

Office for Civil Rights

Patricia Lally, Director

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<http://www.seattle.gov/civilrights/>

Department Overview

The Office for Civil Rights (OCR) works to achieve equity and advance opportunity in Seattle by:

- developing policies and promoting partnerships to achieve racial equity and social justice;
- enforcing City, state and federal anti-discrimination laws that guarantee equal access to housing, employment, public accommodations, contracting, lending and protection against conversion therapy provided to minors;
- developing and conducting testing for discrimination in employment hiring and housing based on race, national origin, sexual orientation, gender identity and disability;
- staffing the Seattle Human Rights Commission, Seattle Women's Commission, Seattle Lesbian Gay Bisexual Transgender Commission, and the Seattle Commission for People with disAbilities;
- administering the Title VI program of the 1964 Civil Rights Act, which relates to physical access to governmental facilities, projects, and programs, and Title II complaints alleging discrimination on the basis of disability in the provision of services, activities, programs or benefits by the City;
- offering free Civil Rights technical assistance and outreach to businesses, community groups, and the general public, including immigrants, people of color, women, people with disabilities, and lesbian, gay, bisexual, transgender and queer communities; and
- making available a wide array of civil rights information, including translations into other languages.

OCR leads the City's Race and Social Justice Initiative. The goals of the initiative are to end institutional racism in City government; promote inclusion and full participation of all residents in civic life; and partner with the community to achieve racial equity across Seattle. In working to achieve these goals, OCR conducts Race and Social Justice trainings, including Racial Equity Toolkit training, for all City staff and/or departments, community organizations and educational institutions.

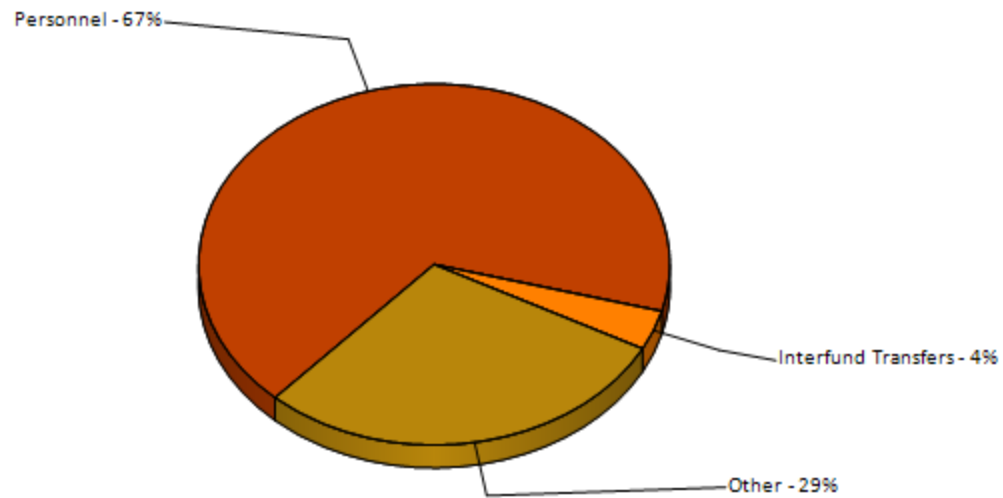
Budget Snapshot

Department Support	2016 Actuals	2017 Adopted	2018 Endorsed	2018 Adopted
General Fund Support	\$4,567,634	\$4,169,049	\$4,327,610	\$5,093,114
Total Operations	\$4,567,634	\$4,169,049	\$4,327,610	\$5,093,114
Total Appropriations	\$4,567,634	\$4,169,049	\$4,327,610	\$5,093,114
Full-time Equivalent Total*	25.25	27.25	27.25	28.00

* FTE totals are provided for information purposes only. Changes in FTEs resulting from City Council or Personnel Director actions outside of the budget process may not be detailed here.

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2018 Adopted Budget - Expenditure by Category



Budget Overview

The Office for Civil Rights' (OCR) role has expanded over the last four years. The 2016 Adopted Budget added resources to OCR to work on criminal justice equity. In 2017, support was increased for outreach and enforcement related to Source of Income ([Ordinance 125114](#)) and Conversion Therapy ([Ordinance 125100](#)).

In 2017, the City Council enacted the Fair Chance Housing ordinance ([Ordinance 125393](#)) to prevent landlords from screening applicants based on criminal convictions, and prohibit the use of advertising language that categorically excludes people with arrests or conviction records. The 2018 Adopted Budget provides funding for OCR to conduct outreach and education on the new ordinance to landlords and tenants.

OCR's responsibilities related to the City's Race and Social Justice Initiative (RSJI) have continued to grow since the initiative began ten years ago. To increase OCR's capacity to support departments and Citywide initiatives, the 2018 Adopted Budget includes funding and position authority to increase two part-time RSJI positions to full time.

City Council Changes to the Proposed Budget

As part of the adopted budget process, the Council increased funding to the Office for Civil Rights to support Zero Youth Detention initiatives including:

- \$500,000 to contract with organizations that provide community-led alternatives to youth detention; and
- \$100,000 to fund a youth diversion program that has been developed by a consortium of community organizations, community members, and youth directly involved with and impacted by the criminal justice system.

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In addition, the Council added \$150,000 and one temporary Strategic Advisor position to support a Racial Equity Toolkit (RET) regarding the structure and design of the Office for Civil Rights. The final RET is expected to include recommendations related to OCR independence from the Executive branch. The Council also changed the removal provisions for the next OCR Director confirmed by the Council ([Ordinance 125470](#)). Any future Director of the Office for Civil Rights may only be removed for just cause.

