## **Board of Trustees**

Washtenaw Community College

**ACTION** 

4800 E. Huron River Drive Ann Arbor, Michigan 48105

Subject Date

Resolution Regarding Section 230 of PA 108 of 2017 September 19, 2017

## RECOMMENDATION

That the Washtenaw Community College Board of Trustees certifies that the College does meet the best practice standards required for state appropriations under Michigan Public Act 230 of 2017.

## A ROLL CALL VOTE WILL BE TAKEN.

Prepared by: <u>Dr. Julie Morrison</u> Recommended by: <u>Recommended by:</u>

Title: Executive Director, Institutional Rose B. Bellanca, President Effectiveness, Planning and Accreditation

## **Community Colleges Local Strategic Value Template**

Please use this table as a method to **briefly** detail what your community college is doing to meet the best practices in each category. Each category is worth one-third of the total amount available for your institution. Your institution must meet 4 out of 5 best practices in a category to receive funding associated with that category.

Best Practices by Category	Examples of Adherence
Category A: Economic Development and Busine	ess or Industry Partnerships (must meet 4 of 5)
(i) The community college has active partnerships with local employers including hospitals and health care providers.	<ul> <li>The College offers free mobile Wellness and Health Promotion clinics run through its nursing program on campus and at multiple community sites, such as the YMCA and Ypsilanti Senior Center.</li> <li>The College has clinical site agreements for all health programs, including its recently accredited Surgical Technology program. Agreements exist with St. Joseph Mercy Hospitals (Ann Arbor and Brighton); University of Michigan Hospitals; VA Hospital of Ann Arbor; Detroit Receiving Hospital; and Beaumont Hospital.</li> <li>Through WCC's Conference Services, the College hosts training activities for regional hospitals, including the Ann Arbor VA Health System, Trinity Health, University of Michigan, IHA, and other health care providers.</li> <li>The College's Nursing Program offers a training program for its Community Clinical Nurse Preceptors on campus.</li> <li>The College has 69 active apprentices working for numerous separate companies in 2016-17, including the following employers:         <ul> <li>AB Heller</li> <li>All City Electric</li> <li>American Broach</li> <li>Axis Engineering</li> <li>Blissfield Manufacturing</li> <li>Devine Electric</li> <li>DTE</li> <li>Faurecia</li> <li>General Motors</li> <li>IDEAL Electric</li> <li>IIII Illinore Engineering</li> </ul> </li> </ul>

Best Practices by Category	Examples of Adherence
Best Practices by Category	O JAC Products O L and W O Milan Metals O Momentum Construction O Plymouth Electric O Taylor Electric O Turner Electric O U-M General Maintenance O University of Michigan Athletics O Utilities Instrumentation Service O Washtenaw County O YMCA Ann Arbor ■ Through the College's grant with the National Science Foundation in Lightweighting, the college has a partnership with the following: O Michigan Aerospace ■ The College continues to have partnerships with the following employers for job placement as part of the CC-STEP grant: O Detroit Diesel Co. O Reliance One O Roush Industries O VulcanMasters Welding O Klingelnberg America ■ Through a partnership with the University of
	Michigan on the Center for Connected and Automated Transportation funded by the USDOT, the College has been working with the following employers in developing V2I (vehicle to infrastructure) entry-level employment training: <ul> <li>Integral Blue</li> </ul>
(ii) The community college provides customized onsite training for area companies, employees, or both.	<ul> <li>Parsons-Bickerhoff</li> <li>The College provides customized training for multiple area companies, currently including:         <ul> <li>Toyota Technical Center</li> <li>BOSAL</li> <li>City of Ypsilanti</li> <li>People Food's Co-Op</li> <li>University of Michigan</li> <li>Metro Institute</li> <li>Plumbers and Pipefitters Local 190</li> <li>State of Michigan</li> <li>Gilbert Residence</li> <li>Monroe Community College</li> <li>Ford Motor Company</li> </ul> </li> </ul>

