

MCRC PRO- TECTOR ALL OF US





Greetings,

As chair of the Michigan Civil Rights Commission, I am proud to share with you this report outlining the work of the Commission and the Michigan Department of Civil Rights — the agency that serves as the operational arm of the Commission — over the past year.

In 2023, we were faced with a continued resurgence of antisemitism, islamophobia, racism, white supremacy, and hate. We watched as a local government in west Michigan was taken over by extremists who cut DEI initiatives, slashed the budget of the county health department to disrupt reproductive health services, and limited or blocked public access to information.

We watched as individuals sought to remove books from school libraries that teach the history of the most marginalized in our society, books that shine a light on the lives and work of extraordinary Black Americans, works featuring discussions of gender, race, ethnicity, religion and class, in an effort to essentially erase the stories of anyone who isn't white, cisgender and middle class or above.

And we watched and grieved as a nation as people of color, LGBTQ community members, religious and ethnic minorities — people going about their daily lives — increasingly became the targets of hate-motivated criminals and killers.

More must be done to curb this tide of hate and bias. In our July 24th meeting, the Commission called for elected leaders to take executive and legislative action "...to deter, prohibit and where necessary criminally penalize hate crimes in Michigan." The Commission and the Department will continue to take a firm stand with lawmakers and decision makers, urging them to take immediate action to safeguard the people they are sworn to protect under the Elliott-Larsen Civil Rights Act and the Persons with Disabilities Civil Rights Act.

2023 was also the year that we witnessed with joy the long-overdue passage of a bill amending the Elliott-Larsen Civil Rights Act to explicitly prohibit discrimination on the basis of sexual orientation and gender identity or expression. For more than three decades, this Commission has called for adding protection for LGBTQ individuals in the state's signature civil rights law. We celebrate this victory with so many of you who fought for it for years, and yet we know there remains much work to be done before discrimination against the people an expanded ELCRA seeks to protect is a thing of the past. As the Chair of the Michigan Civil Rights Commission, I and my fellow Commissioners are committed to that work and will stand with all of you in the fight to end discrimination in all its forms.

PORTIA ROBERSON

Chair, Michigan Civil Rights Commission

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CREATED by CONSTITUTION

In 1964, Michigan became the first state in the nation to include civil rights protections in its constitution. Article 5, Section 29 calls on the Michigan Civil Rights Commission to “... investigate alleged discrimination against any person because of race, religion, color or national origin in the enjoyment of the civil rights guaranteed by law...” The Michigan Department of Civil Rights was created in 1965 to carry out the work of the Commission. Passage of the Elliott-Larsen Civil Rights Act and the Persons with Disabilities Civil Rights Act further clarified the specific protections guaranteed under Michigan law.



Governor Milliken swears in Damon Keith and John Feikens, the first co-chairs of the Michigan Civil Rights Commission.

WHO WE ARE



The Michigan Civil Rights Commission (MCRC) has one of the most important roles in state government —so important that it is enshrined in the Michigan Constitution: to investigate alleged discrimination and to secure the equal protection of civil rights.

The Michigan Department of Civil Rights (MDCR) serves as the operational arm of the Commission. MDCR is structured into the following divisions: Communications; Community Engagement and Education; Deaf, DeafBlind and Hard of Hearing; Disability Rights and Compliance; Diversity, Equity and Inclusion; Enforcement; and Finance and Management Services. MDCR is also home to the Americans with Disabilities Act (ADA) Compliance Office for the State of Michigan; the Michigan Indian Tuition Waiver program; the Office of Legal Affairs; and a number of strategic civil rights initiatives.

MDCR VISION

To eliminate discrimination and promote equity through engagement, education and enforcement. To be the voice of civil rights in Michigan.

MDCR MISSION

The mission of the Michigan Department of Civil Rights, the operational arm of the Michigan Civil Rights Commission, is enshrined in the Michigan Constitution: to investigate alleged discrimination and to secure the equal protection of civil rights. The Department fulfills its mission by investigating and resolving complaints of discrimination and promoting voluntary compliance with civil rights laws. The Department extends its reach by building coalitions around common issues of concern and being a full partner in the functioning of state government.

Enforce Civil Rights Laws

The primary mission of the MCRC and MDCR is to investigate complaints of discrimination in employment, education, housing, public accommodation, law enforcement and public service.

The alleged discrimination must have taken place in the last 180 days and must be based on religion, race, color, national origin, arrest record, genetic information, sex, age, height, weight, marital status or disability.

When conducting an investigation, MDCR is neutral. If the investigation shows that discrimination has occurred, we will attempt to reach a resolution between the parties. If they cannot agree on a resolution, MDCR will enforce civil rights law and may bring a charge before the Michigan Civil Rights Commission.

Prevent Discrimination

MDCR is committed to preventing discrimination and working to bridge gaps in understanding and build trust. The Department engages with community and faith-based organizations, advocates and law enforcement agencies to address civil rights issues and build partnerships to promote voluntary compliance with civil rights laws.

MDCR offers training on a range of topics including cultural competency, implicit bias, disability, sexual harassment, housing discrimination and civil rights law. We also partner with communities to examine racial and ethnic disparities and the role they play in Michigan's economic and social environment.

The MDCR Divisions on Community Engagement and Education; Deaf, DeafBlind and Hard of Hearing; Disability Rights and Compliance; Diversity, Equity and Inclusion; and the Enforcement Division's Housing Unit are all responsible for outreach, engagement, training and education in their respective areas of focus.

Serve Communities

MDCR works to support diversity and inclusion, and to serve the needs of specific residents.

- **The Division on Deaf, DeafBlind and Hard of Hearing** affirms the indisputable rights of Michiganders who are deaf, deafblind and hard of hearing to secure effective communication. The Division receives input from a thirteen-member Advisory Council appointed by the Governor. The Division provides support and information to Michiganders who are deaf, deafblind and hard of hearing and entities that serve them.
- **The State of Michigan Office of ADA Compliance** works to ensure all aspects of Michigan government are in compliance with the Americans with Disabilities Act and other state and federal disability-related laws.
- Through our membership on the **Michigan Interagency Migrant Services Committee (IMSC)** MDCR promotes, tracks and reports on recommendations to improve conditions for Michigan's migrant and seasonal farmworkers and their families. Committee members are state and federal agencies that provide services to farmworkers, non-profits, educational institutions and representatives of grower interests.
- **The Michigan Indian Tuition Waiver** program waives tuition costs for eligible Native Americans in Michigan's public colleges and universities.



State Representatives Daisy Elliott and Mel Larsen with Governor William Milliken as he signs the Elliott-Larsen Civil Rights Act into law on January 13, 1977.

Key Partnerships and initiatives

- **Advocates and Leaders for Police and Community Trust (ALPACT)** brings together law enforcement and community leaders to build trust and facilitate communication and cooperation.
- **The Michigan Alliance Against Hate Crimes (MIAAHC)** works to eliminate hate and bias incidents in Michigan. Partners include state and federal law enforcement and criminal justice agencies, victim support professionals and anti-bias advocates from the U.S. Department of Justice, Michigan State Police, Prosecuting Attorneys Association of Michigan and others.
- **MDCR Council for Government and Education on Equity and Inclusion** is a statewide voluntary network of local government and education

leaders working to achieve equity and advance opportunities for all by:

- Making a commitment to achieve racial equity and inclusion.
- Focusing on the power and influence of our own institutions and communities.
- Working in partnership with others to achieve these goals.

The Council is also the body that is responsible for overseeing and implementing the recommendations in the 2021 MCRC report, *Education Equity in Michigan*.

- **The Michigan Service Animal Registry** offers individuals with disabilities who use trained service animals the opportunity to register with the state and obtain an official identification card and patch. Registration is voluntary and designed to ensure the legal right to access businesses, schools and other public accommodations.

Bipartisan Constitutional Convention Revises Michigan Constitution to Create MCRC and MDCR



In 1961 and 1962, the Michigan Constitutional Convention, a bipartisan elected body, led an effort to revise the state's governmental framework document. Its members were elected from state House and Senate districts.

On December 5, 1961, Detroit delegates Lillian Hatcher, Daisy Elliott and Coleman A. Young submitted Proposal No. 1522 and 1523 to their convention colleagues.

Proposal No. 1522 provided for a Civil Rights Commission with "enforcement powers to eliminate discrimination and segregation based on race, religion, color, national origin or ancestry in employment, housing, education, public accommodations and other such rights, privileges or immunities as are guaranteed under this Constitution."

Proposal No. 1523 prescribed how the Commission should be constituted and the procedures that it was to follow in exercising its authority.

Both proposals were later adopted by the 144-member body, approved by state voters on April 1, 1963, and became a significant set of provisions included in the revised Michigan Constitution. Accordingly, MCRC and MDCR began its work in 1964.

State Representative Daisy Elliott in front of the Michigan capitol building in Lansing. With the support of State Representative Mel Larsen, Elliott was the author of the Elliott-Larsen Civil Rights Act.

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“...enforcement powers to eliminate discrimination and segregation based on race, religion, color, national origin or ancestry in employment, housing, education, public accommodations and other such rights, privileges or immunities as are guaranteed under this Constitution.”

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TION”


Portia L. Roberson (D), Detroit - Chair
Appointed December 2019; Term expires 12/31/2023

Chair Portia Roberson is the Chief Executive Officer of Focus: HOPE, a Detroit-based non-profit organization providing education and training for underrepresented minorities and others. Previously, Roberson served as the Group Executive of the City of Detroit's Civil Rights, Inclusion and Opportunity Department and as Corporation Counsel for the City of Detroit. Prior to her work with the City of Detroit, she worked in the White House Domestic Policy Council as the Strong Cities, Strong Communities Lead, as well as Director of the Office of Intergovernmental and Public Liaison under U.S. Attorney General Eric Holder.


Zenna Faraj Elhasan (D), Dearborn - Vice Chair
Appointed December 2019; Term expires 12/31/2023

Zenna Faraj Elhasan is the general counsel at The Kresge Foundation and serves as secretary for the foundation's board of trustees. She is responsible for managing the overall legal affairs of the foundation, supports the development and enforcement of foundation policies and practices, supports the board on governance matters and manages outside counsel relationships. Previously, Elhasan served as corporation counsel for Wayne County. Prior to her work with the county, she served as judicial magistrate and director of probation for the 20th District Court in Dearborn Heights. She also was a partner at Allen Brothers, PLLC where she was assistant city attorney for the city of Hamtramck. She is an active member of the State Bar of Michigan, the Detroit Bar Association Foundation and the Michigan Muslim Bar Association.


