

MICHIGAN CIVIL RIGHTS COMMISSION MEETING
Monday, January 22, 2018 ~ 2:00 P.M.
MDCR Executive Office, Capital Tower Building
8th Floor Commission Room, 110 W Michigan Avenue
Lansing, MI 48933

MINUTES

PRESENT: Commission Co-Chair Rasha Demashkieh
Commission Co-Chair Laura Reyes-Kopack
Commission Secretary Deloris Hunt
Commissioner Mumtaz Haque
Commissioner Ricardo Resio
Commissioner Jeffrey Sakwa
Commissioner Linda Lee Tarver

EXCUSED: Commissioner Bradley Voss

CALL TO ORDER / ROLL CALL

The meeting was Called to Order at 2:03 p.m. by Commission Co-Chair Rasha Demashkieh. Roll Call of the Commissioners was taken to determine a quorum. Commissioner Haque, Commissioner Sakwa, Commissioner Tarver, Commissioner Resio, Co-Chair Reyes-Kopack, Co-Chair Demashkieh, Commissioner Hunt. With seven of eight commissioners present, quorum requirements were met.

APPROVAL OF MEETING AGENDA

MOTION: Following discussion, on a Motion duly made (Commissioner Tarver) and supported (Commissioner Sakwa), the Meeting Agenda was Approved as submitted. *Motion carried unanimously.*

ADOPTION OF CONSENT AGENDA

MOTION: Following discussion, on a Motion duly made (Commissioner Tarver) and supported (Commissioner Hunt), the amended Consent Agenda was Adopted as submitted. *Motion carried unanimously.*

APPROVAL OF MINUTES FROM NOVEMBER 13, 2017 MEETING

MOTION: Following discussion, on a Motion duly made (Commissioner Tarver) and supported (Commissioner Haque), the Meeting Minutes were Approved as submitted. *Motion carried unanimously.*

DIRECTOR'S REPORT

Executive Director Agustin V. Arbulu provided status updates on the Department's activity.

COMMISSION MATTERS

- **CO-CHAIR REPORT,**
Commissioner Rasha Demashkieh provided update on Commission activity.

- **AMENDED 2018 COMMISSION MEETING SCHEDULE FOR NOVEMBER 12**

MOTION: Following discussion, on Motion duly made (Commissioner Tarver) and supported (Commissioner Resio), the November 12, 2018 Commission Meeting was changed to November 19, 2018 at 2:00 p.m. *Motion carried unanimously.*

- **SCHEDULING OF 2018 EDUCATIONAL RETREAT**

MOTION: Following discussion, on Motion duly made (Commissioner Reyes-Kopack) and supported (Commissioner Resio), the Commission Educational Retreat will convene on February 22, 2018 at 12:00 Noon at a location in Detroit. *Motion carried unanimously*

- **SLATE FOR ELECTION OF OFFICERS**

MOTION: Following discussion, on Motion duly made (Commissioner Hunt) and supported (Commissioner Tarver), the Slate of Officers was accepted as submitted: Commissioner Reyes-Kopack and Commissioner Haque to the Office of Co-Chair, Commissioner Demashkieh to the Office of Secretary. *Motion carried unanimously.*

- **RESIGNATION OF COMMISSIONER DELORIS HUNT**

Commissioner Hunt indicated that she has submitted her resignation to the Governor, and that it would be effective January 31, 2018.

- **ATTORNEY GENERAL REPORT**

Assistant Attorney General Ron Robinson indicated that Mark Bishop of MDCR would be providing sexual harassment training to state employees of the Attorney General's Office, and provided updates on AG activity on behalf of the MDCR.

- **COMMISSION COMMITTEE REPORTS**

This agenda item was waived.

ONGOING BUSINESS

- Updates were provided by Director Arbulu and Dan Levy on the issuance of Executive Order 2017-8, transferring certification and endorsement of sign language interpreters to the Department of Licensing And Regulatory Affairs; the Education Report; the Attorney General's opinion on migrant and seasonal farmworkers minimum wage issue.

NEW BUSINESS

- **PRESENTATION BY THE GRAND RAPIDS AREA ASSOCIATION OF PASTORS (GRAAP)**

Pastor Jathan K. Austin - Lead Pastor, One Church Empowerment Center, Pastor Jerry Bishop – Senior Pastor, One Church Empowerment Center, Pastor Jerry Bishop – Senior Pastor, Life Quest Ministries and Reverend Dr. Howard Earle – Senior Pastor, New Hope Baptist Church, all from the Grand Rapids Area Association of Pastors (GRAAP) presented information about their concerns with the implicit bias and violation

of the civil rights of black and brown citizens of the City of Grand Rapids. "They desire equitable outcomes that will give minorities confidence in GRPD policies, procedures and practices." They asked for "the co-development and implementation of community policing policies and procedures that protect all citizens equally regardless of color."

MOTION: Following discussion, on Motion duly made (Commissioner Tarver) and supported (Commissioner Sakwa), the Department is directed to provide the Commission with what authority under the Constitution and Laws is available to assist the above group and to follow up with the Association. The Department should also assist the Pastors in their request to provide assistance in helping design and launch a Truth, Racial Healing and Transformation process in Grand Rapids and for help in reviewing the policies and procedures of the Grand Rapids Police Department. *Motion carried unanimously.*

PUBLIC COMMENT

Ms. Kimberly Grech made a public statement expressing her individual concerns.

COMMISSIONER COMMENT

Departing members Hunt, Tarver and Voss (in absentia) were thanked for their service and given crystal symbols recognizing their years of service on the Commission. All members present, as well as the Director and Legal Counsel, expressed their thanks and gratitude for the work of Commissioners Hunt, Tarver and Voss.

