

Michigan Department of Civil Rights

Biennial Report 2007-2008





STATE OF MICHIGAN
DEPARTMENT OF CIVIL RIGHTS
EXECUTIVE

JENNIFER M. GRANHOLM
GOVERNOR

KELVIN W. SCOTT, J.D.
DIRECTOR

February 18, 2010

The Honorable Jennifer M. Granholm
Members of the Michigan Legislature
People of the State of Michigan

The Michigan Civil Rights Commission and the Michigan Department of Civil Rights present to you our annual report for Fiscal Years 2007 and 2008.

This report chronicles changes such as the passage of Proposal 06-02, and the release of the Commission's report on its impact. The two events symbolize a shift in the methods and approaches to leveraging Michigan's diversity. Proposal 06-02 was not an objection to the ideas of diversity or equal opportunity, it was an objection to one method of achieving these goals. With this understanding, we move forward with new and innovative ways to embrace our differences.

Other key events for these fiscal years include the release of the Enumeration Report on Migrant and Seasonal Farmworkers in Michigan, and the various activities through a wonderful partnership with the Crime Victim Services Commission.

Through these and other achievements, we have again met our responsibility of continuing the important legacy of our Commission and Department.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Kelvin W. Scott", written over a horizontal line.

Kelvin W. Scott, J.D.
Department Director








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**Michigan Civil Rights Commission
Fiscal Year 2007**

 <p align="center">Commission Chair Mohammed Abdrabboh, J.D. Dearborn 2003</p>	<p align="center">Commission Vice-Chair Kelvin W. Scott, J.D. Grosse Pointe Park 2004</p> 
 <p align="center">Commission Treasurer Karen Henry Stokes Grand Rapids 2005</p>	<p align="center">Commission Secretary J. Michael Zelle Grand Blanc 2006</p> 
 <p align="center">Mark Bernstein, J.D. Ann Arbor 2004</p>	<p align="center">Dr. Tarun K. Sharma Kalamazoo 2001</p> 
	<p align="center">Matthew Wesaw Holt 2004</p> 

**Michigan Department of
Civil Rights Director**
Linda V. Parker, J.D.
2003



**Michigan Civil Rights Commission
Fiscal Year 2008**

	<p>Commission Chair Kelvin W. Scott, J.D. Grosse Pointe Park 2004</p>	<p>Commission Vice-Chair Matthew Wesaw Holt 2004</p>	
	<p>Commission Secretary Karen Henry Stokes Grand Rapids 2005</p>	<p>Commission Treasurer J. Michael Zelle Grand Blanc 2006</p>	
	<p>Mark Bernstein, J.D. Ann Arbor 2004</p>	<p>Lisa Peoples-Hurst St. Joseph 2008</p>	

**Michigan Department of
Civil Rights Director**
Linda V. Parker, J.D.
2003



The Michigan Civil Rights Commission

The Michigan Civil Rights Commission was created by the 1963 Michigan Constitution, and consists of eight leaders from across the state. Commissioners are appointed to four year, staggered terms by the Governor, with no more than four members from any one political party.

The Michigan Department of Civil Rights (MDCR) was established by the state legislature in 1965, as a staff complement to implement the Commission's policies. The Department enforces the state's civil rights laws through the following programs and services: complaint investigation, mediation, outreach/education, information and referral. Michigan's civil rights laws extend protections against unlawful discrimination to everyone residing in or visiting the state of Michigan in the following categories: religion, race, color, national origin, sex, age, marital status, and disability in the areas of employment, education, housing, public accommodation and public service. Also included under the areas of protection are height, weight, genetic information and misdemeanor arrest record in the area of employment, and familial status in the area of housing.



Lisa Peeples-Hurst, the newest member, was appointed to the Commission in July 2008. More information about the Commission as a body and its individual members is available at <http://www.michigan.gov/mdcr>.

Commissioner Peeples-Hurst being sworn in by Chair Matthew Wesaw

Commission News FY07

Report on the Impact of Proposal 06-02

Following the passage of Proposal 06-02 in November 2006, Governor Granholm issued Executive Directive 2006-7 which directed the

Commission to investigate the impact of the adoption of Proposal 06-02. Specifically, the Directive ordered the Commission to review and identify:

- Existing state laws and regulations relating to contracting, employment, diversity, and equal protection efforts that may be affected by the adoption of Proposal 06-02.
- The impact of the adoption of Proposal 06-02 upon state educational institutions and educational programs.
- The impact of the adoption of Proposal 06-02 upon state economic development efforts and the ability of the State of Michigan to compete within the global economy.

The Commission delegated the authority to the Department to undertake the work of the Directive. Director Parker created an internal team and met with each principal state department to determine the impact of Proposal 06-02 on their operations. The report was formalized at a meeting on March 7, 2007, where it was adopted by the Commission.

Of particular note, the report highlighted:

- The passage of Proposal 06-02 is not a referendum against diversity or equal opportunity, rather, it was an objection to one method of achieving these goals.
- Proposal 06-02 impacts state and local government operations in the areas of public education, public contracting and public employment. The proposal does not apply to private institutions or general government operations.
- Proposal 06-02 does not preclude targeted outreach based on race, gender, ethnicity or national origin, as long as the outreach is not exclusive to that group.

For other findings and a complete list of recommendations, please download a copy of the report from the Department's website <http://www.michigan.gov/mdcr>.

Position Statements

At its April 2007 meeting in Livonia, the Commission readopted a 1989 position statement on the issue of pay equity. Among other things, the position statement affirms the Commission's belief that men and women should be paid according to the value of the work performed and not based upon the gender of the person performing it. The statement was issued in recognition of Equal Pay Day in Michigan. By revisiting its earlier statement, the Commission recognized the need to take further steps to ensure that employees of both genders are compensated equally.

Public Hearings

Following its October 23, 2007 meeting in Detroit, the Commission hosted a voter information public forum. During the forum, the Wayne County Clerk's office gave a presentation for residents on using the new voting machines. The forum was part of the Department's voter education and protection drive for election 2007.

The Commission celebrated Fair Housing Month in April 2007, with a Livonia meeting hosted by the Livonia Human Rights Commission. Speakers included Clifford Schrupp from the Fair Housing Center of Metropolitan Detroit, Pam Kisch from the Fair Housing Center of Southeastern Michigan and mortgage specialist Kevin Butts.

On June 25, 2007 the Commission hosted a public forum on issues faced by persons with disabilities. The forum was held at Mott Community College in Flint and featured several speakers from area organizations and state agencies that serve persons with disabilities. The forum was a valuable experience for Commissioners to gain insight into the issues of members of that community.

The meeting on August 27, 2007 was followed by a public forum on Native American issues and a tour of the Ziibiwing Center in Mount Pleasant. The meeting was opened with a traditional ceremony, including a "Presentation of Flags" by the Great Lakes Alliance Singers of Saginaw Chippewa Indian Tribe. Several presenters shared information with the Commission, and one group requested clarification on the expected impact of Proposal 06-02 on the Native American community.

Commission News FY 08

2008 marked three 40th anniversaries of significant events in civil rights: The Fair Housing Act, the assassination of Dr. Martin Luther King, Jr. and the anniversary of the Michigan Women's Commission.

At their March 2008 meeting, the Commission addressed the Department's participation with the HUD (Housing and Urban Development) National Policy Conference and in particular, foreclosures and predatory lending.

Also in March, the Commission held a Public Forum in Grand Rapids entitled "Hate Crime and Education." Panelists included Mark Fancher, Attorney for the Racial Justice Project, American Civil Liberties Union; Paulette Granberry Russell, Senior Advisor to the President for Diversity and Director of the Office of Inclusion and Intercultural Initiatives at Michigan State University; Marlene Kowalski-Braun, Grand Valley State University (GVSU) Director of the Women's Center and Faculty Advisor to the Team Against Bias; David Trexler, Deputy Chief, Michigan State University Police Department; and Patti Caudill, Administrative Analyst for the City of Grand Rapids Equal Opportunity Office. Several GVSU students spoke about events they encountered on campus and they were advised on where to get help in the future.

In May, the Commission was recognized with a Community Excellence Award for their role in averting the closure of the Buena Vista Township Secretary of State Branch Office. This location, near Saginaw, is one of two Michigan municipalities protected by the Voting Rights Act (VRA). Assisted by the Department of Justice, the Commission and the Department contested the Secretary of State's decision to close that office as a cost-saving measure. MDCR and several other organizations filed complaints with the Justice Department on the grounds that the closure violated Section 5 of the VRA. Under Section 5, certain jurisdictions must demonstrate that a proposed change that could effect voting does not have the purpose and will



not have the effect of discriminating based on race, color or membership in a 'language minority group.'

