



## **Background Briefing**

# **CIVIL RIGHTS**

**Perry Zielak, Fiscal Analyst**

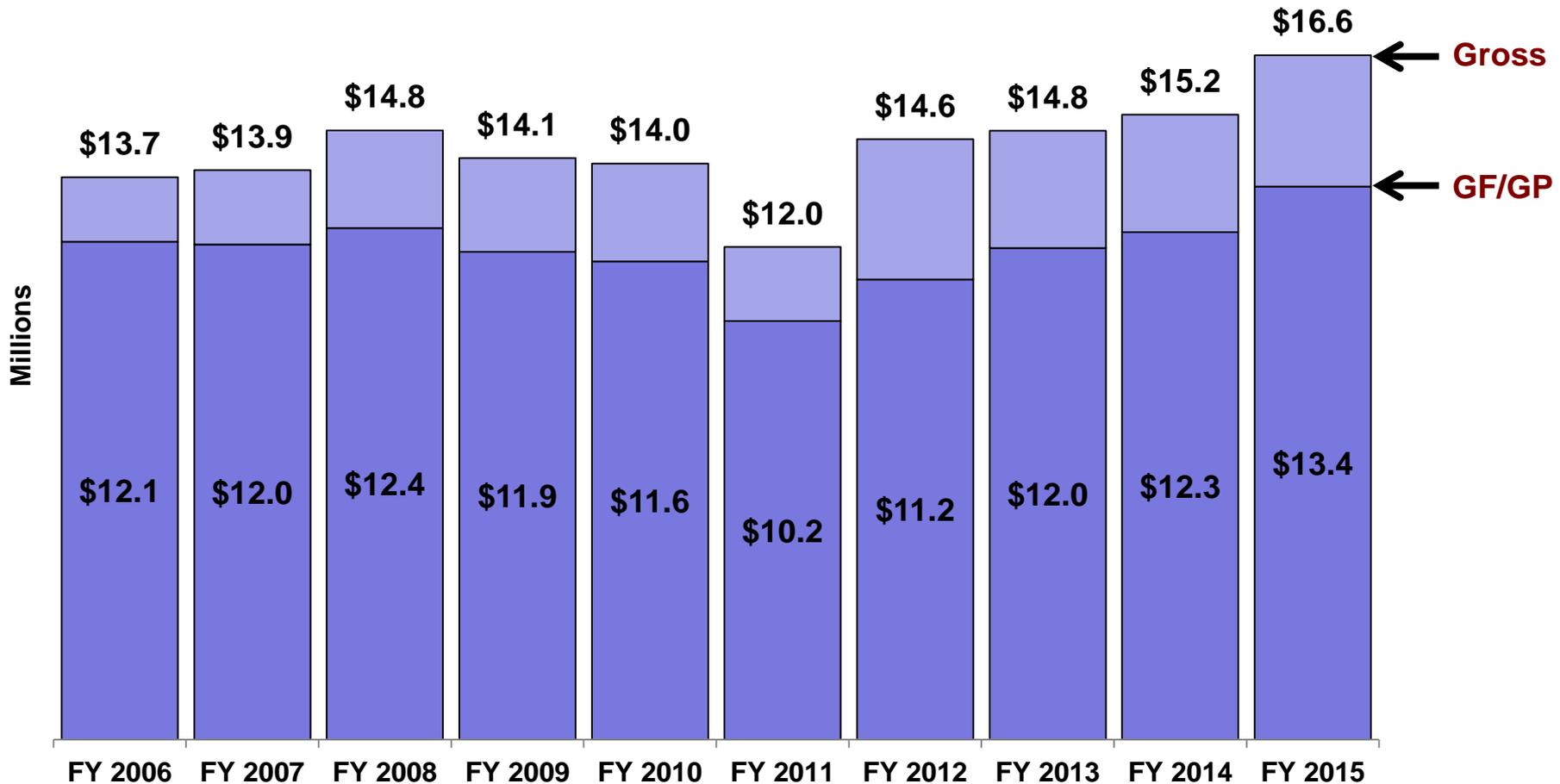
**December 2014**

# Department of Civil Rights

- The 1963 Constitution created the Michigan Civil Rights Commission and charged it with investigating “alleged discrimination against any person because of religion, race, color or national origin.”
- Since then, the Elliott-Larsen Civil Rights Act (1976 PA 453) and the Persons with Disabilities Civil Rights Act (1976 PA 220) have added sex, age, marital status, familial status, height, weight, arrest record, genetic information, and physical and mental disabilities to the original four protected categories.
- The Department of Civil Rights was established in 1965 to serve as the Commission’s administrative arm charged with implementing Commission policies.
- The Department works to ensure equal protection by:
  - Investigating complaints
  - Resolving complaints through legal action and mediation
  - Conducting outreach and education

