



ANNUAL REPORT 2019

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MISSION

The Fair Housing Center of Metropolitan Detroit (FHCMD) was established in 1977 as a non-profit, tax-exempt, citizen-based organization to address fair housing issues in metropolitan Detroit area. The FHCMD strives to assure equal access to housing without discrimination based on race, color, national origin, religion, sex, familial status, disability, and other protected class categories under federal, state and local anti-discrimination laws and ordinances.

The FHCMD's service area includes the counties of Macomb, Oakland and Wayne, including the City of Detroit. This three-county service area includes over 3.8 million residents, totaling almost 40% of Michigan's population.

From 1977 to the present, the FHCMD has strived to fulfill its mission by engaging in the following activities:

“To support and encourage equal opportunities in housing in the greater Detroit metropolitan area . . . the Center provides assistance to individuals pursuing legal rights and remedies related to fair housing, offer housing assistance and counseling, provide community education, promote community involvement and perform research in the area of housing.”

“Fair housing opens doors, leading to welcoming, inclusive and diverse communities.”

PROGRAM ACTIVITIES

COMMUNITY OUTREACH

The FHCMD during this year increased its community outreach activities.

Royal Oak's Community Development Department (Joseph Murphy, Director of Planning) and Oakland County's Community & Home Improvement Division (Kathy A. Williams, Supervisor,

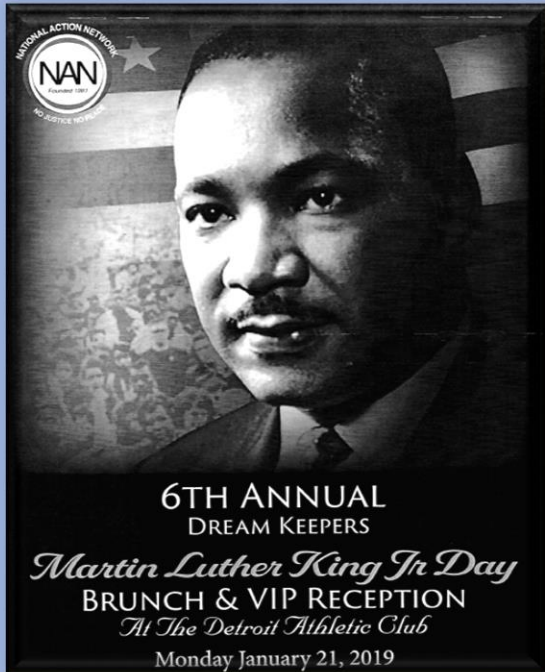


Housing Counseling & Homeless Services) jointly sponsored a booth for the FHCMD at this year's Arts, Beats & Eats festival on Labor Day Weekend in Royal Oak. As in prior year, hundreds of thousands of Metropolitan Detroit residents and guests attended

Arts, Beats & Eats. FHCMD staff, board members and cooperating attorneys during this 4-day event introduced the center to the general public and provided information concerning fair housing requirements and services provided by the center. The FHCMD was able to reach numerous homeseekers, potential complainants and individuals interested in becoming fair housing testers (checkers) and cooperating attorneys.

The FHCMD has also participated in various City of Detroit outreach through its involvement with Arise Detroit. These events included this year's Neighborhoods Day, a Saturday event at Eastern Market, a Halloween outreach to young people at the Samaritan Center, and the annual Neighborhoods Rising Summit at Wayne County Community College's Downtown Detroit campus.





The FHCMD's executive director served as special guest presenter at the National Action Network's annual Martin Luther King Jr. Day "Dream Keepers" event.

The presentation acknowledged that while progress has been made in the 50 years since the passage of the federal Fair Housing Act, additional efforts need to be made to (i) eliminate segregation in housing; (ii) increase minority home ownership; (iii) address the racial disparities in eviction rates; and (iv) remedy the current crisis in the lack of affordable housing for low income renters.

FAIR HOUSING TRAINING

The FHCMD provided fair housing training to a variety of housing groups. These groups included county and local municipalities, realtors and brokers, property owners, management companies, boards of directors, community groups and numerous tenants and homeowners.

