



Michigan House of Representatives Committee on Appropriations
Subcommittee on General Government Budget Presentation

FISCAL YEAR 2022-2023
FEBRUARY 15, 2022



Presenters

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A Constitutional Priority

The Michigan Constitution of 1963 provides that:

“No person shall be denied the equal protection of the laws; nor shall any person be denied the enjoyment of his civil or political rights or be discriminated against in the exercise thereof...”

The Constitution tasks the Civil Rights Commission with the duty to:

“investigate alleged discrimination against any person...in the enjoyment of the civil rights guaranteed by law and by this constitution, and to secure the equal protection of such rights without discrimination. “



Michigan Civil Rights Protections

Michigan Law Currently Prohibits Discrimination

- In Employment, Education, Housing, Public Accommodation, Law Enforcement or Public Service
- Based on religion, race, color, national origin, sex, disability, age ⁽¹⁾, marital status ⁽¹⁾, height ⁽²⁾, weight ⁽²⁾, arrest record ⁽²⁾, genetic information ⁽²⁾, and family status ⁽³⁾

Persons With Disabilities Act Provides Equal Access

- Provides persons with disabilities with the same opportunities as everyone else to housing, the workplace, public places, and in interactions with government.

⁽¹⁾ Under the education article, age and marital status are prohibited considerations for admissions only

⁽²⁾ In employment only

⁽³⁾ In housing only



Department Responsibilities

The Department is a Civil Rights law enforcement agency and is the Operational Arm of the Civil Rights Commission responsible for:

- Investigation & Resolution of Discrimination Complaints: EEOC & HUD -Federal Contracts, Elliott-Larsen Civil Rights Act (Act 453 of 1976), Persons with Disabilities Civil Rights Act (Act 220 of 1976)
- Diversity, Equity and Inclusion
- Community Engagement Education (Internal & External Training)
- ADA Compliance (Title II)
- Division on Deaf, DeafBlind and Hard of Hearing (DODDBHH)
- Advocates and Leaders for Police and Community Trust (ALPACT)
- Michigan Indian Tuition Waiver Program
- Service Animal Program



Offices, Structure, Revenue and Budget

Department Structure

Department of Civil Rights (Detroit, Lansing, & Grand Rapids)

Operational Structure

Executive Office, Enforcement, Law and Policy, Public Affairs and DODDBHH

Revenue and Budget

FY 2023 Recommended Budget **\$21,601,600**

\$18,633,500 in **General Fund:** (1)

\$2,890,900 **Federal Revenue:** HUD (2) & EEOC (3)

¹ \$1.5 million for museum support

² United State Department of Housing and Urban Development

³ United States Equal Employment Opportunity Commission



FY 2023 Governor's Recommendation Summary

Fiscal Year 2022 Appropriation

\$17,834,100

Fiscal Year 2023 Recommendation

\$21,601,600



FY 2023 Highlighted Changes

The Governor's recommended budget provides enhanced support for the following key programs: **\$3.1 million for Complaint Investigation/Enforcement Case Backlog** (general fund) to eliminate a backlog of housing, employment, law enforcement, and other cases over the next two years. This one-time funding will subsequently generate increased federal funding for the department going forward.

\$330,000 for Civil Rights Information System Enhancements to drive efficiencies departmentwide and assist all investigators from initial intake through final adjudication. This will be funded via the Information Technology Investment Fund within the Department of Technology, Management and Budget.

\$500,000 for Indian Boarding Schools Study (general fund) to conduct a statewide study of the number of Native American children forced to attend boarding schools in Michigan through the location and preservation of records and interviews with survivors and their families. This one-time funding will, in conjunction with the Federal Indian Boarding School Initiative, seek to develop an understanding of the impacts of federal and state removal policy of tribal children.



Initiatives and Task Forces

Commission Initiatives

K-12 Education Equity in MI Report (Based on Statewide Community Hearings)

Education Equity Resource Guide

Key Task Forces

- Voting Rights, Diversity Equity and Inclusion, Educational Equity, Environmental Justice (MCRC)
- Michigan Poverty Task Force
- Member of the Interagency Migrant Service Committee
- Michigan Commission on Law Enforcement Standards (MCOLES)
- Homeland Protection Board
- Council for Government and Education on Equity and Inclusion
- Ethnic Intimidation Amendment Work Group



Closed Cases and Settlements

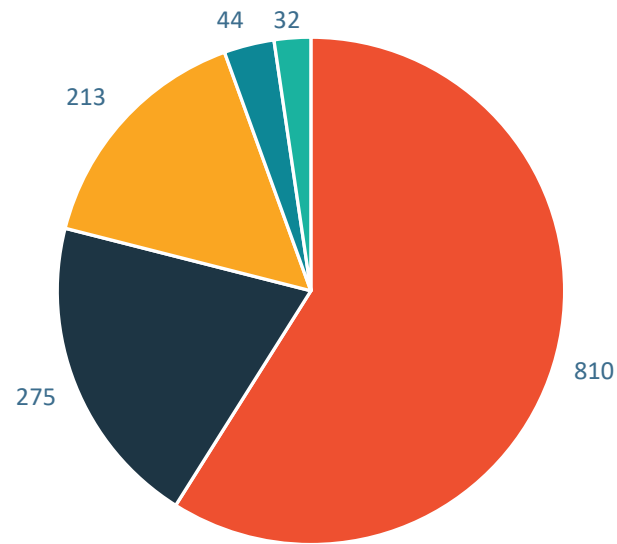
Investigating Complaints of Discrimination

