

**MICHIGAN CIVIL RIGHTS COMMISSION**  
**Monday, January 23, 2012 – 2:00 P.M.**  
**MDCR Executive Offices, 110 W. Michigan Ave., 8<sup>th</sup> Floor**  
**Lansing, Michigan**

**MINUTES**

**PRESENT:** Commissioner Chair Matthew Wesaw  
Commission Vice-Chair Mike Zelle  
Commissioner Lisa Peoples-Hurst  
Commissioner Stephanie Comai  
Commissioner Bertram Marks  
Rasha Demashkieh, Newly Appointed Commissioner  
Deloris Hunt, Newly Appointed Commissioner

**EXCUSED:** Commissioner Mark Bernstein

*The meeting of the Michigan Civil Rights Commission was called to order by Commission Chair Matthew Wesaw at 2:10 p.m.*

**I. WELCOME**

Commission Chair Matthew Wesaw brought welcoming remarks.

**II. SWEARING IN OF NEW COMMISSIONERS DEMASHKIEH AND HUNT**

Commission Chair Wesaw swore- in new appointees Rasha Demashkieh and Deloris Hunt with the following oath: **“I do solemnly swear I will support the Constitution of the United States and the Constitution of this State and I will faithfully discharge the duties of the office of Commissioner of the Civil Rights Commission according to the best of my ability.”**

**III. NEW BUSINESS**

**Nominating Committee Report**

Commission Chair Wesaw distributed a memo by the Nominating Committee, consisting of himself, Commissioner Bernstein (Chair of the Committee), and Director Krichbaum, indicating that Commissioner Zelle agreed to nomination as Chair, Commissioner Peoples-Hurst, Vice Chair, Commissioner Rodriguez, Secretary, and Commissioner Comai, Treasurer.

**Election of Officers**

**For the Office of Chair, on Motion duly made by Commissioner Comai and supported by Commissioner Peoples-Hurst, Commissioner Mike Zelle was elected Chair of the Commission. Motion carried with unanimous consent.**

For the Office of Vice-Chair, on Motion duly made by Commissioner Comai and supported by Commissioner Hunt, Commissioner Lisa Peeples-Hurst was elected Vice-Chair of the Commission. *Motion carried with unanimous consent.*

For the Office of Secretary, on Motion duly made by Commissioner Comai and supported by Commissioner Peeples-Hurst, Commissioner Jared Rodriguez was elected Secretary of the Commission. *Motion carried with unanimous consent.*

For the Office of Treasurer, on Motion duly made by Commissioner Peeples-Hurst and supported by Commissioner Hunt, Commissioner Stephanie Comai was elected Treasurer of the Commission. *Motion carried with unanimous consent.*

#### IV. OLD BUSINESS

There was no old business.

#### V. APPROVAL OF AGENDA

On Motion duly made by Commissioner Wesaw and supported by Commissioner Comai, the Meeting Agenda was approved. *Motion carried unanimously.*

#### VI. APPROVAL OF MINUTES from the December 5, 2011 Meeting

On Motion duly made by Commissioner Comai and supported by Commissioner Peeples-Hurst, the December 5, 2011 Meeting Minutes were approved. *Motion carried unanimously.*

#### VII. DIVISION REPORTS

##### Director's Report, Daniel H. Krichbaum, Executive Director

Director Krichbaum reported that a major focus of Governor Snyder's State of the State Address referenced improvement of management practices, which the Department's Leadership Team is working on and implementing. With regards to the Statewide Leadership Collaborative, consisting of at least twenty organizations, has been divided into regional sectors (West Michigan, Southeastern Michigan, and Mid-Michigan), each sector has met three times within the past few months, have identified three major initiatives (Immigration, Discrimination and Education) and is making solid progress. Last, with regards to the ALPACT Coalitions – Director Krichbaum is hopeful that the Governor will incorporate the ALPACT (Southeastern Michigan, Flint and Grand Rapids) coalitions with his message on public safety in March or April 2012.

