

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>2001 Actual</u>	<u>2002 Budget</u>	<u>2002 Projected</u>	<u>2003 Request</u>	<u>2003 Executive</u>	<u>2003 Adopted</u>
Complaint Processing	\$ 358,101	\$ 317,575	\$ 312,575	\$ 320,343	\$ 320,343	\$ 0
Education and Outreach	257,327	332,516	332,516	316,746	306,746	0
Agency Total	<u>\$ 615,428</u>	<u>\$ 650,091</u>	<u>\$ 645,091</u>	<u>\$ 637,089</u>	<u>\$ 627,089</u>	<u>\$ 0</u>

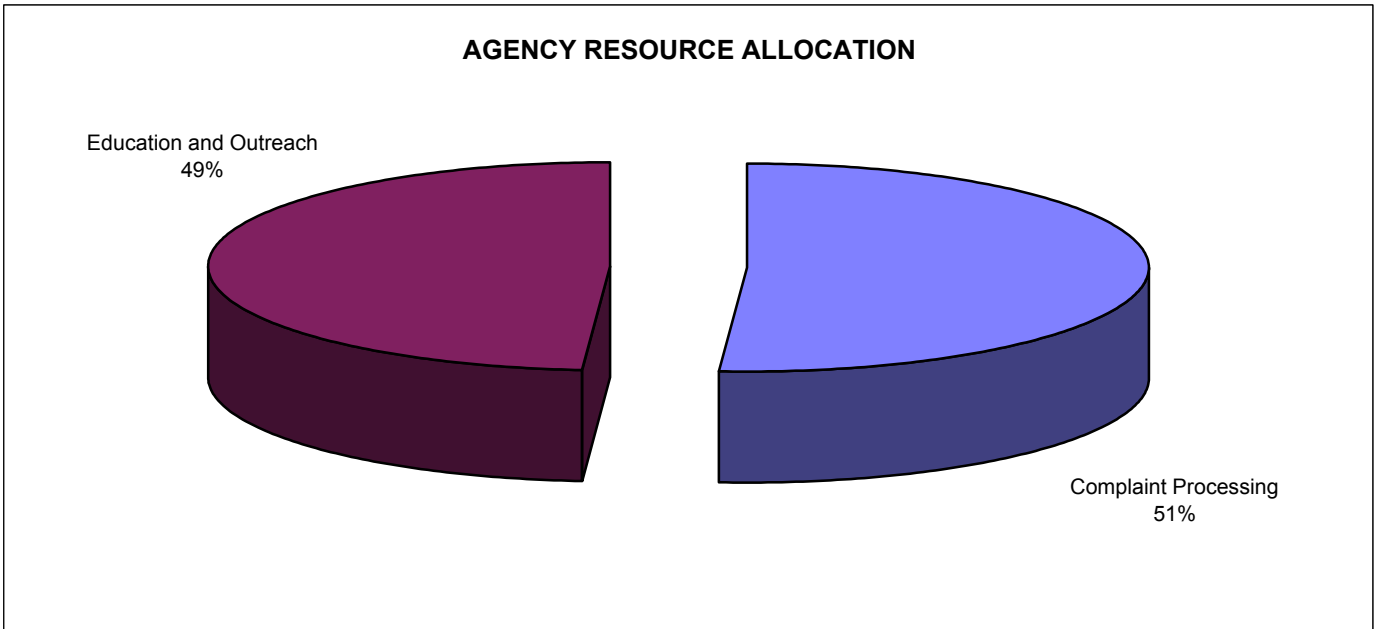
Executive Budget Highlights

The Budget includes:

1. The reduction of the EOC Investigative staff from three full time positions to a full time supervisor, one full time Investigator/Conciliator and one half time Investigator/Conciliator. The EOC has had an Investigative vacancy during all of 2002. As a result of this vacancy, productivity was reduced and a resulting reduction in U.S. Equal Employment Opportunity Commission (EEOC) revenues occurred.
2. A reduction in revenue from a contract with the EEOC to process employment cases alleging discrimination based on race, color, religion, sex, national origin or ancestry, age and disability from \$45,000 to \$28,000.
3. To compensate for the loss of federal revenue, the agency has reduced its Conference/Meetings, Training and Travel, Advertising and Subscriptions and Books accounts by \$17,000.
4. A transfer of the Study Circles on Race Program and funding of \$10,000 to "Miscellaneous Appropriations."
5. Up to \$7,500 in funding for Fair Housing Education and Training Programs, as requested by the agency for supplemental funding. The additional funding for this program will be provided with "one-time" Federal EEOC revenues in 2003. The EOC will provide a report to the Mayor evaluating the effectiveness of the education and training programs to help determine whether funding should be provided in future years.
6. To improve the quality, delivery and coordination of City services to residents, Equal Opportunities Commission staff participate on neighborhood resource teams.