Best Practices by Category	Examples of Adherence
	<ul> <li>Siemens Industry Inc.</li> <li>Southeast Michigan Community         Alliance, Inc.</li> <li>Washtenaw Intermediate School         District</li> <li>Ypsilanti Community Schools</li> <li>Prometric, Inc.</li> <li>Martinrea</li> <li>American Soy</li> <li>City of Ann Arbor</li> <li>Glacial Hills Home Health</li> <li>The College developed a sterile processing curriculum in 2017 to meet the needs of the changing health care industry in Washtenaw</li> <li>County. The University of Michigan has contracted to pay for two sections of the class for their employees.</li> <li>The College developed an RN to BSN program last year to respond to professional development requirements of nurses working at the VA Hospital in Ann Arbor.</li> <li>The College hosts a certificate program on the campus of the University of Michigan for employees in the Facilities and Housing</li> </ul>
(iii) The community college supports entrepreneurship through a small business assistance center or other training or consulting activities targeted toward small businesses.	■ The College continues to operate an Entrepreneurship Center co-located with the Small Business Development Center on campus to provide support for those interested in small business. The Center served approximately 240 clients one-on-one in between January 2016 and July 2017. It offers two boot camps each year and approximately 15 monthly programs and workshops, serving hundreds of students, staff, and community members each year, as well as providing co-working space, individual coaching, resources for faculty and business owners, and networking. The Center has hosted an annual Pitch Competition since 2015, with over 100 participants annually, and has become a lead collaborator with Pitch Ypsi, a growing community pitch competition. In 2017, it launched a series on "The Business of Being an Artist" to provide

Best Practices by Category	Examples of Adherence
	<ul> <li>entrepreneurship resources for artists, funded by a WCC Foundation grant.</li> <li>The College actively collaborates with the local arts community to host Artpreneur programming.</li> <li>The SBDC, hosted on the WCC campus, counseled 540 companies in the last year, over 100 more than the prior year, and trained 256 individuals. Clients opened 38 new businesses creating or retaining 455 jobs over a 6-county region.</li> <li>WCC offers certificate and associate degree programs in business management and entrepreneurship and innovation. The Business department has developed modules related to entrepreneurship that can be incorporated across the curriculum.</li> </ul>
(iv) The community college supports technological advancement through industry partnerships, incubation activities, or operation of a Michigan technical education center or other advanced technology center.	<ul> <li>The College continues to expand its Advanced Transportation Center focused on Intelligent Transportation Systems that has been supported by multiple partners, including regional employers, and is funded in part through a state CC-STEP grant. The Center is a collaborative effort between the College's Advanced Technology Division and Business and Computer Technologies Division. To support this endeavor, new curriculum and equipment were put in place with industry input in the areas of automotive, welding, advanced manufacturing, and information technology.</li> <li>In 2017, the College showcased the ATC at the North American International Auto Show, as well as presenting a hosted session on "Creating the Talent Pipeline for the Mobility Workforce" at the Mackinaw Policy Conference together with Paul Krutko, CEO of Ann Arbor SPARK, Roger Curtis, Director of the Michigan Department of Talent and Economic Development, and Curtis Ivery, President of Wayne County Community College District.</li> <li>The College's ATC is partnering with a consortium of community colleges and other partners at the new American Center for</li> </ul>

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	<ul> <li>Mobility at Willow Run Airport to provide skill training centered on mobility.</li> <li>The College has a longstanding international training agreement with the United Association of Plumbers and Pipe Fitters (UA); and Iron Workers, bringing over 3,000 members to campus each year. A recent impact study stated that the training programs operated by the UA alone generated \$7.6 million in economic impact for the county in 2016. The summer training program on WCC's campus now includes members and affiliates from the US, Canada, Ireland, and Australia.</li> <li>WCC's President serves on the Board of the American Mobility Center at Willow Run in partnership with business and industry, ensuring the College's collaboration in connected vehicle technology development.</li> </ul>
(v) The community college has active partnerships with local or regional workforce and economic development agencies.	<ul> <li>The College is a member of SEMCOG, as well as member of Automation Alley and a partner with Ann Arbor SPARK, enabling it to participate in regional planning and development.</li> <li>The College President serves in appointed positions on the following local and regional boards dedicated to economic development: Executive Committee of Ann Arbor SPARK; the Workforce Intelligence Network; Square One Education Network; and Southeast Michigan Council of Governments (SEMCOG) Economic Development and Education Reform Task Force.</li> <li>The College sponsors and hosts the Washtenaw Economic Club, which is committed to the economic prosperity of the region. There are four events hosted for approximately 200 members from across the county each year. Recent examples include Washtenaw Economic Outlook with economists Gabriel Ehrlich and Donald Grimes and panelists Paul Krutko, CEO of Ann Arbor; the power of technology with Scott Galea, founder of Lasting Bond and former Manager of Sales Operations and Strategy-</li> </ul>

