

## **DEPARTMENTAL BUDGET INFORMATION HUMAN RIGHTS (29)**

### **STATEMENT OF PURPOSE**

The Human Rights Department provides services that have a socioeconomic impact on Detroit and Detroit residents.

The department is responsible for the clearance and certification processes for businesses eligible for procurement/contract opportunities within Detroit. The Human Rights Department's functions are pivotal components to the city's procurement/contract process. Through monitoring, data collection and analysis the department confirms businesses' performances, obligations and commitment with respect to compliance of Mayoral Executive Orders and hiring of Detroit residents.

The Human Rights Department oversees the Americans With Disabilities Act (ADA) services, programs and activities, and is responsible for investigating and processing complaints of unlawful discrimination in employment, housing, public accommodations and educational institutions for Detroit employees, residents and visitors.

### **DESCRIPTION**

The Human Rights Department collaborates with all city departments and quasi city agencies to ensure proper implementation and monitoring of Development Agreements, Executive Order 2003-4, and Executive Order 2007-1. Additionally, the Human Rights Department will also seek to effectively remove barriers and/or discrimination that affect City of Detroit residents.

The Human Rights Department is responsible for the following:

- Report on the progress of all casino projects in regards to their compliance with E.O. 22 and 2003-4.
- Report on the progress of all city departments, quasi city agencies, Tax Abatement and construction projects with regards to compliance E.O. 22, E.O. 2007-1 and E.O. 2003-4.
- Maximize economic opportunities in Detroit by partnering with other departments, county and state agencies.
- Enhance commerce for Detroit Based Certified and Targeted Business.
- Recommend proactive strategies, training programs and support to assist businesses with E.O. obligations and commitments.
- Investigate, document and resolve complaints of unlawful discrimination and violation of human rights against the City of Detroit employees, residents and visitors.
- Ensure equal opportunity and fair treatment of all citizens and take positive action to eliminate discriminatory practices.

### **MAJOR INITIATIVES FOR FY 2008-09**

- Engage and promote Detroit Small Businesses and Entrepreneurship programs.
- Identify grant funding available for Human Rights programs and technology.
- Maximize synergism and economic opportunities by partnering with other departments, i.e., Detroit Targeted

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Businesses, Workforce Development, Water and Sewerage (DWSD), Detroit Economic Growth Corporation (DECG) and Detroit Development Authority (DDA).

- Develop more result oriented, realistic, credible programs for hiring, training and preparing Detroit residents for employment on the basis of accurate assessments of Detroit's population, economics and environment; encourage union/labor involvement/commitment, recommend reasonable employer incentives and penalties.
- Research partnership with Michigan Department of Civil Rights to access revenue funds available to Human Rights Department if assistance is provided for local case overload.
- Determine how Americans with Disability Act (ADA) compliance efforts can be expanded to manage and comply with the Department of Justice Agreement. Agreement services the needs of Detroit's more than 228,000 disabled citizens.

### **PLANNING FOR THE FUTURE FOR FY 2009-10, FY 2010-11 and BEYOND**

- Recommend possible changes to City Charter that will allow enhanced improvements and progress to Executive Orders and Certification processes with relation to the procurement/contract function.
- Streamline and update existing departmental processes and procedures, incorporate innovative changes and technology, identify appropriate manpower/staffing needs to realize efficiencies necessary to successfully monitor, collect data, analyze and proactively engage businesses and labor organizations.
- Continue to identify how Americans with Disability Act (ADA) compliance efforts can be expanded to manage and comply with the Department of Justice Agreement.
- Continue to identify grant funding available for Human Rights programs and technology.

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Administration  
10 FTE

**PERFORMANCE MEASURES AND TARGETS**

<b>Type of Performance Measure:</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>
List of Measures	<b>Actual</b>	<b>Projection</b>	<b>Target</b>
<b>Inputs: Resources Allocated or Service Demands Made</b>			
Business Certifications requested	1,600	1,600	900
Vendor clearance requests received	700	1,000	1400
Tax Abatements PA 198 Recipient Monitoring	N/A	50	55
Civil Rights Complaint Intakes	120	92	95
ADA-City/DOJ Accessibility Complaints	N/A	15	13
<b>Outputs: Units of Activity directed towards Goals</b>			
Meetings with Stakeholders regarding agency concerns	N/A	480	204
Business Certifications granted	450	450	785
Civil Rights Complaint Violations resolved/closed	90	55	57
<b>Outcomes: Results or Impacts of Program Activities</b>			
Companies granted vendor clearances	690	800	1400
ADA-City/DOJ Accessibility Complaints Resolved	N/A	6	5
Tax Abatement PA 198 DR Employment Percentage	N/A	34%	40%

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**EXPENDITURES**

	2007-08 Actual Expense	2008-09 Redbook	2009-10 Mayor's Budget Rec	Variance	Variance Percent
Salary & Wages	\$ 679,418	\$ 699,105	\$ 543,506	\$ (155,599)	-22%
Employee Benefits	408,517	436,169	373,109	(63,060)	-14%
Prof/Contractual	112,261	100,000	90,000	(10,000)	-10%
Operating Supplies	5,435	5,000	5,000	-	0%
Operating Services	120,799	128,685	106,565	(22,120)	-17%
Fixed Charges	3,274	2,174	2,174	-	0%
Other Expenses	14,040	7,500	3,000	(4,500)	-60%
<b>TOTAL</b>	<b>\$ 1,343,744</b>	<b>\$ 1,378,633</b>	<b>\$ 1,123,354</b>	<b>\$ (255,279)</b>	<b>-19%</b>
<b>POSITIONS</b>	<b>12</b>	<b>12</b>	<b>10</b>	<b>(2)</b>	<b>-17%</b>

**REVENUES**

	2007-08 Actual Revenue	2008-09 Redbook	2009-10 Mayor's Budget Rec	Variance	Variance Percent
Sales and Charges	\$ 521,700	\$ 650,000	\$ 548,700	\$ (101,300)	-16%
Contribution	27,000	-	-	-	0%
<b>TOTAL</b>	<b>\$ 548,700</b>	<b>\$ 650,000</b>	<b>\$ 548,700</b>	<b>\$ (101,300)</b>	<b>-16%</b>