ADJOURNMENT

MOTION: On Motion duly made (Commissioner Tarver) and supported (Commissioner Hunt), the meeting of the Michigan Civil Rights Commission at 4:19 p.m. was Adjourned. *Motion carried unanimously.*

Secretary

Executive Director

MICHIGAN CIVIL RIGHTS COMMISSION MEETING
Monday, March 26, 2018 ~ 4:00 P.M.
MDCR Detroit Office, Cadillac Place Building
3rd Floor Grey Room, 3054 W Grand Boulevard, Suite 3-600
Detroit, MI 48202

MINUTES

PRESENT: Commission Co-Chair Mumtaz Haque
Commission Co-Chair Laura Reyes-Kopack
Commission Secretary Rasha Demashkieh
Commissioner Jeffrey Sakwa
NEW COMMISSIONER Stacie Clayton
NEW COMMISSIONER Ira Combs, Jr.
NEW COMMISSIONER Alma Wheeler Smith

EXCUSED: Commissioner Ricardo Resio

CALL TO ORDER / ROLL CALL

The meeting was Called to Order at 4:00 p.m. by Commission Co-Chair Mumtaz Haque. Roll Call of the Commissioners was taken to determine a quorum. Commissioner Sakwa, Commissioner Demashkieh, Co-Chair Kopack, Commissioner (NEW) Ira Combs, Jr., Commissioner (NEW) Stacie Clayton, Commissioner (NEW) Alma Wheeler Smith. With seven of eight commissioners present, quorum requirements were met.

INVESTITURE OF NEW COMMISSIONERS

Stacie Clayton, Ira Combs, Jr. and Alma Wheeler Smith took the Oath of Office, sworn-in by Commission Co-Chair Mumtaz Haque.

APPROVAL OF MEETING AGENDA

MOTION: Following discussion, the Meeting Agenda was amended; the Co-Chair Report to be provided by Co-Chair Haque instead of Co-Chair Kopack. On Motion duly made (Commissioner Sakwa) and supported (Commissioner Combs), the amended Meeting Agenda was Approved. *Motion carried unanimously.*

ADOPTION OF CONSENT AGENDA

MOTION: Following discussion, the Consent Meeting Agenda was amended; removing the ALPACT and Leadership Collaborative Reports. On Motion duly made (Commissioner Sakwa) and supported (Commissioner Demashkieh), the amended Consent Agenda was Adopted. *Motion carried unanimously.*

APPROVAL OF MINUTES FROM JANUARY 22, 2018 MEETING

This agenda item was postponed, to be presented again at the next meeting.

DIRECTOR'S REPORT

Executive Director Agustin V. Arbulu provided status updates on the Department's activity.

DEPUTY DIRECTOR'S REPORT

Deputy Director Mary Engelman provided a status update on the Department's budget.

ALPACT REPORT

Anthony Lewis, Director of Business and Community Affairs, provided a status update on the activity of the ALPACT coalitions throughout the State. Commission Secretary Rasha Demashkieh asked that a written report be included in the meeting packets moving forward.

COMMISSION MATTERS

- **CO-CHAIR REPORT**
Commissioner Mumtaz Haque provided a status update on Commission activity.
- **ATTORNEY GENERAL REPORT**
Assistant Attorney General Ron Robinson provided a status update on current cases.
- **COMMISSION COMMITTEE REPORTS**
This agenda item was waived.
- **SPECIAL MEETING SCHEDULING**
A special meeting is scheduled for 3:30 p.m. on April 17, 2018 in Detroit to discuss the role of the Executive Council and the Commission, and the MDCR Executive Director and Department goals and priorities for 2018-19.

ONGOING BUSINESS

- **FOLLOW-UP: Education and Civil Rights, next steps for the Commission**
A Resolution was presented to the Commission to convene hearings around the State on Education and Civil Rights.

Resolution by Michigan Civil Rights Commission to conduct hearings regarding alleged issues of discrimination in the Educational System in Michigan

Whereas,

Article 5, Section 29 of the Michigan Constitution establishes a civil rights commission whose duty is in a manner prescribed by law to investigate alleged discrimination against any person because of religion, race, color or national origin in the enjoyment of civil rights guaranteed by law and by the constitution, and to secure the equal protection of such civil rights without such discrimination.

Whereas,

Act 453 of 1975, known as the Elliott-Larsen Civil Rights Act and related Acts, prohibits discriminatory practices, policies and customs in the exercise of those rights based upon religion, race, color, national origin, age, sex, height, weight, familial status, disability or marital status;

Whereas,

Article 5, Section 29 of the Michigan Constitution, empowers the commission to hold hearings, administer oaths, through court authorization require the attendance of witnesses and the submission of records, to take testimony, and to issue appropriate orders;

Whereas,

Article 6(2) of the Elliott-Larsen Civil Rights Act stipulate that the commission may hold hearings, administer oaths, issue preliminary notices of witnesses to appear, compel through court authorization the attendance of witnesses and the production for examination of books, papers, or other records relating to matters before the commission, take testimony of a person under oath, and issue appropriate orders;

AND

Whereas,

Based on the opinion of multiple experts across the State of Michigan who unanimously assert that Michigan's education system is in crisis. And based on reports that show that minority and special needs students are the most vulnerable based on inequities as documented in the MCRC Flint Water Crisis Report published in February 2017.

THEREFORE,

The Michigan Civil Rights Commission shall utilize the powers granted to it by the Michigan Constitution, the Elliott-Larsen Civil Rights Act and related Acts to convene a series of at least three (3) public hearings to accept and/or compel testimony to address the question of whether the Civil Rights of underserved students in Michigan have been violated or abridged.

Subject to the approval by a majority of its members present at a properly convened meeting, the commission also directs the Michigan Department of Civil Rights to allocate the resources necessary to enable the commission to convene the first of a series of public hearings to be held on or before May 31, 2018.

After discussion, the following Motion was brought forth:

MOTION: On Motion duly made (Commissioner Combs) and supported (Commissioner Sakwa), the Motion to Adopt the Resolution to conduct hearings regarding alleged issues of discrimination in the Educational System in Michigan was Approved. Motion carried unanimously.

- UPDATE: 2017 Commission Annual Report, Vicki Levengood
Ms. Levengood provided a status update of the 2017 Annual Report.
- UPDATE: Administrative Rules Changes, Marcelina Trevino
Ms. Trevino provided a status update on the Administrative Rules changes.
- UPDATE: 2017 MCRC Flint Water Crisis Report, One Year Later, Dan Levy
Mr. Levy provided a status update on the Flint Water Crisis Report, One Year Later.

NEW BUSINESS

- **CITY OF JACKSON, RECENT EVENTS – COMMISSIONER COMBS**

Commissioner Combs brought concerns regarding the call for removal of Sheriff Steven Rand in Jackson, Michigan. After discussion, the following Motion was brought forth:

MOTION: The Commission directs the Department to prepare a letter to the Attorney General's Office requesting the status of the investigation of Sheriff Rand. On Motion duly made (Commissioner Demashkieh) and supported (Commissioner Smith). Motion carried by majority vote. Yea – 5, Nay – 1, Abstain - 1

PUBLIC COMMENT

There was no public comment.