Former Commission Chair, now Director Kelvin W. Scott provides comments on behalf of the Commission at the 2008 MIAAHC hate crime conference

Also in May, the Commission filed an amicus brief with the Michigan Supreme Court regarding a Judicial Tenure Commission (JTC) Formal Complaint against Judge Beverly Nettles-Nickerson. As a result of a JTC complaint against Judge Nettles-Nickerson, she was ordered to pay all expenses related to the prosecuting of the complaint. However,

since one of the allegations investigated was related to an earlier complaint the Judge filed with the MDCR, the Civil Rights Commission argued that she should not be ordered to pay the portion of the prosecution costs incurred during the JTC's investigation into the MDCR

complaint. Such payment would violate the right of the Judge to file a complaint with MDCR without fear of retaliation.

July's Commission meeting was held in conjunction with a Public Forum in Benton Harbor. Rights Representatives from the Kalamazoo Office gave an overview of the Department and the Commission, with emphasis on the enforcement process. Citizens commented on potential unlawful arrests and due process, and efforts being undertaken by Michigan Works! to reach parents and students so youth are prepared to work in high demand fields such as health care, hospitality and the construction trades. Concerns were also raised about housing development and voter education.

Office of the Director

In October 2006, Director Parker delivered keynote speeches at the Battle Creek and Albion Branches NAACP Freedom Fund Dinners. The theme for the two events was "Reaffirming Affirmative Action in Michigan," and "Alignment Toward Reality," respectively. Also in October, Director Parker gave the keynote speech at the Metropolitan Detroit Teen Conference Community Luncheon and served as a panelist at the Council of Michigan Foundations Annual Conference in Kalamazoo.

Following passage of Proposal 06-02 in November 2006 and continuing through March 2007, Director Parker and other MDCR staff devoted a large amount of time to meeting the requirements of the Governor's Executive Directive 2006-7. The Directive requested that the Commission undertake a study into the specific impacts of Proposal 06-02, including what the state could do to encourage diversity post-Proposal 06-02. Director Parker led meetings and conducted other research to assess Proposal 06-02's impact on Michigan.

In January 2007, Director Parker was keynote speaker at the Jewish Community Council's celebration of the work and life of Dr. Martin Luther King, Jr. Also in January, Director Parker and Governor Granholm hosted the first Governor's Youth Roundtable Discussion on Diversity. The Governor and Director spoke with about 35 high school students from Macomb, Oakland and Wayne counties about their perspectives on diversity, inclusion and what youth like about living in Michigan.

In February Director Parker delivered the keynote address at the UAW's Diversity Conference, "Making Tomorrow a Better Today" in Flint.

In March, in addition to the Commission meeting to announce the report on the impact of Proposal 06-02, Director Parker also testified before the House Appropriations Higher Education Subcommittee and spoke at the Disadvantaged Business Enterprise Program hosted by the Michigan Department of Transportation. The topic during both events was the impact of Proposal 06-02.

During Fair Housing Month in April, she delivered the keynote address to the Annual Fair Housing Seminar and Luncheon in Southfield, where the theme was "Ethics of Fair Housing and Sensitivity to Diversity." Parker also addressed the State Bar of Michigan Law Association Committee and the UAW Labor Summit Luncheon on the impacts of Proposal 06-02.

In May 2007, Director Parker participated again in the “Walk2Gether Michigan” event sponsored by the Michigan Roundtable on Diversity and Inclusion. Ms. Parker was also interviewed by Good Morning America to discuss the civil rights implication of a “women only” floor being promoted in a new Grand Rapids hotel.

July’s highlights included speaking on the impacts of Proposal 06-02 at the Michigan Progressive Baptist Convention, and on the legacy of modern dance pioneer Katherine Dunham at her memorial tribute. Director Parker attended a public hearing, convened by State Representative Andy Coulouris, to hear from the public on the impact of the potential closure of the Buena Vista Secretary of State branch office. The Department’s interest in the matter was about whether the closing of that office would have a disproportionate impact on any of the protected classes.

Closing out the fiscal year in September, Director Parker had an active role in the statewide conference on hate crime put on by MDCR and the MI Alliance Against Hate Crimes. The conference was very successful and focused on helping communities to build local response networks to hate. Finally on September 19th, Director Parker served on a legal panel for the NAACP Michigan State Conference’s 71st Annual Conference. Discussion topics for the panel included the Supreme Court’s decisions on voter identification requirements and the impact of Proposal 06-02.



Here, former Director Parker is awarded for her work in co-hosting the 2008 Joint IAHOA NAHRW Conference

Fiscal Year 08

During the first quarter of the fiscal year, Director Parker worked with administrators at Eastern Michigan University on responding appropriately to Proposal 2. She also attended the Michigan Roundtable for Diversity and Inclusion’s 60th Humanitarian Tribute Luncheon and she was a panelist for the Wolverine Bar Association discussion, “Losing the Battle, But Not the War: Diversity in the Legal Profession After Proposal 2.” Director Parker led the response to the placement of four nooses at Central Michigan University in Mt. Pleasant.

In January, Director Parker moderated the Henry Ford Museum’s Dr. Martin Luther King Jr. Day program in Dearborn and, with Governor Jennifer M. Granholm, hosted the Second Annual Dr. Martin Luther King, Jr. Day Youth Roundtable on Diversity and Michigan’s Future.

Also in January, voter identification was addressed by Director Parker, staff and the Commission. Because 2008 would be the first presidential election year in which people could be asked to show photo identification to vote, Parker actively argued that the requirement would have a disproportionate impact on the formerly incarcerated, older people, persons with disabilities and others who may not have a driver’s license or state ID card.

In February, the Director represented the Department at a Michigan Legislative Black Caucus meeting, focusing on potential legislative responses to hate crime. Parker also addressed three different churches on Black History Month issues.

March was marked by Director Parker's representation of MDCR at the 12th Annual Women and Leadership in the Workplace Conference Awards Luncheon; the Governor's Advisory Council on Asian and Pacific American Affairs Annual Leadership Conversation; a meeting of the Governor's Advisory Council on Arab and Chaldean American Affairs; and at the Michigan United 2008 Diversity Summit. With Dan Levy (MDCR Chief Legal Officer) and Trevor Coleman (Director of Communications), Director Parker attended a forum at Central Michigan University, in conjunction with the Michigan Legislative Black Caucus, addressing the response to the November 2007 noose hanging incident on campus.

Former Director Parker with Dr. Clayborne Carson, at the January 2008 "With Liberty and Justice for All" Symposium



During April, Director Parker was a guest speaker at Focus HOPE's Generation of Promise Youth Roundtable Discussion; a panelist at the Race Matters Conference, hosted by Voices for Michigan's Children; and represented the Department at the NAACP Freedom Fund Dinner. With the Governor's Office of Community and Faith-Based Initiatives, Director Parker and staff collaborated on outreach to the Benton Harbor area.

In May, Director Parker and the Department partnered with and participated in the Michigan Roundtable for Diversity and Inclusion's Annual Fundraiser Walkathon, held in Detroit on Belle Isle. She and MDCR leadership staff convened an All-Agency Meeting and Training. Parker also authored op-ed pieces in various newspapers on the 40th anniversary of the Fair Housing Act, the state housing foreclosure crisis and Proposal 2. She also joined the Governor's delegation at the annual Mackinac Policy Conference; this year's focus was education, transportation and the environment.

