

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 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. Coordinates the Communities for a Lifetime (Elder Ready) Community Program and administers agreements involving community service agencies and City-owned facilities. 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, general community relations interactions, and facilitates the City's Senior Center Task Force.
- **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 files with the City or other federal/state agencies.

	<i>Actual 2002/03</i>	<i>Actual 2003/04</i>	<i>Budget 2004/05</i>	<i>Budget 2005/06</i>	<i>% Change</i>
Personnel	280,710	294,365	227,170	238,250	4.9%
Operating	129,784	135,187	147,960	75,190	-49.2%
Internal Services	36,184	32,179	37,070	34,890	-5.9%
Total	446,678	461,731	412,200	348,330	-15.5%
Department Full-Time Equivalent Positions	4.0	4.0	3.0	3.0	

Program Highlights

- ❖ The Equity Services Department is supported by three full-time equivalent positions, the same as in the 2004/05 budget. General wage increases and higher contributions to the pension fund result in personnel costs increasing 4.9% over the previous approved budget.
- ❖ The budget for Equity Services includes \$10,000 for the National Conference on Community and Justice, the same level of funding as in the 2004/05 budget. In past years Equity Services made a contribution to the African American Leadership Council. This year the \$100,000 contribution, the same level of funding as past years, is included in the Parks and Recreation budget and is the reason that operating costs decrease 49.2% in this program.
- ❖ Funding for contractual services includes \$9,000 for events and speakers and \$7,500 to conduct residents' surveys for the Communities for a Lifetime program.
- ❖ Internal service costs decrease 5.9% in this budget due to a decreased need for computer and telephone services after the downsizing of the department that occurred last year.
- ❖ There have been no other significant changes in the Equity Services program in this fiscal year.