



# Seattle Office for Civil Rights



2014 Proposed Budget Overview

# SEATTLE OFFICE FOR CIVIL RIGHTS MISSION

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- Achieve Race and Social Justice in Seattle.
  - Achieve Gender and Social Justice in City Government and in Seattle.
  - Enforce City, state, and federal anti-discrimination and equity laws
  - Conduct outreach and engagement / propose policy solutions for equity, including via four Commissions:
    - ✓ Human Rights Commission.
    - ✓ Women's Commission.
    - ✓ Lesbian, Gay, Bisexual, and Transgender Commission.
    - ✓ People with disAbilities Commission.
  - ▶ **Why do equity and civil rights matter to the people of Seattle?**
    - Significant inequities continue to exist throughout the city.
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# KEY OUTCOMES AND REMAINING CHALLENGES

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## **Our mission will be accomplished when:**

- All people enjoy equal access to basic human, civil and social rights.
- We have achieved equity within City government and in the community, including areas such as education, criminal justice, jobs and health.

## **Our measurements include:**

- Case investigation performance measures – outcomes / settlements, age of cases.
- Fair housing testing.
- RSJI biennial survey of City employees.
- Departments' progress on workforce and contracting equity.
- Racial inequity in the community.

## **Barriers to achieving our mission:**

- Discrimination and social injustice are deep and pervasive problems both nationally and in Seattle.
  - Lack of urgency to implement institutional solutions.
  - Lack of public will and commitment to achieve equity.
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# ALIGNING MISSION AND BUDGET

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- ▶ How do your budget changes address the barriers you face in fulfilling your outcomes, and/or mission?

The budget changes allow us to continue our core work (as there are no direct service reductions), and to expand our reach, as we add staffing for the Gender and Social Justice Initiative (GSJI)

- ▶ More generally, how do your proposed budget changes align with your Department's mission?
    - Our work in the following areas will continue:
      - ✓ Race and Social Justice Initiative,
      - ✓ Enforcement, and
      - ✓ Policy / Outreach & Engagement / Commission support.
    - The new position for GSJI will implement the recommendations of the Gender Equity in Pay Taskforce.
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