



Seattle Office for Civil Rights

Mariko Lockhart, Interim Director
Latrice yBarra, Operations Manager



2019-2020 Proposed Budget Overview
Wednesday, September 26, 2018, 9:30a

1. Primary Services & Performance Measurement

I. Enforcement Division	2018 Goal	Status as of August 31	Proj. 2018 Performance	2019 Goal
Cases filed	180	142	Meets Expectation	180
Cases closed	180	114	Below Expectation	180
Tests completed	100	210	Exceeds Expectation	150
Trainings conducted	N/A	29	Exceeds Expectation	N/A
Outreach events	N/A	27	Exceeds Expectation	N/A
Technical assistance	N/A	393	Exceeds Expectation	N/A

1. Primary Services & Performance Measurement (continued)

2. RSJI - Division	2018 Goal	Status as of August	Proj. 2018 Performance	2019 Goal
Cornerstone Trainings	72	54	Meets Expectations	72
Department Specific Trainings	48	40	Exceeds Expectations	50

2. Strategic Priorities for 2019

Enforcement Division

Outreach and Public Engagement

- ▶ Increase worker and business engagement through training and technical assistance.

Strategic Enforcement Strategies

- ▶ Develop alternative enforcement strategies to address discrimination and civil rights violations through compliance letters and technical assistance.

Testing Program

- ▶ Partner with organizations to educate communities on bias and discrimination using testing data.
- ▶ Design tests to uncover discrimination and civil rights violations for new laws.

2. Strategic Priorities for 2019 (continued)

Policy Division

- ▶ Strengthen community-driven solutions during policy development throughout following equity areas: criminal justice, gender justice, housing access, and equitable funding.

RSJI Division

- ▶ Design and planning of citywide Train the Trainer model for RSJI training and technical assistance.
- ▶ Establish evaluation and performance management function for citywide RSJI implementation and culture change.

3. Budget Summary 2016 – 2020

	2016 Actual	2017 Actual	2018 Adopted	2019 Proposed	2020 Proposed
Appropriation (GF)	\$4,568,000	\$4,522,000	\$5,093,000	\$4,677,000	\$4,663,000
Change Year to Year (in \$, %)	-	(\$46,000) (1%)	\$571,000 13%	(\$416,000) (8%)	(\$13,000) (0%)
Employment (FTEs)	25.25	27.25	28.0	29.0	29.0
Change Year to Year (Count, %)		2.0 8%	0.75 3%	1.0 4%	0.0 0%

4. Legislative & Policy Framework

Year	Change	Reference	Effects
2018	Fair Chance Housing Ordinance	Ordinance 125393	Prohibits landlords from discriminating against renters with arrest records, conviction records, or criminal history; notice requirements; retaliation protections
2018	Removal of First-in-time provision. First in Time required landlords to accept the first qualified applicant for housing.	Yim et. al. v. City of Seattle (17-2-05595-6-SEA)	King County District Court held that first-in-time provision is unlawful. This case is being appealed to the Washington State Supreme Court
2018	Statute of Limitations Expansion and Harassment Protections	Ordinance 125576	Extends statute of limitations from 180 days to 1.5 years for employment and public accommodations and harassment protections

5. Major Proposed Budget Changes

Description	2018 Adopted	2019 Proposed	Change in \$	% Increase (Decrease)
Add Deputy Director	\$0	\$133,000	\$133,000	100%
Finalize Administering Community Grants	\$0	\$76,861	\$76,861	\$100%
Reclassify RSJI Positions	\$223,458	\$315,100	\$91,642	41%