

## **Diversity Roundtable**

*Achieving a Culture that Values Diversity*

Greater Lafayette Commerce

Thursday, November 6, 2025, 11:30 am -1:00 pm

The Arts Federation (TAF) and Zoom

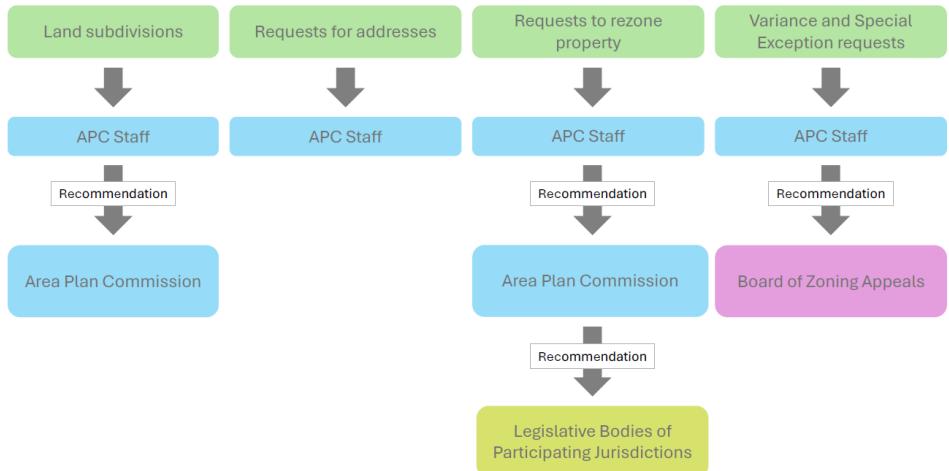
## **Minutes**

*Impacting Change in Issues of Diversity and Inclusion*

[DiversityTippecanoe.org](http://DiversityTippecanoe.org)

1. Welcome/Introductions- Barb Clark, Christopher Munt, Tetia Lee, Heather Witt, Elva James, Bob Downing, Nate McBurnett, Joan Marshall, Jos Holman, Troy Greene, Sheila Rosenthal, Johanna Wu, Lon Lucas, Naj McFadden, Iseral Quintarro, Lindsey Mputubwele, Joe Tylerda, and Adelia Sorge were present.
2. Update on initiative to address Purdue's DEI action -Joan Marshall reported that Black Purdue movie will be presented at 6pm today at the IBEW Local 668 union hall, 2535 S. 30th Street. Following the video, there will be a discussion regarding what we, as a community, can do to ensure equity.
3. Feedback on No Kings March and Power to the People Community Fair- Barb Clark facilitated a conversation for those who attended. Sheila stated that it was well attended and the worldwide report reflects 7 million people participated. Local estimates reflect 4,000 individuals.
4. Program - Rental Housing Report, Nathan McBurnett, Urban Planner with Area Planning Commission for Tippecanoe County - Christopher Munt introduced Nathan McBurnett and his role for the County.
  - a. [www.tippecanoe.in.gov/DocumentCenterNew/4/468/2024-Rental-Housing-Supplemental-Report](http://www.tippecanoe.in.gov/DocumentCenterNew/4/468/2024-Rental-Housing-Supplemental-Report)
  - b. Nathan stated that the APC is a policy making body with some regulatory powers. Multi-jurisdictional board. Seventeen-member board – half from elected officials from the incorporated and unincorporated parts of the county. The remainder include non-elected individuals.
  - c. Member Jurisdictions: Lafayette, W. Lafayette, Tippecanoe County, Battle Ground, Clark's Hill and Dayton

