

# HUMAN RIGHTS (29)

## AGENCY PLAN: MISSION, GOALS AND BUDGET SUMMARY

### 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, marital status, handicap, public benefit status, sex or sexual orientation.

### AGENCY GOALS

1. Recognize the need for basic civil rights protection for all Detroit residents, employees and visitors. Ensure that all citizens and those desiring to live and/or work in Detroit are afforded an opportunity to grow and participate in Detroit's economic, educational and social processes.
2. Ensure equal opportunity and fair treatment of all citizens and take positive action to address discriminatory practices.
3. Secure the rights of citizens to obtain service from City government without discrimination.
4. Increase mutual understanding among the residents of the community, to promote good will, and to work cooperatively with other agencies of government, community groups and organizations to eliminate discrimination and future problems.
5. Establish and implement processes and programs to educate and promote equal opportunity and fair treatment of all citizens, visitors and employees.
6. Enhance existing processes to remedy and prevent unfair (discrimination) treatment in education, employment, medical facilities, housing, public accommodations, public service and commercial space.
7. Administer and maintain zero-tolerance policy for any form of violence in the workplace, against customers or visitors of the City of Detroit.

### AGENCY FINANCIAL SUMMARY:

2010-11 <u>Requested</u>		2009-10 <u>Budget</u>	2010-11 <u>Recommended</u>	Increase <u>(Decrease)</u>
\$ 1,055,109	City Appropriations	\$ 1,123,354	\$ 655,755	\$ (467,599)
\$ 1,055,109	Total Appropriations	\$ 1,123,354	\$ 655,755	\$ (467,599)
\$ 548,700	City Revenues	\$ 548,700	\$ -	\$ (548,700)
\$ 548,700	Total Revenues	\$ 548,700	\$ -	\$ (548,700)
\$ 506,409	NET TAX COST:	\$ 574,654	<u>\$ 655,755</u>	\$ 81,101

### AGENCY EMPLOYEE STATISTICS:

2010-11 <u>Requested</u>		2009-10 <u>Budget</u>	03-31-10 <u>Actual</u>	2010-11 <u>Recommended</u>	Increase <u>(Decrease)</u>
9	City Positions	10	8	5	(5)
9	Total Positions	10	8	5	(5)

### ACTIVITIES IN THIS AGENCY:

	2009-10 <u>Budget</u>	2010-11 <u>Recommended</u>	Increase <u>(Decrease)</u>
Administration	\$ 1,123,354	\$ 655,755	\$ (467,599)
Total Appropriations	\$ 1,123,354	\$ 655,755	\$ (467,599)

## **HUMAN RIGHTS (29)**

### ***ADMINISTRATION ACTIVITY INFORMATION***

#### **ACTIVITY DESCRIPTION: ADMINISTRATION**

- The Human Rights Department 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.

#### **GOALS:**

1. Ensure equal opportunity and fair treatment of all citizens and take positive action to eliminate discriminatory practices.
2. Secure the rights of citizens to service from City government without discrimination.
3. Increase mutual understanding among the residents of the community, to promote good will, and to work cooperatively with other agencies of government, community groups and organizations, and other persons to eliminate discrimination and the results of past discrimination.
4. Serve as an administrative agency with investigative enforcement authority.
5. Establish processes to promote equal opportunity and fair treatment of all citizens and employees.
6. Administer and maintain zero-tolerance policy for any form of violence in the workplace, against customers or visitors of the City of Detroit.

#### **MAJOR INITIATIVES FOR FY 2010-11:**

- 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 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.
- The monitoring of casino participation agreements has been transferred to the Planning and Development Department Business Services Division, along with Detroit based business certifications. Finance Purchasing will assume responsibility for processing EEOV vendor contract clearances.
- 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, 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.
- Re-establish the Human Rights Commission (HRC), identify candidates for commission terms and make recommendations to Group Executive and Mayor.

## **HUMAN RIGHTS (29)**

- Research and identify grant funding available for Human Rights/Civil Rights programs.
- Maximize opportunities with other departments, and external partners to develop result oriented programs, 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.
- 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.

## HUMAN RIGHTS (29)

### ADMINISTRATION MEASURES AND TARGETS

<b>Type of Performance Measure:</b> List of Measures	<b>2007-08</b> <b>Actual</b>	<b>2008-09</b> <b>Actual</b>	<b>2009-10</b> <b>Projection</b>	<b>2010-11</b> <b>Target</b>
<b>Inputs: Resources Allocated or Service Demands Made</b>				
Civil Rights, Employee Relations, Workplace violence intake/complaints from residents, employees and visitors	N/A	92	100	336
Collect and analyze data to detect favorable and adverse trends.	N/A	N/A	25	25
<b>Outputs: Units of Activity directed toward Goals</b>				
Attend regularly scheduled monthly community and civic organization partnership meetings	N/A	N/A	5	10
Provided open forums, lunch & learn sessions, applicable programs, workshops for positive dialogue regarding civil rights, executive order 2 and executive order 12.	N/A	N/A	N/A	5
<b>Activity Costs</b>	<b>\$1,237,992</b>	<b>\$1,267,697</b>	<b>\$1,123,354</b>	<b>\$655,755</b>