##### Enforcement Division Report, Lori Vinson

Ms. Vinson reported that the December 2011 Enforcement Activity Report accounts for the first quarter of the fiscal year (October 1-December 31), 487 formal complaints of discrimination were taken, 794 investigations were completed, and a total of \$623,614 in monetary awards was received. Ms. Vinson also distributed a new report, as requested at the last Commission

Meeting, entitled the Contact Aging Report, a monthly report that indicates the complete open inventory of cases; as of January 1, 2012, Enforcement has 1,838 active investigations. Commissioner Zelle thanked Ms. Vinson for the new report, and indicated that he would like to see comparisons of this year's numbers with last year's numbers to measure progress.

#### **Hearings and Policy Report, Dan Levy**

Mr. Levy reported on the case of *Hosanna-Tabor Evangelical Lutheran Church and School v. EEOC*, indicating that in a major religious liberty decision, the Supreme Court for the first time recognized a "ministerial exception" to employment discrimination laws, saying that churches and other religious groups must be free to choose their leaders without government interference. Also, Mr. Levy discussed strategies of how to get the Commissioners engaged in substantive issues, and reported that the Commission Rules are being reviewed for declaratory rulings and interpretive or procedural guidelines; recommending that the Commission Chair appoint a committee (the Chair and 2 additional Commissioners) to talk to a small number of Commissioners at a time regarding important issues, without violating the Open Meetings Act.

#### **Office of Public Affairs and CFO Report, Leslee Fritz**

Ms. Fritz indicated that with some restructuring of the Department, the Office of Public Affairs and Administrative Services have been combined to streamline both functions into one management position which she heads, for cost-savings to the Department as well as the ability to hire an additional person in another division. The reporting from the PIO (Jacki Miller) and Community Relations Division Director (Al Flores), as well as updates on the budget will all be combined into a single report. With regards to the budget, Governor Snyder will deliver his Budget Report on February 9 – Ms. Fritz is working on two components with the Governor's Office, the surplus allocation to be used for funding to the Asian and Pacific American Commission, as well as negotiating the 2013 fiscal year budget.

Also, Ms. Fritz distributed and discussed the revised Strategic Plan, along with the Metrics measurement and tracking, which will continue to be updated and used as an ongoing working document.

#### **Office of Legal Affairs Report, Sylvia Elliott**

Ms. Elliott submitted her written report, indicating new charge cases for housing, and described examples of why some cases have become aged cases, which can sometimes be beyond our control, i.e. the "Craigslist Cases". Commissioner Zelle requested visual graphics of case status for better understanding in future reports.

### **VIII. COMMISSION MATTERS**

#### **➤ Chair's Report, Commission Chair Matthew Wesaw**

Commissioner Wesaw indicated that much of his work is focused on the Bullying Initiative, and he is working with a nationally renowned motivational speaker, Wayne Soares, to speak (keynote) at the Bullying Conference in Traverse City on March 16 – sponsorship has been secured for his travel expenses and speaker fee. He is working on a plan of action with Melissa

Claramunt and another national speaker on bullying, Glenn Stutzy (MSU) for the Department to move forward with the bullying issue. Commissioner Peebles-Hurst requested that when the Department or Commissioners are in the Benton Harbor area to please notify her, so that she can adjust her schedule to attend those meetings or events.

➤ **Attorney General's Report, Assistant Attorney Ron Robinson**

Mr. Robinson provided status updates on the following cases:

*Pricilla Erve v. MDCR* – the Attorney General's Office filed a motion to dismiss with the U.S. District Court, the motion was granted and the case was dismissed in December; to be finalized within the next twenty days.

*Belinda Robbins v. MHSAA* – The Michigan Supreme Court issued an Order remanding this case back to the Michigan Court of Appeals for a decision – AG's Office entered into negotiations, the case was resolved just before Christmas, and the student may play sports for the rest of the school year. MHSAA will have to change their policy, future students with similar circumstances will be treated as transfer students, and lifetime bans cannot be applied.

