



2022 ANNUAL REPORT



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.

The year 2022 proved to be both challenging and uplifting. At the same time that we watched an alarming rise in racism, bias, antisemitism and threats to one of our most precious civil rights—the right to vote—we have rallied and responded forcefully, expanding our reach and engagement on the most pressing civil rights issues of our time.

The Commission spoke out forcefully and publicly on the need to protect reproductive rights and voting rights when both were directly threatened by powerful forces, in this state and beyond, aligned to diminish or repeal them.

In May, the Commission passed a resolution in support of voting rights which includes specific policies and actions the Department will undertake to promote the right to vote and help ensure equitable access to the polls.

In July, the Commission spoke out in support of reproductive rights and authorized the Department to address discrimination against individuals in the exercise of these rights. The Commission also called upon the Department to support the Governor and other elected officials in protecting and advancing the reproductive rights of all Michigan residents.

The year 2022 saw the Department raise its profile in the fight for civil rights, hosting two statewide conferences, launching an external newsletter, investigating an unprecedented number of complaints of discrimination against a large law enforcement agency—all while relentlessly driving down a backlog of complaints and meeting our federal contract expectations.

Despite our efforts in 2022, I have little doubt that threats to civil rights, in Michigan and beyond, will continue in the year ahead. And again, the Michigan Civil Rights Commission and the Michigan Department of Civil Rights, along with partners and collaborators throughout our great state, will do our best to counter these forces and hold strong to the precious protections we are sworn to uphold.

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 in 1976 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.

WHAT WE DO

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; Education; and the Enforcement Division's Housing Unit are all responsible for outreach, engagement, training and education in their respective areas of focus.

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.

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 **Farmworker Policy, Advocacy, and Civil Rights Committee**, 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.



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.

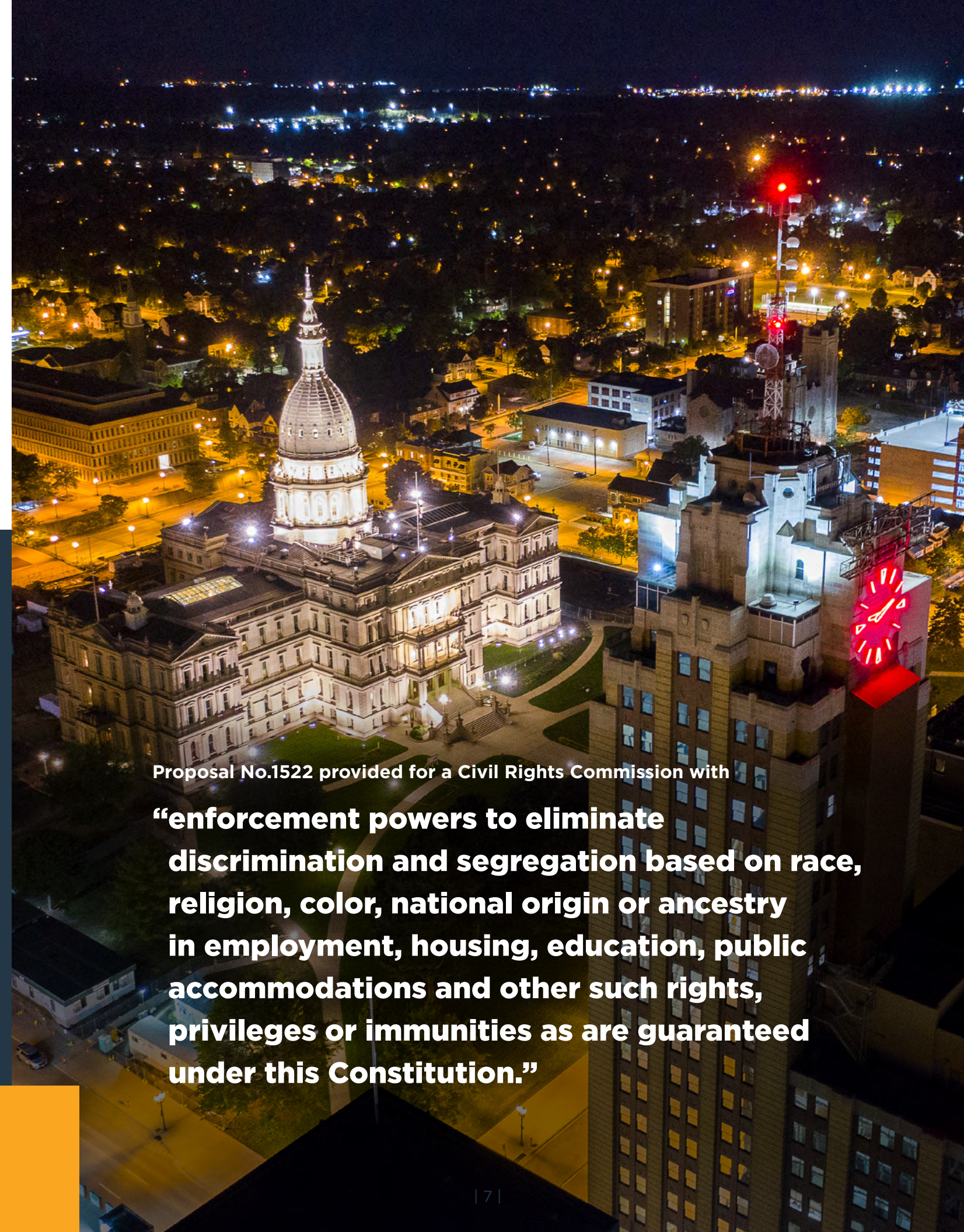
On December 5, 1961, Detroit delegates Lillian Hatcher, Daisy Elliott and Coleman A. Young submitted Proposal No. 1522 and 1523 to their convention colleagues.