The FHCMD is essentially a “full service” office in terms of fair housing training, compliance and best practices. Training topics include the latest standards, policy and case law addressing:

- Reasonable accommodations and modifications.
- Emotional support animals, environmental illnesses and hoarding.
- Familial status and occupancy limits.
- Use of criminal records in rental and eviction decisions, including the City of Detroit’s new “Fair Chance” ordinance.
- Medical marijuana.
- National origin and alienage status.
- Potential housing provider liability for tenant-on-tenant harassment.
- Affirmatively further fair housing.
- Sexual harassment discrimination, including hostile living environment and *quid pro pro* claims.
- Fair housing act coverage of claims involving sexual orientation, gender identity and transgender status.
- Racial, ethnic and religious harassment and hostile living environment.
- Permissible housing provider inquiries.
- Housing for older persons.
- Limited English proficiency.

Fair Housing & Support Animals Training



Presenter: Fair Housing Center of Metropolitan Detroit

Where: Macomb County Family Resource Center
196 North Rose Street, Mount Clemens, MI 48043

When: May 9, 2019

Time: 9:00 a.m. to 12:00 p.m.

Cost: FREE

Audience: Landlords, Housing Providers, Local Government

REGISTRATION
Registration is free but seating is limited
Please email jazmyn.thomas@macombgov.org or call
586-783-0916 to secure your spot



Macomb
Community
Action




The FHCMD is always available to answer fair housing and general housing related questions of housing providers, real estate agents and the general public.

FAIR HOUSING ADVERTISEMENTS

The FHCMD this year has begun to place a variety of fair housing advertisements in print and electronic media. These ads seek to inform the general public regarding fair housing. The ads also encourage victims of discrimination to file fair housing complaints.

Two of the advertisements are shown below.

UNLESS YOU REPORT HOUSING DISCRIMINATION, IT WON'T STOP.



Discrimination isn't always this obvious. But it is just as hurtful and illegal. Here are possible signs you might hear from a landlord:

- "There's a lot of traffic. It isn't safe for kids."
- "The apartment I told you about on the phone has already been rented."
- "My insurance won't cover a ramp if you get hurt."
- "We only take English speaking people."
- "The ad is wrong. The rent is really \$75 higher per month."
- "Steps are what we have. We can't accommodate a walker."

IF YOU SUSPECT HOUSING DISCRIMINATION, PLEASE REPORT IT.

**Fair Housing Center
of
Metropolitan Detroit**



313-963-1274 fairhousingdetroit.org

I'VE HEARD ABOUT SEXUAL HARASSMENT AT WORK... BUT I DIDN'T EXPECT IT IN MY OWN APARTMENT.

So I filed a complaint with the
Fair Housing Center of Metropolitan Detroit

If a landlord makes unwelcome sexual advances or if he threatens you with eviction or refuses to make repairs because you deny him sexual favors, he is violating the Fair Housing Act. Report sexual harassment and put a stop to it.

Fair Housing Is Your Right. Use It!

