

MICHIGAN CIVIL RIGHTS COMMISSION MEETING

Monday, January 26, 2026 ~ 10:00 A.M.
The Icon, Room 1604
200 Walker Street, Detroit, MI 48207

In compliance with the State of Michigan's Open Meetings Act, "the minutes must show the date, time, place, members present, members absent, any decisions made at a meeting open to the public, and the purpose(s) for which a closed session is held; the minutes must also include all roll call votes taken at the meeting." The minutes are limited to these requirements and do not reflect all subject matter that occurred during the Commission meeting. Meetings are audio recorded and kept on file with the MDCR.

PROPOSED DRAFT MINUTES

PRESENT: Commissioner Gloria Lara, Secretary
Commissioner Rosann Barker
Commissioner Zenna Elhasan
Commissioner Luke Londo (REAPPOINTED)
Commissioner Skot Welch (NEWLY APPOINTED)
Commissioner Richard R. White, III

EXCUSED: Commissioner Regina Gasco (VIRTUAL)
Commissioner Portia Roberson (VIRTUAL)

CALL TO ORDER / ROLL CALL

The meeting of the Michigan Civil Rights Commission was called to order by Commission Secretary Lara at 10:16 A.M.

Roll Call of the Commissioners was taken by Attorney Lamont Satchel, serving as Clerk, to determine a quorum. Commissioner Elhasan, Commissioner Lara, Commissioner Londo, Commissioner Barker, Commissioner White, Commissioner Welch. With six of eight Commissioners present, quorum requirements were met. Commissioner Gasco and Commissioner Roberson participated virtually.

APPOINTMENT OF CHAIR PRO TEM

Commissioner Secretary Lara indicated that with the vacancies in the Offices of Chair and Vice Chair that a Chair Pro Tem be appointed to preside over the meeting until the election of a Chairperson. The floor was opened for nominations. Commissioner Elhasan nominated Commission Secretary Lara. There were no additional nominations, and the floor was closed for nominations. The following motion was brought forth:

MOTION: Move to nominate the current sitting Secretary Commissioner Gloria Lara as Chair Pro Tem for the minor duration of the opening of this meeting. On Motion made by Commissioner Elhasan, Commissioner Lara's appointment as Chair Pro Tem was Approved by a vote of 6-0.

ACKNOWLEDGEMENT OF REAPPOINTED COMMISSIONER LUKE LONDO

Chair Pro Tem Lara acknowledged the reappointment of Commissioner Luke Londo, whose previous term expired on December 31, 2025; Commissioner Londo was reappointed by Governor Gretchen Whitmer on January 15, 2026 and will be serving a second term as Commissioner. His term commenced January 15, 2026 and expires December 31, 2029.

SWEARING IN OF NEWLY APPOINTED COMMISSIONER SKOT WELCH

Chair Pro Tem Lara administered the Oath of Office via the Swearing-In of new Commissioner Skot Welch. Governor Gretchen Whitmer appointed Commissioner Welch on January 15, 2026 to succeed David Worthams, and representing Independents for a term that commenced January 15, 2026 and expires December 31, 2029.

NOMINATING COMMITTEE REPORT

The Nominating Committee chaired by Commissioner Elhasan and includes Commissioner Barker and Commissioner Roberson as members, provided a brief report and announced the slate for the election of officers:

Office of Commission Chair: Commissioner Londo
Office of Commission Vice Chair: Commissioner Lara
Office of Commission Secretary: Commissioner White

2026 ELECTION OF OFFICERS

The floor was opened for additional nominations. There were no further nominations for the Offices of Commission Chair, Vice Chair and Secretary. The floor was closed for nominations.

MOTION: Move to Elect the slate of officers as presented: Commissioner Londo for the Office of Chair, Commissioner Lara for the Office of Vice Chair, Commissioner White for the Office of Secretary. On Motion duly made (Elhasan) and supported (Barker), Nominations were closed. Motion carried unanimously (6-0).

The gavel was passed from Chair Pro Tem Lara to Chair-elect Londo. Chair Londo assumed the gavel and presided over the remainder of the meeting.

ACKNOWLEDGEMENT OF FORMER COMMISSIONER DAVID WORTHAMS

Chair Londo acknowledged former commissioner, David Worthams who served as commissioner for four years, and served in the capacity of commission vice chair and commission chair during his tenure. Mr. Worthams' term ended December 31, 2025, and he was presented with a service award on behalf of the Commission and the Department.

APPROVAL OF MEETING AGENDA

The following Motion was brought forth:

MOTION: Move to Approve the Meeting Agenda. There was no discussion. On Motion duly made (Elhasan) and supported (Welch), the Meeting Agenda was Approved. Motion carried unanimously (6-0).