# Civil Rights: Gross Appropriations

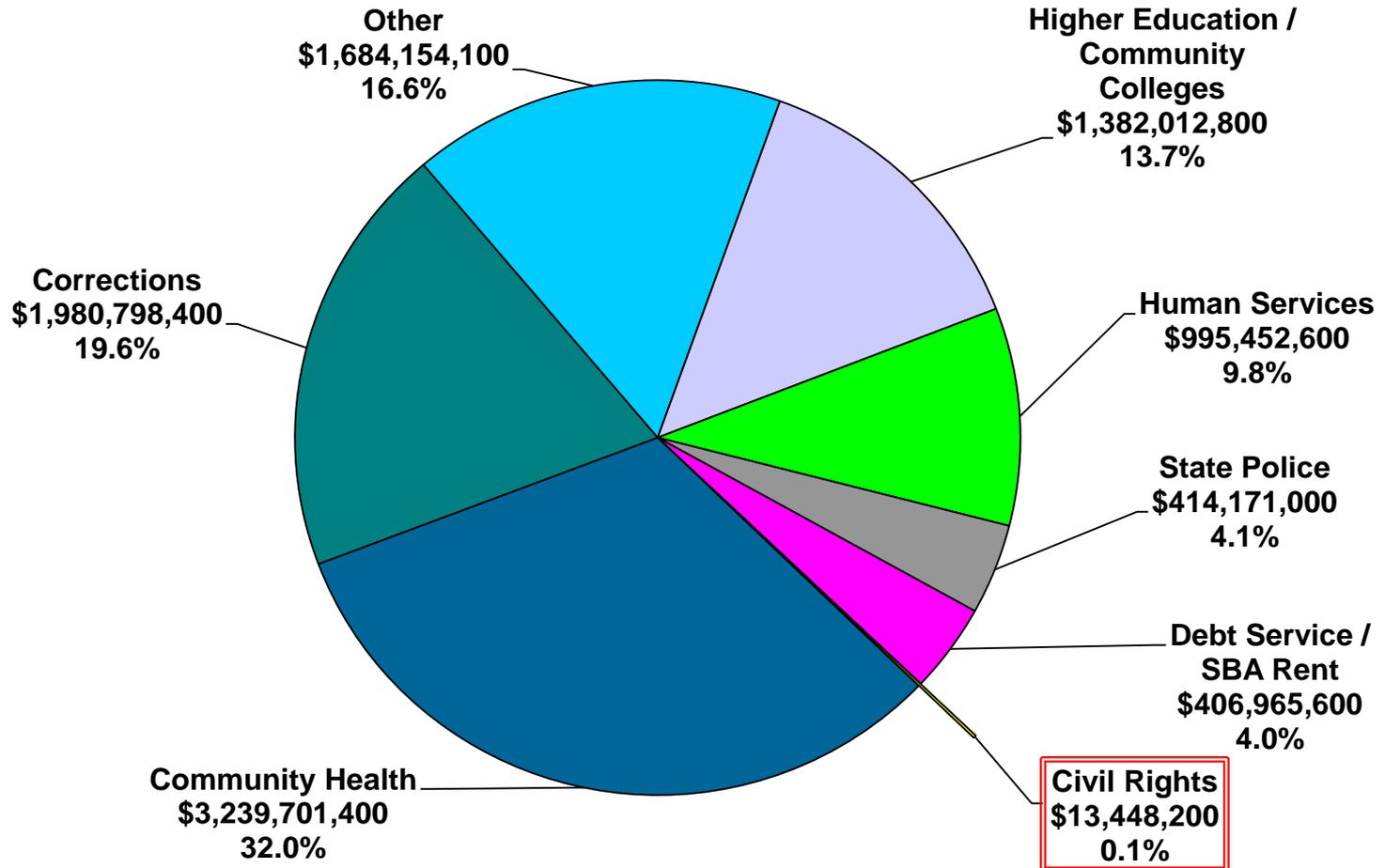
Generally, spending increases were due primarily to inflation, and decreases due to budget reductions. Increase in **FY 2012** was due primarily to the pre-funding of retiree health care. Increase in **FY 2015** was due primarily to increased funding for operations.



