

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>1999 Actual</u>	<u>2000 Budget</u>	<u>2000 Projected</u>	<u>2001 Request</u>	<u>2001 Executive</u>	<u>2001 Adopted</u>
Complaint Processing	\$ 324,408	\$ 350,379	\$ 350,379	\$ 333,520	\$ 333,520	\$ 349,719
Education and Outreach	200,351	233,726	233,726	244,740	254,740	265,709
Agency Total	<u>\$ 524,759</u>	<u>\$ 584,105</u>	<u>\$ 584,105</u>	<u>\$ 578,260</u>	<u>\$ 588,260</u>	<u>\$ 615,428</u>

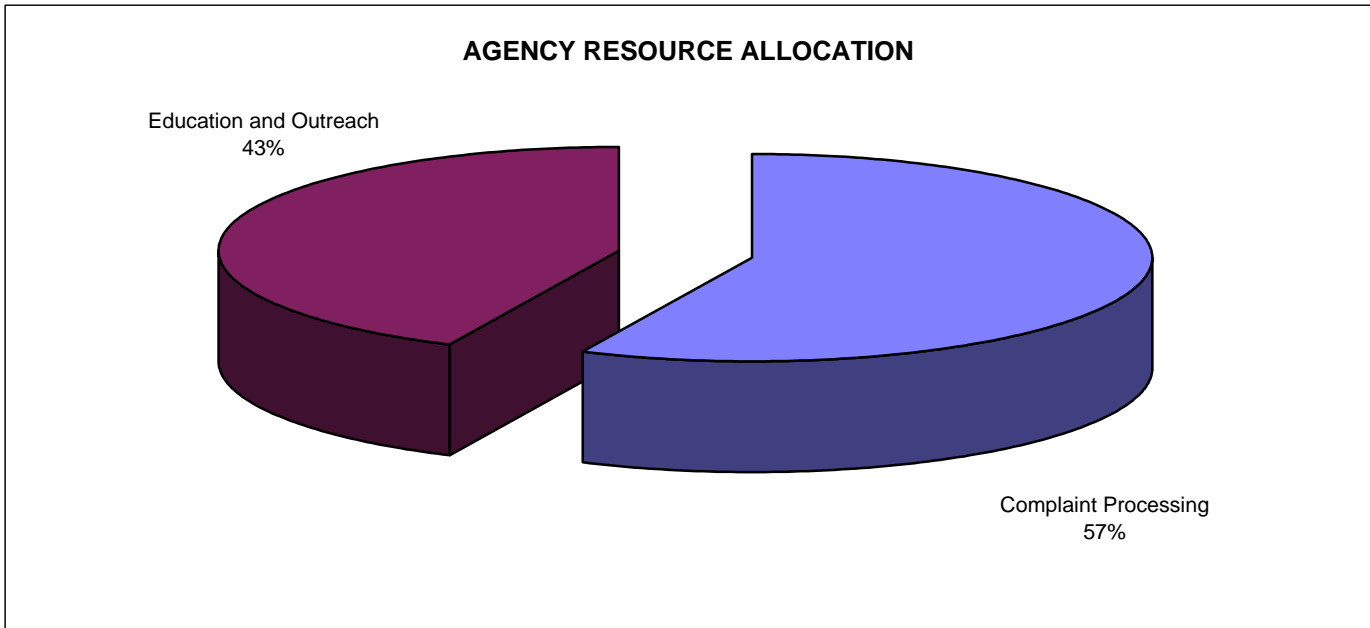
Adopted Budget Highlights

The Budget includes:

1. Funding to extend the outreach program for Madison's Southeast Asian community, recommended by the Mayor's Task Force on Race Relations, from Fall 2000 through Spring 2001.
2. On line access to the Commerce Clearing House (CCH) Fair Employment Practices Series for the EOC Hearing Examiner to aid in legal research, replacing the agency's hard copies of this publication. This expense is undertaken in part as an accommodation of the employee's disability.
3. Funding of \$10,000 for the continuation of the Study Circles program, begun in 2000 as recommended by the Mayor's Task Force on Race Relations.
4. 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 \$10,000.

