

Department of Civil Rights Overview

Presentation to Public Safety, Civil Rights &
Emergency Management Committee
February 26, 2014

Department Programs

3000-100 Administration

- Funding
 - (GF) \$849,915

- FTE: 0

- Activities
 - Internal Service Expenses, e.g. Information Technology Services; Rent; Insurance

Department Programs

3000-200 Complaint Investigations

- Funding

- (GF) \$532,663
- (Other) \$65,000

- FTE: 5.6

- Activities

- Eliminates barriers that perpetuate discrimination
- Collaborates with community organizations for outreach
- Provides alternative means for dispute resolution

Department Programs

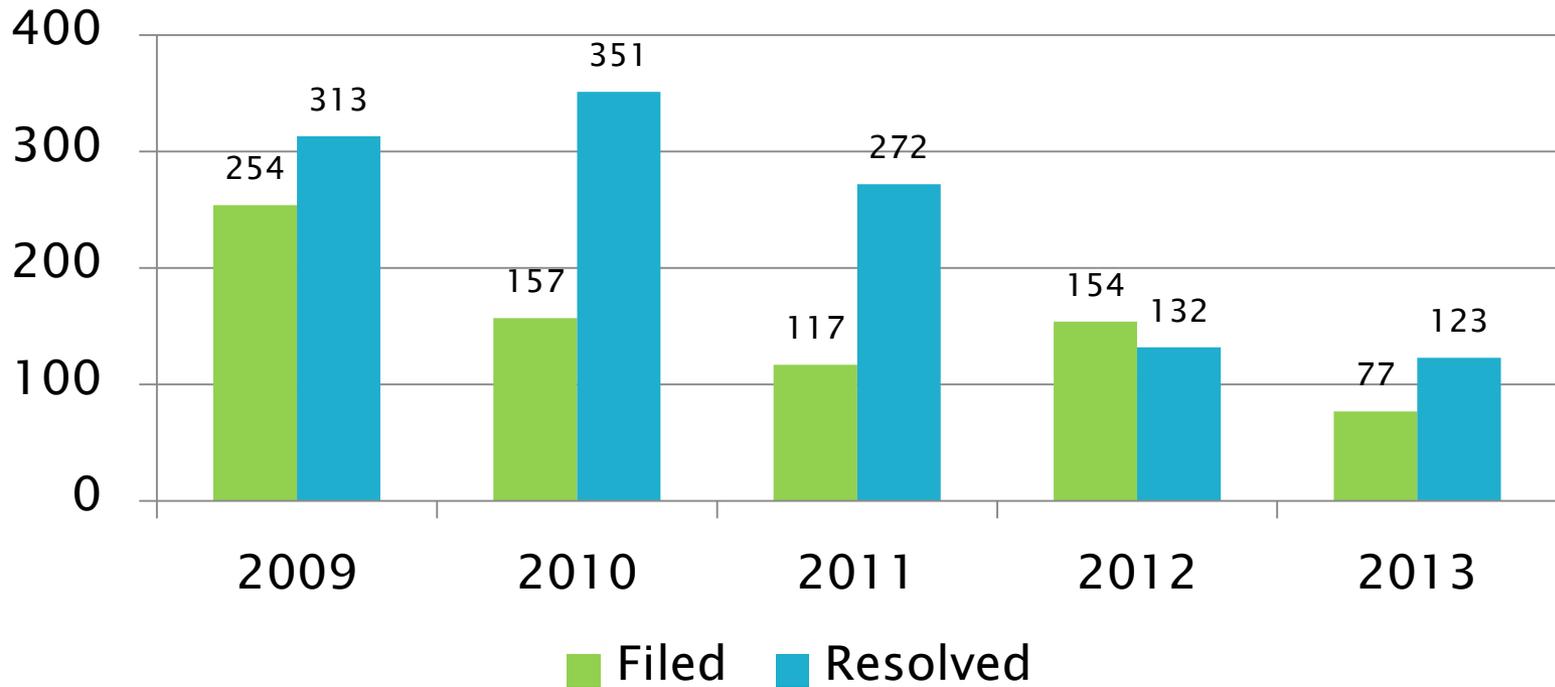
3000–200 Complaint Investigations

- Enforces the City's anti-discrimination laws and policies by handling complaints of discrimination.
- Serves as a federal Fair Employment Practice Agency (FEPA), investigating employment discrimination claims dual-filed and/or cases transferred from the Equal Employment Opportunity Commission.

