

Equal Opportunities Commission

Agency Number: **42**
Budget Function: **Administration**

The mission of the Equal Opportunities Commission is to enable individuals to live and work free of discrimination. The EOC is the primary City agency that has the responsibility for the remedy of discrimination complaints brought by individuals. Any remedy pursued by the EOC will be based on the enforcement authority of the Equal Opportunities Ordinance which provides a fair and impartial process for resolving charges of discrimination. The EOC also has the responsibility to provide community education and technical assistance in order for people to know and understand their rights and responsibilities under the law.

<u>Major Service</u>	<u>1998 Actual</u>	<u>1999 Budget</u>	<u>1999 Projected</u>	<u>2000 Request</u>	<u>2000 Executive</u>	<u>2000 Adopted</u>
Complaint Processing	\$ 321,592	\$ 336,817	\$ 335,438	\$ 342,723	\$ 339,274	\$ 350,379
Education and Outreach	205,430	229,869	231,248	223,963	221,168	233,726
Agency Total	<u>\$ 527,022</u>	<u>\$ 566,686</u>	<u>\$ 566,686</u>	<u>\$ 566,686</u>	<u>\$ 560,442</u>	<u>\$ 584,105</u>

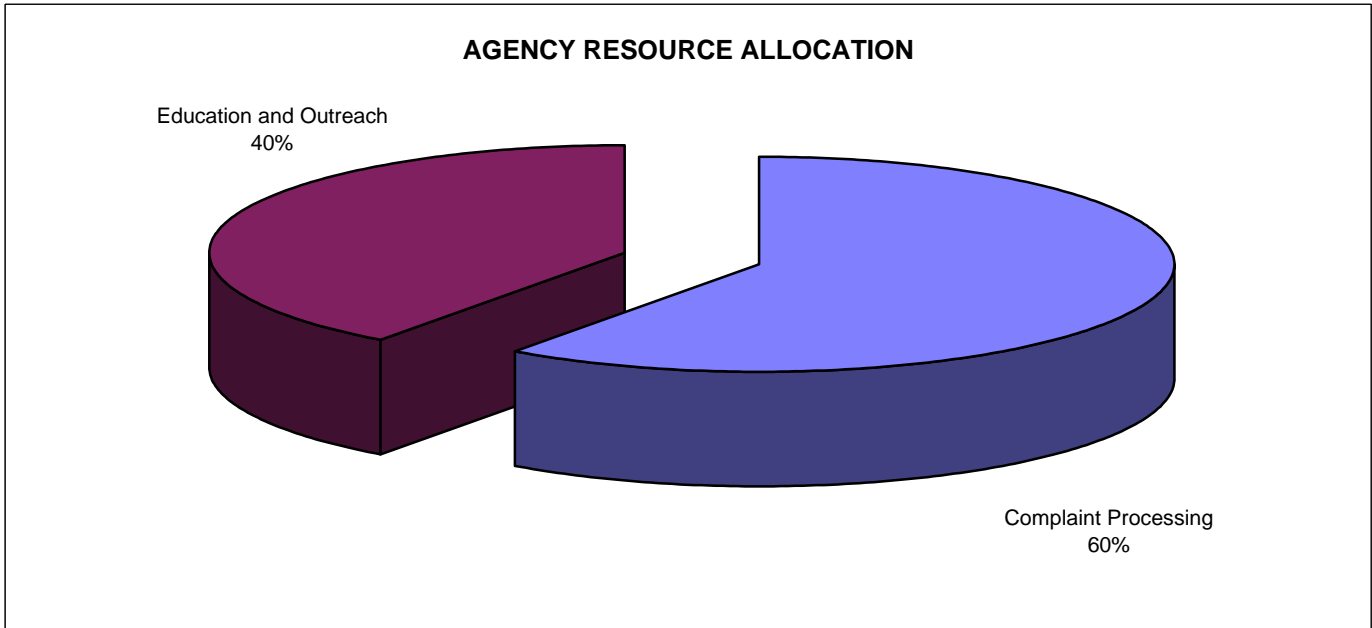
Adopted Budget Highlights

The Budget includes:

1. Funding to implement a recommendation of the Task Force on Race Relations, providing for coordination and implementation of an outreach program for the Southeast Asian American Community to help improve access to services and community support. Funding will be used to support a half-time hourly bilingual employee or to contract with a community member or group.
2. To improve the quality, delivery and coordination of City services to residents, Equal Opportunities Commission staff participate on neighborhood resource teams.

In addition to the Requested Budget amount shown above, the agency submitted supplemental budget requests totaling \$98,136.

