



2020 2021 BIANNUAL REPORT



FROM THE CHAIR

Greetings!

As the 2020 and 2021 Chair of the Michigan Civil Rights Commission (the Commission), it is my honor to share with you this report highlighting the work over this two-year period of the Commission and the Michigan Department of Civil Rights (the Department), the agency that serves as the operational arm of the Commission.



As we all know, 2020-21 was unlike any two-year period our state and country has ever experienced as we were faced with the rapidly spreading, deadly COVID-19 pandemic. In March 2020, the Department began working remotely, along with all but a few State of Michigan essential employees. The pandemic also changed how the Commission did our work. We held our first virtual meeting in June 2020 and continued to meet remotely from then on for the remainder of 2021.

During this time in 2020, the Commission conducted not one, but two searches for a permanent Executive Director for the Department. June of 2021 found the Commission again seeking an Executive Director.

In September 2020, the Commission published the 61-page report, *Education Equity in Michigan*. The report was the culmination of a series of statewide hearings that exposed disparities and discrimination in Michigan’s K-12 education system, such as lack of resources, inadequate buildings and books, a dearth of teacher diversity and other inequities that place some students at a learning disadvantage. Six of the *Education Equity in Michigan* report’s ten recommendations were implemented just one year later in September 2021.

Former Director James White developed and implemented in February 2021 an innovative and progressive strategic plan that restructured and streamlined Department operations, set goals to accomplish the Department’s mandated duties, and advanced the 2020 and 2021 priorities approved by the Commission. Current Director John Johnson continued the execution of the strategic plan when he was appointed in June 2021.

The 2020-2021 timeframe also saw an increase in hate crimes, racially motivated murders, civil unrest and attempts to restrict voting rights. These events intensified and expanded the Department’s community engagement and precipitated a surge in diversity, equity and inclusion trainings. Additionally, the Commission was exceptionally prolific in issuing statements and passing resolutions to positively influence policy and decision-makers at all levels of government on these and other matters.

Lastly, throughout these challenging two years, the Department of Civil Rights continued the vital responsibility of enforcing civil rights laws and working to prevent discrimination through community engagement and education. We are proud to share the story of those efforts in the pages of this report.

Stacie Clayton
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.



WHO WE ARE WHAT WE DO



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 home to the Division on Deaf, DeafBlind and Hard of Hearing; the Michigan Indian Tuition Waiver program; the Americans with Disabilities Act (ADA) Compliance Office for the State of Michigan; and a number of strategic civil rights initiatives. MDCR also is home to the Divisions on Communications; Community Engagement; Diversity, Equity and Inclusion; Education; Enforcement; and the Office of Legal Affairs.

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.

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.
- **MDCR’s 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 achieving racial equity and inclusion.
 - Focusing on the power and influence of their own institutions and communities.
 - Working in partnership with others.

The Council is also the body that will oversee and implement the recommendations in the MCRC report, *Education Equity in Michigan*.

- **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, the Prosecuting Attorneys Association of Michigan and others.
- **The Farmworker Policy, Advocacy, and Civil Rights Committee** promotes, tracks and reports on recommendations to improve conditions for Michigan’s migrant and seasonal farmworkers and their families. Members are state and federal agencies that provide services to farmworkers, non-profits, educational institutions and representatives of grower interests.
- **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.

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

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** (the Division) 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 the following services:

- **Educational Programs and Services** – The Division provides Michiganders who are deaf, deafblind and hard of hearing with assistance and educational programs on their rights to equal protection under the law. It provides educational services to Michigan businesses, courts, hospitals and other entities who might be called upon to provide accommodations for deaf, deafblind and hard of hearing individuals.

- **Advice on Accessibility and Compliance with State and Federal Laws** – The Division provides employers, educational institutions, service providers and businesses with recommendations on ways to ensure inclusive and accessible programs and services for persons who are deaf, deafblind and hard of hearing, and on compliance with state and federal laws. The Division assists other state agencies and stakeholders in addressing the needs of persons who are deaf, deafblind and hard of hearing by ensuring they are considered in policy development. It also refers deaf, deafblind and hard of hearing individuals to appropriate public or private agencies that deal with specific problems or concerns.

- **Technical Support and Information on Assistive Technology** – The Division provides technical support and information about the various assistive technologies currently available and used within the deaf, deafblind and hard of hearing communities.

- **TOGETHER UNITED** with Anthony Ianni reaches students and adults throughout Michigan and beyond to fight bullying, to inspire individuals to overcome disabilities, and to empower everyone to “Live Your Dream.”

- **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.

- **THE MICHIGAN INDIAN TUITION WAIVER** program waives tuition costs for eligible Native Americans in Michigan’s public colleges and universities.



Bipartisan Constitutional Convention Revises Michigan Constitution to Create MCRC and MDCR

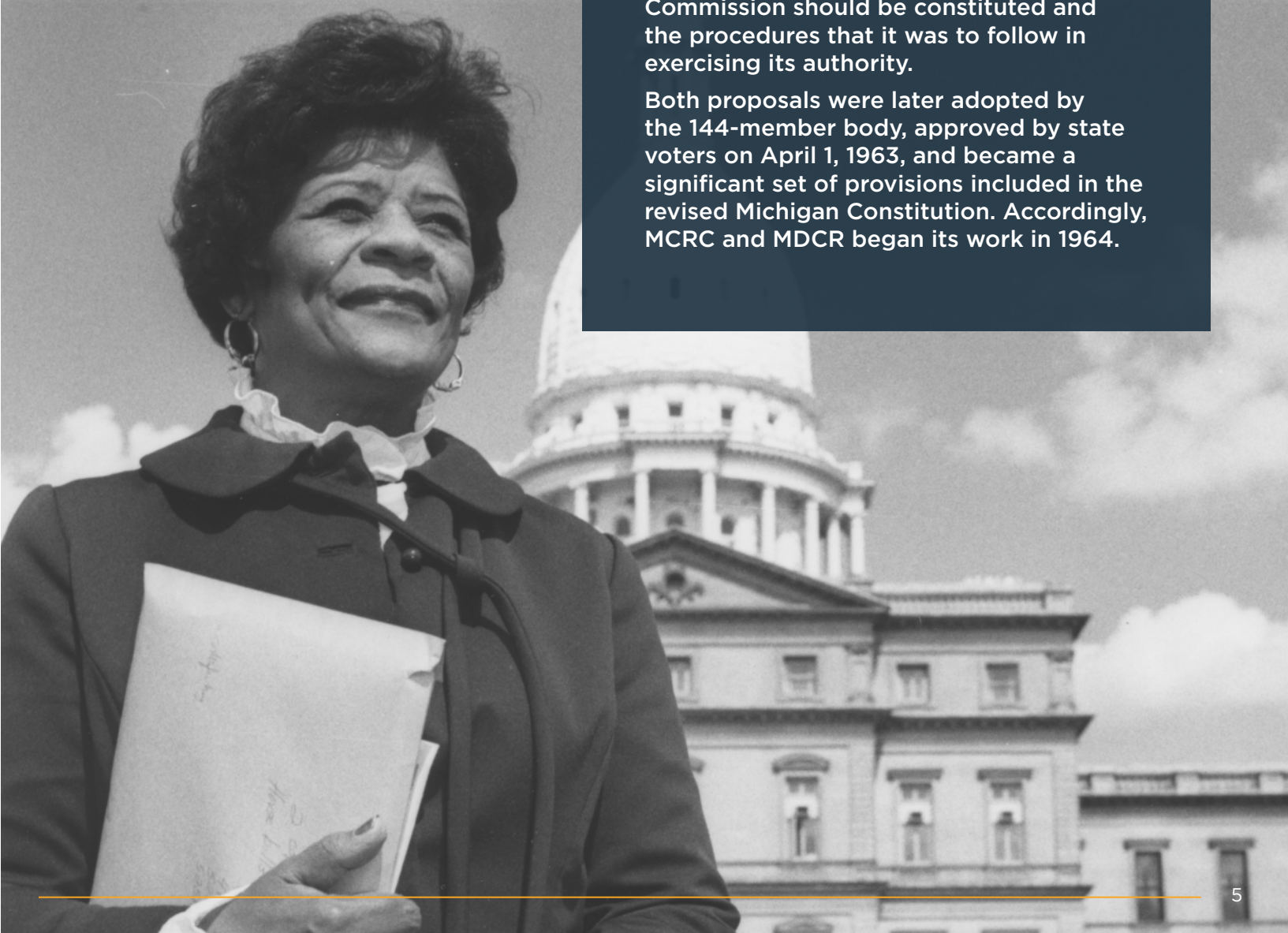
In 1961 and 1962, the Michigan Constitutional Convention, a bipartisan elected body, led an effort to revise the state’s governmental framework document. Its members were elected from state House and Senate districts.

On Dec. 5, 1961, Detroit delegates Lillian Hatcher, Daisy Elliott and Coleman A. Young submitted Proposal Nos. 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.



THE COMMISSION | 2020



Stacie Clayton (I) / Chair

Term Expires: 12/31/2021

Stacie Clayton is the Director of Community Affairs for Wayne State University. The Community Affairs Office serves as the primary contact for individuals, business and community organizations, and local municipalities that seek involvement with the University. Prior to joining Wayne State, Clayton served as Director of Administration and Public Projects for the Office of the President of the Detroit City Council. Clayton previously served as the Assistant Director of the Governor's Office of Urban Initiatives in which she managed office operations and advised decision-makers and stakeholders on policy and other matters to strengthen the safety and economic well-being of Michigan's urban centers. She has more than 30 years of experience working in Michigan government, corporate and nonprofit sectors.



Laura Reyes Kopack (R) / Vice-Chair

Term Expires: 12/31/2020

Laura Reyes Kopack, JD, is the Director of Government Affairs and Community Relations for the Mechanical Contractors Association of Detroit. She serves as a trustee on numerous business trusts and boards of directors not only in the construction industry but the community as well. She has practiced law for over thirty years, both in the corporate sector and at Creighton, McLean and Shea PLC, her own law firm.



Jeffrey Sakwa (R) / Secretary

Term Expires: 12/31/2020

Jeff Sakwa is the President of Noble Realty, Inc. He is also the President and founder of Defeat the Label, an advocacy organization dedicated to raising awareness of bullying and people with autism. Sakwa serves as a board member on the Oakland Schools Education Foundation, is co-chair of the Michigan Republican Party, and is a past board member of the Anti-Defamation League, Temple Shir Shalom and the West Bloomfield Education Foundation.



Bishop Ira Combs, Jr. (R)

Term Expires: 12/31/2021

Bishop Ira Combs, Jr., D.D. is the founder of Greater Bible Way Temple and has served as the senior pastor for over 38 years. He was elevated to the office of Bishop with the Pentecostal Assemblies of the World, Inc. (P.A.W.) in 2010, has served as a member of the Northern District Council for over 30 years, and currently serves as Diocesan Bishop for the 5th Episcopal District - Michigan/Canada. He serves on the Spring Arbor University Board of Trustees and is a member of both the International Association of Emergency Managers (IAEM) and the National Homeland Security Association Conference.



Regina Gasco-Bentley (I)

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.



Denise Yee Grim (R)

Term Expires: 12/31/2022

Denise Yee Grim is the owner of DYG Public Relations, Marketing & Special Events LLC and is currently the Outreach Coordinator for the Michigan Asian Pacific American Affairs Commission (MAPAAC). Previously, Grim was the Executive Director of the Asian Pacific American Chamber of Commerce (APACC) and advisory board member of the Asian & Pacific Islander American Vote - Michigan.



Portia L. Roberson (D)

Term Expires: 12/31/2023

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 acted as Group Executive of the City of Detroit's Civil Rights, Inclusion and Opportunity Department. Prior to her work with the City of Detroit, she served as Corporation Counsel, Law Department at the White House Domestic Policy Council for Strong Cities, Strong Communities, as well as Director of the Office of Intergovernmental and Public Liaison under Attorney General Eric Holder.



Zenna Faraj Elhasan (D)

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.

THE COMMISSION | 2021



Stacie Clayton (I) / Chair

Term Expires: 12/31/2021

Stacie Clayton is the Director of Community Affairs for Wayne State University. The Community Affairs Office serves as the primary contact for individuals, business and community organizations, and local municipalities that seek involvement with the University. Prior to joining Wayne State, Clayton served as Director of Administration and Public Projects for the Office of the President of the Detroit City Council. Clayton previously served as the Assistant Director of the Governor's Office of Urban Initiatives in which she managed office operations and advised decision-makers and stakeholders on policy and other matters to strengthen the safety and economic well-being of Michigan's urban centers. She has more than 30 years of experience working in Michigan government, corporate and nonprofit sectors.



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Richard Corriveau (D)

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.



Regina Gasco-Bentley (I)

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)

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 Masters of Arts in Communications from the University of Chennai, India and earned her Master of Business Administration in Finance from Wayne State University.



Gloria E. Lara (I)

Term Expires: 12/31/2024

Gloria E. Lara, of Grand Rapids, is the executive director of the Lakeshore Ethnic Diversity Alliance. Lara previously served as the chief executive officer of the Michigan Hispanic Chamber of Commerce and the Girl Scouts of Michigan Shore to Shore.



Portia L. Roberson (D)

Term Expires: 12/31/2023

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 acted as Group Executive of the City of Detroit's Civil Rights, Inclusion and Opportunity Department. Prior to her work with the City of Detroit, she served as Corporation Counsel, Law Department at the White House Domestic Policy Council for Strong Cities, Strong Communities, as well as Director of the Office of Intergovernmental and Public Liaison under Attorney General Eric Holder.

The Michigan Civil Rights Commission – Looking Back to Look Ahead

The Years 2020 and 2021 in Review and What's Next...



2020 STARTED AS A NORMAL YEAR AND THEN THERE WAS COVID-19...

The year 2020 began as most do for the Michigan Civil Rights Commission: new Commissioners Elhasan and Roberson were appointed to fill vacancies created by terms ending and new officers were elected. However, 2020 would prove to be very pivotal for the Commission for several reasons. Mary Engelman was serving as both Deputy and Interim Director for the Department of Civil Rights after the contentious termination of the previous director. In late January, the Commission conducted a national search for a new Executive Director. In early March the Commission met to select from the final two candidates. Unforeseen circumstances which occurred at that special meeting delayed the vote until the next regularly scheduled meeting at the end of the month.

However, the COVID-19 pandemic hit and everything ceased being business as usual. The Department's staff, along with all other non-essential workers across the state, began to work remotely and the Commission's March meeting was cancelled.



Swearing in of Commissioner Elhasan



Swearing in of Commissioner Roberson

As it became clear the pandemic would have a profound impact on schools and students, the Commission called for ensuring equity in the effort to educate Michigan's K-12 students during the COVID-19 health crisis. On behalf of the Commission, Chair Clayton issued the following statement:

"As we work to educate our students in a time of crisis and uncertainty, we must do everything we can to ensure all students have the resources they need, regardless of their race, religion or ethnicity, any disability they may have or the zip code where they live. Every student needs direct access to educational materials and lesson plans, and we must ensure that the adults in their lives are provided with resource guides and the help they need to make use of them. [In November 2019], the Commission unanimously passed a resolution declaring that a minimally effective education is a civil right. We must not allow this crisis, daunting as it is, to result in some falling short of realizing that right."

Michigan students continued to learn virtually through the end of the school year and state workers continued to work remotely. In June, the next bi-monthly meeting of the Commission was held remotely. At this same meeting the Commission did not reach a majority decision to appoint the final candidate for the Executive Director position and another national search was set to begin. On August 19, 2020, the Commission interviewed seven candidates for Executive Director and on August 25, 2020, the Commission selected James E. White as the new Executive Director for the Department.

The Commission was now ready to re-focus its efforts on its three **2020 priorities** and established committees to lead the Commission's work in these areas:

- 1) **Education Equity** – completing the report on the findings and recommendations from the 2018 and 2019 education hearings;
- 2) **Economic Equity** – reestablishing the Department's Contract Compliance Division to ensure equitable opportunities for minority and women-owned businesses to bid on and secure state contracts; and
- 3) **Administrative rules** revisions.



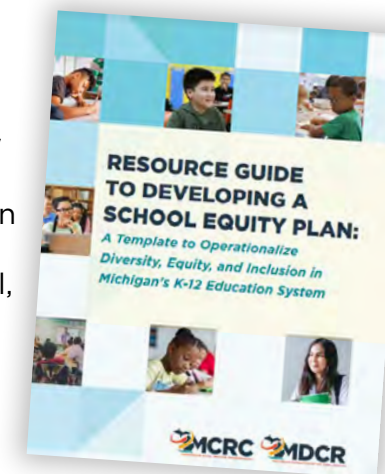
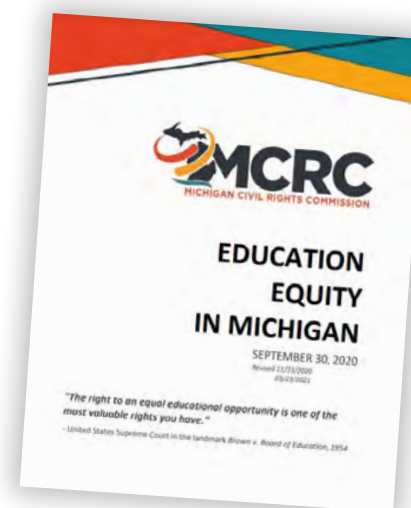
The *Education Equity in Michigan* Report is the Culmination of a Year-Long Examination of Disparities in K-12 Education

In 2016, the Commission examined the role race played in the Flint water crisis and reported their findings in their February 2017 report entitled ***The Flint Water Crisis: Systemic Racism Through the Lens of Flint***, which also revealed serious educational inequities in Flint's K-12 school system. These revelations pointed to the need for further exploration of education equity on a broader level. As a result of these revelations, the Commission held a series of five public hearings around the state in 2018 and 2019 to unpack the complicated problem of inequity in Michigan's schools. These hearings helped the Commission understand the entrenched nature of the problem and develop a set of key recommendations for action.

On September 30, 2020, the Commission released the 62-page ***Education Equity in Michigan*** report describing inequities in Michigan's K-12 education system and detailing specific recommendations for action to make achieving educational equity a priority in all Michigan schools. The report was the culmination of the Commission's year-long examination of disparities in K-12 education in Michigan. At the public hearings on education, the Commission heard from dozens of subject matter experts, school administrators, teachers, parents and students on the ways Michigan was inadequately fulfilling its obligation to educate its children.

"An adequate education is the key to unlocking a lifetime of opportunities and also is a basic civil right," said Commission Chair Stacie Clayton. "We urge policy makers, educators and other stakeholders across the state to view this report as a roadmap they can follow to help schools achieve educational equity and give all Michigan children — regardless of household income, race, residency or ability — the education they need to lead productive and fulfilling lives."

To achieve equity, the report says public school systems must distribute resources based on an understanding of how differences impact equitable access and implement strategies to break down biases and barriers to equity. The report concludes with a list of recommendations for action, starting with the expansion of the Council for Government and Education on Equity and Inclusion, an MDCR-led initiative, and establishing the Council as the entity responsible for implementing and overseeing the **report's recommendations**.



In September 2021, just one year later, the Commission approved the implementation of 6 of the 10 recommendations that were ready for action. The most impactful were recommendations for developing a statewide educational equity plan to enhance policies, accountability and opportunities for all; using a holistic approach; and encouraging schools to create local school equity plans and contribute information and resources to encourage and support equitable practices and opportunities for schools. These concepts morphed into the new tool, entitled ***Resource Guide to Developing a School Equity Plan***, which provides educators with a template for operationalizing diversity, equity and inclusion in Michigan's K-12 education system.

The ***Education Equity in Michigan*** full report with all of its findings and recommendations is available on the MDCR website and the ***Resource Guide to Developing a School Equity Plan*** can be read [here](#).