Gloria E. Lara (I), Grand Rapids - Secretary
Appointed December 2020; Term expires 12/31/2024

Gloria Lara is Executive Director of the Lakeshore Ethnic Diversity Alliance, a Holland, MI based non-profit organization which works to build bridges between organizations and individuals throughout our communities and across the state, helping to educate and engage all of us in moving forward a vision of racial equity. Lara previously served as the chief executive officer of the Michigan Hispanic Chamber of Commerce and the Girl Scouts of Michigan Shore to Shore. She also held executive-level positions at Chrysler Corporation as well as at major automotive suppliers. A native of Los Angeles, CA, Lara earned a Bachelor of Arts degree in Business Administration with a concentration in accounting from California State University, Fullerton, and a Master of Business Administration degree from Harvard Business School in Boston, MA.


Regina Marie Gasco (I), Petoskey
Appointed April 2023; Term Expires 12/31/2026

Regina Marie Gasco, of Petoskey, is the chairperson of the Little Traverse Bay Bands of Odawa Indians. She has served on the Little Traverse Bay Bands Tribal Council for 13 years, previously as secretary and legislative leader for the council. She also is a member of the Board of Directors of the Inter-Tribal Council of Michigan, Inc.



Rosann L. Barker (D), Detroit

Appointed April 2023; Term Expires 12/31/2026

Rosann L. Barker of Detroit is the COO of Connor Creek Life Solutions, whose mission is to provide treatment services to individuals with mental illness and co-occurring substance use disorders. Barker holds a Bachelor of Social Work from Marygrove College and a Master of Healthcare Administration from Siena Heights University.



Richard Corriveau (D), Northville

Appointed March 2021; Term expires 12/31/2024

Richard Corriveau, of Northville, is a trial attorney and the president of Richard J. Corriveau Law, P.C. Corriveau is a veteran of the United States military and previously worked as a public-school teacher and an adjunct professor. He holds a Bachelor of Arts in English from Michigan State University, a Master of Arts in Education and Psychology from the University of Michigan, and a Juris Doctor degree from the University of Detroit Law School.



David Worthams (R), Kalamazoo

Appointed June 2022; Term Expires 12/31/2025

David Worthams is the Director of Employment Policy for the Michigan Manufacturers Association (MMA) and is a member of MMA's government affairs team representing over 1,700 Michigan-based manufacturers. Previously, he was Vice President of Policy for the Michigan Bankers Association; a Legislative Associate for the Michigan Municipal League; the Deputy Chief of Staff/Legislative Director for former State Senator Judson Gilbert, II; and served on the central staffs for two former Michigan House Speakers. Additionally, Worthams served as President of JCI Kalamazoo (Kalamazoo Junior Chamber/Jaycees), President of JCI Michigan (Michigan Junior Chamber/Jaycees) and is a member and Vice-Chair of Equality Michigan. He holds a master's in legal studies from Kaplan University and a BA in Public Administration from Western Michigan University.



Luke R. Londo (I), Hazel Park

Appointed September 2022; Term Expires 12/31/2025

Luke R. Londo is a member of the Hazel Park City Council, appointed to the office in 2021 and subsequently elected to a full term. He is also a communications professional servicing two philanthropic organizations in Detroit that are dedicated to improving housing stability, expanding arts and culture, increasing access to public spaces, bridging the digital divide and building economic mobility for Detroit residents. Londo previously served as the Director of Constituent Services for the late Congressman Dan Benishek, M.D., and as a Constituent Relations Representative for the Michigan Department of Attorney General under Attorney General Bill Schuette. He is a graduate of Northern Michigan University in Marquette, where he grew up, obtaining a Bachelor of Science in Political Science. He is also currently pursuing his Master of Public Administration from his alma mater.

THE COMMISSION

Commission Calls for Legislative Action on ELCRA Expansion, Driver's Licenses for Undocumented Residents

Establishes 2023 Policy Priorities

2023 saw the **Michigan Civil Rights Commission** hard at work from their first meeting through the end of the fiscal year, setting ambitious priorities for the year ahead and tackling some of the most pressing civil rights issues in the state.

The Commission elected officers for 2023 in their first meeting of the year, voting unanimously for the existing slate to continue in their positions in the new year.

- Chair – Portia Roberson
- Vice Chair – Zenna Elhasan
- Secretary – Gloria Lara

The Commission also voted on their 2023 policy priorities and established committees to oversee these priority issues. The committees and chairs include:

- Voting Rights Committee – David Worthams, Chair
- Diversity, Equity and Inclusion Committee – Gloria Lara, Chair
- Safe Learning Environments and Education Equity Committee – Zenna Elhasan, Chair

In March, the Commission once again called upon the Michigan legislature to expand the state's signature civil rights law, the Elliott-Larsen Civil Rights Act (ELCRA), to include protections on the basis of sexual orientation and gender identity and expression. The Commission also condemned conversion therapy, called for legislative and executive action to address hate crimes, and expressed support for "... responsible executive and legislative efforts intended to provide undocumented individuals residing in the state the opportunity to apply and qualify for a driver's license."

The push to expand ELCRA to protect members of the LGBTQ+ community has been a priority for every Commission for nearly 40 years. In 2018, after a series of heavily attended and often divided public hearings and business meetings, the Commission voted to issue an Interpretive Statement, concluding that the language, "discrimination because of...sex..." as used within the Elliott-Larsen Civil Rights Act includes discrimination based on gender identity and sexual orientation.

This decision allowed the Department of Civil Rights to accept complaints of discrimination on

the basis of sexual orientation and gender identity. That effort was followed by a Michigan Supreme Court ruling in *Rouch World, LLC v Department of Civil Rights*, affirming the conclusions reached by the Commission in its interpretive statement, finding that "Discrimination on the basis of sexual orientation necessarily constitutes discrimination because of sex..." and is a violation of the Elliott-Larsen Civil Rights Act.

In their resolution in support of expanding ELCRA, the Commission called for the passage of Senate Bill 0004 and House Bill 4003, and for Governor Whitmer to sign the bills into law. Through the resolution, the Commission said, in part:

"WHEREAS the great weight of public sentiment and legal authority recognizes that a person's sexual orientation and gender identity should never be the basis for affording or denying basic civil rights...; and WHEREAS...it is incumbent on our legislature to recognize and incorporate into current legislation legal rulings that safeguard the civil rights of Michigan citizens...; and WHEREAS, the lives of LGBTQ Michiganders have value, and are deserving of support and continued protection from discrimination in employment, housing, public accommodations, public service and educational facilities; THEREFORE, IT IS RESOLVED, that the Michigan Civil Rights Commission supports the Michigan legislature's adoption of the aforementioned bills, without any amendments that would seek to reduce their scope or impact, and that Governor Gretchen Whitmer signs the enrolled bill into law."

In other action, the Commission passed a resolution condemning conversion therapy, a widely discredited and harmful practice that treats LGBTQ+ individuals "...as afflicted, and seeks to change their sexual or gender identity through methods that include aversion therapy, shaming, talk therapy, hypnosis and other means..."

They also passed resolutions calling for executive and legislative action to address hate crimes in Michigan, and to provide driver's licenses to residents regardless of their undocumented status.

► Find all the 2023 Commission resolutions **here**.

Commission Holds Public Forum on Conditions for Migrant and Seasonal Farmworkers

On July 16, 2023, the Michigan Civil Rights Commission held a public forum in the southwest Michigan community of Lawrence to hear from migrant and seasonal farmworkers on the conditions they face while living and working in Michigan. The Commission welcomed comments from farmworkers, growers and organizations that serve migrant farmworkers and their families.



Chair Roberson Swears in MCRC's Newest Appointee

At the April 24 MCRC meeting in Hudsonville, Chair Portia Roberson swore in **Commissioner Rosann L. Barker** of Detroit, the newest appointee to the MCRC. Barker was appointed by Governor Whitmer to a term that expires on Dec. 31, 2026. Barker is the COO of Connor Creek Life Solutions, whose mission is to provide treatment services to individuals with mental illness and co-occurring substance use disorders.



MCRC Issues Statement on Conversion Therapy

“Yesterday, Governor Whitmer signed legislation that will help ensure that our children will never be subjected to this draconian treatment unanimously condemned by the medical community...”

LUKE R. LONDO
Michigan Civil Rights Commission



► *Read the MCRC resolution condemning conversion therapy **here**.*



An Historic Win in Decades-Old Battle to Expand ELCRA

THE YEAR 2023 saw the nearly half-century battle to provide civil rights protections for Michigan's LGBTQ+ community result in victory, with the legislature's vote to expand the Elliott-Larsen Civil Rights Act (ELCRA) to provide protection from discrimination based on sexual orientation, gender identity or expression. Governor Whitmer made the long-awaited ELCRA expansion a reality with her signature on March 16, 2023.



▲ MDCR Executive Director John E. Johnson, Jr. attended the bill signing, and is pictured here with Mel Larsen, the former state representative and original co-sponsor/author, with the late civil rights icon Daisy Elliott, of the Elliott-Larsen Civil Rights Act.

Portia Roberson, Chair of the Michigan Civil Rights Commission, responded to the bill's passage in the legislature.

“This day was long in coming, but today’s vote is still gratifying. For nearly 40 years, the Michigan Civil Rights Commission has publicly called for the expansion of the state’s signature civil rights law, the Elliott-Larsen Civil Rights Act. For nearly 40 years, nothing changed. Then in 2018, the Commission took bold and decisive action, issuing an interpretive statement that the word ‘sex’ in ELCRA includes sexual orientation and gender identity. Commissioners knew legal challenges would follow and they did, further cementing the concept that the LGBTQ+ community should be able to live their lives free from discrimination. Now, these long-sought and hard-fought rights are enshrined in ELCRA, and all Michiganders will reap the benefits of our state becoming a more welcoming place for everyone to live, work and play.”

MDCR Executive Director John E. Johnson, Jr. issued the following statement on the occasion of Governor Whitmer’s official signing of the bill.

“Today is a reminder that freedom and equality are both working promises. In 1963 Michigan became the first state in the nation to enshrine civil rights protections, and their enforcement, into its Constitution. In the almost 60 years since, Michigan has constructed one of the most comprehensive civil rights sanctuaries in the US. It cannot be overstated that we are expanding the Elliott-Larsen Civil Rights Act to include sexual orientation, gender identity, and gender expression at a time when other states are banning books and redacting history. I am proud to say that the Michigan Civil Rights Commission led this effort with a 2018 interpretive statement that the word ‘sex’ in ELCRA includes sexual orientation and gender identity. Our commission, judges, legislators, and now Governor have all spoken: We believe in equality for all people and we will defend our freedom.”



▲ On Thursday, March 16, 2023, Governor Gretchen Whitmer signed into law a bill expanding the Elliott-Larsen Civil Rights Act to include protection from discrimination on the basis of sexual orientation, gender identity and gender expression. The Michigan Civil Rights Commission — far ahead of its time — has called for the expansion of ELCRA for more than 30 years, most recently at their January 23, 2023 meeting.

