

Civil Rights, Inclusion and Opportunity
Department (CRIO)

FY 2024 Budget Hearing

March 15, 2022



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Opportunity Rising



CRIO Department



CRIO Leadership

Anthony Zander - Director
Tenika Griggs - Interim
Deputy

Mission Statement

To protect civil rights and promote and encourage inclusion and opportunity for all those that live, work, play and do business in Detroit.

Teams

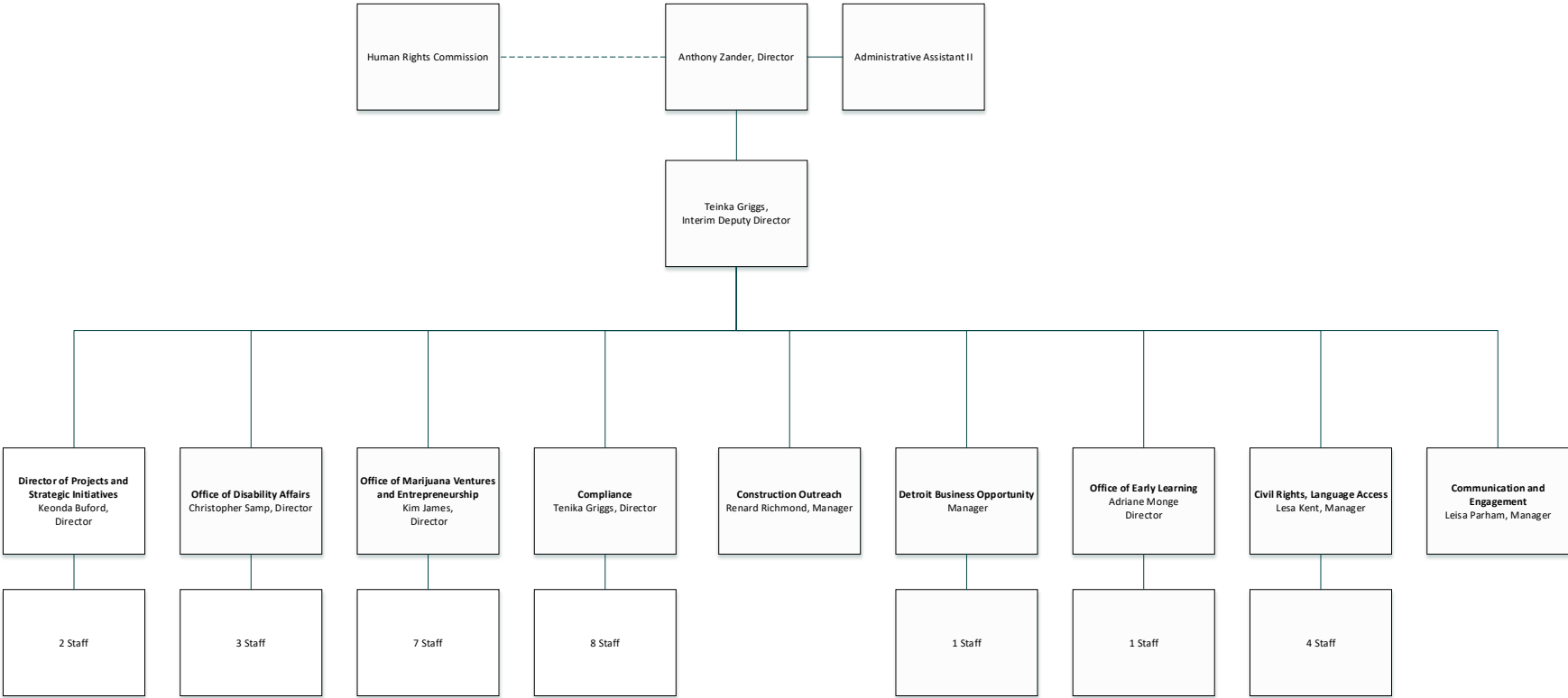
- Office of Disability Affairs
- Office of Marijuana Ventures
- Office Of Early Learning
- Civil Rights & Language Access
- Detroit Business Opportunity Program
- Incentives Compliance & Construction Outreach
- Communications & Engagement
- Projects and Policy

FY2023: 38 Budgeted employees with a budget of \$7,150,444

CRIO Organization Chart

Civil Rights, Inclusion and Opportunity Organization Chart, n=38

Version: 03/14/2023



Employees and Budget Adopted vs. Requested

Source	FY 2023 Adopted	FY 2024 Request
Total	Total: \$7,150,444 Personnel: \$3,779,551 Staff: 38 FTE	Total: \$7,103,310 Personnel: \$2,767,006 Staff: 35 FTE
General Fund/1000 (ODA, MV, OEL, DBOP, P&P, CR, C&E)	Total: \$4,090,444 Personnel: \$2,906,580 Staff: 28 FTE	Total: \$3,982,310 Personnel: \$2,767,006 Staff: 25 FTE
Non-Compliance Fees/3217 (IC & CO)	Total: \$3,060,000 Personnel: \$872,971 Staff: 10 FTE	Total: \$3,121,000 Personnel: \$912,591 Staff: 10 FTE

Office of Disability Affairs

Mission: Improve ADA compliance and accessibility for people with disabilities

3-Year Strategic Plan, 2021-2023

Phase 2 (2022): City Impact Year

- Launched the Disability Awareness ERG; 50+ employees and 12 events
- Developed TDPM course reasonable accommodations and the disability community
- Worked with DPW, HRD, Mobility, Transportation and other city departments to ensure ADA compliance and accessibility
- Coordinated the National Disability Employment Awareness Month event
- Held **32** community engagement events

The ODA is developing the next 3-Year Strategic Plan for 2024-2027 (TBA FY2024)



Christopher Samp
Director

Phase 3 (2023): Community Impact Year

- Improve law enforcement and Emergency Responders' interaction with people with disabilities
- Increase disability employment rate
- Improve access to health care (helped the DHD secure a grant to expand the public health workforce)

Office of Marijuana Ventures & Entrepreneurship

Mission: Facilitate ownership and employment opportunities for Detroiters in the legal cannabis marketplace, to address the disproportionate impact of prohibition and enforcement on Detroit residents and people of color.