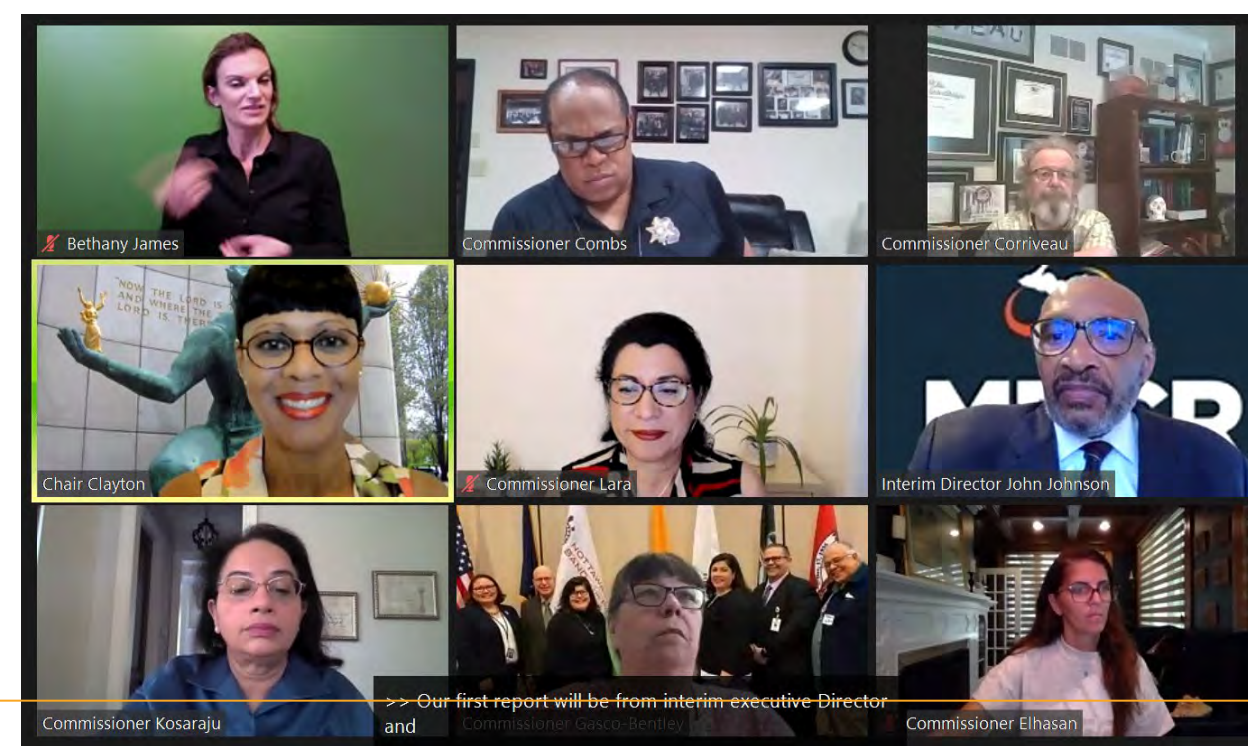
2021 BUILDS UPON AND EXPANDS THE WORK OF 2020 - WITH AN UNEXPECTED TWIST...

The new year, 2021, welcomed Commissioners Lara, Kosaraju and Corriveau, and Commissioner Clayton was selected to serve a second year as Chair. The first meeting of the Commission had the unprecedented involvement of the Michigan Women's Commission and the four ethnic commissions. This was the first time they participated in a public meeting with the Civil Rights Commission to discuss their work.

Every year the Commission has an annual Education Retreat and for the past three years, it has consisted of the Department presenting essentially the same information with little change. For 2021, Chair Clayton worked with the Commission's Special Advisor, Sylvia Elliott, and the Department's Special Project Assistant, Shelia McBride, to reimagine the annual retreat.

It was renamed the **Instructional Retreat** and for 2021 the focus was geared toward receiving Director White's **innovative and progressive strategic plan** to restructure and streamline the Department operations, **setting goals** to accomplish the Department's mandated duties and **advancing the 2021 priorities** approved by the Commission at a prior public meeting.

Looking ahead, the **2022 Instructional Retreat** should include a one-year progress update of the Department's strategic plan; a review of the Commission's advancing its 2021 priorities; and plans for executing the Commission's 2022 priorities:



MCRC Thanks Mary Engelman for Her Commitment to MDCR During a Time of Transition

2020 began with Mary Engelman’s serving as Interim Director of the Michigan Department of Civil Rights. “The commission recognized that Mary had



done an excellent job for us as acting director under unusual and stressful circumstances,” said then-Commission Chair Alma Wheeler Smith on the Commission’s decision to appoint Engelman as Interim Director.

“Her experience in administration and budget, as well as her familiarity with the personnel and current initiatives of the department allowed us to keep on an even keel.”

What was expected to be a short-term position turned into a 9-month appointment as the MCRC conducted two searches for a permanent Executive Director. The COVID-19 pandemic added to this challenging period for the MDCR and MCRC. Mary displayed admirable leadership in transitioning the Department to remote working, facilitating virtual meetings for the Commission, and keeping MDCR on track.

Mary became an invaluable partner in working with Chair Clayton - so much so that her assistance was requested as project manager for the 2020-2021 Biannual Report. “Mary’s commitment to the Commission and Department is dynamic and we appreciate her willingness to step up during a very tumultuous time,” Chair Clayton expressed on behalf of the MCRC. “Her passion for civil rights and diversity, equity and inclusion will be a vital asset in her next position and we wish her well.”

- 1) **Environmental Justice** - community water-quality issues and air quality in densely populated neighborhoods
- 2) **Safe and Equitable Learning Environments** - literacy, civility, student health matters
- 3) **Diversity, Equity and Inclusion** - LGBTQ rights, ADA accessibility, racial disparities
- 4) **Voting Rights** - the foundation of our democracy and a civil right

In May of 2021, Detroit Mayor Mike Duggan made Director White an offer he could not refuse - the opportunity to become Detroit’s Police Chief. During his 8-month tenure, Director White made a significant impact on the Department with a new strategic plan. It laid the foundation for the Department’s work and restructure continuing into 2022 and beyond.

In August, the Commission appointed John E. Johnson, Jr., as Director. Johnson was serving as the Department’s Legislation Liaison and Special Advisor to the Commission prior to his appointment. He previously interviewed for the Director’s position and was among the top candidates each time.

In 2020-2021, Michigan and the nation experienced an increase in hate and bias-motivated acts, widespread protests and efforts to limit voting rights. In that two-year period, the Commission issued more than 40 resolutions and statements to articulate and elevate the Commission’s policy positions and influence decision-makers on these and other significant issues impacting state residents. A selection of the Commission’s resolutions and statements issued in 2020-2021 can be found on page 15 of this report, and the complete list is accessible on the [Commission’s website](#).

To close out the year, the Commission observed the 60th anniversary of Democrats Lillian Hatcher, Daisy Elliott and Coleman A. Young submitting Proposals Nos. 1522 and 1523 to the Michigan Constitutional Convention on December 5, 1921. These proposals led to the creation of the Michigan Civil Rights Commission.

Lastly, increased public viewing and public comment participation were positive, unintended consequences of the Commission moving to virtual meetings, giving more people the opportunity to provide input and have access to Commission meetings.

Moving forward, once in-person meetings resume, it is the goal of the Commission to maintain virtual public access to the meetings so Michigan residents can continue to view and comment at any Commission meeting.

“Therefore, Be It Resolved...”

In 2020 and 2021, the Michigan Civil Rights Commission passed several resolutions and issued a number of statements addressing significant public policy debates and pressing issues facing the state and its residents. Some highlights:

- Resolution in Support of Civil Rights, Academic Freedom and in Opposition to Censorship
- Resolution in Support of Fair Maps and in Opposition to Minority Vote Dilution
- Resolution - A Safe Learning Environment is a Civil Right
- Resolution In Support of the Detroit Literacy Lawsuit Settlement
- Resolution In Recognition of the Americans with Disabilities Act 31st Anniversary
- Michigan Civil Rights Commission Statement on President Biden’s Decision to Increase Federal Contracts for DBEs and Boost Support for Minority-Owned Small Business
- Resolution In Support of H.R. 1 & S.1 - For The People Act of 2021
- Resolution In Support of H.R. 1280 - The George Floyd Justice In Policing Act
- Resolution In Support of More Public Contracting Opportunities for Disadvantaged Business Enterprises (DBES)



The Four Components of the Strategic Plan



2020-2021 Brings Leadership Transition and New Strategic Plan

In 2021, Executive Director James E. White presented the Commission with his strategic plan for the Department. The document provided the foundation to help the Department achieve its vision, mission, goals and objectives.

Upon his appointment to lead the Department in May 2021, Executive Director John E. Johnson, Jr. immediately addressed a case backlog in intake and investigation. He also oversaw the merger of the Office of Legal Affairs, Reconsideration, and Civil Rights Operations into a newly structured Enforcement Division.

Additionally, under Johnson’s leadership the Contract Compliance unit was re-established, and the Department began a process to update trainings and strengthen its approach to marketing, which included developing a speaker’s bureau and improving the Department’s social media presence.

Overview

The Michigan Constitution charges the Commission and MDCR with “... investigating alleged unlawful discrimination and securing the equal protection of civil rights.”

MDCR’s core values are:

- Integrity
- Customer Service
- Transparency
- Training and Education
- Equity
- Advocacy

Management Expectations

On March 31, 2020, an individual survey administered by the Commission was mailed to the 94 employees. In total, 69%, or 65 out of 95 employees responded. The organizational strategic plan was informed in part by the results of the survey. It emphasizes equity as a core value. Fairness and impartial treatment are viewed as a management expectation.

Unveiling of Elliott-Larsen Building

On September 21, 2020, MDCR Executive Director James E. White joined Lt. Governor Garlin Gilchrist at the dedication of the Elliott-Larsen Building in Lansing, Michigan -- the first building in the state of Michigan named to honor an African American woman. Former State Representatives Daisy Elliott and Melvin Larsen were the original authors of the Elliott-Larsen Civil Rights Act or ELCRA, the primary Michigan law enforced by the Michigan Civil Rights Commission and the Michigan Department of Civil Rights.





The Four Components of the Strategic Plan

• Response to Employee Survey

In the March 2020 survey, MDCR employees shared their expectations of the Executive Director, including demonstrating integrity, possessing the ability to lead and communicate, and being held to the same standards of conduct as classified state employees. As a result, the plan calls for staff meetings to hear employee concerns and promoting fitness and work-life balance.

• Data-Driven Management Approach

This section speaks to utilizing quantitative data to determine effectiveness as it relates to reporting closure rates and case closure projections. In addition, all staff will be trained on the Civil Rights Information System (CRIS) and the usage of CRIS will drive managerial decision-making as part of the new approach.

• Organizational Restructuring

This area also includes adding ADA personnel, restructuring the Enforcement team, and offering staff career enrichment opportunities. Creating a Commission Liaison to assist with interaction between MDCR and MCRC is also part of the plan.

• Expand MDCR Community Presence and Enhance Service Delivery

Establishing an LGBTQ Liaison, building on media presence, monitoring national and local events, and assisting with the development of a Civilian Oversight Board are among the improvements in this area.

Communications Plan

- Deliver clear, consistent messages that are delivered in brand voice.
- Focus communications efforts on engaging stakeholders and increase partnerships.
- Expand, enhance, and effectively use communication resources.

James E. White, Executive Director September 2020 – May 2021

The Michigan Civil Rights Commission named James E. White Executive Director of the Michigan Department of Civil Rights (MDCR) on August 24, 2020. While in that position, White was a member of the cabinet of Governor Gretchen Whitmer.

White served as MDCR Executive Director until May of 2021 when Detroit Mayor Mike Duggan named him Chief of the Detroit Police Department.

Prior to his selection to lead MDCR, White served as Assistant Chief of the Detroit Police Department. He was first appointed to that position in 2012 and again in July of 2013 under Chief James E. Craig. White worked for the Detroit Police Department for 24 years and served in leadership positions for the majority of his tenure.



White was born and raised in Detroit, Michigan and is a proud graduate of Wayne County Community College. He earned a Baccalaureate Degree in Sociology from Wayne State University, a Master of Science in Counseling from Central Michigan University and is a licensed mental health counselor. In 2018, White earned an MBA certificate from the Wayne State University Leadership Academy, Mike Ilitch School of Business.

White led a number of high-level assignments throughout his tenure with the Detroit Police Department. He spearheaded the department's compliance with two federal consent judgements, which involved orchestrating oversight and policymaking for the department's Civil Rights Integrity Bureau. White also established a Civilian Advisory Committee to help bridge the gap between civilians and sworn members within the department.

White has been a frequent speaker on counseling and mental health services. He is a member of the International Association of Chiefs of Police, a State Certified Counselor, and former board member of the Michigan Commission on Law Enforcement Standards (MCOLES).

Introducing MDCR Leadership

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. MDCR serves as the operational arm of the Michigan Civil Rights Commission, enforcing the Elliott-Larsen Civil Rights Act and related disability laws in Michigan.

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 as Executive Director, 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.

Director Johnson’s priorities for 2022 and beyond include:

- Eliminating the case backlog and beefing up our enforcement of the state’s civil rights laws.
- Establishing MDCR as the clearinghouse for civil rights public policy and advocacy, especially in regard to voting rights and police accountability.
- Helping to create an effective civil rights network.
- Increasing MDCR’s funding.
- Enhancing equity in education and economic equity opportunities.

Johnson was born and raised in Buffalo, New York. He 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.



In 2018, Woolridge was named the State ADA Coordinator and ADA Compliance Director, a position housed within the Michigan Department of Civil Rights. 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 every department of state government. In March of 2021, she added oversight of MDCR’s newly created Statewide Training Division to her duties, changing her title to ADA Compliance and Statewide Training Director.

In August of 2021, MDCR Director John E. Johnson, Jr. named Woolridge Deputy Executive Director of the Department of Civil Rights. 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.

Deputy Executive Director Woolridge: “I am excited to work with Director Johnson in improving employee training, department technology and the working environment for staff. This will lead to thorough and effective investigations, increased community education, community outreach and outstanding customer service.”



Kim Woolridge, Deputy Executive Director

Kimberly Woolridge has held the position of Deputy Executive Director of the Michigan Department of Civil Rights since August of 2021. She began her nearly 23-year career with the Michigan Civil Rights Commission and the Michigan Department of Civil Rights 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.



From his first months on the job, Director John E. Johnson, Jr. took part in a number of speaking engagements with groups and organizations around the state, communicating on issues of importance to the Commission and the Department.

Some highlights include:

On June 9, 2021, Director Johnson served on a panel discussing training outreach workers who have responsibility for interacting with migrant and seasonal farmworkers and their families. The panel was led by the Interagency Migrant Services Committee, hosted by Michigan State University School of Social Work.

On June 17, 2021, Director Johnson was a featured speaker at the “Summit on Race and Inclusion” hosted by the Lakeshore Ethnic Diversity Alliance in Muskegon, Michigan.

On August 26, 2021, Director Johnson took part in a presentation to state government staff on “The Role of Labor in Historic Civil Rights Movements,” hosted by MDCR’s Diversity, Equity and Inclusion Division.

On October 3, 2021, Director Johnson spoke to attendees at the Detroit Branch NAACP 66th Annual Fight for Freedom Fund Dinner and accepted the W.E.B. Du Bois Freedom and Justice Award for his lifetime of work in civil and human rights.

On October 20, 2021, Director Johnson delivered comments before the Michigan Independent Citizens Redistricting Commission. His comments were widely reported by print and broadcast media outlets throughout the state.

On October 24, 2021, Director Johnson delivered the keynote address at the Lenawee County NAACP Freedom Fund Banquet.

Crises of 2020-2021 Force Change, Open New Fronts in the Fight for Civil Rights

The COVID-19 pandemic sparked profound change in nearly every aspect of MDCR employees' lives. Like workplaces everywhere, the pandemic changed how MDCR employees do their work, forcing state government to empty vast office buildings and order all but essential workers to do their jobs from home.

The pandemic triggered a nationwide spike in anti-Asian hate crimes and bias incidents, with people perceived to be of Asian descent coming under attack based solely on their ethnicity.

2020 also brought a nationwide reckoning with police brutality toward people of color, triggered by the murder of George Floyd at the hands of police officers in Minneapolis in May of 2020. Floyd's murder followed other recent killings of black and brown people, many who died at the hands of police officers who were sworn to protect them.

These simultaneous crises had a direct impact on MDCR policies and priorities.

The Shift to Work from Home and Virtual Interaction

The Governor's order mandating all non-essential state employees work remotely directly touched every member of the MDCR staff. With the March 23 Executive Order, the Department had to quickly ensure employees had the equipment, software, soft tokens, and internet access necessary to seamlessly move nearly every operation offsite.

The shutdown also meant public bodies, including the Michigan Civil Rights Commission, were forced to hold public meetings virtually, requiring staff to ramp up reliance on, and training in, virtual platforms for hosting meetings and livestreaming training and events to departmental social media sites.

Significant Developments That Represent a Change in How We Do Business:

- **December 2019:** Governor Whitmer creates Michigan Poverty Task Force. The Task Force was not created in response to COVID-19, but the impact of the pandemic on poverty, in Whitmer's words "made the work of this task force more critical."
- **March 23, 2020:** Governor Whitmer orders all but essential state employees to work from home.
- **April 2, 2020:** Governor Whitmer signs Executive Order directing the Michigan Department of Education and MDCR to collaborate on ensuring students with disabilities receive equity in education.
- **April 20, 2020:** Governor Whitmer creates the Coronavirus Task Force on Racial Disparities, led by Lt. Governor Gilchrist. MDCR Equity Officer Alfredo Hernandez is tapped for the task force.
- **April 29, 2020:** MDCR works with the Governor's office to remind all Michigan residents that the Michigan Persons with Disabilities Civil Rights Act provides that business establishments and public facilities - including medical clinics and hospitals - may not deny an individual the full and equal enjoyment of goods, services, facilities, privileges, advantages, and accommodations because of a disability.
- **June 12, 2020:** Governor Whitmer expands the Michigan Commission on Law Enforcement Standards (MCOLES), adding a representative from MDCR and three members of the public. Anthony Lewis, Director of the Community Engagement Division, sits on the Commission on behalf of the Department Director.
- **June 18, 2020:** Governor Whitmer signs Executive Order allowing public bodies to hold virtual meetings.
- **June 24, 2020:** Governor Whitmer signed an Executive Order to allow electronic notarization of documents.
- **July 9, 2020:** Department of Licensing and Regulatory Affairs (LARA) establishes Implicit Bias Training Rules Advisory Work Group in response to Governor Whitmer's Executive Order directing the Department to promulgate rules for implicit bias training standards for health professionals' licenses and registrations. Equity Officer Alfredo Hernandez serves on this work group.
- **August 5, 2020:** Governor Whitmer signs Executive Order addressing racism as a public health crisis and names MDCR as an official training agent for the state.



Introducing

VIRTUAL INTAKE



Are you facing discrimination and unsure where to turn? The **Michigan Department of Civil Rights** now allows you to connect with a Claims Examiner in a secure and private virtual setting.

The Claims Examiner will:

- Listen to your complaint and determine if MDCR has jurisdiction.
- If we have jurisdiction, certify your complaint for further processing.
- Provide information on additional resources.

Claims Examiners are available via ZOOM **Mondays from 8 am - 12 noon** and **Wednesdays from 1 pm - 5 pm** (excluding state holidays).

To connect virtually with a Claims Examiner, click here:
<https://us02web.zoom.us/j/89711420571?pwd=cG40RkwwaWlaVXdBMnM0K1Y2NmkyQT09>

www.michigan.gov/mdcr



The reliance on virtual communication brought accessibility challenges for state government and everyone else. MDCR led a push to allow departments and agencies to use the most accessible virtual platforms rather than the state-sanctioned but less accessible options. This new reality triggered a difficult and urgent effort on the part of Annie Urasky, Director of the Division on Deaf, DeafBlind and Hard of Hearing, and the Communications team to try to ensure vital public health information from the Governor and other state leaders was fully accessible, especially for Michigan's deaf, deafblind and hard of hearing communities.

With MDCR offices closed to walk-in traffic, the department quickly developed Virtual Intake – an online platform that allows individuals who have experienced discrimination to interact directly with a member of the Intake team, ask questions and file a complaint of discrimination. Customers now had the option of speaking to a Civil Rights staff person virtually through Zoom on Mondays from 8:00 a.m. to 12:00 p.m. and Wednesdays from 1:00 p.m. to 5:00 p.m., excluding state holidays.



Responding to Anti-Asian Discrimination, Bias in Wake of COVID-19

In the early months of 2020, with the widening COVID-19 pandemic and rapid spread of the virus in communities throughout Michigan and the world, reports began to surface of a spate of anti-Asian bias incidents, discrimination and hate crimes targeting people of Asian descent. Michigan was not immune to this response, though it was difficult to know precisely how widespread and frequent these incidents were. The Commission and the Department took the reports very seriously and redoubled their efforts to communicate with the Asian-American population about their right to file a complaint of discrimination with MDCR.

