



STATE OF MICHIGAN
MICHIGAN WOMEN'S COMMISSION
LANSING

JENNIFER M. GRANHOLM
GOVERNOR

JUDY KARANDJEFF
EXECUTIVE DIRECTOR

STATE DEPARTMENT PROGRAMS AND INFORMATION IMPACTING WOMEN

Michigan Department of Agriculture

Animal Disease Surveillance – monitors animals for various diseases in order to help safeguard the human population from disease that can pass between animals and humans, either through direct contact with animals or through consumption of animal products.

Agriculture Tourism – provides opportunity to visit farm markets, specialty u-pick farms and corn mazes is a family event that can be enjoyed all year long.

Bovine Tuberculosis (TB) Eradication – provides research and education programs to eradicate TB, which poses a risk for livestock, wildlife, companion animals and humans.

Companion Animal Program – protects human health, the health of companion animals and livestock in our state, and consumer interests against disease, prevention, prophylaxis and control of rabies.

Dairy Safety Inspections – tests to maintain safety, wholesomeness and marketability of milk and milk products to ensure proper health for citizens.

Farm Markets – works to enhance quality of locally grown produce to Michigan families, while strengthening Michigan family farms.

Farmland and Open Space Preservation Program – preserves agricultural and open space land to provide for current and future needs of Michigan citizens.

Food Safety Inspections – benefits every consumer in Michigan by assuring all foods meet Michigan quality and purity standards.

Foodborne Illness Planning & Response Program – closely monitors reported incidence of foodborne illness to determine trends, identify factors that cause outbreaks and recommend ways to prevent further outbreaks.

Licensing & Business Program – provides state residents with licenses to retail food and food services in their communities.

Michigan Groundwater Stewardship – provides individuals with water quality information through monitoring private wells across the state for general chemistry, pesticides, and volatile compounds.

Migrant Labor Housing Program – ensures safe, adequate housing for migrant farm workers through annual inspections and licensing of sites. Also, monitors quality of water, proper food preparation and storage facilities.

Motor Fuel Quality – protects unsuspecting consumers from the use of illegal devices, adulterated products and costly engine repair due to substandard gasoline quality.

Select a Taste of Michigan – provides healthy organic and locally grown food products to Michigan families.

Summer Food Service Program (SFSP) – feeds children during school vacations at other sites that organizations can sponsor.

West Nile Virus (WNV) – addresses animal health in relation to WNV through surveillance activities to protect human health and consumer interests.

Michigan Department of Civil Rights

Michigan Women’s Commission – is a Type I Agency within the Michigan Department of Civil Rights to provide leadership and coordination on women’s issues through a 15-member commission appointed by the Governor with ex officio members and liaisons from state departments.

Michigan Civil Rights Department and Commission - the commission was mandated by the State constitution of 1963 to secure equal protection of civil rights and investigate allegations of discrimination. The department was established by legislation in 1965 to provide the following programs and services: complaint resolution (investigation and mediation); outreach and education (speakers, training, workshops, technical assistance, and crisis response).

For more information go to www.michigan.gov/mdcr.

Michigan Civil Service Commission

Of particular interest to female state employees are several Civil Service Commission (CSC) Rules and Civil Service (CS) Regulations:

CSC Rule 1-7, Equal Employment Opportunity requires equal employment opportunity in the state classified service.

CSC Rule 1-8, Prohibited Discrimination bans discrimination on the basis of gender, height, weight, and marital status (among other bases) in all personnel actions including hiring and promotions.

CSC Rule 1-8.3, Discriminatory Harassment prohibits sexual harassment (among other kinds of harassment that is prohibited) and requires appointing authorities to have a prevention program, investigate all reports, and take corrective and remedial action if harassment is substantiated.

CS Regulation 1.03, Investigating Reports of Discriminatory Harassment, implements the anti-harassment Rule in more detail.

CS Regulation 2.05, Workplace Safety provides standards to further implement CSC Rule 2-20 (below).

CSC Rule 2-20, Workplace Safety: Violence, Firearms, and Explosives prohibits acts of violence, requires employees to immediately report acts or threats of violence, and requires the appointing authority to take reasonable actions to protect employees when they receive a credible report.

CSC 8.01, Grievance and Grievance Appeal Procedures and the collective bargaining unit grievance procedures provide a forum for sex discrimination complaints to be adjudicated.

All eligible state employees are entitled to 6 months of parent leave for birth or adoption of a child and all state employees are granted 8 hours of school and community participation leave each year.

For more information contact the Michigan Civil Service Commission directly at www.michigan.gov/mdcs

Michigan Department of Community Health (www.michigan.gov/mdch)

Adolescent Health – provides comprehensive primary health services and psychosocial support to uninsured children and youth ages 10 through 21 by funding clinical and non-clinical Child and Adolescent Health Centers. For more information go to www.michigan.gov/cahc

Arthritis – provides evidence-based community programs throughout Michigan including PATH, the Stanford Chronic Disease Self-Management Program, and Enhance Fitness, a physical activity program for adults.

Asthma – provides an interactive clearinghouse of asthma information, GetAsthmaHelp.org, 1-866-ezlungs.

Breast & Cervical Cancer Control Program (BCCCP) – a statewide program which provides breast and cervical cancer screening and follow-up diagnostic services for income eligible women. BCCCP women who are diagnosed with breast/cervical cancer may be eligible to receive Medicaid to cover cancer treatment. Call 1-800-922-MAMM for the local BCCCP agency near you.

Childhood Injury Prevention: The Michigan Safe Kids Program to prevent accidental childhood injury by providing education and information on child safety seats, fire and burn prevention,

water safety, poisoning prevention, pedestrian safety and more. Visit www.michigansafekids.org for more information.

Childhood Lead Poisoning Prevention – coordinates lead poisoning prevention and surveillance services for children. Includes identification of children who are lead-poisoned, case management and follow-up, public education and community coalition-building. For more information go to www.michigan.gov/leadsafe.

Child Passenger Safety (CPS): Provides support for CPS training, child safety seat check up events, dissemination of educational materials for parents and caregivers, and coordinating and compiling pertinent information on child safety seat advocates and resources.

