

Cultivating Stakeholders to Aid in the Implementation of Civil Rights Programs

Presented by:

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Presentation Overview

- ❖ History of Civil Rights
- ❖ Civil Rights Programs
- ❖ The First DBE Program
- ❖ Michigan Civil Rights Program
- ❖ Identifying Stakeholders
- ❖ Cultivating Lasting Partnerships



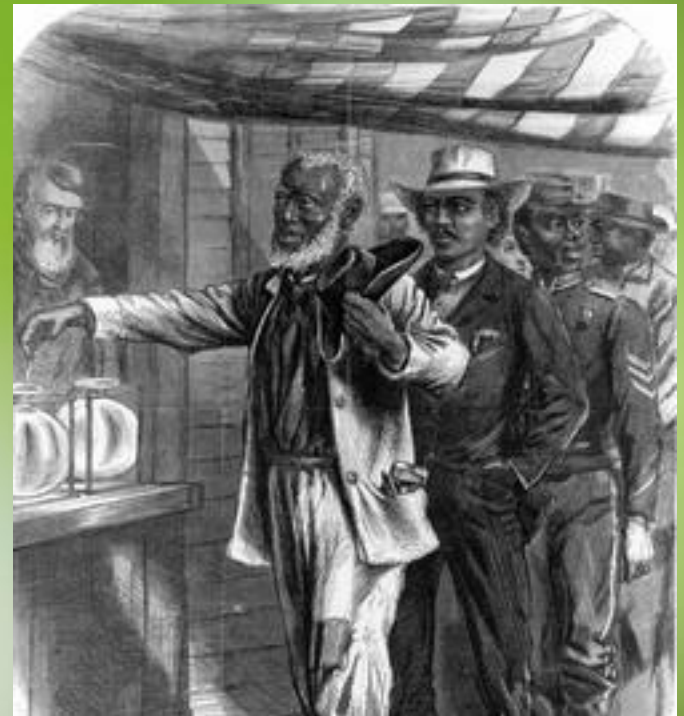
History of Civil Rights

- ❖ The Legislative History of Civil Rights Act of 1964
- ❖ In 1964 Congress passes Public Law 88-352(78 Stat.241)
- ❖ Introduced in the House
- ❖ Passed the House
- ❖ Passed the Senate with amendment
- ❖ House agreed to Senate amendment
- ❖ Signed into law by President Lyndon B. Johnson



Civil Rights Programs

- ❖ The Civil Rights Act of 1866, was mainly intended to protect the civil rights of African Americans, in the wake of the American Civil War.



Civil Rights Programs

Civil Rights Act of 1964 and amendment of 1991, expanded the remedies available to victims of discrimination by amending Title VII of the CR Act.



1964



1991

History of Civil Rights

The Civil Rights Act gave birth to Programs to prohibit discrimination on the basis of:

- ❖ Race
- ❖ Color
- ❖ National origin
- ❖ Disability
- ❖ Age
- ❖ Sex
- ❖ Religion



History of Civil Rights

Many states have civil rights laws of their own which mirror those at the federal level

- ❖ Can you think of a state and/or federal laws that guarantee civil rights and prohibit discrimination?



History of Civil Rights

- ❖ Freedom of speech
- ❖ The right to vote
- ❖ Due process of law
- ❖ Equal protection of the laws
- ❖ Protection from unlawful discrimination



History of Civil Rights

- ❖ Age Discrimination Act
- ❖ American with Disabilities Act
- ❖ Civil Rights Act of 1964: Title VII (Equal Employment Opportunities)
- ❖ Civil Rights Act of 1991
- ❖ Equal Credit Opportunity
- ❖ Fair Housing Act
- ❖ Family and Medical Leave Act



1st DBE Program

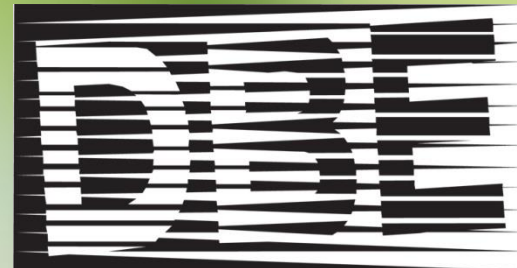
Disadvantaged Business Enterprise

1980 - First DOT– Wide MBE/WBE Regulations

- ❖ The overall goal of the DBE program is to ensure that firms owned and controlled by minorities, women, and other socially and economically disadvantaged persons have the opportunity to grow and become self-sufficient
- ❖ Congress passes the first DBE Statute; sets 10% natural goal; and defined the Program
- ❖ 1987: Congress reauthorized DBE Program adding Women and Airports; included size standards and certification criteria
- ❖ 1995: Supreme Court decides Adarand vs. Peña case

Michigan Civil Rights Programs

As a result of the Disadvantaged Business Enterprise (DBE) Program and through Public Acts, MDOT must report to both the House and Senate fiscal agencies by September 30th of each fiscal year.