On March 12, 2020, the Commission issued a statement, led by MCRC Commissioner Denise Yee Grim, who also served as the Outreach Coordinator for the Michigan Asian Pacific American Affairs Commission (MAPAAC).

“As the state of Michigan comes to terms with the threat of the coronavirus, we cannot allow fear and xenophobia to lead to discriminatory action against people of Asian descent,” said Commissioner Grim. “In some Michigan communities and on

college campuses, individuals report being harassed or shunned on the basis of their perceived ethnicity. We urge people in positions of authority throughout Michigan to address the truth about the virus and to speak out against this unlawful discrimination.”

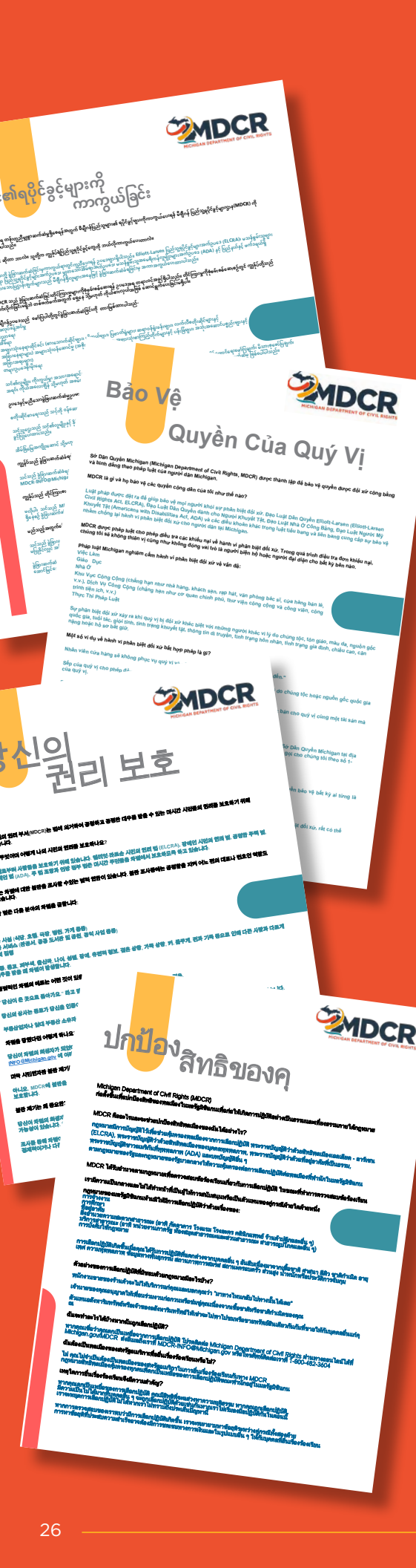
The Commission urged anyone who had experienced racism or discrimination to report it and to file a complaint with the Michigan Department of Civil Rights.

The Department, with guidance from Commissioner Grim, developed a 2-page communication tool specifically designed to speak directly to Michigan's Asian American community, explaining the Department's mission to protect civil rights and encouraging anyone who has faced discrimination on the basis of their race or ethnicity to reach out to MDCR, report the incident and file an official complaint.

MDCR made the flyer, entitled “Protecting Your Rights: MDCR is Here to Help,” available in a variety of languages including Bengali, Burmese, Chinese, English, Hmong, Korean, Thai and Vietnamese. The piece was circulated



On Friday, February 28, 2020, the State Emergency Operation Center (SEOC) was set up to coordinate the state's response to the COVID-19 pandemic. MDCR participated in 145 SEOC meetings and briefings that provided insight and technical assistance to local and state stakeholders and agencies regarding the response and unique circumstances created by COVID-19. Mark Bishop, then Director of Strategic Operations and Community Engagement was MDCR's point person at the SEOC for the pandemic.



widely among Asian American advocacy and cultural organizations and posted on the [Department’s website](#).

The commitment from MCRC and MDCR continued as Chair Clayton and Director James E. White issued a statement following Governor Gretchen Whitmer’s proclamation declaring January 19, 2021, a Day of Racial Healing in Michigan. “We must work together — government agencies and non-profit organizations, business owners and community leaders, police departments and the people they serve — to bridge the gaps of understanding and trust that divide us.”

Outreach and education became a focal point for the Department as the Community Engagement Division facilitated community conversations such as one which included Attorney General Nessel’s office, the Michigan Asian Pacific American Affairs Commission (MAPAAC), and the Burmese community. This partnership with MAPAAC flourished into joint opportunities for the Department to support Michigan’s Asian American population.

On February 17, 2021, the Commission and MAPAAC issued statements in response to a rise of violence and hate crimes targeting Asian Americans and individuals of Asian descent.

“Over the last year, bias incidents and hate crimes targeting Asian Americans have escalated, both in number and in intensity,” said MCRC Commissioner Anupama Kosaraju. “It is important that as a state and a nation we do more to put an end to these incidents...”

“MAPAAC has been horrified to hear about the rising incidents of anti-Asian American sentiment and violence targeting our community. Xenophobic and racist rhetoric and discrimination is harmful to all of us,” said Ayesha Ghazi Edwin, Chair of MAPAAC. “We urge elected officials and community leaders to vehemently condemn hate in all its forms and remind us that discrimination is counter to who we are as Americans...”

On March 17, 2021, MDCR Director White and Commission Chair Clayton issued statements in response to the killing of eight people, most of Asian descent, in Georgia on March 16, 2021. And on May 20, 2021, Director White and Chair Clayton issued statements applauding Congress for passing and President Joe Biden for signing into law the COVID-19 Hate Crimes Act, designed to address hate crimes targeting Asian Americans.

By the end of 2021, MDCR had seen an uptick in the number of complaints filed alleging anti-Asian discrimination in recent years, though the overall number of complaints remained relatively low. MCRC and MDCR are implementing additional outreach and education efforts aimed at reaching Michigan’s Asian Americans and encouraging them to report hate crimes to their local police and to file complaints with MDCR when they face harassment or discrimination.

MCRC, MDCR Respond to Racial Injustice

MDCR and MCRC responded to the Black Lives Matter movement and the national and world-wide reaction to police brutality and law enforcement killings of African Americans. The Commission and Department condemned the murder of George Floyd, an African American who was killed by Minneapolis police on May 25, 2020, in statements issued statewide to the news media, political leaders and stakeholders. MCRC and MDCR also addressed the subsequent investigation, incident charges and ultimate verdict.

On June 6, 2020, Charles Schoder of the MDCR Community Engagement Team, along with police officers in Genesee County and other community members, participated in a rally and peaceful demonstration in Flint in response to the Floyd murder. Other members of the Community Engagement Team connected with concerned communities throughout Michigan, independently and in their leadership role in Advocates and Leaders for Police and Community Trust (ALPACT). ALPACT is an organization specifically created to bring together community leaders and the law enforcement officers who serve them in order to open avenues of communication and build relationships of trust before a crisis occurs.



Juneteenth in Michigan

In June of 2021, MCRC and MDCR celebrated Juneteenth, which commemorates the day in 1865 when slavery was abolished in the United States and when slaves in Texas learned of their freedom. In June of 2021, President Joe Biden signed the bill making Juneteenth an official federal holiday to be celebrated on June 19 annually. MDCR published a long list of events statewide being held to honor the newly created national holiday.



Artist Hubert Massey and a group of twenty students from Detroit Public Schools Community District designed and created a street mural on Woodward Avenue in downtown Detroit entitled “Power to the People.” The mural was unveiled on Friday, June 18, 2021 -- the last day of the city’s week-long celebration of Juneteenth.

“The loud and overt objection of diverse groups of citizens to prejudiced behavior and cowardice is the action needed to dismantle the ingrained, implicit, and often explicit, racial bias that is at the heart of the killings of Mr. Floyd, Ahmaud Arbery, Breonna Taylor and far too many others.”

– MCRC Chair Stacie Clayton



Mural in Lansing, Michigan commemorating the life and death of George Floyd.

Interim Executive Director Johnson on June 25, 2021, issued a statement in response to the sentencing of Derek Chauvin to 22 and half years in prison for the murder of George Floyd.

“This horrible event is only one in a long list of unwarranted killings of people of color at the hands of the police sworn to protect them,” said Director Johnson. “A guilty verdict and a long prison sentence alone cannot undo generations of systemic and structural bias and racism. We must recommit to actively working to reform the system that allows for these unconscionable acts to continue. Consequently, we urge our state and federal legislatures to enact laws that will help to abate future atrocities. But we also realize that true criminal justice reform will only occur when our three branches of state and federal government collectively participate to effect change.”

On May 24, 2021, the Commission adopted a resolution in support of H.R. 1280, known as the George Floyd Justice in Policing Act.

“The Michigan Civil Rights Commission supports the passage of The George Floyd Justice in Policing Act and urges and requests the United States Senate to strengthen and pass the bill with all due haste,” the body stated.

Governor Whitmer COVID-19 Update 2/17/2021

GOVERNOR WHITMER
COVID-19 UPDATE



during unemployment, including unemployment benefits, food programs, and

15:14 / 51:00

Scroll for details

MDCR Leads Effort to Ensure Accessible Communication During COVID-19 Pandemic

The COVID-19 pandemic changed the structure of lives in profound ways in 2020. Not only were MDCR employees now working from home, schooling from home and shopping from home, they were trying to track rapidly evolving public health and safety updates, executive orders to mitigate the spread of the virus, and eventually, news of life-saving vaccines and who was eligible to get them.

Throughout this information deluge, Division Director Annie Urasky and her team in the MDCR Division on Deaf, DeafBlind and Hard of Hearing were determined to make sure the communities they serve had access to the same vital public health and COVID-19 pandemic-related information as everyone else.

The DODDBHH team, with some assistance from MDCR Communications, began working directly with the State Emergency Operations Center (SEOC) Joint Information Center, or JIC, to help them ensure the information they were charged with disseminating was as accessible as possible. Operated out of the Michigan State Police, the JIC is the mechanism for sharing important information on emergent situations with Michigan residents.

Almost immediately, DODDBHH was in communication with the Governor's office, making sure COVID-19 briefings from the Governor or other state government officials included a certified American Sign Language (ASL) interpreter. DODDBHH and MDCR Communications staff also spent many hours working with JIC personnel and outside vendors in an effort to perfect real-time captioning of all COVID-related updates.

DODDBHH also worked extensively with the Michigan Department of Health and Human Services (MDHHS) on ASL translation of important public health information including epidemic orders, executive orders, public health guidance documents, COVID-19 fact cards and COVID-19 infographics.

“I am immensely proud of the commitment from the Governor’s Office, state agencies and the JIC to make sure that everyone has access to vital public health and safety information during the COVID-19 pandemic. The effort wasn’t without its challenges. We had to work together to overcome barriers, but it has brought us closer as a state to collectively collaborate in efforts to ensure important government information is accessible in real time to the Deaf, DeafBlind and Hard of Hearing community in Michigan.”

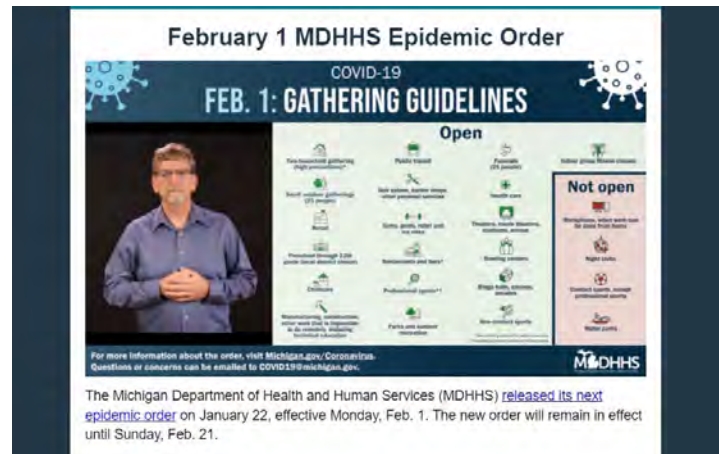
– Annie Urasky, Director of MDCR’s Division on Deaf, DeafBlind and Hard of Hearing



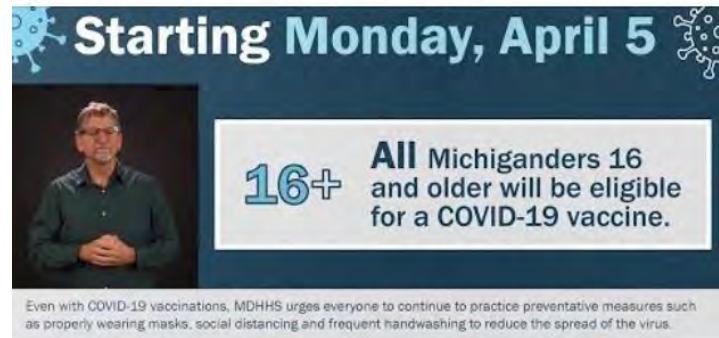
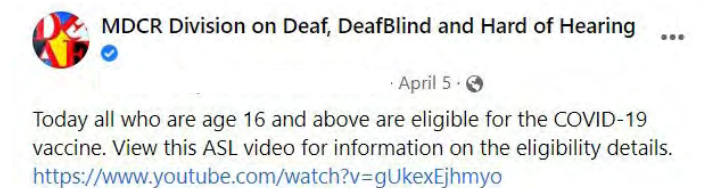
MDCR’s Annie Urasky Named to Oakland County Elite 40 Under 40

Through the end of 2021, the Division:

- Assisted the Governor’s Office and Michigan Department of Health and Human Services (MDHHS) in securing sign language interpreters for more than 70 Governor or MDHHS public health briefings, town hall meetings and press conferences.
- Produced 115 ASL video translations of public health information and pandemic mitigation measures signed by a Certified Deaf Interpreter (CDI).
- Distributed 28 editions of the Division’s e-newsletter, with up-to-date information on the pandemic to almost 3,200 subscribers in the Deaf, Deafblind, Hard of Hearing communities.



- With MDCR Communications, developed and posted 185 messages on the DODDBHH Facebook page, with an additional four on the state of emergency in Midland County related to the Sanford Dam breach.



ADA Compliance Embraces Virtual Options, Extends Reach

In March of 2020, the Director of the ADA Compliance Division, Kim Woolridge, was faced with a dilemma. MDCR and a group of government agencies had been working for months to put together an event at the state capitol to commemorate the 30th anniversary of the Americans with Disabilities Act (ADA). However, the rapid spread of the COVID-19 virus had effectively shut down all state offices and cancelled in-person events for the foreseeable future. Despite the global pandemic, the group’s desire to honor the 30th anniversary of the ADA was still as strong as ever.

“We began by reaching out to our partners and saying, ‘How can we make the best of a bad situation and do more with less?’ and they all stepped up,” said Woolridge. “With the help of our state colleagues and friends in the business and not-for-profit community, we were able to offer more and reach far more people than we ever could have at a one-day event.”

The ADA Compliance Division’s quick pivot to virtual events opened up the opportunity to widely expand the state’s ADA 30 outreach and educational effort, resulting in a library of events and information on accessibility that are now readily available online.

In all, the coalition held 14 virtual events in six months. Topics ranged from advising businesses on how to accommodate employees during COVID-19 – a two-part session led by former Lt. Governor Brian Calley, Director of the Michigan Small Business Association – to a panel discussion on voting rights and accessibility led by MDCR’s Executive Director

Getting the Word Out to the Disability Community

In fiscal year 2021, DODDBHH Director Annie Urasky was assigned as the staff manager for the Disability Stakeholder Workgroup for the MDHHS Protect Michigan Commission (PMC), with 25 stakeholders. Each PMC workgroup worked to distribute the most up-to-date information on the COVID-19 vaccine within a wide network of contacts. Workgroup efforts included stakeholder and workgroup monthly meetings, media and townhall events, review and feedback on communications toolkit materials, utilizing communication networks, promoting COVID-19 vaccine information, and identifying keys to success in outreach efforts for Michiganders with disabilities.



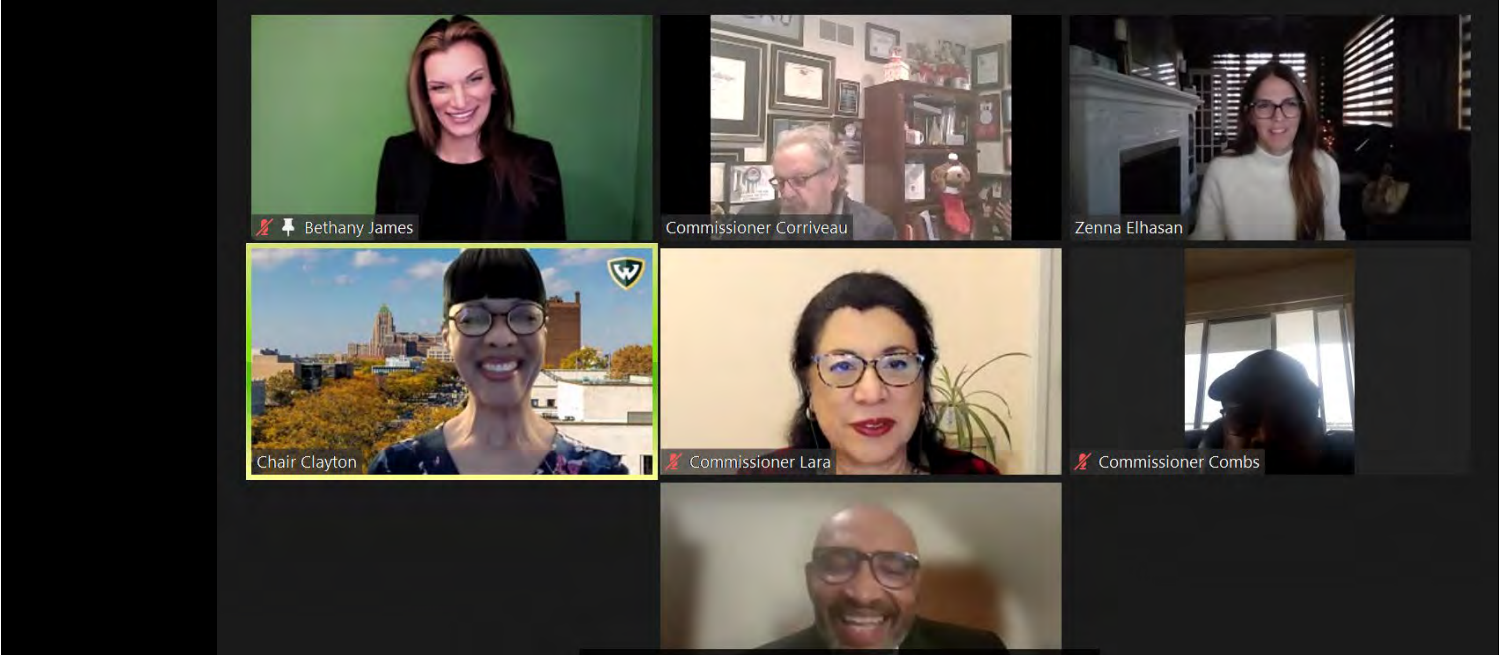
James E. White featuring Secretary of State Jocelyn Benson and Attorney General Dana Nessel.

Other topics included the MiAble Disability Savings Program, Michigan’s accessible recreation opportunities, tearing down barriers to employment for persons with disabilities, and ways in which the State of Michigan has made its websites more accessible to all residents.

Many of these virtual events were recorded and are accessible online at Michigan.gov/ADA30 under the “Archive of Past Events.” An ADA 30 playlist is also available on MDCR’s YouTube channel.

“The end of the 30-year anniversary of the ADA doesn’t mark the end of our work to fulfill the promise of the ADA,” said Woolridge. In January of 2021, the coalition that came together for the ADA 30 commemoration developed a new group made up of accessibility-minded SOM staff called the Accessibility Team (A-Team). This group meets once a month to discuss common concerns facing the disability community, share resources, and provide partnership and networking opportunities to its members.