Children’s Special Health Care Services – provides children and some adults with special health care needs by paying specialty medical bills, coordinating services from multiple providers, coordinating health insurance benefits, learning about specialty providers and covering co-pays or deductibles.

Community Mental Health – serves persons with Severe Mental Illness, Developmental Disability, or Substance Use Disorder. Available statewide, but access is at the local CMH in each county. Contact: the local CMH (found under mental health in the yellow pages)

Comprehensive Cancer Control – provides a collaborate process through which state and community partners work together to promote cancer prevention, improve cancer detection, and treatment, and enhance quality of life for all those diagnosed with cancer.

Crime Victim Services Commission – uses state and federal funds to support victim services at local public and non-profit agencies serving crime victims. Crime victim compensation program helps pay out-of-pocket medical expenses, lost earnings, funeral bills or financial support for people who suffer physical injury as a direct result of a crime. Victim toll free number is 877-251-7373.

Michigan Crime Victim Notification Network (MCVNN) 1-800-770-7657 is a free, confidential 24-hour-telephone computer interface that allows crime victims and other citizens to register to receive almost instantaneous telephone notice whenever a prisoner’s custody status changes.

SAFE Response became effective 12/29/08. This program provides a mechanism for sexual assault victims to obtain a forensic exam at no cost to the victim and the victim is not required to talk to the police in order to obtain a sexual assault exam. (517) 334-SAFE(7233)

Diabetes – provides 89 Diabetes Self-Management Training programs and funds 6 diabetes Outreach Networks. Also provides primary prevention programs focused on the prevention of diabetes with modest lifestyle changes.

Early Hearing Detection & Intervention – identifies and intervenes for newborns with hearing loss. For more information go to www.michigan.gov/ehdi.

Early On (Part C of IDEA) – provides early intervention services for infants and toddlers with disabilities and their families.

Family Planning – offers comprehensive reproductive health care and makes available a broad range of contraceptive services through a provider network. For more information go to www.michigan.gov/familyplanning.

Fetal Alcohol Spectrum Disorders – offers prevention services to women at-risk of an alcohol exposed pregnancy and provides diagnosis and support services for children who had prenatal exposure to alcohol. During 2009, MDCH awarded ten community planning grants designed to:

- Increase public and private partnerships to enact prevention strategies that will decrease the number of pregnant women who drink alcohol.
- Expand and improve early diagnosis, access and delivery of services across the lifespan to individuals and families affected by FASD.

For more information go to www.michigan.gov/mdch/fas.

Fetal Infant Mortality Review (FIMR) – improves care and services for women, infants and families and reduces infant mortality through local multidisciplinary review of fetal and infant deaths.

Hearing Screening – screens preschool and school-age children for hearing impairment and provides referral and follow-up.

Horizon Peer Education Project

Located in the city of Detroit, the program goals include:

- Provide community outreach services to at-risk populations for HIV prevention, including pregnant women ages 13-24 years.
- Ensure healthcare case management services and medication adherence for pregnant women who are HIV positive and their infants during the prenatal, delivery, and postpartum periods.

Interconception Care - a pilot strategy that provides bereavement support to women who have lost a fetus or infant, assessment of risks for preterm or low birth weight pregnancy outcome and facilitates planning for the next pregnancy by encouraging actions to improve her health status.

Maternal & Child HIV/AIDS – provides comprehensive care for women, children and adolescents infected and/or affected by HIV/AIDS.

Maternal and Child Health Hotline – 1-800-26-BIRTH or 1-800-262-4784. Prenatal and maternal support services for anyone living in Michigan.

Maternal Infant Health Program – provides health support services to pregnant women and infant Medicaid beneficiaries.

Maternal Mortality Surveillance (MMMS)– reviews the causes and circumstances of death for any women who die during pregnancy or within one year of the end of a pregnancy. The goals of MMMS include:

- Development of prevention strategies to reduce Michigan’s maternal deaths, illness, and complications and to decrease the black/white maternal mortality ratio.
- Increase communication and collaboration with the healthcare community to improve surveillance, conduct additional research, and establish disease registries as needed.

Medicaid – provides necessary health care services for family independence program and SSI recipients and other low-income people. Department of Human Services determines eligibility and the Department of Community Health administers the program.

MI-Child - is a health insurance program for uninsured children. If a child qualifies, the family pays a monthly premium of \$10.00 (regardless of the number of children that qualify). The Department of Community Health determines eligibility and administers the program. Call 1-888-988-6300 for more information.

Migrant Immunization – provides for assessment of immunization status and vaccine administration for migrant children entering Michigan with their families. Also provides for outreach for serious health needs among women and children.

Nurse Family Partnership (NFP) – is an evidence-base nurse home visitation program with over 30 years of clinical trial with proven outcomes related to improving the health & social functioning of low income first time mothers and their babies.

Goals of the NFP program include:

- Improve pregnancy outcomes, child health development, and parents’ economic self-sufficiency among eligible first-time, low-income families served by specially trained nurse home visitors in Michigan.
- Reverse unacceptable health, education, and social development disparities for at-risk families in selected high-risk Michigan communities (Benton Harbor, Detroit, Grand Rapids, Kalamazoo, Pontiac)

Oral Health – develops, implements and evaluates oral health programs to improve dental access. Maintains an oral health directory containing contact information for public health and community clinics that offer low-cost or sliding fee scale dental care.

PlanFirst! – program to provide family planning services to women 19-44 who have a family income at or below 185% of poverty. DHS determines eligibility.

Pregnancy Risk Assessment Monitoring & Surveillance – gather and monitors data on the status of women’s social, emotional and physical health status and the services they receive during and after pregnancy.

Prenatal Smoking Cessation – trains and supports prenatal care providers and staff to reduce smoking in pregnant women.

Safe Delivery – targets desperate parents, encourages the placement of their newborn in a safe environment to an Emergency Service Provider.

Safe Sleep – reduces preventable infant deaths through education on Infant Safe Sleep to providers and parents. www.michigan.gov/dhs

Sexual Violence Prevention: Supports community-based, comprehensive primary prevention programming and evaluation designed to prevent first-time sexual violence perpetration and/or victimization.

