



Budget Presentation

Fiscal Year 2019

March 6, 2018

MDCR's Constitutional Priorities



The State Constitution of 1963 has tasked the department with upholding Michigan Law

- **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

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

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 2019 Recommended Budget: **\$16,201,100**
 - \$13,022,100 in **General Fund**
 - \$2,802,700 **Federal Revenue** (HUD & EEOC)

Duties of the Department



- Support Civil Rights Commission
- Investigation & Resolution of Discrimination Complaints
 - EEOC & HUD -Federal Contracts
 - Elliott-Larsen 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)
- State Equal Opportunity & Diversity Council (SEODC)
- Interagency Migrant Services Committee (IMSC)
- ADA Compliance
- Service Animal Program

FY 2019 Governor's Recommendation Summary



Fiscal Year 2018 Appropriation	\$16,249,600
Fiscal Year 2019	\$16,201,100
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Adjustments	
• One-Time Item	
• Needs Assessment to DODDBHH	(\$150,000)
• Transfer of Deafness Fund to Department of Licensing and Regulatory Affairs (LARA)	
• Transfer of DODDBHH fees for certifying interpreters to LARA	(\$93,400)
• Economic Adjustments	
• Legacy Costs (pension and retiree health)	\$194,900
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Total Decrease	\$48,500

Top Twelve Performance Measurements



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

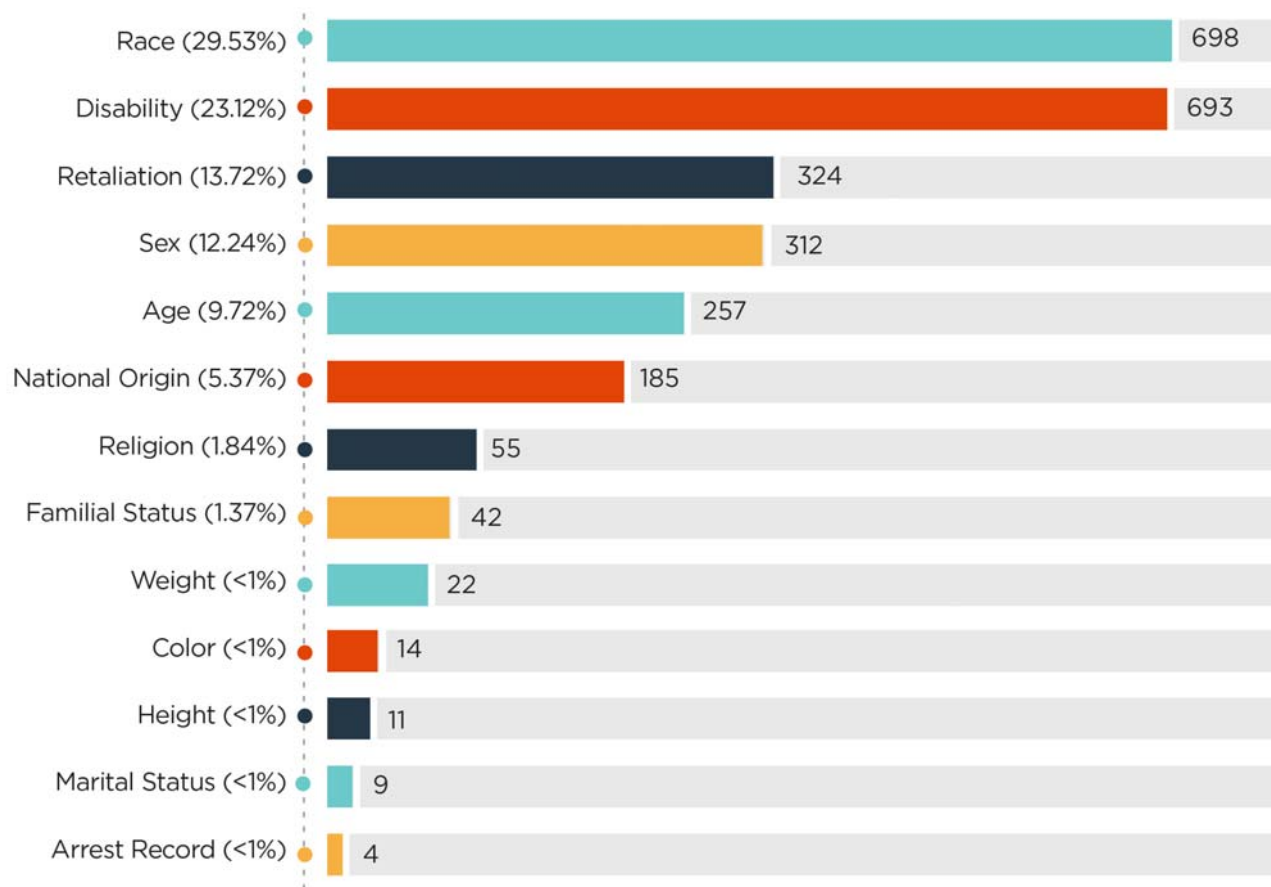
Metric ID	Metric	Status	Progress	Target	Current	Previous
Customer/Constituent						
C1	Average Number of Days from Contact Through Evaluation	Green	👍	14.0	14.27	12.31
C2	Average Number of Days From Contact through Complaint Initiation	Green	👍	21	17.4	16.99
C4	Number of Fact-Finding and/or Resolution Conferences conducted during investigations	Red	👍	40	24	13
C5	Number of Service Animal Patches issued	Red	👎	30	12	19
Financial						
F2	Percentage of Cases Re-Opened Through Reconsideration Process	Green	=	<5%	0	0
F4	Number of Investigations Completed	Green	👍	180	133	99
Internal Business Process						
I1	Average number of days from start of investigation through conclusion of investigation	Green	👍	180	191.24	180.3
I3	Average Number of Days Required to Process Test Results for Reading portion of Sign Language Interpreters Certification Exam	Green	👍	7.0	2	3.5
I4	Average Number of Days required to process test results for the Performance portion of the Sign Language Interpreters certification exam	Green	👍	90	67	88.1
Learning and Growth						
L3	Percentage of Housing Investigators earning full certification from the National Fair Housing Training Academy	Green	=	50	100	100
Prevention						
L1	Number of Persons Trained by Community Relations Team	Green	👍	200	510	71
Operations						
L4	Percentage of Employee Engagement Survey respondents reported as Champions	Red	=	60	36	36

