



Seattle Office for Civil Rights

Germaine Covington, Director

Mission Statement

The mission of the Seattle Office for Civil Rights (SOCR) is to prevent and remedy discrimination through enforcement, outreach, training and education, and to develop policies and practices that value and support the inherent worth and rights of all individuals in Seattle.

Goals

- Prevent and remedy behaviors and practices that result in discrimination, unequal access, and harassment where Seattle residents live, work, play, and do business.

Appropriations

Fund/Line of Business	Summit Code	2000 Actual	2001 Adopted	2002 Endorsed	2002 Proposed	2002 Adopted
General Subfund						
Civil Rights	X1R00	1,846,052	2,008,663	2,061,646	2,066,077	1,983,414
Department Total		1,846,052	2,008,663	2,061,646	2,066,077	1,983,414
Positions (In Full Time Equivalents)		23.50	24.50	24.50	25.50	24.50

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Key Performance Targets

- Enforce anti-discrimination laws through the development of policies and practices that promote equal opportunity and participation, and through programs that encourage respect for diversity through dialogue and understanding.

Programs

Program	2000 Actual	2001 Adopted	2002 Endorsed	2002 Proposed	2002 Adopted
Enforcement	1,160,224	1,290,441	1,329,149	1,332,103	1,321,555
Policy and Outreach	685,828	718,222	732,497	733,974	661,859
Line of Business Total	1,846,052	2,008,663	2,061,646	2,066,077	1,983,414
Positions (in Full Time Equivalents)	23.50	24.50	24.50	25.50	24.50

Enforcement

Purpose Statement

The purpose of the Enforcement program is to investigate complaints of discrimination in housing, public accommodations, and City and private employment and contracting, as well as violations of the Mayor's "Executive Order Affirming the Right of All Citizens to Receive City Services Equally" in order to remedy acts of illegal discrimination and, when they are substantiated, resolve them through settlements.

The Enforcement program also coordinates the City's Title VI program. We provide training to City departments about the Federal Title VI Requirement, investigate complaints of all Title VI violations, and produce annual reports regarding all of the City's Title VI compliance efforts.

2002 Proposed Program Changes

There are no program changes from the 2002 Endorsed Budget to the 2002 Proposed Budget.

2002 Adopted Program Changes

Due to the combined impact of the region's economic downturn and the passage of I-747, reduce the Enforcement program budget by \$10,548 in 2002. This eliminates funding for a position reclassification and reduces a number of administrative line items in the program.

Resources

Funding Source	2000 Actual	2001 Adopted	2002 Endorsed	2002 Proposed	2002 Adopted
General Subfund	1,160,224	1,290,441	1,329,149	1,332,103	1,321,555
Program Total	1,160,224	1,290,441	1,329,149	1,332,103	1,321,555
Positions (in Full Time Equivalents)	15.00	16.00	16.00	16.00	16.00

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Policy and Outreach

Purpose Statement

The purpose of the Policy and Outreach program is to develop public policy and programs, as well as training and education for individuals, businesses, and landlords in Seattle in order to foster behaviors and practices that promote equal opportunity, equal access, civility, diverse participation, activism, and leadership.

2002 Proposed Program Changes

Add 1.0 FTE Planning and Development Specialist II to the Policy and Outreach program in 2001 per Ordinance #120342. This position analyzes impediments to fair housing which may exist in mortgage financing, refinancing, homeowner's insurance, and real estate transactions; develops projects to assist with foreclosure prevention; and prevents and remedies the effects of predatory lending practices. This position, which is funded by a grant from the United States Department of Housing and Urban Development, requires no additional expenditure authority in 2002; any unexpended balance carries forward from year-to-year.

2002 Adopted Program Changes

Due to the combined impact of the region's economic downturn and the passage of I-747, reduce the Policy and Outreach program budget by \$72,115 and eliminate 1.0 FTE Senior Training and Education Coordinator in 2002. This affects some outreach activities of the program and reduces a number of administrative line items in the program budget.

Resources

Funding Source	2000 Actual	2001 Adopted	2002 Endorsed	2002 Proposed	2002 Adopted
General Subfund	685,828	718,222	732,497	733,974	661,859
Program Total	685,828	718,222	732,497	733,974	661,859
Positions (in Full Time Equivalents)	8.50	8.50	8.50	9.50	8.50

Position Changes

2002 Proposed FTE Total	25.50
Program/Position Changes (in Full Time Equivalents)	
<u>Policy and Outreach</u>	
Delete Trng&Ed Coord,Sr	(1.00)
Subtotal 2001 Mid-year and 2002 Changes	(1.00)
2002 Adopted FTE Total	24.50