



Civil Rights, Inclusion  
and Opportunity

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

**From:** Kimberly Rustem, Director, Civil Rights, Inclusion and Opportunity







**Date:** August 6, 2021

**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 5 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	23
	Off Track- Commitment not fulfilled	0
	Off Track-Compliance Plan Submitted	0
	Commitment Impacted by COvid-19	0
	Not Started- No action taken	5
	Additional information requested	1
Completed	Commitment fulfilled	14
<b>Total Commitments</b>		<b>43</b>

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

Respectfully,

Kimberly Rustem  
Director  
Civil Rights, Inclusion and Opportunity

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


**Biannual Community Benefits Report**

**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




**August 2021 Report**




	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>	<b>City Commitment Partner</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.	As of December 2020, \$2.5 Million has been received from Ford and invested in the Affordable Housing Leverage Fund (AHLF) (Detroit Housing for the Future Fund)  \$2.5MM planned for investment into mixed income housing throughout the impact area that will replace and increase affordable units at the current CKG site. Construction on these housing developments is expected to begin in 2022 and complete in 2025.	Completed	Housing and Revitalization Department
<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:	Developer has invested \$1M to the Strategic Neighborhood Fund (SNF). This initial investment has funded the Home Repair Grant program in the Impact Area. This launched in early 2021 and administered by the City of Detroit Bridging Neighborhoods Program. Ford's future pay-out schedule is to invest \$1 Million in the third quarter of 2021 and \$500,000 in 2022, completing this commitment. The neighborhood improvement fund		Housing and Revitalization Department  Department of Public Works



	Commitment	Findings	Status	City Commitment Partner
	<p>2-A(1): Funding the rehabilitation of City parks in the Impact Area,</p> <p>2-A(2): 0% Home Repair loans and grants,</p> <p>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.</p> <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>will be launched following the receipt of Ford's investment in third quarter 2021 as indicated above.</p> <p>2-A (1) Park improvements were identified through a planning study. The Planning study completed in November 2020 and Roosevelt Park identified as a priority project for some of these funds.</p> <p>The planning department presented a handful of implementation items to move forward which would include leveraging the \$1m committed by Ford as part of the CBO process.</p> <p>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. \$750,000 of the initial SNF investment from Ford has funded the Home Repair Grant program in the Impact Area launched in early 2021 and administered by the City of Detroit Bridging Neighborhoods Program. (Application program closed in spring 2021, all participants selected, homes walked. Confirmed nearly all of home repairs. 5 contracts to start work, repairs expected to start in October/November. Repairs scheduled to be completed by spring 2022.)</p> <p>2-A (3) The neighborhood improvement fund will be launched following the receipt of Ford's investment in third quarter 2021 as indicated above.</p> <p>2-E: Planning study completed in November 2020. City as submitted and won a \$30M HUD Choice Neighborhoods Grant. Developer investment will go</p>		

	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>	<b>City Commitment Partner</b>
	2-D: Work to develop a traffic control plan (during and post construction) that will be made available to the public.	<p>towards final projects identified in the planning study and the Choice application, as they are finalized.</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. Staff still communicates weekly with Ford, and Ford served as an anchor institution and made significant commitments to the Choice neighborhoods grant application</p> <p>2-C: The City has initiated meetings between MDOT and Ford. Meetings between the City, MDOT and Ford are ongoing. MDOT committed funding to improvements along Michigan Avenue and has begun community engagement.</p> <p>2-D: The development of a traffic control plan during and after construction is in process.</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>				
A.	Developer will contribute \$1M to the Golightly Career Technical Education Center to train both adult and youth for emerging technology jobs	The \$1m payment has been processed by Ford and is expected to be delivered to Golightly Career Technical Education Center in 2021.		Detroit at Work



	Commitment	Findings	Status	City Commitment Partner
B.	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>Ford has not yet confirmed a space to establish a local hiring hall. Recruiting events limited due to capacity and other pandemic restraints.</p> <p>However, Ford has developed the <b>Fast Track program</b>. The Fast Track Program is a joint initiative aimed at providing a pathway from existing training and on-boarding programs to skilled city workers for future construction projects.</p> <p>Fast Track is a four-month experience that offers candidates the opportunity to work on-site at Ford's Michigan Central development, including the restoration of Detroit's iconic Michigan Central Station. Participants transition to a 40-hour work week, receive \$15 an hour, and gain hands-on mentorship and support from trade contractors.</p> <p>2 impact area residents were accepted into the program, but declined the offer. 0 full time positions to date.</p>		Detroit at Work
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.	<p>Ford paid out \$250K in 2019 to celebrate Culture and Heritage. The theme for 2020 projects is youth education. That initiative kicked off in Aug. 2020 with \$250,000 in funds to be spent in 2020.</p> <p>The theme currently planned for 2021 is "entrepreneurship and workforce development" and will involve \$500,000 in grant funding. Themes for the remaining \$1m will be determined with community input at a future date.</p>		Detroit at Work