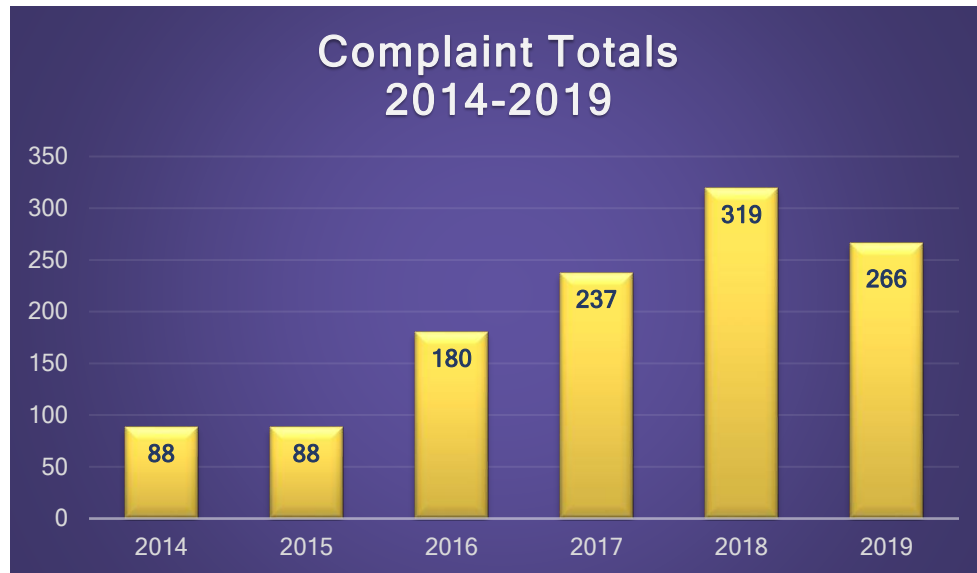


Fair Housing Center of Metropolitan Detroit

313-963-1274 fairhousingdetroit.org

COMPLAINTS AND ENFORCEMENTS

The FHCMD has experienced a significant increase in complaint activity in its service area:



This year's fair housing enforcement highlights include a \$300,000 settlement in a familial status discrimination case involving a City of Detroit housing provider and a \$100,001 settlement in a familial status and age discrimination case against a Macomb County housing provider. Both cases included financial recoveries for individual impacted by the discriminatory policies, as well as adoption of non-discriminatory rental practices and fair housing training.

The FHCMD also participated as a co-complainant with the other three Michigan fair housing centers (Fair Housing Center of West Michigan, Fair Housing Center of Southwest Michigan and the Fair Housing Center of Mid- and Southeastern Michigan) in a familial status complaint against a national property management company. The case conciliated for \$130,000, with \$18,000 payable to the FHCMD. The conciliation agreement also requires the adoption of non-discriminatory occupancy policies and three years of fair housing training.