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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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 Gasco-Bentley (I), Petoskey
Appointed December 2018; Term expires 12/31/2022

Regina Gasco-Bentley, 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.


Anupama Kosaraju (D), Franklin
Appointed December 2020; Term expires 12/31/2022

Anupama Kosaraju, of Franklin, is currently a community organizer working to increase civic engagement in the South Asian community in Michigan and nationally. Kosaraju is retired from Harman Industries International where she worked as a global procurement controller. Her finance and leadership experience spans higher education, automotive, real estate and technology industries. She earned a Bachelor of Arts in English and a Master of Arts in Communications from the University of Chennai, India and earned her Master of Business Administration in Finance from Wayne State 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. Mr. 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. Mr. 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

Michigan Civil Rights Commission Leads on Voting Rights, Reproductive Rights

AT MEETINGS in May and July, the Michigan Civil Rights Commission (MCRC) passed resolutions on two of the most consequential and controversial issues facing Michigan today: voting rights and reproductive rights. Both resolutions direct MDCR to take a variety of actions to support and advance voting and reproductive rights in the state of Michigan.

At their May 23 meeting, the Commission passed a comprehensive resolution on voting rights that directs the department to play a significant role in promoting and defending voting rights and access to the polls at a time when the right to vote is being challenged, restricted and subjected to unprecedented pressures.

Find the Commission's resolution on voting rights here.



Calling the right to vote “a fundamental civil right,” the Commission said they have a constitutional duty to assure that state actions that impact voting do not discriminate, and that the Commission has an equally important duty to “facilitate, encourage, promote and recommend laws, policies and practices that expand voter participation and remove unnecessary barriers to the exercise of the right to vote.”



The Commission directed MDCR to:

- Coordinate with other state agencies to make voter registration information accessible to all classes protected under the Elliott-Larsen Civil Rights Act and Persons with Disabilities Civil Rights Act.
- Conduct voter education at events and on social media.
- Facilitate forums to promote voter engagement.
- Work with non-partisan voter advocacy groups to empower voters and increase voter participation in elections.
- Take other actions consistent with the Commission's constitutional mandate as it relates to voting.

“The right to vote is a civil right; it is the foundation for every other civil right we hold dear. The Commission could not remain silent as this fundamental right is under attack.”

PORTIA ROBERSON, *Chair of the Michigan Civil Rights Commission*



At their July 25th meeting, the Commission passed a resolution supporting reproductive rights and authorizing MDCR to address discrimination against individuals in the exercise of those rights. The resolution also called on the department to support the Governor and other elected officials in protecting and advancing the reproductive rights of all citizens of Michigan.

“The Commission believes that it is essential, in light of the US Supreme Court’s ruling overturning Roe v. Wade, to do what we can to protect the fundamental rights of the Michiganders who this ruling will impact,” said Commission Chair Portia Roberson.

The resolution declares that the right to privacy and bodily integrity is a fundamental right of all people, and that national and international organizations, including the World Health Organization, recognize reproductive rights as a fundamental human right.

The Commission also authorized the department to provide an amicus curie brief to support and assist efforts by any party to protect equal access to reproductive health care in the state of Michigan.



Find the complete text of the resolution on reproductive rights here.



MCRC Adds Two New Commissioners in 2022

In 2022, the Michigan Civil Rights Commission added two new members: Commissioner David Worthams, sworn in at the July 25 meeting in Grand Rapids; and Commissioner Luke R. Londo, sworn in at the October 24 meeting in Traverse City. Both were appointed to the Commission by Governor Gretchen Whitmer.

Commission Worthams is the Director of Employment Policy for the Michigan Manufacturers Association (MMA) and serves on MMA's government affairs team. His term ends on December 31, 2025.



Commissioner Londo is a member of the Hazel Park City Council. He is also a communications professional, servicing two philanthropic organizations in Detroit. His term ends on December 31, 2025.

Commissioner Luke R. Londo is the first openly LGBTQ+ member of the Commission. After his swearing in, Londo briefly addressed the Commission and acknowledged the honor of representing the LGBTQ+ community.

In closing, he said, **“To the youth of this state and to 16-year-old Luke: It can, and it does, get better.”**

First Civil Rights Summit Since 2006 Draws More Than 700 Leaders

ON JUNE 15TH, MDCR convened the first statewide Civil Rights Summit since 2006. Held at the Lansing Center, the title of the conference was “**Racism and Other ‘Isms’ — Shaping Systemic Change Through an Equity Lens.**” The day provided an opportunity for civil rights leaders, government officials, concerned organizations and individuals from a variety of fields to discuss the future of equity and justice in Michigan.

Unlike Civil Rights Summits in years past, this event was a hybrid of virtual and in-person sessions. The realities of the COVID-19 pandemic and the desire to welcome people from all over the state created an opportunity for further reach and engagement.