MEMBER JURISDICTION	APC MEMBERSHIP (17 TOTAL)	BZA MEMBERSHIP (7 TOTAL)
 <b>LAFAYETTE</b>	2 CITY COUNCIL MEMBERS 2 MAYOR-APPOINTED CITIZENS	2 MAYOR-APPOINTED CITIZENS
 <b>WEST LAFAYETTE</b>	2 CITY COUNCIL MEMBERS 2 MAYOR-APPOINTED CITIZENS	1 MAYOR-APPOINTED CITIZEN
 <b>COUNTY</b>	2 COUNTY COMMISSIONERS 2 COUNTY COUNCIL MEMBERS 2 COMMISSIONER-APPOINTED CITIZENS	2 COMMISSIONER-APPOINTED CITIZENS
 <b>BATTLE GROUND</b>	1 TOWN COUNCIL MEMBER	2 CITIZEN APC MEMBERS 1 NON-ELECTED "MUNICIPAL REPRESENTATIVE"
 <b>CLARK'S HILL</b>	1 TOWN COUNCIL MEMBER	1 NON-ELECTED "COUNTY REPRESENTATIVE"
 <b>DAYTON</b>	1 TOWN COUNCIL MEMBER	



- d. The skyrocketing cost for renting and owning is very concerning. There is a lot of luxury housing being produced – aimed primarily at students.
- e. Demand Analysis:
  - Renter demographics and rent burden
  - Student renter survey
  - Subsidized housing
  - Workforce composition
- f. Supply Analysis
  - Vacancy data
  - Landlord survey
  - Existing stock and quality
  - New and incoming stock
- g. A healthy vacancy rate is between 5-10%. West Lafayette has had a vacancy rate of less than 2% in the last 10 years.
- h. Over 90% of building permits result in a building being built.

- i. We will see a large spike in permits between January – March (the largest we have ever seen).
- j. Key Findings:
  - The county's wages are low compared to state, nation, and other peer communities and growth in median household income has been outpaced by growth in median rent price.
  - High rent burden among non-white households likely points towards deficiencies within the county's rental market.
  - Disproportionately high rates of renter ship among non-white households.
  - Demand for subsidized housing and workforce housing has increased. Section 8 is likely the largest program. Ours is administered by Lafayette Housing Authority and has had the highest demand for vouchers since 2022.
  - High rent burden among students
  - A significant portion of student renters pay for housing with mostly personal income.
  - Student ridership has plummeted (less than 5%) using public transportation.
- k. Conclusions and Key Takeaways
  - It's time for an update to the Comprehensive Plan's Housing Element
  - The planned development process should only be used for unique projects that provide a public event
  - Strategic amendments to the zoning ordinance can help address issues in the shorter term. (Accessory Dwelling Units, Granny Units)
  - Policy Priorities and implementation strategies need to be cross-jurisdictional
- l. 30% rule of gross income "affordable housing"

## 5. Hot Topics

- 6. Announcements - Barb Clark
  - a. Showing of Black Purdue video at IBEW Local 668, 2535 S 30th St. Suite1, Lafayette on November 6<sup>th</sup> from 6- 8 pm.
  - b. We're Out- 5<sup>th</sup> Annual such event taking place at First United Methodist Church, 1700 Mitch Daniels Dr., WL on Saturday, November 22nd from 1 - 5 pm. The focus of this event will be Transgender folks and Allyship
  - c. January DRT meeting will be January 8, 2026, due to New Year's Day.
  - d. CityBus – Lon Lucas stated that there are 4 public forums scheduled for next week:

- November 10: WLPL, 1 -2:30 pm, 208 Columbia Street, WL
- November 11: 9:30 – 11:30 am at the TCPL, Jos Holman Branch
- November 11: 5:30 – 6:30 pm at Purdue Christian Campus House, 1000 Mitch Daniels Blvd. West Lafayette
- November 12: 11:30 – 1:00 pm McAllister Center, 2351
- Partners for Starbucks

7. Future Topics - Barb Clark

- a. Dec 4 - DEI, Tenecia Waddell-Pyle (Lindsey Mputubwele). This meeting will be hosted by Barb Clark.
- b. Jan 8, 2026 - GenderNexus, by Lane Johnson, CRC, LMHCA (they/he) Coordinator (Jennifer Brand). This meeting will be hosted by Barb Clark.
- c. February 5 - Brainstorming of new topic