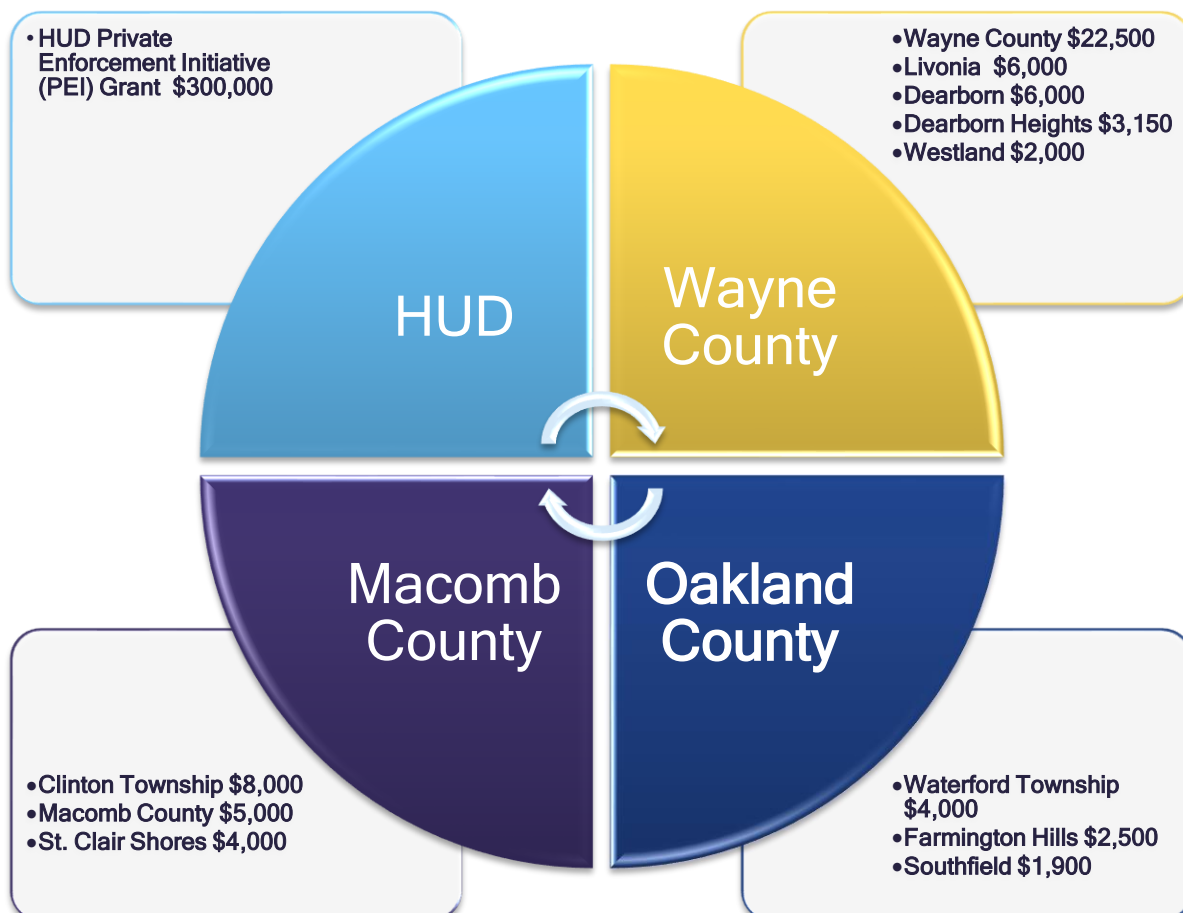
FINANCIAL REPORT

Governmental Grants

The FHCMD's main grant is its three-year Private Enforcement Initiative (PEI) grant with HUD. This is a three-year grant at \$300,000 per year. The FHCMD's HUD grant is its major funding source, as with most fair housing centers.

The FHCMD's most recent HUD performance assessment received the highest "Excellent" rating, with the FHCMD having "achieved positive and broad results in all projects areas . . . and timely submitted programmatic and financial reports."

There are 23 CDBG recipients or jurisdictions in the FHCMD's tri-county service area. The FHCMD currently receives sub-CDBG funding from nearly one-half (11 of the 23) of these CDBG recipients. The 11 sub-CDBG grants for PY 2019-20 total \$65,133. This is an increase of \$8,000 for the 10 sub-CDBG grants for PY 2018-19.



The FHCMD has never charged any fee for the filing, investigation, testing, conciliation and, as necessary, enforcement proceedings.

The FHCMD appreciates these government agencies municipalities not only for their financial support but also for their continued commitment to fair housing in their respective communities.



The FHCMD also received financial support from the Michigan State Housing Development Authority (MSHDA) and the Michigan Department of Civil Rights for a fair housing conference addressing the Fair Housing Act's design and construction requirements.



Private Grants



The FHCMD received a \$5,000 grant from Chemical Bank to conduct fair housing education and outreach for low to moderate income families in Detroit and Pontiac.

The FHCMD also received a \$2,000 grant from Huntington Bank Chemical Bank to conduct fair housing education and outreach to women and families.