*Barash v. SMART* – the case should be assigned to a hearing court officer later this week.

## IX. DEPARTMENT INITIATIVES

### **Update on implementation of Migrant Seasonal Farmworker Report, Leslee Fritz**

Ms. Fritz provided this report in Al Flores' absence. The multi-departmental workgroup has not met since Mr. Flores' last report; however, the group meets within the next few days. MDCR and DHS were notified that the USDA did not have funds to allocate for the updated enumeration study, and the grant proposal was denied. We are awaiting a response from HUD for a similar grant request. Commissioner Wesaw asked that the Commission receive a visual status update on the 15 original recommendations to track progress.

### **Update on Immigration Initiative, John Golaszewski**

Mr. Golaszewski reported that the next advisory committee and committee chairs meeting will convene this Wednesday; the Commissioners are invited to attend. Just recently, in his Talent Message, Governor Snyder again partnered MDCR and MEDC to rollout a Cultural Ambassadors Program, the ethnic Commissions (Asian Pacific American, Hispanic/Latino, etc..) will be helpful in this initiative. Mr. Golaszewski also reported on a meeting with the Secretary of State Chief of Staff, Mike Senyko on the driver license issue, resulting in Mr. Senyko's willingness to participate in future immigration initiative meetings.

### **Update on Bullying Initiative, John Golaszewski**

Mr. Golaszewski reported that the next Bullying Public Forum will convene on March 15 at Northwestern Michigan College, following the Commission Meeting. Also, Director Krichbaum and Mr. Golaszewski are working with the Department of Education, the Department of Human Services, and Michigan State Police on implementation models and seeking grant funding.

**X. PUBLIC COMMENT**

There was no public comment.

**XI. ADJOURNMENT**

The meeting of the Michigan Civil Rights Commission adjourned at 4:06 p.m.

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**Secretary**

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**Director**

**MICHIGAN CIVIL RIGHTS COMMISSION**  
**Thursday, March 15, 2012 – 2:00 P.M.**  
**Northwestern Michigan College – Hagerty Conference Center, Room B**  
**Traverse City, Michigan**

**MINUTES**

**PRESENT:** Commission Chair Mike Zelle  
Commission Vice-Chair Lisa Peoples-Hurst  
Commissioner Mark Bernstein  
Commissioner Rasha Demashkieh  
Commissioner Matthew Wesaw

**EXCUSED:** Commissioners Stephanie Comai, Deloris Hunt, Jared Rodriguez

*The meeting of the Michigan Civil Rights Commission was called to order by Commission Chair Mike Zelle at 2:00 p.m.*

**I. WELCOME**

Commission Chair Mike Zelle brought welcoming remarks.

**II. APPROVAL OF AGENDA**

**On Motion duly made and supported, the Meeting Agenda was approved. Motion carried unanimously.**

**III. APPROVAL OF MINUTES from the March 15, 2012 Meeting**

Commissioner Peoples-Hurst requested that the change of Commission Chair from Commissioner Wesaw to Commissioner Zelle following Election of Officers during the January 23, 2012 meeting be noted in the minutes, as well as Commissioner Zelle's acceptance speech.

**On Motion duly made and supported, the March 15, 2012 Meeting Minutes were approved. Motion carried unanimously.**

**IV. DIVISION REPORTS**

**Director's Report, Daniel H. Krichbaum, Executive Director**

Director Krichbaum recognized Commissioner Wesaw for his three years of service as Chair and eight years as a Commissioner, presenting him with a token of appreciation; commended the Grants Acquisition Unit for the successful grant proposals resulting in \$185,000 in grant funding from HUD; indicated that the Customer Web Interface is

active and encourages more citizens to come forward with complaints, especially age discrimination complaints as the Department has formed a new partnership with AARP; indicated that due to the decrease in staff, the Department also is developing new partnerships with the business and school communities; indicated that new staff will receive a brief diversity and inclusion training next month, and would receive a broader training over the next few months. Commissioner Zelle indicated that the Commissioners would like to participate in the diversity and inclusion trainings as well, if possible. John Golaszewski was also asked to provide Commissioner Peoples-Hurst with a list of organizations that are participating in the West Michigan Sector Leadership Collaborative for Civil and Human Rights.