Best Practices by Category	Examples of Adherence
	Global Accounts at LinkedIn; and discussion of how election results impact the county by senior Capitol correspondent Tim Skubick.  The College has an active partnerships with the Michigan Works! Board. In 2016-17, WCC President Rose Bellanca was awarded the Michigan Works! Southeast Award for Outstanding Service in Workforce Development in the county. The College also serves an integral role on the Workforce Intelligence Network of Southeastern Michigan and the Eastern Leaders Group in Washtenaw County.  The College has advisory committees to support the currency of all technical/ occupational programs.  The College's Harriet Street Center provides basic skill building, GED, and credit computer classes to assist residents in the Eastern part of the County with college and job preparation. The College also offers employment services to job seekers in the County through the Job Seekers contract with MI Works!.  The College's Career Services department holds several industry-specific Career Fairs in partnership with regional employers each year, hosting approximately 70 employers and attracting over 150 attendees each semester.
Category B: Educational Par	tnerships (must meet 4 of 5)
(i) The community college has active partnerships with regional high schools, intermediate school districts, and career-tech centers to provide instruction through dual enrollment, concurrent enrollment, direct credit, middle college, or academy programs.	<ul> <li>The College charters a middle college, the Washtenaw Technical Middle College, which was named a Top Ten High School in the U.S. by Newsweek in 2014. 85% of WTMC students earn an associate's degree upon graduation from high school an increase of 10% over the previous year. As of 2017, WTMC has a 98% retention rate.</li> <li>The College recently expanded its partnership with the Ypsilanti Community School District to provide a GED/ESL site at the Ypsilanti Township Center to serve the residents of eastern Washtenaw County.</li> </ul>

Best Practices by Category	Examples of Adherence
	<ul> <li>The College partners with local high schools for dual enrollment offerings on campus and at high school sites. The number of high school students dual enrolling at WCC increased 28% over the last year and now represents over 9% of all new students.</li> <li>The College offered 28 classes in area high schools in 2016-17, almost doubling these offerings over the last two years, and now partners with 7 public school districts.</li> <li>The College offers a CNA (Certified Nursing Assisting) program to students at Ypsilanti High school, recently expanding to 24 students per semester.</li> </ul>
(ii) The community college hosts, sponsors, or participates in enrichment programs for area K-12 students, such as college days, summer or afterschool programming, or science Olympiad.	<ul> <li>The College offers summer youth classes and camps through Community Enrichment, including sessions in robotics, video game design, career exploration, and art and engineering, as well as a youth connected vehicle camp and a STEAM middle school program. There were more than 180 participants in youth programming and 17 K-12 summer camps offered in 2016-17 through Community Enrichment.</li> <li>The College offers a STEM summer program for incoming freshmen. The College also offers a "College and Career Readiness" summer bridge program each year for high school students interested in dual enrollment.</li> <li>The College offers K-12 summer enrichment classes at the Parkridge Community Center, which also hosts an annual camp and provides ongoing cultural, educational, and recreational activities for youth throughout the year. These include after school programming, sessions in partnership with local law enforcement, mentoring, and special programs for children with community groups such as Growing Hope and Washtenaw Community Health Organization.</li> <li>Workforce Development partners with Square One Education network to provide connected vehicle K-12 teacher training at no cost.</li> </ul>

