

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.

<u>Major Service</u>	<u>2002 Actual</u>	<u>2003 Budget</u>	<u>2003 Projected</u>	<u>2004 Request</u>	<u>2004 Executive</u>	<u>2004 Adopted</u>
Complaint Processing	\$ 352,911	\$ 359,067	\$ 359,067	\$ 327,610	\$ 307,610	\$ 313,633
Education and Outreach	<u>222,231</u>	<u>318,273</u>	<u>318,273</u>	<u>344,818</u>	<u>344,818</u>	<u>350,479</u>
Agency Total	<u>\$ 575,142</u>	<u>\$ 677,340</u>	<u>\$ 677,340</u>	<u>\$ 672,428</u>	<u>\$ 652,428</u>	<u>\$ 664,112</u>

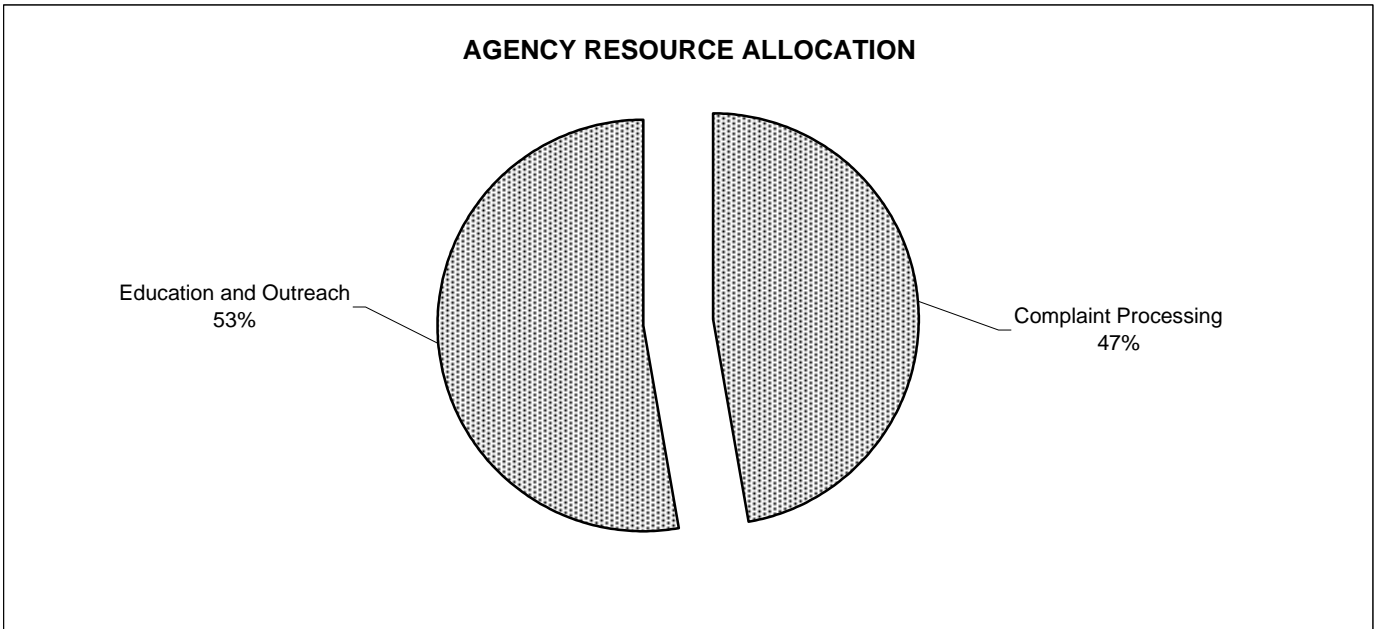
Adopted Budget Highlights

The Budget includes:

1. The increase of the Secretary 1 position from three-quarter time to full-time as the result of a temporary reassignment.
2. A reduction in funding for Purchased Services and Supplies in order to meet the budget target.
3. The one-time application of \$20,000 in additional Federal Equal Opportunity Commission revenues.

