



House Budget Presentation

Our Road to Opportunity

Fiscal Year 2020

April 9, 2019

A Constitutional Priority

The Michigan Constitution of 1963 provides that:

“No person shall be denied the equal protection of the laws; nor shall any person be denied the enjoyment of his civil or political rights or be discriminated against in the exercise thereof...”

**The Constitution tasks the Civil Rights Commission
with the duty to:**

“investigate alleged discrimination against any person . . . in the enjoyment of the civil rights guaranteed by law and by this constitution, and to secure the equal protection of such civil rights without such discrimination.”

Michigan Civil Rights Protections



- **Michigan Law Currently Prohibits Discrimination**
 - In Employment, Education, Housing, Public Accommodation, Law Enforcement or Public Service
 - Based on religion, race, color, national origin, sex, disability, age ⁽¹⁾, marital status ⁽¹⁾, height ⁽²⁾, weight ⁽²⁾, arrest record ⁽²⁾, genetic information ⁽²⁾, and family status ⁽³⁾
- *Persons with disabilities needing accommodations for employment must notify their employers in writing within 180 days.*

⁽¹⁾ Under the education article, age and marital status are prohibited considerations for admissions only

⁽²⁾ In employment only

⁽³⁾ In housing only

Michigan Civil Rights Commission



- Only Commission in the country to be a part of the Constitution
- 8 members, appointed by the Governor, with advice and consent of the senate, to serve 4 year teams (no more than 4 from any one party)
- Establishes policy
- Selects the Executive Director of the Department
- Decides contested cases

Michigan Department of Civil Rights



- **Department Structure**
 - Department of Civil Rights (Detroit, Lansing & Grand Rapids)
- **Operational Structure**
 - Executive Office
 - Enforcement Division, Law and Policy Division and Public Affairs Division
- **Revenue and Budget**
 - FY 2021 Recommended Budget: **\$16,248,700**
 - \$13,068,300 in **General Fund**
 - \$2,816,900 **Federal Revenue** (HUD⁽¹⁾ & EEOC⁽²⁾)

⁽¹⁾ United States Department of Housing and Urban Development

⁽²⁾ United States Equal Employment Opportunity Commission

Department Responsibilities



- Supports & Reports to the Civil Rights Commission
- Investigation & Resolution of Discrimination Complaints
 - EEOC & HUD -Federal Contracts
 - Elliott-Larsen Civil Rights Act (Act 453 of 1976)
 - Persons with Disabilities Civil Rights Act (Act 220 of 1976)
- Michigan Indian Tuition Waiver Program
- Division on Deaf, DeafBlind and Hard of Hearing (DODDBHH)
- Michigan Women’s Commission (MWC)
- Advocates and Leaders for Police and Community Trust (ALPACT)
- Interagency Migrant Services Committee (IMSC)
- ADA Compliance (Title II)
- Service Animal Program
- State Council for Local Governments & Education on Equity & Inclusion

FY 2021
Governor's
Recommendation
Summary



Fiscal Year 2020 Appropriation

\$16,388,300

Fiscal Year 2021 Recommendation

\$16,248,700

Fiscal Year 2021 Budget Cut

\$139,600

Performance Measurements



Department name: Civil Rights
 Executive/Director Name: A. Arbulu
 Period: November 2018

