



House Budget Presentation

Making a Difference in Families' Lives
Fiscal Year 2020-2021
February 11, 2020

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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."

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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 Act Provides Equal Access***
 - Provides persons with disabilities with the same opportunities as everyone else to housing, the workplace, public places, and in interactions with government.

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

⁽²⁾ In employment only

⁽³⁾ In housing only

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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

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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
- Outreach and Education (Internal & External Training)

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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: **\$16,787,400**
 - \$13,542,200 in **General Fund**
 - \$3,245,200 **Federal Revenue** (HUD⁽¹⁾ & EEOC⁽²⁾)

⁽¹⁾ United States Department of Housing and Urban Development

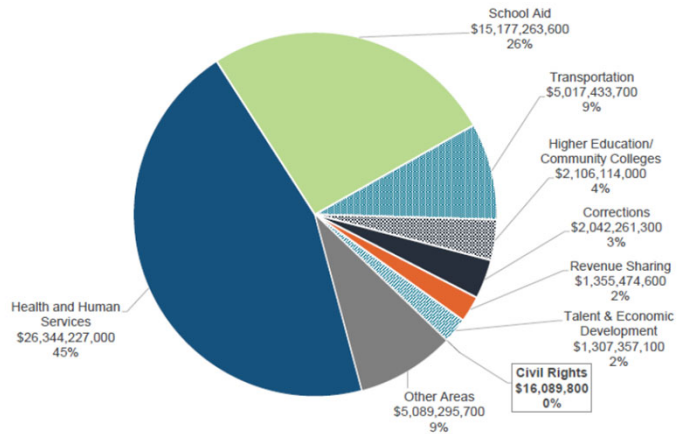
⁽²⁾ United States Equal Employment Opportunity Commission

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State General Fund

Civil Rights Share of Total State Budget

The Department of Civil Rights budget represents less than 1% of the \$58.5 billion state budget (adjusted gross) for FY 2019-20.



House Fiscal Agency

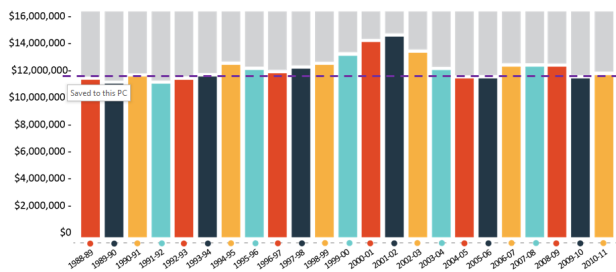
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January 2020

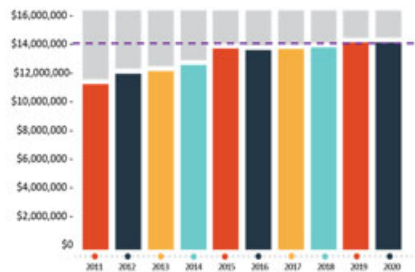
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MDCR Budget 1988-2020

Year	Spend
1988-89	\$11,154,500
1989-90	\$10,982,500
1990-91	\$11,542,900
1991-92	\$10,937,200
1992-93	\$11,111,700
1993-94	\$11,584,200
1994-95	\$12,244,100
1995-96	\$12,110,200
1996-97	\$12,003,700
1997-98	\$12,463,500
1998-99	\$12,504,800
1999-00	\$12,989,300
2000-01	\$14,338,500
2001-02	\$14,593,000
2002-03	\$13,433,700
2003-04	\$12,183,200
2004-05	\$11,759,000
2005-06	\$11,768,700
2006-07	\$12,454,000
2007-08	\$12,437,200
2008-09	\$12,418,000
2009-10	\$11,706,400
2010-11	\$10,975,700



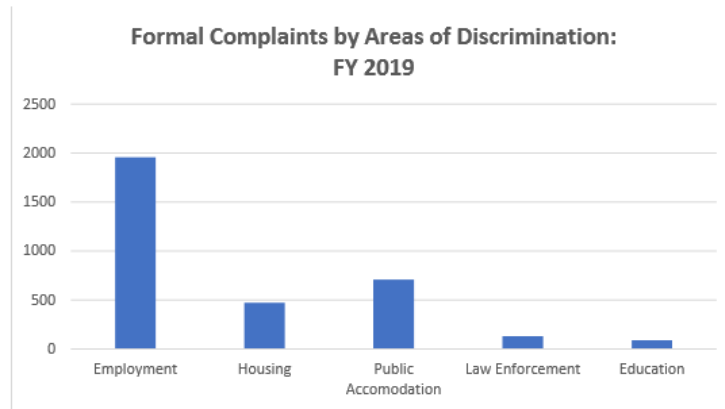
Year	Spend
2011	\$11,003,500
2012	\$11,938,400
2013	\$12,147,800
2014	\$12,448,600
2015	\$13,841,800
2016	\$13,660,000
2017	\$13,831,700
2018	\$13,906,500
2019	\$14,049,800
2020	\$14,049,800



Budget has remained flat though need has increased.

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FY 19 Complaint Investigations



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.

Increase In Complaints



FY2018



3,169

FY2019



3,352

Increase of 183 cases

Initiatives:

Education &
Skills

Health &
Families



Commission

- K-12 Education Report (Based on 5 Statewide Community Hearings)
- 2020 Enumeration Study for Migrant & Seasonal Farmworkers (Last study 2013)

Key Task Forces

- Environmental Justice Response Team
- Michigan Poverty Task Force
- Member of the Interagency Migrant Service Committee

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Initiatives:

Education &
Skills

Health &
Families



Outreach

- Fourth (4th) statewide ALPACT co-chair meeting took 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
- MDCR and MDE Cohort
- Racial Equity Toolkit
- State Council for Local Governments & Education on Equity & Inclusion

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ALPACT Initiative



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.

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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



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Continuous Internal Improvement



IT Infrastructure

Launch in March 2020 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 2020.

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FY 2021 Governor's Recommendation Summary



Fiscal Year 2020 Appropriation

\$16,388,300

Fiscal Year 2021 Recommendation

\$16,787,400

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MDCR
MICHIGAN DEPARTMENT OF CIVIL RIGHTS

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