### **Enforcement Division Report, Renee Kenyon**

Ms. Kenyon indicated that a newly formatted report entitled Enforcement Activity Comparison Report has been submitted to the Commission packet, comparing activity from last year to present; reported that during the October 1, 2011-February 29, 2012 timeframe, 803 new formal complaints have been taken, the Division inventory currently consists of 1,577 open cases, and 1,369 cases have been completed. Ms. Kenyon briefly discussed the Craigslist.com case, which consisted of 81 discriminatory fair housing complaints, and resulted in policy changes in posting housing advertisements; indicated significant increase in monetary awards compared to last year; discussed case which was settled regarding complaints taken by Legal Services of South Central Michigan against the Michigan Department of Human Services on behalf of limited-English speaking customers requiring verbal and written translation services. As a result, DHS has agreed to add language to their BRIDGES administrative manual that clarifies the process that workers should follow when servicing clients with limited English-speaking abilities, and by the end of this year, training will be provided to all DHS employees for servicing clients with limited English-speaking abilities. Last, Enforcement is convening three internal focus groups (investigators, administrative support and managers) to review individual roles and improve/streamline internal processes for greater efficiency and productivity.

### **Hearings and Policy Report/Office of Legal Affairs Report, Dan Levy**

Mr. Levy spoke further on the Craigslist.com case, emphasizing the diligence of the Staff Attorneys by compelling the site administrators to flag and/or remove offensive and unlawful discriminatory housing advertisements, which is above and beyond current federal policy for online "bulletin board" websites; distributed in-kind gifts of State Bar Journals in appreciation of the Commission's pledge of support for their Diversity and Inclusion Initiative; gave a brief status update on the Proposal 2 case, indicating that the Sixth Circuit Court has recently heard oral arguments, the panel consists of 15 judges, 2 of which have recused themselves due to prior involvement; indicated that the State Bar of Michigan will recognize the Elliott-Larsen Act as the 37<sup>th</sup> Legal Milestone on August 28<sup>th</sup>.

## **Office of Public Affairs and CFO Report, Leslee Fritz**

Ms. Fritz indicated that the Governor's budget had a 7% increase in General Fund dollars; the first House hearing was successful, and there will be a Senate hearing coming up within the next two weeks; MDCR currently has funding for seven new positions – 5 in Enforcement, 1 in DODHH, 1 in Administrative Support, and \$100,000 was allocated for the Asian Pacific American Affairs Commission; briefly discussed the 7 grants from HUD which will fund several initiatives, including a joint Fair Housing conference with the Michigan Leadership Collaborative for Civil and Human Rights in November 2012, a Disability Conference focused on Employment, and the MIAAHC Hate Crime Conference in September 2012; also discussed two new staff persons hired under the Tides Foundation Grant to research the economic impact of local and state policies regarding LGBT-related issues.

In addition, Ms. Fritz presented the updated Strategic Plan and Metrics Tracker.

Commissioner Zelle requested that the Community Relations Division (CRD) Report be streamlined from a multi-month report to one consolidated report.

## **V. COMMISSION MATTERS**

### **➤ Chair's Report, Commission Chair Mike Zelle**

Commissioner Zelle congratulated Commissioner Wesaw for receiving the "Tribal Leader of the Year" Award; indicated that a Disability Conference focusing on employment will be planned later this year; touched on the Commission's issued statement on the offensive Pete Hoekstra campaign advertisement; thanked MDCR Staff for their efforts in planning the Commission Meeting and Bullying Public Forum, as well as the Strategic Plan presentation by Leslee Fritz, and the articles of interest provided by Jacki Miller.

