

**Fiscal Year 2023-2024
February 28 , 2023**

John E. Johnson, Jr., J.D., Executive Director, MDCR

Kim Woolridge, J.D., Deputy Executive Director, MDCR

Abdel Aly, C.P.A., Director, Budget and Management Services, MDCR

Jerome Reide, J.D., Ph.D., Legislative Liaison, MDCR

Marcelina Trevino, M.S.W., J.D., Director, Enforcement

Anthony Lewis, Director, Community Engagement and Education

Tyra Khan, J.D., Director, Disability Rights and Compliance

MCRC Constitutional Authorization

The mission 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. 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...”

MCRC Appointments

MCRC Commissioners are appointed by the Governor and approved by the Senate



Governor Gretchen Whitmer



Michigan State Senate Floor



Michigan Civil Rights Commission



Portia L. Roberson,
(D), Detroit,
Chair



Zena Faraj Elhasan,
(D), Dearborn,
Vice Chair



Gloria E. Lara, (I)
Grand Rapids,
Secretary



Richard Corriveau, (D),
Northville,
Commissioner



David Worthams, (R)
Kalamazoo,
Commissioner



Luke R. Londo, (I),
Hazel Park,
Commissioner



Executive Director of MDCR

John. E. Johnson, Jr. is the Executive Director of the Michigan Department of Civil Rights and a member Governor Whitmer's cabinet.

Director Johnson leads an agency that has 97 employees and is constitutionally mandated to enforce the state's civil rights laws (ELCRA and PWDCRA), and prevent discrimination through community engagement and education.





Some members of the MDCR staff



The Michigan Department of Civil Rights was created in 1965 to support the work of the Michigan Civil Rights Commission. MDCR's Executive Office is in Detroit and staff are also deployed in Lansing and Grand Rapids offices.





Elliott-Larsen Civil Rights Act and Persons with Disabilities Civil Rights Act

The Elliott-Larsen Civil Rights Act (ELCRA) and the Persons with Disabilities Civil Rights Act (PWDCRA) provide protection against and investigation of alleged discrimination in employment, education, housing, public accommodation, and public service. It is unlawful to discriminate against any person because of Religion, Race, Color, National Origin, Sex, Disability, Age, Marital Status, Familial Status, Height*, Weight*, Arrest Record*, and Genetic Information.

It is unlawful to retaliate against any person who exercises rights under either law.



Department Responsibilities

MDCR is a civil rights law enforcement agency and is the operational arm of the Michigan Civil Rights Commission.

MDCR is responsible for:

- Investigation and resolution of discrimination complaints
 - EEOC & HUD -Federal Contracts, ELCRA (Act 453 of 1976), PWDCRA (Act 220 of 1976)
- Diversity, Equity and Inclusion
- Community Engagement Education (Internal & External Training)
- ADA Compliance (Title II)
- Division on Deaf, DeafBlind and Hard of Hearing
- Advocates and Leaders for Police and Community Trust
- Native American Boarding Schools Study
- Michigan Indian Tuition Waiver Program
- Michigan's Voluntary Service Animal Identification Program



Offices, Structure, Revenue and Budget

Department Structure

Department of Civil Rights (Detroit, Lansing, & Grand Rapids)

Operational Structure

Executive Office, Enforcement, Public Affairs, DODDBHH, IT, and Museums

Revenue and Budget

FY 2024 Recommended Budget \$29,460,000

\$26,491,900 **General Fund:** (1)

\$2,890,900 **Federal Revenue:** HUD (2) & EEOC (3)

\$18,700 **Private Funds**

\$58,500 **State Restricted Indirect Funds**

¹ \$1.5 million for museums support and \$2,750,000 for one time funding.

