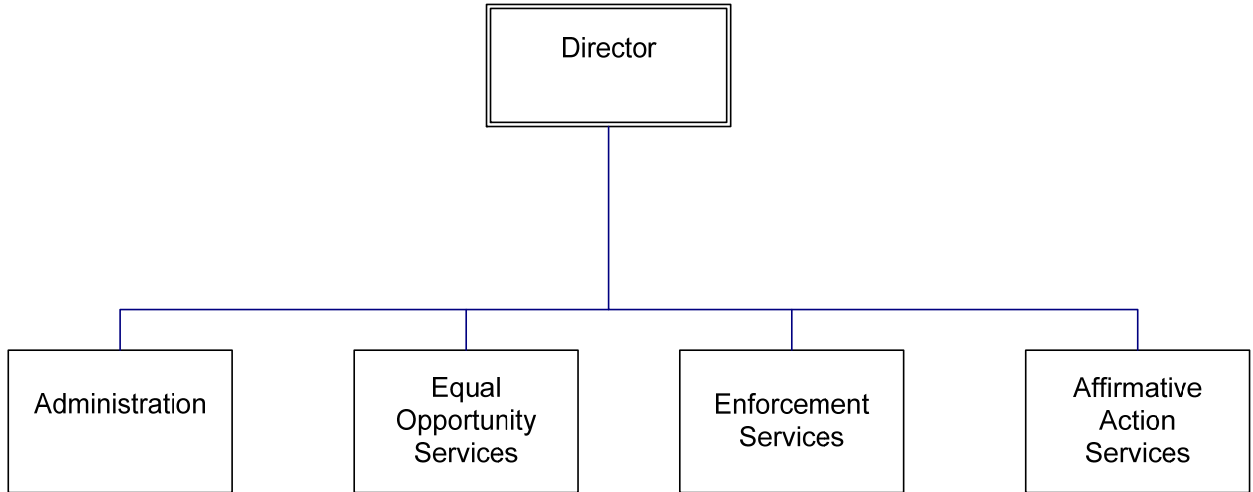




Human Relations Commission



HUMAN RELATIONS COMMISSION

Mission

To promote unity, understanding and equal opportunity among all people of Louisville Metro; to eliminate all forms of bigotry, bias and hatred from the community; to promote interracial and inter-group harmony by acting together to conciliate difference; and to promote mutual understanding by enlisting the aid of other like-minded groups in the elimination of discriminatory practices.

Programs and Services

Enforcement Services

To achieve a bias-free living and working environment in Louisville Metro by monitoring equal access programs, enforcing equal access laws, and educating the public.

Equal Opportunity Services

To eliminate discrimination in Louisville Metro by investigating complaints of discrimination based on race, sex, religion, disability, age, color, sexual orientation, gender identity and national origin through enforcement of employment, public accommodation, housing and hate crime laws, ordinances and policies.

Affirmative Action Services

To monitor and ensure diversity among all levels of Louisville Metro Government workforce. To monitor and increase participation by minority-, female- and handicapped-owned businesses in contracting opportunities with Louisville Metro Government.

Goals & Indicators**Enforcement Services**

- Increase the number of certified businesses.
- Increase efforts to contract and purchase with certified businesses.
- Improve efficiency and monitoring of projects, vendors and contractors in the pre-qualification and good faith effort (affirmative action) process.
- Increase education and outreach efforts on the pre-qualification, certification and affirmative action goals within the community.

Equal Opportunity Services

- Improve complaint processing time at all phases in the process, including in-take, investigation, and hearings.
- Increase the number of closed complaints.
- Increase education and outreach by partnering with other Metro Government agencies and other agencies within the community.
- Increase education and outreach for the police complaint process by increasing communication with citizens who have filed complaints and providing reports that track the citizen police complaints with more detail.

Affirmative Action Services

- Increase the economic and employment opportunities of minorities, women and people with disabilities.
- Remove any existing barriers to economic and employment opportunities of minorities, women and people with disabilities.
- Ensure equal access to all Metro Government programs and services.
- Percentage change in the number minority, female and disabled Metro Government employees and in the number of minority, female and disabled employees of Metro Government vendors and contractors.
- Percentage change in the number of minority-owned, female-owned and handicapped-owned business enterprises contracting with Metro Government and sub-contracting with Metro Government vendors and contractors.

**Human Relations
Commission**

Budget Summary

	Prior Year Actual 2007-2008	Original Budget 2008-2009	Revised Budget 2008-2009	Mayor's Recommended 2009-2010	Council Approved 2009-2010
General Fund Appropriation	807,000	809,900	907,400	800,500	800,500
Agency Receipts	11,500	9,100	9,100	6,500	6,500
Federal Grants	306,700	117,200	117,200	130,200	130,200
Total Revenue:	1,125,200	936,200	1,033,700	937,200	937,200
Personal Services	747,600	722,400	765,900	718,600	718,600
Contractual Services	158,900	173,100	175,200	186,100	186,100
Supplies	15,700	24,200	17,800	20,300	20,300
Interdepartment Charges	15,200	16,500	10,500	12,200	12,200
Restricted & Other Proj Exp	0	0	64,300	0	0
Total Expenditure:	937,400	936,200	1,033,700	937,200	937,200
Expenditures By Activity					
Director's Office	353,500	300,100	300,200	265,700	265,700
Enforcement Services	161,600	165,100	262,500	241,400	241,400
Equal Opportunity Services	422,300	471,000	471,000	430,100	430,100
Total Expenditure:	937,400	936,200	1,033,700	937,200	937,200

Human Relations Commission	Position Detail	
	Mayor's Recommended FY2009-2010	Council Approved FY2009-2010
Position Allocation (in Full-time Equivalents)		
Full-time	15	15
Part-time	0	0
Seasonal/Other	4	4
Total Positions	19	19

Position Title

Administrative Assistant	1	1
Administrative Clerk	1	1
Administrative Specialist	1	1
Community Outreach Coordinator	1	1
Compliance Analyst	2	2
Compliance Officer	4	4
Compliance Officer Supervisor	1	1
Director	1	1
Executive Administrator	1	1
Secretary	2	2
Staff Helper	4	4