### **➤ Attorney General's Report, Assistant Attorney General Ron Robinson**

Mr. Robinson reported on the General Assignment case, *Lawrence Collins (Sheila) v. East Lansing Police Department*; indicating that with the joint effort of Civil Rights Investigator Janet Dillard, the plaintiffs accepted a settlement agreement that resulted in a monetary award as well as changes in ELPD's policy with regards to traffic stops. In addition, Mr. Robinson indicated that he would be providing legal counsel/representation to the newly acquired MDCR Commissions and Divisions.

## **VI. DEPARTMENT INITIATIVES**

### **Update on implementation of Migrant Seasonal Farmworker Report, Al Flores**

Mr. Flores reported that the MSFW Implementation workgroup has acquired executive-level representation from the Secretary of State at the workgroup meetings; the Michigan

Department of Agriculture has allocated funding for before and during season inspections at MSFW camps included in their 2013 budget; \$50,000 in grant funding from HUD has been allocated for an updated enumeration study (last study was performed in 2005), the same consultant (Dr. Larson) will complete the study, and a press conference will ensue shortly; Mark Bishop is tracking the work on each of the fifteen recommendations from the MSFW Report; the State Directors have been asked to prioritize the recommendations and tasks; Mr. Flores was asked to provide a visual representation of progress on the recommendations.

#### **Update on Immigration Initiative, John Golaszewski**

Mr. Golaszewski indicated that the Global Michigan workgroup has been broken down into three sections: Business, Talent Retention, and Quality of Place; discussed the joint effort of the MDCR and MEDC to develop a Cultural Ambassador Program; next advisory committee and subcommittee meetings convene in Lansing on March 29<sup>th</sup>.

#### **Update on Bullying Initiative, John Golaszewski**

Mr. Golaszewski reported that he and Director Krichbaum recently met with representatives from the Michigan Department of Education and the State Court Administrators Office, noting that the Governor's signing of the anti-bullying legislation only requires districts to submit an anti-bullying policy; however, this workgroup is jointly looking into various anti-bullying training models for the districts to not only submit anti-bullying policies, but also to implement those policies. The implementation plan will initially pilot with selected intermediate schools. Commissioner Demashkieh offered strategies that the Port Huron School District has used for implementing anti-bullying policies; Commissioner Wesaw indicated that a plan of action is needed to implement anti-bullying policies, and suggested Dr. Glenn Stutzky help the workgroup to develop an action plan; Commissioner Peeples-Hurst described a Second Step Program that the Berrien County Health Department facilitates for 6<sup>th</sup> and 7<sup>th</sup> Grade students from public and affluent private educational institutions, which includes an extensive bullying component.

### **VII. OLD BUSINESS**

There was no old business.

### **VIII. NEW BUSINESS**

There was no new business.

### **IX. PUBLIC COMMENT**

**Melissa Claramunt**, American Indian Specialist, Community Relations Division

Ms. Claramunt thanked partnering organizations and stakeholders for their assistance in planning the anti-bullying events throughout the week, and indicated that many new partnering relationships have developed as a result.

**Melissa Pope, Michigan Alliance Against Hate Crimes**

Ms. Pope provided a status update on the Annual MIAAHC Response to Hate Conference, indicating that it is scheduled for September 13, 2012 at the Kellogg Conference Center in Lansing, and that Kevin Boyle, author of Arc of Justice, will be asked to serve as one of the keynote speakers; grant funding has been awarded from HUD for the conference. Ms. Pope also noted that this year marks the 30<sup>th</sup> Anniversary of the murder of Vincent Chin, and a speaker will be sought to keynote, Helen Zia, on this significant event. The subcommittees are developing workshops such as facilitator trainings that can be taken out into the community; also revamping of Hate Crimes 101 Training, and law enforcement training.