“The world has changed significantly since the department held the last summit in 2006. With escalations in hate crime, poverty, and attacks on democracy, it was time to gather once again to strategize about protecting the rights of marginalized people.”

JOHN E. JOHNSON, JR.

Featured Virtual Speakers

- **Secretary Marcia L. Fudge**, U.S. Department of Housing and Urban Development
- **Chiraag Bains**, Deputy Assistant to the President and Deputy Director, Domestic Policy Council for Racial Justice and Equity
- **Richard Rothstein**, author of “The Color of Law: A Forgotten History of How Our Government Segregated America,” was the keynote speaker for the conference.

▼ Poppy Sias-Hernandez, Director of the Office of Global Michigan and Chief Equity and Inclusion Officer in the Governor’s Executive Office, listens to remarks from Alfredo Hernandez Corsen, MDCR’s Director of Diversity, Equity and Inclusion. ▶ Participants in discussion at the Summit. ▶ Chair Roberson and MDCR Deputy Executive Director Kim Woolridge.

During the Lunch Plenary, Rothstein discussed how policies at the federal, state, and local levels resulted in a legacy of segregation and racial isolation that continues to impact modern housing. The author argued that direct government and financial actions are necessary to counteract the ongoing outcomes of intentionally discriminatory policies.



With the theme, “Like trees, problems have roots,” the event sought to explore elements of modern discrimination through a causal lens. Rather than consistently treating the outcomes of injustice, participants at the Summit focused on the roots of social issues. Specific sessions during the day were centered around equity in education, housing, health care, voting rights, and economics.

In an effort to leverage the Summit discussions and outcomes into future actions, the event concluded with a comprehensive list of next steps. In the weeks following the conference, the department released a Summit Summary that is available in the publications section of the department website, at michigan.gov/MDCR. MDCR anticipates making the gathering an annual event and is preparing now for the 2023 Civil Rights Summit.

◀ MDCR Executive Director John E. Johnson, Jr. is joined by Michigan Civil Rights Commission Chair Portia Roberson and Rev. Dr. Wendell Anthony, President of the Detroit Branch NAAACP, at the 2022 Civil Rights Summit.



▼ Attendees. ▼ Breakout panel with Annie Urasky (left), Director of MDCR's Division on Deaf, DeafBlind and Hard of Hearing ▼ Commissioner Anupama Kosaraju.

Featured Live Speakers

- **Rev. Dr. Wendell Anthony**, Pastor, Fellowship Chapel; President, Detroit Branch NAACP; and NAACP National Board of Directors
- **Executive Director John E. Johnson, Jr.**, Michigan Department of Civil Rights
- **Lt. Governor Garlin Gilchrist II**, State of Michigan
- **Michigan Attorney General Dana Nessel**

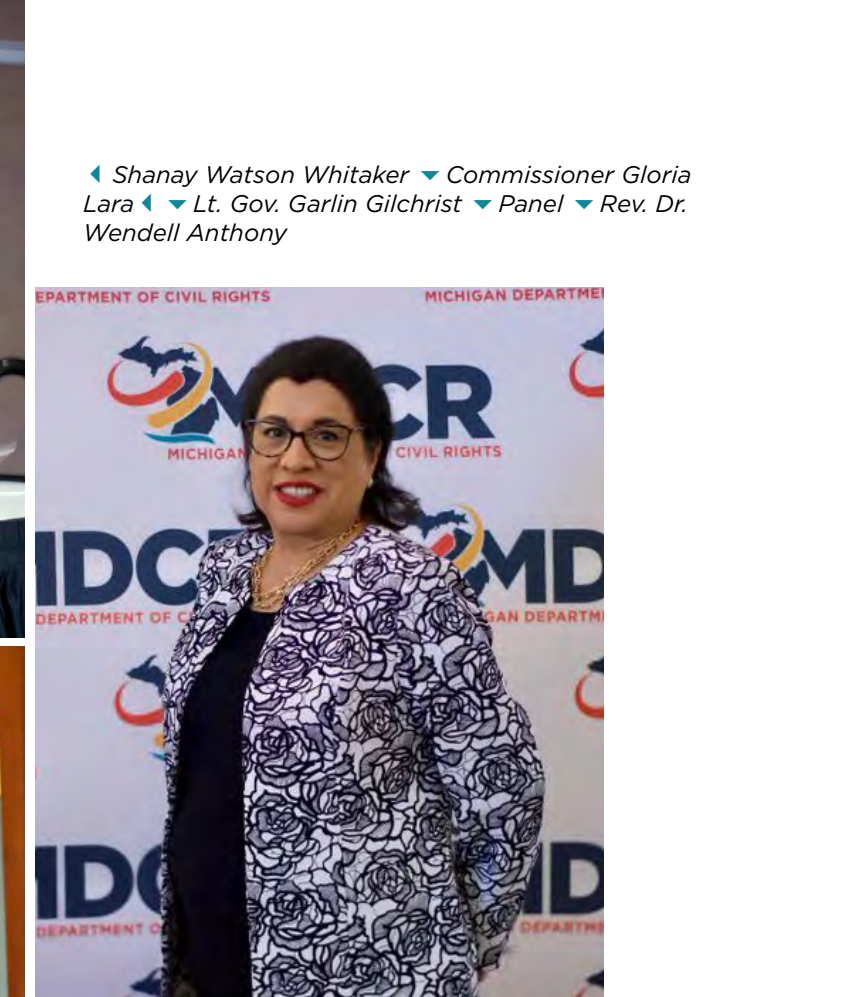
Breakout Sessions

■ **Education Equity:** Reviewed disparities in education and explored culturally competent approaches that best serve students. The discussion demonstrated the need for implicit bias training, equity planning, and evidence-based solutions with the goal of a more diverse, equitable, and inclusive environment for all students.