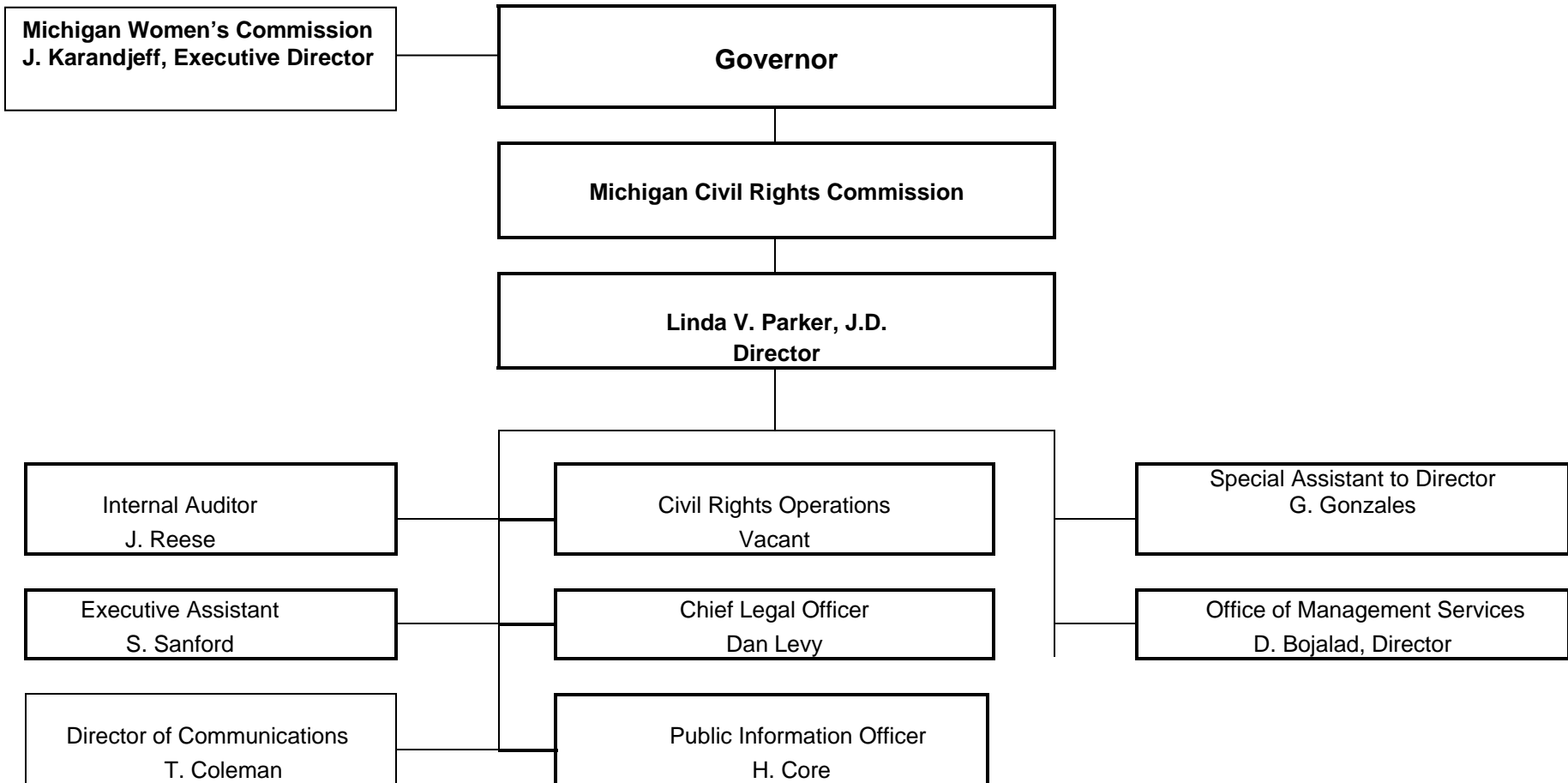
During the summer, Director Parker represented the Department at Crain's 2008 Diversity Conference and she was one of nine recipients of the "Women of Courage, Women of Change" awards from the Minerva Education Development Foundation (the educational foundation of Delta Sigma Theta Sorority, Inc.). She represented MDCR at the 55th Anniversary of the Grand Rapids Community Relations Commission, where keynote speaker Kwesi Mfume addressed the audience of more than 500 attendees. With Dan Levy, the Director met with several State Bar of Michigan (SBM) staff on the Department's role in SBM's Campaign for Justice initiative.

In September, Director Parker participated in the second meeting of the Environmental Justice Workgroup with Department of Environmental Quality (DEQ) Director Steven Chester. Director Parker attended the 2008 MIAAHC Hate Crime Conference in Lansing and served as a local host to the International Association of Official Human Rights Agencies and National Association of Human Rights Workers Second Annual Joint Conference, held in Detroit. In addition, she facilitated a workshop on Affirmative Action at this conference.

Director Parker also spoke at the Michigan Minority Business Development Council Public Policy Forum and with other Department staff, continued to work on raising awareness of voter registration in light of the upcoming presidential, state and local elections.

MICHIGAN DEPARTMENT OF CIVIL RIGHTS

ORGANIZATION CHART *(as of 9/30/2007)*



Office of Civil Rights Operations

The Office of Civil Rights Operations (OCRO) includes the Lansing and Detroit Enforcement Divisions, HUD/EEOC Coordinator, Community Relations Division and the Contract Compliance Unit.

There are ten civil rights enforcement units throughout the state. Each unit consists of four to six Civil Rights Representatives (CRR), a Civil Rights Manager, and an Administrative Support colleague. Five of the units are located in the Detroit office. There is one unit each in Saginaw, Flint, Lansing, Grand Rapids and Kalamazoo. One CRR works in an office in Marquette, but is administratively considered part of the Saginaw office.

Enforcement Units offer customers complaint investigation, information, referral, outreach and education. The complaint investigation option includes early resolution, whereby CRRs try to resolve the matter within 14 days. When early resolution is not successful, a formal complaint is taken if appropriate. When a complaint investigation results in a finding of probable cause, enforcement staff will offer conciliation prior to referring the complaint for legal review and possible issuance of a formal charge of discrimination.



MDCR colleagues are pictured at an all-agency event held in May, 2008

In some instances, CRRs will proceed immediately to formal complaint without attempting early resolution. For example, the Department will proceed to formal complaint when presented with particularly offensive acts or repeated allegations of discrimination, where there is direct evidence of discrimination or when precedent-setting concerns are received.

An Internal Mediation Unit was established so MDCR can assist with complaint resolution in a timely way. Enforcement staff may use mediation as an option to resolve a formal complaint. Mediation is a time- and resource-saving tool in many instances.

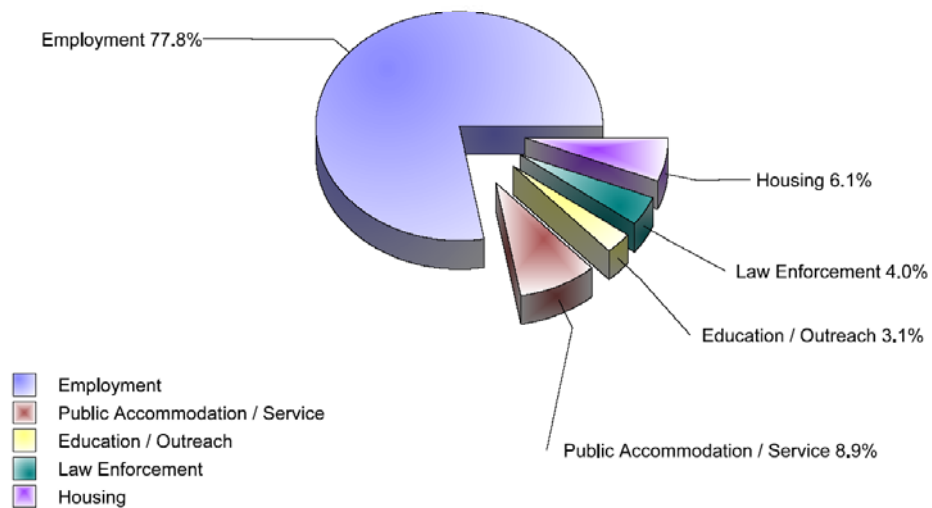
During fiscal year 2007, 2,642 formal complaints were taken, with 2,442 complaints being offered mediation. MDCR closed 2,294 complaints during FY07, resulting in monetary awards to claimants of \$2,268,309. The Department also recorded 942 contacts given referrals to other service organizations, and 739 contacts served through providing information.

In fiscal year 2008, 2,845 formal complaints were taken, with 2,501 complaints referred to mediation. MDCR closed 2,637 complaints in FY08, resulting in monetary awards to claimants of \$2,507,590. The Department also recorded 844 contacts who were referred to other service organizations, and 545 contacts served by providing information.

In addition to several other charges issued in January 2007, the Department publicly announced a Charge of Discrimination against Century 21 Town and Country. The Charge was issued following a testing-based complaint filed by the National Fair Housing Alliance alleging that white homebuyers were being steered to white neighborhoods, while black homebuyers were being steered to black neighborhoods. The National Fair Housing Alliance later withdrew their complaint to proceed to federal court.

