

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 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. The EOC is also the lead agency for the implementation of the recommendations of the Task Force on Race Relations.

<u>Major Service</u>	<u>2000 Actual</u>	<u>2001 Budget</u>	<u>2001 Projected</u>	<u>2002 Request</u>	<u>2002 Executive</u>	<u>2002 Adopted</u>
Complaint Processing	\$ 368,393	\$ 349,719	\$ 343,719	\$ 307,453	\$ 307,453	\$ 317,575
Education and Outreach	215,702	265,709	271,709	307,975	307,975	332,516
Agency Total	<u>\$ 584,096</u>	<u>\$ 615,428</u>	<u>\$ 615,428</u>	<u>\$ 615,428</u>	<u>\$ 615,428</u>	<u>\$ 650,091</u>

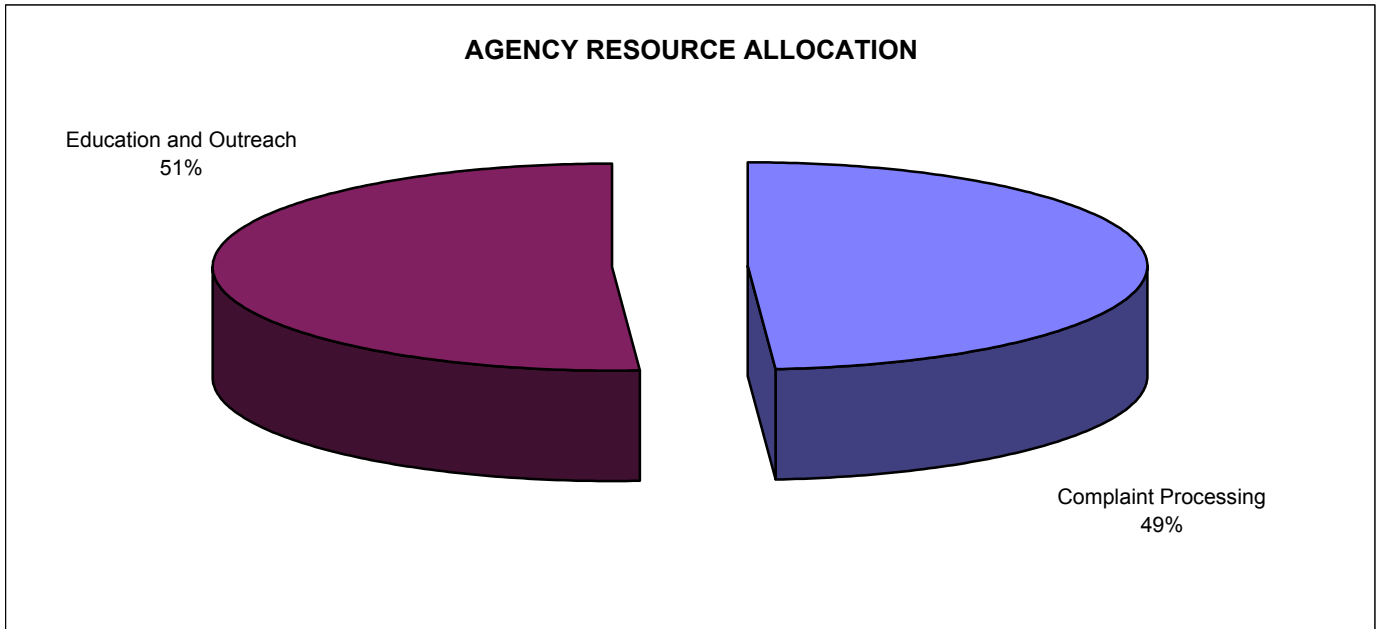
Adopted Budget Highlights

The Budget includes:

1. Funding of \$10,000 for the continuation of the Study Circles on Race Program, begun in 2000 as recommended by the Mayor's Task Force on Race Relations.
2. \$15,000 to support conferences in 2002 to provide educational opportunities on issues such as workers' rights, workplace discrimination, housing discrimination, access to education and health care, child safety and elderly concerns.
3. An anticipated decrease in revenue from the agency's contract with the U. S. Equal Employment Opportunity Commission.
4. A reduction in funding for hourly salaries and the elimination of funding for fixed assets.
5. To improve the quality, delivery and coordination of City services to residents, Equal Opportunities Commission staff participate on neighborhood resource teams.

The agency submitted no supplemental budget requests.

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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 2000, the agency received 742 inquiries regarding alleged discrimination. Of these, 220 resulted in the filing of formal complaints of discrimination (186 employment, 19 housing and 15 public accommodations allegations). The EOC referred 230 callers to other agencies.

A total of 156 complaints were resolved by the agency during 2000. Final dispositions of cases included: cases settled, 71 (45.51%); administratively dismissed, 10 (6.41%); withdrawn, 6 (3.85%); no probable cause, 64 (41.03%); findings that no discrimination occurred, 3 (1.92%); and 2 (1.28%) findings that discrimination occurred. An additional 101 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 2000, settlements valued at over \$228,554 were obtained by complainants in EOC complaints.