# Civil Rights Share of State GF/GP

Civil Rights makes up 0.1% of the total state GF/GP budget

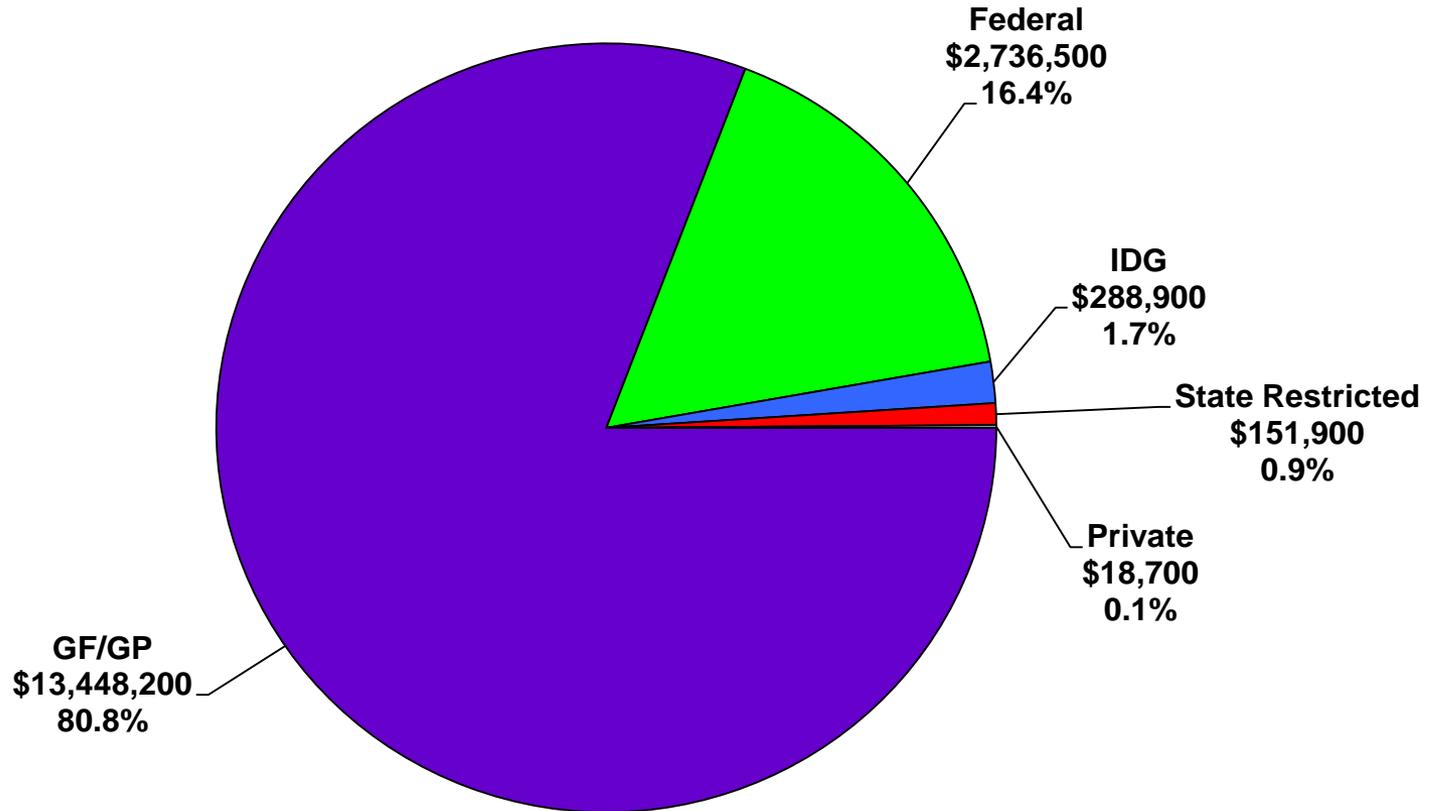
FY 2014-15 GF/GP Total = \$10,116,704,100



# **SOURCES OF FUNDING**

# Civil Rights Funding Sources

FY 2014-15 Civil Rights Budget = \$16,644,200



# **DEPARTMENT APPROPRIATIONS**

# Civil Rights Appropriations

The Civil Rights budget funds executive administration for the Department, several boards and commissions, and two main divisions:

