

Seattle Office for Civil Rights

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

Department Overview

The Seattle 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 and lending
- Enforcing the City of Seattle's Paid Sick and Safe Time ordinance which requires employers to provide paid sick and safe time to employees who work within Seattle city limits
- Enforcing the City of Seattle's Job Assistance ordinance, which regulates the use of criminal history in employment decisions
- Staffing the Seattle Human Rights Commission, Seattle Women's Commission, Seattle Lesbian Gay Bisexual Transgender Commission and 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 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
- Making available a wide array of civil rights information, including translations into other languages

OCR also leads the City's Race and Social Justice Initiative (RSJI). The Initiative envisions a city where racial disparities have been eliminated and racial equity achieved. RSJI's mission is to end institutionalized racism in City government and to promote multiculturalism and full participation by all city residents. The goals of the Initiative are to:

- End institutional racism in City government
- Promote inclusion and full participation of all residents in civic life
- Partner with the community to achieve racial equity across Seattle

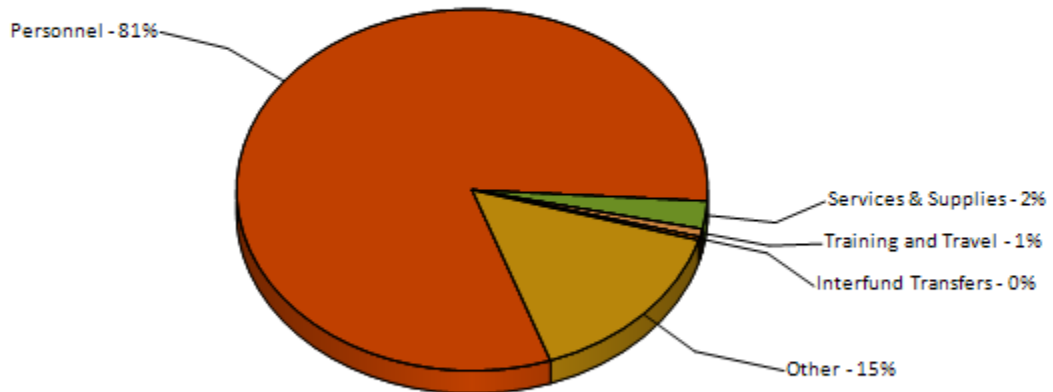
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Budget Snapshot

Department Support	2012 Actuals	2013 Adopted	2014 Endorsed	2014 Proposed
General Fund Support	\$2,528,584	\$2,723,498	\$2,885,852	\$2,969,071
Total Operations	\$2,528,584	\$2,723,498	\$2,885,852	\$2,969,071
Total Appropriations	\$2,528,584	\$2,723,498	\$2,885,852	\$2,969,071
Full-time Equivalent Total*	22.50	23.00	23.00	24.00

* 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.

2014 Proposed Budget - Expenditure by Category



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Budget Overview

The 2014 Proposed Budget preserves funding for all of the Office for Civil Rights' (OCR) direct services, including Race and Social Justice Initiative functions, enforcement and outreach work, and support to the four commissions. It adds a new position to OCR to support the Gender Justice Initiative, which will look at pay equity issues as well as access to specific employment categories, education, safety and health. In addition, the 2014 Proposed Budget creates a \$1.5 million reserve in Finance General to fund recommendations developed by the task force, including salary changes that may be necessary to ensure equal pay.

The City of Seattle has led the country on gender justice issues, from the establishment of apprenticeship programs to get women into the trades in the early 1970s, to the recently established Paid Sick and Safe Time program. Although the City has made progress on gender justice over the past few decades, a recent [report](#) from the National Partnership for Women and Families (NPWF) ranked Seattle as having the widest gender wage gap among the nation's 50 largest metropolitan areas, highlighting the fact that much work remains.

In response to the NPWF report, Mayor McGinn directed a review of the City's salary structure to determine if the salary of City employees contributed to gender-based pay differences in the local metropolitan area. Key findings of this initial review include:

- Two-thirds of the City workforce is male,
- Men are employed more often in higher paid classifications, and
- Men and women in the same job titles earn approximately the same pay; however, the City's female employees are paid 9.5% less, on average, than men because women are employed more often in lower paid job classifications.