State agencies and organizations who collaborated with MDCR on this expansive project include the Michigan Department of Natural Resources (DNR), the Michigan Department of Attorney General (AG), the Michigan Department of State (SOS), the Michigan Department of Labor and Economic Opportunity (LEO), the Michigan Occupational Safety & Health Administration (MiOSHA), the Michigan Unemployment Insurance Agency (UIA), the Michigan Economic Development Corporation (MEDC), the Bureau of Services to Blind Persons (BSBP), the Division on Deaf, DeafBlind and Hard of Hearing (DODDBHH), the Michigan Developmental Disabilities Council (DD-Council), Michigan Rehabilitation Services (MRS), the MiABLE Disabilities Savings Program, Michigan’s Elder Abuse Task Force, the Department of Technology, Management and Budget (DTMB), and the Small Business Association of Michigan (SBAM).



Advocating for Michiganders Through the Legislative Process

In consultation with the Commission and MDCR’s Executive Team, Legislative Liaison Dr. Jerome Reide continued the important work of coordinating and communicating the department’s position on legislation, representing MDCR at state House and Senate meetings, developing bill analysis and tracking legislation, as well as engaging with other state departments and agencies.

In response to the killing of George Floyd and protests against police brutality taking place in cities throughout Michigan and the nation, the Michigan Civil Rights Commission passed a resolution in June 2020 that supports the passage of The George Floyd Justice in Policing Act and urged the United States Senate to strengthen and pass the bill with all due haste.

Also in 2020, MDCR’s Division on Deaf, DeafBlind and Hard of Hearing (DODDBHH) was a major participant in the legislative process to create House Bill 5836 which would require the Michigan Department of Education to develop and provide resources, tools and assessments for parents and educators to use in assessing and assisting language acquisition and development of children who are deaf or hard of hearing. The bill would also create an advisory committee and require an annual report. The bill passed in the House, but the Senate did not take up the legislation.

In 2021, MDCR was the lead agency for tracking 102 bills, which included a variety of concerns such as education, LGBTQ+ discrimination, the Confederate flag, criminal justice, and gender-neutral language.

On May 20, 2021, Executive Director White and Chair Clayton issued statements in response to Congress passing and President Joe Biden signing into law the COVID-19 Hate Crimes Act, designed to address hate crimes targeting Asian Americans.

“Congress sent a clear and bipartisan message with the passage of the COVID-19 Hate Crimes Act: we will no longer stand by while racist rhetoric fuels attacks on Asian American families across the nation,” said White. “This new law will bring much needed additional resources to bear in the fight against the surge of anti-Asian hate crimes and bias incidents we have witnessed in the wake of COVID-19.”

"President Biden tweeted that hate has no place in America," said Clayton. "The overwhelming support from both chambers of Congress for the legislation that addresses hate crimes throughout the COVID-19 pandemic, especially against Asian Americans, gives our country hope that we can eradicate hate against all races."

In June 2021 Chair Clayton issued the following statement in response to the state House budget proposal that would increase per-pupil funding for K-12 schools in Michigan.

"The 2022 budget plan, approved by the state House, includes an unprecedented boost in funding for K-12 schools and represents an optimal opportunity for closing the funding gap between districts statewide."

"By instituting a weighted funding system, where poverty is a factor in a school's special education and English learning status, we can help level the playing field for schools that for too long have been asked to do much more than their wealthier counterparts, with much less."

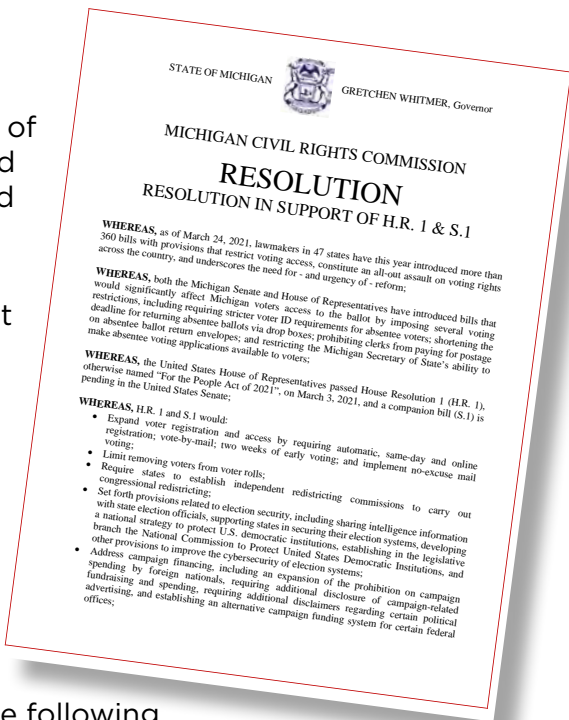
The MCRC adopted a resolution that supports the enactment of the "For the People Act of 2021," designed to protect and strengthen the voting rights of United States citizens, and provide the unfettered and unencumbered access to the ballot that is guaranteed by the United States and Michigan Constitutions, and request that the United States Senate pass the bill.

In 2016, a group of students initiated a lawsuit against the Governor of the State of Michigan, the members of the State Board of Education, the Superintendent of Public Instruction, the Director of the Department of Technology, Management and Budget and the State School Reform/Redesign Officer. The Commission reaffirmed its support of Detroit Public Schools students, commended the parties for recognizing the need to allocate \$94.4 million to the needs of those students, and urged passage of SB 148 or HB 4480.

In August 2021, Executive Director Johnson issued the following statement on the announcement that Michigan projects were selected to receive \$1.4 million in African American Civil Rights Grants from the National Park Service.

"The history of the civil rights movement cannot be told solely through the study of storied marches and inspiring oratory. The places this funding will protect showcase the lived experience of Black families and communities striving for equality in a tumultuous and consequential time. We are proud of these places of significance to our own civil rights story and echo the Governor's words on the importance of preserving the sites where Michiganders fought for equity and fair housing."

In September 2021, Michigan had the fifth highest number of cumulative COVID-19 cases among children: 166,715 according to data reported by the American Academy of Pediatrics. The Michigan Civil Rights Commission resolved to support best practices for the prevention of COVID-19 in Michigan public schools, and that students must be provided with an educational environment that is safe and welcoming regardless of the students' race, ethnicity, color, national origin, religion, age, gender, gender identity, gender expression, sexual orientation, genetic information, disability, or immigration status.



Dr. Reide developed a comprehensive assessment of the initial Michigan Independent Citizens Redistricting Commission (MICRC) Oct. 2021 maps and presented comments at MICRC hearings in Lansing and Flint.

In a November 2021 resolution, the Michigan Civil Rights Commission called on the MICRC to use statistical data to compare Michigan's 22 majority-minority districts (17 are predominantly Black) with the percentages in the nine maps the MICRC proposed on November 5, 2021 for a 45-day public comment period to determine if they comply with the unanimous Supreme Court decision in Thornburg v. Gingles (1986).

MDCR filed additional analysis of 15 MICRC-proposed congressional, state house and state senate maps that questioned minority vote dilution.

The Legislative Liaison also developed a bill analysis centered on Critical Race Theory (CRT) legislation, House Bill 5097 and Senate Bill 460, that bans the teaching of the CRT academic philosophy in public schools and the New York Times' 1619 curriculum. MCRC adopted a resolution to support academic freedom in Michigan public schools and strongly opposed "... any and all legislation that promotes censorship and book banning."

Dr. Jerome Reide, Legislative Liaison and Commission Liaison

Dr. Jerome Reide serves as Legislative Liaison for the Michigan Department of Civil Rights and is also the liaison to the Michigan Civil Rights Commission. Reide 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's practice includes civil rights law, probate law, election law and international law. 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.

Prior to Dr. Reide, Lee Gonzalez served as Deputy Director of Legislative and External Affairs until he was appointed by Governor Whitmer to the Michigan Liquor Control Commission on October 5, 2020. In the interim period, Dan Levy, Director of Law and Policy, took on additional responsibilities as the Interim Legislative Liaison and Special Advisor to the Commission. Dan Levy served in this role until John E. Johnson joined MDCR as the Legislative Liaison and Special Advisor to the Commission. Johnson served in that capacity from May 3, 2021 until June 2, 2021 when Reide joined MDCR.





Director White: Great.

MCRC, MDCR Lead on Voting Rights and Fair Electoral Maps

As the 2020 general election approached, MDCR alerted Michigan residents that voter intimidation and harassment may constitute a violation of their civil rights.

The Department communicated to voters throughout the state that individuals who face discrimination, harassment or intimidation when attempting to cast their ballot on election day have the right to file a complaint with the Michigan Department of Civil Rights.

MDCR carried out a robust social media campaign in the days leading up to the election, providing facts on voting rights. The Department also hosted a video presentation called "Your Right to Vote" where Director White interviewed Michigan Attorney General Dana Nessel and Secretary of State Jocelyn Benson about various voting rights issues.

In March 2021, a 39-bill election package was introduced in the Michigan Senate that included legislation that would cut back the hours that ballots can be dropped off on Election Day and require video surveillance of drop boxes, ban unsolicited mass mailing of absentee ballot applications, prohibit pre-paid postage on absentee ballot envelopes and require a photo ID.

Commission Chair Stacie Clayton pointed out that the bills would have an adverse impact on voting rights and access to the polls.

"These bills effectively require a voter to demonstrate why he or she should be able to vote instead of voting being a civil right," she stated. "They also add onerous, unnecessary responsibilities to our clerks administering elections. Most importantly, these bills essentially seek to limit participation in this country's elections, and their impact will fall hardest on communities of color, people of limited means and people with disabilities. We stand with dozens of the state's largest companies and most trusted institutions in urging the legislature to reject this attempt to put roadblocks in the way of full participation in the sacred right to vote."

Many of the bills were later vetoed by Governor Gretchen Whitmer.

On Oct. 20, 2021, Director Johnson addressed the Michigan Independent Citizens Redistricting Commission (MICRC), pointing to violations of the Voting Rights Act in the MICRC's proposed electoral maps. The 13-member panel, which is composed of four Republicans, four Democrats, and five independents, in October 2021 approved 10 maps that were subject to public comment. The body was formed after voters passed a 2018 state constitutional measure. The new lines will go into effect for the 2022 elections.

"Make no mistake: the decisions you make and the lines you draw will either protect the rights of minorities or ensure that for a decade to come, some Michigan voters will no longer have a voice in decisions that directly impact their lives," said Director Johnson. "We urge you to meet this test of fairness and accountability and rectify the Voting Rights Act violations inherent in the maps."

At their Nov. 22, 2021 meeting, the Michigan Civil Rights Commission passed a resolution calling on MICRC to ensure that the electoral maps they approve are fair and will not result in the dilution of the minority vote, citing specific provisions in the 15th Amendment to the Constitution, the U.S. Supreme Court and the Voting Rights Act of 1965.

"Michigan voters have entrusted the redistricting commission with making monumental decisions that will have a direct impact on the ability to cast a meaningful ballot and the opportunity for minority communities to vote for individuals who best represent their interests," said Stacie Clayton, Chair of the MCRC. "If an electoral map results in the dilution of the minority vote or infringes on a minority's right to elect the candidate of their choice, it does not meet the requirements of the law, the Michigan Constitution or the test of fairness."



MDCR carried out a robust social media campaign in the days leading up to the election, providing facts on voting rights and a video presentation called "Your Right to Vote" featuring MDCR Executive Director James E. White, Secretary of State Jocelyn Benson and Attorney General Dana Nessel.



MDCR Executive Director John E. Johnson, Jr., addressed the Michigan Independent Citizens Redistricting Commission (MICRC) on Oct. 20, 2021, pointing to violations of the Voting Rights Act in the MICRC's proposed electoral maps.

Community Engagement Division

Anthony Lewis, Director

Anthony Lewis is the Director of Community Engagement for the Michigan Department of Civil Rights. He previously served as a Community Relations Specialist and an Investigator with MDCR. He leads the Department's community engagement programming and initiatives throughout the state of Michigan. Lewis has built coalitions throughout the state between law enforcement and community leaders through his facilitation and coordination of the organization Advocates and Leaders for Police and Community Trust (ALPACT). He also oversees the Department'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.



In 2020 and 2021, the Community Engagement Division (CED) had to find new ways to connect with community organizations and leaders; conduct meetings of Advocates and Leaders for Police and Community Trust (ALPACT); and provide training on issues such as diversity and inclusion, sexual harassment and the Elliott-Larsen Civil Rights Act — in the middle of a global pandemic.

The team was able to make the transition to virtual platforms, and while the substitution for in-person connection was not perfect, it allowed the team to continue to provide training, guidance and service to communities throughout the state.

CED team members Anthony Lewis, Mark Bishop, Gwen Moffitt and Charles Schoder assisted Advocates and Leaders for Police and Community Trust (ALPACT) chapters to hold meetings and events remotely — vital for keeping community leaders and law enforcement engaged in dialogue on critical issues facing every city that hosts an ALPACT chapter.

Highlights include:

- The CED team conducted approximately 23 trainings on topics including diversity and inclusion, sexual harassment and other civil rights issues.
- Anthony Lewis participated in a WCMU (Central Michigan University's public radio affiliate) Virtual Conversation on August 17, 2020, to provide expert commentary on racial conflict and racial justice following a widely reported incident in Leelanau County where a local official used a racial slur in a public meeting.
- The west Michigan ALPACT chapters that Gwen Moffitt assists were particularly active in the virtual space during calendar year 2020, holding a number of important

community discussions and programs such as Racism, Justice and Educational Disparities in Access and Outcomes in Post-Secondary Education and Racism, Justice and Health Disparities in Access and Outcomes. Both presentations were held for the Berrien County ALPACT. Work continued as the Greater Grand Rapids ALPACT held a 3-part virtual forum titled Know Your Constitutional and Discrimination Law Rights and the Kalamazoo ALPACT held forums entitled Law Enforcement Engagement with the Community, Transparency and Accountability in Prosecuting Youth, Civil Unrest and COVID-19, and the Impact of George Floyd's Death.

- On June 24, 2020, Charles Schoder joined community members and local law enforcement in a Genesee County rally in response to the killing of George Floyd. Schoder's comments were featured in a two-part story on WJRT TV12, along with a longer interview with him on the importance of ALPACT in building bonds of trust between communities and law enforcement.
- Mariza Gamez-Garcia, Liaison for the Hispanic/Latino community who represents MDCR on the Michigan Interagency Migrant Services Committee (IMSC), was actively involved in monitoring developments related to public health, the pandemic, testing protocols and their implications for migrant

and seasonal farmworkers (MSFW) and their families, as well as engaging on issues on the west side of the state involving farm labor housing. She also has been responsible for shepherding the various elements involved in undertaking an enumeration study of MSFW in Michigan — the first since 2013 and most expansive and comprehensive ever to be attempted.

- Public Law 174 of 1976 waives the tuition costs for eligible Native Americans attending public community colleges or universities within Michigan. Melissa Kiesewetter, Tribal Liaison and administrator of the Michigan Indian Tuition Waiver, reported that since MDCR began administering the MITW in 2010, the department has processed a total of 7,526 students. In 2020, MDCR processed approximately 336 new student applications and issued approximately 670 verification letters and 35 denial letters. In addition, MDCR provided continued support and engagement with Michigan's twelve federally recognized tribes, including ongoing work with the Native American Heritage Fund board in their grant-making efforts and other initiatives to educate on Indian/Native American imagery, logos and mascots.



MDCR Awarded \$250K to Fight Bias

In Fiscal Year 2021, the Michigan Legislature appropriated \$250,000 in one-time funding to address activities motivated by discrimination and bias. MDCR will use the funding to enhance and extend the Department's work in this area in Fiscal Year 2022.

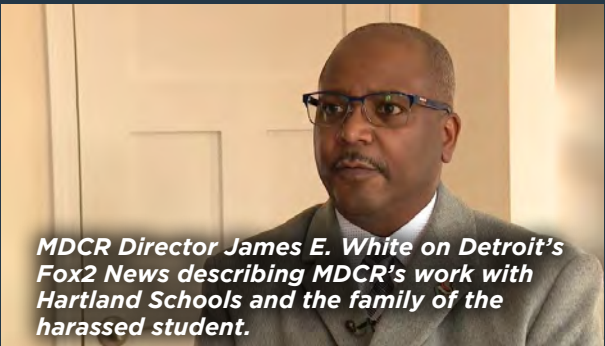
MDCR Responds to Bias with Engagement, Education and Resources

In 2021, MDCR’S Community Engagement Division (CED) and Diversity, Equity and Inclusion (DEI) Division continued their engagement with communities across Michigan in response to bias incidents and hate attacks as they happened. A specific area of focus for the CED and DEI teams is bias incidents targeting students in Michigan schools. CED Director Anthony Lewis and others on the CED team monitor and regularly respond to reports of school-based bias and hate. When the team learns of a new incident, they respond quickly, reaching out to the parents or guardians of the student who was targeted, the school administration, and local law enforcement where appropriate.

In 2020-2021, Tony Lewis and his team responded to dozens of bias incidents in schools throughout the state. Their immediate goal is to end the attacks and ensure that the school is taking all appropriate steps to keep students safe and hold those responsible accountable. MDCR’s ultimate goal is to help the school and community develop policies and procedures that will help prevent these incidents in the future. With the help of Alfredo Hernandez, Director of MDCR’s DEI Division, MDCR provides guidance, training and resources to help families, teachers and administrators change the culture and school dynamics and help put an end to attacks based on bias and hate.

Some specific examples:

- The CED team responded to reports of racially motivated attacks on a senior attending Hartland Community Schools. Staff met with family members of the targeted student and began an ongoing



dialogue with the school administration to help them develop appropriate responses and take all necessary action to protect the student and the rest of the student body. Anthony Lewis and Alfredo Hernandez offered training to school personnel on implicit bias and on how to incorporate DEI concepts and practices into the school's policies and procedures to help ensure an equitable learning environment for all students.

- Anthony Lewis engaged with students, faculty and administrators at Albion College, as well as community members in Albion, in response to racial slurs and derogative comments painted in various locations on campus. Lewis convened and facilitated a virtual dialogue, led by Albion students, to engage faculty, community members and members of the student body in a discussion of these incidents and others in the college's past, and aid in the healing process.



- The CED team responded to parents of students attending Troy schools who reported racial slurs and harassment of students of color. The CED team convened multiple meetings with the Troy African American Parent Network (TAAPN). The discussions focused on resources and strategies on interacting with the district leadership to effect necessary changes in how Troy Public Schools addresses the lived experiences of the students of color and provide a safe, equitable and harassment free learning environment.

- In 2020, Mark Bishop was heavily involved in the implementation of CRIS, short for Civil Rights Information System — the new departmental database that will allow staff to capture, track and process the work of the Enforcement Division, as well as community engagement and education initiatives. Mark provided support, training and technical assistance to staff during all phases of the CRIS implementation, including design, development, testing, training and launch.

- With the pandemic closing schools and sending students home to virtual classrooms, Anthony Ianni's Relentless Tour (now rebranded as "Together United") was sidelined for a portion of 2020. Anthony did not abandon the students who have come to rely on him. When schools closed and appearances were cancelled, he went to work contacting principals in dozens of schools all over the state and offered to create individual video messages schools could share with their students. In all, Anthony created more than 60 videos designed specifically for the students in an individual school or school district, encouraging them to stay strong, stay connected, and have each other's back. Anthony also presented his message virtually to a number of classrooms around the state and country.



ALPACT – Actively Building Trust in Ten Michigan Communities

The organization 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. Since its inception 25 years ago when the first chapter was established in Detroit, MDCR has been not only an active member, they have lead the effort to expand ALPACT into communities throughout the state. 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)



Civil Rights Youth Academy:

Through the Civil Rights Youth Academy, MDCR collaborated with the University of Michigan and Western Michigan University to create the Social Justice Fellows program. As a result of this partnership, MDCR hosted multiple student-led programs including November 20, 2021, when approximately 100 students from across the state participated in a student speak out. This student-run program provided a safe space for students to express their lived experiences and work with adult allies to develop solutions.

MDCR CED partnered with Albion Branch NAACP and Albion College to host a community forum with the Albion community and the Albion College African American students to discuss the recent incidents of racial graffiti and other incidents on campus. The Albion community leaders worked with the students on ways the community can support the students.

2021 Divided Community Project:

The CED Division, in collaboration with all ALPACT co-chairs throughout the state, formed a cohort of more than 20 volunteer community and law enforcement/criminal justice professionals to participate in a special session of the 2021 Divided Community Project, sponsored and directed by the American Bar Association and administered through the Ohio State University and Michael E. Moritz College of Law. Charles Schoder facilitated ALPACT sessions in Detroit, Flint and Saginaw.