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 2002, the agency received 589 inquiries regarding alleged discrimination. Of these, 270 resulted in the filing of formal complaints of discrimination (238 employment, 10 housing and 22 public accommodations allegations). The EOC referred 119 callers to other agencies.

A total of 77 complaints were resolved by the agency during 2002. Final dispositions of cases included: cases settled, 29 (38.66%); administratively dismissed, 11 (14.67%); withdrawn, 1 (1.33%); no probable cause, 30 (40.0%); findings that no discrimination occurred, 1 (1.33%); and 3 (4.0%) finding that discrimination occurred. An additional 142 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 2002, settlements valued at over \$107,330 were obtained by complainants in EOC complaints.

Service Summary			
	2002	2003	2004
	<u>Actual</u>	<u>Budget</u>	<u>Adopted</u>
Total Expenditures	\$ 367,961	\$ 373,067	\$ 369,133
Less Inter-Agency Billings	15,050	14,000	55,500
Net Total	<u>\$ 352,911</u>	<u>\$ 359,067</u>	<u>\$ 313,633</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/groups, community-based organizations, 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 2002, the EOC presented 39 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 six summer festivals, sponsored its Summer Celebration of Diversity Picnic and worked 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 workplace diversity conference entitled "The Changing Face of Diversity." Over 150 people attended the conference.

The EOC also provides one-on-one technical assistance on rights and responsibilities under the Equal Opportunities Ordinance. In 2002, the EOC responded to 38 requests for technical assistance from employers, housing providers and providers of public accommodations.

The agency staffs the EOC Employment Committee, composed of representatives of more than thirty Madison area businesses and community based agencies. The Employment Committee advises the Commission on equal employment opportunity-related issues. During 2002, the Employment Committee sponsored "Diversity: The Economics of It" on June 3 at Warner Park. Over 110 individuals from numerous businesses, community organizations, and educational institutions attended the panel presentation on workplace diversity.

In 2002, the EOC sponsored quarterly media forums, expanded its preschool reading program and continued its outreach initiative to Madison's Southeast Asian communities. The agency worked cooperatively with many community volunteers to carry out Dane Dances! The EOC also developed and premiered a new training initiative on "Avoiding Retail Racial Profiling" in 2002.

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. 2002 outreach activities were summarized in the agency's 2002 Activity Report which was widely disseminated to educate the Madison community on the work of the EOC.

Service Summary			
	2002 Actual	2003 Budget	2004 Adopted
Total Expenditures	\$ 236,181	\$ 339,773	\$ 350,479
Less Inter-Agency Billings	13,950	21,500	0
Net Total	\$ 222,231	\$ 318,273	\$ 350,479

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

	<u>2002 Actual</u>	<u>2003 Budget</u>	<u>2003 Projected</u>	<u>2004 Request</u>	<u>2004 Executive</u>	<u>2004 Adopted</u>
Permanent Salaries	\$ 419,014	\$ 474,689	\$ 474,689	\$ 487,709	\$ 487,709	\$ 492,584
Hourly Employee Pay	9,338	8,476	8,476	6,844	6,844	6,913
Overtime Pay	298	0	0	0	0	0
Fringe Benefits	114,439	163,344	163,344	167,604	167,604	171,250
Purchased Services	29,709	40,841	40,841	24,374	24,374	27,468
Supplies	19,866	24,315	24,315	20,261	20,261	20,261
Inter-Departmental Charges	1,091	1,175	1,175	1,136	1,136	1,136
Debt/Other Financing Uses	10,000	0	0	0	0	0
Capital Assets	387	0	0	0	0	0
Total Expenditures	\$ 604,142	\$ 712,840	\$ 712,840	\$ 707,928	\$ 707,928	\$ 719,612
Inter-Agency Billings	29,000	35,500	35,500	35,500	55,500	55,500
Net Budget	\$ 575,142	\$ 677,340	\$ 677,340	\$ 672,428	\$ 652,428	\$ 664,112