² United State Department of Housing and Urban Development

³ United States Equal Employment Opportunity Commission



FY24 Proposal of Changes

Proposal Title	Appropriation	Fund	FTEs	On Going Funding	One-Time Funding	IT Funding
Enforcement Disparate Impact Work	Complaint investigation and enforcement	GF/GP	9	\$1,555,800		
Improve timely complaint investigation processing	Complaint investigation and enforcement	GF/GP	32	\$5,378,700		
	Executive office	GF/GP	2	\$307,800		
Advocates and Leaders for Police and Community Trust (ALPCAT)	Public affairs	GF/GP	1	\$316,300		
Michigan Alliance Against Hate Crimes (MIAAHC)	Public affairs	GF/GP	2	\$574,400		
DEI Research	Executive office	GF/GP	1	\$161,000		
Americans with Disabilities Act (ADA)	Complaint investigation and enforcement	GF/GP	2	\$223,200		
Digital accessibility and self-evaluation and transition plan compliance	Complaint investigation and enforcement	GF/GP	2	\$294,100		
	Complaint investigation and enforcement	GF/GP			\$2,750,000	
Department of Civil Rights Public Portal	DTMB - IT Funding	GF/GP				\$1,000,000
Grand Total			51	\$8,811,300	\$2,750,000	\$1,000,000



Initiatives and Task Forces

Michigan Civil Rights Commission Initiatives

K-12 Education Equity in MI Report (Based on Statewide Community Hearings)

Education Equity Resource Guide

Key Task Forces

- Voting Rights, Diversity, Equity and Inclusion, Safe Learning Environments, Education Equity and Environmental Justice (MCRC)
- Michigan Poverty Task Force
- Member of the Interagency Migrant Services Committee
- Michigan Commission on Law Enforcement Standards (MCOLES)
- Homeland Protection Board
- Council for Government and Education on Equity and Inclusion
- Ethnic Intimidation Amendment Work Group



Filing a complaint

If the incident falls under the laws we enforce and occurred within 180 days, MDCR will prepare a formal complaint for you to sign before a notary public and return to MDCR. Once MDCR receives your notarized complaint, it is placed on the docket and a copy is sent to the claimant and the person or organization the complaint is filed against (the respondent). MDCR will then conduct an impartial investigation of all available evidence.



Closed Cases and Settlements

Investigating Complaints of Discrimination

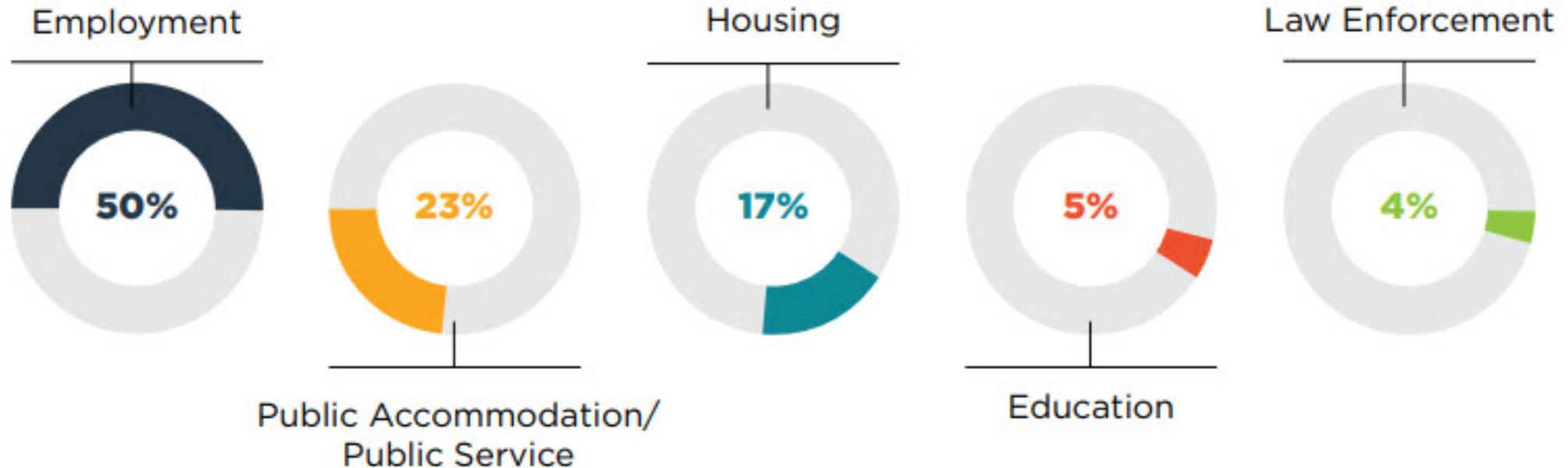
MDCR's core mission is investigating complaints of discrimination in employment, housing, public accommodation, law enforcement and public service. In FY 2021, MDCR closed 1,374 complaints and secured \$1,669,048 in settlements. In FY 2022, the MDCR Enforcement Division closed 1,350 complaints of discrimination and secured \$ \$483,462.58 in settlements for claimants.