	Commitment	Findings	Status	City Commitment Partner
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 and the remaining \$500,000 expected to be funded Summer 2021.		Detroit at Work
E.	Developer will continue to support Wayne County Community College as a local resource.	Ford is still developing idea on how to support Wayne County Community Collee.		Detroit at Work
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.	Completed	Detroit at Work
G.	The Developer agrees to be bound by the City's Executive Order 2016-1 requirements.	As of July 1, 2021, 15.4% of the total hours worked on construction were worked by Detroit Residents and step workers (Qualified employees). 205k has been paid in contribution for the shortfall.		Civil Rights, Inclsuion and Opportunity Deparment





	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>	<b>City Commitment Partner</b>
H.	The Developer agrees to be bound by the City's Executive Order 2014-5 requirements.	<p>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.</p> <p>The Civil Rights, Inclusion and Opportunity Department has not received confirmation from the Developer. To confirm or verify the status of compliance. Additional information has been requested</p>		Civil Rights, Inclusion and Opportunity Department
<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 will Identify retail programs for small local business and meet with DEGC Match.		Detroit Economic Growth Corporation
B.	<p>Developer commits that all retail and service amenities in Developer-owned buildings within the Projects will be accessible to the public.</p> <p>Developer will take into account a retail gap analysis to balance expected future Developer and community retail needs.</p>	Developer-Owned buildings are still under development. The Planning and Development Department is still awaiting plan submission for these retail uses.		<p>Planning and Development Department</p> <p>Detroit Economic Growth Corporation</p>

	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>	<b>City Commitment Partner</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.	Construction workers and members of the Ford development team have been regular patrons of Corktown and Southwest Detroit businesses, even during the COVID-19 pandemic. Furthermore, where possible, Ford makes every effort to utilize local businesses for events and catering needs.		Department of Neighborhoods
<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.	<p>Ford launched Creating Together newsletter in 2020 (published in Spanish and English). Newsletters are released approximately quarterly.</p> <p>CoUrbanize, a website for engagement launched in 1Q 2021. Please see the link below for the engagement page:  <a href="https://courbanize.com/projects/michigancentral/information">https://courbanize.com/projects/michigancentral/information</a></p> <p>Developer has continued to both attend a majority of City-led Community meetings, both part of the Planning Study and otherwise. They also continue to hold regular update meetings on the status of the project.</p>		





	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>	<b>City Commitment Partner</b>
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.)	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. Ford hosted their latest community meeting on April 22 <sup>nd</sup> . Developer has been working through development of their Campus Master Plan, City staff from PDD, the DON, DPW, GSD and the Mayor's Office continue to work and meet with Ford regularly on many aspects of their MI Central Development.		
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.		Planning and Development Department  Historic Designation Committee
D.	Developer commits to publishing its Environmental Protection Plan (EPP) and will make that report accessible and available to the public.  Developer's EPP will provide as much information as possible with regard to baseline levels and monitoring of environmental contaminants in the air, water and soil.	An EPP report has been published and can be found at <a href="https://media.ford.com/content/dam/fordmedia/North%20America/US/2019/04/01/Brass-Factory-EPP.pdf">https://media.ford.com/content/dam/fordmedia/North%20America/US/2019/04/01/Brass-Factory-EPP.pdf</a>	Completed	Planning and Development Department




	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>	<b>City Commitment Partner</b>
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.	Completed	Building Safety, Engineering and Environment Department
F.	Developer will abide by all existing ordinances and laws including the City's Community Benefits Ordinance.	Ford is abiding by all existing ordinances and laws including the Community Benefits Ordinance.		Civil Rights , Inclusion, and Opportunity Department  Planning and Development Department  Buildings, Safety Enigneering and Environment Department
G.	Developer is open to including public art on its sites within the Projects.	Developer continues to consider art in their site plan or master plan process as plans evolve.		Planning and Development Department
<b>6. Engage Impact Area Residents in Mobility and Planning Development</b>				