MDCR's core mission is investigating complaints of discrimination in employment, housing, public accommodation, law enforcement and public service. The alleged discrimination must have taken place within the previous 180 days and must be based on religion, race, color, national origin, arrest record, genetic information, sex, age, height, weight, marital status and/or disability. In FY 2020, the MDCR Enforcement Division closed 1,257 complaints of discrimination and secured \$1,220,424 in settlements for claimants. In FY 2021, MDCR closed 1,374 complaints and secured \$1,669,048 in settlements.



Cases Closed in FY 2021

1,374 Cases Closed in FY 2021



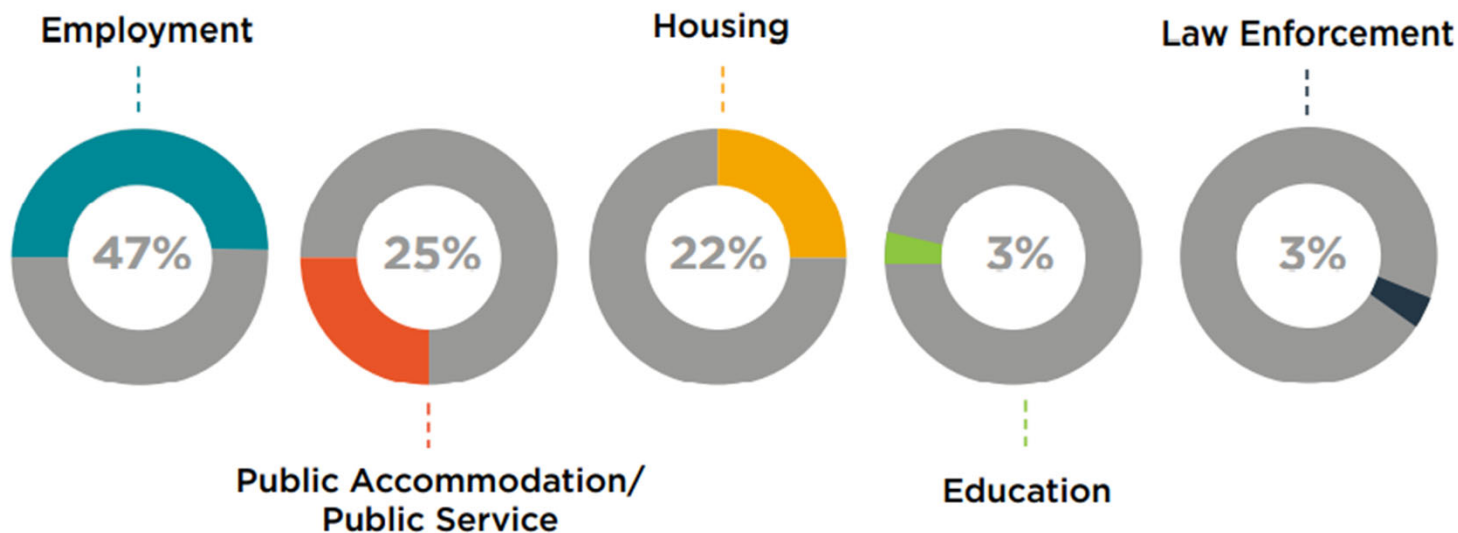
■ Employment ■ Public Accommodation/Public Service ■ Housing ■ Law Enforcement ■ Education



2021 Complaints by Basis

FORMAL COMPLAINTS FILED BY AREA FY 2021

In FY 2021, the majority of complaints MDCR received are in the area of employment (47%), followed by public accommodation/public service (25%), housing (22%), education (3%) and law enforcement (3%).





Outreach

Community Engagement efforts include the following:

- Racial Equity, Cultural Competency, Implicit Bias workshops and trainings
 - Leadership Academy
 - Civil Rights Youth Forum
 - State Council for Local Governments & Education on Equity & Inclusion
 - ALPACT
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ALPACT Initiative

Advocates and Leaders for Police and Community Trust (ALPACT)'

The mission of ALPACT is to **improve trust between law enforcement and the community**. Participants include community leaders and members, U.S. Attorney's Office, Michigan State Police and local law enforcement.

ALPACT - Actively Building Trust in Ten Michigan Communities

The organization Advocates and Leaders for Police and Community Trust, or ALPACT, has one overarching mission: to build bonds of trust and accountability between law enforcement and the communities they serve. Since its inception 25 years ago when the first chapter was established in Detroit, MDCR has been not only an active member, they have lead the effort to expand ALPACT into communities throughout the state. ALPACT currently has active chapters in the following communities and regions:

- Detroit (est. 1995)
- Berrien County and Flint (est. 2010)
- Kent County (est. 2012)
- Saginaw (est. 2013)
- Lansing and Jackson (est. 2015)
- Traverse City (est. 2016)
- Battle Creek (est. 2017)
- Kalamazoo County (est. 2020)



Questions & Answers





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