COMMISSIONER COMMENT

Commissioner Smith requested that future meetings have a U-shape configuration for the dais. Kudos were also given to Mary Engelman, Annie Urasky, Vicki Levengood and Lisa Collins for their work on various presentations and projects.

ADJOURNMENT

MOTION: On Motion duly made (Commissioner Combs) and supported (Commissioner Sakwa), the meeting of the Michigan Civil Rights Commission at 6:51 p.m. was Adjourned. *Motion carried unanimously.*

Secretary

Executive Director

MICHIGAN CIVIL RIGHTS COMMISSION SPECIAL MEETING
Tuesday, April 17, 2018 ~ 3:30 P.M.

Michigan Department of Civil Rights, Detroit Cadillac Place
3054 W Grand Blvd., Grey Room, Suite 3-652
Detroit, Michigan 48202

PRESENT: Commission Co-Chair Mumtaz Haque
Commission Co-Chair Laura Reyes Kopack
Commission Secretary Rasha Demashkieh
Commissioner Stacie Clayton
Commissioner Ira Combs, Jr.
Commissioner Ricardo Resio
Commissioner Jeffrey Sakwa
Commissioner Alma Wheeler Smith

MINUTES

CALL TO ORDER

Co-Chair Mumtaz Haque Called the Meeting to Order at 3:33 p.m.

ROLL CALL

Roll Call and Determination of Quorum: Commissioner Clayton, Commissioner Resio, Commissioner Haque, Commissioner Reyes-Kopack, Commissioner Demashkieh, Commissioner Sakwa, Commissioner Combs, Commissioner Smith. With all Commissioners present, a Quorum was established.

APPROVAL OF SPECIAL MEETING AGENDA

Executive Director Agustin Arbulu requested to be added to the Agenda for two matters.

After discussion, the following Motion was brought forth:

MOTION: To Amend and Approve the Special Meeting Agenda with the addition of comments from Director Arbulu. *On Motion duly made (Commissioner Combs) and supported (Commissioner Demashkieh), Motion carried unanimously.*

LGBTQ DISCRIMINATION CASES

Director Arbulu cited the recent U.S. Court of Appeals Sixth Circuit Court case of *EEOC v. Harris Funeral Homes*; ruled that sex stereotyping based on a person's gender non-conforming behavior is impermissible discrimination. Received internal review memo on the opinion of the case, conclusion was that MDCR should immediately start accepting and investigating claims from persons alleging discrimination because of sex, which includes gender non-conforming behavior.

After discussion, the following Motion was brought forth:

MOTION: To Table the discussion on this issue until May 21, 2018 Commission meeting, and that the Commission is presented with a written formal opinion from the Attorney General and written comments from the Executive Director on which the Commission can base a decision, and that no change in policy be made until the Commission can act to change the policy. *On Motion duly made (Commissioner Smith) and supported (Commissioner Demashkieh), Motion carried unanimously.*

After further discussion, the following Motion was brought forth:

MOTION: To Reconsider the question that was tabled regarding the interpretative statement, to Remove this tabled issue for the May 21, 2018 Commission meeting. *On Motion duly made (Commissioner Reyes-Kopack) and supported (Commissioner Sakwa), Motion carried unanimously.*

BYLAWS (PROCEDURAL GUIDELINES) COMMITTEE

Discussion on the Commission procedural guidelines, presented by Commissioner Smith. The Procedural Guidelines Committee includes Commissioner Smith, Commissioner Clayton, and Co-Chair Reyes-Kopack. The Committee will continue to work on a draft of proposed procedural guidelines - and will present to the Commission after the May 21, 2018 meeting. Requested that someone from the Department who works on the administrative rules be appointed to the Committee; Ron Robinson was appointed.

DISCUSSION ON GOALS AND PRIORITIES

Commissioner Resio reported that a Committee was formed to conduct a formal performance review for the Executive Director, a format has been created and will be circulated to Commissioners for revisions and finalization, and process should be established as to when those reviews will occur. Draft should be completed within 90 days.

DISCUSSION ON EDUCATION HEARINGS

The first Hearing on the intersectionality of Education and Civil Rights will occur in conjunction with the next Commission meeting on May 21, 2018.

After discussion on possible areas of focus and regions for Education Hearings, the following Motion was brought forth:

MOTION: To Convene the first Education Hearing in Ypsilanti on May 21, 2018. *On Motion duly made (Commissioner Smith) and supported (Commissioner Combs), Motion carried unanimously.*

The Commission Meeting to start at 1:00 p.m., Hearing to start at 3:30 p.m. with expert panel, followed by public testimony to begin at 6:00 p.m. Procedural Rules to be updated and circulated to the Commission.

UPDATE ON JACKSON

Director Arbulu provided an update regarding Jackson County Sheriff Steven Rand. Anthony Lewis will provide additional updates at the May 21, 2018 Commission Meeting.

PUBLIC COMMENT

There was no Public Comment.

ADJOURNMENT

The following Motion was brought forth:

MOTION: To Adjourn the Meeting at 5:33 p.m. *On Motion duly made and supported, Motion carried unanimously.*

Next meeting is May 21, 2018, Ypsilanti, 1:00 p.m.

Secretary

Executive Director

MICHIGAN CIVIL RIGHTS COMMISSION MEETING

Monday, May 21, 2018 ~ 1:00 P.M.
Eagle Crest Conference Center Auditorium, Eastern Michigan University
1275 S Huron Street, Ypsilanti, Michigan

MINUTES

PRESENT: Commission Co-Chair Mumtaz Haque
Commission Co-Chair Laura Reyes-Kopack
Commission Secretary Rasha Demashkieh
Commissioner Jeffrey Sakwa (*delayed arrival*)
Commissioner Stacie Clayton
Commissioner Ira Combs, Jr.
Commissioner Alma Wheeler Smith

EXCUSED: Commissioner Ricardo Resio

CALL TO ORDER / ROLL CALL

The meeting was Called to Order at 1:08 p.m. by Commissioner Reyes-Kopack. Roll Call of the Commissioners was taken to determine a quorum. Commissioner Clayton, Commissioner Demashkieh, Commissioner Reyes-Kopack, Commissioner Haque, Commissioner Combs, Commissioner Smith. With six of eight commissioners present, quorum requirements were met. *Commissioner Sakwa arrived later at 2:15 p.m.*

AMENDMENT OF MEETING AGENDA

MOTION: To Amend the Meeting Agenda by Tabling the Agenda Item entitled “Administrative Rules Changes” until the July 23, 2018 meeting.

Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Demashkieh) and supported (Commissioner Combs), the Meeting Agenda was Amended.** *Motion carried unanimously.*

APPROVAL OF MEETING AGENDA

MOTION: To Revise the order of Agenda items and Approve the Agenda as follows: Approval of Meeting Minutes, Approval of Consent Agenda, Public Comment, Ongoing Business, Division Reports, Commission Matters, Commission Committee Reports, New Business, Commissioner Comment, Adjournment. Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Smith) and supported (Commissioner Combs), the Meeting Agenda was Approved.** *Motion carried unanimously.*

APPROVAL OF MINUTES FROM APRIL 17, 2018 SPECIAL MEETING

MOTION: To Approve the Minutes from April 17, 2018 Special Meeting as submitted. Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Smith) and supported (Commissioner Clayton), the Minutes were approved.** *Motion carried unanimously.*

APPROVAL OF MINUTES FROM MARCH 26, 2018 MEETING

MOTION: To Approve the Minutes from March 26, 2018 Meeting as submitted. Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Smith) and supported (Commissioner Combs), the Minutes were Approved.** *Motion carried unanimously.*

APPROVAL OF MINUTES FROM JANUARY 22, 2018 MEETING

MOTION: To Approve the Minutes from January 22, 2018 Meeting as submitted. Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Demashkieh) and supported (Commissioner Combs), the Minutes were Approved.** *Motion carried unanimously.*

ADOPTION OF CONSENT AGENDA

MOTION: To Adopt the Consent Agenda as submitted. Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Combs) and supported (Commissioner Demashkieh), the Consent Agenda was Adopted.** *Motion carried unanimously.*

PUBLIC COMMENT

The following brought concerns regarding the Commission's pending decision on the Interpretive Statement on sex.

Ms. Heather Aymer, Affirmations
Rev. Dr. Roland Stringfellow, Inclusive Justice
Ms. Dee Church, Farmington Hills
Ms. Brianna D. Kingsley, Equality Michigan
Ms. Stephanie White, Equality Michigan
Ms. Beth Bashert, Ypsilanti City Council
Ms. Merrill Guerra, Redburn Realty

ONGOING BUSINESS

- **UPDATE ON 2017 ANNUAL REPORT, Director Arbulu and Vicki Levengood**

MOTION: To Approve the Annual Report as submitted. Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Combs) and supported (Commissioner Haque), the Annual Report was Approved as submitted.** *Motion carried unanimously.*

- **RECONSIDERATION OF EQMI REQUEST FOR INTERPRETIVE STATEMENT**

Commissioner Smith offered the following Motion:

I MOVE THAT THE MICHIGAN CIVIL RIGHTS COMMISSION ADOPT THE FOLLOWING RESOLUTION AS INTERPRETIVE STATEMENT 2018-1 REGARDING THE MEANING OF “SEX” IN THE ELLIOTT LARSEN CIVIL RIGHTS ACT (ACT 453 OF 1976) AND GIVE IT IMMEDIATE EFFECT.

WHEREAS, the Michigan Civil Rights Commission finds the language “discrimination because of... sex...” as used in the Elliott Larsen Civil Rights Act ambiguous, leaving the MI Department of Civil Rights without clear authority to accept complaints of discrimination based on “gender identity” and “sexual orientation”, the Commission issues Interpretive Statement 2018-1.

WHEREAS, the Michigan Civil Rights Commission finds that the definition of “discrimination because of... sex” under Michigan law has to date been interpreted to be less inclusive than the definitions of other protected classes, and in a way that is contrary to the plain meaning of the language in this context.

WHEREAS, The Michigan Civil Rights Commission finds that both discrimination because of gender identity and discrimination because of sexual orientation are forms of discrimination because of sex.

WHEREAS, the U.S. 6th Circuit Court of Appeals on March 7, 2018 ruled in the case of EEOC v R.G. & G.R. Harris Funeral Homes Inc. that the same language “discrimination because of ... sex” when used in federal civil rights law protected a transgender Michigan woman who was gender stereotyped and discriminated against for not behaving like a male, and adding Michigan where gender identity and sexual orientation are already federally protected under the definition of “discrimination because of sex.”

WHEREAS, The Michigan Civil Rights Commission finds that continuing to interpret the protections afforded by the phrase “discrimination because of... sex” more restrictively by continuing to exclude individuals for reasons of their gender identity or sexual orientation, would itself be discriminatory.

WHEREAS the Michigan Constitution of 1963 provides that “no person shall be denied the equal protection of the laws” and directs that “It shall be the duty of the commission in a manner which may be prescribed by law to investigate alleged discrimination against any person... and to secure the equal protection of such [civil](#) rights without such discrimination... The commission shall have power, in accordance with the provisions of this constitution and of general laws governing administrative agencies, to promulgate rules and regulations for its own procedures... and to issue appropriate orders.”

WHEREAS, the Administrative Procedures Act (MCL 24.207(h)) defines the interpretive statement as a category of agency action which in itself does not have the force and effect of law but is merely explanatory to be followed by the agency.

AND, WHEREAS, The Michigan Supreme Court has ruled in Clonlara, Inc. v. State Board of Education, 442 Mich. (1993). that “agencies have the authority to interpret the statutes they are bound to administer and enforce.” And that Interpretive statements “state the interpretation of ambiguous or doubtful statutory language which will be followed by the agency unless and until the statute is otherwise authoritatively interpreted by the courts.”

THEREFORE, IT IS RESOLVED, The Michigan Civil Rights Commission hereby resolves, and adopts as Interpretive Statement 2018-1, that, as used in the Elliott Larsen Civil Rights Act “discrimination because of... sex” includes discrimination because of gender identity and discrimination because of sexual orientation.

IT IS FURTHER RESOLVED, that the Department of Civil Rights shall therefore process all complaints alleging discrimination on account of gender identity and sexual orientation as complaints of discrimination because of sex, and therefore discrimination prohibited under the Elliott Larsen Civil Rights Act.