MICHIGAN DEPARTMENT OF CIVIL RIGHTS

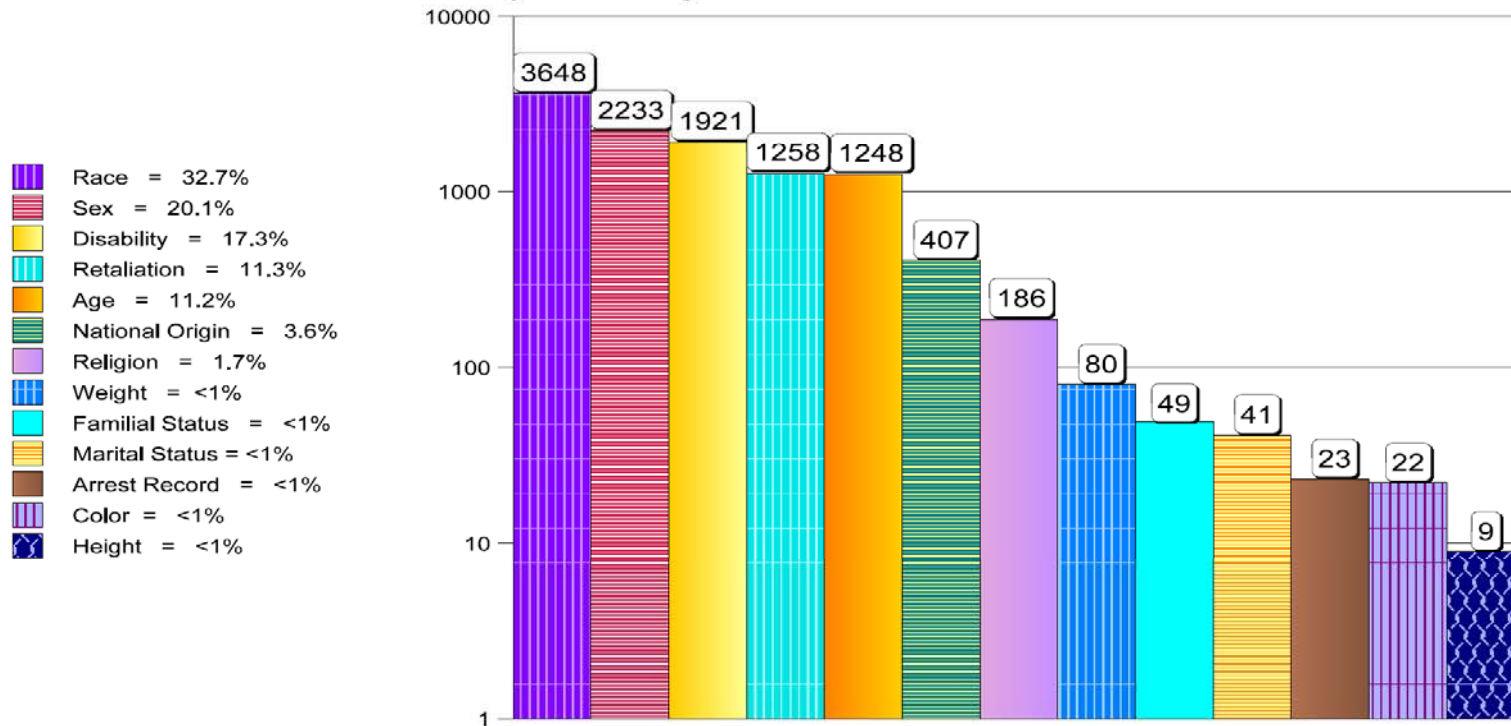
FY 2007 Complaint Issue Contacts Recorded *by Area of Discrimination*



- A contact is a customer request for service.
- The percentages shown reflect all requests for Complaint Issue services recorded in the department's Contact Management System during FY 2007.

MICHIGAN DEPARTMENT OF CIVIL RIGHTS

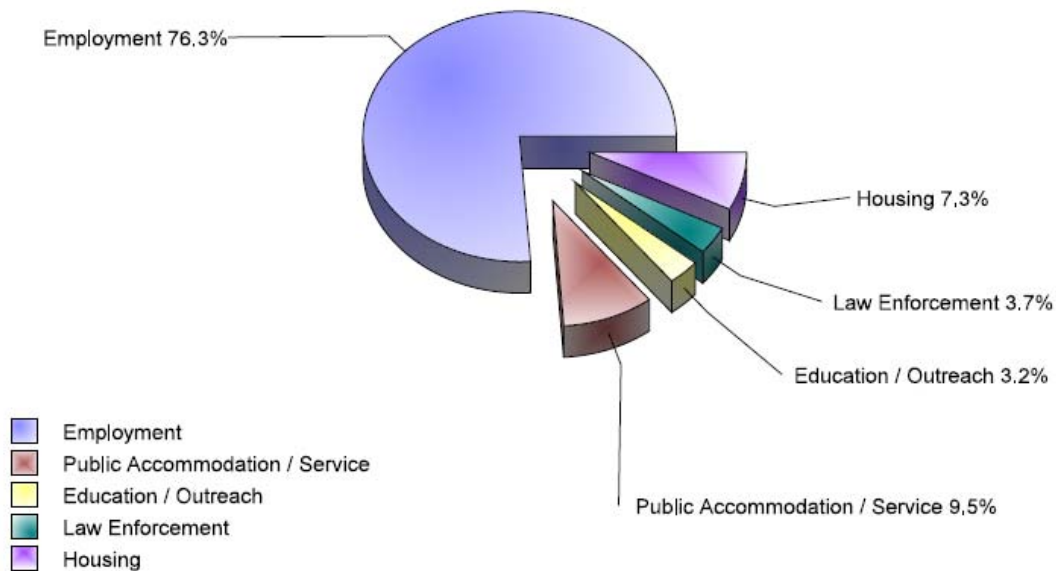
FY 2007 Complaint Issue Contacts Recorded *by Basis of Discrimination*



- A contact is a customer request for service.
- The numbers shown reflect all requests for Complaint Issue services recorded in the department's Contact Management System during FY 2007. Contacts filed may include more than one basis.

MICHIGAN DEPARTMENT OF CIVIL RIGHTS

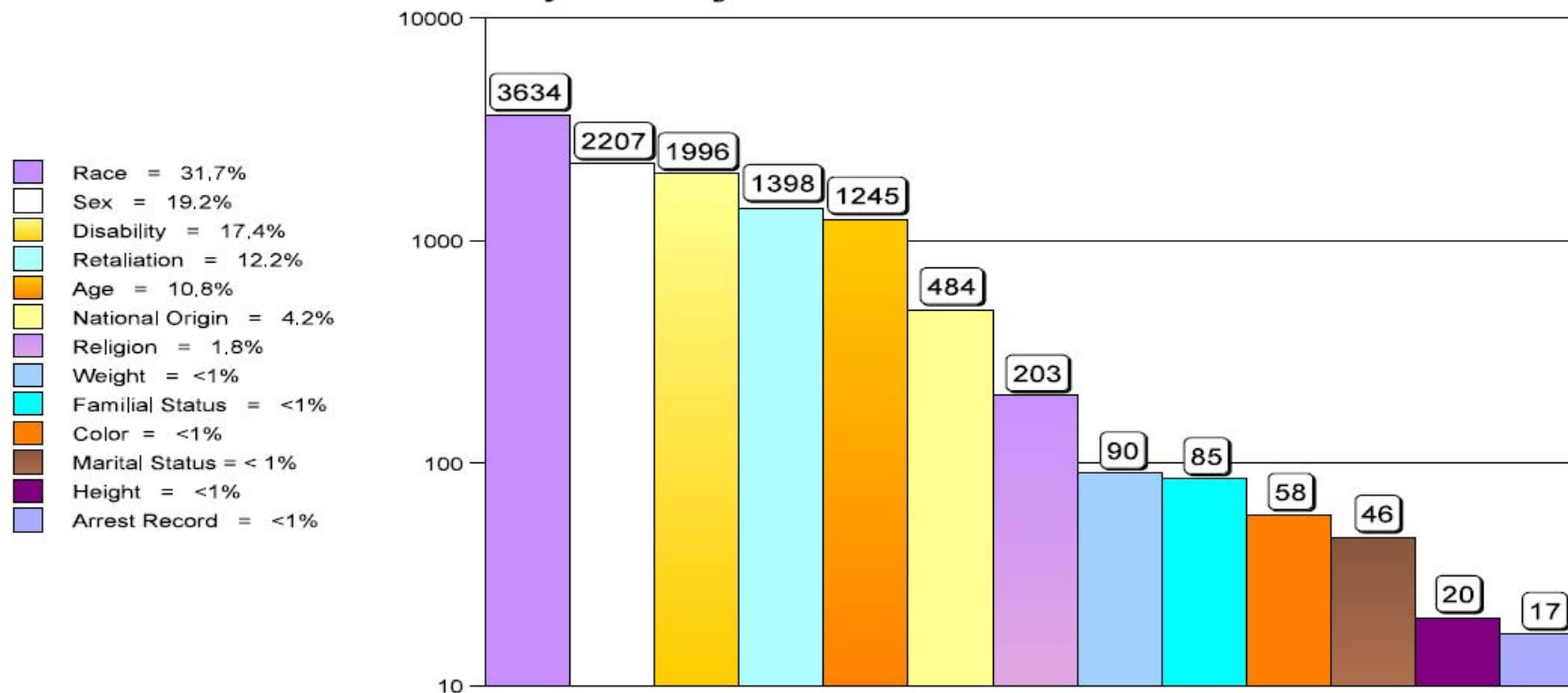
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MICHIGAN DEPARTMENT OF CIVIL RIGHTS