Formal Complaints Filed By Area FY 2022

Formal **Complaints** Filed by Area

In FY 2022, the majority of **complaints** MDCR received were in the area of employment (49.6%), followed by public accommodation/public service (23.4%), housing (17.3%), education (5.4%) and law enforcement (4.3%).





The Disability Rights and Compliance Division Leads the Charge to Bring Equity to all Michiganders

The Disability Rights and Compliance Division (DRACD) serves many functions related to rights, responsibilities and compliance with state and federal disability law including Americans with Disabilities Act (ADA), Section 504 of Rehabilitation Act (Section 504) and Persons with Disabilities Civil Rights Act (PWDCRA).

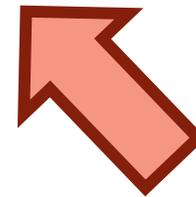
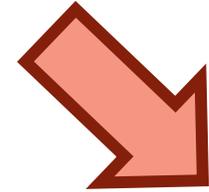
As State ADA Coordinator, duties include oversight and coordination of programs, activities and services of all state departments and agencies related to ADA compliance, as well as providing technical guidance and training on such matters.

The division also provides training opportunities to any business open to the public as well as local public services entities covering ADA Titles I-III, PWDCRA, and Section 504. The DRACD completed more than 20 training sessions for state departmental ADA Coordinators and support staff. The division also developed and maintained internal and external partnerships by working with other state and local agencies focused on disability related rights and compliance matters, as well as disability cultural competency and effective communication.

Partnering entities include, but are not limited to ADA Michigan, Michigan Rehabilitation Services, Department of Natural Resources' Accessibility Advisory Council, Department of Management and Budget's (DTMB) ADA Workgroup, DTMB's Procurement Workgroup, and the State of Michigan's Accessibility Team.

ADA DTMB Work Group

The DTMB ADA Workgroup focuses on making the State of Michigan's digital information (documents, forms, websites, social media pages, training sessions, etc.) accessible to all users. The DRACD must purchase software and technical assistance material in order to ensure accessibility of all public facing programs, services and activities. The software will be used to organize and track areas of deficiency, as well as plan and implement remedial action.





The Division on Deaf Deafblind and Hard of Hearing Leads Effort to Ensure Accessible Communication During COVID-19 Pandemic

The Division on Deaf, DeafBlind and Hard of Hearing 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 support and information to Michiganders who are deaf, deafblind and hard of hearing and entities that serve them.



Outreach and DEI

Community Engagement & Diversity, Equity and Inclusion Programs include the following:

- Racial Equity, Cultural Competency, Implicit Bias workshops and trainings
- MI Response to Hate campaign
- Civil Rights Youth Leadership Academy
- Civil Rights Youth “Speakout”
- State Council for Local Governments and Education on Equity and Inclusion

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)



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.

CONTACT INFORMATION

Toll Free Number: 800-482-3604

Detroit Office: 313-456-3700

Lansing Office: 517-335-3165

Grand Rapids Office: 616-356-0380

Website: www.michigan.gov/mdcr



Michigan.gov/mdcr