Strategies

- Technical Assistance: weekly technical training classes, marketing and business plan boot camps, virtual information, one-on-one office hours
- Networking and Community Outreach: hosted multiple social networking events to encourage partnerships and joint ventures between investors, operators, property owners, and social equity entrepreneurs
- Served as a resource for community education on marijuana.
- Workforce Development: Hosted first Cannabis Career Fair over two days to match Detroiters with jobs in the cannabis industry

By the Numbers

- **34** adult-use retailers
- **53** medical provisioning centers
- **31** growers
- **6** processors
- **1** testing lab
- **3** temporary event organizers



Kimberly James
Director

Office of Early Learning

Mission: Increase the child Care facilities within the next 2 years



+ 100

Community-Based Childcare Providers supported through business planning, coaching, workforce and financial support



30

existing childcare facilities improved



10

new childcare facilities opened



50

new classrooms opened serving children ages 0-5



50

new individuals recruited into the childcare workforce, placed, and supported in achieving CDA certification



Adrian Monge
Director

The End Result -

capacity for upwards of **2,000** new seats in Detroit's 0-5 childcare ecosystem, closing more than 10% of the city's seat gap in less than 2 years



422

child care facilities



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Civil Rights & Language Access

Mission: to ensure an environment free of discriminatory barriers to all who live, work, play, and gather in the City of Detroit. This includes educating, training and raising awareness to the employees and citizens of the City of Detroit on civil rights, diversity, equity and inclusion and belonging. With the goal to garner a community of respect and cultural effectiveness.

Strategy

- Monthly Language Services Training
- Created employee engagement for Juneteenth with HR
- (Re)Launch – Mediation Model, Fair Housing Initiative, Language Access program
- Train the trainer - Training for staff on mediation, cultural competence, unconscious bias and diversity.
- Create more engagement with different cultural community stakeholders.
- Develop curriculum and training for City of Detroit employees regarding DEI.
- More community and staff outreach regarding language services and “Know your rights” workshops
- Let’s talk about race community events

By the Numbers

- Processed **282** language services requests
- Mentored **9** college interns
- Processed **146** complaints and Closed **92** complaints



Lesa Kent
Manager

Communications & Engagement

Mission: To increase CRIO's visibility through consistent voice and messaging and to increase community knowledge of our programs, events, services, resources and opportunities.

Strategy

- Manage communications with City Council and media inquiries
- Develop communication and outreach strategies: community engagement, marketing, written and digital content
- Coordinate engagement activities for:
 - MLK Day, Black history, women's history, Juneteenth, Deaf history, Arab American History, Pride, etc.
- Manage and coordinate engagement ideas and strategies with the Communication & Engagement Task Force
- Coordinate CRIO's Heritage & Awareness Days



Leisa Parham
Manager

Detroit Business Opportunity Program

Mission: To improve and increase access to city procurement opportunities for Detroit business owners

Strategy:

- Increase the amount of certified businesses
- Develop targeted strategies for recruiting and certifying businesses identified by procurement as suppliers of need
- Assist Detroit Start Up Businesses by implementing business workshops to put them in position to contract with the city

By the Numbers:

- **220** businesses were certified last fiscal year.
- From July 1, 2022 -March 1, 2023, CRIO has already certified **145** businesses
- Last fiscal year, on average, CRIO received **7.5** applications per week
- From July 1, 2022–March 1 2023, on average CRIO received **8.35** applications per week

Currently Hiring

Projects and Policy Team

Mission: Support CRIO in development of policies , process improvement, data create and analysis of programmatic performance

Strategy:

- **Policy Initiatives:** Equip each of CRIO's core programs and activities with policy guideline. Based on these policies and guidelines, review, revise and build out CRIO's public facing literature to convey a clear understanding of CRIO's programs. Also, support development of new initiatives with policy research and landscape
- **Process improvement:** Identify barriers, bottleneck and capacity issues within CRIO. Create process and procedures to support the growth and development of each division
- **Data Initiatives:** Development and implementation of performance dashboards. Create, revise, and analyze current data sources.



Keonda Buford
Director

Compliance and Construction

Mission: Monitor compliance with Executive Order 2021-2, Tax Abatements and the Community Benefits Ordinance

Community Benefits Ordinance

- Currently monitoring 11 CBO'S with a total of 378
- Detailed biannual reports submitted to City Council and can be found on CRIO's website.

Mission: To expand the STEP (Skilled Trades Employment Program)

Strategy:

- Increasing the number of Detroiters working within the skilled trades
- Engaging with Executive Order 2021-2 contractors who fall below the 30% to assist with recruitment and employment needs to help increase Executive Order percentages

By the Numbers:

- In FY 22, 55 projects, some of these projects are closed now, have fallen below 30% (Percent Qualified)
- FY 23 (7/1/22 – 3/1/23): 36 projects, some of these projects are closed now.
- FY 22: 9,589 STEP workers were on Executive Order 2021-2 Projects
- FY 23 (7/1/22 – 3/1/23): 3,010 STEP Workers were on Executive Order 2021-2 Projects



Tenika R. Griggs
Director of Compliance



Renard Richmond
Construction Outreach Manager

QUESTIONS?



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