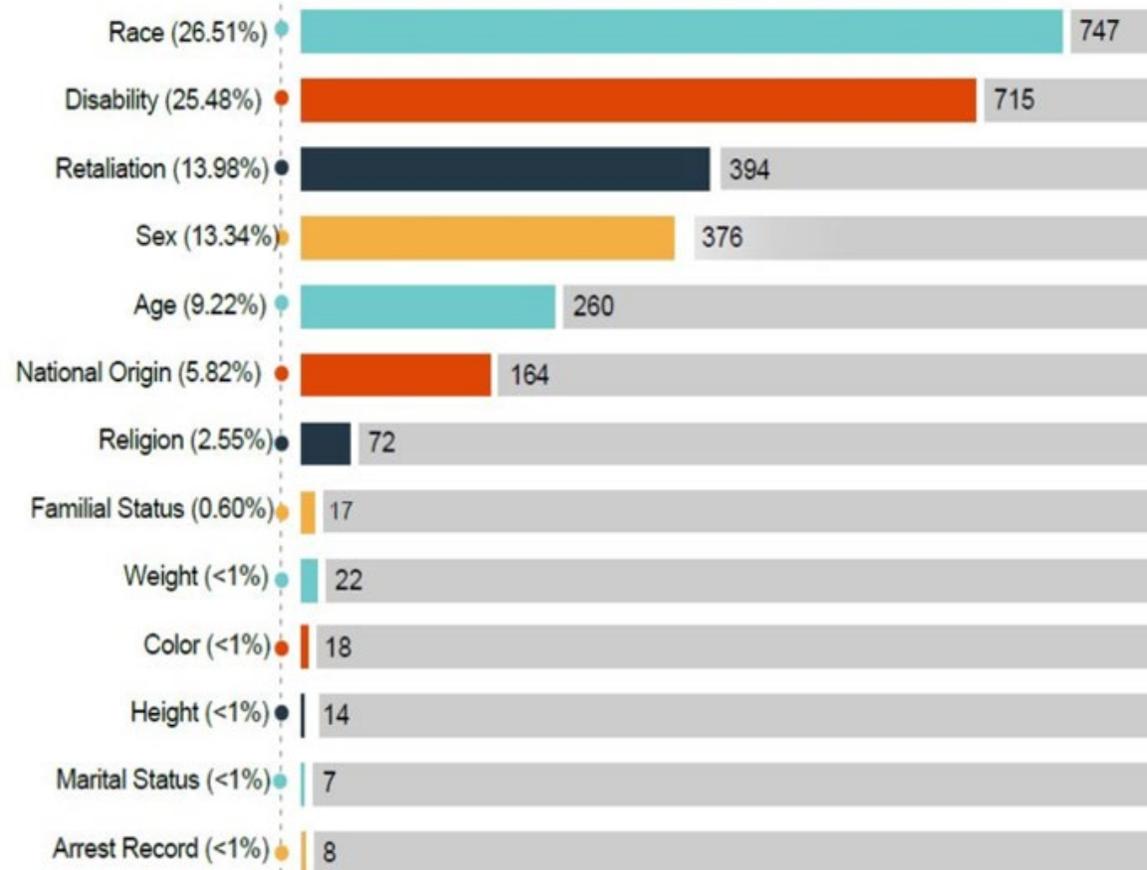
Metric ID	Metric	Status	Progress	Target	Current	Previous	Frequency
Customer/Constituent							
C2	Average Number of Days From Contact through Complaint Initiation	Green	=	21	17.71	17.19	Monthly
C4	Number of Fact-Finding and/or Resolution Conferences conducted during investigations	Green	👎	40	30	36	Monthly
C5	Number of Service Animal Patches issued	Green	=	30	8	7	Monthly
Financial							
C1	Average Number of Days from Contact Through Evaluation	Green	👍	14.0	13.72	12.96	Monthly
F2	Percentage of Cases Re-Opened Through Reconsideration Process	Green	=	<5%	0	0	Monthly
F4	Number of Investigations Completed	Yellow	👎	180	135	210	Monthly
Internal Business Process							
I1	Average number of days from start of investigation through conclusion of investigation		=	180	229.44	180.3	FY Annually
Prevention							
MDCR-PEP-002	Develop a baseline of knowledge in the principles and processes for implementing racial equity among advocates and leaders in 15 municipalities by the end of 2019.		=	15	0 October	0	Quarterly
MDCR-PEP-004	Improve community-based relationships and civil rights/racial equity knowledge across the State of Michigan.	Green	=	4	0	4	Quarterly
L1	Number of Persons Trained by Community Relations Team	Green	👍	200	338	0	Monthly

■ 90% or more than target value
 ■ Below 75% of target value

FY 18 Complaint Investigations



Formal Complaints Filed by Basis FY 18



Note : 1. A complaint may have multiple basis, the above data does not reflect the total number of formal complaints for that period.
2. Contacts may be opened and closed and moved from one process to another throughout the investigative process so the results may vary when subsequently queried.

