

MICHIGAN STATE HOUSING DEVELOPMENT AUTHORITY

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M E M O R A N D U M

Date: April 16, 2019
To: Interested Parties
From: Paul Stoddard, Design and Construction Manager
Subject: Changes to EEO Requirements and Policy

The Michigan State Housing Development Authority (MSHDA) is in the process of updating its Equal Employment Opportunity (EEO) policies and submission requirements. This memo is being issued to outline the process MSHDA intends to undertake and to provide interested parties with additional information about the types of revisions MSHDA anticipates making.

MSHDA is currently planning to modify its existing EEO policies and processes in two separate steps, which are further outlined in more detail as follows:

- For the first and most immediate step, MSHDA is issuing an interim EEO Policy and a revised EEO Plan Requirements document to incorporate the Attorney General's opinion that was issued December 2018. This Attorney General's opinion prohibits MSHDA from requiring goal setting based on race or gender for construction or rehab loans by MSHDA that use only MSHDA funds. In addition to issuing this amended policy, all owners and contractors of projects currently in process that are impacted by the opinion have been contacted and the appropriate course of action is being taken for those projects. Concurrent with this memo, MSHDA has posted to its website an interim EEO Policy and a revised EEO Plan Requirements document to reflect these changes.
- The second step of the process, which will begin in the near future, will involve MSHDA undertaking a more extensive review of its EEO policies and requirements. The goal of this more comprehensive review will be to create an updated and restated EEO policy that not only maintains compliance with state and federal requirements, but also ensures the process is as clear and efficient. As a part of this effort, MSHDA will also be reaching out to contractors and other interested stakeholders to get their opinions and seek feedback on potential modifications that could be made to MSHDA's EEO policies and procedures.

Should you have any questions related to the above or if you are interested in providing feedback related to MSHDA's longer-term implementation of its EEO policy and process changes, please contact:

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