Commissioner Londo Testifies on ELCRA Expansion



Michigan Civil Rights Commissioner **Luke Londo**, the first member of the Michigan Civil Rights Commission to identify as LGBTQ+, testified before the Michigan Senate Civil Rights Committee on Feb. 2, 2023 in support of expanding the Elliott-Larsen Civil Rights Act (ELCRA) to add protections for sexual orientation and gender identity.

► Watch Commissioner Luke Londo testify before the Michigan Senate Civil Rights Committee [here](#).

MDCR Files Additional Charges Against Grand Rapids Police Department

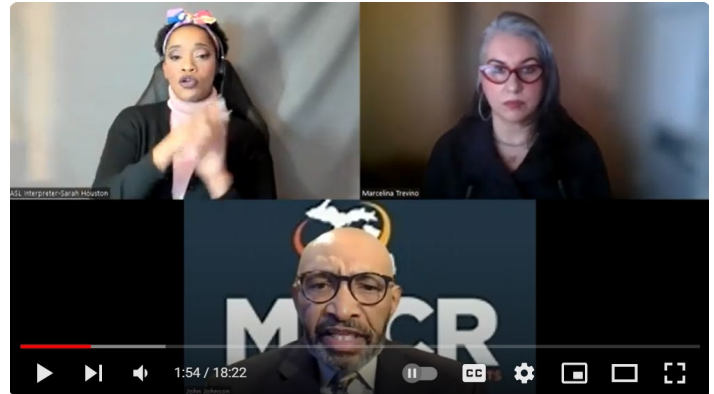
Early in FY 2023, MDCR filed two formal charges of discrimination against the Grand Rapids Police Department (GRPD) in response to two separate complaints filed with the Department. The complaints are in addition to two complaints filed against GRPD in July of 2022.

In complaints filed by Juanita Ligon on behalf of her two minor children, an impartial investigation found that the GRPD unlawfully discriminated against the claimants by treating them unequally based on race.

“As we said in July when we filed the first two complaints of discrimination against the GRPD, we will continue to thoroughly and impartially investigate every complaint of discrimination filed with us by the residents of this community — complaints that in this case show that the police force charged with protecting these families instead discriminated against them,” said MDCR Executive Director, John E. Johnson, Jr.

The two newest complaints allege unequal treatment because of race by the GRPD on August 26, 2018. Police were dispatched following a 911 call about two kids walking near train tracks with what appeared to be a toy gun. Approximately three minutes later, an officer stopped two minor children, identified in the filing as MC-1 and MC-2, and a third minor who were walking together about a half mile away from the location indicated in the 911 call. The officer’s in-car video demonstrates that all three boys complied with orders given by the police.

MC-1 and MC-2 identified themselves as being 11 years old and provided contact information for a parent. Despite their compliance, the boys were held at gunpoint by multiple officers, including one using a high-powered rifle. They were searched, handcuffed and questioned for approximately 20 minutes before being



▲ On December 14, 2022, MDCR held a virtual news conference to announce new charges of discrimination against the Grand Rapids Police Department.

released into the custody of a grandparent who was called to the scene by concerned people in the neighborhood.

GRPD was unable to show evidence of White children who were similarly held at gunpoint, handcuffed, searched, placed in a squad car and questioned, in response to a 911 call and no allegation of a crime. The GRPD provided no evidence that they treat individuals of another race the same in similar circumstances.

All four complaints that resulted in MDCR filing formal charges of discrimination against the GRPD ultimately were resolved with the claimants accepting monetary compensation from the City of Grand Rapids to resolve the complaints.

► *View the virtual news conference detailing the new charges **here**.*

Read the formal charge documents filed in response to the complaint filed by Juanita Ligon on behalf of two minor children at the links below.

► ***Ligon v GRPD Charge RE MC-1***

► ***Ligon v GRPD Charge RE MC-2***



▲ More than 80 people attend listening sessions on March 28, 2019 to discuss allegations of discrimination by the Grand Rapids Police Department.

PRO
TECT



Like Trees, Problems Have Roots

THE SUMMIT

Civil Rights Summit: The Impact of Discrimination on Health

On June 27, 2023, the Michigan Department of Civil Rights held their second Civil Rights Summit, bringing together more than 250 individuals and organizations to examine the impact of discrimination on health.

This year's summit approached bias through the lens of personal and social consequences to help participants understand the reality that discrimination can have physical, emotional, cognitive and social impacts on people and their families. The scholarly expertise and life experience shared at the summit made it clear that discrimination directly impacts the well-being and even survival of marginalized groups.



Morning Plenary

KEYNOTE:

**Hon. Tommy F. Stallworth III – Senior Advisor;
Office of the Governor**

As participants prepared to examine the impact of discrimination on health and its effect on communities of color, Stallworth said it is important to celebrate our accomplishments and their impact on human lives. Representation matters when it comes to policies to combat discrimination and remove barriers to access. Stallworth noted significant steps Governor Whitmer has taken to create an inclusive state government.

Examples include:

- Appointing more than 500 African Americans to serve on boards, commissions and in full-time government positions.
- Selecting women or people of color for 60% of the Governor's appointees, including appointing the first Black woman to the Michigan Supreme Court.
- Creating a task force to examine and reduce disparities related to the COVID-19 pandemic.

Call to Action: Stallworth noted that civil rights advocates must work to influence legislation and participate in efforts to solve problems and improve community services. He asked each attendee to leave the summit with a personal list of actionable items and initiatives to drive results.

MDCR Executive Director John E. Johnson, Jr

Executive Director Johnson provided a brief recap of the work done on the action plans from last year's summit. He also urged attendees to continue collaborative efforts to move the needle.

► Watch the Full Morning Plenary [here](#).

Morning Breakout Sessions

■ Education and Health

Key Points / Action Steps:

- Move education from coercion, control, acculturation and compliance to creativity, problem solving, critical thinking and collaboration.
- Increase diversity among educators and use classroom tools that reflect diversity.
- Pay teachers more and provide training on implicit bias and culturally responsive teaching practices.
- Drive student and parent/community engagement.

▶ Watch the entire Education and Health Breakout [here](#).

■ Environmental Justice and Health

Key Points / Action Steps:

- All living creatures and the planet itself are impacted by Environmental Justice (EJ). We can't talk about EJ without talking about climate change.
- Environmental justice must include an understanding of historical patterns. During redlining, environmental pollutants were placed in poor neighborhoods and communities of color.
- Highlight the draft *Michigan Environmental Justice Screening Tool*.

▶ Watch the entire Environmental Justice and Health Breakout [here](#).

■ Social Determinants of Health

Key Points / Action Steps:

- Lack of access to quality education and other social barriers shape social determinants of health (e.g., policies in Flint influenced water crisis).
- Social determinants of health shape disparities and are based on differential access to resources, power, and services.
- Language interpreters are essential in hospitals and clinics.
- Recognize implicit/explicit bias and its impact on interactions between patients and practitioners.

▶ Watch the entire Social Determinants of Health Breakout [here](#).



Lunch Plenary

Dawn M. Shanafelt, MPA, BSN, RN MDHHS Director – Maternal & Infant Health/Title V Maternal Child Health Block Grant Program

Shanafelt shared that when it comes to healthcare, inequality destroys lives. Whether it is the actual disease or unjust systems, the cost of injustice is literally death. We are each the world's foremost expert on our own bodies, but unfortunately systems often push our concerns aside.

From 1900 to now the infant mortality rate has continued to drop, reaching 6.2 per 1000 deaths in 2021. However, Black non-Hispanic children were 2.67 times more likely to die than White non-Hispanic children. In 2021 that number climbed to 3.09.

Call to Action:

- Implicit bias training can help medical professionals understand their own biases.
- Doulas can provide additional care, serve as an advocate for mother and child, and provide critical information and support.
- Convene a Perinatal Quality Collaborative and Maternal Infant Health Summit focused on creating inclusive opportunities to discuss ways to improve the health of mothers and children.

▶ Watch the entire Lunch Plenary [here](#).

THE SUMMIT



Afternoon Breakout Sessions

■ LGBTQ+ and Health

Key Points / Action Steps:

- The LGBTQ+ population is at high risk for mental health issues like depression and anxiety, as well as substance use and abuse, and suicide. Certain populations are also at increased risk for cancers, sexually transmitted illnesses, or acts of violence.
- LGBTQ+ communities are often refused care because of their orientation or gender expression. They can also encounter communication barriers and bias from health care providers.
- It is critical to ask LGBTQ+ patients and their community what they need and incorporate them into communication interactions, treatment routines and staff training programs.

► Watch the entire LGBTQ+ and Health Breakout **here**.

■ COVID-19 Racial Disparities Taskforce

Key Points / Action Steps:

- The Task Force understood the historical tension between science and community, and used the data to educate, using mobile units to train and recruit parents to become advocates.
- Systemic problems can't be solved without representation from those impacted.
- Misinformation puts lives in jeopardy; we must combat misinformation in order to dismantle disparities and counter resistance to strategies for reducing the spread of the virus.

► Watch the entire COVID-19 Racial Disparities Taskforce Breakout **here**.

■ Disability and Health

Key Points / Action Steps:

- Many medical professionals never received training related to serving people with disabilities, so they may not understand their responsibilities, possess cultural competency, or know about the tools available to them.
- People with disabilities must be in the room when decisions are made about policies and practices.
- We need better long-term partnerships between healthcare centers, medical schools and advocates/service agencies for people with disabilities.

► Watch the entire Disability and Health Breakout **here**.





Closing Plenary

Renee Canady - Chief Executive Officer - Michigan Public Health Institute

Over the years health professionals have grown in their understanding of what it takes to be healthy. But we need to move beyond these factors and ask why people don't achieve healthy goals. Any analysis of health has to start with the environment.

Key Points / Action Steps:

- It is not enough to tell people what factors contribute to health. Our mission must be to ensure the conditions necessary for good health.
- Don't tell people to engage in physical activity every day; analyze the conditions behind whether they can exercise frequently.
- We are already discussing the social determinants of health, but we have to ask why these determinants exist and how we can dismantle them.

► *Watch the entire Closing Plenary **here**.*

Roshanak Mehdipanah, PhD, MS - University of Michigan School of Public Health

Housing is a multi-dimensional determinant of health. Studies have demonstrated the acute impact that housing conditions can have on mental health maladies such as anxiety or depression. Research also shows that poor housing conditions are often linked with asthma, allergies, exposure to toxins, and pest-related diseases.

Unaffordable, inaccessible, and poor-quality homes have impacts at the individual, neighborhood, and city level. Mortgage foreclosures have been associated with worsening mental health symptoms.

Key Points / Action Steps:

- We must change the narrative so that housing is viewed as a basic human right.
- Affordable and accessible housing is necessary to promote better mental and physical health.
- Public and private policies should prioritize strategies to retain affordable housing stocks and reduce forced displacement.