Key Results

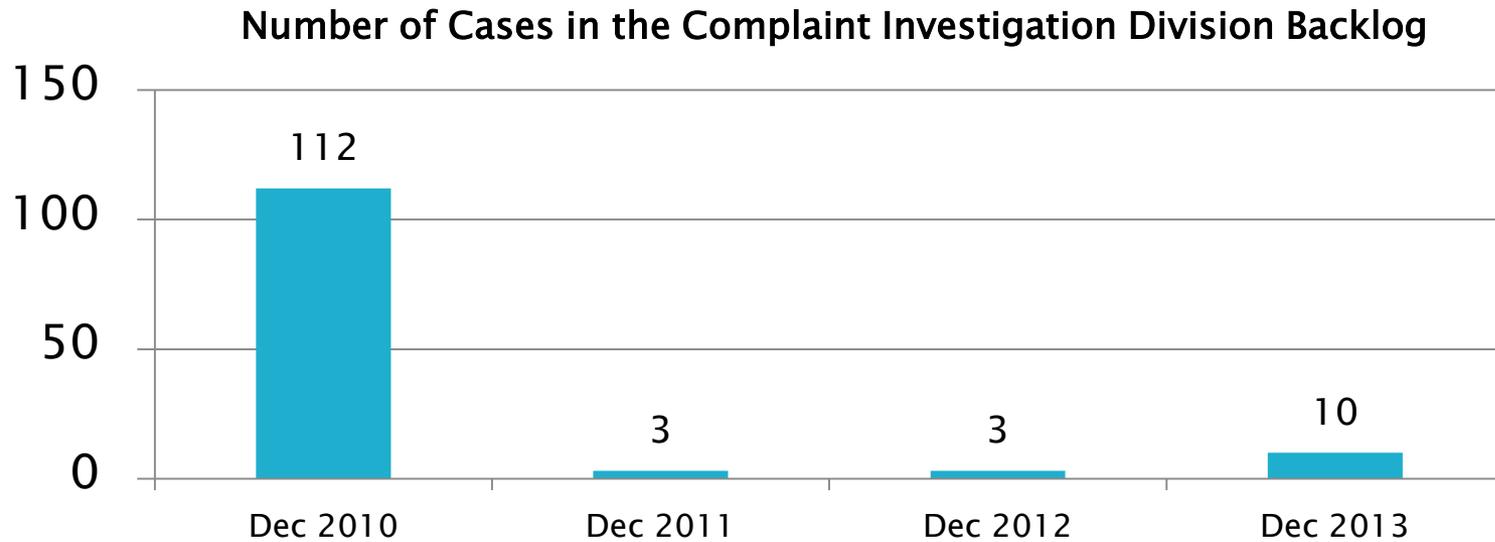
Complaint Investigations

Case Inventory



Key Results

Complaint Investigations



Department Programs

3000-300 Contract Compliance

- ▶ Monitors construction employment and training goals, prevailing wage payments, and affirmative action plans for City contractors.
- ▶ Oversees Small and Underutilized Business Program.
- ▶ Certifies small woman-owned and minority-owned firms.
- ▶ Approves contractor Affirmative Action Plans