**CITY OF DETROIT**  
**Human Rights Department**  
**Financial Detail by Appropriation and Organization**

<b>Administration</b>	<b>2009-10 Redbook</b>		<b>2010-11 Dept Final Request</b>		<b>2010-11 Mayor's Budget Rec</b>	
	<b>FTE</b>	<b>AMOUNT</b>	<b>FTE</b>	<b>AMOUNT</b>	<b>FTE</b>	<b>AMOUNT</b>
<b>Protection of Human Rights</b>						
<i>APPROPRIATION</i>						
<i>ORGANIZATION</i>						
00250 - Protection of Human Rights						
290010 - Administration	10	\$1,123,354	9	\$1,055,109	5	\$655,755
<b>APPROPRIATION TOTAL</b>	<b>10</b>	<b>\$1,123,354</b>	<b>9</b>	<b>\$1,055,109</b>	<b>5</b>	<b>\$655,755</b>
<b>ACTIVITY TOTAL</b>	<b>10</b>	<b>\$1,123,354</b>	<b>9</b>	<b>\$1,055,109</b>	<b>5</b>	<b>\$655,755</b>

**CITY OF DETROIT**  
**Budget Development for FY 2010-2011**  
**Appropriations - Summary Objects**

	<b>2009-10 Redbook</b>	<b>2010-11 Dept Final Request</b>	<b>2010-11 Mayor's Budget Rec</b>
<b>AC0529 - Administration</b>			
<i>A29000 - Human Rights Department</i>			
SALWAGESL - Salary & Wages	543,506	494,465	285,198
EMPBENESL - Employee Benef	373,109	400,607	221,444
PROFSVCSL - Professional/Cor	90,000	40,000	30,000
OPERSUPSL - Operating Suppli	5,000	5,000	5,000
OPERSVCSL - Operating Servic	106,565	115,037	114,113
OTHEXPSSL - Other Expenses	3,000	0	0
FIXEDCHGSL - Fixed Charges	2,174	0	0
<i>A29000 - Human Rights Department</i>	<i>1,123,354</i>	<i>1,055,109</i>	<i>655,755</i>
<b>AC0529 - Administration</b>	<b>1,123,354</b>	<b>1,055,109</b>	<b>655,755</b>
<b>Grand Total</b>	<b>1,123,354</b>	<b>1,055,109</b>	<b>655,755</b>

**CITY OF DETROIT**  
**Budget Development for FY 2010-2011**  
**Appropriation Summary - Revenues**

	2008-09 Actuals	2009-10 Redbook	2010-11 Dept Final Request	2010-11 Mayor's Budget Rec	Variance
<b>A29000 - Human Rights Department</b>					
<i>00250 - Protection of Human Rights</i>					
448115 - Other Fees	402,633	548,700	548,700	0	(548,700)
<i>00250 - Protection of Human Rights</i>	402,633	548,700	548,700	0	(548,700)
<i>12462 - Business Government Intern Program</i>					
521170 - Miscellaneous Contribu	5,000	0	0	0	0
<i>12462 - Business Government Intern</i>	5,000	0	0	0	0
<b>A29000 - Human Rights Department</b>	<b>407,633</b>	<b>548,700</b>	<b>548,700</b>	<b>0</b>	<b>(548,700)</b>
<b>Grand Total</b>	<b>407,633</b>	<b>548,700</b>	<b>548,700</b>	<b>0</b>	<b>(548,700)</b>

**CITY OF DETROIT  
MAYOR'S 2010-2011 RECOMMENDED BUDGET**

**Human Rights Department**

<b>Appropriation</b>	<b>REDBOOK FY</b>	<b>DEPT REQUEST</b>	<b>MAYORS FY</b>
<b>Organization</b>	<b>2009 2010 FTE</b>	<b>FY 2010 2011 FTE</b>	<b>2010 2011 FTE</b>
<b>Classification</b>			
<b>00250 - Protection of Human Rights</b>			
<b>290010 - Administration</b>			
Director - Human Rights	1	1	1
Deputy Director - Human Rights	1	0	0
Manager II - Human Rights	1	2	0
Contract Comp Officer	4	3	0
Asst Contract Comp Officer	1	1	0
Head Clerk	1	1	0
Executive Secretary II	1	1	1
Human Rights Specialist	0	0	3
<b>Total Administration</b>	<b>10</b>	<b>9</b>	<b>5</b>
<b>Total Protection of Human Rights</b>	<b>10</b>	<b>9</b>	<b>5</b>
<b>Agency Total</b>	<b>10</b>	<b>9</b>	<b>5</b>