The Commission directs that Interpretive Statement 2018-1 shall be distributed to all Department of Civil Rights' offices, be filed with any other office as required by the Administrative Procedures Act.

Motion to Adopt Resolution as Interpretive Statement 2018-1 duly made (Commissioner Smith) and supported (Commissioner Demashkieh), followed by Discussion.

MOTION TO CALL THE QUESTION duly made by (Commissioner Smith) and supported (Commissioner Demashkieh). *Action carried by majority vote to end Discussion.*

ROLL CALL VOTE MADE ON THE MOTION TO ADOPT RESOLUTION

Commissioner Smith – Yea
Commissioner Combs – Abstain
Commissioner Haque – Yea
Commissioner Reyes Kopack – Yea
Commissioner Demashkieh – Yea
Commissioner Clayton – Yea

Motion carried by majority vote of 5 Yea - 0 Nay - 1 Abstention.

Resolution was Adopted on May 21, 2018 at 2:12 p.m.

DIRECTOR'S REPORT

Executive Director Agustin V. Arbulu provided status updates on the Department's activity.

COMMISSION MATTERS

- **CO-CHAIR REPORT**
Commissioner Mumtaz Haque provided a status update on Commission activity.
- **ATTORNEY GENERAL REPORT**
Assistant Attorney General Ron Robinson provided a status update on current cases.
- **COMMISSION COMMITTEE REPORTS**
This agenda item was waived.
- **PROCEDURAL RULES FOR HEARING ON EDUCATION**
After discussion, the following Motion was brought forth:
MOTION: On Motion duly made (Commissioner Demashkieh) and supported (Commissioner Haque), the Procedural Rules were Adopted. *Motion carried unanimously.*

AMENDMENT TO PROCEDURAL RULES FOR HEARINGS ON EDUCATION
MOTION: To Amend the Procedural Rules for Hearing on Education to be used for all future Education Hearings. On Motion duly made (Commissioner Demashkieh) and supported (Commissioner Smith), the Amended Procedural Rules were Adopted and posted in appropriate areas for the public. *Motion carried unanimously.*

NEW BUSINESS

There was no New Business.

COMMISSIONER COMMENT

There was no Commissioner Comment.

ADJOURNMENT

MOTION: On Motion duly made (Commissioner Sakwa) and supported (Commissioner Clayton), the meeting of the Michigan Civil Rights Commission at 2:38 P.M. was Adjourned. *Motion carried unanimously.*

Next meeting scheduled for July 23, 2018; location and time to be determined.

Secretary

Executive Director

MICHIGAN CIVIL RIGHTS COMMISSION MEETING

Monday, July 23, 2018 ~ 1:00 P.M.
Grand Traverse Resort and Spa, Tower Ballroom
100 Grand Traverse Village Boulevard
Williamsburg, Michigan

MINUTES

PRESENT: Commission Co-Chair Mumtaz Haque
Commission Co-Chair Laura Reyes-Kopack
Commission Secretary Rasha Demashkieh
Commissioner Stacie Clayton
Commissioner Ira Combs, Jr.
Commissioner Ricardo Resio
Commissioner Alma Wheeler Smith

EXCUSED: Commissioner Jeffrey Sakwa

CALL TO ORDER / ROLL CALL

The meeting was Called to Order at 1:00 p.m. by Commissioner Reyes-Kopack. Roll Call of the Commissioners was taken to determine a quorum. Commissioner Smith, Commissioner Combs, Commissioner Demashkieh, Commissioner Reyes-Kopack, Commissioner Haque, Commissioner Resio, Commissioner Clayton. With seven of eight commissioners present, quorum requirements were met.

AMENDMENTS OF MEETING AGENDA

MOTION: To Amend the Meeting Agenda by moving Agenda Item 11 (Public Comment) to follow Agenda Item 3 (Adoption of Consent Agenda). Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Smith) and supported (Commissioner Combs), Agenda Item 11 was moved below Agenda Item 3.** *Motion carried unanimously.*

MOTION: To Amend the Meeting Agenda by Tabling the Agenda Item entitled "Administrative Rules Changes" until further notice. Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Haque) and supported (Commissioner Combs), the Administrative Rules Changes were Tabled.** *Motion carried unanimously.*

ADOPTION OF CONSENT AGENDA

MOTION: To Adopt Consent Agenda as presented. Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Demashkieh) and supported (Commissioner Smith), the Consent Agenda was Approved.** *Motion carried unanimously.*

PUBLIC COMMENT

Individuals from across the State brought concerns regarding Michigan Civil Rights Commission Interpretive Statement 2018-1.

Barb Willing
Tim Berlin
Mark Petzold
Crystal Petzold
Matthew Schoech
Rick Warzywak
Pastor Rusty Chatfield
Reid Nelson
Denny Hewitt
Tim Schmig
Former State Rep. Ken Bradstreet
William Bump
William Wanger
Dr. Todd Vanaman

Pastor Jerry Rohn
Gina Johnson
Dr. Daryl Franzel
Chuck Towersey
Gene Haymaker
Tim Aschmann
Al Eldridge
Mark McClure
Gary Wnuk
Chris Yager
Gary Roush
David Oliver
Randy Bishop
Bill Weisner

APPROVAL OF MINUTES FROM May 21, 2018 MEETING

MOTION: To Approve the Minutes from May 21, 2018 Meeting as submitted. Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Demashkieh) and supported (Commissioner Haque), the Minutes were approved.** *Motion carried unanimously.*

DIRECTOR'S REPORT

Executive Director Agustin V. Arbulu provided status updates on the Department's activity.

COMMISSION MATTERS

- **CO-CHAIR REPORT**
Commissioner Reyes-Kopack provided a status update on Commission activity.
- **ATTORNEY GENERAL REPORT**
Assistant Attorney General Ron Robinson provided a status update on current cases.
- **COMMISSION COMMITTEE REPORTS**
This agenda item was waived.
- **UPDATE: PERSONNEL MATTERS**
Commissioner Resio provided recommendations to the Commission on annual performance of the Executive Director, as well as next steps.
- **REVISIONS TO PROCEDURAL RULES FOR JULY 23, 2018 HEARING ON EDUCATION**
Commissioner Demashkieh provided proposed updates for the Procedural Rules. Following discussion, the following Motion was brought forth:
MOTION: To Adopt the Revised Procedural Rules as submitted. On Motion duly made (Commissioner Smith) and supported (Commissioner Combs), the Revised Procedural Rules were Adopted. *Motion carried unanimously.*

- **LOCATON AND THEMES OF FUTURE HEARINGS ON EDUCATION**
Following discussion lead by Commissioner Reyes-Kopack, the following Motion was brought forth:
MOTION: To hold the next two hearings in Grand Rapids and Detroit, and to develop the themes and topics as indicated, and to provide a report back as to whether that is sufficient for purposes considering whether additional hearings would be needed at the September 24, 2018 meeting, and if those themes are not covered, we can consider additional cities and additional hearings to cover those themes. On Motion duly made (Commissioner Combs) and supported (Commissioner Demashkieh), subsequent hearings will convene in Grand Rapids and Detroit. Motion carried unanimously.