Substance Abuse Services - Substance abuse treatment programs provide treatment services for substance use disorders based on a person's identified need. Specialty programs for pregnant women and women with children are available to provide gender specific substance abuse treatment and other therapeutic interventions for women and their children, as well as arrange for primary medical care, child care and transportation. Prevention services are available statewide for individuals, families and communities.

Sudden Infant Death Syndrome & Other Infant Death Services – reduces infant mortality through education about the risks for SIDS and Sudden Unexpected Infant Death and provides grief support for those affected.

Talk Early, Talk Often – provides trainings for parents on how to talk to their kids about abstinence and sexuality. For more information, go to www.michigan.gov/talkearly.

Tobacco Cessation (Telephone Quitline) - reduces statewide tobacco use rates by providing smoking and spit tobacco cessation counseling to all Quitline enrollees; also provides free nicotine replacement therapy to the uninsured enrolled in the Quitline. 1-800-quit now.

Tobacco Reduction - protects children and other vulnerable populations by increasing the number of voluntary, smoke free policies in schools, worksites and public places.

Vision Screening – screens preschool and school-aged children for vision impairment and provides referral and follow-up.

WISEWOMAN Program - provides screening and lifestyle interventions that can reduce risk for heart disease and other chronic diseases to women served by the Breast and Cervical Cancer Control Program.

Women, Infants and Children Program (WIC) – provides statewide services to pregnant and postpartum women that includes nutrition counseling-including breastfeeding support, healthy food, and referrals to health and social services.

Youth Suicide Prevention: Funds prevention and early intervention activities around the state to prevent suicide of young women and men ages 10-24 years.

Office of Services to the Aging

OSA is the designated state agency serving on behalf of Michigan's older adults. This agency operates under the authority of the Older Americans Act and the Older Michiganians Act. OSA's mission is to promote independence and enhance the dignity of Michigan's older adults and their families. Michigan has 1.6 million older adults, of which 406,257 are served by programs available in every county with funding from OSA.

OSA's primary focus is to work to improve the health and nutrition of older adults, improve access to information and services for older adults and their caregivers, promote financial independence and safeguard the economic security of vulnerable older adults, protect older adults from abuse and exploitation, and extend the time that older adults are able to remain in their homes.

Commission on Services to the Aging - The 15 members of the bipartisan Commission are appointed by the Governor with the advice and consent of the Senate. The Commission advises the Governor, Legislature and OSA on matters relating to policies and programs for older adults in Michigan. They also approve funds for services administered under the federal Older Americans Act and the Older Michiganians Act.

State Advisory Council on Aging - The 40-member Council is appointed by the Commission on Services to the Aging, studies aging issues and recommends policy to the Commission.

Area Agencies on Aging (AAAs) are regional planning and administrative agencies. OSA contracts with AAAs to plan and provide needed services to older adults in specified geographic regions of the state. AAAs contract with community agencies to deliver services. To find your area agency on aging, see the reverse side of this brochure; call OSA at (517) 373-8230 or log onto OSA's web site at www.michigan.gov/miseniors.

Community Services Programs - the aging network provides a variety of services for older adults which may include help with housing, counseling, legal aid, transportation, health screening, household chores, personal care, adult day services, and home health aid. Contact local AAA.

Senior Community Services Nutrition Program provides hot meals and supportive services, such as nutrition education, at more than 700 locations in Michigan. This program includes meals available in group settings and home-delivered meals. Contact local AAA.

National Family Caregiver Support Program provides adult day and respite services to individuals 18 years of age and older and their caregivers in Michigan. Respite-related transportation, including transportation to medical appointments and for shopping assistance is also available in some communities. Contact local AAA.

Senior Community Services Employment Program provides part-time opportunities in community service activities for unemployed low-income persons aged 55 and older in order to transition to unsubsidized employment. Contact local AAA or www.michigan.gov/miseniors.

Legal Services – the legal assistance program provides advice and counsel, direct representation and legal education services to persons aged 60 and older, with priority given to those who are in economic and social need. There are no income guidelines or fees charged for services, however, donations are accepted. Contact local AAA or the Legal Hotline for Michigan Seniors toll-free at 1-800-347-5297.

Care Management - This program locates, mobilizes, and manages a variety of home care and other services needed by frail older adults at risk of nursing home placement.

Medicare/Medicaid Assistance Program (MMAAP) serves persons aged 65 and older, who are on Medicare due to disability, and their families. It provides free health insurance education and counseling in the areas of Medicare, managed care, Medicare+Choice options, Medigap insurance, Medicaid and long term care insurance. Counselors can provide information on benefits, comparative information about insurance products and managed care plans and assist with claims, denials of services and other insurance related problems. For MMAAP services call 1-800-803-7174.

State Long Term Care Ombudsman provides services for nursing home residents and their families to receive information and assistance on how to resolve problems or begin the complaint process for concerns in licensed nursing homes, homes for the aged, and adult and foster care homes. Ombudsmen are available to investigate complaints, suggest remedies and assist with resident rights, payment issues, guardianship, and nursing home placement. Call 1-866-485-9393.

Volunteer Programs - The Retired and Senior Volunteer Program (RSVP) sponsors persons aged 55 and older to work in areas of local communities - schools, hospitals, senior centers, self-help and other programs. There are no income restrictions. The Foster Grandparent Program (FGP) provides a one-to-one relationship with young person in need of personal attention and special help. FGPs serve 20 hours a week and must meet income guidelines. The Senior Companion Program (SCP) uses volunteers to work with other older adults, often in the recipient's home. SCPs must meet income guidelines and are compensated for their volunteer work. Contact local AAA.

AREA AGENCIES ON AGING

1-A Detroit Area Agency on Aging - (313) 446-4444, Detroit, Grosse Pointe (GP), GP Farms, GP Park, GP Shores, GP Woods, Hamtramck, Harper Woods, Highland Park.

1-B Area Agency on Aging - (248) 357-2255 or 1-800-852-7795, Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw Counties

1-C The Senior Alliance, Inc. - (734) 722-2830 or 1-800-815-1112 (in SE Mich only), all of Wayne County excluding areas served by Region 1-A.

