



**Civil Rights, Inclusion  
and Opportunity**

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**To:** Honorable Detroit City Council  
Neighborhood Advisory Councils

**From:** Charity R. Dean, Esq., Director, Civil Rights, Inclusion and Opportunity







**Date:** October 9, 2020

**Re: Community Benefits Ordinance Biannual Report for Michigan Central Station**

The Civil Rights, Inclusion, and Opportunity (CRIO) Department has been given the responsibility of monitoring the Community Benefits Ordinance. The report details the developer's compliance with each Community Benefits Provision (CBP) commitment.

The **Michigan Central Station** project currently has **0** of their commitments considered "**Off Track**" and **7** of their commitments considered "**Not Started**".

Below, you will find a key to reference when reviewing "Status Update" and the total number of CBP commitments in each specific status.

Status Update	Explanation	Commitments
	On Track- Actions taken towards satisfying commitment	28
	Off Track- Commitment not fulfilled	0
	Off Track-Compliance Plan Submitted	0
	Commitment Impacted by COvid-19	0
	Not Started- No action taken	7
	Additional information requested	0
Completed	Commitment fulfilled	8
<b>Total Commitments</b>		<b>43</b>

If you have any questions, do not hesitate to contact my office at 313-224-4950

Respectfully,

Charity R. Dean, Esq.  
Director  
Civil Rights, Inclusion and Opportunity

Cc: Arthur Jemison, Chief of Services and Infrastructure, City of Detroit

Lawrence Garcia, Esq.  
Corporation Counsel  
City of Detroit Law Department



**Biannual Community Benefits Provision (CBP) Reporting Outline**



**Project Name/Location:** Michigan Central Station 2405 W Vernor Hwy Detroit, MI 48216




**Agreement Approval Date:** October 17, 2018





**Developer Name/Address** Ford Motor Company/ 1 American Rd. Dearborn, MI 48126

**October 2020 Report**




	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>
<b>1. Create and Protect Affordable Housing in the Impact Area to Help Existing Residents</b>			
A.	Developer will invest a total of \$2.5M dollars in the Affordable Housing Leverage Fund (AHLF), which, to the extent possible, may be invested by the AHLF or its fiduciaries or intermediaries in projects that preserve affordable housing in the Impact Area.	Ford has paid \$1.25M into the AHLF via the Local Initiatives Support Corporation (LISC). The second half of the \$2.5M commitment will be paid in 2020. City exploring options to leverage this contribution in combination with state and federal funding sources to preserve existing affordable units and create new affordable housing developments throughout the Impact Area.	
<b>2. Support Neighborhood Development</b>			
A.	Developer will invest \$2.5M dollars to the Strategic Neighborhood Fund (SNF) or such other comparable fund as mutually agreed by the Parties that is administered by Invest Detroit with direction from the City (SNF) and that benefits neighborhood development, which, to the extent possible, may be invested by SNF or its fiduciaries or intermediaries in the following targeted activities:  2-A(1): Funding the rehabilitation of City parks in the Impact Area, 2-A(2): 0% Home Repair loans and grants, 2-A(3): A neighborhood improvement fund, initially capitalized with \$750,000 of Developer's investment to be invested with its interest income deployed annually and allocated by a community panel through a "pitch" competition including participatory budgeting or community-driven budget process.	Invest Detroit has signed the grant agreement to be the fiduciary of these funds. Developer has invested \$1M to the Strategic Neighborhood Fund (SNF). Remaining funds will be paid in 2022. The Planning and Development Department is reviewing data and engaging residents to better understand how to utilize \$1.75M.  2-A (1) Park improvements must be identified through a planning study.  2-A (2) The 0% Home Loan Program is currently available to homeowners in the Impact Area visit. <a href="http://www.detroitshomeloans.org/">http://www.detroitshomeloans.org/</a> for details. Intake for the Home Repair Grant Program in the Impact Area has not yet commenced	




