

# **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 2017	FY 2018	FY 2019	FY 2019
	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	206	300	300	300
Percent of Cases Accepted for Reimbursement by Fed Agencies	98	98	98	98
Percent of Cases Screened in Less than 120 Days	26	80	80	80

## Financial Summary

Object Category	FY 2017	FY 2018	FY 2019	FY 2019
	Actuals	Current Year Budget Estimate	Total Department Request	Total Governor's Recommended
<b>Resources</b>				
State Appropriations	1,157,062	1,157,062	1,157,062	1,146,631
Receipts from Other Entities	1,265,557	1,296,431	1,254,045	1,254,045
Refunds & Reimbursements	26,672	30,000	30,000	30,000
Beginning Balance and Adjustments	4,742	0	6,831	0
<b>Total Resources</b>	<b>2,454,033</b>	<b>2,483,493</b>	<b>2,447,938</b>	<b>2,430,676</b>
<b>Expenditures</b>				
Personal Services	1,942,455	1,966,248	1,966,248	1,966,248
Travel & Subsistence	28,593	28,500	28,500	28,500
Supplies & Materials	58,032	65,938	40,383	33,552
Contractual Services and Transfers	423,548	421,077	411,077	411,077
Equipment & Repairs	0	500	500	500
Claims & Miscellaneous	1,278	1,230	1,230	1,230
Licenses, Permits, Refunds & Other	100	0	0	0
Budget Adjustments	0	0	0	(10,431)
Reversions	27	0	0	0
<b>Total Expenditures</b>	<b>2,454,033</b>	<b>2,483,493</b>	<b>2,447,938</b>	<b>2,430,676</b>
Full Time Equivalents	24	29	29	29

## Appropriations from General Fund

Appropriations	FY 2017	FY 2018	FY 2019	FY 2019
	Actuals	Current Year Budget Estimate	Total Department Request	Total Governor's Recommended
Civil Rights Commission	1,157,062	1,157,062	1,157,062	1,146,631
<b>Total Civil Rights Commission</b>	<b>1,157,062</b>	<b>1,157,062</b>	<b>1,157,062</b>	<b>1,146,631</b>

## 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 2017 Actuals	FY 2018 Current Year Budget Estimate	FY 2019 Total Department Request	FY 2019 Total Governor's Recommended
<b>Resources</b>				
Balance Brought Forward (Approps)	4,742	0	6,831	0
Appropriation	1,169,540	1,157,062	1,157,062	1,146,631
Legislative Reductions	(12,478)	0	0	0
Federal Support	1,204,911	1,236,581	1,194,195	1,194,195
Reimbursement from Other Agencies	60,600	59,850	59,850	59,850
Gov Fund Type Transfers - Other Agencies	46	0	0	0
Refunds & Reimbursements	26,672	30,000	30,000	30,000
<b>Total Resources</b>	<b>2,454,033</b>	<b>2,483,493</b>	<b>2,447,938</b>	<b>2,430,676</b>
<b>Expenditures</b>				
Personal Services-Salaries	1,942,455	1,966,248	1,966,248	1,966,248

## Civil Rights Commission Financial Summary (Continued)

Object Class	FY 2017	FY 2018	FY 2019	FY 2019
	Actuals	Current Year Budget Estimate	Total Department Request	Total Governor's Recommended
Personal Travel In State	15,323	16,500	16,500	16,500
State Vehicle Operation	19	0	0	0
Personal Travel Out of State	13,251	12,000	12,000	12,000
Office Supplies	38,630	36,938	26,000	19,169
Other Supplies	21	0	0	0
Printing & Binding	5,044	5,000	5,000	5,000
Food	5,518	0	0	0
Postage	8,819	24,000	9,383	9,383
Communications	18,438	19,000	19,000	19,000
Rentals	11,243	10,200	10,200	10,200
Professional & Scientific Services	0	1,000	1,000	1,000
Outside Services	62,440	38,000	28,000	28,000
Advertising & Publicity	14,822	15,000	15,000	15,000
Outside Repairs/Service	0	500	500	500
Reimbursement to Other Agencies	88,225	90,216	90,216	90,216
ITS Reimbursements	46,650	47,381	47,381	47,381
Gov Fund Type Transfers - Attorney General Services	99,406	97,280	97,280	97,280
Gov Fund Type Transfers - Auditor of State Services	291	500	500	500
Gov Fund Type Transfers - Other Agencies Services	82,035	102,000	102,000	102,000
Equipment - Non-Inventory	0	500	500	500
Other Expense & Obligations	1,278	1,230	1,230	1,230
Refunds-Other	100	0	0	0
Reversions	27	0	0	0
Recommendation Adjustment	0	0	0	(10,431)
<b>Total Expenditures</b>	<b>2,454,033</b>	<b>2,483,493</b>	<b>2,447,938</b>	<b>2,430,676</b>