The agency submitted a supplemental budget request in the amount of \$7,500.

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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 2001, the agency received 843 inquiries regarding alleged discrimination. Of these, 219 resulted in the filing of formal complaints of discrimination (185 employment, 11 housing and 23 public accommodations allegations). The EOC referred 208 callers to other agencies.

A total of 113 complaints were resolved by the agency during 2001. Final dispositions of cases included: cases settled, 49 (43.4%); administratively dismissed, 10 (8.8%); withdrawn, 4 (3.5%); no probable cause, 47 (41.6%); findings that no discrimination occurred, 2 (1.7%); and 1 (.9%) finding that discrimination occurred. An additional 89 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 2001, settlements valued at over \$95,300 were obtained by complainants in EOC complaints.

Service Summary			
	2001	2002	2003
	<u>Actual</u>	<u>Budget</u>	<u>Executive</u>
Total Expenditures	\$ 365,906	\$ 339,575	\$ 334,343
Less Inter-Agency Billings	<u>7,805</u>	<u>22,000</u>	<u>14,000</u>
Net Total	<u>\$ 358,101</u>	<u>\$ 317,575</u>	<u>\$ 320,343</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 2001, the EOC presented 27 educational programs to over 400 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 seven 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 among others. The EOC also sponsored a major conference for Latino issues entitled "Latinos in Madison, Building a Better Future." Over 200 people attended the conference.

The EOC also provides one-on-one technical assistance on rights and responsibilities under the Equal Opportunities Ordinance. In 2001, the EOC responded to 47 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. During 2001, the EOC Housing Committee issued its report on Section 8 housing that included numerous recommendations. The report was referred to a number of agencies. Action on the report is scheduled by the Common Council for September 2002.

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 2001, the EOC continued to implement the Study Circles on Race Program, sponsored quarterly media forums, initiated a preschool reading program at the Wexford Neighborhood Center and outreach to Madison's Southeast Asian communities and worked cooperatively with many community volunteers to carry out Dane Dances!

For efforts to improve race relations, in 2001 the U.S. Conference of Mayors presented the Mayor with an Outstanding Achievement City Livability Award. The City's efforts to improve race relations were also recognized in a front page feature article in the July 2002 Nation's Weekly publication of the National League of Cities.

Service Summary			
	2001 Actual	2002 Budget	2003 Executive
Total Expenditures	\$ 257,327	\$ 350,516	\$ 328,246
Less Inter-Agency Billings	0	18,000	21,500
Net Total	\$ 257,327	\$ 332,516	\$ 306,746

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

	<u>2001 Actual</u>	<u>2002 Budget</u>	<u>2002 Projected</u>	<u>2003 Request</u>	<u>2003 Executive</u>	<u>2003 Adopted</u>
Permanent Salaries	\$ 412,587	\$ 448,597	\$ 448,597	\$ 439,352	\$ 439,352	\$ 0
Hourly Employee Pay	14,015	3,708	3,708	8,310	8,310	0
Overtime Pay	0	0	0	0	0	0
Fringe Benefits	116,410	151,162	151,162	148,596	148,596	0
Purchased Services	39,368	59,631	59,631	43,341	40,841	0
Supplies	24,962	26,165	26,165	24,315	24,315	0
Inter-Departmental Charges	1,686	828	828	1,175	1,175	0
Debt/Other Financing Uses	10,000	0	0	0	0	0
Fixed Assets	4,205	0	0	0	0	0
Total Expenditures	\$ 623,233	\$ 690,091	\$ 690,091	\$ 665,089	\$ 662,589	\$ 0
Inter-Agency Billings	7,805	40,000	45,000	28,000	35,500	0
Net Budget	\$ 615,428	\$ 650,091	\$ 645,091	\$ 637,089	\$ 627,089	\$ 0