

**MICHIGAN
INDEPENDENT
CITIZENS
REDISTRICTING
COMMISSION**



Fariness and Decision-Making

Sources: www.concensusdesicionmaking.org; Center for Creative Leadership; Harvard Law School, Program on Negotiation

Guiding Principles

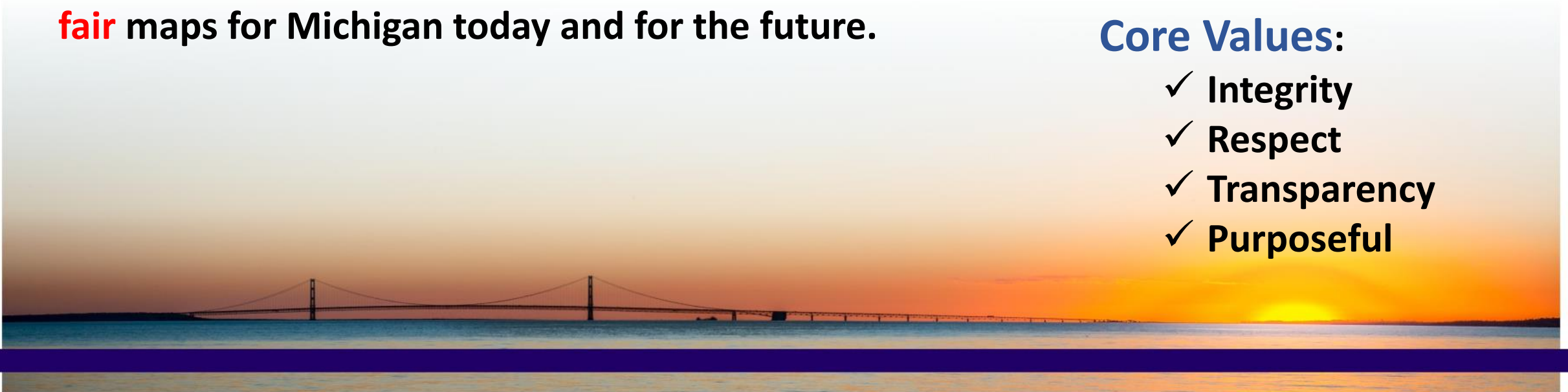
Mission: To lead Michigan's redistricting process to assure Michigan's Congressional, State Senate, and State House district lines are drawn **fairly** in a citizen-led, transparent process, meeting Constitutional mandates.

Vision: To chart a positive course for elections based on **fair** maps for Michigan today and for the future.



Core Values:

- ✓ Integrity
- ✓ Respect
- ✓ Transparency
- ✓ Purposeful



Core Competencies



- ✓ Actions exemplify honesty and professionalism.
- ✓ Responsibilities and integrity are put above personal or political gain.
- ✓ Thoughtful and purposeful dialogue, and collegiality are fostered.
- ✓ Respect, tolerance, and equality are extended towards others.



