

# City of Detroit


## CITY COUNCIL

### DENZEL ANTON MCCAMPBELL COUNCIL MEMBER, DISTRICT 7

#### MEMORANDUM

TO: Elana Rugh, President and CEO  
Detroit Historical Society

THRU: Council President James Tate

FROM: Council Member Denzel Anton McCampbell 

DATE: March 12, 2026

RE: FY27 Budget Hearing Follow Up – Detroit Historical Society

Thank you again for your time and for the presentation during the recent hearing. We appreciate the Society's willingness to walk through current operations and respond to council questions. As a follow-up, I have a few additional questions so I can better understand some of the issues discussed on the record and areas that may come up in future policy discussions.

- 1) Please provide a breakdown of your workforce by job category (leadership, curatorial, administrative, facilities, and part-time staff) and the percentage of Detroit residents in each category.
- 2) Where do you advertise open positions, and what specific outreach do you conduct to ensure Detroit residents are aware of these opportunities before they are filled?
- 3) Do you track applicant and interview data related to residency or demographics so you can identify whether Detroit residents are dropping out of the hiring process at a particular stage?
- 4) Are there degree requirements, unpaid internships, or prior museum experience expectations in your job postings that may unintentionally limit Detroit residents from applying, especially for entry-level or early-career positions?
- 5) Have you conducted any formal assessment of barriers Detroit residents may face when applying for positions with your organization, and what changes have you made as a result?
- 6) What partnerships do you currently have with DPSCS, WCCCD, or Detroit-based universities to create pathways into museum and cultural careers?
- 7) Do you offer paid internships, apprenticeships, or fellowships targeted at Detroit residents or students, and how many participants from Detroit have moved into museum or cultural sector jobs?

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- 8) Given that only 31% of your staff are Detroit residents, what concrete steps will you take in the next year to increase Detroit representation in your workforce, and will you commit to publicly reporting those outcomes?

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, Director of City Government Affairs