Region 2 Area Agency on Aging - (517) 592-1924 or 1-800-335-7881, Hillsdale, Jackson, Lenawee Counties

Region 3-A Area Agency on Aging - (269) 373-5147 or (269) 373-5173, Kalamazoo County

Region 3-B Area Agency on Aging - (269) 966-2450 or 1-800-626-6719, Barry and Calhoun Counties

Region 3-C Branch-St. Joseph Area Agency on Aging - (517) 278-2538 or 1-888-615-8009, Branch and St. Joseph Counties

Region IV Area Agency on Aging - (269) 983-0177 or 1-800-442-2803, Berrien, Cass and Van Buren Counties

Valley Area Agency on Aging - (810) 239-7671 or 1-800-978-6275, Genesee, Lapeer, Shiawassee Counties

Tri-County Office on Aging - (517) 887-1440 or 1-800-405-9141, Clinton, Eaton and Ingham Counties

Region VII Area Agency on Aging - (989) 893-4506 or 1-800-858-1637, Bay, Clare, Gladwin, Gratiot, Huron, Isabella, Midland, Saginaw, Sanilac, Tuscola Counties

Area Agency on Aging of Western Michigan, Inc. - (616) 456-5664 or 1-888-456-5664, Allegan, Ionia, Kent, Lake, Mason, Mecosta, Montcalm, Newaygo, Osceola Counties

Michigan Department of Corrections

Employees:

Supervisory Leadership Training for Women and Managerial Leadership Training for Women – The women’s leadership training consist of programs developed to augment the careers of women in the field of corrections. Participants are able to assess their personal leadership styles and set specific goals for a career development plan. Our model provides the opportunity for women from various areas of the Department to meet other professionals and expand their knowledge base and networking capabilities by learning about other administrations, geographical areas, and security levels.

Go Red for Women – Campaign sponsored by the American Heart Association. The Department passed out red pin dresses as well as material for the prevention of heart disease.

Wellness Campaign – Held during the State’s 8 weeks to Wellness Campaign. We passed out fruit and “5 a day – for better health” fliers. Staff of the YMCA was on-site and waived

initiation fee for state employees for the month of May. Additionally, we had a representative from the Employee Services Program on-site promoting better mental health.

Mental Health Campaign – Sponsored by the Employee Services Program

Prisoners:

Females in Transition – The Department instituted Michigan’s first community-based halfway house for female inmates, the Females In Transition program, which begins with a phase of release preparation for inmates and then provides a six-month transition stage from prison to the community developed by a joint committee of Department of Corrections prison, parole board, and parole supervision authorities and Wayne County service providers. This program will enhance public safety as the program assists in the successful transition of female offenders into society.

Intensive Parole Re-entry Program – Under the MI Prisoner Re-entry Initiative, the Department is opening the first Intensive Re-entry Prison Unit for female inmates at the Huron Valley Complex – Women in May 2005. The program will assess female inmate needs and respond to those needs with arrangements for placement and service delivery from community agencies throughout Michigan.

Child Visitation Program – Under this program, parenting classes are provided for mothers, as well as supervised special visits between mothers and their children.

NA/AA – provides substance abuse programming and support systems.

University of Michigan – Students provide opportunities in creative writing and drama

American Friends Service Committee – Conducts and Women’s Study Class, presenting women’s issues and history from a feminist view

University of Michigan College Classes – The following classes are provided by volunteer University of Michigan, Dearborn professors to female inmates at the Scott Correctional facility: Understanding Society, Writing Personal History, Understanding Women, Black Family in Contemporary America

Vocational Classes – Offered to prepare prisoners for better employability is the following topics: Horticulture, Graphic Arts, Automotive Repair, Building Trades, and Business Education Training

Academic Classes – GED, Adult Basic Reading/Math,

Vocational Assessment and Evaluation Program – testing, evaluation, assessment and counseling – helps women focus on educational, job training, and/or employment choices based on their interests, skills, and abilities, by examining their strengths and weaknesses, as they set their goals in returning upon release within their own communities.

Michigan State Industries

- Janitorial Products Factory – employs female prisoners to produce a complete line of cleaning products
- Dental Lab – employs female prisoners to become dental lab technicians and helps the department by producing all full and partial dentures and other dental appliances for its prisoner population.

Recreation – offers various intramural sports for women

Legal Writer – trains female prisoners to assist other female prisoners, who do not have the education, handicapped, or physical disabilities, in legal issues (under contract with Services of Women Legal Services, Inc.)

Michigan Department of Education

Early Childhood Investment Corporation (ECIC) - created in August of 2005 to ensure that every young child in Michigan has a Great Start and arrives at the kindergarten door healthy and ready to succeed in school, with parents who are committed to educational achievement. For more information go to www.ecic4kids.org.

Early On, Part C of the Individuals with Disabilities Education Act, is managed by Intermediate School Districts (ISDs) and some health departments for families with children with disabilities and developmental delays.

Great Parents, *Great Start* is managed by ISDs and focused on parenting skills.

Even Start provides federally-funded grants to school districts and community partners. The grants target families of children birth to 7. Mostly women participate in this program aimed at improving family literacy. This year 12 grants were funded.

The R.E.A.D.Y. program was developed in 1998, by the Michigan Department of Education and early childhood and literacy experts to increase parent and caregiver awareness of the important connection between their child's early learning and future success.

The main component of this program is the national award-winning R.E.A.D.Y. kit. This kit provides parents, family members and caregivers with engaging information, materials and learning activities to help children beginning at birth develop the language and literacy skills needed to enter school READY.

Since its inception, R.E.A.D.Y. has become one of the most successful early childhood parent information programs in Michigan and throughout the country. In Michigan, we have provided over 1 million free kits to parents of young children. Kits have also been shipped internationally to Australia, Canada, Asia, the United Arab Emirates and other countries around the world. But most impressive have been the results. Almost all parents said they used and valued the kit. Over two-thirds of parents said the kit provided important information and motivated them to read and interact more with their child -- success almost unheard of with commercially developed products.

The R.E.A.D.Y. kit is available for three age groups, infants, toddlers, and preschoolers. Each kit contains over a dozen educational materials including: a quality children's book and pocket-size book list, learning activities and reminder magnet, children's music, a child development video/CD and booklet by *I am Your Child*, a child development ages and stages wheel, and other products to help young children learn and succeed.