**Mickie Jannazzo, Third Level Crisis Center**

Ms. Jannazzo indicated that the Center has recently received federal funding (through September 2012) for customers who are deaf and hard of hearing to communicate via text; implored that the Commission use their influence to urge the Michigan Department of Community Health and the Michigan Department of Human Services to support the continuation of text-based crisis intervention services. Commissioner Zelle encouraged Ms. Jannazzo prepare written correspondence to MDCR reflecting the Center's request.

**X. ADJOURNMENT**

The meeting of the Michigan Civil Rights Commission adjourned at 3:50 p.m.

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**Secretary**

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**Director**

**MICHIGAN CIVIL RIGHTS COMMISSION**  
**Monday, July 23, 2012 – 2:00 P.M.**  
**Focus: HOPE Conference Center, Bridge Conference Room**  
**Detroit, Michigan**

**MINUTES**

**PRESENT:** Commission Chair Mike Zelle  
Commissioner Stephanie Comai  
Commissioner Rasha Demashkieh  
Commissioner Deloris Hunt

**EXCUSED:** Commissioner Mark Bernstein  
Commission Vice-Chair Lisa Peoples-Hurst (participated via teleconference)  
Commissioner Jared Rodriguez  
Commissioner Matthew Wesaw

**I. CALL TO ORDER/WELCOME**

Commission Chair Mike Zelle called the meeting to order at 2:00 p.m.; Welcoming remarks and historical reflections were brought by Dr. Daniel H. Krichbaum, Executive Director, Michigan Department of Civil Rights and William F. Jones, Jr. CEO, Focus: HOPE; highlighting the 45<sup>th</sup> Anniversary of the Detroit Riots of 1968, and the viewing of a video featuring a tribute to the late Eleanor Josaitis.

**II. APPROVAL OF AGENDA /MINUTES from May 21, 2012 Meeting**

*Due quorum requirements, approvals and motions were postponed.*

**IV. DIVISION REPORTS**

**Director's Report, Daniel H. Krichbaum, Executive Director**

In addition to his submitted report, Director Krichbaum spoke on the 7% budget increase for MDCR next fiscal year; the work on the Strategic Plan, Annual Performance Reviews, metrics and scorecard; developing and strengthening relationships with other social justice and civil rights organizations through the Statewide Leadership Collaborative for Civil and Human Rights; acknowledged efforts of the Enforcement Division to identify partners to refer complaints of discrimination to MDCR that may otherwise go unreported; new Communications Director, Melanie Brown will aid in developing a strategic communications plan for MDCR; 50<sup>th</sup> Anniversary Celebration in 2014 to include a lecture series and a host of events.

### **Enforcement Division Report, Lori Vinson**

In addition to Ms. Vinson's submitted written report, she spoke on the Division's efforts to reduce the backlog of aged cases – so far the backlog has been reduced by 236 cases over the past nine months; for the status update on the HUD contract (measurement period of July 1, 2011-June 30, 2012) MDCR received credit for investigating 370 housing cases duly filed with the U.S. Department of Housing and Urban Development, currently 7 investigators assigned to housing-only cases; MDCR now embarking on third-quarter measurement for EEOC contract to complete 1,421 cases, on target for completion and have requested an upward modification of 100 cases. The Division has taken 1,503 new complaints this year with an active inventory of 1,388 cases, which is significantly lower than last year. Also, three new investigators have joined the Enforcement Division, and EEOC Equal Pay Act training is scheduled for Enforcement and Community Relations Staff on August 14 and 15.

Commissioner Zelle requested for future reporting that the two-month reports be consolidated into one report.