OPENING MATTERS

WELCOME

Chair Londo provided welcoming remarks, Attorney Satchel was called upon to provide a brief overview on the role and authority of the Commission.

RECOGNITION OF SIGNIFICANT OBSERVANCES DATES IN JANUARY

Chair Londo recognized significant observances for the month of January, including January 3, 1963 as the Anniversary of the first meeting of the Michigan Civil Rights Commission, January 13, 1977 as the day the Elliott-Larsen Civil Rights Act was signed into law, January 15, 1929 as the birthday of the Reverend Dr. Martin Luther King, Jr. and the national observance of his birthday on January 19th, January 20th as the 10th Anniversary of the National Day of Racial Healing, and January 30th as the Fred T. Korematsu Day of Civil Liberties and the Constitution.

PUBLIC COMMENT PROTOCOL

Attorney Kimberly Woolridge, MDCR Deputy Executive Director, provided instructions to guests who wish to address the Commission during the Public Comment segments of the meeting.

ADOPTION OF CONSENT AGENDA

The following Motion was brought forth:

MOTION: Move to Adopt the Consent Agenda as submitted. There was no discussion or amendment. On Motion duly made (Elhasan) and supported (Roberson), the Consent Agenda was Adopted. Motion carried unanimously (8-0).

APPROVAL OF MINUTES FROM OCTOBER 27, 2025 MEETING

The following Motion was brought forth:

MOTION: Move to Approve the October 27, 2025 Meeting Minutes as submitted. There was no discussion or revision. On Motion duly made (Lara) and supported (Barker), the Minutes from the October 27, 2025 Commission Meeting were Approved. Motion carried unanimously (6-0).

PUBLIC COMMENT

Mr. Antonio Robinson, Sr., Detroit, MI – Mr. Robinson is a former production worker for Ford Motor Company and sustained a workplace injury in 2022. Despite following all company protocols, Mr. Robinson lost his employment and has not had any compensation in three years. His purpose for addressing the Commission today is to bring awareness to systemic breakdowns affecting injured workers, to encourage oversight and consistent applications of policies, to emphasize the importance of actual medical records handling and employment decisions.

DIVISION AND OTHER REPORTS

A. Executive Director Report, Attorney John E. Johnson, Jr

- Director Johnson submitted a full written report to the Commission on the activity of the Executive Director and the major divisions of the Department from October 2025 to January 2026, including personnel and budget updates, legislative updates, and department initiatives. No action was taken.
- B. MCRC/General Counsel Report, Attorney Lamont Satchel
- Mr. Satchel serves as Advisor to the Commission and General Counsel for the Department. Mr. Satchel submitted a full written report to the Commission on the activity of General Counsel from October 2025 to January 2026 and provided updates on the comprehensive review of and amendment to internal processes of the department and commission. This report also serves as the Standing Committee on Rules report. No action was taken.
- C. Presentation: Community Engagement and Education Division (CEED), Anthony Lewis, Division Director
- Mr. Anthony Lewis serves as Division Director of the Department's Community Engagement and Education Division (CEED). Mr. Lewis provided a full written report to the Commission on the activity of the Division. Some highlights of his presentation include: the launch of "MDCR Spotlight", a statewide monthly series for the public (webinar during the winter months, in-person during the warmer months) that focuses on citizen rights and discrimination; professional development trainings and mentorship programs; grants for ALPACT (Advocates and Leaders for Police And Community Trust). No action was taken
- D. Attorney General Report, AAG Tonya Jeter – Division Chief, Civil Rights & Elections Division of the Michigan Department of Attorney General
- Attorney Jeter serves as Assistant Attorney General for the Civil Rights & Elections Division of the Attorney General's Office. Ms. Jeter submitted a full written report to the Commission and provided a brief status update on the activity of several cases within the report since the October 27, 2025 Commission meeting. No action was taken.

COMMISSION BUSINESS

- A. 2025 MCRC/MDCR Annual Report
- Mr. Harold Core, Director of the Strategic Initiatives and Public Information Division provided a brief overview of the 2025 Annual Report and indicated that it would be available on the Department's website within the next few days. When asked about the report being available in alternative formats, Mr. Core indicated that the report is Accessible. If requests are received for the report to be made available in other languages, the Department can have it translated into other languages upon request, as is being done with other publications and brochures.
 - MOTION: Move to Adopt the 2025 Annual Report as submitted. There was no discussion or revisions. On Motion duly made (Welch)

and supported (Lara), the 2025 Annual Report was Adopted. Motion carried unanimously (6-0).