While all kits were available for free to Michigan parents for many years, due to economic conditions, free kits are now provided only to first time parents of newborns or low-income/Medicaid eligible parents of infants through most intermediate school districts and county health offices. Free kits are provided through funding generated through R.E.A.D.Y. product sales. Products may be PUCHASED ONLINE for a small cost through our R.E.A.D.Y. production and distribution partner Central Michigan University's, Educational Materials Center (EMC) at <http://www.emc.cmich.edu/READY>. EMC may also be reached at (800) 214-8961 or (989) 774-3953.

Career and Technical Education

Carl D. Perkins federal funds are distributed to high schools and career centers across the state for the continued improvement of career and technical education (CTE) instructional programs. These programs provide students with the knowledge and skills needed to enter college or the workforce.

The federal Tech Prep program assists CTE students with the transition from high school to college. This is accomplished through an alignment of the CTE curriculum available at the high school and local community college. Dual enrollment and other credit earning opportunities are available to students through this program.

The Department monitors the enrollment and completion of high school students in career and technical education programs that are nontraditional for their gender. Activities for recruitment and support of these students are developed and designed to promote experiences that assure retention in and completion of nontraditional programs to reduce gender bias and gender role stereotyping.

The Department has implemented a program, in conjunction with secondary and postsecondary career and technical education programs, to prevent, identify, and remedy discrimination on the basis of race, color, national origin, sex, disability, or age by its subrecipients. The Civil Rights Compliance Review (CRCR) is a comprehensive system designed to improve the delivery of career and technical education through the assurance of equal opportunity for all groups and populations.

The CRCR is designed to: insure that equal educational opportunities are provided to all students, including full opportunity to participate in programs, activities, and job opportunities, and to benefit from services; prohibit barriers to achieving full participation, such as the stereotyping of individuals based on their racial, ethnic, gender identity, age, or on their disabling conditions; provide education in an integrated setting; and, analyze, identify, and change policies and activities that impede the achievement of the above goals.

Michigan Department of Energy, Labor and Economic Growth

Adult Education - provides grant funds to educational institutions to assist in developing programs in Adult Basic Education, High School Completion and English as a Second Language instruction.

Dislocated Worker Program - provides the same services under the WIA Adult Program, and is available to displaced homemakers.

Displaced Homemaker Program - provides employment and training services to displaced homemakers so they can achieve and retain full-time, unsubsidized employment.

Food Stamp Employment and Training (FAE&T) Program - helps individuals maintain or regain their food stamp eligibility by participating in a qualifying work program or training activity.

Michigan Commission for the Blind – assists individuals with visual impairment.

Michigan Commission on Disability Concerns – responds to advocates for Michigan's 1.9 million people with disability.

Michigan Rehabilitation Services – provides disabled individuals with vocational evaluations, career counseling, job placement services and job follow-up services.

Non-Custodial Parent (NCP) Program - provides an option for Friends of the Court (FOCs) attempting to enforce child support payments against unemployed or underemployed NCPs.

No Worker Left Behind Initiative – Launched August 1, 2007, and intended to assist more than 100,000 displaced workers over three years by providing up to two years free tuition at any Michigan community college or other approved training program. Focus of the training will be on those high demand and/or emerging sector occupations as identified by current Labor Market Information data by region of the state.

Trade Adjustment Assistance Program (TAA) – provides aid to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports. Workers may be eligible for training, job search and relocation allowances, income support, and other re-employment services.

Work First - establishes and maintains a connection to the labor market for Temporary Assistance for Needy Families (TANF) recipients, Non-Custodial Parent (NCPs), and recipients of non-cash assistance such as Child Day Care, Medicaid, and Food Assistance.

Workforce Investment Act (WIA) Adult Program - provides workforce investment activities that increase the employment, retention, and earning of participants, and increases the occupational

skill attainment by participants, which reduces welfare dependency and improves the quality of the workforce.

For assistance in these programs, workers should go to the local Michigan Works! Service Centers at <http://michiganworks.org>.

Michigan Department of Environmental Quality

Disadvantaged Business Enterprise (DBE) – the overall goal of the DBE program is to ensure firms owned and controlled by minorities, women and other socially and economically disadvantaged persons have the opportunity to grow and become self-sufficient. It creates a level field for individuals and ensures nondiscrimination in the procurement of services and goods for DEQ projects utilizing US EPA financial assistance.

Michigan Department of Human Services

Adoption Services – plans and supervises adoptive placement of permanent state or DHS-supervised court wards.

Adult community placement – provides community placement, coordination for licensed, residential care for aged, physically handicapped or developmentally disabled adults who are unable to live alone.

Adult Independent Living Services – provides case management, personal care and other supportive services to enable individuals to remain in their own homes.

Child Day Care Services – pays all of a portion of child day care expense for low income families.

Child Support Enforcement – assists in establishing paternity and obtaining child support payments.

Children's Trust Fund – focuses on public education and awareness, information dissemination and funding a network of local community-based prevention programs.

Community Supportive Services – promotes through various programs parents' abilities to successfully nurture their children and to use resources and opportunities in their communities.

Disability Determination Services – determines the eligibility of adults and children who apply for benefits under the Social Security and Supplemental Security Income disability programs.

Employment (Work First Program) – provides employment and training services to customers.

Family Independence Program – provides cash assistance to eligible families with children.

Family Preservation Services (Families First) – provides short-term crisis services as an alternative to out-of-home care for children of families referred by protective services, foster care, delinquency or domestic violence.

Food Assistance Program – increases the food purchasing power of low-income households.

Foster Care – provides out of home placement for children in cases of delinquency, abuse, or neglect when deemed necessary by Family Court.

HIV/AIDS Services – provides advocacy services for people who test positive for HIV or AIDS.

Juvenile Justice Services – provides for the care and supervision of delinquent state wars referred to DHS by the courts.

Low Income Home Energy Assistance Program – helps meet home heating costs for those qualifying.

