



## Department of Civil Rights

Norman D. Davis, Director

City-County Building, Room 523  
210 Martin Luther King, Jr. Boulevard  
Madison, Wisconsin 53703  
Phone: (608) 266-4910  
Fax: (608) 266-6514  
[dcr@cityofmadison.com](mailto:dcr@cityofmadison.com)  
[www.cityofmadison.com/dcr](http://www.cityofmadison.com/dcr)

**Affirmative Action Division**  
**Disability Rights and Services Program**  
**Equal Opportunities Division**  
**Racial Equity and Social Justice**

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To: David Schmiedicke, Finance Director

From: Norman D. Davis, Civil Rights Director

The City of Madison Department of Civil Rights is pleased to provide its 2019 proposed budget. The key goals for the Department of Civil Rights include:

- Further implementation of the Language Access Plan on phases one and two
- Creating an online intake portal for complaint processing
- Increasing outreach and communication to underserved members of the community, community based organizations, and private employers
- Providing additional training venues, subjects, and opportunities for City managers and employees, community members and contractors' employees
- Expanding the Racial Equity and Social Justice trainings to meet the demands of the entire City workforce

The major initiatives planned for 2019 are: 1) developing new trainings, partnerships, and programs including a Section 8 housing discrimination training and tavern training program, 2) advancing awareness of Civil Rights policies and practices in the region, 3) expanding the implementation of injunctive relief as defined in MGO 39.03, 4) facilitating better access for contractors doing business with the City, to reduce case processing and application time, and 5) promotion of universal design concepts throughout City agencies.

Please let us know if you require additional information or have questions. Thank you.