MI Response to Hate:



MDCR sponsored the “MI Response to Hate” conference held on October 21, 2021, with the theme, “Identifying and Responding to Extremism and Bias Related Crimes.” More than 167 attendees took part in the virtual conference, with remarks from Acting US Attorney Saima Mohsin, Eastern District of Michigan, and US Attorney Andrew Birge, Western District of Michigan. They were followed by keynote speaker Dr. Elizabeth Yates, Professor at the University of Maryland, and concluded with an informative panel discussion on hate crimes and bias with

Oren Segal of the Anti-Defamation League; Karen Hall, Victim Advocate in the office of the Michigan Attorney General; Detroit Chief of Police and former MDCR Executive Director James E. White; and Chris Becker, Kent County Prosecuting Attorney.

Alma Rezoning Decision:

MDCR scored a victory in August 2021 after a rezoning proposal that would allow the former Warwick Living Center in Alma to be converted into a temporary home for young male refugees faced stiff opposition from some in the community and on the Alma City Commission. In a letter to Commissioners, Executive Director John E. Johnson, Jr., raised “concerns regarding potential exclusionary zoning decisions which may discriminate against individuals based upon race, color and national origin.”

“If race, color, and/or national origin of the intended residents are factors used to deny the rezoning request, that decision may constitute unlawful

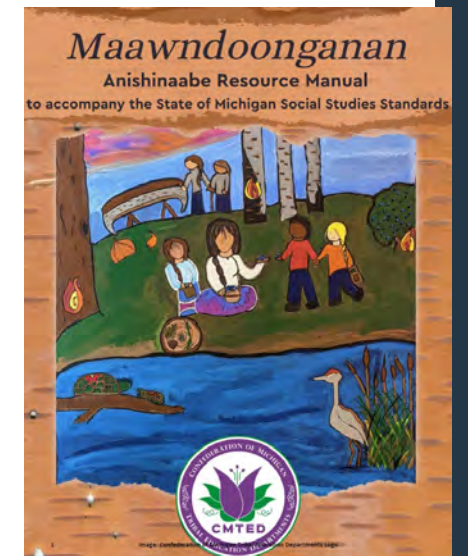
discrimination,” Director Johnson wrote. “The Alma City Commission must refrain from making decisions based upon any applicable protected class or acting on fears, stereotypes, unfounded assumptions, or alleged public safety concerns that involve unfounded beliefs.”

The Alma City Commission voted 6-2 on September 14, 2021 to approve the rezoning request, which was a huge win for MDCR, the child refugees and the community.

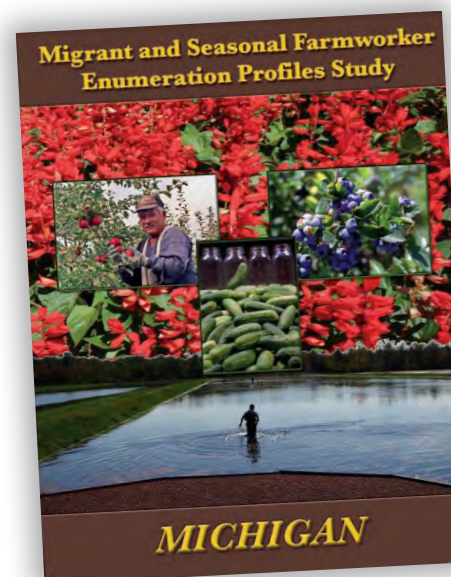
Anishinaabe Resource Manual:

Through the collaboration, partnerships and relationships between tribes, state agencies and external organizations including the Confederation of Michigan Tribal Education Departments, MDCR assisted with the creation of ***Maawndoonganan: Anishinaabe Resource Manual***. Presented to the MCRC on September 27, 2021, the first-of-its-kind resource guide developed by Indigenous educators and partners was created in the spirit of honoring children. The document is intentionally aligned with the Department of Education Curriculum Bias Review Committee where MDCR Tribal Liaison Melissa Kiesewetter serves as co-chair. The committee is tasked with reviewing documents in the proposed K-12 Social Studies Standards with the purpose of identifying and reducing/resolving areas of bias, which may be found in either the standard language or the examples section.

The Anishinaabe manual is designed to help shift longstanding historical practices that have attempted to erase Indigenous history. The work is a way of fulfilling the responsibility to the next seven generations and honors those who came before us and the educational provisions which were intentionally written into the treaties.



Commission Confirms Commitment to Enumeration Study of Migrant and Seasonal Farmworkers



On March 25, 2019, the Commission reaffirmed their commitment to conduct a much-needed enumeration study of Michigan’s migrant and seasonal farmworker (MSFW) population, with the support and assistance of partners in other state agencies and advocacy organizations, despite delays and setbacks brought on by the COVID-19 pandemic and budget uncertainty.

For more than 15 years, the Michigan Civil Rights Commission and Michigan Department of Civil Rights have played an active role, along with their partners on the Michigan Interagency Migrant Services Committee (IMSC), in determining the size, demographic details, location, and living and working conditions of Michigan’s migrant and seasonal farmworkers and their families. Up-to-date population studies and profiles are essential in helping the state target funding and programs designed to support workers in the communities where they live

and work. An enumeration study will also identify barriers agricultural workers and their families face in securing their basic human needs and rights, including access to



childcare, education, adequate housing, health care, legal services, civil rights and public services available to them under law.

The upcoming enumeration will differ in some significant ways from the last state-led enumeration conducted in 2013 and other federal measurements. The new study will:

- Count workers in the dairy industry and other year-round segments of Michigan's agricultural economy;
- Quantify the shift to using H-2A temporary agricultural foreign guest workers;
- Provide unique, Michigan-specific data not captured in the federal Midwest breakdown;
- Determine shifts in Michigan's agricultural industry and the use of MSFW in different regions and in harvesting and/or processing different agricultural products.

The Commission has committed \$75,000 in Department funding for the project, which will be led by the IMSC with MDCR oversight. Partner agency contributions toward the \$260,000 cost estimate for the study include:

- Michigan Department of Civil Rights: \$75,000
- Michigan Department of Health and Human Services (MDHHS): \$50,000
- Michigan Department of Agriculture and Rural Development (MDARD): \$60,000
- Michigan Department of Education (MDE): \$35,000
- Michigan Department of Labor and Economic Opportunity (LEO): \$40,000

The IMSC and MDCR enumeration study RFP, originally issued on March 9, 2020, was cancelled on April 1, 2020 due to the emergent COVID-19 pandemic; however, MDCR's work on the project did not stop. The Department organized meetings with IMSC and other partners to revamp the study to address the impact of COVID-19, reaffirm funding and integrate new elements into the study. MDCR, IMSC and other partners expect to begin the enumeration study in 2022.

Contract Compliance Division

In late 2021, MDCR reestablished its Contract Compliance Division. Under the Elliott-Larson Civil Rights Act (ELCRA), MDCR is authorized to address employment discrimination within state contracts.

The Elliott-Larsen Civil Rights Act (ELCRA) states:

...A contract to which the state, a political subdivision, or an agency thereof is a party shall contain a covenant by the contractor and his subcontractors not to discriminate against an employee or applicant for employment with respect to hire, tenure, terms, conditions, or privileges of employment, or a matter directly or indirectly related to employment, because of race, color, religion, national origin, age, sex, height, weight, or marital status. Breach of this covenant may be regarded as a material breach of the contract." MCL 37.2209

...The Department shall "[m]onitor the awarding and execution of contracts to ensure compliance by a contractor or a subcontractor with a covenant entered into or to be entered into pursuant to section 209." MCL 37.2602 (f)

The Persons with Disabilities Civil Rights Act (PWDCRA) also addresses contract compliance:

...“A contract to which this state, or a political subdivision, or an agency of this state or of a political subdivision of this state is a party shall contain a covenant by the contractor and any subcontractors not to discriminate against an employee or applicant for employment with respect to hire, tenure, terms, conditions, or privileges of employment, or a matter directly or indirectly related to employment, because of a disability that is unrelated to the individual's ability to perform the duties of a particular job or position. A breach of this covenant shall be regarded as a material breach of the contract.” MCL 37.1209

Under the leadership of Compliance Director Shenique A. Moss, this division will:

- Ensure MDCR fulfills its responsibility for the administration and enforcement of the required EEO contract provisions on a contract-by-contract basis in accordance with ELCRA and PWDCRA;
- Promote equal employment opportunity in Michigan's contracting process through the review of contractor and bidder employment policies;
- Monitor the awarding and execution of state contracts with contractors and subcontractors to ensure they do not

Shenique Moss, Director



Shenique A. Moss currently serves as Director of Compliance for the Michigan Department of Civil Rights. Prior to this role, Shenique served as Deputy Legal Counsel to Governor Gretchen Whitmer. 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 LLM in Taxation.

discriminate in employment and contracting on the basis of race, color, religion, national origin, age, sex, height, weight, marital status, or disability;

- Enable Michigan businesses to be more competitive in the marketplace by offering them certificates of compliance; and
- Assist local units of government with the equal employment opportunity compliance review of potential contractors.

The revamped contract compliance program will have three areas of focus:

• State Contract Compliance

Program: Under the State Contract Compliance Program, the Division will work with the Department of Technology, Management, and Budget and the Attorney General's Office on the nondiscrimination clause contained in state contracts. The Division will also randomly select contractors for a more in-depth compliance review.

• Certificate of Compliance

Program: Under the Certificate of Compliance Program, the Division will offer a certificate of compliance to allow Michigan businesses to be more competitive in the marketplace. The EEO Compliance Certification will certify that the business is aware of EEO laws and best practices, and that no evidence of discrimination was found during MDCR's administrative review.

• Local Units of Government EEO

Compliance Program: Under the Local Units of Government EEO Compliance Program, the Division will offer local units of government the opportunity to outsource their EEO contract compliance review of potential contractors at affordable rates.

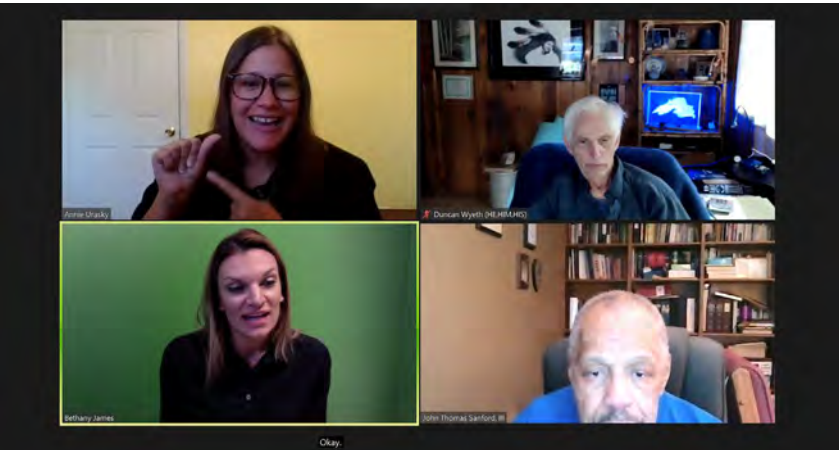
Division on Deaf, DeafBlind and Hard of Hearing

The Division on Deaf, DeafBlind and Hard of Hearing (DODDBHH) 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.

Key efforts for DODDBHH in 2020-2021 include:

- Established and expanded outreach efforts with regional organizations which serve Michigan residents who are deaf, deafblind and hard of hearing.
- Hosted monthly meetings with individual community-based organizations to discuss issues that impact Michiganders who are deaf, deafblind and hard of hearing and to partner on collaborative efforts.
- Participated in stakeholder meetings hosted by state agencies and external organizations to advocate for the needs of the communities it serves.
- DODDBHH training and presentations were laser-focused on expanding relationships with an intention to foster equitable and inclusive practices for the communities they serve, such as partnerships with entities which provide services for students who are deaf, deafblind and hard of hearing.
- Partnered with Amazon, Deaf Kids Code, the Michigan Department of Education - Low Incidence Outreach, and the Detroit Public Schools Community District for a half-day coding event at Amazon for Detroit high school students who are deaf, deafblind and hard of hearing.

- Participated in panel discussions with state agencies and regional organizations committed to economic development and equitable practices in the workplace for Michigan residents with disabilities.



- In collaboration with the Small Business Association of Michigan, the Great Lakes ADA Center, the Michigan Department of Labor and Economic Opportunity and the Equal Employment Opportunity Commission, MDCR offered four virtual presentations centered on answering questions from employers and employees about accommodations, personal protective equipment (PPE) and concerns related to returning to work during the COVID-19 pandemic. The Division on Deaf, DeafBlind and Hard of Hearing participated as a panelist for all four sessions.
- DODDBHH Director Annie Urasky and Michigan Attorney General Dana Nessel participated in an interview session conducted by the Michigan History Center under an ADA Michigan grant. This grant produced a series of interviews to capture the history and work to preserve the stories of leaders in the disability rights community.

Annie Urasky, Director



Annie Urasky is the Director of the Division on Deaf, DeafBlind and Hard of Hearing within the Michigan Department of Civil Rights. With over 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.

Division on Diversity, Equity and Inclusion (DEI)

In January of 2018, MDCR hired Alfredo Hernandez to serve as the Department's Equity Officer, becoming the first department in state government to establish a position focused entirely on equity. A year later, when Governor Whitmer took office, she established equity offices across all state departments. Under Director White's leadership, the Department expanded Hernandez's role to Director of a newly created DEI Division. Staffing the Division are Melissa Kiesewetter, Tribal Liaison and Native American Specialist and Cynthia Thornton, selected to serve as MDCR's first LGBTQ Liaison.

Since its beginnings, MDCR's Equity Office has played a key role in supporting and collaborating with state agencies and sectors of local government to establish diversity, equity and inclusion (DEI) as a permanent organizational priority.

From early on, MDCR's Equity Office established opportunities for networking and collaboration internally and externally through its Internal Racial Equity and Cultural Awareness Initiative, and its Council for Government and Education on Equity and Inclusion. Both venues were specifically designed to explore and create sustainable strategies to operationalize equity long term.

From its inception, MDCR's Equity Office began to provide training solutions to dismantle systemic discrimination and mitigate implicit bias at personal, interpersonal, institutional and structural levels. As MDCR's Equity Office increased its pool of DEI strategies and certifications, it also began to offer resources to conduct equity audits and to measure, monitor and evaluate cultural competency growth at the organizational level through the Intercultural Development Inventory (IDI).

Alfredo Hernandez, Director

DEI Division Director Alfredo Hernandez was born and raised in Panama. He moved to the United States in 1990 and joined the US ARMY at the age of twenty. Alfredo obtained a bachelor's degree in Liberal Studies with a minor in Philosophy at Grand Valley State University where his work, Language, Culture, Perception and Knowledge, was published in the McNair Scholars Journal. He pursued his 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. Hernandez has worked in the field of equity for several years developing inclusive strategies for organizational change. He has also taught college courses in philosophy of religion and cultural anthropology.



In FY 2020, the DEI Division:

- Conducted more than 82 Intercultural Development Inventory (IDI) one-and-one sessions for the Michigan State Housing Development Authority (MSHDA) DEI Core Team.
- Provided 37 workshops, trainings and presentations (104 hours) for more than 15 organizations, state agencies and school districts, reaching a total of 2,225 individuals (total includes implicit bias training and tribal relations training.)
- Participated in weekly meetings of the COVID-19 Task Force on Racial Disparities, as well as the task force workgroups focused on addressing specific work related to centering equity and strategic testing infrastructures.
- Served on the Implicit Bias Training Rules Advisory Workgroup, promulgating rules to establish implicit bias training standards required for licensure, registration and renewal of licenses for health care providers.
- Convened and led two meetings of the Council of Government and Education for Equity and Inclusion with local government officials and superintendents from over 30 cities, counties and/or schools districts participating.

With the release of their *Education Equity in Michigan* report in September 2020, the MCRC announced the expansion of the Council in 2021 to develop strategies for implementing the recommendations in the report.

In early 2021, the Equity Office was upgraded to the DEI Division and an LGBTQ liaison (Cynthia Thornton) and Native American Specialist and Tribal Liaison (Melissa Kiesewetter) were added to the team.

In FY 2021, the DEI Division:

- Conducted numerous special sessions with the Council for Government and Education on Equity and Inclusion to develop a resource guide to operationalizing equity in education in collaboration with the Michigan Department of Education.
- Continued working with the Michigan State Housing Development Authority (MSHDA) DEI Core Team on IDI and DEI initiatives.



- Conducted more than 22 IDI one-and-one sessions for the Midland Area Community Foundation.
 - Conducted monthly internal and statewide DEI sessions to honor and celebrate DEI (e.g., Black History Month, Hispanic Heritage month, Pride Month, Native American Month and more).
 - Provided 20 workshops, trainings and presentations (44 hours) for more than 11 organizations, state agencies and school districts, reaching a total of 540 individuals (total includes implicit bias training and tribal relations training.)
 - Participated in weekly meetings of the COVID-19 Task Force on Racial Disparities, as well as the task force workgroups focused on addressing specific work related to centering equity and strategic testing infrastructures.
- Currently the DEI Director is actively engaged in overseeing several projects and strategic DEI efforts with the State Chief Equity and Inclusion Officer and EIOs across state agencies. Some of these efforts include:
- Leading the development of statewide goals, outcomes, evaluation surveys and quality standards for statewide DEI training for 2022 in collaboration with DTMB and the Chief Equity and Inclusion Officer.
 - Providing implicit bias training to new state employees on November 30 and December 15.
 - Establishing a train-the-trainer process, in collaboration with DTMB and Treasury, to establish facilitators to deliver implicit bias training in 2022.
 - Working with tribal partners and MDE to rollout the Anishinaabe Resource Manual to educators and education-based organizations throughout the state.
 - Providing language and content support in relation to LGBTQ proclamations from the Governor's Office.
 - Working with members from the Department of Treasury, the Michigan Civil Service Commission (MCSC) and the Governor's office on development of statewide training to fulfill Executive Directive 2019-17 requiring tribal-state relations training for State of Michigan employees.

LGBTQ Liaison Cynthia L. Thornton: Coming Out Leads to PRIDE

"I'm not trying to change the world. I'm trying to stop the world from changing me."

- Ammon Hennacy

Shame is a soul-crusher! From the time babies are born, they seek to connect with their parents. In fact, their very lives can depend on a successful bond. They then connect with extended family, and eventually with friends. Throughout their lives, even as they seek independence at various phases, an interdependency remains. So, when LGBTQ people discover, often in childhood, that they are different and that the foundation of that difference is subject to ridicule and harsh judgement by many—sometimes by loved ones—there can be confusion as to why they were born different, pain due to rejection, and shame because they cannot help being who they are.

In dealing with all this, family bonds can be irreparably broken when some parents struggle with their confusion as to how their child could be LGBTQ, their pain at learning their child is “one of those,” and their shame because of what others may think. These are among the reasons LGBTQ visibility is so important and why coming out is fundamental to the health and dignity of LGBTQ people and their loved ones as human beings.



Increasingly, LGBTQ people—particularly LGBTQ youth—can see themselves reflected positively in many walks of life. No more is there a need to pull prominent people out of the closet against their will to prove to everyday people that among those in the LGBTQ community are people they admire from afar. We are also soldiers and elected officials serving our country and our communities. We are people they have known throughout their lives: childhood friends, neighbors, fellow congregants, co-workers, supervisors, and teammates. We are among their family members—elders and the youth. LGBTQ people are everywhere, and we have always been here. The difference is most now know it.

Decades ago, LGBTQ people came to understand that silence equals death—sometimes at our own hand, too often by a child's own hand, and increasingly at the hands of others. We knew that many in the dominant culture did not understand who we are because many of us had to search long and hard for answers to our own questions about self. Now knowing and understanding who we are, we come out to own who we are and to reclaim our humanity from those who would strip it from us.

We gather at least once yearly in cities across our state and our nation, indeed in cities across the world, to celebrate each other and how far we have come, and to renew ourselves in order to retain our dignity in the face of those who continuously seek to strip it from us. We harness our energy to complete the work of gaining equality under law, and we rejoice with those who are newly out. For we know, there can be no PRIDE when you cannot be who you are.

