



# Department's Constitutional Priorities\*

1. Investigate alleged discrimination
2. Secure equal protection without discrimination

\*As established by Article 5, Section 29 of the Michigan Constitution of 1963

# Civil Rights Commission

- Created in 1963 Constitution – only one in country to be part of constitution
- 8 members, appointed by the Governor, with advice and consent of the senate, to serve 4-year terms (no more than 4 from any one party)
- Establishes policy
- Selects the Executive Director of the Department

# Required MDCR Activities

1. Provide Support to the Michigan Civil Rights Commission.
2. Investigation & Resolution of Discrimination Complaints
  - EEOC & HUD – Federal contracts
  - Elliott-Larsen Act
  - Persons with Disabilities Civil Rights Act
3. Michigan Indian Tuition Waiver Program
4. Division on Deaf, DeafBlind, and Hard of Hearing (DODDBHH)
5. Women's Commission
6. Service Animal Program
7. State Equal Opportunity & Diversity Council (SEODC)
8. Interagency Migrant Services Committee (IMSC)
9. ADA Compliance

# Initiatives

1. **Advocates & Leaders for Police & Community Trust (ALPACT)**
2. **Collaborating with MCOLES to implement Governor Snyder's Executive Directive relating to fostering public trust in law enforcement.**
3. **Michigan Alliance Against Hate Crimes (MIAAHC)**
4. **Collaboration with MDE on Civil Rights Education**
5. **Ethnic Liaisons, *i.e.*, African American, Hispanic/Latino, Native American, Arab & Middle Eastern American, Asian Pacific Americans**
6. **Racial Equity Initiatives, *i.e.*, West Michigan Leadership Collaborative & SE Michigan**
7. **Relentless Tour with Anthony Ianni**
8. **Provided training & education related to diversity issues and civil rights laws to over 5,000 people.**

# Investigation

- Bulk of the Department's work
- 6 Enforcement Units, located in 3 offices, assist citizens in need.
- Contract with 2 federal agencies to conduct jointly-filed investigations.
- Experienced investigators complete up to 7 investigations per month.
- The MDCR's goal of completing each investigation in less than 180 days was reached in FY15 – down from over 300 days in FY11.

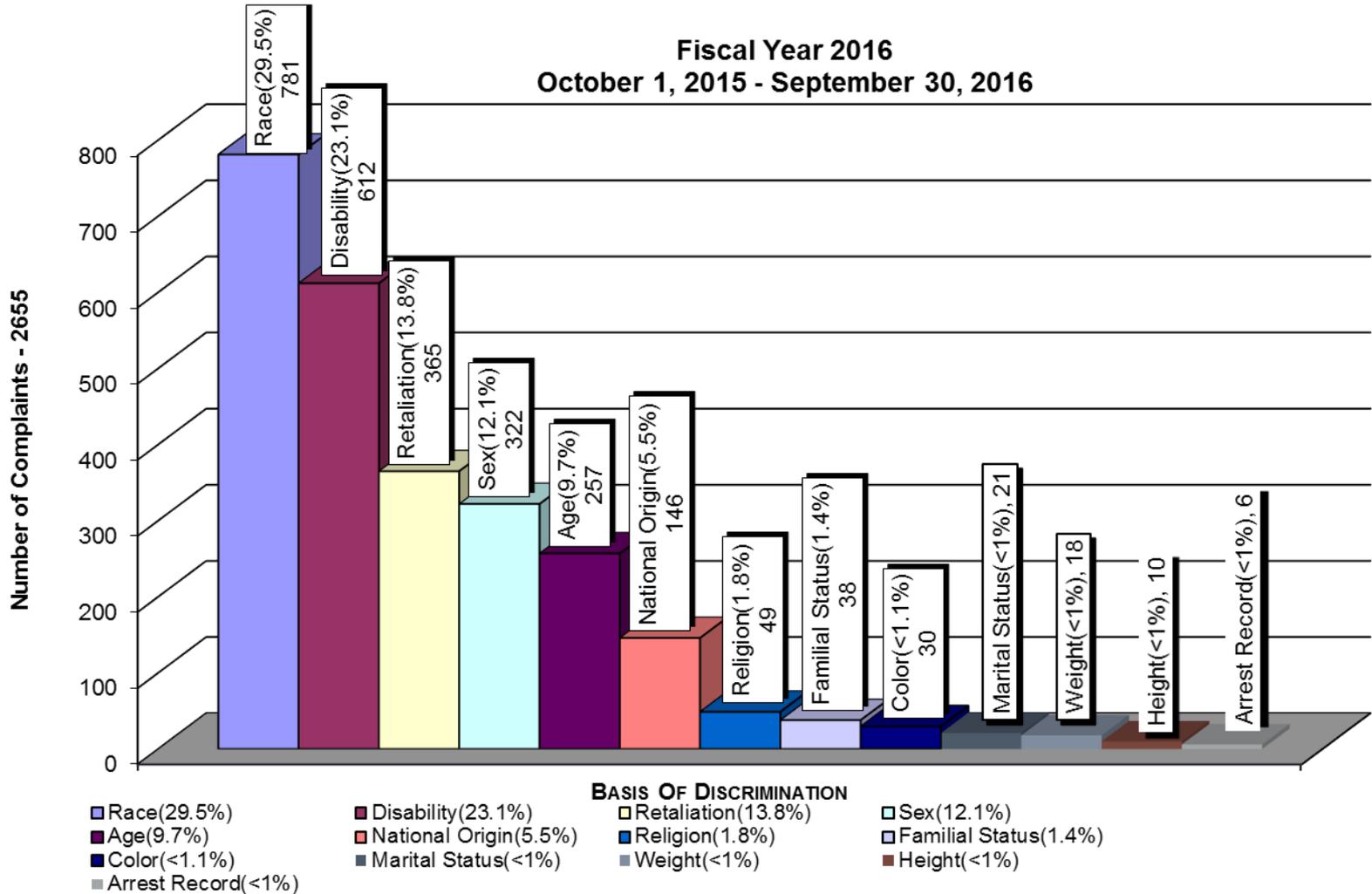
**In addition, the department:**

- Provides mediation services in an effort to bring quicker resolution
- Coordinates conciliation and charge, if warranted
- Presents the case to hearing officer and the Civil Rights Commission for final adjudication.

**The Department is required to investigate every properly filed complaint.**

# FY 16 Complaint Investigation

Fiscal Year 2016  
October 1, 2015 - September 30, 2016



# ALPACTs

- Detroit – 1998
- Flint – 2011
- Benton Harbor – 2012
- Grand Rapids – 2012
- Saginaw – 2012
- Holland – 2015
- Jackson – 2015
- Battle Creek – 2016
- Traverse City – 2016
- Kalamazoo – 2016
- Lansing – 2016



# Looking ahead

- The Governor has recommended a continuation of our FY 17 budget – less one time \$250,000 for DODDBHH
- DODDBHH Needs Analysis
- New IT system
- Expanded community pilot projects