Incremental Budget Changes

Office for Civil Rights

	2018	
	Budget	FTE
Total 2018 Endorsed Budget	\$ 4,327,610	27.25
Baseline Changes		
Citywide Adjustments for Standard Cost Changes	-\$ 147,248	0.00
Position Reclassifications	\$ 34,692	0.00
Proposed Changes		
Fair Chance Housing Outreach	\$ 50,000	0.00
Increase Staffing for RSJI	\$ 78,060	0.75
Council Changes		
Youth Diversion Program	\$ 100,000	0.00
Zero Youth Detention Contracts	\$ 500,000	0.00
OCR Racial Equity Toolkit	\$ 150,000	0.00
Total Incremental Changes	\$ 765,504	0.75
2018 Adopted Budget	\$ 5,093,114	28.00

Descriptions of Incremental Budget Changes

Baseline Changes

Citywide Adjustments for Standard Cost Changes - (\$147,248)

Citywide technical adjustments made in the baseline phase reflect changes to internal services costs, health care, and industrial insurance charges for the department. These adjustments reflect initial assumptions about these costs and inflators early in the budget process.

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Position Reclassifications - \$34,692

This change adds ongoing funding for the Office for Civil Rights to pay salary costs associated with two position reclassifications.

Proposed Changes

Fair Chance Housing Outreach - \$50,000

In 2017, the City Council enacted the Fair Chance Housing ordinance ([Ordinance 125393](#)) to prevent landlords from screening applicants based on criminal convictions, and prohibit the use of advertising language that categorically excludes people with arrests or conviction records. This one-time item adds \$50,000 for the Office for Civil Rights to conduct outreach and education on the new ordinance to landlords and tenants.

Increase Staffing for RSJI - \$78,060/.75 FTE

The Office for Civil Rights' (OCR) responsibilities related to the City's Race and Social Justice Initiative (RSJI) have continued to grow since the initiative began ten years ago. As Seattle City departments are increasingly responsible for incorporating racial equity in their programs, services and initiatives, OCR is called upon to provide training and expertise. To increase OCR's capacity to support departments and Citywide initiatives, this item includes funding and position authority to increase two part-time RSJI positions to full time. Increased staffing will allow the office to accommodate requests for additional RSJI trainings and technical assistance on departments' Racial Equity Toolkits.

Council Changes

Youth Diversion Program - \$100,000

The Council added \$100,000 to fund a youth diversion program that has been developed by a consortium of community organizations, community members, and youth directly involved with and impacted by the criminal justice system. The Council also included a proviso stating that these funds may not be spent until a spending plan is approved by the Council.

The consortium members include: Community Passageways, GuidenU4Life, TeamChild, Public Defender Association, Alliance for Gun Responsibility, SafeFutures Youth Center, Somali Youth and Family Club, Companion Athletics, and the Glover Empower Mentoring Program.

Zero Youth Detention Contracts - \$500,000

In 2016, the Council allocated \$600,000 to OCR to contract with organizations creating community-led strategies for alternatives to youth detention. Those contracts were set to end in December 2017. The Council added \$500,000 to the adopted budget to renew those contracts in 2018 for one year with the organizations that wish to renew them. Any remaining funding should be distributed to other organizations using a racial equity lens and a focus on communities most affected by youth incarceration.

OCR Racial Equity Toolkit - \$150,000

The Council added \$150,000 and one temporary Strategic Advisor position to support a Racial Equity Toolkit (RET) regarding the structure and design of the Office for Civil Rights. The final RET is expected to include recommendations related to OCR independence from the Executive branch.

Of the \$150,000, \$100,000 will support the temporary position working on the RET and \$50,000 will support community organizations participating in the RET process.

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City Council Provisos

The City Council adopted the following budget provisos:

- Of the appropriation in the 2018 budget for the Seattle Office for Civil Rights (SOCR), \$100,000 is appropriated solely for a comprehensive youth diversion program and may be spent for no other purpose. Furthermore, none of the money so appropriated may be spent until the City Council approves by ordinance a proposed spending plan submitted by SOCR to the City Council committee with oversight over civil rights issues and the City Council Central Staff Director.

Expenditure Overview

Appropriations	Summit Code	2016 Actuals	2017 Adopted	2018 Endorsed	2018 Adopted
Civil Rights Budget Control Level	X1R00	4,567,634	4,169,049	4,327,610	5,093,114
Department Total		4,567,634	4,169,049	4,327,610	5,093,114
Department Full-time Equivalents Total*		25.25	27.25	27.25	28.00

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Appropriations By Budget Control Level (BCL) and Program

Civil Rights Budget Control Level

The purpose of the Civil Rights Budget Control Level is to encourage and promote equal access and opportunity, diverse participation, and social and economic equity in Seattle. OCR works to eliminate discrimination in employment, housing, public accommodations, contracting, and lending in Seattle through enforcement, and policy and outreach activities. In addition, OCR is responsible for directing the Race and Social Justice Initiative, which leads other City departments to design and implement programs that help eliminate institutionalized racism.

Program Expenditures	2016 Actuals	2017 Adopted	2018 Endorsed	2018 Adopted
Civil Rights	4,567,634	4,169,049	4,327,610	5,093,114
Total	4,567,634	4,169,049	4,327,610	5,093,114
Full-time Equivalents Total*	25.25	27.25	27.25	28.00

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