■ **Health Equity:** Considered how the social determinants of wellness contribute to health inequities within marginalized communities, including a greater risk for poor health and exposure to pollutants. The conclusion included strategies to dismantle the structural environments sustaining health disparities.

■ **Voting Rights and Democracy:** Weighed the fundamental role of voting in a democracy and the impact of past and present policies that jeopardize these rights today. They further explored strategies to promote more equitable outcomes.

■ **Economic Equity:** Debated exactly how discriminatory economic practices impact marginalized communities. Panelists also considered policies to remove systemic barriers to economic opportunity.



◀ Shanay Watson Whitaker ▼ Commissioner Gloria Lara ◀ ▼ Lt. Gov. Garlin Gilchrist ▼ Panel ▼ Rev. Dr. Wendell Anthony



▲ Civil Rights Manager Demetrius Hunter (second from left) and his team at the 2022 MDCR All-Agency meeting.

Enforcement Division Achieves and Inspires During a Time of Crisis and Change

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. But through a global pandemic, hiring freeze, reduced staffing, and ever-mounting numbers of complaints filed, the Enforcement Division's grit, determination and dedication resulted in an exceptional outcome in FY 2022.

The COVID-19 pandemic added complexities and hurdles to the already difficult task of completing every investigation in a

thorough and timely way. The Enforcement team, down more than a dozen employees at the time of the statewide lockdown, was forced to conduct their investigations remotely, shifting to online interviews with claimants and respondents and relying on phone, email and text more than ever before. At the same time, all departments of state government were under a hiring freeze, keeping Enforcement from filling open positions, resulting in an increased workload for every segment of the division.



In FY 2022, still short-staffed and challenged by the need to meet federal contracts and the Commission-set priority of reducing a backlog of complaints, the Enforcement team dug in and did not let up. In all, the Enforcement Division managed to close

nearly 1,300 complaints of discrimination, including a total of 607 older complaints (filed on or before September 30, 2020) and at the same time meeting MDCR's federal contract expectations with HUD and EEOC.

MDCR Appropriated \$500M for Study of Indigenous Boarding Schools

MICHIGAN, not unlike several other states and Canada, has a tragic and under-reported history around Indigenous boarding schools. Many Native American families in Michigan have suffered decades of generational trauma because of the atrocities committed in these institutions.

The heartbreaking legacy of Indigenous boarding schools led Governor Gretchen Whitmer to propose a one-time appropriation in the state's 2023 budget of \$500 million to fund a statewide study of Native American boarding schools in Michigan. MDCR has been tasked with conducting the study, to be completed by January 30, 2024.

The statewide study will determine:

- the number of Native American children forced to attend boarding schools in Michigan,
- the number of children who were abused, died, or went missing while at these schools, and
- the long-term impacts on these children and the families of children forced to attend such schools.

The funds will be used to locate, analyze, and preserve records related to these schools, and interview boarding school survivors, families, tribal representatives and experts to determine the impacts of the policy of forced Native American child removal.



"It is vital to remember that the history of Michigan's Native American boarding schools, as painful as it is, is not ancient history; it continues to impact Tribal communities at every level and in very interconnected ways," said Melissa Kieseewetter, MDCR's Tribal Liaison and Native American Specialist.

"There are people alive today who were forcibly removed from their families and forced to live in these schools," said Kieseewetter. "They were deprived of their loved ones, their culture and their language. Tribal families still cope with the inter-generational trauma that lives on in those whose ancestors experienced these atrocities. We hope this study will help bring much needed support and resources to help Indigenous people and Tribal communities in Michigan heal from this tragic history."

Kieseewetter emphasized that MDCR will closely collaborate with impacted Tribal communities to ensure that any investigation of this sensitive and painful history is informed by the experience and knowledge of the tribal communities involved. MDCR will also coordinate with the Federal Indian Boarding School Initiative, which is doing similar work at the national level.



MDCR: Mission-Driven to Prevent Discrimination

The primary focus of the Michigan Department of Civil Rights is enforcing civil rights laws, but a secondary and 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.

Highlights by Division:

For more than two decades, MDCR and the **Community Engagement Division, led by Anthony Lewis**, 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 23 for more on ALPACT.

In 2022, the Community Engagement Division launched a much-anticipated series 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 understanding the difference between hate crimes and bias incidents, to the *MI Response to Hate* conference on hate crimes held in East Lansing with more than 200 in attendance.



