

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.

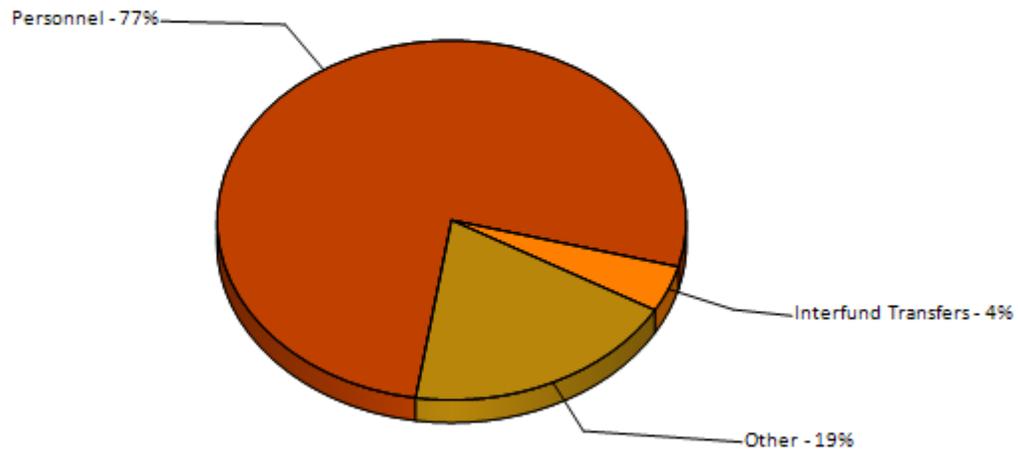
Budget Snapshot

Department Support	2016 Actuals	2017 Adopted	2018 Endorsed	2018 Proposed
General Fund Support	\$4,567,634	\$4,169,049	\$4,327,610	\$4,343,114
Total Operations	\$4,567,634	\$4,169,049	\$4,327,610	\$4,343,114
Total Appropriations	\$4,567,634	\$4,169,049	\$4,327,610	\$4,343,114
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 Human Resources Director actions outside of the budget process may not be detailed here.

Office for Civil Rights

2018 Proposed 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 Proposed 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 Proposed Budget includes funding and position authority to increase two part-time RSJI positions to full time.

Office for Civil Rights

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
Total Incremental Changes	\$ 15,504	0.75
2018 Proposed Budget	\$ 4,343,114	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.

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.

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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.

Expenditure Overview

Appropriations	Summit Code	2016 Actuals	2017 Adopted	2018 Endorsed	2018 Proposed
Civil Rights Budget Control Level	X1R00	4,567,634	4,169,049	4,327,610	4,343,114
Department Total		4,567,634	4,169,049	4,327,610	4,343,114

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.

	2016 Actuals	2017 Adopted	2018 Endorsed	2018 Proposed
Program Expenditures				
Civil Rights	4,567,634	4,169,049	4,327,610	4,343,114
Total	4,567,634	4,169,049	4,327,610	4,343,114
Full-time Equivalents Total*	25.25	27.25	27.25	28.00

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