	Commitment	Findings	Status
	<p>2-E: Developer's investment to SNF could support streetscape and mobility improvements, including traffic engineering studies, pedestrian and cyclist improvements and other changes to be determined through a neighborhood planning process to mitigate or address the specific impacts raised by the NAC.</p> <p>2-B: Developer is committed to participating in the City's Greater Corktown planning process.</p> <p>2-C: In addition, Developer will work with Michigan Department of Transportation ("MDOT") and the City to try to secure Michigan Ave. improvements, including more pedestrian crossings and improved signals.</p> <p>2-D: Work to develop a traffic control plan (during and post construction) that will be made available to the public.</p>	<p>2-A (3) The City is working to creating a proposed memorandum to present options to the community during the community annual meeting in October.</p> <p>2-E: Mobility improvements need to be identified through a planning study. The Planning Study is scheduled to be completed in mid-summer, 2020.</p> <p>2-B: Developer has attended the majority of all community meetings for planning study and has been committed to the planning process overall. The Planning Study is Complete.</p> <p>2-C: The City has initiated meetings between MDOT and Ford.</p> <p>2-D: The development of a traffic control plan during and after construction is in process.</p>	
<p><b>3. Ensure Impact Area Residents Have Increased Access to Training and Job Opportunities Through a Funding Commitment Totaling \$5M and to be Dedicated in Accordance with the Following</b></p>			
A.	<p>Developer will contribute \$1M to the Golightly Career Technical Education Center to train both adult and youth for emerging technology jobs</p>	<p>Payment of \$1M to the Golightly Career Technical Education Center is tentatively scheduled for 2021</p>	
B.	<p>Developer will create local hiring hall to serve an established entry point for Detroit residents to enable Impact Area residents to apply for Ford job openings and to be referred to job training resources as needed.</p>	<p>Ford has not yet confirmed a space to establish a local hiring hall however the developer held a Ford Fast Track program for construction jobs on February 29, 2020 at the IBEW. Ford continues to develop sustainable jobs programs with apprenticeships for Masons and other trades and training workers to both work on the project and have long term jobs in the field.</p>	





	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>
C.	Developer will commit \$2M to be invested in programs for workforce development, scholarships for youth pursuing STEAM careers, potential internships and scholarships for pre-development for new mobility skills sets and entrepreneurship; and or community programs to be decided upon with community input.	Ford paid out \$250K in 2019 to celebrate Culture and Heritage. Ford surveyed community leadership & community members in June 2020 regarding priorities for projects in light of the pandemic and changing community needs. Based on the community's input, the theme for 2020 projects is youth education. That initiative kicks off in Aug. 2020 with \$250,000 in funds to be spent in 2020. The theme currently planned for 2021 is "entrepreneurship" and will involve \$500,000 in grant funding. Themes for the remaining \$1m will be determined with community input at a future date.	
D.	Ensure access to education, training and job opportunities, Developer will commit \$1M to Grow Detroit Young Talent.	A GDYT payment of \$500,000 was made in support of virtual internship opportunities and mason apprenticeships for summer 2020.	
E.	Developer will continue to support Wayne County Community College as a local resource.	Ford is exploring potential opportunities to include WCCC as resource.	
F.	Developer will commit \$1M to support other training programs for in-demand skilled trades through Detroit at Work to address training resources, including wrap-around services such as transportation and child care in support of training opportunities.	Developer made a \$1 million payment to Detroit at Work to support skilled trades training and services.	Complete

	Commitment	Findings	Status
G.	The Developer agrees to be bound by the City's Executive Order 2016-1 requirements.	<b>11%</b> of the total hours worked on construction were worked by Detroit Residents. <b>\$97,081.79</b> has been paid in contribution for the shortfall.	
H.	The Developer agrees to be bound by the City's Executive Order 2014-5 requirements.	As of November of 2019, <b>37%</b> of the total dollar value of contracts related to construction are Detroit Headquartered Businesses and/or Detroit Based Businesses.	
<b>4. Ensure Impact Area Businesses are not Displaced and that All New Retail and Services are Accessible to the Community</b>			
A.	Developer will provide a path for inclusion for small local businesses within its Renaissance Zone developments and will participate in Motor City Match and other neighborhood-led economic development funding tools to support the existing retail experience.	Developer has not yet provided a path for inclusion for small local businesses within the Renaissance Zone or participated in Motor City Match	
B.	Developer commits that all retail and service amenities in Developer-owned buildings within the Projects will be accessible to the public. Developer will take into account a retail gap analysis to balance expected future Developer and community retail needs.	At this time building rehabilitation is underway and Ford is studying the retail and service needs in the area and may be needed once the project is complete. The project site planning and the community gaps in service offerings is an ongoing study, both by Ford and Detroit planning department. Anything more specific is not yet available. Analysis of the needs of the community are underway	








