

Civil Rights Commission Budgets

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Civil Rights Commission

Mission Statement

The mission of the ICRC is to eliminate discrimination within the State of Iowa. The ICRC is a neutral law enforcement agency that fulfills its mission through timely and competent resolution of complaints as well as public education. A credible ICRC that enforces the ICRA ensures that Iowa has a diverse and inclusive workforce and a more welcoming business environment as well as ensuring that all Iowans have equal access to housing and services.

Description

The purpose of the Iowa Civil Rights Commission is to provide access to opportunities for all Iowans in

the areas of employment, education, housing, credit, and public accommodations through the promotion and enforcement of Iowa civil rights law. The Iowa Civil Rights Commission provides two main products: 1) It removes barriers to opportunities for all Iowans in the areas of employment, housing, credit, education, and public accommodations 2) It helps create an environment that supports diversity. The mechanisms the Iowa Civil Rights Commission uses to provide these products are: 1) Enforcement through intake, screening, mediation, investigation, conciliation, and hearings; 2) Education; 3) Networking links and collaborative activities; 4) The Iowa Civil Rights Commission serves all the people of Iowa, including the parties to complaints and stakeholder, constituency groups.

Performance Measures

Measure	FY 2021	FY 2022	FY 2023	FY 2023
	Actuals Achieved	Current Year Budget Estimate Target	Total Department Request Target	Total Governor's Recommended Target
Average Number of Days to Complete Process for All Cases	191	300	300	300
Percent of Cases Accepted for Reimbursement by Fed Agencies	99	98	98	98
Percent of Cases Screened in Less than 120 Days	87.3	80	80	80

Financial Summary

Object Category	FY 2021	FY 2022	FY 2023	FY 2023
	Actuals	Current Year Budget Estimate	Total Department Request	Total Governor's Recommended
Resources				
State Appropriations	1,252,899	1,318,718	1,318,718	1,318,718
Receipts from Other Entities	1,036,985	1,351,556	1,321,556	1,343,435
Refunds & Reimbursements	30,806	35,000	35,000	35,000
Beginning Balance and Adjustments	0	0	1,161,907	34,811
Total Resources	2,320,691	2,705,274	3,837,181	2,731,964
Expenditures				
Personal Services	1,845,528	2,074,957	2,086,080	2,086,080
Travel & Subsistence	4,452	61,799	61,799	61,799
Supplies & Materials	55,392	58,404	58,404	58,404
Contractual Services and Transfers	405,362	413,203	413,203	413,203
Equipment & Repairs	9,978	62,100	62,100	62,100
Claims & Miscellaneous	(26)	0	0	0
Reversions	5	0	0	0
Balance Carry Forward	0	34,811	1,155,595	50,378
Total Expenditures	2,320,691	2,705,274	3,837,181	2,731,964
Full Time Equivalents	24	27	27	27

Appropriations from General Fund

Appropriations	FY 2021	FY 2022	FY 2023	FY 2023
	Actuals	Current Year Budget Estimate	Total Department Request	Total Governor's Recommended
Civil Rights Commission	1,252,899	1,318,718	1,318,718	1,318,718
Total Civil Rights Commission	1,252,899	1,318,718	1,318,718	1,318,718

Appropriations Detail

Civil Rights Commission

General Fund

Appropriation Description

The Iowa Civil Rights Commission (ICRC) is a law enforcement agency whose primary mission is to eliminate discrimination through enforcement of the Iowa Civil Rights Act (ICRA) through competent and timely processing of complaints received by the ICRC. Enforcement of the ICRA can only be achieved if the ICRC is staffed by a sufficient number of well trained, competent and accountable staff members or the equivalent of FY14 FTE levels.

ICRC provides a cost effective and accessible process that resolves discrimination complaints in the areas of

employment, housing, public services (public accommodation), education, and credit. Complainants can file with or without an attorney; there are no costs for filing. To prevent discrimination, ICRC offers training, education, and community outreach.

An effective discrimination enforcement agency helps Iowa increase the pool of qualified workers, in turn insuring Iowa receives broad based economic contributions from all sectors of society and full benefits from a diverse, creative workforce. To attract and sustain a pool of highly skilled workers, our agency assists in the training of a culturally competent workforce. Our agency educates business and industry on discrimination laws and diversity issues to prevent problems and provide a more welcoming economic climate.

Civil Rights Commission Financial Summary

Object Class	FY 2021	FY 2022	FY 2023	FY 2023
	Actuals	Current Year Budget Estimate	Total Department Request	Total Governor's Recommended
Resources				
Balance Brought Forward (Approps)	0	0	1,161,907	34,811
Appropriation	1,252,899	1,318,718	1,318,718	1,318,718
Federal Support	983,826	1,280,426	1,250,426	1,272,305
Reimbursement from Other Agencies	44,616	65,130	65,130	65,130
Gov Fund Type Transfers - Other Agencies	8,543	6,000	6,000	6,000
Refunds & Reimbursements	30,806	35,000	35,000	35,000
Total Resources	2,320,691	2,705,274	3,837,181	2,731,964
Expenditures				
Personal Services-Salaries	1,845,528	2,074,957	2,086,080	2,086,080

Civil Rights Commission Financial Summary (Continued)

Object Class	FY 2021	FY 2022	FY 2023	FY 2023
	Actuals	Current Year Budget Estimate	Total Department Request	Total Governor's Recommended
Personal Travel In State	4,452	46,799	46,799	46,799
Personal Travel Out of State	0	15,000	15,000	15,000
Office Supplies	32,754	30,750	30,750	30,750
Printing & Binding	0	2,000	2,000	2,000
Food	0	5,000	5,000	5,000
Postage	22,639	20,654	20,654	20,654
Communications	17,423	19,500	19,500	19,500
Rentals	0	8,562	8,562	8,562
Professional & Scientific Services	9,036	7,000	7,000	7,000
Outside Services	65,546	35,000	35,000	35,000
Advertising & Publicity	0	9,500	9,500	9,500
Outside Repairs/Service	0	500	500	500
Reimbursement to Other Agencies	85,987	86,672	86,672	86,672
ITS Reimbursements	61,216	70,861	70,861	70,861
IT Outside Services	17,644	16,643	16,643	16,643
Gov Fund Type Transfers - Attorney General Services	120,831	107,465	107,465	107,465
Gov Fund Type Transfers - Auditor of State Services	293	500	500	500
Gov Fund Type Transfers - Other Agencies Services	27,386	51,000	51,000	51,000
Office Equipment	0	14,600	14,600	14,600
Equipment - Non-Inventory	1,035	35,500	35,500	35,500
IT Equipment	8,943	12,000	12,000	12,000
Other Expense & Obligations	(26)	0	0	0
Balance Carry Forward (Approps)	0	34,811	1,155,595	50,378
Reversions	5	0	0	0
Total Expenditures	2,320,691	2,705,274	3,837,181	2,731,964