FY 2008 Complaint Issue Contacts Recorded *by Basis of Discrimination*



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Community Relations Division

The Community Relations Division's mission is to enhance communication around common issues, provide new service delivery options, and ensure access to outreach and education through its network with communities, organizations and educational institutions. This Division is staffed by a Director, one administrative support staff, two Civil Rights Representatives, and three Civil Rights Specialists. At the end of FY08, the Director of the Community Relations Division was reassigned to report to the Director of the Office of Public Affairs. There are also MDCR colleagues who work in other disciplines but serve as Multicultural and Expanded Community Liaisons.

A key service of the CRD is providing the Building Cultural Competency training. This workshop is available in an eight-hour or a four-hour format. The information presented enhances participants' understanding of five major cultural groups: African American, American Indian, Arab American, Asian American and Latino American. It is available to other state agencies, non-profit and for-profit organizations. The sessions address the complexity and challenges of various issues within a multicultural society, as well as in the work environment. Topics include cultural protocols, cross-cultural communication, definition and name evolution, the impact of historic civil rights events, cultural characteristics and dispelling myths and stereotypes that lead to bias and discrimination. The four-hour session concentrates on embracing cultural diversity in the workplace.

Division staff also serve as **Expanded Community Liaisons**. Colleagues were appointed to serve as ECLs to 16 Michigan communities that were selected on the basis of having a number of civil rights issues, although they do not have MDCR offices. ECLs ensure the Department's services are readily available in these communities. They are: Adrian, Ann Arbor, Battle Creek, Chippewa County, Holland, Jackson, Mackinaw County, Macomb County, Monroe, Mt. Pleasant, Muskegon, Petoskey, Pontiac, Port Huron, Traverse City and Ypsilanti.

Human Relations Councils exist in 22 Michigan locales. Division staff have formed relationships with them to stay attuned to civil rights issues in these communities. MDCR hosts a meeting for HRCs to discuss common issues and provide civil rights-related training to HRC staff and commissioners.

The Division also houses a **Multi-Cultural Liaisons** initiative, through which staff are assigned to the following communities: African American, Aging, American Indian, Arab American, Asian American, Disability, Gay/Lesbian/Bi-Attractional/Transgender, Latino American and Youth. Staff ensure that their designated communities' civil rights service needs are being met. They also serve as in-house experts to MDCR colleagues and the general public when information is sought on the aforementioned communities.

A **Crisis Response Team**, appointed by the Department Director, includes five colleagues who help diffuse situations of community unrest. This includes incidents involving race, color, religion, sex, age, national origin, disability and other civil rights-related matters. MDCR relies on its relationships with a cadre of law enforcement agencies, community and faith-based

groups, business representatives and other advocates in the community. Our staff works proactively to restore the civil rights health in such communities.

Michigan Alliance Against Hate Crimes (MIAAHC)

The Michigan Alliance Against Hate Crimes (MIAAHC) is a collaborative partnership with the Michigan Civil Rights Commission and Department, and the United States Attorney Offices from the Eastern and Western Districts of Michigan. This statewide coalition of over 70 federal, state and local law enforcement agencies, civil rights organizations, community-based groups, educators and anti-violence advocates works to ensure a consistent and effective response to hate crimes and other related incidents of tension and violence in communities across Michigan. MIAAHC provides information and resources to help local hate crime coordinating units (Community Response Systems) to engage specific community partners in education and prevention activities. Among other contributions, the MIAAHC Steering Committee served as advisors during the grant application process (see below), and had an active role in developing the conference on hate.

Fiscal Year 2007

Community Relations expanded its program offerings with the Police and Community Relations training piloted in September 2007. The training will assist law enforcement officers to best serve Michigan's increasingly diverse communities.

Victims Of Crime Act Grant

A productive partnership was developed in FY07 through a grant between MDCR and the Crime Victim Services Commission. Through this partnership, MDCR can better focus its efforts on educating victim service providers to serve an increasingly diverse public. Highlights include:

Two staff completed a training tour of Michigan, visiting more than 18 cities (including locations in the Upper Peninsula). Almost 2,700 victim service staff were trained in the four-hour Building Cultural Competence and Hate Crime 101 curricula.

In September 2007, MIAAHC and MDCR presented the "MI Response to Hate: Building United Communities" conference in Lansing to address the troubling resurgence of hate crime across



Michigan. At the conference, MDCR and MIAAHC reached over 300 individuals on developing community-based response systems to hate and bias incidents and discussed the needs of Michigan's communities.

Mark Potok, Director of the Southern Poverty Law Center's Intelligence Project was a keynote speaker for the 2007 MIAAHC hate crime conference.

Enumeration of Migrant and Seasonal Farmworkers Study

In November 2006 MDCR and the Michigan Interagency Migrant Service Committee released the first comprehensive estimate of migrant and seasonal farmworkers and their families working in Michigan in 15 years. The Migrant and Seasonal Farmworker Enumeration Profiles Study provides updated estimates of the number of migrant and seasonal farmworkers in the state and each of its counties, including the number of people under age twenty and the non-farmworkers present in the same households as migrant and seasonal farmworkers.

The report, completed by Alice Larson, Ph.D., of Larson Assistance Services, provides a first step toward research to identify further characteristics of this vital segment of Michigan's workforce. Agencies charged with properly serving the various communities need accurate counts and an understanding of each community's demographics.

The study was funded through the Michigan Departments of Civil Rights and Education with a grant from the U.S. Department of Housing and Urban Development. The Interagency Migrant Service Committee, comprised of representatives from 25 state, local and federal agencies and advocacy organizations, collaborates to support farmworking communities. The Office of Migrant Affairs, under the Michigan Department of Human Services, leads the assessment, development and coordination of services to migrant agricultural farmworkers and family members.

The 2006 Migrant and Seasonal Farmworker Enumeration Profiles Study is available by visiting the Department's website at <http://www.michigan.gov/mdcr>.

Crisis Response Team (CRT)

The Crisis Response Team provides an immediate response to backlash or bias incidents and hate crimes. The purpose of the CRT is to assist community efforts to resolve and defuse situations of tension and unrest. Such assistance is necessary as even incidents which are never formally charged as hate crimes can create tension and additional bias incidents in a community. Residents are still encouraged to contact local law enforcement if they feel endangered.

FY 2007 was another challenging year for the CRT. Among incidents they responded to:

- An Asian man outside a bar in Grand Rapids was beaten into a coma.
- In Van Buren Township, an African American couple returned from a trip to find their residence severely vandalized, including racial slurs and threats spray-painted onto the walls.
- A Detroit Muslim was violently assaulted and the assailants shouted anti-Muslim and anti-Arab slurs.

In FY 2008, staff responded to the following incidents:

- Provided technical assistance in response to racial slurs spray-painted on a Lansing freeway wall;
- Helped community leaders in Belleville more appropriately address issues in their schools following racial tensions at an elementary school, and the suspension of five African American students at the high school;
- Helped Michigan State University implement a campus response system for hate groups;

- Assisted Saginaw in responding to a noose hanging incident by providing sensitivity training to 800 employees in a large organization;
- In Bay County, assisted with a noose hanging incident and racial slurs in a neighborhood;
- In Lansing, buildings were defaced with derogatory paintings bashing the GBLT community. Also in Ingham County, a business restroom was the site of threatening and harassing graffiti. MDCR staff assisted local police in resolving that incident.
- In Mt. Pleasant, assisted with responding to two fighting incidents that were racially motivated;
- In Kalamazoo/Wayland, responded to an attack on a teen based on the victim's sexual orientation and assisted in a law enforcement incident based on race; and
- In Holland, a Jamaican family was subject to racial graffiti on their driveway.