ONGOING BUSINESS

Update: LGBTQ Request/Response to AG from Legislators

Director Arbulu and Assistant Attorney General Ron Robinson provided an update to the Commission on the LGBTQ Request and Response to the Attorney General from Legislators. Following discussion, no action was taken.

NEW BUSINESS

There was no New Business.

COMMISSIONER COMMENT

Commissioners provided final thoughts on significant items presented and discussed during today's Meeting.

ADJOURNMENT

MOTION: On Motion duly made and supported, the meeting of the Michigan Civil Rights Commission at 3:35 P.M. was Adjourned. Motion carried unanimously.

Next meeting scheduled for September 24, 2018; location and time to be determined.

Secretary

Executive Director

MICHIGAN CIVIL RIGHTS COMMISSION MEETING
Monday, October 8, 2018 ~ 1:00 P.M.
Crowne Plaza Grand Rapids Airport, 5700 28th St. SE
Grand Rapids, Michigan 49546

MINUTES

PRESENT: Commission Co-Chair Mumtaz Haque
Commission Co-Chair Laura Reyes-Kopack
Commission Secretary Rasha Demashkieh
Commissioner Ira Combs, Jr.
Commissioner Ricardo Resio
Commissioner Jeffrey Sakwa
Commissioner Alma Wheeler Smith

EXCUSED: Commissioner Stacie Clayton

CALL TO ORDER / ROLL CALL

The meeting was Called to Order at 1:10 p.m. by Commissioner Reyes-Kopack. Roll Call of the Commissioners was taken to determine a quorum. Commissioner Resio, Commissioner Demashkieh, Commissioner Reyes-Kopack, Commissioner Combs, Commissioner Sakwa, Commissioner Smith. With six of eight commissioners present, quorum requirements were met. Co-Chair Haque arrived later at 1:20 p.m.

AMENDMENT OF MEETING AGENDA

MOTION: Move to Amend the Meeting Agenda by moving Agenda Item 11 (Public Comment) to follow Agenda Item 3 (Adoption of Consent Agenda), add to Item10 a resolution for William “Bill” Brooks, and a discussion on the letter from the Immigration Rights Center. Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Smith) and supported (Commissioner Combs), the Amendments of the Meeting Agenda were Approved.** *Motion carried unanimously.*

ADOPTION OF CONSENT AGENDA

MOTION: Move to Adopt Consent Agenda as presented. Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Combs) and supported (Commissioner Demashkieh), the Consent Agenda was Adopted.** *Motion carried unanimously.*

PUBLIC COMMENT

Mr. Sean Bennett brought concerns regarding the Commission's supervisory role of the Department.

Pastor Daniel Allen Schutte brought concerns regarding abortion.

APPROVAL OF MINUTES FROM July 23, 2018 MEETING

MOTION: Move to Approve the Minutes from July 23, 2018 Meeting as submitted. Following discussion, the following Motion was brought forth: **On Motion duly made**

(Commissioner Smith) and supported (Commissioner Combs), the Minutes were Approved. *Motion carried unanimously.*

DIRECTOR'S REPORT

Executive Director Agustin V. Arbulu provided status updates on the Department's activity.

COMMISSION MATTERS

- **CO-CHAIR REPORT**
Commissioner Reyes-Kopack provided a status update on Commission activity, including appointing a nominating committee for the 2019 Election of Officers in January as well as the Commission Committees.
- **ATTORNEY GENERAL REPORT**
Assistant Attorney General Ron Robinson provided a status update on current cases.
- **COMMISSION COMMITTEE REPORTS**
This agenda item was waived.
- **UPDATE: PERSONNEL MATTERS**
Commissioner Resio provided recommendations to the Commission on a compensation increase for the executive director, commensurate with unclassified state employee increases of 3% in 2017 and 1.96% in 2018, effective October 1, 2018. Following discussion, the following Motion was set forth.
MOTION: Move to Approve a salary increase of 4.96% for the executive director. On Motion duly made (Commissioner Demashkieh) and supported (Commissioner Smith), the Executive Director's salary increase of 4.96% was Approved. *Motion carried unanimously.* An extension of the E.D.'s contract will be taken into consideration following the results of the 2018 Employee Engagement Survey.

ONGOING BUSINESS

Dan Levy provided updates on the Administrative Rules changes. Annie Urasky provided updates on the "Not Without Us" campaign/survey by DODDBHH. No actions were taken by the Commission on either item.

NEW BUSINESS

Resolution – Support for Francis Anwana remaining in the U.S., Commissioner Smith

Whereas, Francis Anwana ("Mr. Anwana") was born in Nigeria 48 years ago, and
Whereas, Mr. Anwana was born deaf and with cognitive impairments, and
Whereas, finding that there were no programs for the deaf in Nigeria and observing that his son was being subjected to harassment because of his disabilities, Mr. Anwana's father first brought his son to the United States at age 13, and
Whereas, growing up, Mr. Anwana attended the Lutheran School for the Deaf in Michigan, and later the Michigan School for the Deaf, where he learned American Sign Language, which remains his only effective means of communication, and
Whereas, after Mr. Anwana's father passed away in 2012, he continued to live in supportive living situations as he had previous to that time. At no time has he hidden or tried to evade authorities and he has reported regularly to immigration officials as required, and

Whereas, due to Mr. Anwana's disabilities, he lacks understanding of the concept of immigration status and his advocates and caregivers were unable to secure stable, permanent immigration status for him when his student status ended, and

Whereas, Mr. Anwana's advocates have continued to attempt to obtain necessary documents permitting him to remain in this country, those efforts have not yet been successful. Still, Mr.