Michigan Civil Rights Programs

- ❖ "The department shall continue its program to increase the use of women- and minority-owned businesses in state and local road construction projects."
- ❖ "This program shall comprise, at a minimum, outreach and education efforts to inform women- and minority-owned firms of department competitive bidding processes and requirements, and an assessment of the availability of surety for women- and minority-owned businesses."



Michigan Civil Rights Programs

The State of Michigan began cultivating activities and identifying stakeholders in 1999

- Partnerships were identified, creating “Buy Michigan First”



Michigan Civil Rights Programs

Buy Michigan 1st helped:

- ❖ Helped create more outreach activities statewide
- ❖ Identified external partners to increase awareness on how to contract with MDOT and how to get on the DBE Subcontractor list



Michigan Civil Rights Programs

MDOT's Office of Business Development partnered with: a number of agencies, including:

- ❖ Michigan Department of Management and Budget
- ❖ Michigan Department of Civil Rights
- ❖ Michigan Department Agriculture
- ❖ Michigan Department of Information Technology
- ❖ Michigan Economic Development Corporation
- ❖ Michigan Small Business Technology Development Centers



Michigan Civil Rights Programs

- ❖ The partnerships allowed for interaction with hundreds of business owners and potential DBE's
- ❖ Relationships and outreach activities were developed with:



Michigan Civil Rights Programs

- ❖ Detroit Regional Chamber
- ❖ Inter-Tribal Council
- ❖ Governor's Office of Community & Faith Base Initiatives
- ❖ Michigan Hispanic Chamber
- ❖ Michigan Women's Business Council
- ❖ National Association for the Advancement of Colored People
- ❖ National Association of Women in Construction
- ❖ U.S. Army Corps of Engineers
- ❖ Women in Transportation Society
- ❖ International Detroit Black Expo

Michigan Civil Rights Programs

- ❖ American Council of Engineering Companies – Michigan
- ❖ Booker T. Washington Association
- ❖ Center for Empowerment & Economic Development
- ❖ Oakland County Bid & Breakfast
- ❖ Michigan Hispanic Chamber of Commerce
- ❖ Southfield Veterans Forum
- ❖ Job Fairs
- ❖ Business Expos for Small Businesses
- ❖ Various Roundtables
- ❖ Procurement Technical Assistance Center of Michigan events

2005: Ward Connerly's Michigan Civil Rights Initiative (MCI)

- ❖ (MCRI) campaign submitted signatures in an attempt to qualify an anti-affirmative action initiative
- ❖ Proposal 2 Ballot Initiative - November 2006 Ballot
- ❖ Amend the constitution by adding a Section 25 to Article I
- ❖ Ban public institutions from using affirmative action programs that give preferential treatment to groups, gender, color, ethnicity or national origin for public employment, education or contracting purposes

Identifying Stakeholders

Proposal 2 in Michigan

- ❖ Did not end the DBE Program
- ❖ Michigan becomes the 3rd state after California and Washington to ban affirmative action and equal opportunity initiatives via ballot initiative in state contracting, education, and employment



Cultivating Lasting Partnerships

Thinking out the box by creating new programs

- ❖ Business Opportunity Workforce Development (BOWD)
- ❖ Small Business Development Program
- ❖ Next Level
- ❖ Capacity Target Projects
- ❖ Bonding and Access to Capital Education Program

Cultivating Lasting Partnerships

Cultivating new partnerships and changing the paradigm of existing partners

- ❖ Detroit Workforce Development Focus Group
- ❖ Partnership for Diversity and Opportunity in Transportation

Cultivating Lasting Partnerships

- Could our prior partners now become stakeholder?
- Yes, help with contracting opportunities in Michigan

❖ Where do you look now?

- Look around you.

Cultivating Lasting Partnerships

Who are MDOT's Partners
and what is the benefit?



Cultivating Lasting Partnerships

- ❖ State and other Municipal Government Agencies
- ❖ Certifying Agencies
- ❖ Non-Certifying Agencies
- ❖ Associations
- ❖ Chambers
- ❖ Prime Contractors



Cultivating Lasting Partnerships

- ❖ Current DBEs
- ❖ Procurement Technical Assistance Centers
- ❖ Michigan Small Business Development Centers
- ❖ SCORE
- ❖ Other Federal Agencies (SBA, etc.)

Cultivating Lasting Partnerships

❖ And..... **YOU!**

- Let's partner to learn what other states are doing

❖ What novel approaches are you taking?

❖ How are you keeping diversity alive in your programs?



QUESTIONS ?
THANK YOU