B. Committee Assignments for 2026 Commission Standing Committees

- Chair Londo requested that Commissioners volunteer for the positions of chair and members of the following committees: Standing Committee on Rules, Standing Committee on Budget and Policy, Standing Committee on Executive Director Assessment
- The 2026 Commission Standing Committee Assignments are as follows:
 - Standing Committee on Rules
 - Chair – Commissioner Elhasan
 - Members – Commissioner Barker, Commissioner White
 - Standing Committee on Budget and Policy
 - Chair – Commissioner Lara
 - Members – Commissioner Roberson and Commissioner Welch
 - Standing Committee on Executive Director Assessment
 - Chair – Commissioner Londo
 - Members – Commissioner Gasco, Commissioner Lara
- No action was taken.

C. Commission's 2026 Priorities

- Chair Londo requested suggestions and recommendations for the Commission's 2026 priorities. Following discussion, the following Motion was set forth:
- MOTION: Move to Adopt the Commission's 2026 priorities of fighting discrimination related to AI and algorithmic bias, fighting discrimination related to language access, and the preservation of voting rights. On Motion duly made (White) and supported (Welch), the Motion to Adopt the Commission's 2026 priorities passed. Motion carried unanimously (6-0).

D. Commission's 2026 Educational Retreat

- Chair Londo offered the dates of May 1 and May 8, 2026 for the Commission's 2026 Educational Retreat, and it will convene virtually in the morning at 10:00 a.m. Following discussion and review of calendars, the following Motion was set forth:
- MOTION: Move to Approve the date of May 1, 2026 for the Commission's 2026 Educational Retreat. On Motion duly made (White) and supported (Lara), the date of May 1, 2026 for the Commission's 2026 Educational Retreat was Approved. Motion carried unanimously (6-0).

E. Bona Fide Occupational Qualification (BFOQ) Exemption Request: Seniors Helping Seniors of Livingston

- Attorney Satchel initially provided some context and background regarding this BFOQ exemption request. A presentation was made by

Attorney Klint Kesto, representing the applicant, Seniors Helping Seniors of Livingston. Following discussion, a motion was set forth.

- MOTION: Move to Adopt the opinion denying the BFOQ exemption request. There was no discussion. On Motion duly made (Elhasan) and supported (Lara), the opinion denying the BFOQ exemption request. Motion carried unanimously (6-0).

F. Location Selection for July 27, 2026 Commission Meeting

- Chair Londo re-opened a discussion on the location of the July 27th meeting. Following discussion, a motion was set forth.
- MOTION: Move to convene the July 27, 2026 Commission Meeting in Petoskey. On Motion duly made (Barker) and supported (Elhasan), the July 27, 2026 Commission Meeting will convene in Petoskey. Motion carried unanimously (6-0).

NEW BUSINESS

A. Rule 12 Case – MDCR et al. v. Jasienski

- Attorney Satchel provided information on the Rule 12 Case, MDCR et al. v. Jasienski; the Commission must select Commissioners to draft the final opinion on this matter; the assignment method was determined as volunteer to serve as Drafters of the Final Opinion. Commissioner Elhasan and Commissioner Welch volunteered to serve as Drafters of the Final Opinion.
- MOTION: Move to assign Commissioner Elhasan and Commissioner Welch to serve as Drafters of the Final Opinion. On Motion duly made (Elhasan) and supported (Welch), Commissioner Elhasan and Commissioner Welch are assigned to serve as Drafters of the Final Opinion. Motion carried unanimously (6-0).

PUBLIC COMMENT

There was no public comment.

COMMISSIONER CLOSING COMMENTS

Vice Chair Lara provided the following closing comments:

“I will be recounting an experience that a friend of mine had. Early January, on a brief trip from a local gas station to his residence, my friend turned onto his street and then slowed to enter his driveway. Flashing red and blue lights suddenly appeared behind him. He parked his car at his home and stepped out. What followed was a rapid escalation, shouting, blinding spotlights, and a command that shocked him. He was under arrest. He repeatedly asked why. What am I under arrest for? But received only orders to get back in his car and the declaration of arrest. The officer identifying himself as a supervisor made it clear that no one more senior was coming. Things took a dangerous turn as more police officers equally barking circular commands of being under arrest for not following commands. Within moments, the quiet street turned into chaos. Police launched pepper spray projectiles that ricocheted off his vehicle inches from him. As he backed away, officers deployed a taser twice, causing him to collapse. K-

