

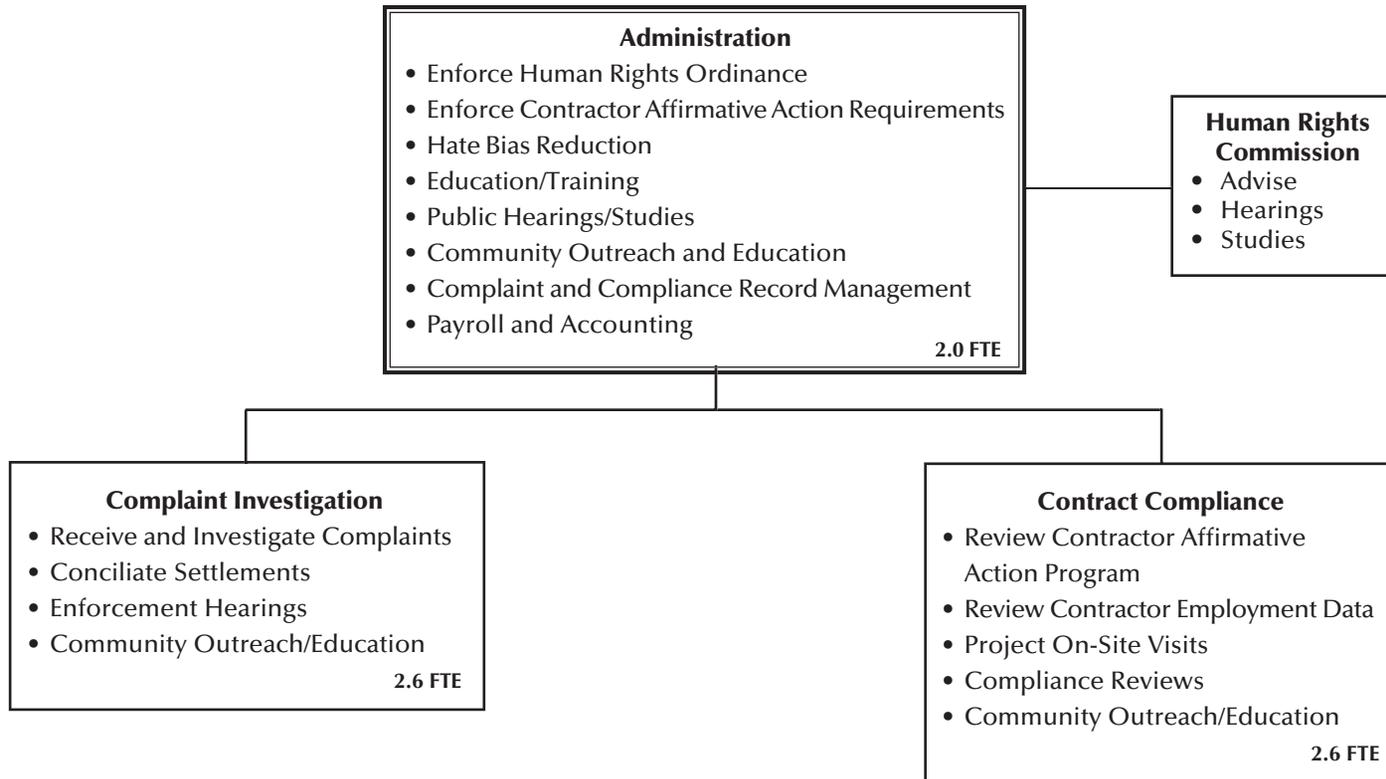
Human Rights

To prevent and eliminate discrimination by:

Enforcing the provisions of Chapter 183 of the Saint Paul Legislative Code (Human Rights Ordinance) and its Rules Governing Affirmative Requirements in Employment;

Providing educational and training opportunities that enable recipients to create equitable living and working environments;

Facilitating collaborations with and between individuals, agencies, and organizations to maximize community resources towards the prevention and elimination of prejudice, racism and discrimination.