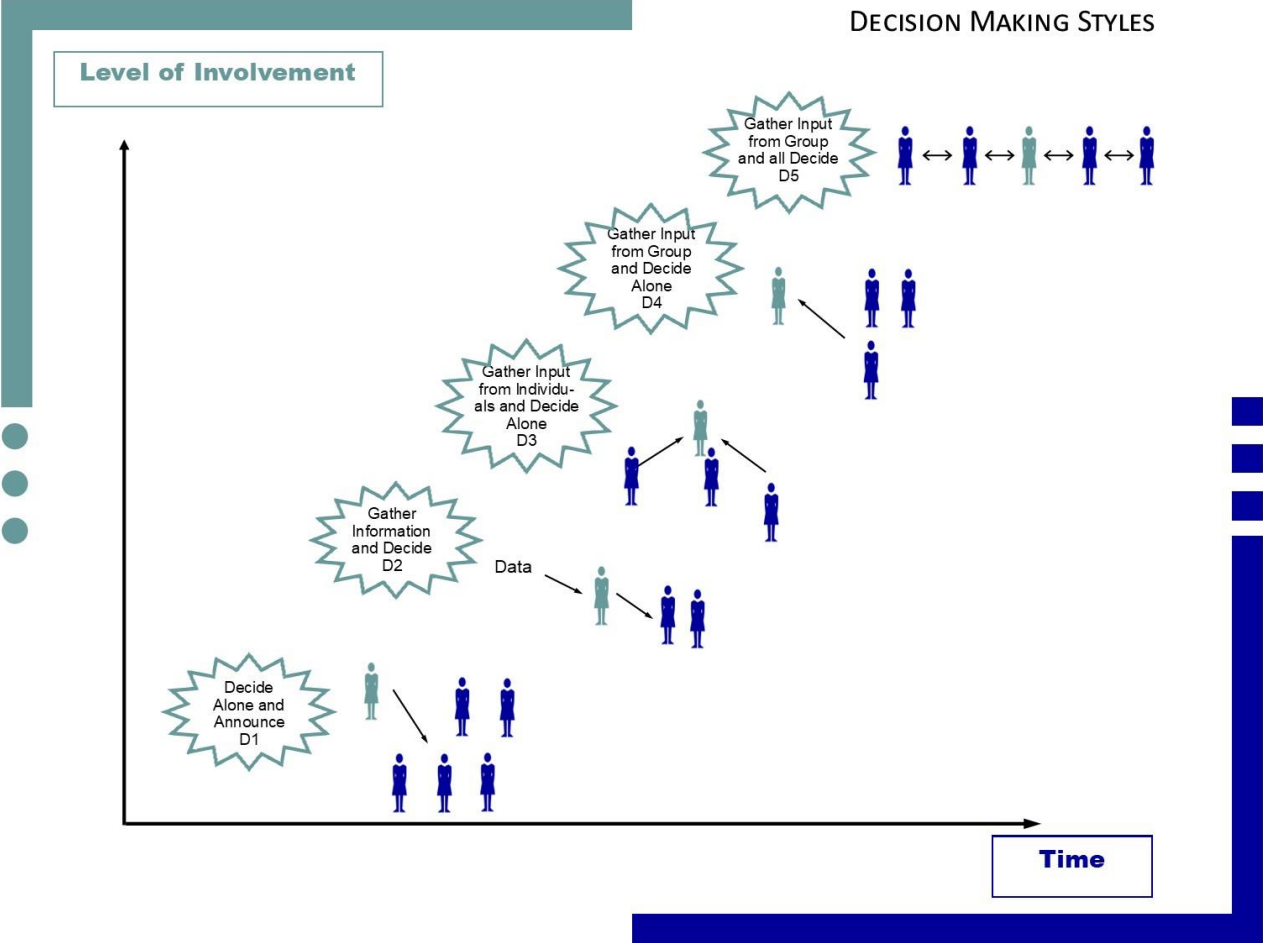
Goal #1: Fairness

STRATEGIES

1. Commissioners will assure that lines are drawn in a **fair**, independent manner in live, open meetings.
2. The line drawing contractor will present redistricting plans that are **fair**, include input from public comments, are guided by RPV/RBV data analysis, and meet the criteria detailed in the Michigan Constitution in rank order.
3. The Voting Rights Act legal counsel will provide guidance to assure Federal criteria are met, including equal population and adherence to the Voting Rights Act.
4. Michigan residents will have **fair** and meaningful opportunities to participate in the process through public comment and submission of proposed maps.



Decision-Making



Consensus Decision-Making



What is Consensus?

A process involving a good-faith effort to reach the best possible outcome among relevant stakeholders and maximize possible gains

What isn't Consensus?

Majority Rules



Consensus Decision-Making



Why is Consensus Important?

- ✓ It offers a way to increase mutual trust, respect, and commitment.
- ✓ It helps establish a common understanding and framework for developing a solution that works for everyone.
- ✓ It invites widespread participation to increase the quality of solutions.
- ✓ It offers a way to collaborate to solve complex issues that are most acceptable to all.



Consensus Decision-Making

Steps to Consensus Building

1. Set expectations.
2. Determine participant ground rules.
3. Develop the process.
4. Engage everyone in framing and reframing the options.
5. Reach agreement.



Consensus Decision-Making

Suggested Process Criteria

- Driven by the mission and vision
- Guided by the core values & core competencies
- Encourage listening to others and respectful face-to-face conversation
- Incorporate data and public comment
- Encourage participants to challenge assumptions and fully explore alternatives
- Keep participants engaged and learning
- Commitment to significant efforts to seek consensus



Consensus Decision-Making



Anticipated Outcomes

- The best possible agreements; deadlock minimized
- Participation increases knowledge and builds relationships
- Information and comprehensive analyses are understood and accurate
- Engagement in and ownership of the process
- Shared learnings are extended beyond the immediate group
- Outcomes serve the common good
- Outcomes are **fair**