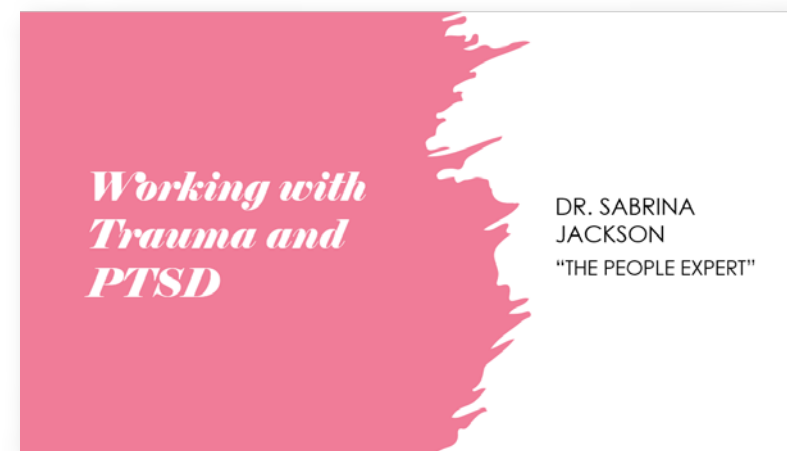
The **ADA Compliance Division, led by Tyra Khan**, conducted both internal and external/public-focused training webinars to help both public and private enterprises understand and comply with the Americans with Disabilities Act (ADA). Along with several presentations detailing the work of ADA Compliance, the Division on Deaf, DeafBlind and Hard of Hearing and the Bureau of Services for Blind Persons, the Division's public sessions included Disability Civil Rights Laws, Opioid Use Disorder and Disability, ADA Service Animal Basics, and Autism in the Workforce. The Division also led nine internal trainings, many to train staff on creating accessible documents, PowerPoint presentations and meetings.



The **Division on Deaf, DeafBlind and Hard of Hearing (DODDBHH), led by Director Annie Urasky**, conducted several training sessions, either on their own or in collaboration with other MDCR divisions and departments of state government. In FY 2022, DODDBHH led self-advocacy trainings for students who are deaf, deafblind and hard of hearing to build confidence and empowerment. They also joined MDCR's Education Division and the Michigan Department of Health and Human Services to present cultural competency trainings, helping organizations gain a deeper understanding of the needs, experiences and preferences of the disability community. And they collaborated with the ADA Compliance Division to present on disability hiring practices.



The **Education Division, led by Danita Wimbush**, conducted fifteen trainings and educational presentations focused on supporting Team MDCR with presentations on work/life balance, managing stress and grief, and working with trauma and PTSD. They also conducted twelve external trainings and presentations, several in partnership with other state departments and divisions within MDCR.



The **Division on Diversity, Equity and Inclusion (DEI), led by Alfredo Hernandez Corsen**, reached nearly 3,000 people in 157 workshops and training sessions on topics related to DEI. Some sessions were developed for employees of specific state departments, while others were aimed toward helping local and county government and educational institutions on best practices in the realm of DEI.

The DEI Division also led twelve statewide implicit bias training sessions for 1,500 new state employees, and seven workshops for state departments, local governments and business organizations on operationalizing equity.

The **Enforcement Division's Housing Unit** conducted 21 trainings on fair housing, some designed to educate developers and landlords on what they are legally obligated to do to ensure fair housing, and others targeting tenants to help them understand their rights under the Fair Housing Act and other housing-related laws.

IN TOTAL, IN FY 2022, six MDCR divisions developed and delivered hundreds of targeted civil rights training sessions and educational programs reaching an estimated 12,000 individuals in Michigan and beyond.

MDCR Files Four Formal Charges of Discrimination Against the Grand Rapids Police Department

In 2022, the Michigan Department of Civil Rights filed four formal charges of discrimination against the Grand Rapids Police Department (GRPD) in five months—two in July and two in December—more than the department has ever filed against a individual law enforcement agency.

The July charges were in response to complaints filed by Whitney Hodges on behalf of her minor daughter, Honestie Hodges, and by Melissa Mason. MDCR's investigation found that the GRPD unlawfully discriminated against the claimants by treating them unequally based on race.

The complaint filed by Mason alleges officers of the GRPD stopped Mason, who is Black and was driving with three children, for an expired plate. Even though Mason was compliant with officers, she was removed from her car, handcuffed, and placed under arrest in a police cruiser. The GRPD was unable to demonstrate that people of another race in similar situations were treated the same as Mason.

The complaint filed by Whitney Hodges on behalf of her then 11-year-old daughter Honestie alleged unequal treatment of Honestie, who was Black, while police were in pursuit of a middle-aged White woman. Officers pointed their weapons at Honestie as she exited a house and placed her in handcuffs in a police cruiser. The GRPD was unable to show evidence that individuals of another race were treated the same in similar circumstances.

The December charges were brought in response to two complaints filed by Juanita Ligon on behalf of her minor children. An impartial MDCR investigation found that the

GRPD unlawfully discriminated against the claimants by treating them unequally based on race.

On August 26, 2018, officers of the GRPD were dispatched following a 911 call about two children walking with what appeared to be a toy gun. Approximately three minutes later, officers stopped two minor children and a third minor who were walking about a half mile away from the location indicated in the 911 call. The officer's in-car video showed that all three boys complied with police orders. Two of the children 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 released to a grandparent who was called to the scene by a concerned witness.



▲ Director Johnson and Enforcement Director Marcelina Trevino announce charges of discrimination against the Grand Rapids Police Department at a press conference in Grand Rapids on July 28, 2022.

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.



“We will continue to thoroughly and impartially investigate every complaint of discrimination filed with us by the residents of this community — complaints that in at least four cases have shown that the police force charged with protecting these families instead discriminated against them.”