(Total 7.2 FTEs)

About the Department of Human Rights

What We Do (Description of Services)

- **Complaint Investigation/Enforcement:** The Department receives and investigates complaints from citizens who believe they have been discriminated against or treated in a manner that violates the City's Human Rights ordinance.
- **Equal Employment Opportunity/Affirmative Action Contract Enforcement:** The City requires that every contractor, who enters a contractual agreement to do business with the City, be an equal opportunity employer. The Department reviews and approves contractors' affirmative action plans and monitors supply/service contractors' "good faith efforts" to recruit, hire, promote and retain qualified women and minorities.
- **Elimination and Prevention:** The Department engages in activities designed to prevent and eliminate prejudice, racism and discrimination, and acts of violence and bias.
- **Hate/Bias Response Plan:** The Department of Human Rights and the Human Rights Commission developed a Hate/Bias Response Plan in 1998. The Department and Commission are currently working with community groups to implement the Plan to reduce hate/bias incidents and crimes.
- **The Fair Housing Project:** The Department of Human Rights, the Human Rights Commission, the Minneapolis Civil Rights Office and the State Department of Human Rights has joined efforts in creating, training and recruiting a pool of pair-testers to assist each office in surveying and monitoring problem rental properties, banks and lending institutions.

2004-2005 Accomplishments

- Accomplished a measurable increase in charges submitted by members of our Hispano community and continue to house a staff person to do intakes at CLUES every Wednesday.
- Launched the "Stop the Violence" public relations campaign in partnership with Clear Channel Communications, Minneapolis Police Department, Saint Paul Police Department, City, Inc., University of Minnesota, Somali Confederation of Minnesota and Heart of the Earth Survival School, delivering a strong message of unity and violence prevention among youth.
- Outreach to schools within the City of Saint Paul regarding prejudice, racism and discrimination.
- Increased outreach efforts in the Somali community with educational forums related to employment, education, public accommodations, public services and housing. Also increased outreach efforts with community based organizations who work directly within the Somali community.
- While the Department has lost 40% of its staff since 2002 to budget reductions, the Department has met all goals related to onsite reviews, contract approvals, affirmative action registration forms, community outreach, technical assistance and more.

Statistical Profile

- 95% of all cases closed within 200 days.
- The Department has zero case backlog for the 9th consecutive year.
- The Department completed over 100 outreach events in the community to eliminated prejudice, racism and discrimination.
- For the 9th consecutive year there was an increase in the number of complaints filed in the Department from a low of 41 in 1996 to high of 170 in 2004.

Department of Human Rights Key Performance Measures

Performance Objective: Meet Equal Employment Opportunity Commission contract requirements that pays the City of Saint Paul \$500 for each case investigated under Title VII of the Civil Rights Act of 1964 and Chapter 183 of the Saint Paul Legislative Code

Performance Indicator: Actual contracted cases meets or exceeds goal set in EEOC contract

MEASURES:	2003 Actual	2004 Actual	2005 Estimated	2006 Projected
Actual contracted cases compared to goal	93 actual; 87 was goal	125 actual; 100 was goal	110 estimated; 95 is goal	100 is projected

Performance Objective: Conduct outreach in the protected class communities to eliminated prejudice, racism and discrimination

Performance Indicator: Actual outreach events conducted meets or exceeds goal

MEASURES:	2003 Actual	2004 Actual	2005 Estimated	2006 Projected
Actual outreach events compared with goal	75 actual; 50 was goal	90 actual; 75 was goal	125 estimated; 100 is goal	100 is projected

Performance Objective: Affirmative Action Registrations/Affirmative Action Plans approved by the Department.

Performance Indicator: Actual AA Registrations/Plans approved exceeds goal

MEASURES:	2003 Actual	2004 Actual	2005 Estimated	2006 Projected
Actual Registrations/Plans approved compared with goal	205 actual; 150 was goal	210 actual; 175 was goal	225 estimated; 215 is goal	250 is projected

Performance Objective: Number of calendar days to investigate each complaint of discrimination filed with the Department.