Mayor McGinn convened the Gender Equity Task Force to assist the City in the area of gender equity in pay. The task force will issue its short-term recommendations in September 2013, and its long-term recommendations by the last quarter of 2013. By January 2014, OCR, in conjunction with the Mayor's Office and the City Budget Office, will identify next steps for a Gender Justice Initiative and develop an implementation plan.

Incremental Budget Changes

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	2014	
	Budget	FTE
Total 2014 Endorsed Budget	\$ 2,885,852	23.00
Proposed Changes		
Gender Justice Initiative Support	\$ 138,408	1.00
Reduce Printing, Advertising and Miscellaneous Operating Expenses	-\$ 10,000	0.00
Proposed Technical Changes		
Eliminate Funding for Postini Spam Software	-\$ 400	0.00
Transfer Translation and Interpretation Services to OIRA	-\$ 16,000	0.00
Citywide Adjustments for Standard Cost Changes	-\$ 28,789	0.00

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Total Incremental Changes	\$ 83,219	1.00
2014 Proposed Budget	\$ 2,969,071	24.00

Descriptions of Incremental Budget Changes

Proposed Changes

Gender Justice Initiative Support - \$138,408/1.00 FTE

OCR will hire a position to support the work of the Gender Wage Equity Task Force, and to develop strategies for the Gender Justice Initiative. Task force recommendations will guide development of strategies for the Gender Justice Initiative, which will be modeled after the City's Race and Social Justice Initiative.

The position will focus on:

- Providing a more in-depth analysis of the City's data to gain a better understanding of specific opportunities and challenges, including a focus on those departments with the largest differentials between the number of male and female employees and greatest pay differentials.
- Developing recruitment and retention strategies to increase the number of female employees.
- Developing strategies to increase City contracting and purchasing with Women Business Entrepreneurs (WBEs).
- Developing policy proposals that remove implicit bias and/or institutionalized sexism, other forms of gender-based exclusionary practices and institutionalized racism that inadvertently create gender-based inequities, both in employment and contracting.
- Developing programmatic proposals that provide tools and resources for individual women that help to close the gender equity-in-pay gaps.
- Analyzing ethnicity, race and culture for potential impacts on pay/gender equity.

OCR anticipates receiving task force recommendations by early 2014. Following the conclusion of the task force work, OCR will coordinate implementation of task force recommendations and will work to further the Gender Justice Initiative.

Reduce Printing, Advertising and Miscellaneous Operating Expenses - (\$10,000)

This reduction captures savings in several operating accounts including printing, advertising and miscellaneous operating expenses. These accounts are typically not fully spent, and this reduction is not expected to affect the department's ability to fulfill its mission and goals.

Proposed Technical Changes

Eliminate Funding for Postini Spam Software - (\$400)

The City has adopted Microsoft Office 365 as its new software platform, and as a result City departments no longer need to purchase separate anti-spam software.

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Transfer Translation and Interpretation Services to OIRA - (\$16,000)

This change transfers the administration, support and funding of small departments translation and interpretation to the Office of Immigrant and Refugee Affairs (OIRA). The corresponding increase in OIRA is equal to the reduction in OCR, making this transfer budget neutral.

Citywide Adjustments for Standard Cost Changes - (\$28,789)

Citywide technical adjustments reflect changes due to inflation, central cost allocations, retirement, healthcare, workers' compensation and unemployment costs. These adjustments typically reflect updates to preliminary cost assumptions established in the 2014 Endorsed Budget.

Expenditure Overview

Appropriations	Summit Code	2012 Actuals	2013 Adopted	2014 Endorsed	2014 Proposed
Civil Rights Budget Control Level	X1R00	2,528,584	2,723,498	2,885,852	2,969,071
Department Total		2,528,584	2,723,498	2,885,852	2,969,071
Department Full-time Equivalents Total*		22.50	23.00	23.00	24.00

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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. SOCR works to eliminate discrimination in employment, housing, public accommodations, contracting and lending in Seattle through enforcement, and policy and outreach activities. The office enforces Seattle's paid sick leave ordinance and jobs assistance ordinance. In addition, the office 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	2012 Actuals	2013 Adopted	2014 Endorsed	2014 Proposed
Civil Rights	2,528,584	2,723,498	2,885,852	2,969,071
Total	2,528,584	2,723,498	2,885,852	2,969,071
Full-time Equivalents Total*	22.50	23.00	23.00	24.00

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