ALPACT



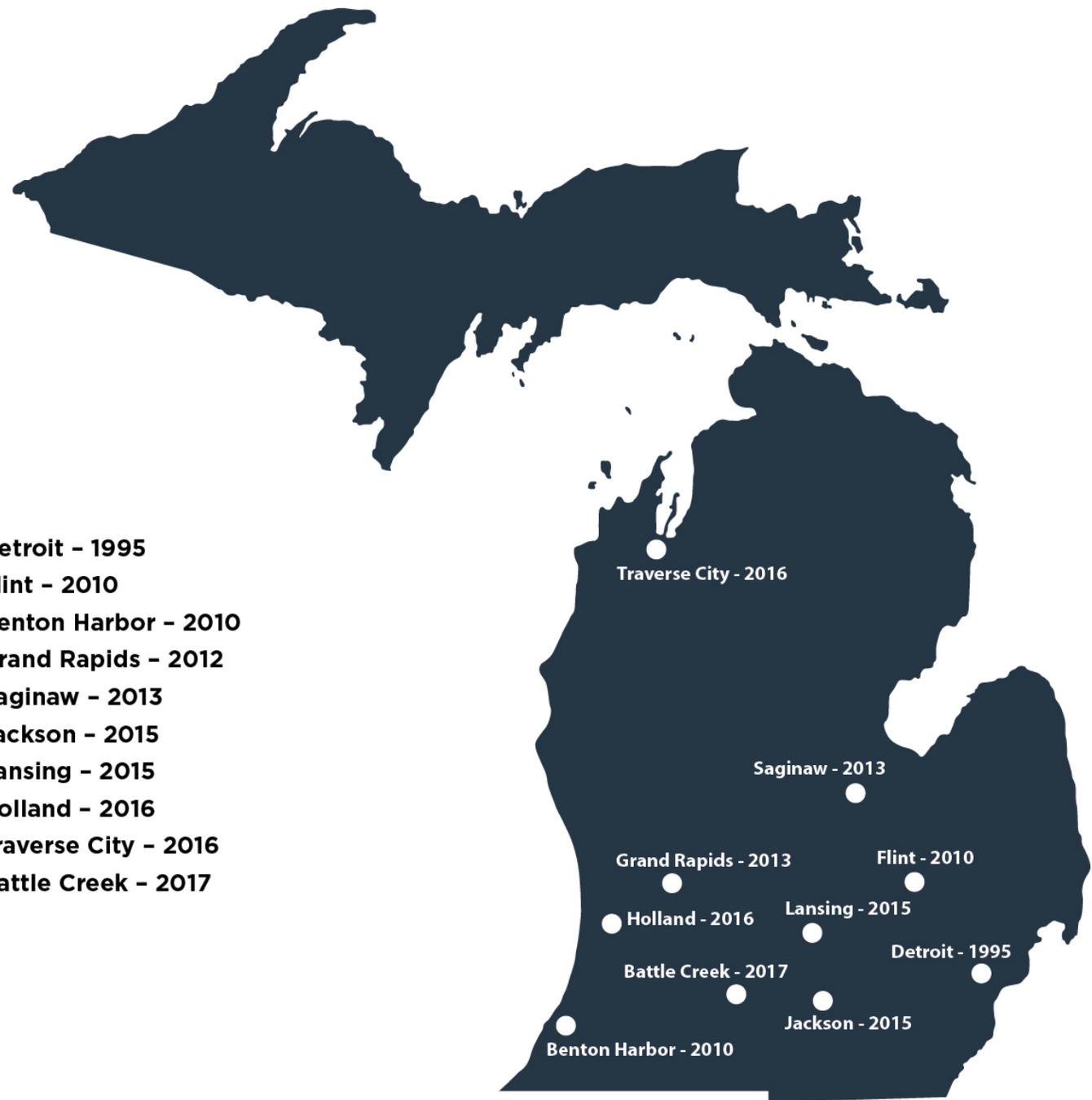
Advocates and Leaders for Police and Community Trust (ALPACT)

- The mission of ALPACT is to **improve trust between law enforcement and the community**. Participants include community leaders and members, U.S. Attorney's Office, Michigan State Police and local law enforcement.

ALPACT Locations



- Detroit - 1995
- Flint - 2010
- Benton Harbor - 2010
- Grand Rapids - 2012
- Saginaw - 2013
- Jackson - 2015
- Lansing - 2015
- Holland - 2016
- Traverse City - 2016
- Battle Creek - 2017



Initiatives



ALPACT

- Fourth (4th) statewide ALPACT co-chair meeting to take place in the Fall 2019
- MDCR is **increasing local participation in areas where the Truth, Racial Healing and Transformation enterprise** intersect with the mission of ALPACT in four TRHT locations: Flint, Lansing, Kalamazoo and Battle Creek to increase involvement of local enforcement **Racial Equity**
- Training and education
- Internal and external
- Government Alliance on Race & Equity (GARE) \$20,000 grant to work with Kalamazoo Gov't on training (2018-2019)
- MDCR and MDE Cohort
- Racial Equity Toolkit
- State Council for Local Governments & Education on Equity & Inclusion

Initiatives



DODDBHH

- Needs Assessment Completed to be published May 2019 (last study published in 1989)
- 4 Town halls already held and more are scheduled throughout Michigan (2018-2019)

Training

- Racial Equity, Diversity & Inclusion, increasing partnerships with local units of government and state departments
- Sexual Harassment (i.e. Attorney General's Office, et al.)

Continuous Internal Improvement



IT Infrastructure

Development and launch a Civil Rights Information System (CRIS), an agency-wide customer relationship management (CRM) to replace current system (CMS), over 20 years old.

- address the requirements of enforcement, community engagement, and educational services and obligations.

Consolidation of Detroit Office Space

Designed to improve infrastructure for modern offices with updated technology allowing for further efficiencies for better customer services to be completed by December 2019.



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