State ADA Compliance Division

ADA Office Leads the Charge to Bring Equity to Michiganders of all Abilities

During 2021, MDCR continued to advance effective communication on disability law and issues facing people with disabilities, and ensuring civil rights protections for the disability community. The ADA Compliance Division completed more than 20 training sessions for state departmental ADA Coordinators and other staff. The division also developed its internal and external partnerships by taking on additional projects with state agencies focused on ADA and disability cultural competency including ADA Michigan, Michigan Rehabilitation Services, Department of Natural Resources’ (DNR) Accessibility Advisory Council, Department of Management and Budget’s (DTMB) ADA Workgroup, Procurement’s ADA Workgroup and the State of Michigan Accessibility Team. ADA Compliance also hosted Meet & Greet sessions with community disability organizations and non-profits to introduce the Interim Director of the ADA Compliance Division, Tyra Khan.

During the height of the pandemic, MDCR and the ADA Compliance Division provided accessible communication of vital public health information consistent with Executive Orders and Department of Health and Human Services directives related to COVID-19 protocols.

Tyra Khan Named Interim State ADA Coordinator



When Kimberly Woolridge was named MDCR Deputy Director, Tyra Khan was appointed Interim State ADA Coordinator in her place. Khan has been with the Michigan Department of Civil Rights since 2002 and has worked in many capacities including investigator and MDCR staff attorney. She has extensive experience in civil rights law with an emphasis on disability law, fair housing rights and accessible design and construction. Khan has completed several certification programs under the National Fair Housing Training Academy, as well the Americans with Disabilities Act Coordinator Training Program.

Enforcement Division

At the core of MDCR's mission is investigating complaints of unlawful discrimination. The work of complaint investigation, with the help of the legal team, falls primarily to the people of the Enforcement Division. More than 60% of MDCR employees work in Enforcement. It is no overstatement to say the Enforcement Division is the beating heart of MDCR.

The people of the Enforcement Division serve in a variety of roles: Civil Rights Managers, Civil Rights Investigators (which include Housing and Specialized Enforcement staff), Civil Rights Claims Examiners (Intake), Records Center Dept. Technicians and Administrative Support. For most of 2020 and 2021, the Division was overseen by two Enforcement Division Directors, Patty Barrera and Renee Kenyon, and Lori Vinson, Director of Civil Rights Operations.

In FY 2020, the Enforcement Division opened 1,492 formal complaints and closed 1,257 formal complaints. They negotiated settlements for claimants totaling \$1,220,425 in the form of cash awards, back pay and annualized salaries

In FY 2020, the largest number of formal complaints of discrimination were in the area of employment with 54% of complaints filed, followed by public accommodation/public services at 23%, housing at 20%, and education and law enforcement each representing 3% of discrimination complaints filed.

Enforcement Division team members are frequently involved in training efforts, taking part in a number of presentations educating the public on the inner workings of the Department and the laws we enforce. The Housing Team conducted Fair Housing Trainings, often in collaboration with the state's Fair Housing Centers.

The Housing Team held 16 trainings in FY 2020, reaching approximately 500 individuals. Enforcement staff also joined forces with the Community Engagement Division, taking part in three general civil rights presentations as part of the Greater Grand Rapids ALPACT Community Forum Series.

Another highlight for the Enforcement Division in FY 2020 was the gargantuan effort, spearheaded by Enforcement Director Renee Kenyon, to stand up and train staff on the new, long-awaited MDCR database, CRIS. In fact, in the week before the Department moved everyone offsite, Renee and others were leading staff in a week-long, in-person training on CRIS. Like all the Department's functions, Renee and others were soon faced with moving CRIS training to the virtual world.

In FY 2021, the Enforcement Division opened 1,176 formal complaints and closed 1,370 formal complaints. They negotiated settlements for claimants totaling \$1,669,048 in the form of cash awards, back pay and annualized salaries.

In FY 2021, the largest number of formal complaints of discrimination were in the area of employment, with 46% of complaints filed, followed by public accommodation/public services at 25%, housing at 24%, and education and law enforcement each representing 5% of discrimination complaints filed in FY 2021.

The Housing Team held 14 trainings in FY 2021, reaching approximately 576 individuals. Enforcement staff also conducted a general civil rights training for 20 City of Kalamazoo employees.

For a visual representation of the Enforcement Division statistics, see MDCR by the Numbers on page 66.

On July 27, 2021, Executive Director Johnson announced that Director of Legal Affairs Marcelina Treviño was named the Director of Enforcement. Effective August 9, 2021, Housing Unit Manager Marlene Cain was named Interim Director of Civil Rights Operations and Civil Rights Investigator LaShea Sharp was named the Interim Housing Manager.

Marlene Cain, Interim Director of Civil Rights Operations

Interim Director of Civil Rights Operations Marlene Cain has been employed by the State of Michigan for over 32 years. She has been with the Michigan Department of Civil Rights (MDCR) since 1997 and has held many positions during this time, including Civil Rights Investigator. Marlene was the Civil Rights Manager for the MDCR 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.



Lori Vinson, Director of Civil Rights Operations

With over 32 years of service to the State of Michigan, Lori Vinson has utilized her skills and talents in a few state departments which include the Michigan Department of Corrections and the Michigan Department of Health and Human Services.

Lori has served the Michigan Department of Civil Rights for approximately 26 years. At MDCR, she has honed her skillset in numerous critical areas which have allowed her the opportunity to advance her service to the residents of Michigan.

Due to Lori's leadership and strategic organizational abilities, her path at MDCR includes Civil Rights Investigator, Civil Rights Manager, Enforcement Division Director, and she currently serves as the Director of Civil Rights Operations.

Lori holds an undergraduate degree in Business Administration from Davenport College (University) and a Masters of Public Administration from Western Michigan University. Lori is currently on leave.



Federal Contracts and Enforcement Complaint Activity

The Enforcement Division continues to focus on providing excellent customer service and conducting thorough evaluation and investigation of allegations of discrimination. For FY 2021 (October 1, 2020 – September 13, 2021):

The EEOC contract which runs from October 1, 2020, to September 30, 2021, called for a total of 668 case completions and 85 intakes to be completed and this goal was met with the assistance of many staff members.

A total of 5,196 new complaint issue cases were processed by Administrative Support, Intake Civil Rights Claims Examiners and Civil Rights Investigators who conduct intake, and reviewed/approved by the Intake Supervisor and Civil Rights Managers. Of these:

- 3,697 were closed with Summary of Complaint (i.e., lack of jurisdiction, untimely, etc.)
- 107 are under evaluation
- 1,348 were moved to investigation
- 44 are in initiation

A total of 1,370 investigations were completed by Civil Rights Investigators, reviewed/approved by Civil Rights Managers, and mailed out by Administrative Support and 2,442 investigations are open in our current inventory.

HUD grants

MDCR was awarded five grants from the U.S. Department of Housing and Urban Development (HUD) for FY 2020 and 2021 totaling \$112,000.

For the first HUD grant, MDCR partnered with the Michigan Department of Health and Human Services (MDHHS) Office of Migrant Affairs, the Interagency Migrant Services Committee (IMSC), Farmworker Legal Services and additional state and local community agencies that serve Migrant and Seasonal Farmworker (MSFW) communities and growers. The collaborative group conducted training, education and outreach regarding Fair Housing laws and the impact that COVID-19 has had on housing and employment, including in migrant labor housing camps.

The Division on Deaf, Deafblind, and Hard of Hearing (DODDBHH) also partnered with various Michigan disability organizations and state government agencies (i.e. MSHDA, MDHHS) to collect information from stakeholders within the disability community through a case study assessment. The partners also conducted and shared a series of virtual online video interviews with stakeholders and subject matter experts to highlight both the short and long-term impacts of COVID-19 for these communities in various areas of life including housing.

MDCR also partnered with different entities to produce and promote advertising throughout the state of Michigan in various mediums. MDCR sought to expand its outreach to educate Michigan residents with a focus on traditionally underserved populations including immigrants, persons with disabilities and ethnic minority groups. This grant also allowed MDCR's Communications and Enforcement Divisions to partner with the Fair Housing Center of West Michigan (FHCWM) to develop ads on housing discrimination with contact information for MDCR, HUD

and Michigan Fair Housing Center services for those who feel they have been a victim of discrimination.

MDCR's Housing Unit also partnered with several Fair Housing Centers to conduct virtual fair housing trainings for the public and potential respondents throughout the state of Michigan. This grant also allowed MDCR and partner agencies to develop an online housing resource manual for targeted cities and counties in the state of Michigan.

MDCR also partnered with the Fair Housing Center of West Michigan to conduct fair housing testing investigations and analyze COVID-19 related housing provider practices. Fair housing enforcement actions resulting from testing evidence obtained under this project were referred to MDCR.



Settlements

During 2021, MDCR Enforcement Division staff settled a number of housing-related complaints.

- Civil Rights Investigator David Jones addressed a very complex matter involving allegations of discrimination based on sexual orientation. The case was jurisdictional for MDCR because of the Commission's interpretive statement on the definition of sex to include sexual orientation and gender identity. Jones' work ultimately resulted in a settlement for the claimant in the amount of \$13,246.10.
- Civil Rights Investigator Christina Beltz had four companion cases closed in June 2021 with monetary settlements totaling approximately \$130,000. The claimants alleged they were discharged because of their race; additional bases of sex and age were included individually in two of the cases, resulting in the following awards: \$60,000 (race and age); \$47,374.14 (race); \$20,000 (race); and \$2,500 (race and sex).
- Civil Rights Investigator Amanda Bradley resolved a case where the claimant alleged her age was a factor in a difference of treatment and in her termination from employment. This case was resolved with a \$79,375 settlement which included changing claimant's termination to a resignation.
- Civil Rights Investigator Marquis Dennings successfully closed three cases where adjustments were made to the claimants. The claimant alleged race and retaliation were factors in a difference of treatment and termination. This case was resolved with a \$20,000 settlement to the claimant. In the second case, the claimant alleged she was harassed due to her race and sex and subject to a hostile work environment. This case was resolved with a \$25,000 to the claimant. Lastly, a female claimant alleged harassment based on race and sex. This case was resolved with a \$15,000 settlement to the claimant.

Office of Legal Affairs

Noted Legal Affairs team activity during 2020-2021:

When asked about the work of the Legal Affairs team, Enforcement Division Director and former Managing Attorney Marcelina Treviño responded, “The staff attorneys are the unsung heroes for the work they do behind the scenes to support MDCR.”

The MDCR legal team are the experts on the laws MDCR enforces and the processes and procedures of the Commission and the Department. Staff attorneys serve as advisors to MDCR, providing legal guidance and strategy on issues and cases as they progress through the enforcement process, reviewing pending legislation impacting civil rights in Michigan, writing amicus briefs on pending court cases, drafting charges for administrative hearings, litigating cases in the administrative hearing process, educating enforcement staff on current legal issues and training new employees. They also work on cases in conciliation to resolve them.

The Office of Legal Affairs Freedom of Information (FOIA) Coordinator also responds to hundreds of FOIA requests a year and maintains a library of historical and current civil rights documents, books, information and research for use by both internal and external clients.

One of the most highly charged issues in Legal Affairs over the last couple of years has been the ongoing investigation regarding the Grand Rapids Police Department. It is a complex and resource-intensive investigation, and like other multifaceted investigations of its kind and scope, will require significant time to complete.

Significant court cases that impact the work of MDCR:

1. *Bostock v Clayton County, Georgia* is a case heard by the Supreme Court of the United States that was decided on June 15, 2020. This decision included three cases, one of which was filed by *Aimee Stephens v R.G. & G.R. Harris Funeral*. This complaint was initially filed with MDCR on September 9, 2013 and sent to EEOC who assumed proper jurisdiction. All three cases involved employees that were allegedly fired by their respective employers due to their

Marcelina Treviño, Director of Enforcement

Attorney Marcelina Treviño currently serves as the Director of Enforcement, which now 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. 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.



sexual orientation or for being transgender. The Supreme Court held that an employer who discharges an employee due to their sexual orientation or gender identity violates Title VII of the Civil Rights Act under the basis of “sex.”

2. *Estate of Romig and Kooman v Boulder Bluff Condominium Association* is on appeal with the Michigan Supreme Court. This is a fair housing failure to accommodate disability case. On March 18, 2021, the Michigan Civil Rights Commission and MDCR filed an amicus brief in support of appellants’ application for leave to appeal. On October 1, 2021, the court entered an order in this case granting oral argument on the application for leave to appeal, addressing whether the appellees violated either MCL 37.1502 or MCL 37.1506a of the Persons with Disabilities Civil Rights Act, MCL 37.1101, et seq., by denying the appellants’ request to install a railing on the front stoop of their condominium. The appellants’ brief must be filed by December 20, 2021. The Michigan Civil Rights Commission and MDCR will file an amicus brief in support of Appellants’ brief in early 2022. The case is currently pending before the Michigan Supreme Court.

3. *Rouch World, LLC. and Uprooted Electrolysis v MDCR and Mary Engelman*, Interim Director, is on appeal with the Michigan Supreme Court. This appeal arises from a December 7, 2020, decision that the Elliot-Larsen Civil Rights Act’s (ELCRA) prohibition against discrimination “because of sex” does not encompass sexual orientation. On January 15,

Sylvia Elliott: Every time I try to leave, something keeps pulling me back

The Michigan Civil Rights Commission and the Michigan Department of Civil Rights wish to formally thank Sylvia J. Elliott for her dedication and service to the people of the State of Michigan and the fight for civil rights. Sylvia formally retired on September 3, 2020, after 23 years with the Department and more than 44 years of employment with the State of Michigan. Upon retirement, she took with her a treasure trove of institutional and historical knowledge from her years as Civil Rights Commission Case Counsel where she worked as liaison to the Civil Rights Commission and Director of the Office of Legal Affairs/Managing Attorney --positions she held until her retirement. Sylvia’s retirement was short-lived; in November of 2020 she returned to work part-time as Special Advisor to the Civil Rights Commission, assisting with the selection of MDCR Executive Director James E. White, completion of the Education Equity in Michigan report and the onboarding and orientation of three newly appointed Civil Rights Commissioners. Sylvia has been instrumental in updating the MCRC/ MDCR rules and assisting the Legislative Liaison with the administrative rules process, helping the Director of Compliance with updating and reintroducing contract compliance within MDCR and training on the role and responsibilities of the Commission Liaison. She retired a second time in May 2021 but graciously returned to part-time employment with MDCR in September 2021 at the request of newly appointed Executive Director John E. Johnson, Jr. When asked why she keeps returning, Sylvia replied, “It is an exciting and pivotal time for civil rights and I want to contribute! I believe in the important work of the Commission and the Department.”



2021, a bypass application was filed with the Michigan Supreme Court regarding the December 7, 2020, opinion that ELCRA does not cover sexual orientation because the Court of Appeals under the Michigan Court Rules (MCR 7.215(J)) does not have authority to reverse the published Court of Appeals case, Barbour v Dept of Social Services, that Judge Murray relied on in reaching his adverse decision. On April 14, 2021, MDCR sent a letter to the Michigan Supreme Court advising that the Court of Appeals granted the application for leave, but the bypass application remains both viable and necessary due to the issue being of public importance. The Michigan Supreme Court granted MDCR's bypass application on July 2, 2021. The MDCR brief was filed on October 22, 2021. Rouch World filed its responsive brief on November 26, 2021. The MDCR's reply brief was submitted on December 17, 2021. MCR 7.312(E)(3).

In addition, Office of Legal Affairs staff were trained in CRIS to record and share notes and conduct any necessary systematic processing. OLA staff also participated in training webinars pertaining to the impact of COVID-19 on the law, EEOC guidance, ADA trainings and well as other topics of importance.

Michigan Poverty Task Force

On December 18, 2019, Governor Whitmer established the Michigan Poverty Task Force. From its inception, MDCR has held a seat on the task force, initially filled by Director of Law and Policy Dan Levy, followed by Enforcement Division Director Marcelina Treviño. MDCR's DEI Division and Office of Legal Affairs offered training to Task Force workgroups on the history of the Flint water crisis and the need to recognize racial inequity as both a cause and effect in many of the challenges facing the state related to poverty and its impacts.

Daniel M. Levy, General Counsel

Daniel M. Levy is currently General Counsel for the Michigan Department of Civil Rights and served as its Director for Law and Policy from 2007-2021.

Previously an Assistant Attorney General, Assistant Prosecuting Attorney and Special Assistant U.S. Attorney, Dan has served the people of Michigan throughout his professional life. He has filed briefs on behalf of the state with the US Supreme Court and argued before the Michigan Supreme Court. He has also appeared in both civil and criminal matters at all other federal and state trial and appellate court levels.

Dan is a Past Chair and current member of the Michigan Regional Advisory Board of the Anti-Defamation League, as well a member of the ADL's National Board and its National Civil Rights Committee.

Dan presently serves as a member of the State Bar of Michigan. He is a Past Chair of the SBM's Representative Assembly and a former member of its Board of Commissioners. He has also served on the Bar's Leadership Liaison Committee (Chair), Diversity and Inclusion Advisory Committee (Chair), Criminal Law Section Council (Chair), Prisons and Corrections Section Council (founding member, Chair), Justice Policy Initiative, Presidential Diversity and Inclusion Advisory Group and Client Protection Fund.

Dan received his B.A. from the University of Michigan (1981) and his J.D. from the Wayne State University School of Law (1986).



Education Division

On October 3, 2021, Danita L. Wimbush, formerly the head of MDCR's Record Center, was named Director of the newly created Education Division. The Division is tasked with identifying Department-wide trainings and professional development for all staff and maintaining a catalog of educational offerings and training records for both internal and external audiences.

The Education team consults with external customers to coordinate training opportunities to meet their business needs. Through collaboration with all divisions within MDCR, the Education Division brings consistency and continuity to the MDCR brand through awareness, training and community collaborations.

Within the Education Division, Jackie Debusschere serves as Training Coordinator and is the staff lead on MDCR's revitalized and expanded internship program. Also housed within the Education Division is MDCR's anti-bullying initiative led by Anthony Ianni called Together United, formerly known as "The Relentless Tour." This program reaches students and adults throughout Michigan and beyond to fight bullying, to inspire individuals to overcome disabilities, and to empower everyone to "Live Your Dream."



The Education Division will:

- Re-establish and revitalize the MDCR internship program.
- Expand the MDCR externship program.
- Catalog the training database.
- Establish an event calendar for MDCR.
- Create and implement a new-hire orientation.
- Provide professional training and development for staff.
- Establish a mentor/job shadow program.
- Help facilitate a 2021 Civil Rights Summit.
- Enhance/grow partnerships with deaf and tribal colleges.
- Form a strategic partnership with the National Pan-Hellenic Council.
- Facilitate MDCR website migration.
- Relaunch Department intranet.

Danita Wimbush, Director



Danita L. Wimbush has been employed by the State of Michigan for ten years and is MDCR's new Director of Education. In her current role, she is responsible for identifying personal and professional development opportunities for the MDCR staff as well as bringing consistency and continuity to the MDCR brand through awareness, internal/external trainings, and community collaborations.

Communications Division

Vicki Levengood, Director

Since April of 2013, Vicki Levengood has served as Communications Director for the Michigan Department of Civil Rights where she oversees all internal and external communications, including the Department's social media accounts and internal newsletter. She is the senior writer, spokesperson and media relations lead for the Department. 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. Prior to joining the State of Michigan, Levengood was the Michigan representative and federal legislative liaison for the National Environmental Trust and the Pew Charitable Trusts Environment Group, from 1997 to 2005. In 1993-1994, she served as press secretary on the gubernatorial campaign of former U.S. Representative Howard Wolpe. Levengood has extensive experience in political campaigns, media relations and messaging, serving on staff or as a consultant to several candidates for U.S. Congress and the state legislature, a number of non-profit organizations, and colleges in Michigan and New York City. Levengood earned a B.A. in English and Communications from Western Michigan University.



In 2020-2021, the Communications team continued to ramp up their “rapid response” efforts, issuing statements and press releases from the Commission, the Department or both connected to relevant news of the day. Whether it was the passing of major civil rights figures, the renaming of the Cass Building in honor of Michigan’s own civil rights icons Daisy Elliott and Mel Larsen, or calling on business owners to comply with state and federal disability laws in the time of COVID, MDCR Communications worked hard to make MDCR and MCRC part of the story.