Best Practices by Category	Examples of Adherence
	<ul> <li>The College's Student Services area hosted the annual Highway to High Demand Jobs event in 2016-17, which focused on introducing incoming high school students to skilled trades careers.</li> <li>The College's Entrepreneurship Center annually hosts the Bold Futures program in partnership with local high schools and area universities (University of Michigan and Eastern Michigan University), as well as other local organizations and businesses, providing high schoolers with a free, one-day learning experience in entrepreneurship skills.</li> <li>In 2017 the College partnered with Square One Network in running the Innovative Vehicle Design Challenge for K-12 students at the University of Michigan M-City autonomous vehicle test site.</li> </ul>
(iii) The community college provides, supports, or participates in programming to promote successful transitions to college for traditional age students, including grant programs such as talent search, upward bound, or other activities to promote college readiness in area high schools and community centers.	<ul> <li>College is in the third year of a \$900,000 DOL YouthBuild grant awarded to support academic and occupational skills training for at-risk students. Since winter 2016, three cohorts of 51 total students were served with classes in academics and construction skills training, supported by wraparound services.</li> <li>The College continues to implement the REACH program for youth aging out of the foster system, which includes State grantfunding for a transition coach to help with life skills and success in college.</li> <li>The College partners with Ann Arbor SPARK to host middle school programming focused on college and career awareness, with two large events on campus for middle schoolers from local districts.</li> <li>The College's VIP program, which connected students from low-performing school districts to support services on campus, was expanded for fall 2017 registration to serve all students enrolling in college for the first time.</li> <li>The College offers online and in-person orientations for all incoming students new to college, and includes personalized sessions with one-on-one time with a student ambassador to ease the transition to college.</li> </ul>

Best Practices by Category	Examples of Adherence
	The College also provides orientation sessions and Accuplacer entry assessment testing in reading and writing for 10 <sup>th</sup> and 11 <sup>th</sup> graders from area high schools to help students be better prepared for college enrollment.  The College reviewed and revised its entry assessment tools and protocols in 2016-17 to promote more effective entry into college. The College is piloting the ALEKS math assessment and educational tool in the classroom at Ypsilanti High School, and also utilized ALEKS on campus with high schoolers to promote math competency during its annual Summer Bridge college readiness program in 2017.  In 2017 the College launched the WCC Scholars Learning Community (SLC) pilot, which brings together a diverse group of full-time, first-time, degree-seeking scholarship students who take a set of common courses together and share experiences around academics. Student work with a dedicated academic advisor and faculty to develop a deeper understanding of the course subject matter and build relationships in and outside of the classroom. The SLC is focused on increasing the retention and graduation rates of this cohort.
(iv) The community college provides, supports, or participates in programming to promote successful transitions to college for new or reentering adult students, such as adult basic education, GED preparation and testing, or recruiting, advising, or orientation activities specific to adults.	<ul> <li>The College is a regional GED testing site and has a successful GED preparation program (Adult Transitions), which also prepares students for a smooth transition to college enrollment. The program was recognized in 2016-17 by the State for its education gain rate of 78.76%—one of the highest in Michigan, and well above the statewide average of 39%.</li> <li>The College holds Gold status as a Vet Friendly School. The College has a student veteran center on campus, the Wadhams Veterans Center, does outreach activities with Veterans, and in 2016-17 began working with the WCC Foundation to provide emergency funds to meet Veteran needs. The Veterans Center was expanded in 2016-17 to offer dedicated workspace for Veterans. In</li> </ul>

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	addition, the College hosts an annual Hire MI Vet program to provide Veterans with career support services and employee networking with Vet-friendly employers.  The WCC Foundation instituted an ongoing Emergency Fund in 2016-17 to provide quickly and easily accessible funding for students in emergency need (e.g. utility shut- off, medical expenses, food needs, or transportation needs).  The College now offers Mental Health and Wellness Fairs to help reduce the stigma of mental health issues and provide resources for students. In addition, in 2016-17, the College instituted a Campus Assistance Program for all enrolled students supplementing face-to-face counseling by providing 24/7 mental health services to students available via a toll-free number.
(v) The community college has active partnerships with regional 4-year colleges and universities to promote successful transfer, such as articulation, 2+2, or reverse transfer agreements or operation of a university center.	<ul> <li>The College participates in the grant-funded Michigan Louis Stokes Alliance for Minority Participation (MI-LSAMP), an alliance of four 4-year institutions (University of Michigan, Michigan State, Wayne State, and Western Michigan University) and two community colleges (WCC and Mott). The goal is to significantly increase the number of underrepresented minority students earning bachelor degrees in STEM fields and prepare them for entry in graduate STEM programs.</li> <li>The College was recently awarded NSF grant funding for the S-STEM program, which supports scholarships for academically talented students demonstrating financial need, enabling them to enter the STEM workforce or STEM graduate school programs after completion of a degree in a STEM discipline.</li> <li>The College partners with the University of Michigan UROP (Undergraduate Research Opportunity Program) annually, which provides WCC students the opportunity to participate in a research placement during the summer with faculty at the U-M.</li> <li>The College continues to partner with University of Michigan Chemistry faculty in a</li> </ul>