MDCR: Mission-Driven to Prevent Discrimination

The primary focus of the Michigan Department of Civil Rights is enforcing civil rights laws, and a secondary but vital part of the MDCR mission is working to prevent discrimination before it occurs. MDCR's preventative efforts take various forms depending on the topic and the division, but all are designed to engage our partners and the public through training and education on some of the most pressing civil rights concerns of our time.

ENFORCEMENT DIVISION

Crisis Gives Way to Growth and Opportunity

After years of scarcity, a hiring freeze, a global pandemic, and making do with a bare-bones staff, in 2023 MDCR's Enforcement Division experienced a once-in-decades surge of resources, allowing MDCR to hire additional intake personnel, investigators and attorneys — people who are swiftly helping the division drive down a complaint backlog and secure just resolutions for people whose civil rights have been violated.

At its core, the Michigan Department of Civil Rights is a law enforcement agency. Most of the people who make up Team MDCR work in the **Enforcement Division** — taking, investigating, resolving and reviewing complaints of discrimination. With thousands of complaints coming in every year, the task is daunting even for the exceptional team MDCR has assembled.

This year, Governor Whitmer and state legislators saw the need and agreed that MDCR was long overdue for an increase in funding, a majority of which was used to beef up the Enforcement Division. And they



▲ Todd Walker, a member of MDCR's Housing Unit (pictured) and MDCR staff attorney Ben Deneweth delivered a fair housing presentation in Dundee, Michigan on May 5, 2023. The Dundee Housing Commission requested the training for an audience of housing industry professionals in the region.

will need the help: with MDCR no longer requiring that complaints be notarized, the monthly number of complaints filed is on the rise.

At the end of FY 2023, the MDCR Enforcement Division had added 28 new staff, with plans to hire additional intake personnel and 12 new investigators within the next six months.

In FY 2023, the MDCR Enforcement Division closed 1,368 complaints of discrimination and secured \$395,722.71 in settlements for claimants.

The Enforcement Division isn't solely focused on investigating complaints of discrimination. They take seriously their obligation to help prevent discrimination before it happens through training sessions and educational presentations. The Enforcement Division's Housing Team, in partnership with the state's fair housing centers and others, conducted 15 fair housing trainings in FY 2023, reaching 735 individuals, including management company employees, attorneys, college students, housing associations and cooperatives, cities, realtors, and local housing industry representatives.



Excellence Under Pressure

▲ Kenya Cooper's team, pictured above; back row, left to right: Deputy Director of Investigations, David Jones; CRI Tamara Owens; CRI Monique Cottrell; and CRI Charles McKaye. Front row, left to right: Angie Hall, Administrative Support; CRI Kelly Lewis; CRI Maysoon Khatib; and Acting Manager Kenya Cooper.

Each year, meeting MDCR's contract expectations with the EEOC is of great importance. In FY 2023, the EEOC contract ended one month early. Staff were asked to complete as many cases as possible to help meet the MDCR's obligation to EEOC. Several members of Team MDCR completed extra cases to help meet this goal. Eight Civil Rights Investigators (CRIs) completed their case closure expectations for the month of July, August, and September by the early deadline of August 31, 2023. All five CRIs in Acting Manager Kenya Cooper's team (pictured above) completed their case closure expectations a month ahead of the deadline.

"Enforcement staff have worked diligently to meet our federal contracts," said Marcelina Treviño, MDCR Director of Enforcement, "while at the same time addressing a backlog of cases. Intake staff continue to evaluate the increased number of complaints coming into the agency.



"The work of the Enforcement Division could not be done without teamwork, dedication and passion for civil rights."

Marcelina Treviño, Director of Enforcement



MDCR Investigator Yvonne Sloan Honored for 50 Years of Service

◀ On May 2, 2023, Governor Gretchen Whitmer personally congratulated MDCR Investigator Yvonne Sloan and thanked her for her five decades of service to the State of Michigan. Yvonne first hired into the state in October of 1970 (53 years ago) and has the equivalent of 50 years of service hours.

DIVISION ON DIVERSITY, EQUITY & INCLUSION

MDCR's Division on Diversity, Equity and Inclusion (DEI Division) develops and provides DEI educational content, facilitates training, and creates resources designed to operationalize equity and increase cultural competency at a personal, interpersonal, organizational, and structural level. The DEI Division collaborates with organizations, state agencies, and the Governor's Office on strategies to operationalize DEI principles and practices throughout the state. In January of 2018, MDCR became the first state agency to establish an equity office in the state of Michigan.

Operationalizing Equity in Every Corner of the State

A Internal Racial Equity and Cultural Competency Initiative

MDCR's internal racial equity initiative was established in August of 2018 with the goals of increasing DEI knowledge, racial consciousness, and cultural competency at the organizational level. A core team of folks — made up of members from all units and divisions — met periodically to learn and explore DEI principles to improve collective awareness.

The DEI Division hosted 6 sessions with the Core Team in 2023.

B Implicit Bias Training and Intercultural Development Inventory Coaching

The DEI Division offers implicit bias training to organizations and state agencies with the goal of exploring implicit bias and its impact in efforts to establish debiasing strategies. The DEI Division also offers intercultural development inventory coaching sessions to help organizations measure, monitor, and evaluate cultural competency.

The DEI Division facilitated seven 4-hour implicit bias sessions statewide in 2023. It conducted over 100 one-on-one intercultural coaching sessions with local government and state agencies throughout the state.



C Council for Government and Education on Equity and Inclusion

Since August of 2018, the DEI Division hosts biannual meetings to bring together leaders in education and local government to discuss strategies centered on DEI. In September 2023, the Council formed a subgroup to develop a school equity plan for higher education.

D Summits Centered on DEI

The DEI Division oversees MDCR's annual Civil Rights Summit, bringing together partners from across the state to address critical civil rights issues. The 2023 Summit, focused on the issue of health disparities, reached more than 250 in attendance.

E Statewide Work

The DEI Division works with State of Michigan Equity and Inclusion Officers (MIDEI) in the development of strategies centered on operationalizing equity. Since 2022, the DEI Division, in collaboration with DTMB and the Chief EIO, has overseen implicit bias training for all new state employees. The DEI Division collaborates with EIOs in multiple projects including the development of monthly learning sessions offered to state employees.

F Native American Specialist

The Native American Specialist, Melissa Kiesewetter, works with Tribal leaders throughout the state as well as with Tribal liaisons in other state agencies to establish meaningful connections with state Tribal nations. In FY 2023, the Division reached more than 1,200 individuals through trainings and speaking engagements. Currently the DEI Division oversees the Native American Boarding School study in collaboration with the Governor's Office.



IN TOTAL, IN FY 2023, six MDCR divisions developed and delivered hundreds of targeted civil rights training sessions and educational programs reaching an estimated 10,500 individuals in Michigan and beyond.

Alfredo Hernandez Corsen Speaks at National DEI Officer Convening

ON MONDAY, January 30, Director of MDCR's Division on Diversity, Equity and Inclusion, **Alfredo Hernandez Corsen**, was a featured panelist at a national convening of state DEI officers held in Washington D.C.

Alfredo took part in a discussion on the roles and responsibilities DEI officers have in their states, how these roles vary between states, and ways to build capacity to ensure that these roles are sustainable.

The convening was facilitated by *The Hunt Institute*, created

"...to inspire and inform elected officials and policymakers about key issues in education."



▲ Alfredo Hernandez Corsen, Director of MDCR's Division on Diversity, Equity and Inclusion, addresses the audience in a panel discussion at a national convening of state DEI officers held in Washington D.C.

COMMUNITY ENGAGEMENT & EDUCATION DIVISION

Engaging Michigan Citizens to Build a Better State



MDCR's Community Engagement and Education Division, headed by Anthony Lewis, is leading the department's efforts to prevent discrimination before it happens with educational offerings to help communities recognize hate and bias and work to prevent it.

For more than two decades, MDCR has taken the lead in expanding and facilitating ALPACT (Advocates and Leaders for Police and Community Trust) in their effort to educate and connect both law enforcement and the communities they serve. *See the graphic on page 27 for more information on ALPACT.*

In 2023, the Community Engagement Division launched its second year of virtual training and educational sessions on hate and bias in Michigan, titled the MI Response to Hate campaign, designed to engage and educate on how to respond to and prevent hate crimes and bias incidents in the state of Michigan. Programming ranged from a virtual session on how hate crimes and bias incidents are tracked and reported, to production of a public service announcement (PSA) on hate and bias, to the MI Response to Hate conference

on hate crimes held in East Lansing with more than 300 in attendance.

For the PSA project, the CEED team was responsible for writing, editing, scouting locations and finding talent for the production. They also organized and facilitated the 2023 MI Response to Hate conference on hate and bias. Read more about these two initiatives in separate articles in this report.

"This year's MI Response to Hate campaign forums, the PSA and the conference comes at a time when Michigan and the nation are experiencing an alarming uptick in hate crimes and bias incidents," said John E. Johnson, Jr., Executive Director of the Michigan Department of Civil Rights.

"We must come together and find ways to combat this trend, but first we have to understand it. The experts we partner with in this work help us in examining the ways hate and bias manifest, what barriers exist to reporting these incidents, and what the civil rights community can do to respond forcefully and effectively when it occurs."

Education Division Expands Training Options for Staff and Partners

The Education Division, part of the Community Engagement and Education Division, is led by Danita Wimbush. In FY 2023, the Education Division vetted, facilitated, organized and/or conducted approximately 50 trainings and educational programs.

The Division's focus in FY 2023 was supporting the MDCR team with presentations on issues such as active shooter safety, work/life balance, managing stress and grief, and working with trauma and PTSD. They also vetted, arranged, facilitated and/or conducted trainings and presentations for interdepartmental and external partners as well as working collaboratively with other state departments and divisions within MDCR.

► On August 17th and 18th, 2023, MDCR was invited to take part in an event centered around ways to promote cross-disciplinary dialogue on different facets of disability employment. Annie Urasky, left, Director of the Division on Deaf, DeafBlind and Hard of Hearing, and Education Division Director Danita Wimbush attended the Abilities, Opportunities and Future of Work conference.

The Education team:

- Provided training and information at career and internship fairs, Highland Park 30th District Court, the City of Albion, and others.
- Vetted and facilitated trainings in conjunction with MDCR's DEI Division, and the Division on Deaf, DeafBlind and Hard of Hearing, specifically training for Genessee County 911-Relay Operators.
- Provided four sessions of active shooter training for all MDCR staff.
- Provided new-hire orientation and onboarding of all new employees in FY 2023.