When the State stood up an Emergency Operations Center for the COVID-19 response, MDCR Communications worked directly with the Michigan State Police staff

– the people responsible for running the SEOC Joint Information Center, or JIC, for the emergency – to research and source options for captioning emergency briefings from the Governor and Dr. Joneigh Khaldun, the state’s former Chief Medical Executive.

Communications also worked to make MDCR’s social media voice more compelling and relevant in 2020-2021. In addition to launching a departmental Instagram account in fall of 2020, the team created a social media campaign focused on voting rights. In the weeks ahead of the November election, Communications answered a daily voting rights question in flag-themed graphics that were popular and widely shared.

In February of 2021, MDCR Communications launched a special campaign for Black History Month honoring a week’s worth of posts about each of four Michigan civil rights heroes and icons. The campaign proved to be the most popular and widely shared social media campaign in MDCR’s history.



In addition to our usual annual campaigns for Hispanic Heritage Month, Asian Pacific American Heritage Month and other monthly observations, the Communications team launched several significant social media campaigns in 2020-2021 including:

- Deaf Awareness Month: Featuring daily facts on Deaf culture and heritage.
- Filipino Heritage Month: Throughout October, the Communications Division shared posts on the history and heritage of Filipino Americans in Michigan and issues they face.
- Native American Heritage Month: A month-long campaign focused on the history of forced assimilation, trauma and death inflicted on Indigenous children in Michigan’s Native American boarding schools.

• Michigan Citizens Redistricting Commission: Throughout the months of October, November and December 2021, Communications shared and retweeted information on MICRC public hearings schedules, news stories on MICRC actions, and MDCR testimony at MICRC hearings around the state, including video footage.

• “My Identity is Not a Costume” campaign: In the run up to Halloween, Communications launched a campaign with graphics featuring individuals representing various cultures and ethnicities next to people dressed in costumes mocking them. The campaign featured seven different images and messages shared during the week prior to Halloween. This campaign was in direct response to Michigan bars hosting “Cowboys and Indians” themed Halloween events.

Every weekday, Jeannette Johnson on the Communications team researches and distributes to all staff and the Commission a comprehensive list of stories in the news that relate directly to our mission. From racial discrimination to native American mascots, LGBTQ rights to sexual harassment – JJ makes sure Department staff have the latest news on issues of particular importance to the work of the Department. She also includes details of events that may be of interest and any press releases the Department has distributed in the previous 24 hours.



In Memoriam

The Michigan Civil Rights Commission and the Michigan Department of Civil Rights honor the contributions and legacy of social justice leaders and civil rights icons lost in 2020 and 2021.

2020



Rev. Joseph Lowery: Minister in United Methodist Church; founded the Southern Christian Leadership Conference with Martin Luther King, Jr, serving at different times as its vice president, president and chair of the board; known as the “Dean of the Civil Rights Movement.” Lowery received the Presidential Medal of Freedom in 2009.

“With the passing of Dr. Lowery, we have lost one of the giants of this country’s fight for civil rights.”

- Stacie Clayton, Chair, Michigan Civil Rights Commission

George Floyd: 46-year-old Black resident of Minneapolis, Minnesota whose murder at the hands of police on May 25, 2020, sparked worldwide protests against police brutality.

“We can no longer accept token measures and lip service in response to the real risk too many people face every time they leave their homes.”

- Mary Engelman, Interim Director, Michigan Department of Civil Rights



Breonna Taylor: 26-year-old Black woman who was fatally shot by police while sleeping in her Louisville, Kentucky apartment on March 13, 2020. The emergency medical technician was a native of Grand Rapids, Michigan.

Ahmaud Arbery: Unarmed 25-year-old Black man who was fatally shot in February 2020 by three White men while jogging in a neighborhood near Brunswick, Georgia.

“The loud and overt objection of diverse groups of citizens to prejudiced behavior and cowardice is the action needed to dismantle the ingrained, implicit, and often explicit, racial bias that is at the heart of the killings of Mr. Floyd, Ahmaud Arbery, Breonna Taylor and far too many others.”

- Stacie Clayton, Chair, Michigan Civil Rights Commission



U.S. Representative John Lewis: Served in the U.S. House of Representatives representing Georgia for more than 30 years; Chair of the Student Nonviolent Coordinating Committee (SNCC) and one of the “Big Six” civil rights leaders who organized the 1963 March on Washington. In 1965, Lewis led the first Selma to Montgomery march across the Edmund Pettus Bridge. In an incident known as Bloody Sunday, state troopers and police attacked Lewis and the other marchers.

Rev. C. T. Vivian: Minister, author and icon of the civil rights movement. Vivian was a friend and Field General of Martin Luther King, Jr.; he participated in the Freedom Rides and sit-ins throughout the country. He served as national director of the Southern Christian Leadership



Conference, returning in 2021 to serve as S.C.L.C. Interim President. He was the founder of the C. T. Vivian Leadership Institute.

“The loss of civil rights icons Congressman John Lewis and C. T. Vivian on the same day is almost more than a heartbroken nation can bear. But the lesson of these men’s lives is that no matter what obstacles we face, we must never stop striving to build a better tomorrow.”

- Stacie Clayton, Chair, Michigan Civil Rights Commission

Justice Ruth Bader Ginsburg: Associate Justice of the U.S. Supreme Court from 1993 until her death in 2020. A Harvard Law School graduate, Ginsberg was appointed to the U.S. Court of Appeals for the District of Columbia Circuit in 1980. President Clinton nominated her as an Associate Justice of the Supreme Court, and she took her seat August 10, 1993. She was the co-founder of the Women’s Rights Project of the American Civil Liberties Union.



“Ruth Bader Ginsburg is one of a handful of greats this country has produced who through her steadfast determination, strength of character and clarity of vision, changed the trajectory of countless lives, especially the lives of women.”

- Stacie Clayton, Chair, Michigan Civil Rights Commission



Judge Dalton Roberson, Sr.: Former chief judge of Detroit Recorder’s Court; from 1972 until 1974, he served on the Michigan Civil Rights Commission. Roberson was committed to making the legal profession more diverse and helped many Black lawyers get their start. His daughter Portia Roberson currently serves on the MCRC.

“The state has lost an icon of Michigan jurisprudence, and Commission members are mourning the loss of one of our own. Judge Roberson was a man of deep convictions, whose commitment to justice, fairness and equity guided his actions throughout his remarkable life.”

- Stacie Clayton, Chair, Michigan Civil Rights Commission

Joseph L. Hudson: Philanthropist, former CEO of the J.L. Hudson department store chain and first chief of the Detroit Medical Center; prominent racial justice advocate. Hudson was appointed by Governor George Romney to the New Detroit Committee, a coalition of business, labor and community leaders created in the wake of Detroit’s civil unrest in July 1967; Hudson served as chairman until 1968 and on the board of trustees of New Detroit, Inc. through the 1980s.



“Joseph L. Hudson will long be remembered for his tireless service to the city of Detroit, a community he loved. In 1967, Governor Romney tapped Hudson to lead the New Detroit Committee, a coalition focused on driving societal change and achieving racial justice.”

- Stacie Clayton, Chair, Michigan Civil Rights Commission



Wayne County Commissioner Jewel Ware: The longest-serving member of the Wayne County Commission, who represented the 2nd District. Ware was elected to a 14th two-year term five weeks before her death. She is known for her advocacy on behalf of seniors and young people.

"Jewel Ware exemplified a true public servant. She had a heart for public service and dedicated most of her adult life to either being an elected official or working with elected officials to better the lives of people in Detroit and Wayne County."

- Stacie Clayton, Chair, Michigan Civil Rights Commission



Wayne County Sheriff Benny Napoleon: Two-term appointee and three-time Chair of the Michigan Civil Rights Commission. Napoleon was appointed Wayne County Sheriff in 2009; elected in 2012 and re-elected every four years after; he spent the majority of his career at the Detroit Police Department, starting in 1975 and worked his way up to DPD chief.

"I grieve today for the irreplaceable leader that we have lost. . . He was always about his people - his people on the force and his people in the community."

- James E. White, Executive Director, Michigan Department of Civil Rights

2021

Attorney General Frank Kelley: Known as "the Eternal General", Kelley served as Michigan's Attorney General for 37 years, from 1961-1999 - the longest continuous tenure as an attorney general in the United States.

"Frank Kelley won the respect of many, including Detroit's Black community, by demonstrating he was the Attorney General for all people, regardless of race. At a time when unbiased enforcement of the law meant he would likely make powerful enemies, Attorney General Kelley did the right thing anyway."

- James E. White, Executive Director, Michigan Department of Civil Rights



Atty. Elbert Hatchett: Lawyer, civil rights activist and Pontiac native; former president of the Oakland County chapter of the NAACP. Hatchett successfully sued in federal court to force Pontiac Public Schools to integrate in 1969.

Judge Damon Keith ruled the Pontiac school district created policies to perpetuate racial discrimination and segregation, ordering the city to "integrate its school system at all levels..."

"Pontiac has lost one of its most prominent citizens and Michigan has lost an exceptional legal mind and civil rights icon. He was far ahead of his time, recognizing that the fight for civil rights would never fully succeed until we overcome inequities in educational opportunity."

- James E. White, Executive Director, Michigan Department of Civil Rights

U.S. Senator Carl Levin: Michigan's longest serving U.S. Senator, Levin held the seat from 1979 to 2015; he twice served as chairman of the powerful Armed Services Committee. Levin was general counsel to the Michigan Civil Rights Commission from 1964 to 1967 - the first individual to hold that position.

"His years with the Commission gave him an opportunity to engage in the important civil rights issues of the day and to fine tune his sense of justice and fairness - concepts that remained part of his character and his approach to political life throughout his career."

- Stacie Clayton, Chair, Michigan Civil Rights Commission



Judge Karen Fort Hood: A Detroit native and former teacher who was called a "legal trailblazer" by the Detroit Free Press. Hood was the first Black woman elected to the Michigan Court of Appeals and to be named Chair the Judicial Tenure Commission.

"Her talent, persistence and dedication to the pursuit of justice will continue to inspire Black women everywhere to see a future for themselves in the judicial system."

- John E. Johnson, Jr., Executive Director, Michigan Department of Civil Rights

Secretary of State Colin Powell: Diplomat and U.S. Army officer who served as the 65th Secretary of State from 2001 to 2005. Powell was also the first African American to lead the Joint Chiefs of Staff and to serve as U.S. National Security Advisor.

"General Powell was a statesman and fighter. He was not afraid to speak his mind and chose principle over politics. He was a true powerhouse and will be sorely missed."

- Stacie Clayton, Chair, Michigan Civil Rights Commission



U.S. Representative Barbara-Rose Collins: The first Black woman from Michigan to be elected to Congress, serving from 1991 to 1997. A long-time public servant in Detroit, Collins was a member of the Detroit Public School Board from 1971 to 1973, the Michigan House of Representatives from 1975 to 1981, and the Detroit City Council from 1982 to 1991.

"Barbara-Rose Collins was a mentor and helped me become the professional I am today. Her life and work will continue to inspire young women of color to see themselves in positions of power and influence and to seek elected office in Detroit and beyond."

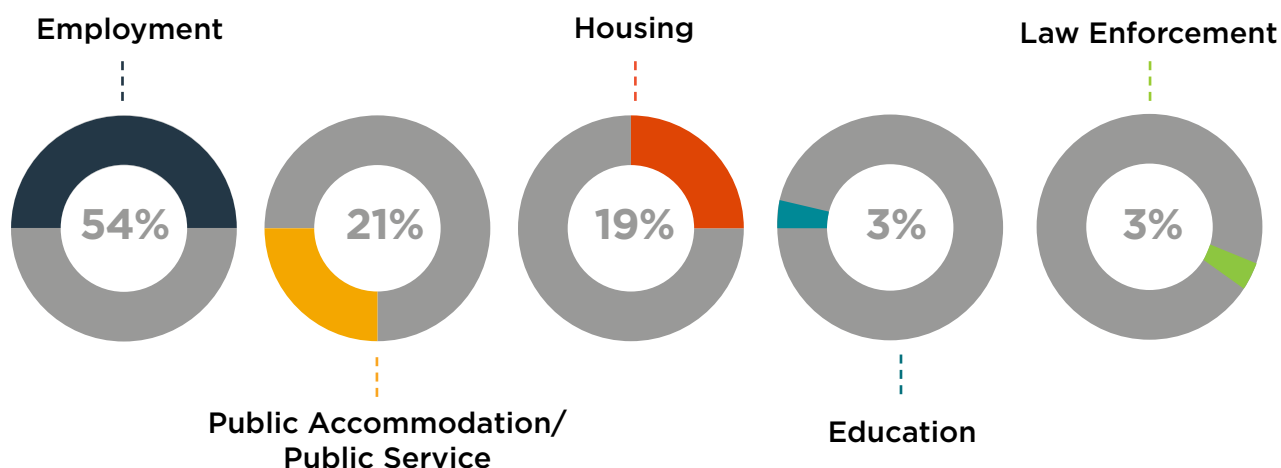
- Stacie Clayton, Chair, Michigan Civil Rights Commission

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 2020, the MDCR Enforcement Division closed 1,257 complaints of discrimination and secured \$1,220,425 in settlements for claimants. In FY 2021, MDCR closed 1,370 complaints and secured \$1,669,048 in settlements.

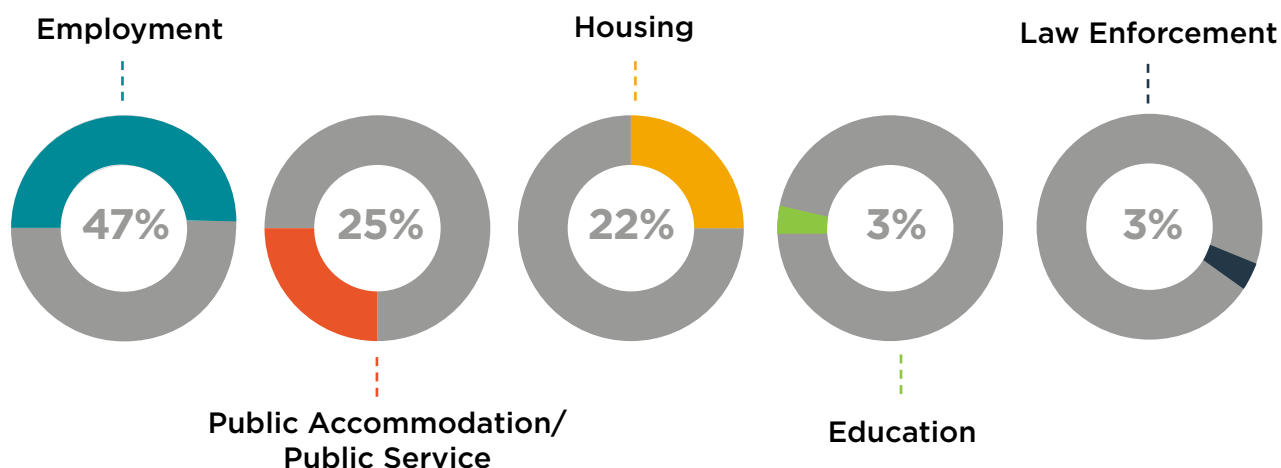
FORMAL COMPLAINTS FILED BY AREA FY 2020

In FY 2020, the majority of complaints MDCR received are in the area of employment (54%), followed by public accommodation/public service (21%), housing (19%), education (3%) and law enforcement (3%).

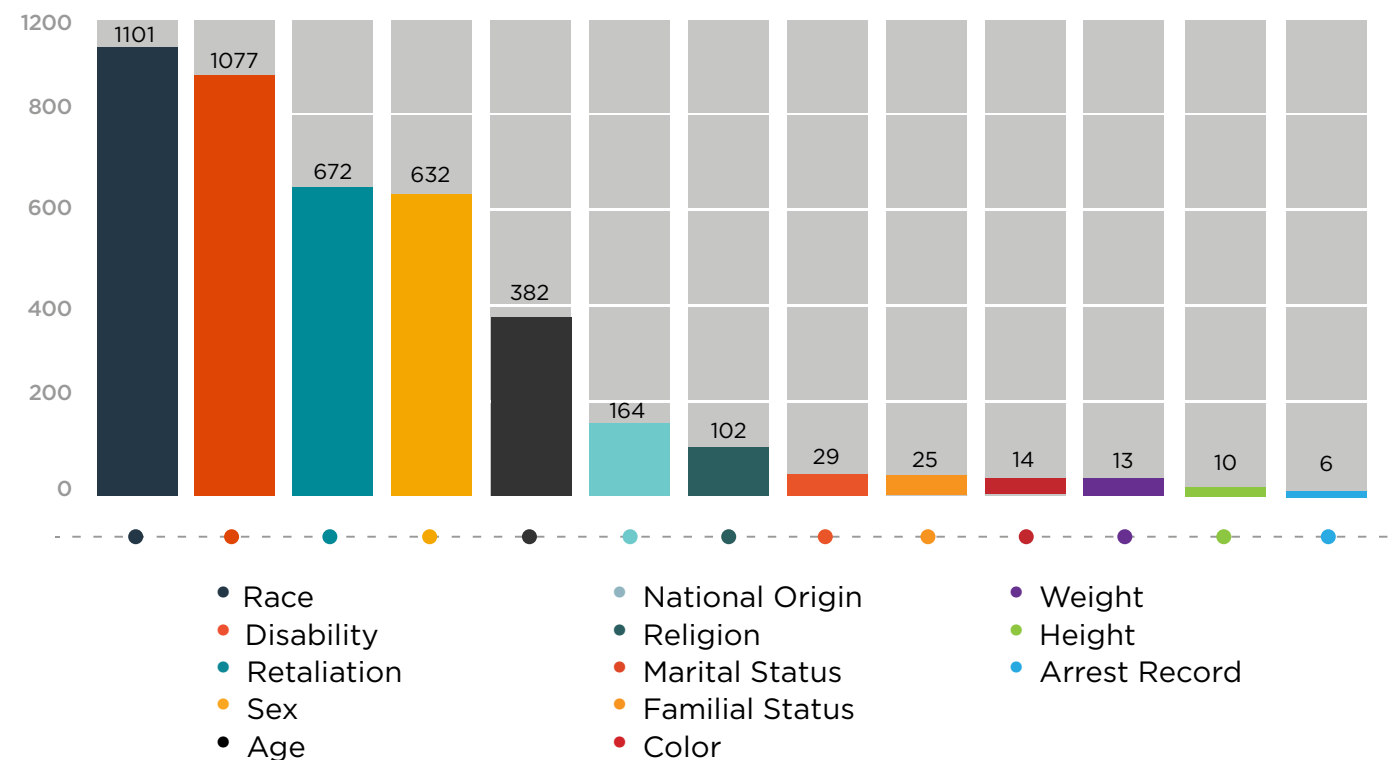


FORMAL COMPLAINTS FILED BY AREA FY 2021

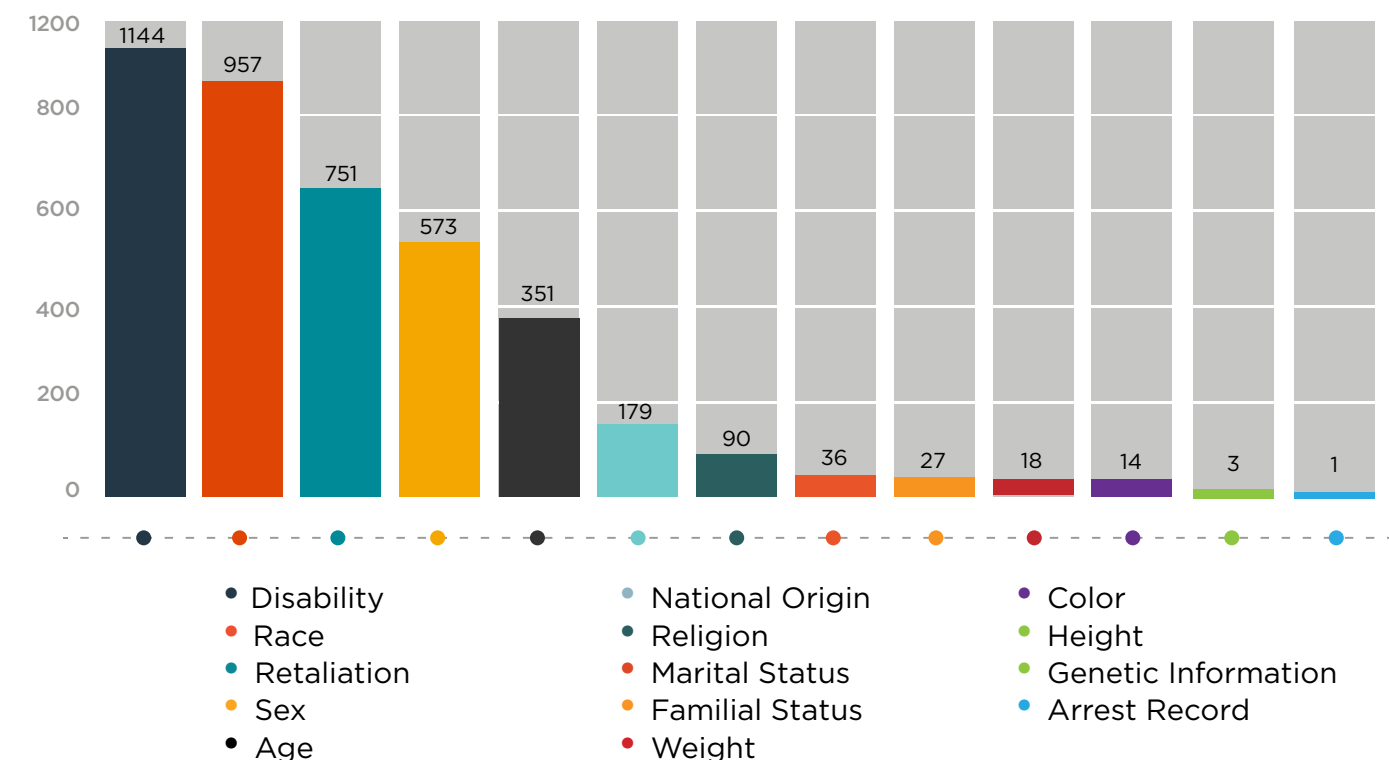
In FY 2021, the majority of complaints MDCR received are in the area of employment (47%), followed by public accommodation/public service (25%), housing (22%), education (3%) and law enforcement (3%).



