



City of Detroit  
Detroit City Council  
Council Member Angela Whitfield Calloway  
District 2

## MEMORANDUM

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TO: Anthony Zander, Director, CRIO  
David Whitaker, Legislative Policy Division

FROM: Council Member Angela Whitfield-Calloway *AWC*

DATE: October 5, 2024

RE: Response regarding Proposed Disparity Study

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Our office acknowledges receipt of CRIO's response to our previous inquiries regarding the Disparity Study, approved during last year's budget cycle. Unfortunately, the responses provided do not fully address the concerns and questions raised, despite multiple discussions and clear guidance on the objectives of a potential Disparity Study.

To assist with closing the gaps in the information provided, we have prepared a set of more detailed questions. These are based on prior documentation and discussions, and we expect that the responses will provide a clearer understanding of the process and decisions made regarding the study.

### 1. Executive Session Worksheet (April 3, 2023)

Our office, after consultation with cities of comparable size, originally proposed \$1 million for the Disparity Study. CRIO advised during budget deliberations that it be reduced to \$350,000, indicating that this amount would be sufficient to meet the needs of a comprehensive study.

- a. In requesting the reduction of the proposed budget from \$1 million to \$350,000, what specific factors did CRIO consider when determining that \$350,000 would be adequate for conducting a thorough study?
- b. Did CRIO consult any external firms or experts to determine the appropriate cost of the study?
- c. Were there any benchmarking efforts or comparisons made with other cities that have conducted similar studies for the dollar amount requested? If so, please provide details.



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**2. Memo dated May 4, 2022**

Memo explicitly details the intended outcomes of the Disparity Study and recommends that it be conducted by a reputable external institution or organization. Our office also offered to suggest potential firms to carry out this work.

- a. Did CRIO review and incorporate the contents of this memo, including the recommendation to work with an external institution?
- b. If so, was any action taken to engage external institutions as proposed?
- c. If not, what were the reasons for not following this recommendation, and were there alternative approaches considered for conducting the study internally?
- d. Was there any formal communication from our office indicating a change in stance or advising against the use of an external institution to conduct the study?
- e. If CRIO moved forward without engaging external firms, what was the rationale, and was this decision made in consultation with our office or other key stakeholders? Please provide all necessary communication.
- f. If CRIO did attempt to pursue work with an external institution, can you provide details regarding the selection process, including criteria used to evaluate prospective institutions or organizations?

**3. Resolution Urging the Administration to Initiate a Disparity Study**

This resolution reiterates the critical need for a Disparity Study focused on the City's contracting and procurement processes.

- a. Did CRIO review this resolution in detail, and did it influence the department's planning and implementation of the Disparity Study?
- b. Is the purpose/directives stated in the Resolution clear relative to the overarching goal of a Disparity Study?
- c. Were there any deviations from the resolution's directives, and if so, why?

This could reflect challenges in organizational leadership, inefficiencies in resource management, or a lack of accountability in executing key initiatives. The inability to move forward with critical allocations, even after funding approval, raises concerns about the overall capacity to address the will of the public and fulfill responsibilities, potentially undermining trust in the city's commitment to equity and fair governance.

Please contact our office if you have any questions or concerns – Ramses Dukes,  
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