

Budget Deliberations – October 17, 2019

Office for Civil Rights

Staff: Asha Venkataraman, Analyst

Budget Summary (\$ in 1,000s)

	2019 Adopted	2020 Endorsed	2020 Proposed	% Change 2020 Endorsed to 2020 Proposed
Appropriations by BSL				
<i>Civil Rights</i>	\$4,865	\$6,042	\$6,640	9.9%
Total Appropriation	\$4,865	\$6,042	\$6,640	9.9%
Total FTEs	31.0	31.0	33.0	6.5%
Fund Source(s)				
<i>General Fund</i>	\$4,865	\$6,042	\$6,440	9.9%
<i>Other Sources</i>	-	-	-	-
Total Funding	\$4,865	\$6,042	\$6,440	9.9%

Background

The mission of the Office for Civil Rights (OCR) is to end structural racism and discrimination through accountable community relationships and anti-racism organizing, policy development, and civil rights enforcement. OCR enforces local, state, and federal anti-discrimination laws for 18 protected classes, including protections in housing, employment, public accommodations, and contracting. OCR houses the City's Race and Social Justice Initiative (RSJI), an effort to end institutional racism in City government; promotes inclusion and full participation of all residents in civic life; and partners with the community to achieve racial equity across Seattle. OCR also conducts employee, community, and RSJI surveys as well as housing and employment testing to determine the state of racial equity in the City.

The Mayor's 2020 Proposed Budget would add about \$330,000 for the Annual Wage Increase in the tentative agreement between the City and the Coalition of Unions. It would also add \$275,000 to support two new positions – 1.0 FTE to staff the Commission for People with DisAbilities and the Seattle LGBTQ Commission and 1.0 FTE to increase RSJI's capacity in accordance with the increased need for anti-discrimination and anti-harassment training.

Issue Identification

Central Staff has not identified any issues for OCR.

Budget Actions Proposed by Councilmembers as of October 10, 2019

- 1. Make permanent two temporary part-time positions (Councilmember Herbold)** – This proposal would add \$123,520 and two 0.5 FTE Civil Rights Analyst positions to OCR. The 2019 second quarter supplemental budget added \$30,000 in OCR for a part-time mediator to pilot an early resolution model for discrimination charges and \$41,000 for a separate, part-time position to provide increased community outreach and education. The Mayor's 2020 Proposed Budget did not include any proposed position authority or spending to continue funding these positions. Making these positions permanent will help OCR's capacity to decrease enforcement case backlogs and engage with stakeholders about the many new civil rights laws that have been passed since 2015. These positions have not yet been filled.
- 2. Add \$25,000 to support Indigenous People's Day celebrations (Councilmember Sawant)** – This proposal would create ongoing support for the annual Indigenous People's Day celebration. The City annually funds these activities out of various departmental budgets and creating one source of funding would avoid organizer and staff time spent to gather support.
- 3. Add \$16,000 to support MLK Unity Day celebrations (Councilmember Harrell)** – This proposal would create a stable ongoing funding source for the annual Unity Day activities.
- 4. Add \$16,000 to support PRIDE (Councilmember Harrell)** – This proposal would create a stable ongoing funding source for the annual PRIDE parade and activities.
- 5. Add \$16,000 to support Human Rights Day celebrations (Councilmember Harrell)** – This proposal would create a stable ongoing funding source for the Human Rights Day activities.