FORMAL COMPLAINTS FILED BY BASIS FY 2020



FORMAL COMPLAINTS FILED BY BASIS FY 2021



Working to Prevent Discrimination through Training and Education

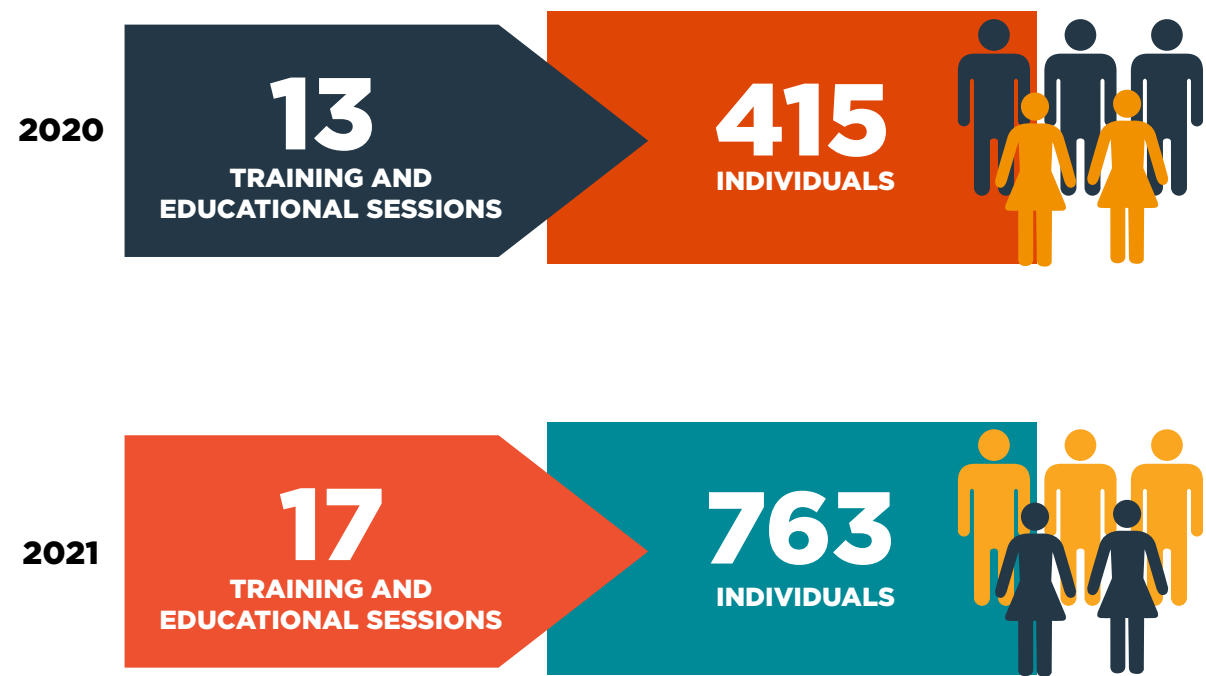
MDCR is committed to working to prevent discrimination and bridge gaps in understanding and trust.

TRAINING BY DIVISION

The Community Engagement Division (CED) and the Division on Diversity, Equity and Inclusion (DEI Division) provide a range of training and educational services on topics such as Sexual and Discriminatory Harassment, Building Cultural Competence, Implicit Bias and the Michigan Indian Tuition Waiver.

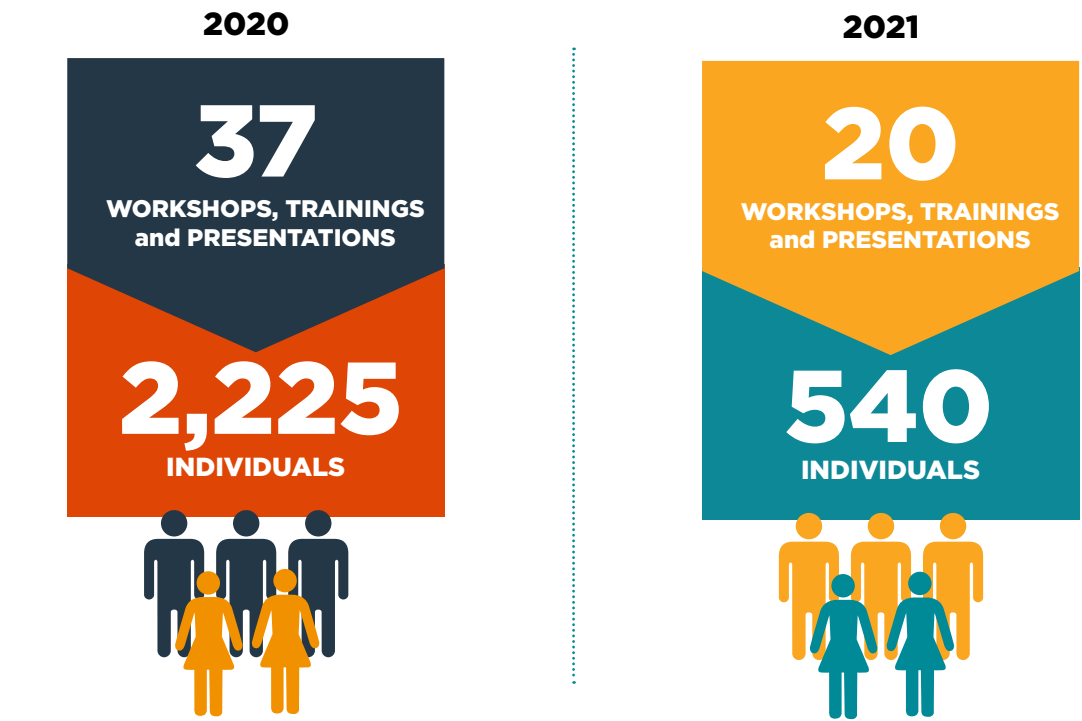
COMMUNITY ENGAGEMENT DIVISION

In 2020, the CED provided 13 training and educational sessions, reaching 415 individuals. In 2021, the CED offered 17 trainings and reached 763 individuals.



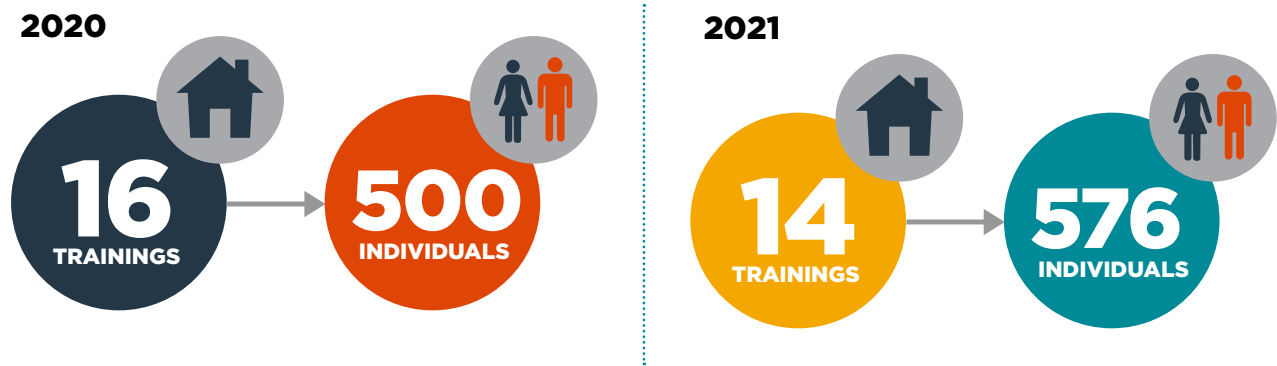
DIVISION ON DIVERSITY, EQUITY AND INCLUSION

The DEI Division provided 37 workshops, trainings and presentations in 2020, reaching a total of 2,225 individuals. In 2021, the DEI Division held 20 workshops that reached a total of 540 individuals. In addition, the DEI Division held monthly learning sessions in collaboration with the Chief Equity and Inclusion Officer for the State of Michigan, reaching hundreds of participants statewide.



ENFORCEMENT DIVISION

The Enforcement Division Housing Unit offers trainings for residents, landlords and property owners on Fair Housing law. The Enforcement Division provided 16 Fair Housing trainings in 2020 and reached 500 individuals. In 2021, the Division held 14 Fair Housing trainings reaching 576 individuals.

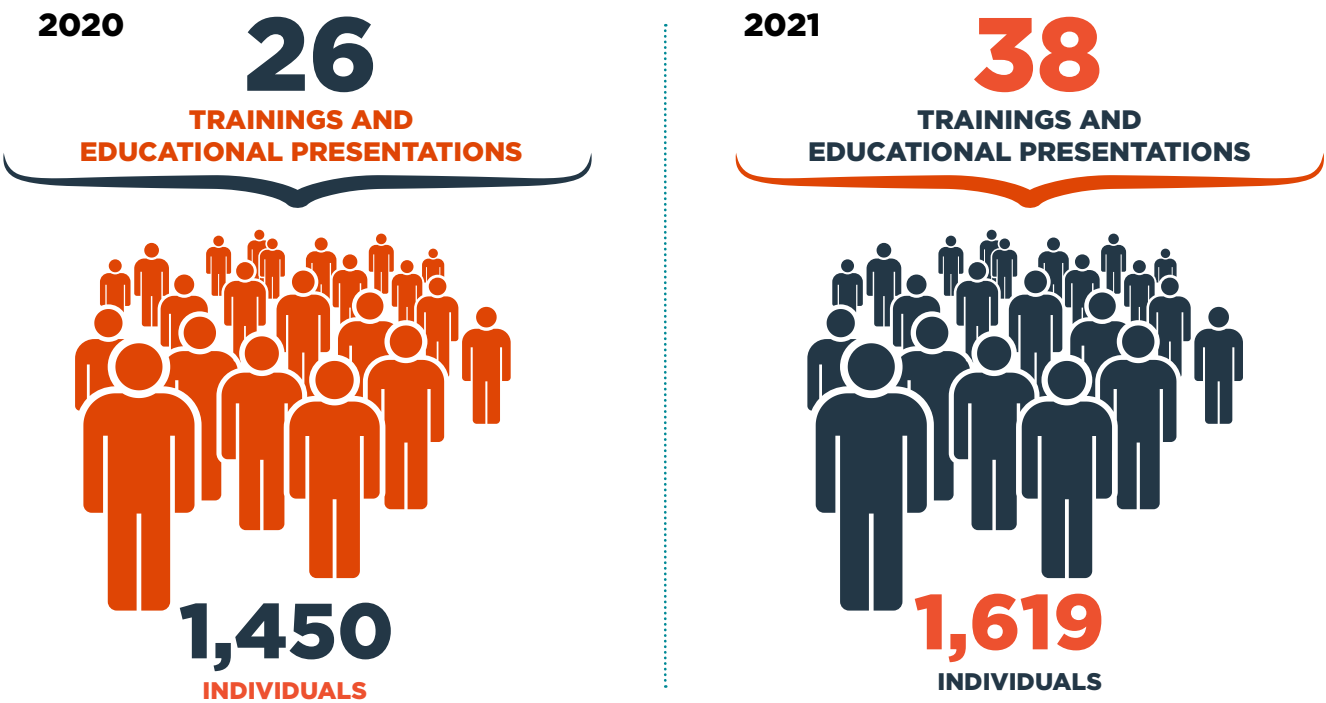


The numbers representing reach are approximate and based on best available data.

DIVISION ON DEAF, DEAFBLIND AND HARD OF HEARING

The Division on Deaf, DeafBlind and Hard of Hearing (DODDBHH) provides training on accessibility, effective communication and issues which impact deaf, deafblind and hard of hearing residents.

In 2020, DODDBHH provided 26 trainings and educational presentations and reached 1,450 individuals. In 2021, they held 38 trainings reaching 1,619 individuals.

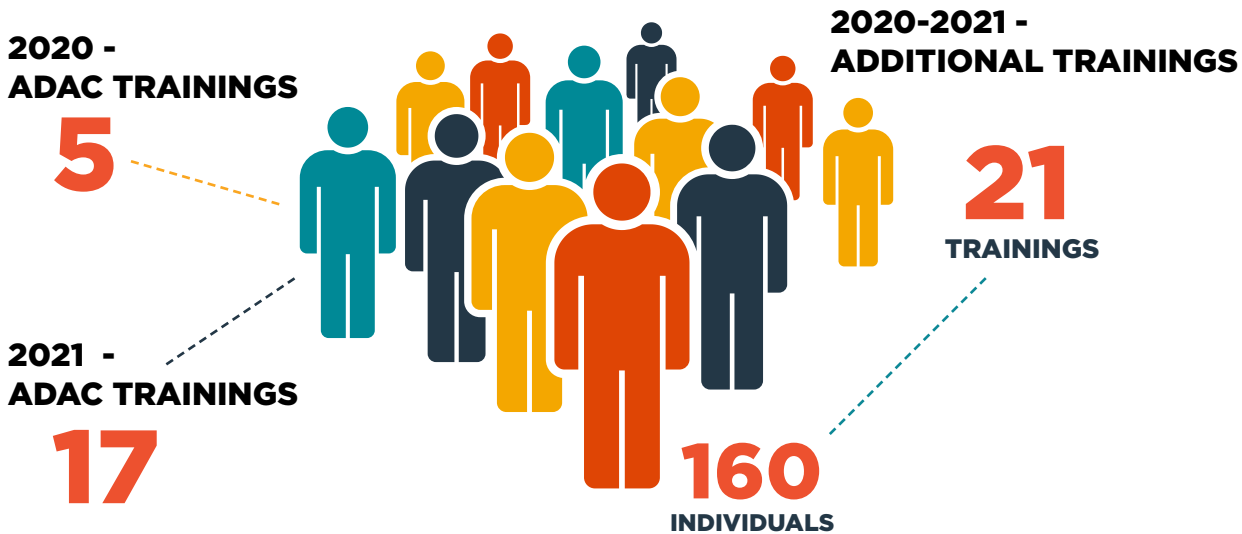


STATE ADA COMPLIANCE DIVISION

The Americans with Disabilities (ADA) Compliance Office trains State of Michigan ADA Coordinators (ADACs) who work in all branches of state government and other state government employees on topics related to the ADA.

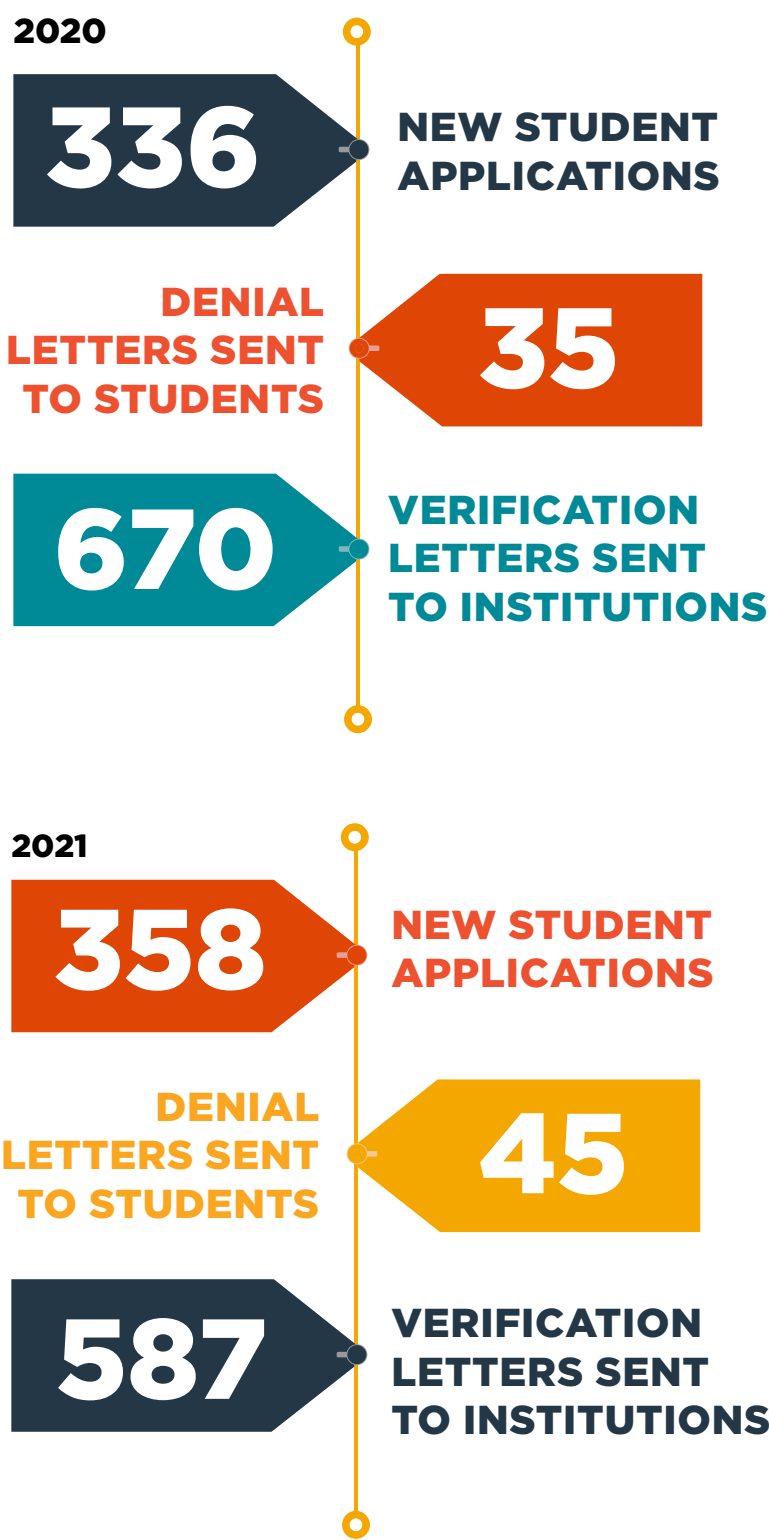
In 2020, ADA Compliance held 5 ADAC trainings and in 2021, they provided 17 trainings for ADACs.

In 2020-2021 combined, the ADA Compliance Office held 21 additional training sessions, reaching more than 160 people.



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.

The Michigan Civil Rights Commission wishes to thank writer and historian Ken Coleman for his contributions to this report.

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