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	\$1M grant to bridge community college science students with U-M's undergraduate program in chemistry. This includes seminars, research, visits and mentorships.  An EMU/WCC collaborative program leading to a Bachelor of Science in Nursing from Eastern Michigan University in now in its second year, with the number of students accepted expanded from 24 to 32 due to its success.  The College continuously updates and adds articulation agreements with other colleges and universities, adding three new 2+2 and four new 3+1 agreements in the last year, allow over 250 WCC programs to articulate and enabling smooth transfer to four-year institutions. In addition, 8 reverse transfer agreements are in place to promote completion.  The College's M-POD (Michigan Pursuing our Dreams) program continues to assist students planning transfer to the University of Michigan and smoothing the transition from WCC to U-M through dedicated advising and services.
Category C: Community S	ervices (must meet 4 of 5)
(i) The community college provides continuing education programming for leisure, wellness, personal enrichment, or professional development.	<ul> <li>The College offers more than 200 classes each term for personal enrichment and professional development, including targeted classes for youth and seniors.</li> <li>The College supports lifelong education and quality of life by offering Senior Focus health and wellness programs. In addition, the college offers tuition scholarships for county residents 65 years of age and older.</li> <li>The College collaborates with the City of Ypsilanti to provide educational programming and training for youths, adults, and seniors at the Parkridge Center that includes credit courses, after-school tutoring, financial literacy, and health/wellness and recreational activities.</li> <li>The College's Human Resources Department launched an Employee Health and Wellness program in 2016-17, which includes a walking</li> </ul>

Best Practices by Category	Examples of Adherence
	program and free classes on wellness and health.
(ii) The community college operates or sponsors opportunities for community members to engage in activities that promote leisure, wellness, cultural or personal enrichment such as community sports teams, theater or musical ensembles, or artist guilds.	<ul> <li>The College's Office of Student Access, Success, Equity, and Inclusion provides student, staff, and community events, performances, and training promoting diversity and multiculturalism. College-wide diversity workshops on implicit bias were offered throughout 2016-17.</li> <li>The College offers health and fitness classes in local senior centers, as well as classes oncampus to promote leisure, wellness and personal and cultural enrichment for local residents. The College supports concerts and other cultural events on campus that are open to the community.</li> <li>The College offers a Free College Day to community members in spring and fall, during which they can attend free events and lectures taught by college faculty. The most recent event in March 2017 drew over 300 community members to 24 free class sessions.</li> <li>The College's annual Cars and Bikes on Campus day held each fall showcases vehicles of local enthusiasts in competition and promotes WCC's technical programs and facilities.</li> <li>The College's community CORE (Campus Orchard Rejuvenating Energy) Garden and Hoop House, a volunteer run garden, provides produce and a seed garden for volunteers, WCC's culinary program, students in need, and others.</li> <li>The College served in 2016-17 as a partner in the Ypsi24 Film Festival Competition.</li> </ul>
(iii) The community college operates public facilities to promote cultural, educational, or personal enrichment for community members, such as libraries, computer labs, performing arts centers, museums, art galleries, or television or radio stations.	The College's 500-seat Towsley Auditorium and other space in the Morris Lawrence Building on campus is used for many cultural activities throughout the year, including local and national speakers, performing groups such as the Ypsilanti Symphony Orchestra, Wild Swan Children's Theater, Ypsilanti Community Choir, Russian Ballet-Ypsilanti, Ann Arbor Comic Opera Guild, Out Loud Chorus (LGBT Community Chorus), and