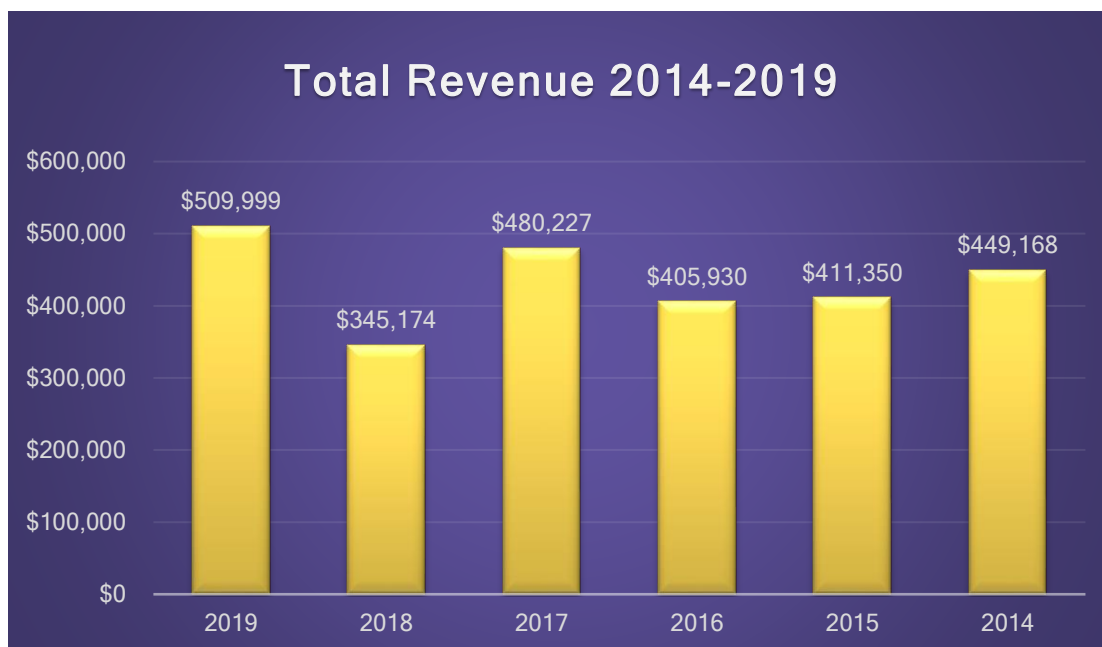
Private Support and Contributions

The FHCMD appreciates the private support and contributions it receives. The following entities and individual provided substantial support for the FHCMD's program activities and mission.



Evelyn V. Caise

TOTAL REVENUE



Year	Total Revenue	HUD Grant	Other Grants & Contributions	Training
2019	\$509,999	\$240,000	\$267,450	\$2,550
2018	\$345,174	\$244,738	\$80,326	\$18,400
2017	\$480,227	\$300,000	\$74,974	\$10,525
2016	\$405,930	\$298,818	\$82,272	\$15,210
2015	\$411,350	\$280,080	\$119,540	\$11,730
2014	\$449,168	\$299,525	\$136,332	\$13,311

EXPENSES

Program Expenses 2019	
Salary/Wages/Benefits	\$233,257
Payroll Taxes & Health Insurance	\$47,147
Rent & Parking	\$31,755
Professional Fees, Services & Testing Expenses	\$26,902
Advertising	\$11,851
Office Supplies	\$11,162
Travel & Trainings	\$9,639
Insurance	\$7,094
Equipment Rental	\$4,080
Books/Subscriptions/Reference	\$2,920
Telephone & Internet	\$2,140
Postage	\$1,230
Bank Fees	\$564
Total:	\$389,741

OUR TEAM

BOARD OF DIRECTORS	STAFF
<i>Executive Committee</i>	
Karlynne Tucker Scaggs <i>Chairperson</i>	Steve Tomkowiak, Esq. <i>Executive Director</i>
Noel J. Saleh, Esq. <i>Vice Chairperson</i>	Engela D. Bertolini <i>Coordinator of Systemic Investigations and Testing</i>
Dennis J. Varian <i>Vice Chairperson</i>	Artavia Epperson <i>Fair Housing Specialist</i>
Lucy H. Maddox <i>Secretary</i>	Ronald Frank <i>Fair Housing Specialist</i>
Vernon L Shadd <i>Treasurer</i>	Charles Shanaman <i>Coordinator of Administration and Investigations</i>
Kae Bradley	
David J. Snider, Ph.D.	
Terry L. Ward	
<i>Board Members</i>	
Evelyn V. Caise	
David J. Cross, Esq.	
Hector Hernandez	
Gayle S. McGregor, Esq.	
John A. Obee, Esq.	
Sharon Rhodes	
Freda G. Sampson	
Lindsay Yousif	

The FHCMD acknowledges the services of its volunteer team of over 200 fair housing testers. Our testers are unsung heroes in the fight for fair housing and civil rights.