	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>
C.	Developer will patronize local businesses during construction of its own developments within the Corktown area, will utilize local service sector businesses where available and commercially reasonable to do so, and will encourage employees to patronize local businesses following completion of the projects.	Ford encourages patronage of local businesses; the Ford site does not offer its own cafeteria/ on site food service. Ford also utilizes local restaurants for catering for events such as the Community Meetings as part of its ongoing community engagement	
<b>5. Continue Community Engagement for as long as Developer is in the Neighborhood</b>			
A.	Developer will continue to participate in a community engagement process for as long as the Developer operates a Project. Developer will facilitate language translation for community engagement efforts when requested.	Ford launched Creating Together newsletter (published in Spanish and English) and distributed to residences and businesses throughout. Developer also held community meetings to provide construction and project updates on April 3, 2019 and September 26, 2019. Ford participates with local business and historic associations in the Impact Area.	
B.	Developer will continue to be actively involved in the community and seek input for its Master Plan for the Projects (i.e. identifying retail needs, installation of public artwork, parking structure design, need for additional surface parking, etc.)	<p>A Virtual Community Meeting was held on June 25 in two sessions. Non-Ford team member attendance was 112 of 163 that registered. Of those 79.5% participating identified themselves as Residents, Business Owners or Community Leaders.</p> <p>Topical boards were posted at the community meetings and written comments from community members were submitted. Community input consistently available at the Info Center, which opened in June 2019. Ford project staff actively engages in community events, presents to local groups, and meets with community members as requested to discuss various aspects of the project.</p> <p>Planning and design of entire development is an ongoing dialog between Ford representatives and community members.</p>	


	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>
C.	Developer will submit all site plans through the standard planning review process, which includes City of Detroit Planning and Development and Buildings, Safety Engineering and Environmental Department review. Developer will provide a courtesy presentation of the former Brass Factory Project new construction development at the local Historic District Commission public meeting.	Developer has submitted preliminary site plans for certain parcels and there are ongoing conversations to develop the site plans. The Brass Factory buildings have been demolished and site cleanup completed in preparation for redevelopment site. At this time, Ford does not have a specific plan for what will be developed at that site in the future, but continues to own it and will be revisiting that location as part of its overall development plans.	
D.	Developer commits to publishing its Environmental Protection Plan (EPP) and will make that report accessible and available to the public.	An EPP report has been published and can be found at <a href="https://media.ford.com/content/fordmedia/fna/us/en/news/2019/04/01/ford-environmental-protection-plan-former-brass-factory.html">https://media.ford.com/content/fordmedia/fna/us/en/news/2019/04/01/ford-environmental-protection-plan-former-brass-factory.html</a>	Completed
E.	Developer will monitor and publish a listing of the regulated building materials found at the Projects prior to demolition and make that report accessible and available to the public.	Ford has monitored and published an EPP for the Brass Factory site along with newsletters and community meetings. Public-oriented website continues to provide information updates on project.	
F.	Developer will abide by all existing ordinances and laws including the City's Community Benefits Ordinance.	Ford is abiding by the CBO ordinance and the Executive Order 2016-1. The Building Safety, Engineering and Environmental Department also reports that there are no construction violations. The Building Safety, Engineering and Environmental Department is working closely with Ford to secure all necessary permitting.	