Equal Opportunities Commission



Budget Service Descriptions:

Complaint Processing

The EOC processes complaints alleging violation of Section 3.23 Madison General Ordinances, the Equal Opportunities Ordinance. The Commission may accept complaints regarding employment, housing and public accommodations that occur within the City limits of Madison. The agency offers a neutral complaint process that includes mediation of disputes, investigation of complaints and a quasi-judicial hearing and appeal process. During 1998, the agency received 242 complaints of discrimination (202 employment, 24 housing and 16 public accommodations allegations).

A total of 153 complaints were resolved by the agency during 1998. Final dispositions of cases included: cases settled, 62 (40.5%); administratively dismissed, 25 (16.3%); withdrawn, 5 (3.3%); no probable cause, 57 (37.3%); and rulings of no jurisdiction, 4 (2.6%). An additional 99 complaints were closed by the Wisconsin Equal Rights Division under the terms of a worksharing agreement. The agency emphasizes settlement at every stage in its process. During 1998, settlements valued at over \$81,000 were obtained by complainants in EOC complaints.

Service Summary			
	1998 Actual	1999 Budget	2000 Adopted
Total Expenditures	\$ 366,594	\$ 358,717	\$ 380,799
Less Inter-Agency Billings	45,002	21,900	30,420
Net Total	\$ 321,592	\$ 336,817	\$ 350,379

Education and Outreach

The Madison Equal Opportunities Commission provides programming to assure that all individuals are aware of their rights and responsibilities under the Equal Opportunities Ordinance. The agency is committed to reaching as many advocacy agencies, employers, property owners and managers, civic groups, and individuals as possible. Prevention of discrimination is preferable to prosecution of violators.

The EOC provides training programs that can be customized to meet the needs of the community or audience it is serving. During 1998, the EOC presented 78 educational programs to over 1,600 individuals on topics such as: coverage of local, state and federal civil rights laws; fair employment practices from hiring through termination; sexual harassment and providing a harassment free work environment; open housing laws and their application; fair treatment requirements for facilities serving the public; and welcoming diversity. Of the 78 programs, 49 were generated from the EOC and 29 were in response to community requests. In addition to education, the EOC also provides one-on-one technical assistance.

In 1998, the EOC produced monthly "Focus On Equality" programs on the Madison City Channel. Due to funding restrictions, this program was eliminated in 1999.

The EOC also sponsors the Summer Celebration of Diversity picnic. The 1998 picnic was held at Garner Park. The 1999 picnic was held at Warner Park. The Rev. James C. Wright Human Rights Award is presented annually at the picnic. Supreme Court Chief Justice Shirley S. Abrahamson received the award in 1998 and Helen Vukelich was the 1999 recipient.

The agency also staffs the EOC Employment Committee, composed of representatives of Madison area businesses and community based agencies. The Committee advises the Commission on equal employment opportunity-related issues and sponsors the "Programs for Workplace Diversity." During 1998, the Committee held nine meetings and sponsored the "Employment Resource & Networking Fair" at Olbrich Gardens. Thirty-six exhibitors from public and private placement agencies were available to employers in the morning and job seekers in the afternoon. Over 250 individuals attended the Fair.

In July 1999, the Commission recreated its EOC Housing Committee. Members are expected to be appointed in fall 1999.

Service Summary			
	1998 Actual	1999 Budget	2000 Adopted
Total Expenditures	\$ 205,430	\$ 244,469	\$ 254,006
Less Inter-Agency Billings	0	14,600	20,280
Net Total	\$ 205,430	\$ 229,869	\$ 233,726

**Equal Opportunities Commission
Summary by Major Object of Expenditure**

	1998 Actual	1999 Budget	1999 Projected	2000 Request	2000 Executive	2000 Adopted
Permanent Salaries	\$ 373,823	\$ 418,212	\$ 418,212	\$ 412,106	\$ 410,003	\$ 420,253
Hourly Employee Pay	6,946	6,199	6,199	11,000	11,000	11,276
Overtime Pay	0	0	0	0	0	0
Fringe Benefits	124,339	128,175	128,175	126,792	126,151	133,564
Purchased Services	36,740	27,702	31,902	34,588	34,588	40,312
Supplies	16,647	21,258	24,258	24,260	24,260	24,260
Inter-Departmental Charges	6,962	1,640	1,640	1,640	1,640	1,640
Debt/Other Financing Uses	0	0	0	0	0	0
Fixed Assets	6,568	0	7,000	7,000	3,500	3,500
Total Expenditures	\$ 572,024	\$ 603,186	\$ 617,386	\$ 617,386	\$ 611,142	\$ 634,805
Inter-Agency Billings	45,002	36,500	50,700	50,700	50,700	50,700
Net Budget	\$ 527,022	\$ 566,686	\$ 566,686	\$ 566,686	\$ 560,442	\$ 584,105