Service Summary			
	2000	2001	2002
	<u>Actual</u>	<u>Budget</u>	<u>Adopted</u>
Total Expenditures	\$ 405,097	\$ 376,119	\$ 339,575
Less Inter-Agency Billings	36,704	26,400	22,000
Net Total	<u>\$ 368,393</u>	<u>\$ 349,719</u>	<u>\$ 317,575</u>

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 2000, the EOC presented 39 educational programs to over 750 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 addition, the agency staffed information booths at nine summer festivals, sponsored its Summer Celebration of Diversity Picnic and works closely with organizations such as Communities United, Latinos United for Change, NAACP, the Superintendent's Human Relations Advisory Council and the Wisconsin Fair Housing Network.

In conjunction with the Apartment Association of South Central Wisconsin and the Fair Housing Center of Greater Madison, the EOC sponsored the second "Partners in Fair Housing Conference," during which rights and responsibilities under the law were summarized, with emphasis on accommodating disabilities, for over 150 housing providers, housing advocates and tenants.

The EOC also provides one-on-one technical assistance on rights and responsibilities under the Equal Opportunities Ordinance. In 2000, the EOC responded to 39 requests for technical assistance from employers, housing providers and providers of public accommodations.

The agency staffs the EOC Employment and Housing Committees, composed of representatives of Madison area businesses and community based agencies. The Employment Committee advises the Commission on equal employment opportunity-related issues and, during 2000, the Committee held a recruitment breakfast that drew 55 individuals from area businesses and sponsored a "Violence in the Workplace" conference attended by 85 business representatives. The EOC Housing Committee is examining the issue of housing for individuals who receive Section 8 assistance. A report is expected to be issued by fall 2001.

The EOC has oversight responsibility for implementation of the recommendations of the Task Force on Race Relations. The EOC has direct responsibility for implementation of five of the recommendations of the Task Force and has assisted with several others. In 2000, the EOC Executive Director made more than a dozen presentations to the Madison business community generating funds to supplement the City appropriation allowing the Study Circles program to be implemented. A successful grant application was also made to the Madison Community Foundation. The EOC continues an active oversight role in the Study Circles Program. Two rounds of circles, reaching over 170 individuals, have been conducted to date.

Quarterly meetings have been held with Madison media representatives and leaders in Madison's racial/ethnic community. A result of these meetings has been the development of a summer internship program for 10 minority youth in summer 2001 in partnership with the Madison media industry. The internship program is designed to encourage minority youth to pursue careers in journalism.

A biweekly pre-school reading program kicked off at the Wexford Ridge Neighborhood Center in summer 2000. A training program has been designed for retailers on avoiding the use of racial profiling in shoplifting prevention. This training program will kick off in early 2002. A contract has been issued to the Madison Metropolitan School District to carry out an outreach program to Madison's Southeast Asian community. The EOC also developed a brochure on rights during traffic stops in cooperation with the Madison Police Department.

Madison received an Outstanding Achievement City Livability Award from the U. S. Conference of Mayors for its efforts to improve race relations in 2001.

Service Summary

	2000 Actual	2001 Budget	2002 Adopted
Total Expenditures	\$ 215,702	\$ 283,309	\$ 350,516
Less Inter-Agency Billings	<u>0</u>	<u>17,600</u>	<u>18,000</u>
Net Total	<u>\$ 215,702</u>	<u>\$ 265,709</u>	<u>\$ 332,516</u>

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

	2000 Actual	2001 Budget	2001 Projected	2002 Request	2002 Executive	2002 Adopted
Permanent Salaries	\$ 412,570	\$ 419,562	\$ 419,562	\$ 435,530	\$ 435,530	\$ 448,597
Hourly Employee Pay	2,098	12,161	12,161	3,600	3,600	3,708
Overtime Pay	0	0	0	0	0	0
Fringe Benefits	148,238	141,496	141,496	145,871	145,871	151,162
Purchased Services	31,073	54,404	64,404	42,622	42,622	59,631
Supplies	19,597	26,665	26,665	26,165	26,165	26,165
Inter-Departmental Charges	2,171	1,640	1,640	1,640	1,640	828
Debt/Other Financing Uses	0	0	0	0	0	0
Fixed Assets	<u>5,052</u>	<u>3,500</u>	<u>3,500</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Expenditures	\$ 620,799	\$ 659,428	\$ 669,428	\$ 655,428	\$ 655,428	\$ 690,091
Inter-Agency Billings	<u>36,704</u>	<u>44,000</u>	<u>54,000</u>	<u>40,000</u>	<u>40,000</u>	<u>40,000</u>
Net Budget	<u>\$ 584,096</u>	<u>\$ 615,428</u>	<u>\$ 615,428</u>	<u>\$ 615,428</u>	<u>\$ 615,428</u>	<u>\$ 650,091</u>