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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 1999, the agency received 765 inquiries regarding alleged discrimination. Of these, 235 resulted in the filing of formal complaints of discrimination (186 employment, 22 housing and 27 public accommodations allegations). The EOC referred 180 callers to other agencies.

A total of 145 complaints were resolved by the agency during 1999. Final dispositions of cases included: cases settled, 63 (43%); administratively dismissed, 15 (10%); withdrawn, 5 (3%); no probable cause, 59 (41%); rulings of no jurisdiction, 2 (2%); and findings that no discrimination occurred, 1 (1%). An additional 75 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 1999, settlements valued at over \$348,500 were obtained by complainants in EOC complaints.

Service Summary			
	1999 Actual	2000 Budget	2001 Adopted
Total Expenditures	\$ 343,835	\$ 380,799	\$ 376,119
Less Inter-Agency Billings	19,427	30,420	26,400
Net Total	\$ 324,408	\$ 350,379	\$ 349,719

Education and Outreach

The Madison Equal Opportunities Commission provides programming to assure that 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 1999, the EOC presented 33 educational programs to over 1,206 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.

In conjunction with the Madison Area Apartment Association, the EOC sponsored the first annual "Partners in Fair Housing Conference," during which the Federal Fair Housing Act and rights and responsibilities under the law were summarized for over 110 housing providers, housing advocates and tenants.

The EOC also provides one-on-one technical assistance on rights and responsibilities under the Equal Opportunities Ordinance. The EOC responded to 32 requests for technical assistance in 1999 from employers, housing providers and providers of public accommodations.

The agency 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 1999, the Committee held eight meetings.

The EOC has oversight responsibility for implementation of the recommendations of the Task Force on Race Relations. Two progress reports have been compiled and presented to the Common Council. The EOC has direct responsibility for implementation of seven of the recommendations of the Task Force. In 1999, the EOC Executive Director made numerous presentations to the Madison business community generating funds to supplement the City appropriation allowing the Study Circles program to be implemented in 2000. A successful grant application was also made to the Madison Community Foundation. The EOC wrote the RFP and assisted in the selection of the Urban League of Greater Madison and the Centers for Prevention and Intervention, Inc. to coordinate the Study Circles Program. The EOC continues an active oversight role in the Study Circles Program.

Two quarterly meetings have been held with Madison media representatives and leaders in Madison's racial/ethnic community and a pre-school reading program kicked off in summer 2000. A working group has been formed to design training for retailers on how to avoid the use of racial profiling in shoplifting prevention. Plans are being made to implement an outreach program for the Southeast Asian community. The EOC proposes to implement the program in fall 2000 using allocations from 2000 and 2001 to continue the program through spring 2001.

Service Summary			
	1999 Actual	2000 Budget	2001 Adopted
Total Expenditures	\$ 222,259	\$ 254,006	\$ 283,309
Less Inter-Agency Billings	21,908	20,280	17,600
Net Total	<u>\$ 200,351</u>	<u>\$ 233,726</u>	<u>\$ 265,709</u>

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

	1999 Actual	2000 Budget	2000 Projected	2001 Request	2001 Executive	2001 Adopted
Permanent Salaries	\$ 382,790	\$ 420,253	\$ 420,253	\$ 405,374	\$ 405,374	\$ 419,562
Hourly Employee Pay	13,610	11,276	11,276	11,750	11,750	12,161
Overtime Pay	5,336	0	0	0	0	0
Fringe Benefits	107,214	133,564	133,564	128,927	128,927	141,496
Purchased Services	26,626	40,312	40,312	44,404	54,404	54,404
Supplies	22,817	24,260	24,260	26,665	26,665	26,665
Inter-Departmental Charges	1,882	1,640	1,640	1,640	1,640	1,640
Debt/Other Financing Uses	0	0	0	0	0	0
Fixed Assets	5,819	3,500	3,500	3,500	3,500	3,500
Total Expenditures	\$ 566,094	\$ 634,805	\$ 634,805	\$ 622,260	\$ 632,260	\$ 659,428
Inter-Agency Billings	41,335	50,700	50,700	44,000	44,000	44,000
Net Budget	\$ 524,759	\$ 584,105	\$ 584,105	\$ 578,260	\$ 588,260	\$ 615,428