Department Programs

3000-300 Contract Compliance

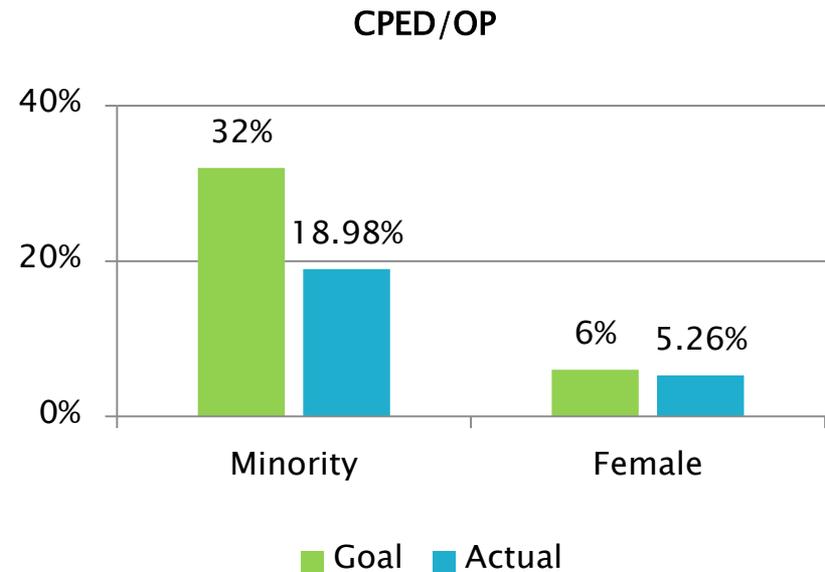
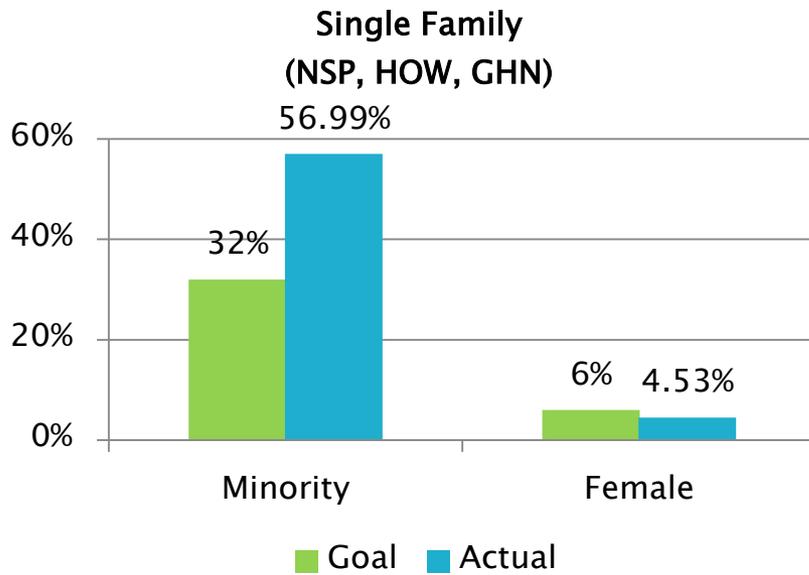
- Funding
 - (GF) \$493,729
 - (CDBG) \$307,600

- FTE: 9.8

- Activities
 - Small and underutilized business program compliance and enforcement
 - Small disadvantaged business certification
 - Federal, state, and city workforce wage enforcement
 - Affirmative Action/Equal Opportunity plan review

Contract Compliance

Workforce Participation 2013



Department Programs

3000-400 Office of Police Conduct Review (Civilian)

- Fairly, objectively, and neutrally considers complaints of police misconduct; and makes recommendations to Chief of Police