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

FYI 17 Complaint Investigations



Formal Complaints Filed by Basis FY 17



ALPACT



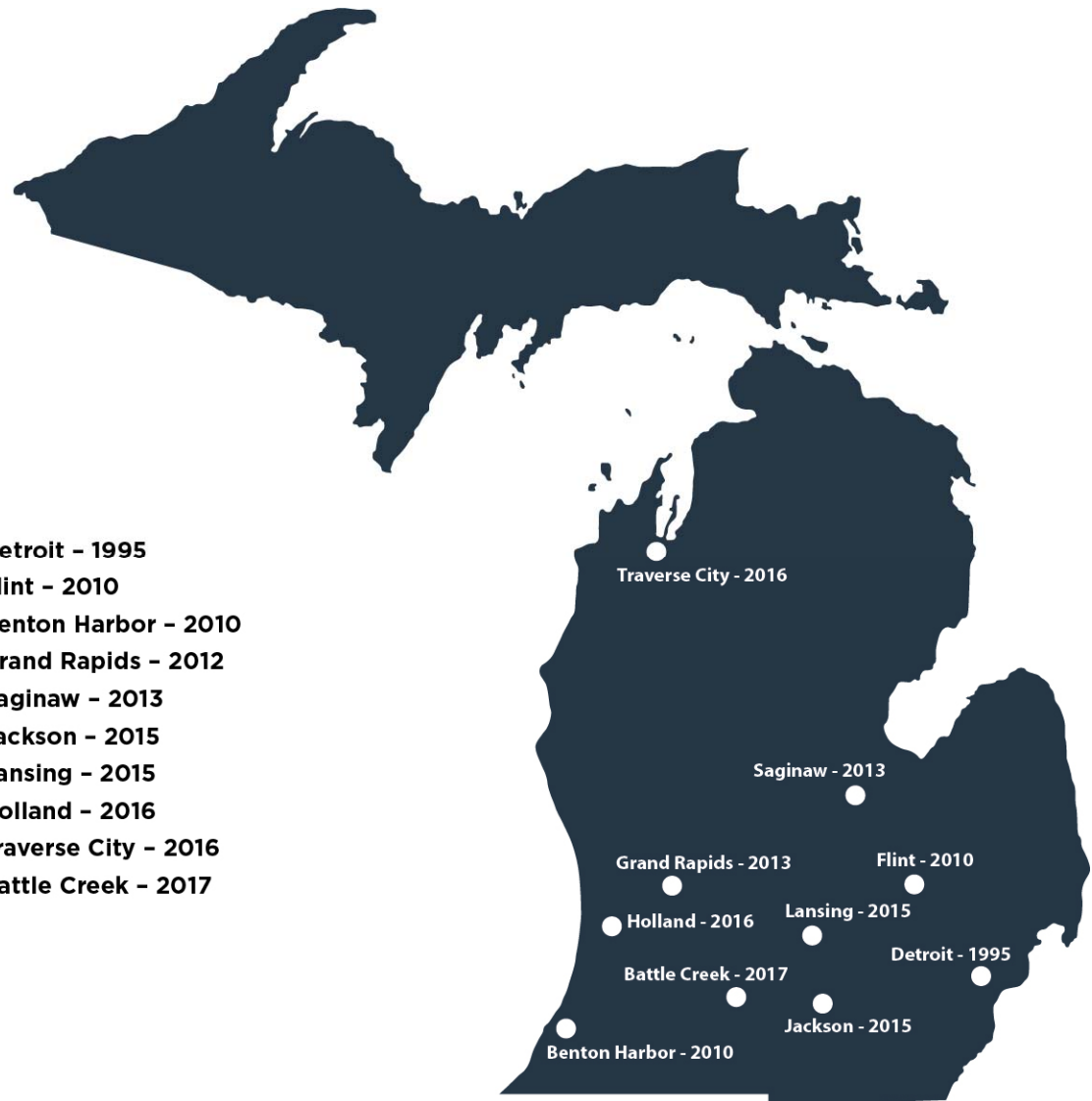
Advocates and Leaders for Police and Community Trust (ALPACT)

- 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



Racial Equity Officer

- Training and education
- Internal and external
- Partner with Civil Service on a video for all 40,000 state employees
- Government Alliance on Race & Equity (GARE) \$20,000 grant to work with Kalamazoo Gov't on training

DODDBHH

- Needs Assessment (last study published in 1989)
- 4 town halls scheduled throughout Michigan
- Testified in support of Next Generation 911 Legislation

Initiatives



ALPACT

- Fourth (4th) statewide ALPACT co-chair meeting is being planned in the Fall
- MDCR is **increasing local participation in areas where the Truth, Racial Healing and Transformation enterprise** intersect with the mission of ALPACT in the four TRHT cities; Flint, Lansing, Kalamazoo and Battle Creek to increase involvement of local enforcement

Training

- Racial Equity, Diversity & Inclusion, increasing partnerships
- Sexual Harassment (i.e. Attorney General's Office, et al.)



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