

Mission

The City of Clearwater Equity Services Department promotes the dignity and worth of all people by ensuring strong opposition to unlawful discrimination, providing training on the value of diversity and discrimination law, and engaging in positive community interactions.

Department Description

There are three (3) primary responsibilities of the Equity Services Department as follows:

- **Administration** - Responsible for the effective management of all programs, policies, and procedures related to departmental services. Oversees the City Equal Employment Opportunity Program, ensures accessibility to City facilities, services, and programs for differently-able members of the community, directs the services of the City's Community Relations Board, facilitates the City's Americans with Disabilities Act (ADA) Committee, and general community relations interactions.
- **Valuing Diversity** - Responsible for the management of the processes necessary to encourage a greater awareness and appreciation for the value of diversity within the organization of the City. Coordinates and conducts Valuing Diversity training for City employees. Participates in the City's Minority Focus Group and Hispanic Task Force.
- **Equal Opportunity** - Responsible for the management of the processes necessary to safeguard the equal employment opportunity rights of City employees. Provides and/or coordinates management training needed to ensure full awareness and compliance with equal employment opportunity policy and law. Responds to internal employee complaints of alleged discrimination. Responds to external inquiries from regulating agencies regarding allegations of employment discrimination pertaining to City of Clearwater employees. Responds to allegations of disability discrimination filed with the City or other federal/state agencies.

DEPARTMENT SUMMARY					
	Actual 2004/05	Actual 2005/06	Budget 2006/07	Budget 2007/08	% Change
Personnel	232,174	243,500	251,640	262,510	4%
Operating	136,519	43,964	60,510	42,560	-30%
Internal Services	32,729	31,584	30,960	33,130	7%
Total Equity Services	401,422	319,048	343,110	338,200	-1%

DEPARTMENT FULL TIME EQUIVALENT POSITIONS				
	Actual 2004/05	Actual 2005/06	Budget 2006/07	Budget 2007/08
Equity Services	4.0	3.0	3.0	3.0
Total Equity Services	4.0	3.0	3.0	3.0

Program Highlights

- ❖ The Equity Services Department is supported by three (3) full time equivalent (FTE) positions, the same as the 2006/07 budget.
- ❖ Personnel costs represent 88% of this program's budget.
- ❖ Operating budget reductions of \$17,950, or 30%, reflect the elimination of \$10,000 in funding for the National Conference on Community and Justice, a reduction of \$5,500 in outside consulting for diversity services, and a reduction of \$2,000 in training for the Department in 2007/08.
- ❖ There have been no other significant changes in the Equity Services Department. The budget for this Department reflects a decrease of 1% from the 2006/07 budget.