ENGAGE
EDUCATE

COMMUNITY ENGAGEMENT & EDUCATION DIVISION

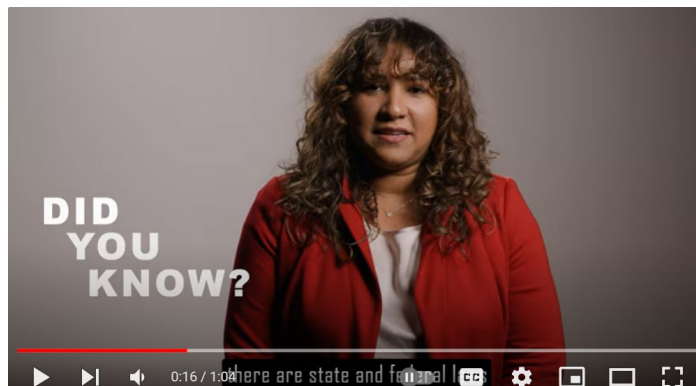
MDCR Releases Public Service Announcement to Fight Hate and Bias

Three weeks in advance of its signature conference on hate crimes, MDCR released a one-minute Public Service Announcement (PSA) designed to educate Michigan residents on hate and bias, explain who the most frequent targets are, and connect people with resources to help them fight back against hate in their own communities.

The PSA is the latest offering in MDCR's MI Response to Hate campaign, spearheaded by the department's Community Engagement and Education Division (CEED) under the leadership of Division Director Anthony Lewis. The campaign is also supported by the Michigan Alliance Against Hate Crimes (MIAAHC), a statewide coalition of local, state and federal law enforcement agencies, civil rights organizations, community-based groups, educators and anti-violence advocates working to ensure a complete and effective response to hate crimes and bias incidents.

"With our one-of-its-kind annual conference on combatting and responding to hate crimes and bias incidents, our monthly MI Response to Hate forums, and now our PSA targeting hate in all its forms, the Michigan Department of Civil Rights is leading the charge to build awareness and encourage community engagement in the fight to end hate crimes and bias incidents in our state," said Lewis.

The PSA was shot and will be distributed by the firm Amplified Media and Communication, a strategic communication and marketing agency based in Ypsilanti, Michigan, and was distributed to television and radio stations throughout the state. Kimberley Williams and Tiara Yakini,



▲ Civil Rights Investigator Alexandra Baron appearing in MDCR's PSA on hate and bias.

► [View the video here.](#)

members of MDCR's CEED team, assisted with production of the ad, selecting locations and scouting and recruiting local talent. The script was written and edited by the CEED team with assistance from MDCR's Communications Division. The PSA was filmed entirely in Michigan, with primary locations in Detroit and Grand Rapids. The script of the PSA is voiced by a diverse mix of Michigan talent, including several members of the MDCR team. Also appearing is Grand Rapids icon, CEO and human rights advocate, Bing Goie.

"Our commitment to countering the forces of hate and bias in Michigan is long and ongoing," said Executive Director Johnson. "This PSA is our effort to reach people in their daily lives, watching TV in their living rooms, listening to radio as they commute to work or drive to the grocery store. The PSA is not only informational, it is inspirational. It says that whoever you are, wherever you reside in Michigan, you are not alone. There is a community of people who are working to stop hate and bias and help those who have been victimized by it."

Broadcasters who wish to air the PSA may contact Melissa Walker of Amplified Media and Communication at melissa@amplifiedmediacs.com

ALPACT

Actively Building Trust in Ten Michigan Communities

Advocates and Leaders for Police and Community Trust, or ALPACT, has one overarching mission: to build bonds of trust and accountability between law enforcement and the communities they serve. From its inception 25 years ago when the first chapter was established in Detroit, MDCR has been not only an active member, but thanks to MDCR's Community Engagement Division, the department has led the effort to expand ALPACT into new communities and facilitate ALPACT activities and programming.

ALPACT currently has active chapters in the following communities and regions:

- Detroit (est. 1995)
- Berrien County and Flint (est. 2010)
- Kent County (est. 2012)
- Saginaw (est. 2013)
- Lansing and Jackson (est. 2015)
- Traverse City (est. 2016)
- Battle Creek (est. 2017)
- Kalamazoo County (est. 2020)

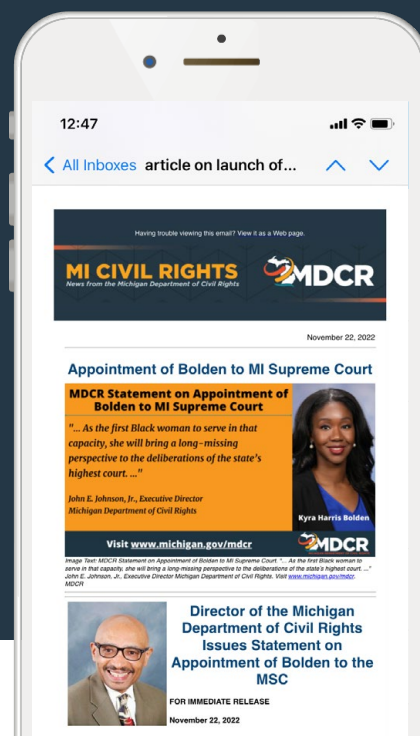


SUBSCRIBE to the MI Civil Rights NEWSLETTER

The Michigan Department of Civil Rights publishes a monthly newsletter, *MI Civil Rights*, created to give subscribers the latest civil rights news and developments in the Michigan legislature.

In every edition, MDCR's Legislative Liaison Dr. Jerome Reide provides concise updates and expert analysis on pending legislation, relevant committee action and leadership moves. The MDCR Communications Division adds timely news and opportunities to engage and learn about on-trend topics in the world of civil rights.

Subscribe to MDCR's newsletter *MI Civil Rights* [here](#).



DISABILITY RIGHTS & COMPLIANCE DIVISION

DRAC: Educating on Disability, Managing Compliance

The Disability Rights and Compliance Division is home to the Office of ADA Compliance, the Division on Deaf, DeafBlind and Hard of Hearing, the Contract Compliance office, the Voluntary Service Animal Registry, and MDCR's FOIA office. Led by Attorney Tyra Khan, the division conducts both internal and external/public-focused training webinars to help both public and private enterprises understand and comply with the Americans with Disabilities Act (ADA).

Along with several presentations detailing the work of ADA Compliance, the division held 35 public training sessions on topics such as Disability Civil Rights Laws, Opioid Use Disorder and Disability, ADA Service Animal Basics, and Autism in the Workforce. The Division also held a number of internal trainings, many on digital accessibility including using a screen reader, creating accessible PowerPoints and other accessible documents. The DRAC team processed



250 ADA Title II grievances and 202 service animal identification applications in FY 2023.

The Contract Compliance team monitors the policies and procedures of state contractors for compliance with Equal Employment Opportunity requirements as mandated by the state Elliott-Larson Civil Rights Act and other federal employment laws. In FY 2023, the team submitted a FY25 proposal for change to implement programs, hire staff, and develop an online case management system.

MDCR Boosts FOIA Efficiency

MDCR's FOIA office, lead by Kammy Frayer within the Disability Rights and Compliance Division, has achieved a significant increase in efficiency and timeliness in responding to FOIA requests. In FY 2023, the FOIA office received 298 requests for records; 173 requests were approved in full or part.

- By the end of March 2023, FOIA had approved 22 record requests with an average turnaround time of 4.95 days — **a 51% decrease in processing time.**
- For the remaining six months of FY 2023, the department approved 98 record requests with an average turnaround time of 3.69 days — **a 64% decrease in processing time.**



Annie Urasky, Jerome Reide Testify in Support of Language Acquisition Bill

ON DECEMBER 7, 2022, HB 5777, the language acquisition bill, passed in the Michigan Senate and was sent to Governor Whitmer's desk for her signature. The bill requires the State

Breaking Barriers with the Division on Deaf, DeafBlind and Hard of Hearing

The Division on Deaf, DeafBlind and Hard of Hearing (DODDBHH) took their message of inclusion and access across the state in FY 2023. Highlights include:

- **LEAD-K:** On Dec. 22, 2022, Governor Whitmer signed into law LEAD-K legislation — long supported and promoted by the Division — which will provide resources for parents of children who are deaf or hard of hearing to track their child's language acquisition. See video of Director Urasky and Dr. Jerome Reide testifying in support of LEAD-K in the sidebar below.
- **Healthcare Interpreting:** DODDBHH partnered with Idaho State University and Gallaudet University for the Promoting Equity in Healthcare Interpreting training, available to Michigan interpreters at no cost. The goal of this five-year grant from the U.S. Rehabilitation Services Administration is to elevate healthcare-related interpreter skills. Nine Michigan interpreters participated in the training.

of Michigan to develop resources to allow parents or legal guardians of young children who are deaf or hard of hearing to monitor and track their child's language acquisition and progress toward English literacy. The legislation is part of the Language Equality and Acquisition for Deaf Kids initiative known as LEAD-K.

MDCR's Annie Urasky, Director of the Division on Deaf, DeafBlind and Hard of Hearing and Legislative Liaison Dr. Jerome Reide testified before the House Committee on Families, Children and Seniors in support of the bill — legislation Director Urasky and Michigan's deaf community had advocated for for many years.

► Watch testimony from Annie Urasky and Dr. Jerome Reide (Begins at 16:00)

- **Training, Education and Engagement:** DODDBHH provided a variety of training sessions and engaged with deaf, deafblind and hard of hearing communities, including:
 - o Providing training to Genesee County 911 dispatch staff on how to work with the deaf, deaf-blind and hard of hearing communities during emergencies (see article below.)
 - o Co-presenting with the State Court Administrator Office at an orientation for new judges with the Michigan Judicial Institute.
 - o Offering training sessions for, and engagement with, Deaf and Hard of Hearing K-12 educational programs across the state.
 - o Training managers from the Business Network Division of Michigan Rehabilitation Services.
 - o Participating in events to commemorate Deaf Awareness Month and Disability Pride Month.

Constituent Call to DODDBHH Leads to Training Opportunity

The Division on Deaf, DeafBlind and Hard of Hearing turned a routine constituent contact into an opportunity to educate an entire county 911 operation on effective interactions with individuals who are deaf, deafblind or hard of hearing.

It began with a call from a concerned Genesee County resident. The individual, who is deaf, used his videophone to report an emergency. Unfortunately, 911 dispatch personnel were impatient interacting with him through an ASL interpreter. The individual contacted DODDBHH and Genesee County to express concern about how the call was handled and asked the county to contact DODDBHH for assistance.



And they did! Genesee County 911 contacted the division to discuss the caller's concerns and embraced their offer to train dispatchers in how to work more effectively with members of the deaf, deafblind and hard of hearing community.

"These training sessions were fantastic," said Alayna Lail, DODDBHH Liaison. "We were able to explain the difference between typical 911 calls compared to emergency calls made using the video relay system or those used through captioned telephone services to communicate with dispatchers."