JOHN E. JOHNSON, JR. *Executive Director, Michigan Department of Civil Rights*

MDCR Executive Director John E. Johnson, Jr. addressing reporters in July said: “The community concern about bias and discriminatory actions on the part of the Grand Rapids Police Department did not begin with the killing of Patrick Lyoya. The Department recognized in 2019 that the alleged instances of bias and discrimination had reached a level of specific concern.”

On March 28, 2019, responding to heightened community concern, the department held two heavily attended public listening sessions in Grand Rapids. More than 80 people shared their experiences with the GRPD and dozens contacted MDCR in the weeks following to file complaints of discrimination.

As of December 2022, in addition to the four complaints that have led to formal charges, MDCR is investigating another 23 complaints of discrimination against the GRPD.

“We remain committed to conducting a thorough and impartial examination of the evidence in every complaint brought against the GRPD, working with the parties to reach settlements where we can, and taking complaints to charge when necessary,” said Johnson.

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

Court Ruling Marks a Major Victory for LGBTQ+ Rights in Michigan

“Today the values of equity and inclusion won over the voices that would forever keep our LGBTQ neighbors in the shadows of society.”

PORTIA ROBERSON

ON JULY 28, 2022, the Michigan Supreme Court announced their decision in the case, *Rouch World LLC et al v Michigan Department of Civil Rights et al*, affirming that the Elliott-Larsen Civil Rights Act prohibits discrimination on the basis of an individual’s sexual orientation, siding with MDCR and Attorney General Dana Nessel.

Commission Chair Portia Roberson and MDCR Executive Director John E. Johnson, Jr. issued public statements following the decision.

“On May 21, 2018, the Michigan Civil Rights Commission issued an interpretive statement declaring that the word “sex” in Michigan’s Elliott-Larsen Civil Rights Act encompasses gender identity and sexual orientation,” said Chair Roberson. “The Commissioners’ courageous decision allowed the Michigan Department of Civil Rights to accept complaints of discrimination on the basis of sex from Michigan’s LGBTQ community. We knew the ultimate test could come in the courts, and today the values of equity and inclusion won over the voices that would forever keep our LGBTQ neighbors in the shadows of society. We are grateful to the court for their groundbreaking and forward-looking decision.”

“The long fight to ensure Michigan’s LGBTQ residents are protected from discrimination led to this significant victory in the courts today,” said Johnson. “The decision in the Rouch World case will finally allow our LGBTQ friends, neighbors and family members to be full participants in Michigan’s economy, social structure, recreational opportunities, healthcare—in every aspect of Michigan society—with some assurance that their rights are now recognized.

“But we cannot rest on this achievement, as important as it is,” added Johnson. “As we have seen at the federal level, we cannot rely on court precedent alone. We must continue to push for a legislative solution, by specifically codifying protection from discrimination for the LGBTQ community in the state’s signature civil rights law, the Elliott-Larsen Civil Rights Act. Today is a time to celebrate. Tomorrow we will continue the battle to enshrine those protections in ELCRA.”



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)

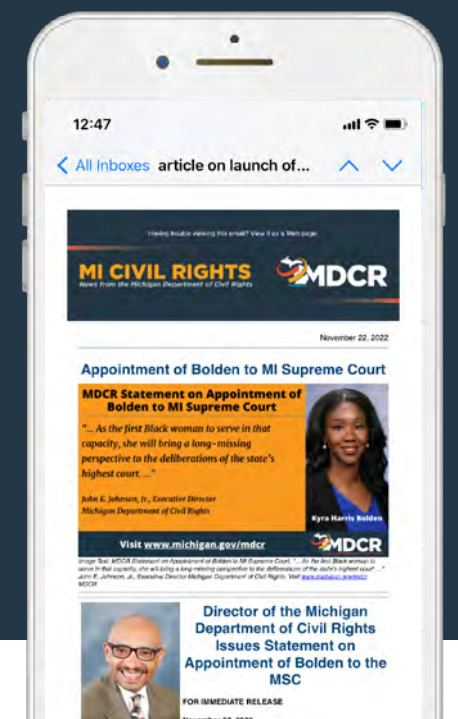


MDCR Launches MI Civil Rights NEWSLETTER

ON AUGUST 16, 2022, the Michigan Department of Civil Rights published the first edition of *MI Civil Rights*, a monthly newsletter 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 >>



State's Preeminent Conference on Hate Crimes Returns to East Lansing

ON THURSDAY, September 15, the Michigan Department of Civil Rights and Michigan Alliance Against Hate Crimes (MIAAHC) hosted the 2022 MI Response to Hate Conference in East Lansing, marking the return of the most prominent and respected conference on hate crimes in the state of Michigan.

Focusing on the theme, "The Othering of Americans," this year's session was the first in-person conference on hate held since 2018.

"It is long established that hate wins when good people fail to fight back," said MDCR Director John. E. Johnson, Jr. "Hate crime has continued to escalate around the country over the past few years. We knew it was time to reconvene and provide Michigan communities with the tools to protect their most vulnerable residents."



Featured guest speakers included Michigan Attorney General Dana Nessel; George Selim, ADL Senior Vice President for National Affairs; and Dawn N. Ison, United States Attorney for the Eastern District of Michigan. MDCR Executive Director John E. Johnson, Jr. provided the opening comments to set the tone for the day.

