



# Seattle Office for Civil Rights

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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)

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

## 2. Strategic Priorities for 2019

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### 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)

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

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| 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%                   |