Anwana has fully cooperated by making annual appearances before immigration officials, and

Whereas, Mr. Anwana voluntarily appeared at the Immigration and Customs Enforcement offices when summoned by letter on September 6, 2018, and was informed that he was to return in five days to be deported, and

Whereas, ICE officials recently granted a stay of removal of Mr. Anwana for a period of twelve (12) months in light of the extenuating circumstances, and

Whereas, it appears Mr. Anwana, who has cognitive difficulty understanding the full complexity and seriousness of his situation under the best of circumstances, has (likely in violation of the Americans with Disabilities Act) not been provided by the government with a certified interpreter when meeting with ICE officials and answering questions or being provided instruction, and has instead been required to "bring his own" interpreter, and

Whereas, deporting Mr. Anwana to Nigeria would almost certainly have catastrophic consequences for him as his only means of communication is in American Sign Language. Further, his cognitive challenges not only make acquiring a new language (Nigerian Sign Language) exceptionally problematic, they render him unable to fully understand the implications of being relocated, and incapable of providing the necessities for a new life in what to him is a foreign country, and

Whereas, the State Department issued in early 2018 a travel advisory (the third of four levels) to Nigeria and deporting Mr. Anwana to Nigeria will expose Mr. Anwana to serious physical danger such as assault, rape, kidnapping, terrorism and piracy.

It is therefore resolved that the Michigan Civil Rights Commission calls upon officials at every level of state and federal government to recognize the unique situation presented by Mr. Anwana's deafness, his cognitive disability, and his lack of personal responsibility for the failure to properly renew his documentation, and take all actions necessary to permit Mr. Anwana to remain permanently in Michigan and live his life free from the dangers to his health, safety and wellbeing that would be presented by a forced relocation to a country he does not know and that the United States Department of State considers to present serious risks to personal safety and security.

MOTION: Move to Adopt the Resolution in support of Francis Anwana remaining in the U.S. On Motion duly made (Commissioner Demashkieh) and supported (Commissioner Smith), the Resolution in support of Francis Anwana remaining in the U.S. was Adopted. Motion carried unanimously.

Resolution – Honoring the Life of William C. "Bill" Brooks, Commissioner Combs

Whereas, William C. "Bill" Brooks was a committed advocate for civil rights throughout his entire life, and

Whereas, William C. "Bill" Brooks spent a lifetime of service to his country and community which began with his career as an officer in the United States Air Force, from which he retired in 1972, and

Whereas, William C. "Bill" Brooks worked for the federal Office of Management and Budget as an operations research analyst during the presidential administration of Richard M. Nixon, and

Whereas, William C. "Bill" Brooks worked at General Motors in the 70s and 90s, and

Whereas, William C. "Bill" Brooks was nominated to serve as the undersecretary for Labor by President George H.W. Bush, and did serve in that position from 1989 until 1991, and

Whereas, in the 90s, when William C. "Bill" Brooks rejoined General Motors as vice president of corporate affairs, he also served as chairman of the General Motors Foundation and chairman of the board and president of Motor Enterprises, Inc., a small business investment subsidiary of General Motors, and

Whereas, President William J. Clinton appointed William C. "Bill" Brooks to serve on the Social Security Advisory Board from 1995 to 1998, and

Whereas, William C. "Bill" Brooks retired from General Motors in 1997, and

Whereas, during his tenure at General Motors, William C. "Bill" Brooks led the fight to secure equitable access to contracts for small businesses owned by African-American entrepreneurs, and

Whereas, in addition to years of corporate and government service and leadership, William C. "Bill" Brooks spent countless hours creating and nurturing many civic organizations including being a founding member of the National Black MBA Association's Detroit chapter, founding chairman of the Michigan Black Chamber of Commerce, and served time as a member of the boards of the Michigan Opera Theatre and the Music Hall Center for Performing Arts, and

Whereas, William C. "Bill" Brooks was a fierce advocate for education particularly for the youth of Detroit, demonstrated by his service on the Detroit Public Schools as a member and chair; and

Whereas, William C. "Bill" Brooks leaves a lasting legacy of striving for equity, equality and success for Detroit, Michigan and the United States,

Therefore, Now Be It Resolved, that the Michigan Civil Rights Commission commemorates William C. "Bill" Brooks' life and contributions to the state and beyond, and

Further, Be It Resolved, the Commission recognizes the lasting legacy of William C. "Bill" Brooks on business, government and charitable organizations across the United States, and

Be It Further Resolved, that Commission expresses its deepest condolences to his wife of 62 years, Elizabeth; his three children William C. Brooks, Jr., Patricia Elizabeth Brooks and Pamela (Peter) Tully; his eight grandchildren and four great children; and

Finally, Be It Resolved on this 8th Day of October 2018, the Michigan Civil Rights Commission honors and recognizes, lauds and applauds the legacy left for all Michiganders to follow by the life of William C. "Bill" Brooks.

MOTION: Move to Adopt the Resolution honoring the life of William C. "Bill" Brooks. On Motion duly made (Commissioner Combs) and supported (Commissioner Sakwa), the Resolution honoring the life of William C. "Bill" Brooks was Adopted. Motion carried unanimously.

Request from Michigan Immigration Rights Center to provide public comment by November 6th regarding rules pertaining to children being separated from parents detained at the border, Commissioner Smith

Following discussion, the following Motion was brought forth.

MOTION: Move to Direct the Department to weigh-in/prepare public comment and submit on behalf of the Commission and the Department in a timely manner (before November 6, 2018). On Motion duly made (Commissioner Smith) and supported (Commissioner Demashkieh), the Motion was Approved. Motion carried unanimously.

COMMISSIONER COMMENT

There was no Commissioner comment.

ADJOURNMENT

MOTION: Move to Adjourn the meeting. On Motion duly made (Commissioner Kopack) and supported (Commissioner Haque), the meeting of the Michigan Civil Rights Commission at 2:45 P.M. was Adjourned. *Motion carried unanimously.*

Next meeting scheduled for November 19, 2018 in Detroit; location and time to be determined.

Secretary

Executive Director

MICHIGAN CIVIL RIGHTS COMMISSION MEETING

Monday, November 19, 2018 ~ 1:00 P.M.