- **Enforcement**
  - Complaint investigation
  - Administrative hearings
  - Amicus briefs
  - Staff counsel for Director and Civil Rights Commission
  - Records center
  - Investigation and enforcement of federal laws under contract with Housing and Urban Development (HUD) and Equal Employment Opportunity Commission (EEOC)
  
- **Public Affairs and Administrative Services**
  - Community relations
  - Complaint mediation
  - Contractor review and certification
  - Communications
  - Crisis response
  - Financial service and technological support

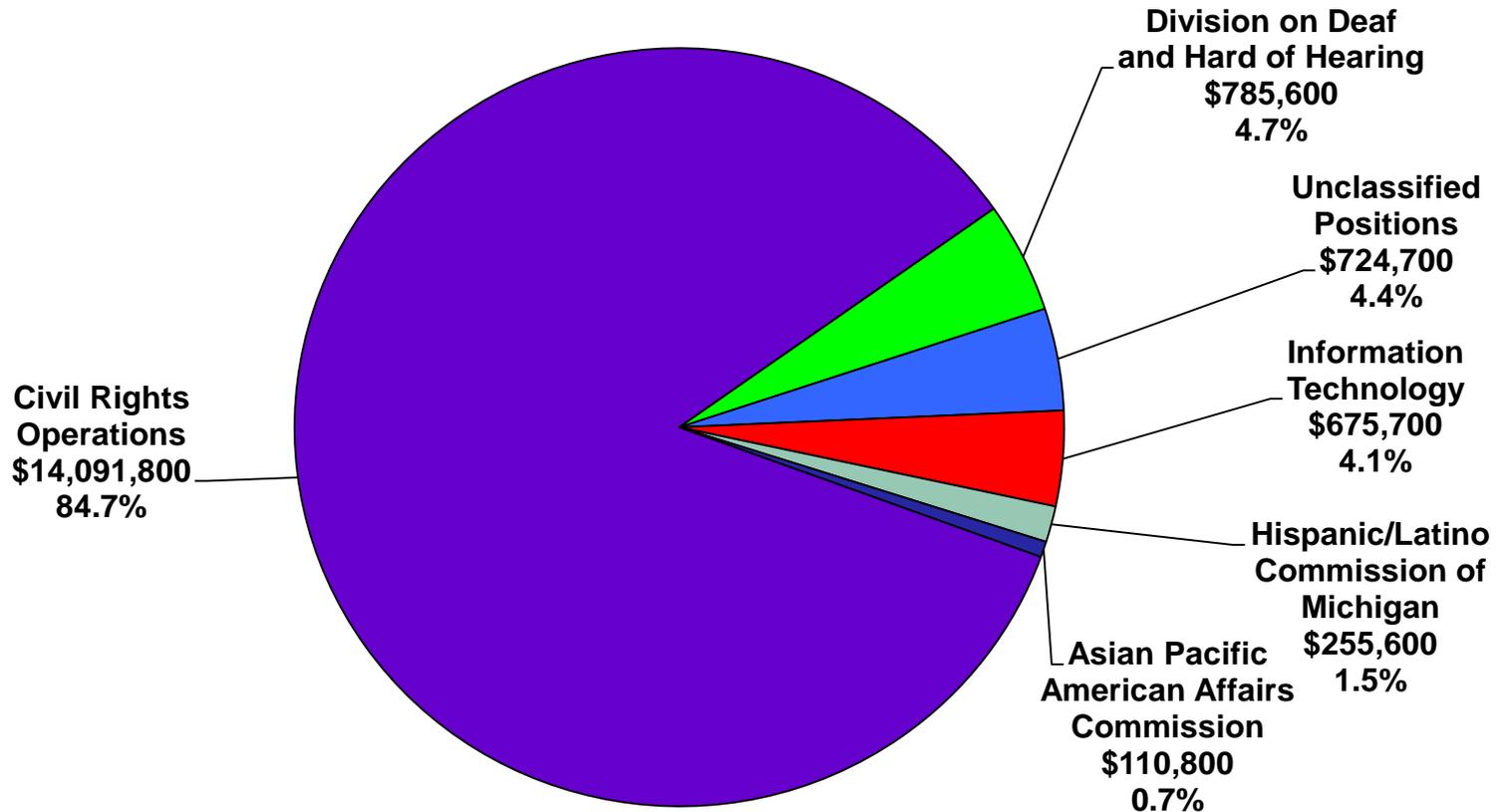
# Civil Rights Appropriations

In addition to the Civil Rights Commission, the Department of Civil Rights houses:

- **Michigan Women's Commission**
  - Works to improve the quality of life for women in the areas of employment, education, health, home, and community
- **Division on Deaf and Hard of Hearing**
  - Advocates on behalf of deaf and hard of hearing persons
  - Provides technical support, information, referral services, and interpreter information
- **Hispanic/Latino Commission of Michigan**
  - Promotes the diverse interests of Hispanics in order to enhance their abilities and improve their quality of life
- **Asian Pacific American Affairs Commission:**
  - Serves the needs and promotes public awareness of Asian Pacific Americans
  - Devises methods to overcome discrimination against and ensures equal access to state services for Asian Pacific Americans
- **Michigan Council on Arab and Chaldean American Affairs**
  - Advises the Governor and the Civil Rights director on community issues and opportunities,
  - Promotes public awareness of community cultures and contributions

# Civil Rights Appropriations

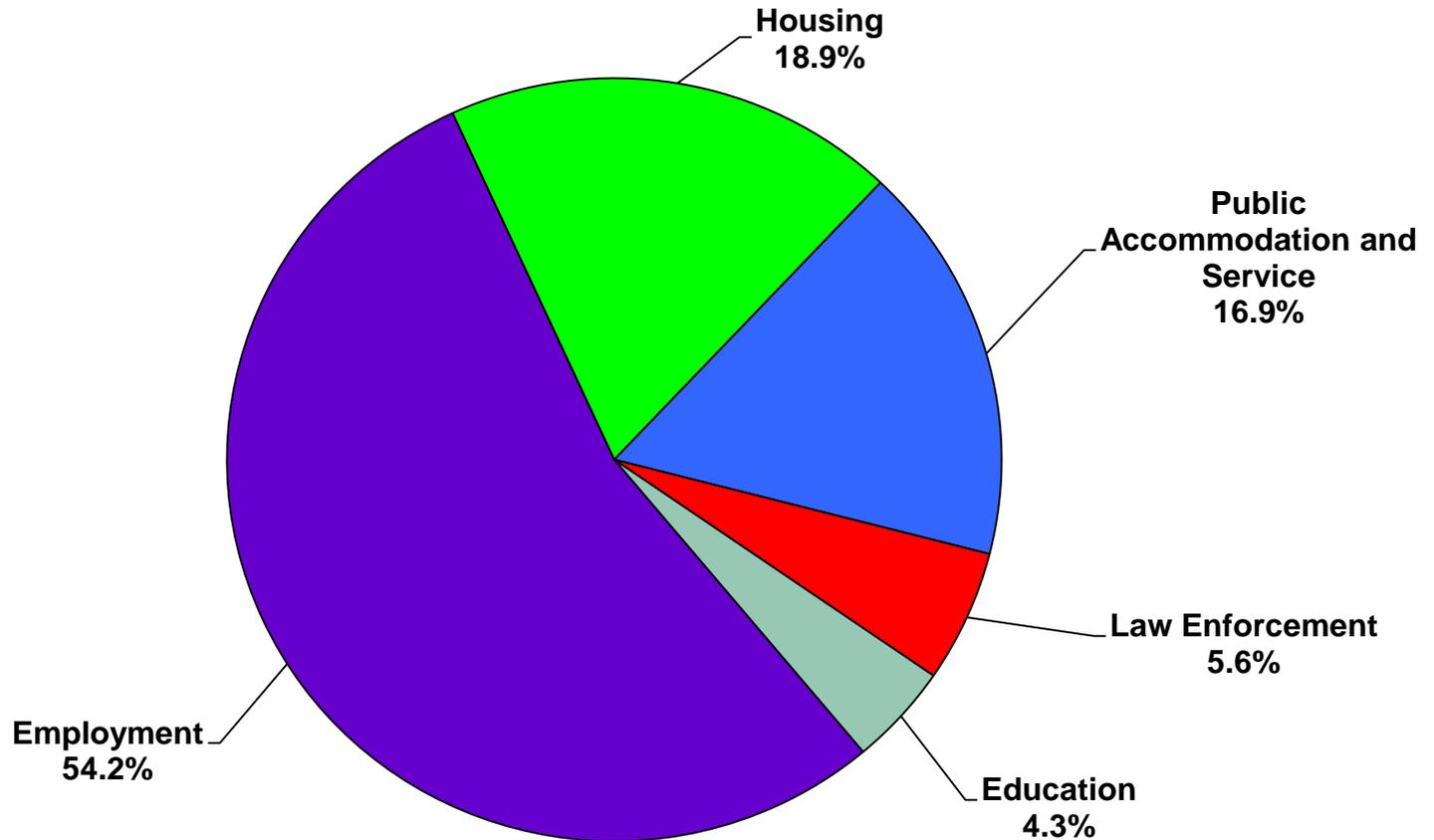
FY 2014-15 Civil Rights Budget = \$16,644,200