Guests were also treated to powerful and informative workshops on the role of prosecutors, responding to hate incidents in schools, victim support and violence prevention.



The Lunch Plenary included a touching commemoration of the murder of Vincent Chin, marking the 40th anniversary of his death. The presentation was conducted by James Shimoura and Roland Hwang, co-founders of the American Citizens for Justice (ACJ). ACJ was created in response to the hate crime that resulted in Vincent Chin's death on June 23, 1982.

The Michigan Alliance Against Hate Crimes is an MDCR-led, statewide coalition of law enforcement agencies from the local, state, and federal levels along with community and civil rights organizations and educators with a goal of ensuring a comprehensive response to hate crimes and bias incidents. MIAAHC supports victims of hate crimes and assists law enforcement agencies, communities and organizations to help identify and fight hate crimes in the state of Michigan.



▲ ◀ Anthony Lewis, Director of MDCR's Division on Community Engagement and Education ◀ AG Nessel ◀ MIAAHC panel ▲ Workshop participants ▶ Panel discussion

Thanks to MDCR's Director of Community Engagement and Education, Anthony Lewis and his team; Mark Bishop, long-time organizer of the conference and current Security Officer and Attorney Liaison for MDCR; and many others who helped make the conference a resounding success.



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 \$18 million and offices in Lansing, Grand Rapids and Detroit.

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.



Kim 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 ADA Compliance Division; the Community Engagement Division; the 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 Budget 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.



Marlene Cain Director of Civil Rights Operations

Director of Civil Rights Operations 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.



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 and 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.



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.

MDCR LEADERSHIP



Anthony D. Lewis
Director of Community Engagement and Education

Anthony Lewis is the Director of Community Engagement 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.



Shenique A. Moss
Contract Compliance Director

Shenique A. Moss currently serves as Director of Compliance for MDCR. Prior to serving in this role, Shenique was Deputy Legal Counsel to Governor Gretchen Whitmer for more than two years, assistant commission counsel for the Wayne County Commission for more than two years and an assistant attorney general at the Michigan Department of Attorney General for more than eight years. She attended Wayne State University for her undergraduate studies and graduated from Western Michigan University Thomas M. Cooley Law School with her Juris Doctor and LL.M. in Taxation. Shenique is a Certified Compliance & Ethics Professional (CCEP) through the Society of Corporate Compliance and Ethics and a Certified Information Privacy Professional (CIPP) through the International Association of Privacy Professionals.



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.



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 MDHHS 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.

◀ ▶ Panel discussion led by State of Michigan DEI officers at the Civil Rights Summit. ▶ A participant in the MI Response to Hate conference speaking during a breakout session..



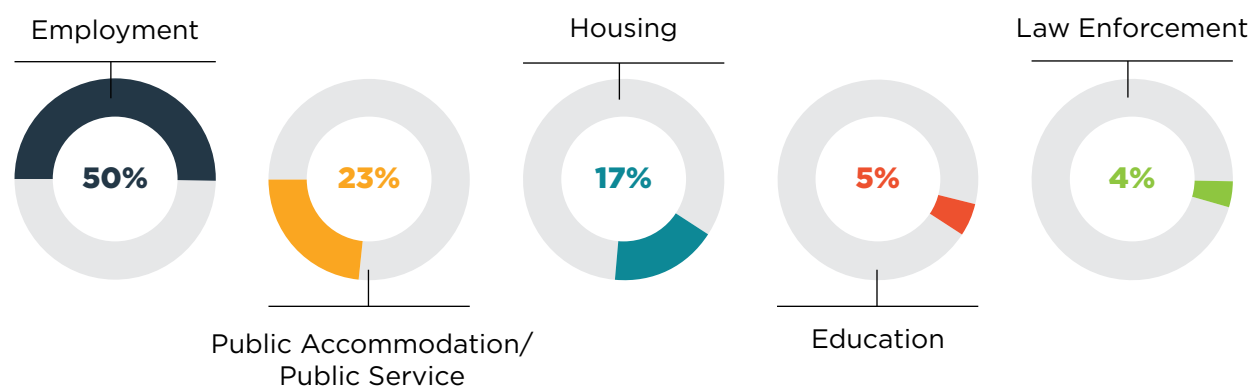
Investigating Complaints of Discrimination

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 2022, the MDCR Enforcement Division closed 1,299 complaints of discrimination and secured \$566,162.58 in settlements for claimants.