Medicaid – provides necessary health care services for family independence program and SSI recipients and other low-income people. DHS determines eligibility and the Department of Community Health administers the program. Women are eligible for all Medicaid programs if they meet the eligibility requirements. Some specific Medicaid programs for women include:

- Healthy Kids for Pregnant Women – available to a woman while she is pregnant, the month her pregnancy ends and during the two calendar months following the month her pregnancy ended. Her fiscals group’s net income cannot exceed 185% of the poverty level.
- Group 2 Pregnant Women – MA is available to a pregnant woman who meets the financial and non-financial eligibility factors. A woman who is eligible for and receiving MA when her pregnancy ends and remains otherwise eligible may continue receiving MA benefits for the two calendar months following her month her pregnancy ends for any reason.

Michigan Domestic Violence Board – provides grants to 46 nonprofit community-based agencies that assist victims of domestic violence and their dependent children.

Migrant Services – coordinates services to over 40,000 migrant agricultural workers and family members through 11 regional Migrant Resource Councils and the State of Michigan Interagency Migrant Services committee.

Native American Affairs – coordinates implementation of state and federal laws.

Office of Child and Adult Licensing - licenses Adult Foster Care Licensing, Child Day Care Licensing, Camp Licensing, and Child Welfare Licensing.

The Office of Family Advocate (OFA) - within Executive Office of DHS and reports to the Director of DHS. OFA serves as DHS's liaison to the Office of Children's Ombudsman and upon receipt of a complaint, OFA investigates DHS/Private Agency's handling of child welfare cases.

Protective Services – investigates reports of alleged abuse, neglect or exploitation of children or vulnerable adults, and provides intervention as necessary.

Refugee Assistance Services – coordinates a variety of services to eligible refugees.

Runaway and Homeless Youth Service Program – provides services to runaway and homeless youths.

State Disability Assistance – provides cash assistance to disabled adults who do not have dependent children.

State Emergency Relief – provides limited assistance to individuals and families facing emergencies that threaten their health or safety.

State Medical Program – provides basic, outpatient health care services to low-income adults who do not qualify for other medical programs. DHS determines eligibility and Mi Department of Community Health administers the program.

Supplemental Security Income – DHS pays a supplement to all SSI eligible recipients.

Teen Parent Program – provides comprehensive coordinated services to teen parents in 18 counties to assist in meeting the health and developmental needs of their children.

Volunteer Services – recruits, trains and places volunteers for direct services to DHS customers.

Youth in Transition – prepares eligible foster-care teens for living on their own.

Michigan Department of Information Technology

The overall state government percentage of women employees is 50.9 percent, which approximates the percentage of women in the total national workforce. State government has about twice the proportion of women in IT in comparison to the national average. Forty (40.39) percent of DIT's employees are women compared to 20 percent of technology professionals nationally. Of the 221 managers within DIT, 75 are women, which is 33.9% of the total. Of the 50 leaders within DIT (17 level and above), 19 are women, which is 38%.

MDIT both supports internal programs and projects to advance women as well as those of other departments. It also collaborates with external entities and utilizes external resources. The services are for both employees as well as customers of the state, and also include state Web sites and interactive services. Examples are described below.

Internal Activities and Services

Diversity and Women

- MDIT is looking at diversity from a broad perspective, which includes women's issues.
- Steps have been taken to initiate an ongoing education and awareness program.
- MDIT has ensured that interview panels are diverse.

Women's Leadership Program:

MDIT has implemented a program whereby female managers are selected for training offered by the Center for Women's Leadership through the Women's Economic Club. The purpose of the program is to:

- Promote the advancement of women in the workplace by providing education to and about women in leadership positions, business and the professions
- Provide skill building, leadership training and mentoring
- Conduct and disseminate research regarding the development of women as leaders and
- Strengthen the network of women business leaders and provide access to community and business leadership opportunities.
- It is an intensive, highly personalized eight-month program, with monthly sessions lasting from one half to a full day. Each group has a trained leader from the Women's Leadership Program who facilitates the sessions, and includes executives from major Michigan corporations. There are group projects, as well as opportunities to network throughout the program.

IT and Service Support of Other Departments

MDIT provides support to other department programs providing services to women and children. These include:

- Support for the Web site for Michigan's Women's Commission (Civil Rights)
- IT support for many of the programs cited in "State Programs Impacting Women" (Departments of Agriculture, Civil Rights, Community Health, Human Services, Labor and Economic Growth, Management and Budget, and Natural Resources)
- State programs requiring enterprise, intergovernmental, public – private, multi-departmental approaches:
 - After School Experience
 - Birth Defect Program
 - Breast and Cervical Cancer Control Program (BCCCP)
 - Cardio Vascular Health Program for Women
 - Child Support
 - Children or Adult Foster Camps
 - Children's Action Network
 - Day Care Look Up
 - Domestic Violence
 - Family Planning
 - Injury Prevention Program for Women
 - Long Term Care
 - Mammography Facilities
 - Michigan Assistance & Referral Service
 - Michigan Childhood Immunization Registry (MCIR)
 - MSS/ISS (Maternal Support system/Infant Support System (MSS / ISS))
 - MOMS (Medicaid Program)
 - Nursery Home Look Up

- Pregnant Mothers and Children
- Project Fresh (provides fresh fruit and veggies to women and children)
- Services for the Aging
- Temporary Assistance for Needy Families (TANF)
- Tobacco Cessation Program for Women
- WISE Women (DCH Program)
- Women, Infants and Children (WIC)

Michigan Department of Management and Budget

Buy Michigan First - As part of the Governor's strategy to grow the economy, while reducing administrative costs, DMB has stepped up efforts to increase participation in the competitive bid process. The goals are lower contract costs for government, more contract opportunities for businesses and greater diversity among the vendor pool. The Buy Michigan First initiative is a key component of this initiative. Free seminars are offered statewide and encourage Michigan businesses, including small, women and minority business owners, to register and bid on more than 1,100 contracts valued at over \$23 billion. DMB also participates in events sponsored by associations affiliated with the business and minority communities.

Children's Ombudsman - investigates complaints about children in Michigan's child welfare system. The program is an administrative remedy; that investigates the actions, decisions, policies and protocols of the Department of Human Services (DHS) and child placing agencies as they relate to a particular child. The Ombudsman also makes recommendations to the Governor, Legislature, and DHS for changes in child welfare laws, rules, and policies.

