

City of Detroit


CITY COUNCIL

GABRIELA SANTIAGO-ROMERO
COUNCIL MEMBER, DISTRICT 6

MEMORANDUM

TO: Anthony Zander, Director
Civil Rights, Inclusion and Opportunity Department

THRU: Council President Mary Sheffield

FROM: Council Member Gabriela Santiago-Romero 

DATE: October 6, 2025

RE: Language Access Ordinance Implementation Update

On Tuesday, May 20, 2025, City Council unanimously approved the Language Access Ordinance that amends Chapter 23 of the 2019 Detroit City Code, Human Rights, by adding *Article X, Citywide Language Access Policy*. The ordinance is to take effect 180 days after approval, which would be November 16, 2025.

As part of the ordinance's implementation, City Council allocated \$200,000 to support the staffing requirement that was outlined in the fiscal impact statement to successfully implement this ordinance. Please provide an update on the following:

1. Is the Department on track to meet the November 16th deadline?
2. What steps are the department currently taking to prepare for the implementation of the ordinance?
3. How is the department's staffing plan to support this work?
 - a. Does the department plan to hire, and if so, what is the anticipated timeline for recruitment?
 - b. Has the department created a job description for the position(s)?
4. How is the department coordinating with other City departments to ensure a citywide approach to language access?
5. Are there any resources or coordination that your department needs to implement the ordinance by the effective date?

Please do not hesitate to contact my office if you have any questions. Thank you.

Cc: Honorable Detroit City Council
Louise Jones, City Clerk's Office
Malik Washington, City Council Liaison