Larry K. Lewis Auditorium, Northwest Campus
Wayne County Community College District, 8200 W Outer Drive
Detroit, Michigan 48219

MINUTES

PRESENT: Commission Co-Chair Laura Reyes-Kopack
Commission Secretary Rasha Demashkieh
Commissioner Stacie Clayton
Commissioner Ira Combs, Jr.
Commissioner Ricardo Resio
Commissioner Jeffrey Sakwa
Commissioner Alma Wheeler Smith

EXCUSED: Commission Co-Chair Mumtaz Haque

CALL TO ORDER / ROLL CALL

The meeting was Called to Order at 1:00 p.m. by Commissioner Reyes-Kopack. Roll Call of the Commissioners was taken to determine a quorum. Commissioner Resio, Commissioner Clayton, Commissioner Demashkieh, Commissioner Reyes-Kopack, Commissioner Combs, Commissioner Smith. With six of eight commissioners present, quorum requirements were met. Commissioner Sakwa arrived shortly thereafter.

AMENDMENT OF MEETING AGENDA

MOTION: Move to Amend the Meeting Agenda by moving Agenda Item 11 (Public Comment) to follow Agenda Item 3 (Adoption of Consent Agenda). Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Smith) and supported (Commissioner Combs), the Amended Meeting Agenda was Approved.** *Motion carried unanimously.*

ADOPTION OF CONSENT AGENDA

MOTION: Move to Adopt Consent Agenda as presented. Following discussion, the following Motion was brought forth: **On Motion duly made (Commissioner Demashkieh) and supported (Commissioner Combs), the Consent Agenda was Adopted.** *Motion carried unanimously.*

PUBLIC COMMENT

Mr. George White brought concerns regarding the Department's complaint process.

Commissioner Asim Alavi (Michigan Asian and Pacific American Affairs Commission) brought concerns regarding documentation of hate and bias incidents in Michigan.

APPROVAL OF MINUTES FROM October 8, 2018 MEETING

MOTION: Move to Approve the Minutes from October 8, 2018 Meeting as submitted. Following discussion, the following Motion was brought forth: **On Motion duly made**

(Commissioner Smith) and supported (Commissioner Resio), the Minutes were Approved. Motion carried unanimously.

DIRECTOR'S REPORT

Executive Director Agustin Arbulu provided status updates on the Department's activity.

On the matter of public charge, the following Motion was brought forth:

MOTION: Move that the Commission Oppose the proposed regulation charge changes and that the Commission go on record directing the Department to prepare a statement or comments to the federal government. On Motion duly made (Commissioner Smith) and supported (Commissioner Demashkieh), the Motion was Approved and the Department will prepare a statement or comments to the federal government.

Roll Call Vote:

Resio – support; Clayton – support; Demashkieh – support; Reyes - support
Combs – abstain; Sakwa – abstain

With a Vote of 4 Yeas, 0 Nays and 2 Abstentions, Motion carries by majority vote.

COMMISSION MATTERS

- **CO-CHAIR REPORT**

Commissioner Reyes-Kopack provided a status update on Commission activity, including the appointment of the Nominating Committee for the 2019 Election of Officers, Commissioners Demashkieh, Resio and Sakwa; and made reference to the Employee Survey to be discussed later in the meeting.

- **ATTORNEY GENERAL REPORT**

Assistant Attorney General Ron Robinson provided a status update on current cases.

- **2019 COMMISSION MEETING SCHEDULE**

MOTION: Move to Adopt the 2019 Commission Meeting Schedule as follows: January 28, March 25, June 3, July 22, September 23, November 18. Following discussion, on Motion duly made (Commissioner Combs) and supported (Commissioner Sakwa), the 2019 Meeting schedule was Adopted. Motion carried unanimously.

- **APPOINTMENT OF TEMPORARY CHAIR FOR NOVEMBER 19, 2018 HEARING ON EDUCATION**

MOTION: In the absence of Co-Chair Haque, Move to Appoint Commissioner Rasha Demashkieh as temporary chair to facilitate the Hearing process. On Motion duly made (Commissioner Resio) and supported (Commissioner Smith), Commissioner Demashkieh will serve as temporary chair. Motion carried unanimously.

- **COMMISSION COMMITTEE REPORTS**

This agenda item was waived.

- **NOMINATING COMMITTEE FOR 2019 ELECTION OF OFFICERS, Rasha Demashkieh**

Commissioner Demashkieh outlined the Election of Officers nomination process, and will serve as lead commissioner of the Nominating Committee, along with Commissioner Resio and Commissioner Sakwa.

ONGOING BUSINESS

CONTINUATION OF EDUCATION HEARINGS IN 2019

MOTION: Move to Convene the next Hearing on Education in Macomb County on January 28, 2019. Following discussion, on Motion duly made (Commissioner Clayton) and supported (Commissioner Combs), the Commission will convene the next Hearing on Education in Macomb County on January 28, 2019. *Motion carried unanimously.*

CONTRACT COMPLIANCE

MOTION: Move to Direct the executive director to prepare correspondence to the current governor and the governor-elect regarding reinstating and funding the Department's contract compliance unit, and to provide information at the Commission's 2019 educational retreat on the issue of contract compliance as an initiative for public hearings, in conclusion of the Education Hearings. On Motion duly made (Commissioner Combs) and supported (Commissioner Smith), the executive director will prepare and send said correspondence and provide said information at the Commission's 2019 educational retreat. *Motion carried unanimously.*

ADMINISTRATIVE RULES CHANGES

To be brought back at the January 28, 2019 meeting.

EMPLOYEE ENGAGEMENT UPDATE

Commissioner Resio provided recommendations regarding the executive director's appointment.

Director Arbulu provided the Commission with an overview of preliminary results from the 2018 Employee Engagement Survey.

MOTION: To extend the executive director's letter of appointment from 2020 to 2022. On Motion duly made (Commissioner Combs) and supported (Commissioner Resio), the executive director's appointment was extended for an additional two years. *Motion carried unanimously.*

NEW BUSINESS

There was no new business.

COMMISSIONER COMMENT

The Commission recognized Ricardo Resio for four years of service, as his term ends December 31, 2018.

ADJOURNMENT

MOTION: On Motion duly made (Commissioner Resio) and supported (Commissioner Demashkieh), the meeting of the Michigan Civil Rights Commission at 2:45 P.M. was Adjourned. *Motion carried unanimously.*

Next meeting scheduled for January 28, 2019 in Macomb County; location and time to be determined.

Secretary

Executive Director