	Commitment	Findings	Status
G.	Developer is open to including public art on its sites within the Projects.	Ford is still open to this idea. Public artwork is being considered during master planning and implementation of the project. Although Ford has nothing to announce yet dialog regarding art is ongoing.	
<b>6. Engage Impact Area Residents in Mobility and Planning Development</b>			
A.	Developer commits to engaging the community on mobility pilot projects located in the Corktown area, including bringing the proposed Ford – City of Tomorrow Challenge to Detroit to study community mobility ideas and award funding for ideas that emerge from this process.	City One Challenge was completed in early 2020. Three winners awarded for ideas focused on Impact Area opportunities; 2 of the winners were based in the neighborhood. Over 100 entries and 12 finalists participated in the challenge.	
B.	Developer will support the May Creek project by allowing necessary access over Developer-owned land connect Corktown to the riverfront and will support the City of Detroit master planning effort for additional walking and biking options for the community.	Ford is having ongoing meetings with Stakeholders such as the Detroit Riverfront Conservancy and others, on greenway connectivity planning.	
C.	Developer will participate in Greater Corktown neighborhood planning process and support initiatives through its investment in SNF.	The Greater Corktown neighborhood Planning Study has commenced. Ford representatives continues to engage with the City and community on the Neighborhood Framework Initiative. . The latest meeting with the Ford team was held on August. 1, 2020. The Ford Michigan Central external engagement lead regularly attends meetings with community leaders and presentations on the Framework with the most recently, August 20, 2020 presentation to Community Leaders from Kevin Schronce and Vince Keenan from the City's Planning and Development Department.	







	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>
D.	Developer will request that MDOT invest in making required improvements to accommodate increased service on area roads and freeways, such as Michigan Ave. and the adjacent I-75/I-96 and Lodge Freeways.	Ford has engaged with MDOT and the city with respect to traffic and transportation planning in the Michigan Avenue Corridor and the Corktown areas. Ford continues to be a participant in the MDOT Planning & Environmental Linkages study and have regular coordination meetings among the City, MDOT and other interested parties on various planning studies taking place for the area.	
E.	Streetscape and mobility improvements, including traffic engineering studies, pedestrian and cyclist improvements and other changes, including to specifically consider a Michigan Ave. "road diet", to be determined through the neighborhood planning process. Developer will actively participate in Greater Corktown planning study and support initiatives through its investment in SNF.	Local governments, Ford's City Solutions team, and MCS development teams are holding ongoing conversations considering comprehensive analysis of traffic and related infrastructure needs.	
<b>7. Commit to Additional Benefits Requested by the Community</b>			
A.	Developer will establish security options that work best for the Impact Area. Developer will work with the City and community to facilitate this process.	Team members responsible for this are holding ongoing conversations to establish security options that work best for the impact area. Ford continues to seek and provide security input during Community Meetings and engagement sessions.	
B.	Developer will explore community space for gathering, information sharing and posting in the Project as part of its master planning effort.	Ford created the information Center in June of 2019 for a community information space, located at 1907 Michigan Ave.	Completed

	Commitment	Findings	Status
C.	Developer acknowledges that its employees that work in the Corktown Area Renaissance Zone may be subject to City of Detroit income tax.	The Renaissance Zone is not yet active because development is still in rehabilitation/construction phase and not otherwise occupied at this time. However, Ford acknowledges that employees working in the development will not be exempt from personal income taxes under the Ren. Zone provisions.	
D.	Developer will build parking decks to assist with parking needs as a part of the Projects. Developer commits that any surface parking lots it builds within the Projects will be up to code.	Ford is committed to sufficient parking to support the requirements of the development and acknowledges City's code requirements for surface and deck parking as part of the plan. At this time, parking deck location and design are being finalized.	

