

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 2022	FY 2023	FY 2024	FY 2024
	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	150	150	150	150
Percent of Cases Accepted for Reimbursement by Fed Agencies	100	100	100	100
Percent of Cases Screened in Less than 120 Days	90.83	91	91	91

Financial Summary

Object Category	FY 2022	FY 2023	FY 2024	FY 2024
	Actuals	Current Year Budget Estimate	Total Department Request	Total Governor's Recommended
Resources				
State Appropriations	1,318,718	1,343,051	1,343,051	1,337,999
Receipts from Other Entities	978,774	1,399,819	1,351,556	1,437,025
Fees, Licenses & Permits	31	0	0	0
Refunds & Reimbursements	30,347	35,000	35,000	35,000
Beginning Balance and Adjustments	0	0	1,408,714	0
Total Resources	2,327,870	2,777,870	4,138,321	2,810,024
Expenditures				
Personal Services	1,820,371	2,151,471	2,245,755	2,245,755
Travel & Subsistence	9,069	61,799	58,299	58,299
Supplies & Materials	68,371	58,404	58,404	58,404
Contractual Services and Transfers	374,478	449,212	408,331	403,279
Equipment & Repairs	55,520	56,984	44,287	44,287
Claims & Miscellaneous	58	0	0	0
Reversions	2	0	0	0
Balance Carry Forward	0	0	1,323,245	0
Total Expenditures	2,327,870	2,777,870	4,138,321	2,810,024
Full Time Equivalents	24	27	27	27

Appropriations from General Fund

Appropriations	FY 2022	FY 2023	FY 2024	FY 2024
	Actuals	Current Year Budget Estimate	Total Department Request	Total Governor's Recommended
Civil Rights Commission	1,318,718	1,343,051	1,343,051	1,337,999
Total Civil Rights Commission	1,318,718	1,343,051	1,343,051	1,337,999

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 2022 Actuals	FY 2023 Current Year Budget Estimate	FY 2024 Total Department Request	FY 2024 Total Governor's Recommended
Resources				
Balance Brought Forward (Approps)	0	0	1,408,714	0
Appropriation	1,318,718	1,343,051	1,343,051	1,337,999
Federal Support	965,172	1,296,808	1,280,426	1,324,206
Reimbursement from Other Agencies	0	65,130	65,130	106,819
Gov Fund Type Transfers - Other Agencies	13,602	37,881	6,000	6,000
Fees, Licenses & Permits	31	0	0	0
Refunds & Reimbursements	30,347	35,000	35,000	35,000
Total Resources	2,327,870	2,777,870	4,138,321	2,810,024
Expenditures				
Personal Services-Salaries	1,820,371	2,151,471	2,245,755	2,245,755
Personal Travel In State	4,854	46,799	44,799	44,799

Civil Rights Commission Financial Summary (Continued)

Object Class	FY 2022	FY 2023	FY 2024	FY 2024
	Actuals	Current Year Budget Estimate	Total Department Request	Total Governor's Recommended
Personal Travel Out of State	4,215	15,000	13,500	13,500
Office Supplies	37,407	30,750	30,750	30,750
Other Supplies	61	0	0	0
Printing & Binding	1,958	2,000	2,000	2,000
Food	0	5,000	5,000	5,000
Postage	28,946	20,654	20,654	20,654
Communications	18,110	19,500	19,500	19,500
Rentals	1,555	8,562	8,562	8,562
Professional & Scientific Services	12,949	38,881	7,000	7,000
Outside Services	11,156	35,000	35,000	35,000
Advertising & Publicity	9,901	9,500	9,500	9,500
Outside Repairs/Service	0	500	500	500
Reimbursement to Other Agencies	87,438	90,800	90,800	90,800
ITS Reimbursements	66,835	70,861	70,861	65,809
IT Outside Services	18,524	16,643	16,643	16,643
Gov Fund Type Transfers - Attorney General Services	128,254	107,465	107,465	107,465
Gov Fund Type Transfers - Auditor of State Services	430	500	500	500
Gov Fund Type Transfers - Other Agencies Services	19,327	51,000	42,000	42,000
Office Equipment	0	14,600	14,600	14,600
Equipment - Non-Inventory	10,566	30,384	17,687	17,687
IT Equipment	44,954	12,000	12,000	12,000
Other Expense & Obligations	58	0	0	0
Balance Carry Forward (Approps)	0	0	1,323,245	0
Reversions	2	0	0	0
Total Expenditures	2,327,870	2,777,870	4,138,321	2,810,024