Fiscal Year 2008

During the year, Community Relations staff developed the 2008 Hate Crimes Conference and assisted with the design, coordination and presentation of the NAHRW/IAOHRA Conference, held in Detroit in September. The 2008 Hate Crimes Conference, also held in September, took place in East Lansing and had more than 350 attendees. Also during FY 2008, staff continued to provide the Building Cultural Competence and Hate Crime 101 trainings to crime victim service providers through a second year of the VOCA grant.

With community partners, staff piloted and refined the Police and Community Relations training. CRD staff provided training for Department of Natural Resources Conservation Officers. The MIAAHC website went live in January 2008 and had more than 30,000 hits in a nine-month period. A newsletter was also developed to help victims of hate crimes find assistance. An online Equal Opportunity presentation was developed by Community Relations staff.

Staff assisted Arab-Americans with language needs in a hospital, with employers and with airline service providers and helped to secure interpreters. Staff was invited to assist other state agencies and community partners in the Cities of Promise (Detroit, Highland Park, Hamtramck, Pontiac, Saginaw, Flint, Benton Harbor and Muskegon Heights) and participated in a statewide meeting in June 2008. Finally, MDCR staff helped local township clerks working with Muslim women in the event of discrepancies with photo ID during the voting process.

Contract Compliance Unit

Government must assure that the tax dollars it administers are not used to perpetuate unlawful discrimination. The Civil Rights Commission is obligated to assure that all persons seeking state contracts and receiving public funds comply with equal employment opportunity standards established by law and public policy of the State of Michigan. This responsibility is carried out through the MDCR Contract Compliance Program and Contract Compliance Unit (CCU). Unit staff review the contractor's workforce and determine whether the contractor meets the equal employment standard of reasonable representation of people of color and women in the workforce, and whether persons with disabilities are actively recruited.

The Department established standards and procedures for ensuring nondiscrimination in state programs, services and funds. The Department and the Commission, through the Contract

Compliance Program, assists employers in diversifying their workforces with people of color, women and persons with disabilities, while not excluding others. The CCU analyzes a contractor's employee profile, compares the profile to the local geographic area profile and available labor pool with the required education and experience. If there is a substantial imbalance between the profile of the labor pool and the profile of the contractor's employees, the employer will be asked to voluntarily establish a written action plan. This plan includes a record of good faith efforts to address the absence of people of color, women and persons with disabilities.

The equal employment practices of all contractors, vendors, subcontractors and suppliers doing business with the state and/or its political subdivisions are subject to review by MDCR and are required to have a Certificate of Awardability, issued by MDCR/CCU, when a contract exceeds \$100,000.

Fiscal Year 2007 – Certification Process

During the year, CCU colleagues June Adkins (CCU Manager), and Rights Representatives Jamaluddeen Al-Mahdi, Elaine Banks-Knall, Carol Griffin and Administrative Assistant Felicia White completed approximately 967 compliance reviews, including four on-site reviews. Of the 967 compliance reviews:

- 174 were pre-awards (requests for reviews from the Department of Management and Budget to determine if a contractor should be the successful bidder for a pending state contract).
- 963 were requests for the Certificate of Awardability from contractors planning to bid on State of Michigan contracts.
- 119 requests for certification were determined to be non-awardable due to the contractor's failure to complete and/or return the required Certification Review Form to enable monitoring the equal opportunity practices of the contractor.
- Four of the 967 were requests for certification as a Persons With Disability Business Enterprise. The four requests were denied due to the applicants' failure to submit the requested information to complete the certification process.

Fiscal Year 2008

In FY 2008, CCU staff completed approximately 934 compliance reviews, including five on-site reviews. Of the 934 compliance reviews, 728 companies received a Certificate of Awardability and 206 were determined ineligible for one of the following reasons:

- The contractor's workforce did not meet the standard of reasonable representation;
- The Certification Review Form was not returned; or
- The contractor failed to provide sufficient information to complete the certification review process.

Of the 728 certificates awarded, 672 were issued to Michigan facilities¹.

The Contract Compliance Unit received three applications from businesses seeking the Persons with Disabilities Business Enterprise Certification during this reporting period. All were reviewed and one was awarded a two-year Certification. To receive this, an applicant must document their ownership of 51% or more of the business, as well as independent management and control of the business.

Outreach and Education

In addition to contract compliance, the members of the CCU engaged in a number of business-friendly activities, including:

- Participating as a panelist in the Government Contracting Combined Outreach event held at the Charles H. Wright Museum of African American History in Detroit.
- Serving as a committee member of the Michigan Business and Professional Association, Women in Leadership in the Workplace.
- Presented at the Michigan First Business Forum, hosted by the Michigan Departments of Transportation and Management and Budget.
- Represented MDCR at the Small Emerging Business Leaders Resource Dialogue.

During FY 2008, Contract Compliance Unit members represented MDCR at a number of events, including the Emerging Small Business Leaders Dialogue, Regional Business Opportunity Forums and the Buy Michigan First Supplier Diversity Initiative.

Office of Legal Affairs

The Managing Attorney and four MDCR staff attorneys provide legal advice to all enforcement and organizational units within MDCR. The Attorneys' responsibilities include, but are not limited to: providing legal guidance and strategy on issues and cases as they progress through the enforcement process, reviewing pending legislation as it impacts civil rights in Michigan, writing amicus briefs on pending court cases, drafting charges for administrative hearings, litigating

¹ The term 'Michigan facilities' includes both Michigan-based companies and Michigan locations of companies based outside Michigan.

cases in the administrative hearings process and designing and implementing grants for fair housing programs.

The Department also houses a unique library of historical and current civil rights documents, books, information and research pre-dating the 1963 inception of the Michigan Civil Rights Commission. This is a valuable resource to both internal and external customers.

Highlights of FYs 2007 and 2008 include the office’s assistance with the Commission’s report on the impact of Proposal 2, and creation of the Michigan Fair Housing Task Force Testing and Training Program. The program was created through a partnership with the Michigan Association of Realtors, Michigan’s Fair Housing Centers and the National Fair Housing Alliance. The program uses state funds for confidential testing by the various Fair Housing Centers and provides two Uniform Fair Housing statewide trainings each year. The funding for the program is tied to the licensing requirements of all real estate agents in Michigan.

Requests for Reconsideration (Commission Rule 7)

The Reconsideration Unit is responsible for processing appeals from claimants who disagree with the Department’s decision and seek review of the decision on a statement of concern or formal complaint. The Unit reviews the entire file and often discusses the issues with the claimant and other interested parties as appropriate. Reconsideration Unit staff then submit a written analysis and recommendation to either affirm or reverse the decision of the Enforcement Unit. A decision to deny the claimant’s request for reconsideration constitutes a final determination to the Department and may be appealed to circuit court. At any given time, there are usually about 35 requests being processed.

Reconsideration Requests Processed

Year	Statements of Concern	Investigated Complaints
2007-2008 October 1, 2007 to September 30, 2008	77	163
2006-2007 October 1, 2006 to September 30, 2007	104	172

The Reconsideration Unit is comprised of Joan Blair, Manager and Rights Representative Donna Paruszkiewicz. It is organizationally housed in the Office of Hearings and Mediation.

Mediation

The Michigan Department of Civil Rights Mediation Unit is comprised of Kerry Bernard, the Mediation Coordinator and Mediators Gregory Petty, Barbara Murphy and Fabian Felan. The Mediation Unit reports to the Director of Hearings and Mediation.

For Fiscal Year 2007, the four internal mediators conducted 277 internal mediations. Of those 277 cases, 162 were successfully resolved for a resolution rate of 58%. In Fiscal Year 2008, the staff of three² conducted 274 mediations, and of those 136 (50%) were successfully resolved.

In addition to the Department's internal mediators, the Department refers mediation cases to Michigan Supreme Court certified non-profit mediation centers. For FY 2007, external mediators conducted 72 mediations. Of those, 39 were successfully resolved for a resolution rate of 54%. For FY 08, these external mediators conducted 52 mediations. Of those, 34 were successfully resolved, for a resolution rate of 65%.

The Enforcement Units offer voluntary mediation to the parties on all docketed civil rights complaints except for those where the complaint allegations would make mediation inappropriate. Mediation is offered as the first step in the enforcement process and can often result in a resolution that is satisfactory to all parties, while avoiding the time and expense of an investigation. There is no cost to the parties to participate in mediation and a firewall is in place to ensure that any information revealed in mediation remains confidential.

² One position is now vacant.