### **Hearings and Policy Report, Dan Levy**

Mr. Levy spoke briefly on the lawsuit that has been filed in federal court against the State of Michigan Cadillac Place Building in Detroit, due to lack of accessibility; web compliance on State of Michigan department websites for people with visual impairments, MDCR is working to address this issue with the Department of Technology, Management and Budget; Governor Snyder's vetoes on bills regarding voting accessibility issues, MDCR will be publishing voter rights pamphlets to educate Michigan residents and communities, which will clarify who is able to vote and under what circumstances to avoid voter confusion.

### **Office of Public Affairs and CFO Report, Leslee Fritz**

Ms. Fritz introduced the new Director of Communications, Melanie Brown; acknowledged Felishia Williams from Civil Service; acknowledged Linda McLin's new position as Business and Community Project Coordinator; spoke about the budget increase which creates seven new positions – five for the Enforcement Division, one for the Division on Deaf and Hard of Hearing and one for the Asian Pacific American Affairs Commission, as well as a number of unclassified positions, all of which will increase MDCR's overall staff count by approximately 10%. Update on grants: Tides Foundation Grant to conduct research project on the impact of anti-discrimination ordinances at the state and local levels, specifically for the LGBT community – 2 contract staff persons were hired to gather data and compile a report which will be submitted to the Commission once completed; to date, MDCR has facilitated three public hearings (Jackson, Holland and Ann Arbor) and other cities have shown interest such as Grand Rapids, Traverse City and Detroit; online retention survey of 250 new college graduates and graduating college seniors with advanced degrees which will result in data on the factors for which they base their decisions on whether to remain in Michigan or to go

elsewhere; online survey of large business owners on impact of anti-discrimination policies in their hiring and retention of employees, received good feedback and data on this survey as well. Other grants are from HUD to be used for several conferences – Sept 14, 6<sup>th</sup> Annual MIAAHC Conference, November 5 Collaborative Housing Conference, November 13 Disability Conference, trainings with Fair Housing Centers across the state, hate crime training for law enforcement, additional training for staff.

Commissioner Zelle asked that for future reporting, Ms. Fritz summarize in a report how the activities tie into the goals and objectives of the Strategic Plan.

#### **V. OFFICE OF LEGAL AFFAIRS, Sylvia Elliott**

In addition to her submitted report, Ms. Elliott indicated that we have several cases in the Rule 12 process (2 Housing cases, 2 Employment cases); the cases are being scheduled as hearings for October and November 2012 and are in the process with an assigned hearing referee. Ms. Elliott also acknowledged the outstanding work of several Legal Affairs staff, including Housing attorney, Dave Stringer; Rebecca Powell for filling in with the Director's Office during Shawn Sanford's medical leave of absence; and Kim Woolridge, Disability specialist attorney and ADA Title II Appeals Coordinator.

#### **VI. COMMISSION MATTERS**

##### **➤ Chair's Report, Commission Chair Mike Zelle**

Commissioner Zelle indicated that Director Krichbaum's contract expires July 31, 2012; therefore, an ad hoc committee was appointed, comprised of Commissioners Zelle, Peoples-Hurst, Wesaw and Bernstein to evaluate Director Krichbaum's performance, input from all commissioners was received. Recommendations: to evaluate Director Krichbaum using the 360 evaluation tool for which all department directors are evaluated, includes input from commissioners, staff and peers; to extend a one-year contract to Director Krichbaum, the ad hoc committee will establish goals and objectives for 2013; scheduling of individual meetings with commissioners to review progress on the goals and objectives of the strategic plan.

*Due to quorum requirements, approvals and motions were postponed.*

##### **➤ Attorney General's Report, Assistant Attorney General Ron Robinson**

Mr. Robinson acknowledged the outstanding work of student interns, Lauren Riley and Ksenia Petlakh; highlighted the status of several cases: the appeals filed on the *Barash v. SMART* ruling to the Oakland County Court (plaintiff) and Wayne County Court (defendant), a final decision will be made by the court judges; the general assignment case regarding DODHH Investigations and Rules, indicating that the Attorney General's review of the DODHH proposed administrative rules has been completed and this matter is now pending before LARA.