THE FINANCE & MANAGEMENT SERVICES DIVISION



F&MS: Effectively Managing MDCR's Bigger Better Budget

The Finance and Management Services (F&MS) Division, led by Division Director Abdel Aly, is responsible for providing timely, effective, and efficient financial, procurement, budget, IT, and office support services to MDCR leadership, MDCR staff, other state departments and our customers to enable them to provide quality services.

Highlights:

- In FY22, F&MS saved all MDCR unspent funds (\$500K) as work projects to be used in the coming four years.
- In FY23, F&MS projected to spend all on-going operation General Funds (GF) and secured approval for a GF increase of 58% in FY24, from \$15M to \$23.8M.
- F&MS also helped MDCR secure one-time project funds of \$5M and \$1M in one-time funds for IT.

MDCR Leadership Testifies on FY 23-24 Budget Recommendation

ON FEBRUARY 28 and March 1, 2023, members of MDCR's Leadership team, led by MDCR Executive Director John E. Johnson, Jr., testified before the Michigan House and Senate Appropriations Subcommittees in regard to the Governor's FY 2023-24 budget recommendation for MDCR. The team also provided an overview of department operations.

Governor Whitmer's budget recommendation significantly increased MDCR's appropriation, allowing the department to expand and enhance our services to the people of the state of Michigan.

Members of the Leadership Team who took part in the presentation include (in the photo, L-R): MDCR Executive Director Johnson; Legislative Liaison, Dr. Jerome Reide; Abdel Aly, Director of the Division on Finance and Management Services; Marcelina Treviño, Director of Enforcement; and Tyra Khan, Director of the Division on Disability Rights and Compliance. Team members participating but not pictured include Alfredo Hernandez Corsen, Director of the Division on Diversity, Equity and Inclusion; Anthony Lewis, Director of the Division on Community Engagement and Education; and Deputy Executive Director Kimberly Woolridge.

► *View MDCR's presentation before the House Appropriations Subcommittee on General Government beginning at approximately the 13:30 mark **here**.*



MDCR's Legislative Liaison

MDCR's Legislative Liaison, Dr. Jerome Reide, is responsible for ensuring the Commission and MDCR's leadership team are kept in the know on legislative developments that may impact the communities of people we protect. He frequently testifies before legislative committees on pending legislation. He also provides presentations to organizations around the state on current and historical issues impacting civil rights in Michigan.

FY 2023 highlights:

- **Tracking legislation:** Throughout FY 2023, Dr. Reide monitored and reported on developments in the dilution of the Black vote in the adoption of redistricting maps drawn by the Michigan Independent Citizens Redistricting Commission (MICRC). The Voting Rights Act of 1965 requires majority-minority districts be drawn to prevent vote dilution in cities such as Detroit. This community of interest may be denied the opportunity to elect a candidate of their choice by the MICRC-approved maps.
- **Providing expert testimony:** Dr. Reide testified at a number of legislative committee and subcommittee hearings on issues including voting rights and vote dilution, expanding the Elliott-Larsen Civil Rights Act to include protections for sexual orientation and gender identity/expression;



▲ MDCR Legislative Liaison Dr. Jerome Reide testified before a Michigan House subcommittee on recommended changes to House Bill 4251, on the use of cell phones while operating a motor vehicle.

amending the cell phone driving bill to include training for law enforcement agencies to help prevent suspicion of driving while using cell phones as a pretext for racial profiling in traffic stops; and a number of other pending bills.

- **Delivering educational presentations:** In June, the WMU-Cooley School of Law hosted Dr. Reide for their Social Justice Lunch Hour. He spoke on current issues in civil rights and the importance of students becoming involved in their communities. He also was hosted by the Wright Museum of African American History in Detroit for an educational presentation on The Great Migration for the International Fellows of the National Defense University.



MDCR's stellar support and Record Center teams celebrated Ad Support Day in April.

◀ Back row, left to right: Catherine Colbert, Ad Support; Tracey Barbee, Record Center Manager; Terri Slocum, Ad Support; David Jones, Deputy Director of Investigations.

Middle row, left to right: Ad Support team members Angie Hall, Sabrina Fomby, Sheila Hursey, Alicia Powers, Kim Lucas.

Front row, left to right: Kenya Cooper, Civil Rights Manager; Sonya Merriweather, Deputy Director of Investigations; Marlene Cain, Director of Investigations.

MI Response to Hate Conference Draws Audience of 300

THE 2023 MI Response to Hate conference on hate and bias, sponsored by MDCR's Community Engagement and Education Division (CEED) and the Michigan Alliance Against Hate Crimes (MIAAHC) drew an audience of 300 who were treated to an exceptional line-up of speakers and panelists, including:

- **Mark Totten**, *U.S. Attorney for the Western District of Michigan*
- **Dawn Ison**, *U.S. Attorney for the Eastern District of Michigan*
- **Michael Lieberman**, *Senior Policy Counsel on Hate and Extremism for the Southern Poverty Law Center (SPLC)*
- **Becky L. Monroe**, *Deputy Director for Strategic Initiatives and External Affairs with the California Civil Rights Department*
- **Carla Chennault**, *Education Director at the Anti-Defamation League Michigan (ADL)*
- **Kalvin DaRonne Harvell**, *Ph.D., Ed.S., Professor of Sociology at Henry Ford College*
- **Jay Kaplan**, *Staff Attorney for ACLU Michigan*
- **Lindsay Matson**, *Deputy Director of Youth Organizing for 482 Forward*

The theme of this year's conference was "Legislating Against Hate" and featured discussion of current and pending legislation designed to curb hate crimes and bias incidents, and what can be done through legislative action to better address hate and bias at both the state and federal level.

The conference also featured a Prosecutor's Panel, where top prosecutors from the Michigan Attorney General's office and United States Attorneys' offices discussed current state and federal laws that address hate crimes.

A highlight of the conference was the commemoration of the lives of Matthew Shepard and James Byrd, Jr., two men who were violently murdered 25 years ago, and the hate crimes legislation named in their honor: The Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act, a landmark federal law passed on October 22, 2009.

MDCR was honored to welcome Judy and Dennis Shepard, parents of Matthew Shepard, and Louvon Byrd Harris, the sister of James

Byrd, Jr. After their son's death, the Shepards launched The Matthew Shepard Foundation, and Louvon Byrd Harris created The Byrd Foundation for Racial Healing.



▲ Anthony Lewis, Director of MDCR's Community Engagement and Education Division, is interviewed by the news media at the 2023 MIR2H conference in East Lansing. ▲ MCRC Commissioner Gloria Lara at the 2023 MIR2H conference in East Lansing.





◀ More than 300 attendees gathered at the Kellogg Center in East Lansing for the MIR2H conference on hate crimes on September 14, 2023. ▼ MCRC Vice Chair Zenna Elhasan addresses the 2023 MIR2H conference.



▲ Pictured left to right: MDCR's Tiara Yakini; Michael Lieberman, Senior Policy Counsel, Southern Poverty Law Center; Louvon Harris, sister of James Byrd, Jr. and President of the Byrd Foundation for Racial Healing; Judy Shepard and Dennis Shepard, parents of Matthew Shepard and founders of the Matthew Shepard Foundation; MDCR's Kimberley Williams, Chair of the MIR2H conference.

◀ The members of Team MDCR who made the MIR2H conference a success (left to right): Kimberley Williams (Chair), Patty Barrera, Deljuana Holley, Tiara Yakini, Marcelina Treviño, Danita Wimbush, Anthony Lewis, Shawn Sanford, Kimberly Woolridge, Charles Schoder, and Harold Core.

Conference Chair Kimberley Williams shared her thoughts on the impact and significance of the conference:

“The MI Response to Hate conference was a great success. This year, we were more intentional to share information about hate crimes and bias incidents with the public. We accomplished that by including students, expanding registration beyond our partners and law enforcement professionals. Additionally, we were deliberate to share the story of James Byrd Jr. and Matthew Shepard, 25 years after their brutal deaths. Attendees repeatedly shared that listening to their family members was the highlight of the conference. I hope people walked away with the sense that everyone has a responsibility to prevent hate in our state. If we stand together, we can change our communities into places that reflect love and not hate.”





John E. Johnson, Jr., Executive Director

John. E. Johnson, Jr. is the Executive Director of the Michigan Department of Civil Rights (MDCR) and a member of the cabinet of Governor Gretchen Whitmer. The Michigan Civil Rights Commission named Johnson permanent Executive Director of MDCR on July 26, 2021. At MDCR, Johnson oversees an annual budget of more than \$23 million and offices in Detroit, Grand Rapids, Lansing and Marquette.

Before his appointment, Johnson served as MDCR's Legislative Liaison and Advisor to the Commission. Prior to his service with MDCR, Johnson was the Executive Director of the Michigan Legislative Black Caucus, a position he held for seven years. Over the course of his career, Johnson has served in a number of leadership positions, including Corporation Counsel for the City of Detroit, General Counsel to the Detroit NAACP, Deputy Executive Director of the Legal Aid and Defender Association, and Hearing Officer for the Michigan Tax Tribunal. He was also a Management Consultant with Legal Services Corporation of Washington D.C., the single largest funder of civil legal aid for low-income Americans in the nation. Johnson also owned a private law practice.

Johnson has a Bachelor of Arts from Howard University and a Juris Doctorate from Valparaiso University. He has been a member of the State Bar of Michigan for more than 41 years and has been involved with the Detroit NAACP since 1992.



Kimberly Woolridge, Deputy Executive Director

Kimberly Woolridge has held the position of Deputy Executive Director of MDCR since August of 2021. She began her 23-year career with the Michigan Civil Rights Commission and MDCR in 1999, serving as Assistant Commission Counsel, Staff Attorney and ADA Title II Appeals Coordinator. Concurrently, from 2002 to 2006, she served as Special Assistant Attorney General, litigating cases on behalf of MDCR in state circuit courts.

In 2018, Woolridge was named the State ADA Coordinator and ADA Compliance Director. As head of ADA Compliance for the state, Woolridge provided counsel to the Governor, MDCR Executive Director and executive branch departments on state and federal disability laws; advised state offices on complying with disability statutes; and oversaw the training of ADA Coordinators in state government. In March of 2021, she added oversight of MDCR's Statewide Training Division to her duties. In August of 2021, Director Johnson named Woolridge Deputy Executive Director. In that position, she oversees the Disability Rights and Compliance Division; the ADA Compliance Office; the Community Engagement and Education Division; the Enforcement Division; the office of Professional Standards; and the Division on Deaf, DeafBlind and Hard of Hearing. Prior to joining MDCR, Woolridge was a staff attorney at the Misdemeanor Defender's Office for Indigents, Inc. in Detroit, and in 1997, established her own private law practice.

Woolridge earned her Juris Doctorate degree from the Michigan State University College of Law and a Bachelor of Science in Business Administration, Marketing and Advertising from Wayne State University.