Office of Human Resources

Personnel Demographics Chart for FY 2007

	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	American Indian Male	American Indian Female	Asian Male	Asian Female
Officials And Administrators	5	2	1	2	1	1	0	0	1	0
Professionals	10	23	14	28	3	3	0	0	0	2
Office and Clerical	0	6	1	11	0	1	0	0	0	0
Technician	0	0	0	1	0	1	0	0	0	0
Para Professional	0	0	0	0	1	1	0	0	0	0

Disabled: 1

Through Executive Order 2007-30, the Office of Human Resources (OHR) was consolidated into the Civil Service Commission. OHR provides user-friendly and effective human resource services to attract, develop and retain a diverse and qualified workforce. The office is responsible for advising Department leadership regarding the selection, hiring and compensation of employees. In addition, the office administers employee benefits, position classification, labor relations and training. OHR oversees programs that ensure equal employment and equitable representation of groups in the Department's workforce. Programs include: recruitment, student programs, reasonable accommodation coordination, sexual harassment complaint investigations, health and safety, and compliance with the Americans with Disabilities Act (ADA).

Personnel Demographics Chart for FY 2008

	White Male	White Female	Black Male	Black Female	American Indian Male	American Indian Female	Hispanic Male	Hispanic Female	Asian Male	Asian Female
Officials and Administrators	4	3	1	2	0	0	1	0	1	0
Professionals	10	23	12	31	0	0	4	4	0	2
Technicians	0	1	0	2	0	0	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	1	1	0	0
Admin Support	0	7	0	12	0	0	0	0	0	0
Totals by Category	14	34	13	47	0	0	6	5	1	2

MDCR honors three staff for 35+ years of service. Pictured here are Lois Deptulski, Ilona Abraham and Raj Mehta with former Director Linda V. Parker



Office of Learning and Development

Despite economic constraints, MDCR continues to put a high priority on educating its colleagues.

In 2008, the Office was renamed. Formerly known as the Office of Workplace Learning, it is now the Office of Learning and Development (L&D). However, the goal remains the same: to enhance the professional and personal development of all MDCR

colleagues. The Office's key objectives are: providing new colleagues with the necessary training to help them become successful within MDCR, and then providing training as needed to maintain and update their skills and knowledge. This is achieved by aligning training with the mission, vision and values of the Department, and by modeling the State's and MDCR's four core values of excellence, inclusion, integrity and teamwork.

L&D supports MDCR by assisting in the development and/or delivery of training topics such as hate crime, race discussion, building cultural competence, and police and community relations. Several training opportunities were offered to new and seasoned employees, including team building, advanced computer skills, conflict resolution and personal safety.

Staff participated in planning and coordinating the 2008 Voices for Action Poverty Summit, the International Association of Official Human Rights Agencies and National Association of Human Rights Workers Second annual joint conference, the Michigan Alliance Against Hate Crimes second annual conference, and the all-agency meeting and staff training. MDCR

continues to coordinate and provide diversity training to employees of the MotorCity Casino each month and to many other organizations as requested.

Learning and Development staff also coordinate the Governor's statewide Vision and Values initiative for MDCR. The MDCR Organizational Development Officer meets monthly with the Office of Great



Workplace Development OGWD and MDCR's Organizational Development Team (ODT). The ODT members are Donna Harahuc, L&D Director; John Golaszewski, Community Relations Coordinator; Carol Griffin, CRR in the Contract Compliance Unit; Stacy Muniz, CRR in the Detroit Enforcement Division; and Kylie Piette, CRR in the Grand Rapids Enforcement office.

As visible and approachable proponents of Integrity, Inclusion, Excellence, and Teamwork, this team seeks to promote employee engagement in the core Vision and Values. Its goal is to increase morale, optimism, and enthusiasm by cultivating an organization that recognizes the



contributions of each colleague in fulfilling the mission of MDCR. Finally, the Organizational Development Team publishes the monthly ODT Corner, an internal communication espousing the values of the Department and recognizing outstanding colleagues.

Photos show MDCR staff an all-agency meeting held in May, 2008 (above) and a training in Detroit in August, 2008 (left)

**Michigan Department of Civil Rights
Fiscal year 2007 Appropriations**

	<u>GF-GP Funding</u>	<u>Federal Funding</u>	<u>Total Funding</u>
Original Appropriations	12,454,000	1,566,200	14,020,200
<u>Adjustments:</u>			
Executive Order Reductions	(410,900)	(33,000)	(443,900)
Adjustments of Federal Funding		487,270	487,270
Adjusted Appropriations	12,043,100	2,020,470	14,063,570

Fiscal year 2008 Appropriations

	<u>GF-GP Funding</u>	<u>Federal Funding</u>	<u>Total Funding</u>
Original Appropriations	12,437,200	2,307,700	14,744,900
<u>Adjustments:</u>			
Adjustments of Federal Funding	-	(257,192)	(257,192)
Adjusted Appropriations	12,437,200	2,050,508	14,487,708

*As a Fair Housing Assistance Program (FHAP), MDCR investigates dually filed housing cases under contract with HUD. These cases are jointly filed under state law and Title VIII, Fair Housing Act. MDCR is the only FHAP in Michigan.

**As a Fair Employment Practices Agency (FEPA), MDCR investigates dually-filed employment cases under contract with the EEOC. Those cases are dually-filed under state law and Title VII, US Civil Rights Act, the Americans with Disabilities Act, and/or the Age Discrimination in Employment Act. MDCR is the only FEPA in Michigan.

*** Note: Federal funding represent contracts with EEOC, HUD and VOCA Grant

Appropriation History

	<u>GF-GP Funding</u>	<u>Federal Funding</u>	<u>Total Funding</u>
2004	11,720,158	1,223,513	12,943,671
2005	11,567,500	1,690,900	13,258,400
2006	12,108,700	1,566,200	13,674,900
2007	12,043,100	2,020,470	14,063,570
2008	12,437,200	2,050,508	14,487,708

Offices of Communications/Public Affairs

The Offices of Communications and Public Affairs handle media and public relations for the Commission, Department, Governor's Advisory Council on Arab and Chaldean American Affairs and the Governor's Advisory Council on Asian Pacific American Affairs. Office staff also create and distribute MDCR's internal and external communications, including speech writing, op-ed pieces, articles, resolutions, letters and maintaining the Department's website. A Prisoner Concerns Liaison processes requests for information or assistance on behalf of state prison and county jail inmates. Staff also conduct public relations campaigns for issues such as voting rights or Fair Housing Month.

Below are some highlights of print media coverage for FY 2007:

"GET OUT THE VOTE 2006: Planting culture of awareness" Detroit Free Press, 10/17/2006

"Bosses want a say in what we weigh" Detroit News, 10/08/2006

"Former city clerk complains of discrimination" Ypsilanti Courier, 10/19/2006

"KKK backing welcomed" Detroit News, 11/04/2006

"Proposal 2 not a full affirmative action ban" Niles Daily Star, 11/06/2006

"Witnesses sought in assault downtown" Muskegon Chronicle, 11/17/2006

"Attack condemned as apparent hate crime" Grand Rapids Press, 11/17/2006

"Only open endorsement of Prop. 2 came from hate group" MSU State News, 11/14/2006

"California, Washington give clues to impact of Proposal 2" Detroit Free Press, 11/19/2006

"Migrant workers need more support" Detroit News, 12/06/2006

"Study: Migrant services lacking" Traverse City Record Eagle, 12/06/2006

"Study: Migrant workers need better services" Lansing State Journal, 12/06/2006

"New study says Mich. seasonal farm workers need more services" The Jackson Citizen-Patriot, 12/05/2006

"Board votes down Braves name" Ypsilanti Courier, 12/13/2006

"Century 21 Denies Discrimination Allegations" WLNS, 01/27/2007

"Customers sue Century 21 office for alleged bias" Detroit Free Press, 01/26/2007

“Family, civil rights groups sue Century 21 firm for discrimination” Detroit Free Press, 01/25/2007

“Racial bias charges filed” Detroit News, 01/24/2007

“Watchdog Group Files Lawsuit For Housing Discrimination” WDIV, 01/25/2007

“Groups discuss lawsuit filed against real estate company” Detroit Free Press, 01/25/2007

“Discrimination suit targets Century 21, Detroit area franchisee” Detroit News, 01/24/2007

“Diversity efforts can continue, report says” Lansing State Journal, 03/08/2007

“Programs violate Prop 2, report finds” MLive.com, 03/08/2007

“Civil Rights Commission Investigates Impact of Proposal 2” WILX-TV, 03/08/2007

“Report: Diversity efforts can continue despite Proposal 2” WOOD-TV, 03/08/2007

“Report: Collective bargaining, foster care among state programs in ...” Detroit News, 03/07/2007