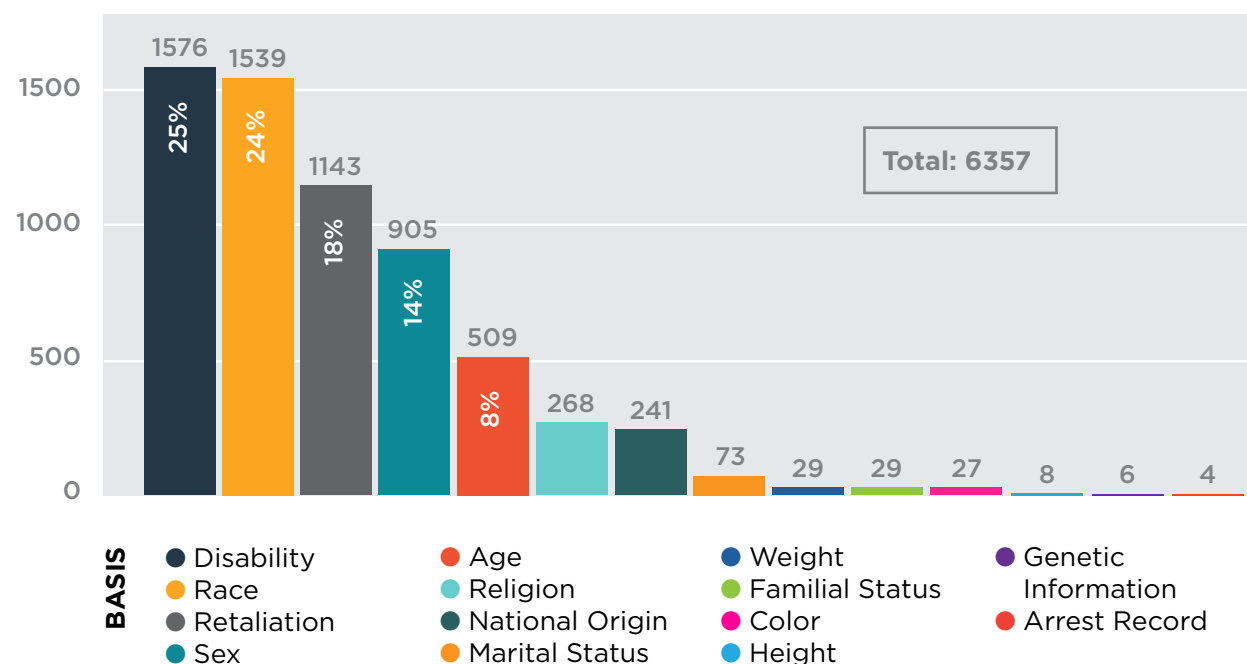
Formal Complaints Filed by Area

In FY 2022, the majority of complaints MDCR received were in the area of employment (49.6%), followed by public accommodation/public service (23.4%), housing (17.3%), education (5.4%) and law enforcement (4.3%).



Formal Complaints Filed By Basis

Time Period From: 10/1/2021 To: 10/1/2022



A complaint of discrimination may have multiple issues with more than one basis.

Working to Prevent Discrimination through Training and Education

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 Division; the Education Division; the Division on Diversity, Equity and Inclusion; the ADA Compliance Division; the Division on Deaf, DeafBlind and Hard of Hearing; and the Enforcement Division Housing Unit.

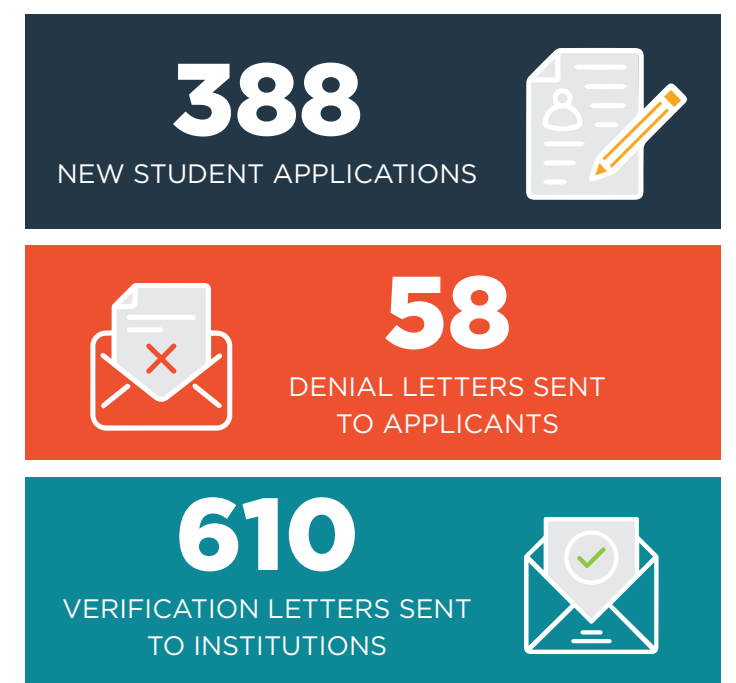
The numbers representing reach are approximate and based on best available data.



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. Data on verification letters represents the approximate number of eligibility letters sent for both new and continuing students and includes requests to transfer or dual enroll.





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**



The Michigan Civil Rights Commission wishes to thank Harold Core for his contributions to this report, as well as Alanna St. Laurent, photographer, for use of the Cadillac Building images, where the Commission often holds meetings in Detroit, MI.

MDCR Leadership Team

John. E. Johnson, Jr.
Executive Director

Kimberly Woolridge
Deputy Executive Director

Abdel Aly
Director, Finance and
Management Services Division

Alfredo Hernandez Corsen
Director, Diversity, Equity and
Inclusion Division

Tyra Khan
Director, Disability Rights and
Compliance Division

Stephanie Lenneman
Human Resources Director

Vicki Levensgood
Communications Director

Anthony D. Lewis
Director, Community Engagement
and Education Division

Shenique A. Moss
Director, Contract Compliance

Jerome Reide
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Shawn K. Sanford
Senior Executive Management
Assistant to the Director

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