As part of the Governor's strategy to grow the economy, while reducing administrative costs, DMB has stepped up efforts to increase participation in the competitive bid process. The results are lower contract costs for government; more contract opportunities for businesses; and greater diversity among the vendor pool. A key component of this initiative involves reaching out to small, women and minority business owners.

Business Opportunity Forums - which are conducted statewide, and in concert with the departments of Civil Rights, Transportation, Labor and Economic Growth, the Michigan Economic Development Corporation, and local and federal governmental agencies. DMB also participates in events sponsored by associations affiliated with the business and minority communities.

Children's Ombudsman - investigates complaints about children in Michigan's child welfare system. The program is an administrative remedy; that investigates the actions, decisions, policies and protocols of the Department of Human Services (DHS) and child placing agencies as they relate to a particular child. The Ombudsman also makes recommendations to the Governor, Legislature, and DHS for changes in child welfare laws, rules, and policies.

As part of the Governor's strategy to grow the economy, while reducing administrative costs, DMB has stepped up efforts to increase participation in the competitive bid process. The results

are lower contract costs for government; more contract opportunities for businesses; and greater diversity among the vendor pool. A key component of this initiative involves reaching out to small, women and minority business owners.

Business Opportunity Forums - which are conducted statewide, and in concert with the departments of Civil Rights, Transportation, Labor and Economic Growth, the Michigan Economic Development Corporation, and local and federal governmental agencies. DMB also participates in events sponsored by associations affiliated with the business and minority communities.

Michigan Department of Military and Veterans Affairs

Programs provided did not specifically serve women.

Michigan Department of Natural Resources

The Becoming an Outdoors-Woman (BOW) program is a DNR-sponsored initiative targeted at women, 18 and older, to introduce them to traditional outdoors skills, with one-third of each program being shooting sports, one-third being fishing sports, and one-third being other outdoor activities. These programs are structured to be non-threatening, to empower women to become independent of structured programs and to lead women into mentoring roles with other women.

The Beyond BOW program, also sponsored by the DNR, offers more diversity in program content and is targeted at building individual skills first learned in a BOW program. Under this format, women may register for a one-day or weekend program that may focus on one outdoor skill for advanced learning. Shooting, fly fishing and mountain biking are examples.

Over the past few years, the DNR has placed considerable emphasis on depicting women participating in the out-of-doors for the covers and interior photos of our major publications and for the DNR Web site.

The department also maintains a database of nearly 1,300 Michigan women who are regularly provided updates on women's programs, including those sponsored by other organizations.

Additional information is located at the following website: <http://www.michigan.gov/bow>

Michigan Department of State Police

There are many specialized programs offered by the Michigan State Police (MSP) which address the critical issues of domestic violence, sexual assault, and stalking. Michigan residents need to know the Department of State Police is dedicated to play an active role in the fight against these crimes. This role takes on many forms; from MSP recruits in the academy classroom, to troopers working in our community and presenting in local school classrooms.

Various efforts the Michigan Department of State Police is engaged in are:

- The MSP plays an active role in the Michigan Domestic Violence Prevention and Treatment Board. This cooperative effort has recently produced a multidisciplinary guide entitled “Preventing Intimate Partner and Sexual Violence in Michigan 2010-1015.” This initiative provides statewide stakeholders with guidance to strengthen individuals, families, and organizations within each community to create and assess evidence-based strategies and work closely to increase their capacity to implement appropriate primary prevention strategies and activities.
- The MSP is also actively involved with the Criminal Justice Training Advisory Committee. This committee brings the Prosecuting Attorney’s Association of Michigan together with the Michigan Commission On Law Enforcement Standards (MCOLES), the MSP, victims advocate groups, and other key stakeholders to ensure that cooperative training for all law enforcement officers and prosecutors in Michigan is consistently available.
- The MSP ensures that early on in each trooper’s career they are taught proper case management, investigative skills and is sensitive to the need of the citizens. This is initiated by including 14 hours of mandatory instruction in the area of domestic violence in each trooper recruit school.
- The MSP has continued its cooperation with the Michigan Commission On Law Enforcement Standards. As a STOP (Domestic Violence Act) grant subcontractor, the department is consistently seeking out new ways to provide continuing domestic violence, sexual assault, and stalking training to department members. This cooperation has provided specialized training to Post Community Services Officers from posts across the state in recent years.
- Through a cooperative effort with the Michigan Commission On Law Enforcement Standards and the Michigan Domestic Violence Prevention and Treatment Board, the MSP has made a training video available to every post in the state. This video addresses stalking, domestic violence, threatening or harassing conduct, and other relevant issues. This video is used by troopers to address these core issues in community speaking engagements.
- Post Community Services Officers across the state utilize the Teaching Educating And Mentoring (T.E.A.M.) curriculum in K-12 classrooms. This curriculum not only builds trusting rapport between troopers and students at all age levels, but it also specifically addresses personal safety, how to call for help, and other key lessons to keep Michigan’s children safe. The high school curriculum also contains a lesson entitled, “A Relationship is No Place for Violence.”
- The T.E.A.M. curriculum is also being utilized outside the school setting. Troopers on staff with the Michigan Youth Leadership Academies, American Legion Youth Police Academies, and Kiwanis Youth Police Academies teach segments of the curriculum specifically addressing dating and intimate partner violence.
- The MSP continues to serve fellow agencies by cooperating at the post level on criminal investigations. Troopers trained in Michigan’s Forensic Interview Protocol are regularly called upon for the critical and sensitive task of interviewing children who have been witnesses to or victims of these types of crimes.
- The MSP also continues to respond to victims affected by these crimes in their time of need. Whether they call 911, report through a victim advocacy agency, or report in

person at a post, victims will be treated respectfully as the troopers seek to bring not only justice but comfort to an unfortunate situation.

The MSP continues to provide other services such as certified child safety seat inspections, in-service schools for MSP and non-MSP police officers, and a host of other instruction and curriculum to train individuals to prevent, respond, and to help heal those affected by stalking, intimate partner abuse, and sexual crimes in Michigan. The department will continue to offer a proud tradition of service through excellence, integrity, and courtesy.