	Commitment	Findings	Status
E.	All buildings developed by Developer will be aesthetically pleasing and developer will commit to minimizing the obstruction of the view of the Michigan Central Station building. Developer will work through the City Planning and Development Department's community input process on the design of the project.	<p>The PDD Community Input process includes:</p> <ul style="list-style-type: none"> <li>• <b>Annual Update Meetings-</b> Ford conducted an annual update meeting on 12/10/2019</li> <li>• <b>Engagement with PDD's Greater Corktown Neighborhood Framework-</b> Ford is regularly engaged and actively participating</li> <li>• <b>Historic District Commission (HDC) review and comment-</b> Ford has not yet met with the HDC</li> <li>• <b>PDD Design Review-</b> the Michigan Central Station and Book Depository buildings were reviewed by PDD. A design for the Brass Factory has not yet been submitted to PDD for review.</li> </ul>	

F.	Development intends to build parking decks that are sufficient to support the office and retail requirements of the area and that are expected to be available for public use.	Parking location and deck designs are being finalized.	
G.	Developer Commits to ensuring that the Projects adhere to current codes and allowances for light pollution. Light plans for the Projects shall be publically shared.	Planning phases for the new buildings are still ongoing.	
H.	Developer will be responsible for improvements that need to be made to make the buildings that are part of the Projects operable and that would be subject to special assessments related to City infrastructure if used to fund City infrastructure updates (e.g., sidewalks across its real estate parcels).	This is ongoing commitment and to date, Ford has funded and completed sidewalks along the Brass Factory site following its demolition.	
	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>
I.	Developer acknowledges that it is working with DTE and the City to identify the location of a new DTE Corktown power substation that will provide adequate service for the Projects, as well as other development in the neighborhood.	Location identified. New DTE power substation will be located on Bagley Ave and is expected to be completed by 1Q 2022.	Completed
J.	Developer's DPS Book depository Project and former Lincoln Brass Factory site Project will include innovative sustainability principles, which are core to Developer's guiding principles that are included within all Developer's other development projects.	Ford intends to use 100% renewable energy sources at project sites.	

K.	Developer will support the creation of a bird habitat within the Impact Area, working with the City's General Services Department and the National Geographic and Audubon Society to push this initiative forward.	Ford contributed \$25,000 for the creation of a bird habitat in the impact area.	Completed
L.	Developer will assess the overall integrity of the Warren House within the Lincoln Brass Factory Project site and evaluate all items that can be salvaged.	Ford salvaged bricks with plans to repurpose the salvaged bricks during future construction stages.	
M.	Developer shall consider participating in a wireless mesh network, however Developer currently does not have plans to create one.	After consideration, Ford has no plans to create a mesh network.	Completed
	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>
<b>8. Mitigate Construction Impacts of the Development</b>			
A.	Developer commits to provide a telephone hotline for residents and an online portal to file complaints regarding the Projects. Developer commits to a 48-hour response time to such complaints that are filed.	If you have any questions about Ford's Michigan Central Station and Corktown campus transformation project, you can email <a href="mailto:corktown@ford.com">corktown@ford.com</a> or leave a message at +1-313-845-3673.	Completed

B.	Developer Commits to utilizing normal construction hours for the Projects that will be between 7 am and 7pm and to give advance notice to public if overtime of weekend work is scheduled. Developer will also commit to provide the public with periodic construction update meetings.	Ford's standard working hours are 7am to 5:30pm Monday-Friday. No violations have been reported. Ford has published 4 Creating Tomorrow Newsletters filled with construction updates.	
C.	Developer commits to ensuring that it provides enough parking on Developer lots for construction workers that work on the projects.	Ford requires construction worker to park on company's project site at the 17th St. lot.	
D.	Developer commits to provide security cameras, fencing, patrols and other measures for all staging and construction storage areas related to the Projects. Developer will maintain and publish a map identifying the construction staging sites.	<p>Ford published construction parking and site maps on the company's website and also at the April 3, 2019 community meeting presentation. Security plan has been implemented, including patrols and appropriate security cameras.</p> <p>Published construction parking and lay down site map on website:  <a href="https://corporate.ford.com/campuses/corktown-campus.html">https://corporate.ford.com/campuses/corktown-campus.html</a>.</p>	
E.	Developer will establish an online portal with Project updates and other pertinent information during construction, such as traffic changes and temporary street closures.	Developer has established a an online portal with Project updates and other pertinent information and can be found at <a href="https://corporate.ford.com/campuses/corktown-campus.html">https://corporate.ford.com/campuses/corktown-campus.html</a>	Completed