Performance Indicator: Actual average days per case compared with goal

MEASURES:	2003 Actual	2004 Actual	2005 Estimated	2006 Projected
Actual average days per case compared with goal	126 actual; 160 was goal	180 actual; 210 was goal	180 estimated; 210 is goal	180 is projected

Human Rights

Department/Office Director: **WILLIAM H TERRILL**

	2003 2nd Prior Exp. & Enc.	2004 Last Year Exp. & Enc.	2005 Adopted	2006 Mayor's Proposed	2006 Council Adopted	Change from Mayor's Proposed	2005 Adopted
<u>Spending By Unit</u>							
001 GENERAL FUND	631,802	504,107	520,361	531,389	527,205	-4,184	6,844
050 SPECIAL PROJECTS:GEN GOV ACCTS FUND	43,163	89,512	79,119	68,500	67,944	-556	-11,175
Total Spending by Unit	674,965	593,619	599,480	599,889	595,149	-4,740	-4,331
<u>Spending By Major Object</u>							
SALARIES	468,047	420,723	422,979	419,730	419,730		-3,249
SERVICES	39,261	28,026	33,448	33,853	33,853		405
MATERIALS AND SUPPLIES	3,338	3,844	6,400	6,400	6,400		
EMPLOYER FRINGE BENEFITS	163,719	140,497	135,153	138,406	133,666	-4,740	-1,487
MISC TRANSFER CONTINGENCY ETC	600	529	1,500	1,500	1,500		
DEBT							
STREET SEWER BRIDGE ETC IMPROVEMENT							
EQUIPMENT LAND AND BUILDINGS							
Total Spending by Object	674,965	593,619	599,480	599,889	595,149	-4,740	-4,331
Percent Change from Previous Year		-12.1%	1.0%	0.1%	-0.8%	-0.8%	-0.7%
<u>Financing By Major Object</u>							
GENERAL FUND	631,802	504,107	520,361	531,389	527,205	-4,184	6,844
SPECIAL FUND							
TAXES							
LICENSES AND PERMITS							
INTERGOVERNMENTAL REVENUE	60,600	52,700	59,252	48,500	47,944		-11,308
FEES, SALES AND SERVICES	204						
ENTERPRISE AND UTILITY REVENUES							
MISCELLANEOUS REVENUE							
TRANSFERS							
FUND BALANCES			19,867	20,000	20,000		133
Total Financing by Object	692,606	556,807	599,480	599,889	595,149	-4,740	-4,331
Percent Change from Previous Year		-19.6%	7.7%	0.1%	-0.8%	-0.8%	-0.7%

2006 Budget Plan

2006 Priorities

- Fair Housing Project - Pair-testing, surveying and monitoring of banks and lending institutions on best practices and fair lending practices; Pair testing, surveying and monitoring of problem rental properties; Outreach and education will continue in a limited capacity in 2006.
- Hate-Bias Incident Response Team Network - Stop Hate! Collaborative partnerships for on-site intakes at respective community based organizations will continue in a limited capacity and as needed in 2006.
- Increase in outreach efforts with the GLBT community including Twin Cities Pride events and meetings with leadership in the community regarding effective outreach and education efforts.
- Increase Outreach efforts in the Hmong, Somali, Chicano/Latino, Native American and Disabled communities.

2006 Budget Explanation

Base Adjustments

The 2005 adopted budget was adjusted to set the budget base for 2006. The base includes the anticipated growth in salaries and fringes for 2006 for employees related to the bargaining process. The base budget also specified a \$4,700 spending restraint goal.

Mayor's Recommendations

To have a part-time Human Rights Specialist work full-time but still keep the Department's general fund budget at its base level, the Mayor's Proposed Budget adds the remaining EEOC fund balance (accumulated from previous years), allowing the Department to have the Human Rights Specialist work full-time for nine months.

For the remaining funding of this position, the Department will initiate a HUD contract in the latter part of 2006 to generate additional revenues from investigating housing discrimination cases. This component requires that the Minnesota Legislature grant the City a waiver from the housing discriminations damages cap currently in state law.

Council Actions

The City Council adopted the Human Rights budget and recommendations as proposed by the Mayor, and approved the following changes:

- Decrease in fringe benefit costs resulting from retiree insurance savings.