



Seattle Office for Civil Rights

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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 (in thousands of dollars)	Summit Code	1999 Actual	2000 Adopted	2001 Adopted	2002 Endorsed
General Subfund					
Civil Rights	X1R10	1,670	1,811	2,009	2,062
Department Total		1,670	1,811	2,009	2,062
Positions (in Full Time Equivalents)		24.25	23.50	24.50	24.50

Civil Rights

Key Performance Targets

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

Resources

Program (in thousands of dollars)	1999 Actual	2000 Adopted	2001 Adopted	2002 Endorsed
Enforcement	1,096	1,138	1,290	1,329
Policy and Outreach	574	673	718	732
Line of Business Total	1,670	1,811	2,009	2,062
Positions (in Full Time Equivalents)	24.25	23.50	24.50	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 "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.

Program Highlights

Increase information and referral resources, providing more community education in the form of training and brochures in many languages.

Employ complaint-based testing as a tool to assist in housing investigations, where appropriate. Testing involves sending matched pairs of testers (one protected class member and one control) to the site at which discrimination is alleged to determine whether the testers experience the same type of treatment complained of in the charge.

Reclassify one Civil Rights Analyst position to Senior Civil Rights Investigator to provide better support to investigators. The position's additional responsibilities include research of legal issues and special projects.

Transfer a position from the Executive Services Department for the new Title VI program to manage cases arising from the passage of the 1999 Fair Contracting Ordinance. This ordinance was passed as part of the City's response to Initiative 200.

Resources

Funding Source (in thousands of dollars)	1999 Actual	2000 Adopted	2001 Adopted	2002 Endorsed
General Subfund	1,096	1,138	1,290	1,329
Program Total	1,096	1,138	1,290	1,329
Positions (in Full Time Equivalents)	15.00	15.00	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.

Program Highlights

Focus efforts on fair housing, discrimination in lending, removal of racial covenants, promotion of respect for diversity, and immigrant rights in employment and housing.

Establish a regular program and curriculum of training and presentations to employers, employees, businesses, landlords, realtors, community-based organizations, and residents.

Continue to provide staff and policy support to the Seattle Commission for Sexual Minorities (SCSM). The SCSM will receive \$25,000 in 2001 and in 2002 for the continuation of the Sappho's Clinic services. The SCSM will also receive \$60,000 in 2001 and in 2002 for the Rainbow Train program. This program provides, through the Seattle-King County Division on Aging and Disabilities Services (ADS), focused sensitivity trainings for Seattle health care providers on the needs of sexual minority elderly persons.

Resources

Funding Source (in thousands of dollars)	1999 Actual	2000 Adopted	2001 Adopted	2002 Endorsed
General Subfund	574	673	718	732
Program Total	574	673	718	732
Positions (in Full Time Equivalents)	9.25	8.50	8.50	8.50

Position Changes

Program/Position Change (in Full Time Equivalents)	2001 Adopted	2002 Endorsed
Prior Year FTE Total	23.50	24.50
<u>Enforcement</u>		
Add Analyst	1.00	
Reclassify Civil Rights Analyst to Senior Civil Rights Analyst (Pending Classification Review)	0.00	
New FTE Subtotal	1.00	0.00
FTE Total	24.50	24.50