

DEPARTMENTAL BUDGET INFORMATION HUMAN RIGHTS (29)

MISSION

Investigate complaints of unlawful discrimination against any person because of race, color, creed, national origin, age, handicap, sex, or sexual orientation in violation of any ordinance or any law within the City's jurisdiction to enforce, and secure equal protection of civil rights without discrimination.

Achieve City of Detroit civil rights directive and adhere to the provisions of Federal and State Civil Rights statutes.

Provide a work environment that is free from improper or unwelcome harassment on the basis of race, color, creed, national origin, age, religion, martial status, handicap, public benefit status, sex or sexual orientation

DESCRIPTION

The Human Rights Department by City Charter serves as an alternative dispute resolution agency. The department is responsible for addressing barriers and /or discrimination issues that adversely affect the well being and image of the City of Detroit, its residents, visitors and employees.

Enhance existing processes and procedures to remedy and prevent unfair (discrimination) treatment in education, employment, medical facilities, housing, public accommodations, public service and commercial space.

Responsively administer provisions, department has the authority to receive and mediate complaints alleging unlawful discrimination.

Conduct studies, provide diversity awareness and advise the Administration

and City Council on human rights violations impacting the City.

MAJOR INITIATIVES FOR FY 2009-10

- Research partnership with Michigan Department of Civil Rights to access revenue funds available to Human Rights Department.
- Serves as an administrative agency with investigative enforcement authority and as an alternative dispute resolution agency. Receive and mediate complaints alleging unlawful discrimination.
- Research and identify grant funding available to assist the Human Rights/Civil Rights department develop and implement programs and community outreach.

PLANNING FOR THE FUTURE FOR FY 2010-11, FY 2011-12 and BEYOND

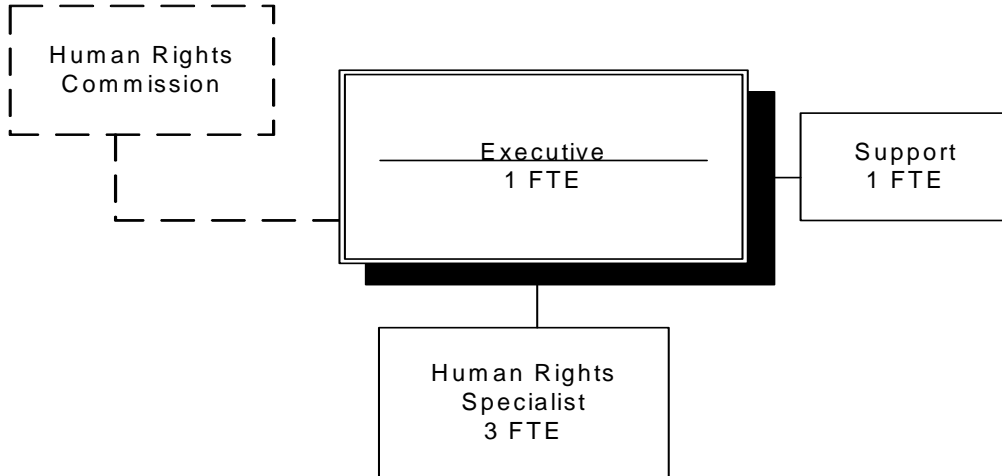
- Successfully transfer and merge executive order 2 and executive order 12 functions from Human Resources Department's into the Human Rights Department. Human Rights Department will assume full responsibility for all internal and external Civil Rights issues pertaining to City employees, Detroit residents and visitors.
- Monitor, collect and analyze complaints and other human rights data to determine and report favorable and /or unfavorable trends within the City that impact employees', residents' and visitors' quality of life in Detroit.
- Develop and provide related programs to improve relations within communities.
- Attend annual Michigan Human/Civil Rights Organization meeting.
- Partner with Michigan Department of Civil Rights in providing workshops,

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programs and training opportunities to enrich relationships between tri-county communities, i.e., Root Beer Summit.

- Continue to streamline and update existing departmental processes and procedures, incorporate innovative changes and technology, identify appropriate manpower/staffing needs to realize efficiencies necessary to successfully achieve the Human Rights goals and objectives.
- Research and identify grant funding available for Human Rights/Civil Rights programs.
- Maximize economic opportunities by partnering with other departments, i.e., Detroit Targeted Businesses, Workforce Develop and external partners, i.e., Trade Unions to develop and provide result oriented programs for hiring, training and preparing Detroit residents for employment.
 - Root Beer Summit; collaborate with local community groups to promote common good and interest. Human Rights goal to educate and heighten awareness
 - Attend and implement community civil rights initiatives and outreach programs, i.e., Freedom House, Root Beer Summit. Goal is to educate and dialogue.
- Enhance communication focus regarding common issues to diverse communities; provide innovative options in service delivery and education through collaboration with governmental units, community-based organizations, law enforcement, advocacy groups, educational institutions, and the private sector.
- Provide quality programs and community opportunities to talk about and proactively address civil rights issues, (i.e., Root Beer Summit) within the workplace, internal and external communities and surrounding suburban communities.
- Employees become aware and sensitive to issues; want to be part of the solution, more productive quality employee.
- Valuing difference, increasing productivity and team appreciation are components that work together.

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Type of Performance Measure: List of Measures	2008-09 Actual	2009-10 Projection	2010-11 Target
Inputs: Resources Allocated or Service Demands Made			
Civil Rights, Employee Relations, Workplace violence intake/complaints from residents, employees and visitors.	92	100	336
Collect and analyze data to detect favorable and adverse trends.	N/A	25	336
Outputs: Units of Activity directed toward Goals			
Attend regularly scheduled monthly community and civic organization partnership meetings	N/A	5	10
Provide open forums, lunch & learn sessions, applicable programs, and workshops for positive dialogue regarding civil rights, executive order 2 and executive order 12.	N/A	5	10

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EXPENDITURES

	2008-09 Actual Expense	2009-10 Redbook	2010-11 Mayor's Budget Rec	Variance	Variance Percent
Salary & Wages	\$ 709,071	\$ 543,506	\$ 285,198	\$ (258,308)	-48%
Employee Benefits	398,667	373,109	221,444	(151,665)	-41%
Prof/Contractual	66,359	90,000	30,000	(60,000)	-67%
Operating Supplies	6,084	5,000	5,000	-	0%
Operating Services	147,035	106,565	114,113	7,548	7%
Fixed Charges	-	2,174	-	(2,174)	-100%
Other Expenses	5,377	3,000	-	(3,000)	-100%
TOTAL	\$ 1,332,593	\$ 1,123,354	\$ 655,755	\$ (467,599)	-42%
POSITIONS	12	10	5	(5)	-50%

REVENUES

	2008-09 Actual Revenue	2009-10 Redbook	2010-11 Mayor's Budget Rec	Variance	Variance Percent
Sales and Charges	\$ 402,633	\$ 548,700	\$ -	\$ (548,700)	-100%
Contribution	5,000	-	-	-	0%
TOTAL	\$ 407,633	\$ 548,700	\$ -	\$ (548,700)	-100%

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