Michigan Department of Transportation

Disadvantaged Business Enterprise (DBE)- The overall goal of the DBE program is to ensure firms owned and controlled by minorities, women, and other socially and economically disadvantaged persons have the opportunity to grow and become self-sufficient. It creates a level playing field and ensures nondiscrimination in the award and administration of US DOT assisted contracts in the Department's highway, transit, and airport financial assistance programs.

Safe Routes to School (SR2S) Program- The SR2S was designed to encourage and enable children, including those with disabilities, to walk and bike to school. The program makes bicycling and walking to school a safe and more appealing alternative encouraging a healthy and active lifestyle from an early age. MDOT's role in this program is to facilitate the planning, development and implementation of projects that will improve safety, reduce congestion, traffic, and fuel consumption, and reduce air pollution in the vicinity of schools.

Elderly Mobility- MDOT is committed to supporting and funding programs that will keep Michigan's elderly mobile. We developed a "senior driver showcase roadway" in which signs, signals, and markings were modified on a 7.4 mile loop of freeway and arterial road system in Detroit. This showcase roadway demonstrates existing standards for signs, signals and pavement markings, next to recommendations that have been shown to provide improved visibility for the aging population.

MI Transportation Plan- Michigan's economy is at an historic shift. This plan is designed to strengthen the link between transportation and the economy now and well into the future. It provides a comprehensive picture of the state of our transportation system, identifies disconnects between modes and services, and projects financial needs. MI Transportation Plan outlines a strategy for stepping up to the challenges of the future – so Michigan can be a leader in the global workplace of tomorrow.

You may view the MI Transportation Plan at [MDOT - State Long Range Plan](#).

MichiVan Commuter Vanpools- MichiVan is sponsored by MDOT and operated by VPSI, Inc. The vanpool program supplies fully insured passenger vans to commuter groups. Under this program 5 to 15 commuters share a van along an established route. Riders pay a monthly fee. However, one person volunteers to be the primary driver of the van and rides free. It is open to

individual members of the public. MDOT also helps employers develop vanpools and ridesharing programs for their employees.

Aeronautics Annual Event for Teachers- The Annual Aviation/Aerospace Teacher Workshop is a unique opportunity for educators at all grade levels to explore ways aviation and aerospace concepts can be incorporated into classroom activities. Aviation and space concepts are proven motivators that can be fully integrated into the teaching curriculum. The workshop presentations and resources have been specially designed to relate to the Michigan Education Assessment Program (MEAP) benchmark goals and objectives. The Michigan Essential Goals and Objectives in Science Education (MEGOSE) will be highlighted. This and other MDOT programs may be accessed at the MDOT web site: [MDOT - Michigan Department of Transportation](#).

Michigan Department of Treasury

The Department of Treasury exists to provide quality financial, tax, and administrative services to all.

The Michigan Earned Income Tax Credit (EITC) - Michigan joins other states that have enacted state-level earned income tax credits.

The Michigan Earned Income Tax Credit (EITC) is a new refundable credit that is available beginning with tax year 2008. The Michigan EITC will provide additional money to those who qualify under the federal EITC guidelines. The credit is 10 percent of the federal EITC amount for tax year 2008 and increases to 20 percent of the federal EITC for tax year 2009 and future years. For more information visit, www.michigan.gov/taxes

The Homestead Property Tax Credit - Michigan's Property Tax Credit is a way the State of Michigan helps you pay some of your property taxes if you are a qualified Michigan homeowner or renter. You should complete the Property Tax Credit Claim form (MI-1040CR) to see if you qualify for the credit. The credit, for most people, is based on a comparison between household income and property taxes. Homeowners pay property taxes directly and renters pay them indirectly with their rent. The credit is designed to give the greatest property tax relief to senior citizens, disabled or blind persons and disabled veterans as well as the surviving spouse of a veteran. Michigan residents who are not in these groups may also qualify for the credit. For more information visit, www.michigan.gov/taxes

Home Heating Credit - The Home Heating Credit (HHC) is designed to assist low income families living in Michigan with the cost of heating their homes. The HHC is federally funded through the Low Income Home Energy Assistance Program (LIHEAP), U.S. Department of Health and Human Services. Under provisions set forth in the State Income Tax Act, the Department of Human Services (DHS) administers Michigan's Energy Assistance programs, and the Michigan Department of Treasury processes the Home Heating Credit claim and issues payments. For more information visit, www.michigan.gov/taxes

Voluntary Contributions – Taxpayers may contribute to a variety of funds through their MI Individual Income Tax Return: (1) Amanda's Fund for Breast Cancer Prevention and Treatment;

(2) Animal Welfare Fund; (3) Michigan Housing and Community Development Funds; (4) Prostate Cancer Research Fund; (5) Michigan Law Enforcement Officers Memorial Monument Funds; (6) Military Family Relief Fund; (7) Children's Trust Fund; (8) Children of Veterans Tuition Grant Program. For more information visit, www.michigan.gov/taxes

Qualified Disabled Veterans Exemption – Taxpayers who either have a service-connected disability or have a dependent with a service-connected disability may be eligible to claim a \$250 exemption for tax year 2008. For more information visit, www.michigan.gov/taxes

Free E-file – E-file lets you submit your Michigan and federal individual income tax returns using a computer instead of mailing paper returns. You can even e-file your Michigan return separately from your federal return. For more information visit, www.MIfastfile.org

Michigan College Access Network – The Michigan College Access Network (MCAN) is an initiative announced by Governor Granholm in April 2009 that will promote postsecondary education by supporting local college access programs. The initiative involves launching a one-stop shop web site for students to plan, apply, and pay for college. It will also provide help for families, counselors, educators and others who are helping Michigan students. For more information visit, www.michigan.gov/mistudentaid

MET allows parents, grandparents, businesses and others to pre-purchase undergraduate tuition for a child residing in Michigan at any Michigan public university or college, including 28 public community colleges.

Michigan Promise Scholarship – Signed into law by Governor Granholm on December 21, 2006, provides up to \$4,000 to high school graduates for successfully completing two years of postsecondary education beginning with the high school graduating class of 2007. For more information visit, www.michigan.gov/mistudentaid

Michigan Women's Commission Updated 6/09