

**MICHIGAN CIVIL RIGHTS COMMISSION SPECIAL MEETING**  
**Tuesday, April 17, 2018 ~ 3:30 P.M.**

Michigan Department of Civil Rights, Detroit Cadillac Place  
3054 W Grand Blvd., Grey Room, Suite 3-652  
Detroit, Michigan 48202

**PRESENT:** Commission Co-Chair Mumtaz Haque  
Commission Co-Chair Laura Reyes Kopack  
Commission Secretary Rasha Demashkieh  
Commissioner Stacie Clayton  
Commissioner Ira Combs, Jr.  
Commissioner Ricardo Resio  
Commissioner Jeffrey Sakwa  
Commissioner Alma Wheeler Smith

**MINUTES**

**CALL TO ORDER**

Co-Chair Mumtaz Haque Called the Meeting to Order at 3:33 p.m.

**ROLL CALL**

Roll Call and Determination of Quorum: Commissioner Clayton, Commissioner Resio, Commissioner Haque, Commissioner Reyes-Kopack, Commissioner Demashkieh, Commissioner Sakwa, Commissioner Combs, Commissioner Smith. With all Commissioners present, a Quorum was established.

**APPROVAL OF SPECIAL MEETING AGENDA**

Executive Director Agustin Arbulu requested to be added to the Agenda for two matters.

After discussion, the following Motion was brought forth:

**MOTION:** To Amend and Approve the Special Meeting Agenda with the addition of comments from Director Arbulu. *On Motion duly made (Commissioner Combs) and supported (Commissioner Demashkieh), Motion carried unanimously.*

## LGBTQ DISCRIMINATION CASES

Director Arbulu cited the recent U.S. Court of Appeals Sixth Circuit Court case of *EEOC v. Harris Funeral Homes*; ruled that sex stereotyping based on a person's gender non-conforming behavior is impermissible discrimination. Received internal review memo on the opinion of the case, conclusion was that MDCR should immediately start accepting and investigating claims from persons alleging discrimination because of sex, which includes gender non-conforming behavior.

After discussion, the following Motion was brought forth:

**MOTION: To Table the discussion on this issue until May 21, 2018 Commission meeting, and that the Commission is presented with a written formal opinion from the Attorney General and written comments from the Executive Director on which the Commission can base a decision, and that no change in policy be made until the Commission can act to change the policy. *On Motion duly made (Commissioner Smith) and supported (Commissioner Demashkieh), Motion carried unanimously.***

After further discussion, the following Motion was brought forth:

**MOTION: To Reconsider the question that was tabled regarding the interpretative statement, to Remove this tabled issue for the May 21, 2018 Commission meeting. *On Motion duly made (Commissioner Reyes-Kopack) and supported (Commissioner Sakwa), Motion carried unanimously.***

## BYLAWS (PROCEDURAL GUIDELINES) COMMITTEE

Discussion on the Commission procedural guidelines, presented by Commissioner Smith. The Procedural Guidelines Committee includes Commissioner Smith, Commissioner Clayton, and Co-Chair Reyes-Kopack. The Committee will continue to work on a draft of proposed procedural guidelines - and will present to the Commission after the May 21, 2018 meeting. Requested that someone from the Department who works on the administrative rules be appointed to the Committee; Ron Robinson was appointed.

## DISCUSSION ON GOALS AND PRIORITIES

Commissioner Resio reported that a Committee was formed to conduct a formal performance review for the Executive Director, a format has been created and will be circulated to Commissioners for revisions and finalization, and process should be established as to when those reviews will occur. Draft should be completed within 90 days.

### DISCUSSION ON EDUCATION HEARINGS

The first Hearing on the intersectionality of Education and Civil Rights will occur in conjunction with the next Commission meeting on May 21, 2018.

After discussion on possible areas of focus and regions for Education Hearings, the following Motion was brought forth:

**MOTION: To Convene the first Education Hearing in Ypsilanti on May 21, 2018. *On Motion duly made (Commissioner Smith) and supported (Commissioner Combs), Motion carried unanimously.***

The Commission Meeting to start at 1:00 p.m., Hearing to start at 3:30 p.m. with expert panel, followed by public testimony to begin at 6:00 p.m. Procedural Rules to be updated and circulated to the Commission.

### UPDATE ON JACKSON

Director Arbulu provided an update regarding Jackson County Sheriff Steven Rand. Anthony Lewis will provide additional updates at the May 21, 2018 Commission Meeting.

### PUBLIC COMMENT

There was no Public Comment.

### ADJOURNMENT

The following Motion was brought forth:

**MOTION: To Adjourn the Meeting at 5:33 p.m. *On Motion duly made and supported, Motion carried unanimously.***

Next meeting is May 21, 2018, Ypsilanti, 1:00 p.m.

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Secretary

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Executive Director