# **MAJOR BUDGET TOPICS**

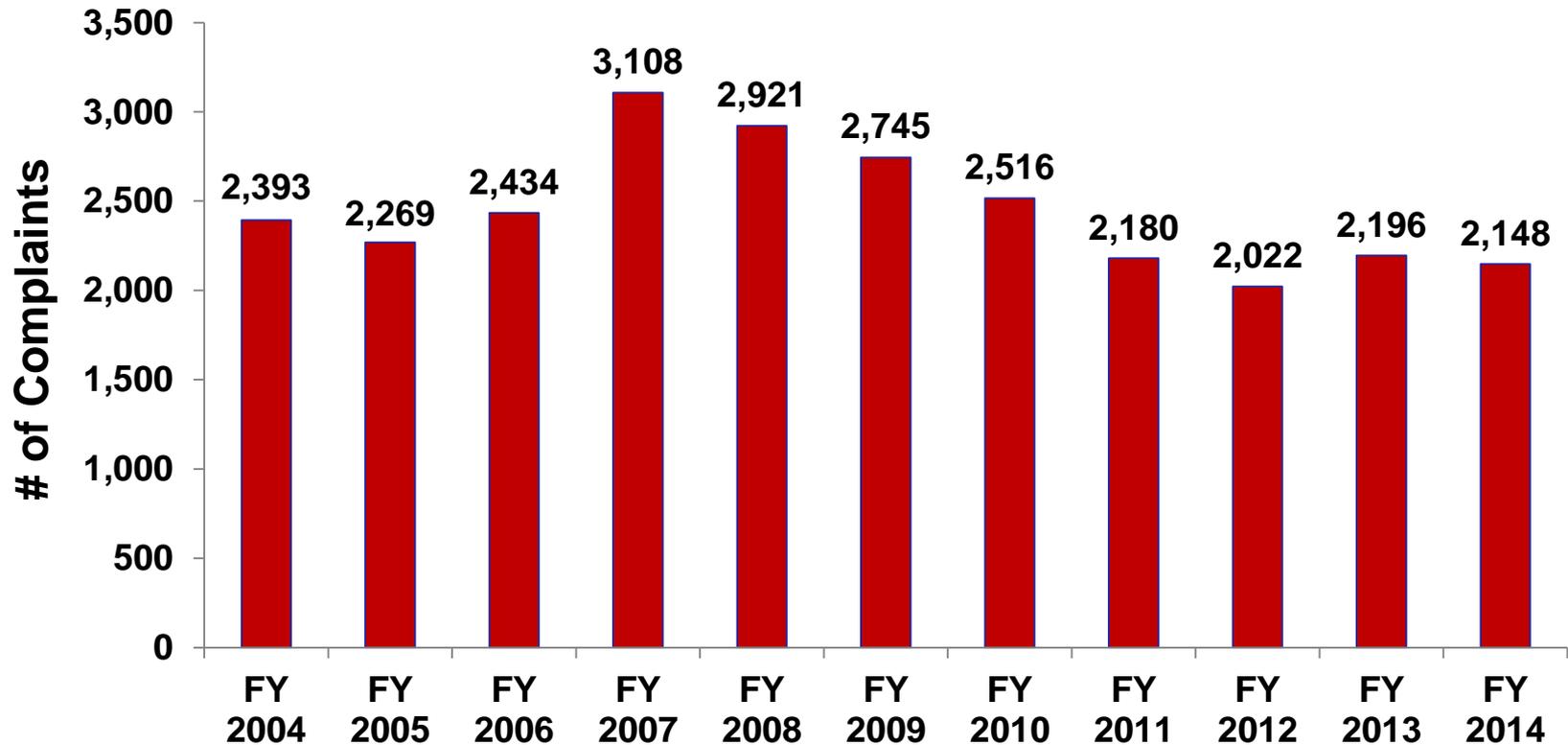
# Civil Rights

## FY 2014 Formal Complaints by Area of Discrimination



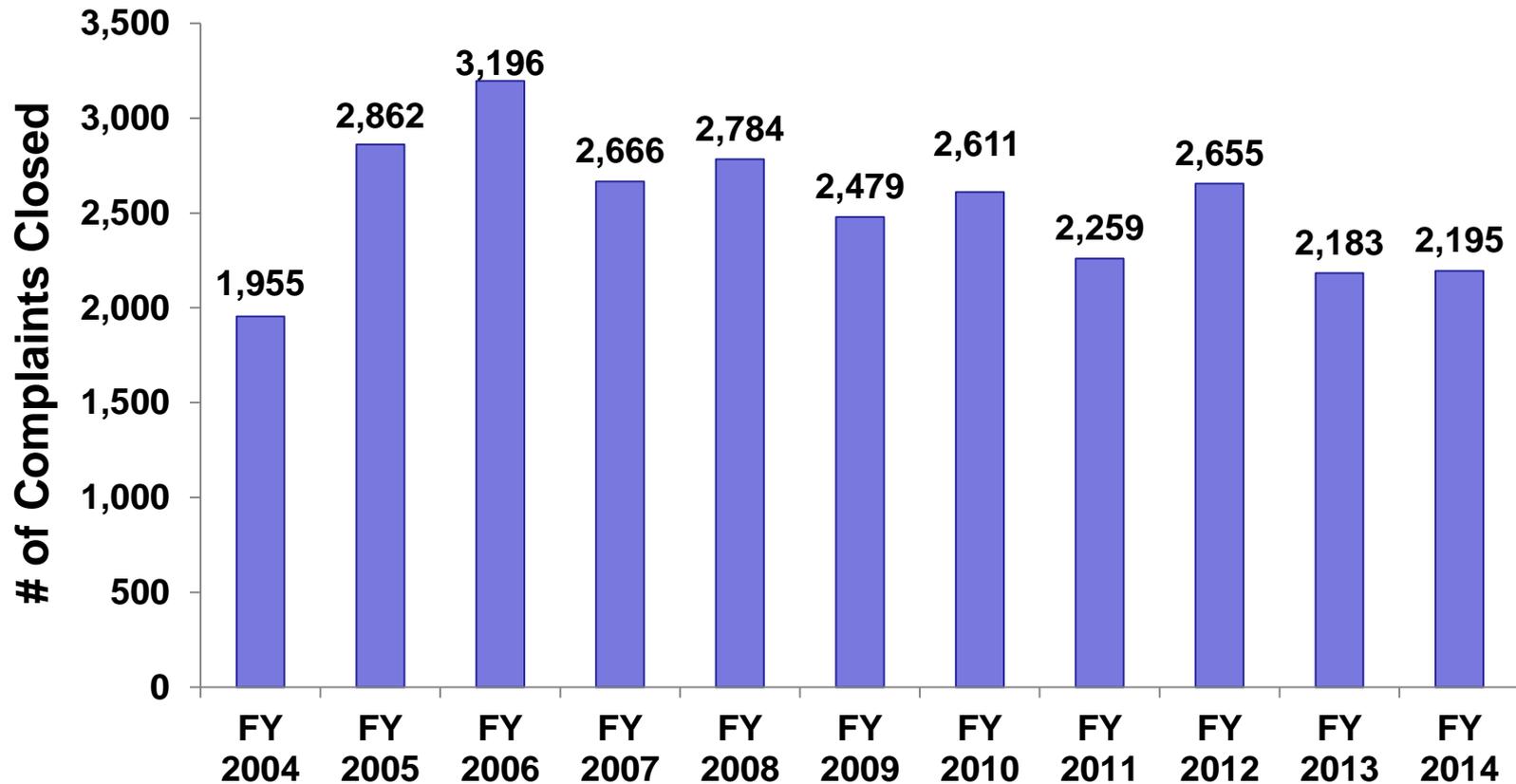
# Civil Rights

## Complaints Initiated by Fiscal Year



# Civil Rights

## Complaints Closed by Fiscal Year



**For more information about the  
Civil Rights budget, contact:**

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