Best Practices by Category	Examples of Adherence
	Washtenaw Community Concert Band, as well as faculty and student performing arts and film productions. Towsley also hosts middle and high school vocal competitions and business and industry events such as the North America Building Trades Union and Michigan Medicine Adolescent Health Conference.  The College exhibits works of local artists as well as students throughout public spaces on campus. In 2016, it inaugurated the first annual student art show, open to the public. It has an open computer lab, Orchard radio station, student newspaper ( <i>The Voice</i> ), printed annual literary magazine ( <i>The Huron River Review</i> ), online quarterly literary magazine ( <i>The Big Windows Review</i> ), college newspaper ( <i>On the Record</i> ), community magazine ( <i>Launch</i> ), and library available for community use. The College and Bailey Library have rotating art exhibits on campus of staff and student works.  Conference Services supports events for organizations throughout the community on campus, including non-profits, local businesses, and other educational institutions. In 2016-17, the College hosted more than 3863 external events, an increase of over 15% over the last two years, and served as a community gateway to campus for more than 82,000 visitors.
(iv) The community college operates public facilities to promote leisure or wellness activities for community members, including gymnasiums, athletic fields, tennis courts, fitness centers, hiking or biking trails, or natural areas.	<ul> <li>The College has a community health and fitness center with approximately 6000 community members that offers over 100 different health and fitness courses per week.</li> <li>Community members have access to free lectures throughout the year related to nutrition, fitness, and other related health topics, as well as opportunities to participate in platform tennis, in 5Ks and other fun runs.</li> <li>The College's Health and Fitness Center has been certified as a Medical Fitness Facility by the Medical Fitness Association since 2014, and was re-certified for an additional three years in 2017. The Center continues to offer specialized programs in this area, providing</li> </ul>

Best Practices by Category	Examples of Adherence
	fitness programs and services for individuals transitioning from therapy, surgery, managing medical conditions, or recovering from an injury or illness such as diabetes or high blood pressure.  The College has athletic fields available for student and public use that accommodate a variety of sports and recreational activities. The College campus also maintains extensive green space, including hiking, biking, walking, and nature trails.  The College has received Transportation Alternative Funding from the Southeast Michigan Council of Governments to support the construction of a non-motorized pathway on WCC property to provide safe opportunities for walking, jogging, or cycling to, from, and within the campus.
(v) The community college promotes, sponsors, or hosts community service activities for students, staff, or community members.	<ul> <li>The College's digital and fine arts faculty and students collaborate regularly with community organizations to create art displays for public beautification and present student/faculty art exhibits in the community (such as a 2017 exhibit inside public buses).</li> <li>The College's Dental Assisting faculty oversee a Dental Clinic on campus that offers low-cost dental cleaning and services for students, faculty, and staff, while providing hands-on opportunity for University of Michigan dental students.</li> <li>The College's Nursing Department offers free blood pressure and BMI screenings on campus for Go Red Day every February. Over 300 students and community members typically receive screenings.</li> <li>Students and faculty in the Dental Assisting program travel each year to provide free dental clinic services at the national Mission of Mercy event, a healthcare fair targeting economically disadvantaged communities.</li> <li>The College partners with the American Red Cross to host Blood Drives each semester.</li> <li>The College frequently hosts large-scale community events such as charity walks or other activities that benefit the community and non-profit organizations such the</li> </ul>

Best Practices by Category	Examples of Adherence
	Alzheimer's Association, American Cancer Society, American Diabetes Association, St. Jude Children's Research Hospital, Washtenaw Literacy, United Way, and local law enforcement.  The College has hosted the Cancer Survivors Day Celebration for more than 15 years, and the American Association of University Women's annual scholarship fundraiser for more than 20 years. Conference Services was selected in 2016-17 as the host site for the Ann Arbor/Ypsilanti Chamber of Commerce Early Education Series.  During Student Welcome Days held each Fall and Winter semester, the College provides information to students on events, clubs, service activities, and volunteer opportunities available on and off campus.  Career Services and Student Development and Activities partner to host a Community Resource and Volunteer Fair for students to connect with service activities from more than 30 non-profit organizations each year.  The College supports student and employee activities on campus, hosting service events for student clubs such as the Phi Theta Kappa annual service project, the Day of Caring, and Commit to Complete event.  The WCC athletic teams partner with a local non-profit to support a volunteer activity each semester.  The College administers an online database of service opportunities that connect students to over 70 local non-profits (an increase of 15 organizations over the last year) and allows students to build a curricular transcript of the volunteer work.  Through its presence at the Parkridge Center in Ypsilanti, the College hosts and oversees multiple community meetings to promote community involvement and volunteerism. These include the Parkridge Weekly Monday Meeting for community members focusing on programs in the eastern part of the county and south side of Ypsilanti; the Heritage Park Neighborhood Association for residents to

Best Practices by Category	Examples of Adherence
	discuss issues with police and local politicians; the Washtenaw County
	Association of Black Social Workers, a local division of the national association to discuss regional and national challenges for people of color; and the Association of African
	American Contractors of Washtenaw County, a local group addressing inequities of the trade unions and contractors in the area.