Abdel Aly
Director, Finance and Management Services Division

Abdel Aly joined MDCR in March of 2022 as the Division Director of Finance and Management Services. In this position, he oversees all financial and budget matters and payroll. Prior to joining MDCR, Aly served the State of Michigan for 24 years in a number of departments, including the Departments of Energy, Labor and Economic Growth; Licensing and Regulatory Affairs; Technology, Management and Budget; Health and Human Services; and the Michigan Economic Development Corporation. His experience is mainly in accounting, cost allocation and budget, as well as SIGMA, the state's vendor self-service system. Aly is also an Adjunct Professor at Northwood University. He is a Certified Public Accountant (CPA), with a bachelor's degree in accounting and master's degrees in auditing and taxation, and in accounting.



Mark C. Bishop
Director of Management Services

Mark C. Bishop is Director of Management Services in the Finance and Management Services Division and supports/oversees the internal IT systems functions of MDCR as the Agency Security Officer (ASO), Software Asset Manager, and Agency Asset Manager. Mark also serves as the Agency Safety Coordinator and works with the Michigan State Police Emergency Management and Homeland Security Division (EMHSD) representing MDCR as its Emergency Management Coordinator (EMC) during declared statewide emergencies. Under the MDCR ADA Division, Mark is the State of Michigan ADA Title II Appeals Coordinator. Mark has over 22 years of service with MDCR as an investigator and attorney liaison in the Enforcement Division, trainer/community liaison in the MDCR Public Affairs/Community Engagement Divisions and service as a Crisis Response Team lead. A veteran of the U.S. Army and licensed attorney, Mark has a B.A. in political science from the University of Michigan in US/Soviet Strategic Relations and JD from the Thomas M. Cooley Law School with a dual degree in Administration Law and Constitutional Law and Civil Rights.



Marlene Cain
Director of Investigations

Director of Investigations Marlene Cain has been employed by the State of Michigan for over 32 years. She has been with MDCR since 1997 and has held many positions during this time, including a Civil Rights Investigator. Marlene was the Civil Rights Manager for the Housing Unit since 2006. In August 2021, Cain became the Interim Director of Civil Rights Operations. Marlene has an MBA in Strategic Management from the Detroit College of Business and a BSN/RN from Davenport University.



Harold Core
Director of Special Projects

Harold Core serves as Director of Special Projects for MDCR. In that capacity he is responsible for coordinating events, reports, and other tasks that do not neatly fit into one of the other MDCR divisions. He previously served as a Rights Representative, Public Information Officer, and Director of Public Affairs for MDCR. During his tenure with the Department, Core was co-lead of the team that organized the 2006 Michigan Civil Rights Summit and completed several publications related to the 40th anniversary of the Commission and Department. Prior to joining MDCR, Core had a long history of civil rights activism, including co-founding a Black studies group in his high school. In his personal life, Core has written and published two books, including an anthology of poems, essays, and short stories loosely focused on futurism. Core has a B.S in Economics from Lincoln University in Missouri, a M.A. in Political Science from Western Michigan University, and a Diversity Management Certificate from Cornell University. He has also completed professional certificates in General Civil & Private Practice Mediator Training and digital content strategy.



Kammy Frayre
Contract Compliance and FOIA Manager

Kammy Frayre currently serves as the Contract Compliance and FOIA manager at MDCR. She started with MDCR at the end of January 2023 and has over 20 years of experience working for the State of Michigan. Kammy has a bachelor's degree in Public Policy and Administration and a Master's of Business Administration from MSU's Eli Broad Executive MBA program. Kammy came to MDCR with a background in FOIA and grant management for a variety of programs ranging from juvenile justice to public and intrastate transit to natural resources.



Alfredo Hernandez Corsen
Director, Division on Diversity, Equity and Inclusion

DEI Division Director Alfredo Hernandez Corsen was born and raised in Panama. He moved to the United States in 1990 and joined the US Army at the age of 20. Corsen obtained a Bachelor's Degree in Liberal Studies with a minor in Philosophy from Grand Valley State University where his work, Language, Culture, Perception and Knowledge, was published in the McNair Scholar's Journal. He pursued graduate studies at Western Michigan University where he earned a master's degree in Comparative Religion and was a McNair Scholar and Thurgood Marshall Fellowship recipient. Corsen has worked in the field of equity for several years, developing inclusive strategies for organizational change. He has also taught college courses in the philosophy of religion and cultural anthropology.

MDCR EXECUTIVE TEAM



Tyra Khan
Director, Disability Rights and Compliance Division

Tyra Khan is the Director of the Disability Rights and Compliance Division. She has been with MDCR since 2002 and has worked as a Civil Rights Investigator, Staff Attorney, and Interim ADA Coordinator. She has extensive experience in civil rights law with an emphasis on disability and fair housing law. Tyra is a certified ADA Coordinator under the University of Missouri-College of Arts and Sciences and the Great Plains ADA Center. She has also completed many programs offered by the National Fair Housing Training Academy including Fair Housing Investigations and Litigating Fair Housing Cases. In her current role, she oversees the Division on Deaf, DeafBlind and Hard of Hearing, FOIA, Contract Compliance, and the State of Michigan's ADA Coordinator duties. She has created various training modules for MDCR focusing on topics such as federal and state disability law, inclusive hiring practices, and service animals.



Stephanie Lenneman
Human Resources Director

Stephanie Lenneman is the Human Resources Director for the Michigan Department of Civil Rights and the Michigan Civil Service Commission. With over 15 years of HR experience in both the private and public sector, Stephanie has served the past ten years working for the State of Michigan in various HR roles. She holds a bachelor's degree in business and human resources management and has a Master of Business Administration in organizational leadership from the University of Findlay in Ohio.



Vicki Levengood
Communications Director

Since April of 2013, Vicki Levengood has served as Communications Director for MDCR, overseeing all internal and external communications, including the department's social media accounts and newsletters. She is the senior writer, spokesperson and media relations lead. Previously, Levengood served in the administration of Governor Jennifer Granholm as Communications Director and Director of Stakeholder Relations for the Governor's Economic Recovery Office, and has worked for various departments and divisions of state government since 2005. From 1997 to 2005, Levengood was the Michigan representative and federal legislative liaison for the National Environmental Trust and the Pew Charitable Trusts Environment Group. In 1993-1994, she served as press secretary on the gubernatorial campaign of former U.S. Rep. Howard Wolpe. Levengood earned a B.A. in English and Communications from Western Michigan University.



Anthony D. Lewis
Director of the Community Engagement and Education Division

Anthony Lewis is the Director of the Community Engagement and Education Division for MDCR, where he previously served as a Community Relations Specialist and as an investigator. He leads the department's community engagement programming and initiatives throughout the state. Lewis has built coalitions throughout the state between law enforcement and community leaders through his facilitation of the organization Advocates and Leaders for Police and Community Trust (ALPACT). He also oversees MDCR's youth initiatives, working with school districts on cultural awareness programming and policy development, and was instrumental in developing the Michigan Civil Rights Youth Academy. In addition, he has helped develop and present numerous presentations and programs on cultural competency and other civil rights topics. Lewis is a graduate of Florida A&M University with a Bachelor's Degree in Business Economics/Labor Relations.



Bryant Osikowicz
Director of Legal Affairs

Bryant Osikowicz joined the Michigan Department of Civil Rights in September of 2023 as the Director of Legal Affairs for the Enforcement Division. He came to MDCR from the Michigan Department of Attorney General (MDAG), where he worked since 2019 as an Assistant Attorney General and Acting Chief of the Criminal Justice Bureau. While at the MDAG, Bryant worked on such matters as the Flint water crisis prosecution and the department's juvenile lifer cases. Prior to that, he was an Assistant Prosecuting Attorney in Oakland County for approximately eight years. Bryant earned his law degree from Wayne State University and a bachelor's degree from Grand Valley State University, where he majored in film and participated in theater.



Lamont David Satchel
General Counsel

Lamont David Satchel serves as General Counsel for MDCR and liaison to the Michigan Civil Rights Commission. In addition to private law practice, his professional background includes serving as Senior Attorney for the National Lawyers' Guild Law Center, Chief Legal Counsel to the City of Detroit Charter Revision Commission, and Director of Labor Relations and Employee Benefits for the City of Detroit. Satchel has held various leadership positions with the Detroit Public Schools and Detroit Public Schools Community District, including Senior Executive Director of Strategic Support and Labor Relations, Interim Superintendent of Academics and Interim Deputy Superintendent of Human Resources, as well as Interim Superintendent, Chief Operations

Officer, Chief of Labor Relations and General Counsel. In service to the Detroit Medical Center, he held the position of Corporate Director of Labor Relations. He also served as Managing Member at the firm Hall Makled P.C. Satchel is a graduate of Murray Wright Senior High School, Wayne State University and the University of Michigan Law School.



Liliana Stoneback
Fund Development Coordinator

Liliana Stoneback started her career at MDCR in the 1990's working in the Executive Office, first as part of the Governor's Management Intern Program and then as an Assistant to MDCR Director Nanette Reynolds. As an immigrant from Colombia, Liliana had firsthand experience with bias and prejudice and during her time here became passionate about racial equity work. She left state government to raise her four kids but always tried to stay connected by working for various nonprofits as a consultant and grant writer, including the Community Housing Network, Lighthouse of Michigan and MCAN. Liliana is a graduate of the Detroit Equity Action Lab, a racial equity fellowship through Wayne State University where she and her cohort focused on how they can each can use their skills to dismantle systemic racism. Liliana is excited to return to MDCR as the Fund Development Coordinator. Liliana is also on the Advisory Council for the McNulty Institute for Women's Leadership at her alma mater, Villanova University. Liliana loves to spend time with her family.



Marcelina Treviño
Director, Enforcement Division

Attorney Marcelina Treviño currently serves as the Director of Enforcement for MDCR, which includes the Office of Legal Affairs. She started with the State of Michigan in 2009 at the Michigan Department of Health and Human Services as the Director of Migrant Affairs. In January 2011, she was hired by MDCR as the Reconsideration Attorney within the Law and Policy Division. In November of 2019, Treviño was promoted to the Director and Managing Attorney for the department's Office of Legal Affairs. In 2022, Treviño was named Director of Enforcement. Treviño has a BASW from Michigan State University, an MSW from the University of Michigan-Ann Arbor, and a JD from Thomas M. Cooley Law School.



