



EQUAL OPPORTUNITY

Program Goal

The Equal Opportunity Department promotes and enforces equal opportunities for city employees and the public through voluntary affirmative action, education, community involvement and enforcement programs. These programs are carried out by a combination of staff and volunteer panels appointed by the Mayor and City Council.

Budget Allowance Explanation

The Equal Opportunity 2009-10 budget allowance of \$3,208,000 is \$128,000 or 3.8 percent less than 2008-09 estimated expenditures. The decrease is a result of budget reductions that suspend a management assistant II, secretarial and equal opportunity specialist positions.

The budget also reduces various contractual services such as advertising, training, conferences, subscriptions and filming the Faces of Diversity Lecture Series. These reductions will reduce M/W/SBE compliance efforts and increase turnaround time for employment, public accommodation, Americans with Disabilities Act (ADA) and fair housing investigations. Support for the Human Relations, Phoenix Women's and Disability Issues commissions also will be reduced.

Equal Opportunity Major Performance Measures and Service Levels

The following significant performance measures and service trends will be achieved with the 2009-10 budget allowance:

	2007-08	2008-09*	2009-10
Discrimination complaints in employment, public accommodations, housing and Americans with Disabilities Act (ADA) accessibility, investigated and closed	237	220	220
Minority-owned, woman-owned and disadvantaged and small business enterprise (M/W/D/SBE) outreach presentations to area businesses and M/W/D/SBE organizations	37	20**	20
Number of M/W/D/SBEs certified based on goal of 850 firms	784	700***	700
Number of SBEs certified based on goal of 650 firms	752	736	736
Construction contracts monitored for use of M/W/D/SBE subcontractors	1,120	900****	900

*Based on 10 months actual experience.

**Outreach has been reduced due to Business Relations Division's position reductions.

***Certified M/W/DBEs have declined due to business closures.

****An anticipated decrease in construction contracts is due to alternative construction delivery methods.

Expenditure and Position Summary

	2007-08	2008-09	2009-10
Operating Expense	\$3,785,000	\$3,336,000	\$3,208,000
Total Positions	37.0	28.0	28.0
Source of Funds:			
General	\$3,394,000	\$2,935,000	\$2,802,000
Community Development			
Block Grant	208,000	212,000	240,000
Federal and State			
Grants	114,000	178,000	152,000
Other Restricted	69,000	11,000	14,000