

Civil Rights



Department Business Results

January 1, 2014 – December 31, 2015

July 1, 2016

Introduction

The department chose to present its Business Results by theme. They are: Eliminate discrimination; Meet Stakeholder Needs; and Engage Employees. We chose these themes because our work primarily falls in these “buckets” and having these foci, we are guaranteed the greatest likelihood of success. These themes are also our Beacons for Success and can be found in the updated Business Plan.

ELIMINATE DISCRIMINATION

Discrimination can occur in many different settings in a variety of forms. It adversely affects the health, welfare, peace and safety of our community. Illegal discrimination degrades individuals, fosters intolerance and hate, and creates and intensifies unemployment, substandard housing, under-education, ill health, lawlessness and poverty. It injures the public welfare. To eliminate discrimination, its existence must first be acknowledged and then the barriers that prevent equality of access to opportunity must be dismantled. The department’s success depends on our ability to remove barriers to programs, systems and resources to create conditions for all people, regardless of circumstance, to have opportunities for success at every stage of life.

MEET STAKEHOLDER NEEDS

Effective relationships with other government entities, departments and service providers are integral to the success of our department. The public demands that we are able to demonstrate responsible use of public monies, and that we are efficient, responsive, flexible, transparent, accountable and accessible. In order to meet the needs of our stakeholders we must understand what their needs are. We do this by asking with regularity, then listening with purpose.

ENGAGE EMPLOYEES

We know that if we are to meet the needs of our stakeholders *and* eliminate discrimination, our employees at every level must be credible, consistent, share our values and be committed to the business objectives. Engaged employees give of their best each day. The department’s success depends on our ability to sustain a culture of trust, integrity, commitment and communication that will motivate employees to contribute to overall success through individual performance, productivity and well-being.

Department Facts & Summary of Accomplishments: 2014-2015

Significant –

- Since this time in 2015 all of the next level leadership has turned over
- The department was authorized to take on the enforcement of the new Safe and Sick Time ordinance
- Disparity study is underway
- Culture: welcome, acknowledged, understood, included

Activity	12/31/15	7/1/16
Cases handled (intakes, new filed, closed) *Includes 19 intakes in CID	OPCR: 742 CID: 196	OPCR: 431 CID: 98 *
ADR Settlements collected and conciliation	\$258,000	\$330k
Projects > \$100k monitored in \$\$:	\$310.3 million	\$705 million 149 projects
Urban Scholars placed	92	76
Unpaid wages recovered:	\$187,973	\$54,000