9 was brought within inches of his body. He insists he resisted nothing. Once handcuffed and placed in a patrol car, he was astounded by the scale of the response. A convoy of officers and vehicles had assembled at his home. Over fifteen patrol cars and over twenty officers in under five minutes. After he was subdued, he was taken to the hospital where he went for shoulder injuries. The sergeant finally offered a reason to stop him. A supposed rolling stop at a red light. As they left the hospital, the sergeant delivered: 'you turned a traffic violation into a weekend in county jail'. He was booked into jail overnight, held for hours, then released the next day on a promise to appear in court charged with a felony. What should have been just a simple drive home, just a minor traffic infraction, spiraled into a violent night at a family's doorstep. It caused injuries, trauma, and a night in jail. It delivered a clear chilling message, when fear and confusion meet disproportionate force, the consequences are devastating. How does a rolling stop justify a response armed with guns, chemical agents, tasers, a K-9 unit, and transforming a driveway into a battlefield? This was not I.C.E. This was not the Department of Homeland Security. But rather, it was the Grand Rapids Police Department. I am concerned that what's going on in our country is starting to infect local police departments. My friend is Black, he is an upstanding member of his community, and his family witnessed this. It has not been in the media, but I am concerned about what is happening and what type of examples are being shown to our local law enforcement officials. Thank you."

Commissioner Welch provided the following closing comments:

"Thank you again for this first meeting and being sworn in. I would also like to comment, just to thank Vice Chair Lara for bringing that up, as we share the same heart as it relates to our city and justice. So, thank you for that."

Chair Londo provided the following closing comments:

"This gavel is heavy, and I am humbled by the weight and responsibility of this office. To occupy the same position as the very first co-chairs, John Feikens and Damon J. Keith, is the greatest honor of my professional life. I am inspired by their vision, the same vision carried by David Worthams, who it was my honor to recognize today for his service, as well as current commissions Portia Roberson and Vice Chair Gloria Lara, who have also chaired this body. Other than former Chairman Worthams, I don't know how many past chairs have served at the same time as two previous Commission Chairs, and I am grateful for the opportunity to lean on my colleagues over this coming year.

I have the distinct honor and privilege of serving as the first out LGBTQ commissioner in this body's history. Now, being elected the first out LGBTQ Michigan Civil Rights Commission Chair by my colleagues, who all have a long and storied history of dedicated service to the cause of civil rights, is a vote of confidence I will strive to be worthy of.

I pledge to work tirelessly and relentlessly advocate for the civil rights of not just the LGBTQ community, but of every protected class within the Elliot-Larsen Civil Rights Act - those who may face discrimination on the basis of their religion,

race, color, national origin, age, sex, sexual orientation, gender identity or expression, height, weight, familial status, marital status, or source of income.

I am honored to share this work with my colleagues Vice Chair Lara, Secretary White, Commissioner Roberson, Commissioner Elhasan, Commissioner Barker, Commissioner Gasco-Bentley, and Commissioner Welch, who was also recently appointed to this office and who I am looking forward to collaborating with.

However, it is truly my talented staff, led by my Executive Director John Johnson and General Counsel Lamont Satchel, that shoulder this important responsibility the most. You all got to hear about our Annual Report, which we passed today, that details the work carried out by our staff each and every day. I'm especially proud of the implementation of the Public Portal, which will allow the public to communicate with staff, submit digital documents, and automatically view service updates. The services available through the portal include complaint investigation, Freedom of Information Act filings, and outreach requests like training or public speakers. I'd like to thank the entire Michigan Department of Civil Rights staff for their dedication to this worthy cause.

While messaging with my friend State Senator Mallory McMorrow yesterday, she said 'what a terrifyingly necessary and horrible time to lead a civil rights commission.' I don't think I could better summarize chairing this commission at this current moment.

The Elliott-Larsen Civil Rights Act empowers Michigan residents to fight discrimination carried out by employers, public service bodies, places of public accommodation, educational facilities, and those engaging in real estate transactions. It is critical that we are vigilant in fighting and addressing discrimination by those who fall under those definitions."

ADJOURNMENT

MOTION: Move to Adjourn the meeting of the Michigan Civil Rights Commission. There was no discussion. On Motion duly made (Elhasan) and supported (White), the meeting of the Michigan Civil Rights Commission was Adjourned. There being no further business to come before the Commission, Chair Londo declared the meeting adjourned at 12:19 P.M. Motion carried unanimously (6-0).

The next meeting of the Michigan Civil Rights Commission is scheduled for Monday, April 27, 2026 in Muskegon, and will convene at a time and location to be determined.

DRAFT MINUTES TO BE APPROVED AT THE APRIL 27, 2026 MEETING.