“Proposal 2 Report Released” WLNS-TV, 03/07/2007

“State must be stopped from subverting Prop 2” Detroit News, 03/08/2007

“Panel tells Mich. how to bypass Prop 2” Detroit News, 03/08/2007

“Proposition 2 impact on affirmative action spreads in Michigan” South Bend Tribune, 03/07/2007

“Report: Prop 2 Jeopardizes 8 State Programs” WDIV-TV, 03/07/2007

“Report: 8 state programs could be in jeopardy because of Prop 2” Battle Creek Enquirer, 03/07/2007

“Some diversity OK in Prop 2” Detroit Free Press, 03/08/2007

“Continue to pursue diversity in state” Detroit Free Press, 03/09/2007

“Panel: Most programs are legal” Michigan Daily, 03/08/2007

“Proposal 2: Within the law, state can still pursue diversity (Op-Ed by By Mohammed Abdrabboh and Linda V. Parker)” Detroit Free Press, 03/15/2007

“Free Mich. American Indian tuition should continue, official says” Detroit News, 03/13/2007

“Catholic church defaced with anti-Arab graffiti” Detroit News, 04/03/2007

“Fights have mom asking to monitor son's classes” The Grand Rapids Press, 03/28/2007

“Addressing the gender pay gap” The Saginaw News, 05/01/2007

“Local judge files suit claiming retaliation” Lansing State Journal, 05/01/2007

“Paralyzed man sues cops, gas station over access” Detroit News, 05/20/2007

“Ladies Night, Every Night on Floor 19: No Men Allowed” ABC News, 05/18/2007

“2 parents join arrest complaint” Battle Creek Enquirer, 05/11/2007

“State to probe fighting policy” The Jackson Citizen-Patriot, 06/06/2007

“Civil Rights Commission slates meeting, forum” Flint Journal, 05/05/2007

“Hotel rethinks women's floor” Grand Rapids Press, 06/02/2007

“Police: No charges from fight near The BOB” The Grand Rapids Press, 06/13/2007

“Prop 2 proponent named to civil rights panel” Detroit News, 06/11/2007

“Fighting hate, 25 years later” Detroit Free Press, 06/19/2007

“Deaf customer files discrimination complaint against local gas station” Ann Arbor News, 06/15/2007

“Hundreds rally in BV over 'awful decision'” MLive.com, 07/31/2007

“MI Supreme Court requires voter photo ID” Michigan Citizen, 08/11/2007

“Ypsilanti Twp. settles bias claim” The Ann Arbor News, 08/22/2007

“Michigan Ranks High in Nation for Hate Crimes” WLNS, 09/07/2007

“Race complaint filed against Chesterfield Township police department” Detroit Free Press, 09/04/2007

“Hate crime conference raises awareness in Michigan” MSU State News, 09/09/2007

“Applicant: Female got job over qualified male” The Jackson Citizen Patriot, 09/14/2007

“Attorney general urged to weigh in on BV office closure” The Saginaw News, 09/10/2007

“Group pushes for public input on voting changes” The Saginaw News, 09/08/2007

Here are some highlights of media coverage for FY 2008:

“Damon Keith receives well-deserved honors” Detroit News.com, 10/8/2007

“Court ruling stifles effort to diversify jurors” Detroit News.com, 10/19/2007

“Judge: Jurist made accusations” Lansing State Journal, 10/26/2007

“Secretary of State oversees anti-Black voter law” Michigan Citizen (Highland Park, MI) 11/5/2007

“Courting controversy” (Editorial) Detroit Metro Times, 11/7/2007

“A look at the trend of hate crimes” WLNS Channel 6, Lansing, MI, 11/20/2007

“Hate crimes fall at MSU, but Michigan still ranks third” MSU State News (East Lansing, MI) 11/20/2007

“Group rallies for investigation in noose incident” The Morning Sun (Mt. Pleasant, MI) 11/20/2007

“Local diversity topic of recent seminar” The County Press (Lapeer, MI) 11/26/2007

“MDCR announces hate crimes 101 training” Pridesource.com (Farmington, MI) 12/17/2007

“Victory for NAACP Coalition at US Department of Justice” PR Newswire (press release) New York, NY 12/28/2007

“Mediator may decide land use for proposed camp” The Flint Journal (MLive.com), 1/22/2008

“45 years later, integration remains a distant dream” DetroitNews.com, 1/22/2008

“US Department of Justice rules NAACP...” (Chicago Defender, IL) 1/25/2008

“Students in accord on diversity” Detroit Free Press, 1/28/2008

“State weighs bias claims of Iraqi-born Detroit-area bus mechanic” WOOD TV, Grand Rapids, 1/28/2008; MLive.com, 1/31/2008; and WSBT TV, South Bend, IN 2/11/2008

“Hearing set in ethnic harassment case” WDIV TV, Detroit, 1/31/2008

“Ex-SMART worker’s bias claim to be weighed” Detroit Free Press, 1/31/2008

“Applicant claims village used race to deny him job” Saginaw News/MLive.com, 2/11/2008

“Noose at Delta site stirs up response” Lansing State Journal, 2/25/2008

“State probes teacher’s remark” Detroit Free Press, 3/12/2008

“Hate, free speech subject of March 31 forum” Grand Haven Tribune, MI, 3/20/2008

“Ward Connerly steals the language of civil rights to halt...” Ms. Magazine (CA), 4/11/2008

“Faith groups let people bring their whole selves to work” Crain’s Detroit Business, 4/14/2008

“State won’t answer nature’s call” Detroit Free Press, 4/15/2008

“GVSU forum weighs hate vs. free speech issues” Grand Rapids Press/MLive.com, 5/2008

“Genesee County task force targets hate crimes” Flint Journal/MLive.com, 5/2008

“Forum: Pay equity too costly to ignore” Traverse City Record Eagle, 5/2008

“Groups rally for equal pay” Michigan Women’s Forum Online (Farmington, MI) 5/2008

“Pay gap for women particularly large in Michigan” (Op Ed, Judy Karandjeff, Lansing State Journal) 5/2008

“Imagine Fund will offer race and gender-based scholarships...” Kalamazoo Gazette (MLive.com, MI), 8/20/2008

“Petition circulated to support family hit by ethnic slur” Holland Sentinel, 8/21/2008

“300 to discuss hate crimes” Detroit Free Press, 9/4/2008

General Brochures (available on the MDCR website: <http://www.michigan.gov/mdcr>)

- MDCR Voting Brochure 2008
- Voting with Criminal Convictions 2008
- Voting: What you should know for 2008 - Spanish
- Voting: What you should know for 2008 - Arabic
- 2008 Student Voting Fact Sheet
- 2008 Voters with Disabilities Fact Sheet
- 2008 Provisional Ballot Voting Fact Sheet
- Mediation Option
- Building Cultural Competence
- Hate Crime 101
- Tracing Your American Indian Ancestry
- Michigan Indian Directory: 2005-2006
- Conciliation Conference Brochure
- Voting: What you should know - Arabic (PDF)
- Michigan Civil Rights Commission 40th Anniversary (PDF)
- Michigan Civil Rights Commission 1964 - 2004: Forty Years and Beyond (PDF)
- The Rights & Privileges Citizens Lose Upon Conviction of a Felony (PDF)
- Significant Michigan Civil Rights Case Decisions (PDF)
- Fair Housing Laws (PDF)
- Unlawful Sexual Harassment (PDF)
- Pregnant Women in the Workplace (PDF)
- MDCR Commission Rules: Organization, Practice, and Procedures (PDF)

- Indicators To Help Identify Hate Crimes
- What You Can Do To Help After The Initial Crisis
- Help Wanted - Suggestions for Preparing Non-Discriminatory Advertisements (PDF)
- Pre-Employment Inquiry Guide (PDF)
- Common Questions and Answers (PDF)
- Unlawful Sexual Harassment: How to Recognize It, How to Stop It
- Poster: Michigan Law Prohibits Discrimination
- Poster: Michigan Law Prohibits Discrimination (Spanish)
- Poster: Michigan Law Prohibits Discrimination (Arabic)
- Persons with Disabilities Civil Rights Act (PDF)

**For more information on the
Michigan Civil Rights Commission
or the
Michigan Department of Civil Rights
Call
1-800-482-3604
TTY:1-877-878-8464**

**Or visit
www.michigan.gov/mdcr**



2009