	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>	<b>City Commitment Partner</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.	<p>Ford completed the City of Tomorrow Challenge and announced winners in January of 2020.</p> <p>Summer 2021 pilots to launch. Mercy (City: One winner) to pilot in mid-2021.-</p>		<p>Office of Mobility</p> <p>Planning and Development Department</p>
B.	Developer will support the Southwest Greenway (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.	<p>Ford is having ongoing meetings with Stakeholders such as the Detroit Riverfront Conservancy and others, on greenway connectivity planning</p> <p>Ford is working to integrate Bagley Mobility Hub to support parking and greenway amenities.</p>		<p>General Services Department</p> <p>Planning and Development Department</p>
C.	Developer will participate in Greater Corktown neighborhood planning process and support initiatives through its investment in SNF.	<p>Developer intends to provide additional funding for 2021 and 2022, which will satisfy their \$2.5m commitment.</p> <p>The Greater Corktown neighborhood Planning Study is complete. Ford representatives engaged with the City and State on Greater Corktown plan</p> <p>Ford continues to meet with the City three times per week on implementation of planning study and CNI. Ford continues to support efforts in Roosevelt Park and the Southwest Greenway.</p>		<p>Planning and Development Department</p>
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.	<p>The City has initiated meetings between MDOT and Ford. Meetings between the City, MDOT and Ford are ongoing. MDOT committed funding to improvements along Michigan Avenue and has begun community engagement.</p>		<p>Department of Public Works</p>

	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>	<b>City Commitment Partner</b>
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.	Developer actively participated in the Corktown Planning process, which completed in November 2020, wherein many mobility improvements were identified and will be funded through MDOT, the City, the Choice Neighborhoods grant, and Ford's financial commitments.	Completed	Department of Public Works  Planning and Development Department
<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.	Developer has implemented security in the neighborhood and around their project.	Completed	Department of Neighborhoods  Detroit Police Department
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	Department of Neighborhoods  Planning and Development Department



	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>	<b>City Commitment Partner</b>
C.	Developer acknowledges that its employees that work in the Corktown Area Renaissance Zone may be subject to City of Detroit income tax.	Developer acknowledges that its employee that work in Corktown Renaissance Zone May be subject to City of Detroit income tax at that time.	Completed	Civil Rights, Inclusion and Opportunity Department
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.	The planning of the parking deck and parking needs are in process. Building Permits have been issued by the Building and safety engineering department. The Structure will be located at 1501 Wabsh. Being constructed now.		Planning and Development Department  Buildings, Safety Engineering and Environment Department


	Commitment	Findings	Status	City commitment Partner
E.	<p>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>	<p>The PDD Community Input process includes:</p> <ul style="list-style-type: none"> <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. Ford is proposing other buildings and currently building a parking deck.</li> </ul>		<p>Planning and Development Department</p>

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.	Building Permits have been issued and the planning of the parking decks are sufficient to support the office and retail requirements of the area.		Planning and Development Department Buildings Safety, Engineering, and Environment Department
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.	Light plans for the project have not yet started. The Developer intends to make plans available as soon as possible.		Planning and Development Department
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).	Ford has funded and completed sidewalks along the Brass Factory site following its demolition Develop, as assessed ,will pay special assessments.		Department of Public Works
	<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.	DTE power substation located on Bagley Ave and is expected to be completed by 1Q 2022	Completed	Mayor's Office

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.	Developers DPS Book depository Project and former Lincoln Brass Factory site project plans have been submitted and they will include the use of 100% renewable energy sources at project sites.		Buildings, Safety Engineering and Environment Department
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	Planning and Development Department
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.	Completed	Planning and Development Department  Buildings, Safety Engineering and Environment Department



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	Planning and Development Department
	<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. Ford has published 4 Creating Tomorrow Newsletters filled with construction updates.		Department of Neighborhoods Buildings, Safety Engineering and Environment Department
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.		Buildings, Safety Engineering and Environment Department

D.	<p>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>	<p>Ford published construction parking and site maps on the company's website. 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>		<p>Buildings, Safety Engineering and Environment Department</p>
E.	<p>Developer will establish an online portal with Project updates and other pertinent information during construction, such as traffic changes and temporary street closures.</p>	<p>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></p>	<p>Completed</p>	<p>Department of Neighborhoods           Planning and Development Department</p>