

**MICHIGAN CIVIL RIGHTS COMMISSION MEETING**

Monday, December 5, 2016 ~ 2:00 p.m.  
University of Michigan Detroit Center – Ann Arbor Conference Room  
3663 Woodward Avenue, Suite 150  
Detroit, MI 48201

**MINUTES**

PRESENT: Co-Chair Rasha Demashkieh  
Co-Chair Arthur Horwitz  
Commission Secretary Mumtaz Haque  
Commissioner Deloris Hunt  
Commissioner Laura Reyes-Kopack  
Commissioner Ricardo Resio  
Commissioner Bradley Voss

EXCUSED: Commissioner Linda Lee Tarver

I. CALL TO ORDER/WELCOME

The meeting was called to order by Co-Chair Demashkieh at 2:05 p.m. followed by roll call of the Commissioners. Welcoming remarks were brought by Dr. Addell Austin Anderson, Director, U-M Detroit Center.

II. APPROVAL OF MEETING AGENDA

**On Motion duly made (Commissioner Haque) and supported (Commissioner Hunt), the Meeting Agenda was approved as submitted. Motion carried unanimously.**

III. APPROVAL OF CONSENT AGENDA

**On Motion duly made (Commissioner Resio) and supported (Commissioner Horwitz), the Consent Agenda was approved as submitted. Motion carried unanimously.**

IV. APPROVAL OF MEETING MINUTES FROM DECEMBER 5, 2016

**On Motion duly made and supported, the Meeting Minutes were approved. Motion carried unanimously.**

V. DIVISION REPORTS – Agustin V. Arbulu, Executive Director

In addition to his submitted written report, Director Arbulu provided an overview of the Department's most recent activity, including highlights from the following Divisions: DODDBHH, update on Endorsements; Enforcement, update on EEOC and HUD contract case completions for 2016; Community Relations, update on Relentless Tour and Sports Illustrated article on Anthony Ianni, as well as the MIAAHC Conference; Legislative, outreach activity to 42 new legislators to introduce MDCR and the Commission. Other highlights included an update on the Flint Water Crisis Report, the release of a joint-letter from MDCR and MDE on hate bias incidents in schools resulting from the 2016 Presidential Election, and the Migrant Seasonal Farmworker minimum wage issue.

Lastly, Director Arbulu introduced the new Executive Director of the Michigan Women's Commission, Mary Engelman.

VI. DEPARTMENT INITIATIVES UPDATES

In addition to their submitted written report, Martha Gonzalez-Cortes and Mark Bishop provided an in-depth overview of the 2016 9<sup>th</sup> Annual MIAAHC Conference, including plans for the 2017 10<sup>th</sup> Annual Conference, outreach to foundations for funding, and survey results from the 2016 conference.

VII. COMMISSION MATTERS

Co-Chair Demashkieh reflected on the Commission's major accomplishments of 2016, including the hearings on the Flint Water Crisis, receiving the Commission Handbook, and the op-eds and press releases on various issues throughout the year.

Assistant Attorney General Ron Robinson provided updates on the following cases: ***Andre Cooley v. Western Michigan University Law School*** and ***Clark v. Lafayette Place Constructions Services***.

Proposed dates for the 2017 Commission Meeting Schedule include January 23, March 20, May 22, July 24, September 25, and November 13. Dates will be finalized at the January 23<sup>rd</sup> Commission Meeting.

A Nominating Committee was appointed to present the slate of officers for the 2017 Election of Officers, including Commissioners Horwitz, Hunt and Voss.

VIII. ONGOING BUSINESS

Director Arbulu indicated that the Commission's draft report on findings from the Flint Water Crisis Hearings is on target to be submitted in late December or early January, and will be finalized at the January 23<sup>rd</sup> meeting. Once finalized, the report will be released.

Martha Gonzalez-Cortes provided an overview of the work on the ReCAST Grant, which will provide \$5 M in federal funds to Flint Residents traumatized by the water crisis. A strategic plan for the disbursement of funds will be completed by March 2017.

PROPOSED RESOLUTION:

*Whereas, The Commission, pursuant to Article 5, Sec. 29 of the Michigan Constitution and Act 453 of 1976, known as the Elliott-Larsen Civil Rights Act and related Acts held numerous hearings during 2016 in the City of Flint into alleged discrimination against any person because of religion, race, color or national origin in the enjoyment of the civil rights guaranteed by law and by the constitution, and to secure the equal protection of such civil rights without such discrimination;*

*Whereas, The continuing crisis in Flint, Michigan relating to its public water supply and delivery system includes allegations that the city's residents and especially youth are the victims of discrimination and disparate outcomes based on their race, color, national origin, age and disability;*

**AND**

Whereas, The Michigan Department of Civil Rights (MDCR) supported the Michigan Department of Health and Human Services (MDHHS) submission of a proposal for a \$5 million/5-year ReCAST federal grant focused on the City of Flint youth (ages 12-21) and community trauma recovery, which has now been awarded to the city of Flint.

THEREFORE, The Commission through the MDCR and subject to approval by a majority of its members present at a properly convened meeting on December 5, 2016, support the organizing and scheduling of youth civil rights hearings, forums, or sessions to permit and take testimony from youth residing in the City of Flint into the effects, physical, emotional and behavioral, etc., that such youth have faced as a result of exposure to unsafe drinking water.

**MOTION: To adopt the Resolution as submitted. On Motion duly made and supported the Commission adopted the Resolution as submitted. Motion carried unanimously.**

Minimum Wage for Migrant and Seasonal Farm Workers, Director Arbulu

Director Arbulu provided an overview of the minimum wage issue for MSFWs, and proposed that the Commission reaffirm their support of the 15 recommendations made in the 2010 MSFW Report, including minimum wage for farm workers, and to discourage the expansion of illegal use of child labor in agriculture.

**MOTION: To reaffirm support of the fifteen recommendations made in the 2010 MSFW Report, including minimum wage for farm workers and to discourage the expansion of illegal use of child labor in agriculture. On Motion duly made (Commissioner Demashkieh) and supported (Commissioner Haque), the Commission approved the Reaffirmation. Motion carried unanimously.**

IX. NEW BUSINESS

There was no new business.

X. PUBLIC COMMENT

Mr. Joseph Galvan  
Mr. Guillermo Lopez  
Mr. Al Flores  
Mr. Daniel Anguilla  
Mr. Adam Thibidou  
Ms. Kimberly Grech

XI. CLOSED SESSION – 4:20 p.m.

Discussion of personnel matters with Director Arbulu.

XII. RETURN TO OPEN SESSION – 4:50 p.m.

The Commission returned from closed session at 4:50 p.m. with the following motions.

**MOTION: To approve Director Arbulu’s new contract terms including an increase in annual salary. On Motion duly made (Commissioner Reyes-Kopack) and supported**

**(Commissioner Resio), the Commission approved Director Arbulu's new contract and salary increase. Motion carried unanimously.**

**MOTION: To approve Director Arbulu's salary increase of 5 percent, retroactive to November 2, 2016. On Motion duly made (Commission Haque) and supported (Commissioner Hunt), the Commission approved Director Arbulu's salary increase. Motion carried unanimously.**

XIII. ADJOURNMENT – 4:55 p.m.

On Motion duly made (Commissioner Demashkieh) and supported (Commissioner Reyes-Kopack), the meeting was Adjourned at 4:55 p.m.

---

Secretary

---

Director