

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. Oversees the City Equal Employment Opportunity Program, ensures accessibility to City facilities, services, and programs for differently-able members of the community, 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 coordinates the Diversity Leadership Council.
- **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 2005/06	Actual 2006/07	Budget 2007/08	Budget 2008/09	% Change
Personnel	243,500	251,844	262,510	213,490	-19%
Operating	43,964	41,722	42,560	38,490	-10%
Internal Services	31,584	31,276	33,130	32,030	-3%
Total Equity Services	319,048	324,842	338,200	284,010	-16%

EQUITY SERVICES

DEPARTMENT FULL TIME EQUIVALENT POSITIONS				
	Actual 2005/06	Actual 2006/07	Budget 2007/08	Budget 2008/09
Equity Services	3.0	3.0	3.0	2.0
Total Equity Services	3.0	3.0	3.0	2.0

Program Highlights

- ❖ The Equity Services Department is supported by two full time equivalent positions. A Senior Staff Assistant position was eliminated by the City Council during the summer budget workshop.
- ❖ Personnel costs represent 75% of this program's budget.
- ❖ Operating budget reductions of \$4,070, or 10%, reflect the across the board, City Manager mandated 20% reduction for travel, training, memberships and subscriptions.
- ❖ There have been no other significant changes in the Equity Services Department. The budget for this Department reflects a decrease of 16% from the 2007/08 budget.