, and Nella is left in the dust. Then the notes begin to appear on Nella's desk: LEAVE WAGNER. NOW.

It's hard to believe Hazel is behind these hostile messages. But as Nella starts to spiral and obsess over the sinister forces at play, she soon realizes that there's a lot more at stake than just her career. A whip-smart and dynamic thriller and sly social commentary that is perfect for anyone who has ever felt manipulated, threatened, or overlooked in the workplace, *The Other Black Girl* will keep you on the edge of your seat until the very last twist.



## 2025 Recognition Days and Months – Madison Heights HREC

### January

January 1 New Year's Day  
January 20 MLK Jr Day  
January 27 Holocaust Remembrance Day  
January 29 Lunar New Year

### February

Black History Month  
February 28 – March 30 Ramadan

### March

Women's History Month  
March 13-14 Purim  
March 14 Holi  
March 31 Trans Day of Visibility

### April

National Arab American Heritage Month  
April 2 World Autism Day  
April 12-20 Passover  
April 20 Easter  
April 20 Orthodox Easter  
April 29-30 Eid-al-fitr

### May

Mental Health Awareness Month  
Jewish Heritage Month  
Asian and Pacific Islander Month  
May 5 Cinco de Mayo  
May 26 Memorial Day

### June

Pride Month  
June 1-3 Shavuot  
June 6-7 Eid-al-adha  
June 19 Juneteenth

## **July**

Disability Pride Month  
July 4 Independence Day

## **August**

Wellness Month  
Black Business Owners Month  
August 9 International Day of the Worlds' Indigenous People  
August 26 Women's Equality Day

## **September**

Hispanic Heritage Month  
Suicide Prevention Awareness Month  
September 1 Labor Day  
9/11  
September 22-24 Rosh Hashanah  
September 26 Michigan Indian Day

## **October**

October 1-2 Yom Kippur  
October 13 Indigenous People's Day  
October 20 Diwali

## **November**

Native American Heritage Month  
November 1-2 Day of the Dead  
November 2 All Souls Day  
November 11 Veteran's Day  
November 13 World Kindness Day  
November 20 Trans Day of Remembrance

## **December**

Hanukkah December 14-22  
Christmas December 25  
Kwanzaa December 26 – January 1  
New Year's Eve December 31

## **Asian Cultural Events**

### Lunar New Year Events

January 28, 2025.

MHHP to host an Asian Lantern Craft Time January 28, 2025 sponsored by LaoPot restaurant.

February 12, 2025.

Lunar New Year Lantern Festival and Parade. For Lunar New Year, D Asian Media will host Lantern Festival this year, open to public, activities including Lantern competition, games and a Lanterns Parade around the 168 plaza down to City Hall.

### Asian Cultural Festival

Idea in the works for summer 2025.

The City Manager is reaching out to local businesses as there is interest in utilizing the new bandshell for hosting a variety of cultural celebrations. This also includes the idea of creating an Asian Cultural Festival this summer. It could be a wonderful opportunity to showcase traditional performances like dances, taiko drumming, and tai chi as well as have food and craft vendors.