Dr. Jerome Reide
Legislative Liaison

Dr. Jerome Reide serves as Legislative Liaison for MDCR. He is an attorney, political scientist and journalist who has advised members of Detroit City Council,

Wayne County Commission, and the Michigan House of Representatives. With 11 years of experience as a Regional Director for the National NAACP, Dr. Reide brings a wealth of civil rights activism and legislative advocacy experience to MDCR. Reide is a member of the State Bar of Michigan, the United States District Court for the Eastern District of Michigan, the United States Court of Appeals for the Sixth Circuit, the National Bar Association and the American Bar Association. Reide also served on the Board of Directors for the Sugar Law Center and the Beckwith Civil Liberties Fund. Reide received a Juris Doctor from Hofstra University Law School, a Masters in Journalism from Columbia University, a Masters in Political Science and his Ph.D. in Political Science — Urban Studies from Michigan State University, and a Bachelor's from State University of New York at New Paltz.



Annie Urasky
Director, Division on Deaf, DeafBlind and Hard of Hearing

Annie Urasky is the Director of the Division on Deaf, DeafBlind and Hard of Hearing within MDCR. With more than ten years of experience in public administration, she is passionate about advocating for and elevating equitable practices which impact Michiganders who are deaf, deafblind and hard of hearing. She currently serves as the Secretary of the National Association of State Agencies for the Deaf and Hard of Hearing (NASADHH) and was selected as a member of the 2020 leadership class of the Oakland County Executive's Elite 40 under 40. Born Deaf, Annie graduated with a Bachelor of Arts Degree in English from the University of Illinois Urbana-Champaign.



Danita Wimbush
Director, Education Division

Danita L. Wimbush has been employed by the State of Michigan for ten years and is MDCR's Director of Education. In her current role, she is responsible for identifying personal and professional development opportunities for MDCR staff as well as bringing consistency and continuity to the MDCR brand through awareness, internal/external trainings, and community collaborations. Prior to joining MDCR, Wimbush was an Automotive Executive for more than twenty years. Her career began as an Executive under Chrysler CEO Lee Iacocca. During her tenure, she was responsible for dealer development, training, marketing, and advertising. Her work at Chrysler led to a position with the American Honda Motor Company, where she served as an Executive in dealer relations on the Honda and Acura accounts, and as a district manager and marketing manager responsible for all trainings for dealers in the Midwest prefecture and beyond. Danita is a graduate of Oakland University in Rochester.

Investigating Complaints of Discrimination

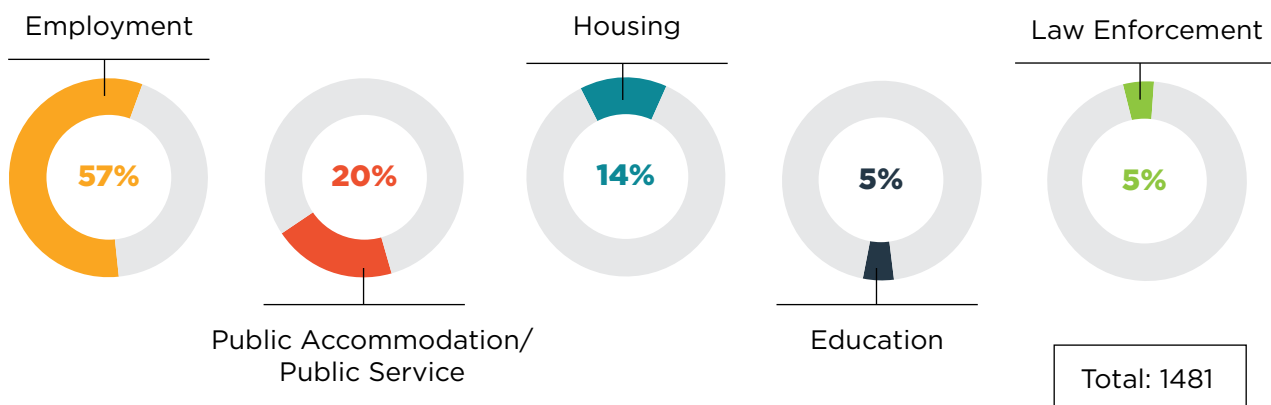
MDCR's core mission is investigating complaints of discrimination in employment, education, housing, public accommodation, law enforcement and public service. The alleged discrimination must have taken place within the previous 180 days and must be based on religion, race, color, national origin, arrest record, genetic information, sex, age, height, weight, marital status and/or disability.

In FY 2023, the MDCR Enforcement Division closed 1,368 complaints of discrimination and secured \$395,722.71 in settlements for claimants.

SECURED
\$395K
IN
SETTLEMENTS

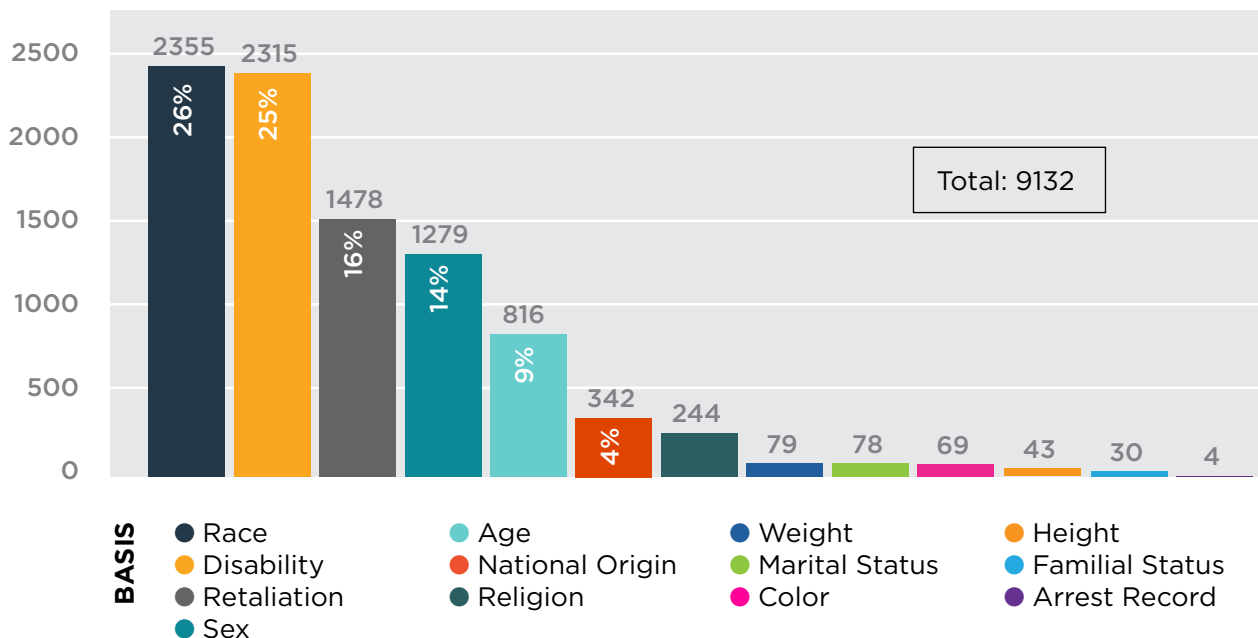
Formal Complaints Filed by Area

In FY 2023, the majority of complaints MDCR received were in the area of employment (56.7%), followed by public accommodation/public service (20.1%), housing (13.8%), law enforcement (4.7%) and education (4.7%).



Formal Complaints Filed By Basis

Time Period From: 10/1/2022 to 9/29/2023



NOTE: 1. A complaint may have multiple issues with more than one basis; the above data may not reflect the total number of certified complaints for that period. 2. Cases may be opened and closed throughout the investigative process; results may vary when subsequently queried.

Working to Prevent Discrimination through Training and Education

MDCR is committed to helping prevent discrimination and bridge gaps in understanding and trust. Many of MDCR's divisions offer training and educational programming specific to their area of concern, and all designed to meet our mandate to help prevent discrimination and bias.

The data represented here is an aggregate total of all training and educational programming and reach for the Community Engagement and Education Division; the Division on Diversity, Equity and Inclusion; the Office of ADA Compliance; the Division on Deaf, DeafBlind and Hard of Hearing; and the Enforcement Division Housing Unit.

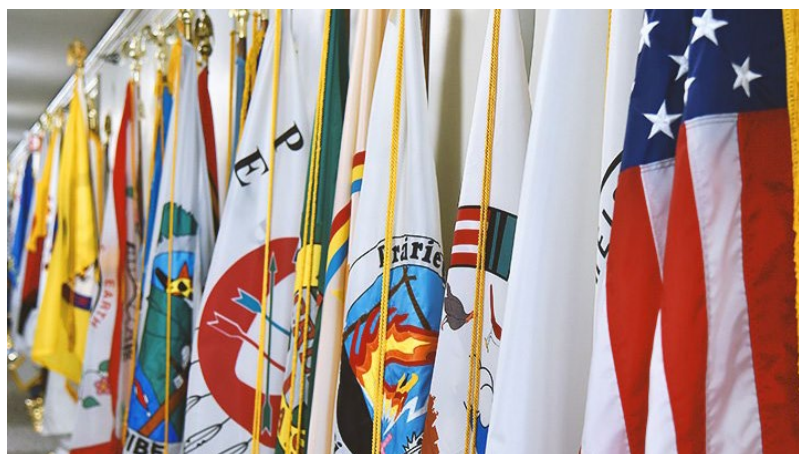
The numbers representing reach are approximate and based on best available data.



Michigan Indian Tuition Waiver

MDCR is responsible for administering the Michigan Indian Tuition Waiver (MITW), a program that waives tuition for eligible Native American students attending Michigan's four-year public universities and community colleges.

MITW data represents MDCR's application review and verification process. It does not reflect student enrollment status or waiver usage within an institution. Data on new student applications represents the approximate number of new, first-time applicants.





The Michigan Civil Rights Commission was created by the Michigan Constitution to safeguard constitutional and legal guarantees against discrimination. The Commission is charged with investigating alleged discrimination against any person because of religion, race, color or national origin, sex, age, marital status, height, weight, arrest record, and physical and mental disability.

Individuals requiring this report in an alternative format should contact the Michigan Department of Civil Rights at **800-482-3604** or **MDCR-INFO@michigan.gov**



MDCR Leadership Team

John. E. Johnson, Jr.

Executive Director

Shawn K. Sanford

Senior Executive Management Assistant
to the Director

Kimberly Woolridge

Deputy Executive Director

Deljuana Holley

Senior Executive Management Assistant
to the Deputy Director

Abdel Aly

Director, Finance and Management
Services Division

Harold Core

Director of Special Projects

Alfredo Hernandez Corsen

Director, Diversity, Equity and
Inclusion Division

Tyra Khan

Director, Disability Rights and
Compliance Division

Stephanie Lenneman

Human Resources Director

Vicki Levengood

Communications Director

Anthony D. Lewis

Director, Community Engagement
and Education Division

Jerome Reide

Legislative Liaison

Lamont David Satchel


General Counsel

Liliana Stoneback

Fund Development Coordinator

Marcelina Treviño

Director, Enforcement Division



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