Department Programs

3000-400 Office of Police Conduct Review

- Funding
 - (GF) \$576,379

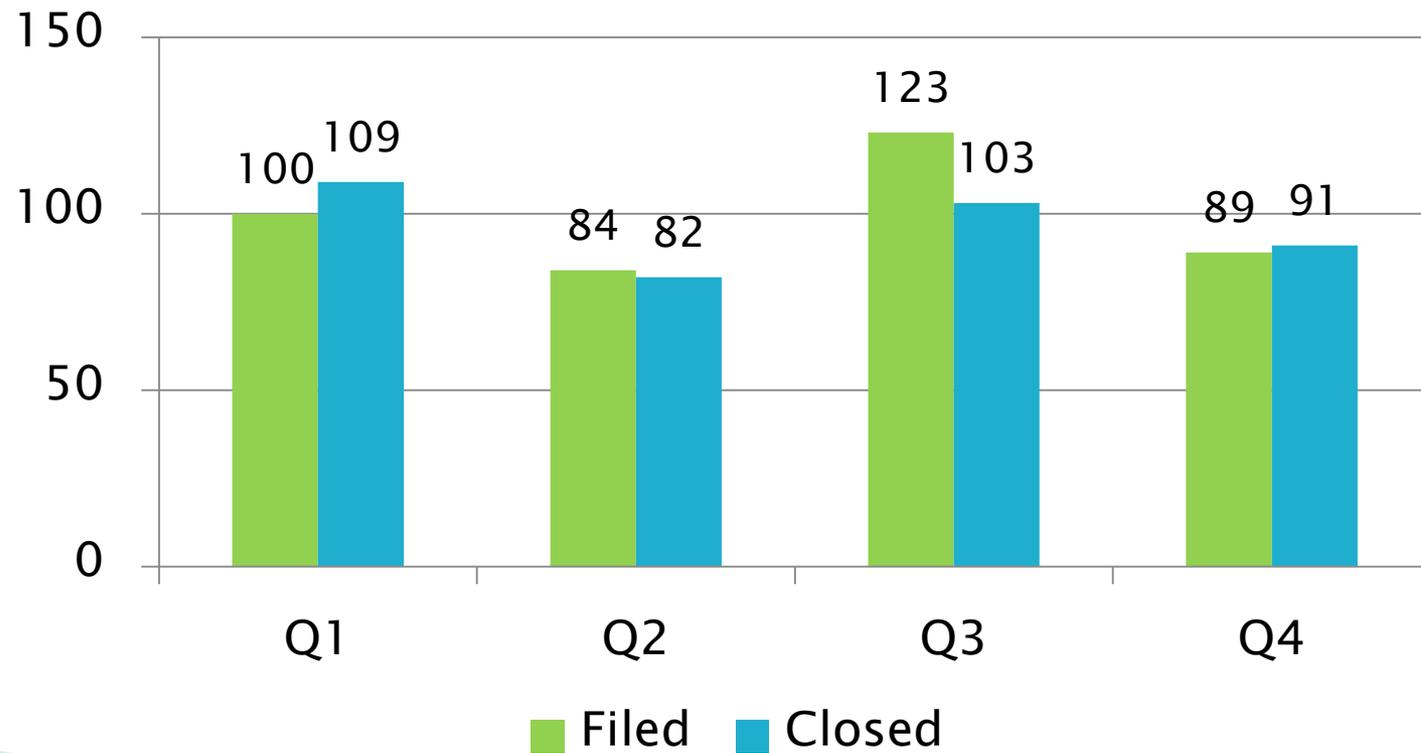
- FTE: 5.6

- Benefits
 - Provides meaningful participation for citizen in police misconduct investigations
 - Provides transparency and citizen engagement in the review of police policies
 - Conducts outreach and education

Key Results

Office of Police Conduct Review

Case Inventory 2013



Department Programs

3000-500 Employment Equity

- Supports and encourages efforts to hire, retain, and promote persons to ensure racial equity;
- Collaborates with private, public, and nonprofit partners to close racial disparities in Minneapolis and the metropolitan area.



Department Programs

Employment Equity

- Funding
 - (GF) \$426,820
- FTE: 2
- Benefits
 - Collaborates with Human Resources Department to align work force diversity with separation/retirement trends
 - Creates tools to assess impact of racial equity in budgets, programs and services
 - Leads implementation of Racial Equity Resolution

Impact of Recommended Budget on Key Results Employment Equity

2013 Urban Scholars