## **VII. DEPARTMENT INITIATIVES**

### **Update on implementation of Migrant Seasonal Farmworker Report, Al Flores**

Mr. Flores provided background information on the MSFW Report, and a status update on the implementation of the 15 recommendations. Highlighted progress includes: increased exposure of violations and infractions through online complaints and calls to MSFW Report Workgroup agencies; increased staffing in MDA for pre-season and in-season inspections; cross-training of outreach workers and enforcement agencies to report violations and infractions during inspections and/or interactions with Migrant and Seasonal Farmworkers; commitment from Michigan State Police Director Col. Etue to send Community Relations Troopers to MSFW camps to educate Migrant and Seasonal Farmworkers on rules of the roads and traffic stops, as this is an issue for MSFW's in the U.S. on work visas; progress on collecting data for the enumeration study; enlisted representation from the Secretary of State's Office on the MSFW Report Implementation Workgroup, whereas previously there was no participation; increasing the hiring of bilingual staff in state government.

Commissioner Zelle asked that in future reporting, Mr. Flores provide graphs or a metric report that reflects the progress on the 15 recommendations. Marcelina Trevino-Savala also will send to the Commissioners the schedule for the MSFW camp site visits by the Migrant Child Task Force and interested MSFW Workgroup agency leaders. Commissioner Comai also asked that the Commission be provided with a listing of upcoming events and meetings.

### **Update on ALPACT Initiative, John Golaszewski**

In addition to his submitted report, Mr. Golaszewski reported on the status of the ALPACT coalitions in Flint and Grand Rapids, both of which have been operating for one year, and highlighting the interest and support of newly appointed U.S. Attorney of Western Michigan, Patrick Miles.

### **Update on Bullying Initiative, John Golaszewski**

Mr. Golaszewski reported that the Anti-Bullying Initiative Workgroup is continuing to meet monthly and is making good progress; reported on two new positions to be filled for exclusive work and leadership on Anti-Bullying; MDE's provision of an online survey tool for all districts to measure levels of bullying that exists in their schools, made available to students and staff; next public forum to be held in Flint in fall 2012.

### **Update on Immigration Initiative, John Golaszewski**

Mr. Golaszewski reported that the Global Michigan subcommittees (Business Attraction, Talent Retention and Quality of Place) are on track to submit their work plans for the coming year; the ethnic commission chairs have met with Director Krichbaum on the direction and next steps of the Cultural Ambassadors Program, and surveys to ascertain ability and interest to participate in the program are forthcoming.

**Report on Michigan Asian Pacific American Affairs Commission, Sook Wilkinson**

Dr. Sook Wilkinson, Chair of the Michigan Asian Pacific American Affairs Commission shared the story of Vincent Chin, provided background on how the formation of the MAPAAC, and provided an overview of the work, strategic plan, and accomplishments of the MAPAAC.

**Youth Initiative Update, Al Flores**

Mr. Flores reported that Anthony Lewis is leading this effort, but was absent due to an injury; the purpose of the Youth Initiative is to create future civil rights leaders; this pilot program includes students and staff from six metro Detroit schools; students will do projects on how they would improve their communities. Mr. Flores also provided the schedule for the orientation sessions and meetings.

**VIII. OLD BUSINESS**

There was no old business.

**IX. NEW BUSINESS**

There was no new business.

**X. PUBLIC COMMENT**

Gwen Thomas, President, Southern Oakland County NAACP – brought concerns about the large influx of discrimination complaints, and asked to engage the Commission and the Department to work with the NAACP; applauded the Anti-Bullying Initiative effort, but asked that the same focus and commitment be applied to equal rights and discriminatory issues.

**XI. ADJOURNMENT**

The meeting of the Michigan Civil Rights Commission adjourned at 4:00 p.m.

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**Secretary**

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**Director**