



EQUAL OPPORTUNITIES DIVISION

2018 ANNUAL REPORT

In accordance to Madison General Ordinance 39.03, the Equal Opportunities Division (EOD) is charged with enabling individuals to live and work free of discrimination. The EOD is responsible for investigating and finding remedies for complaints of discrimination, as well as educating the community about their rights.

Caseload

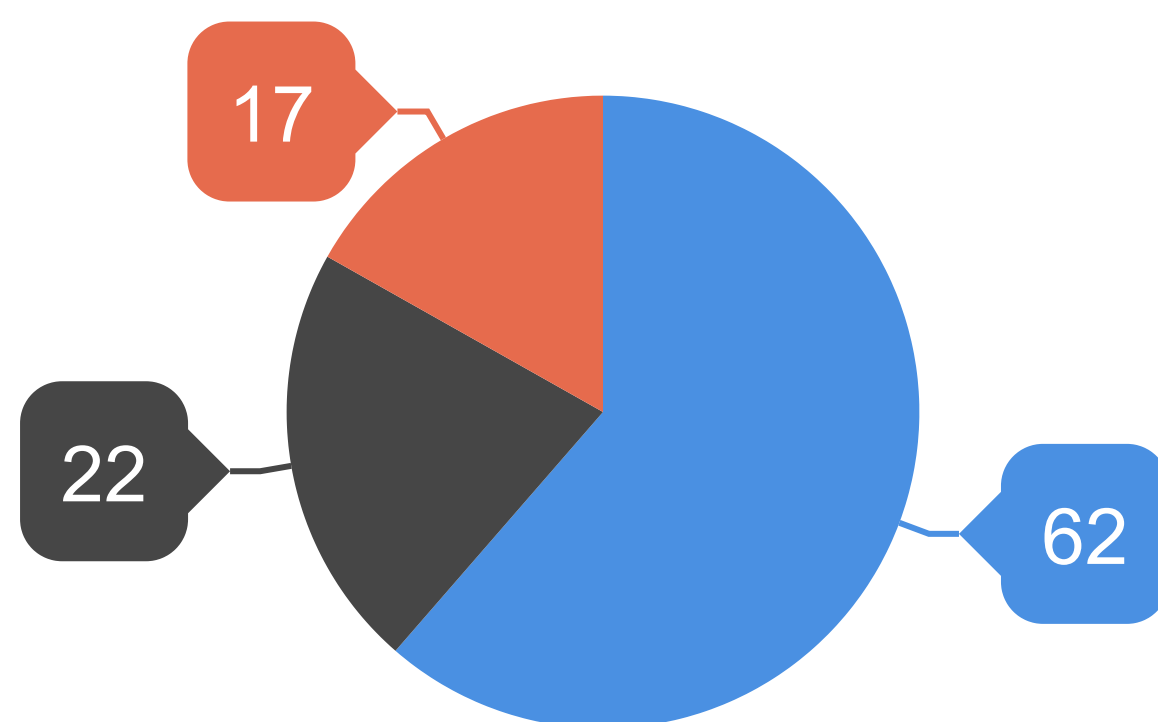
Total Complaints Received by EOD: **268**

Complaints Opened by ERD & Cross-filed: **92**

Complaints Received by EOD & Transferred to ERD: **56**

Complaints Investigated by EOD: 101

■ Employment (61.39%) ■ Housing (21.78%)
■ Public Accommodations (16.83%)



26.7% of cases cannot be processed by the State, only with the City

**TOTAL CASES
CLOSED: 94**

19%

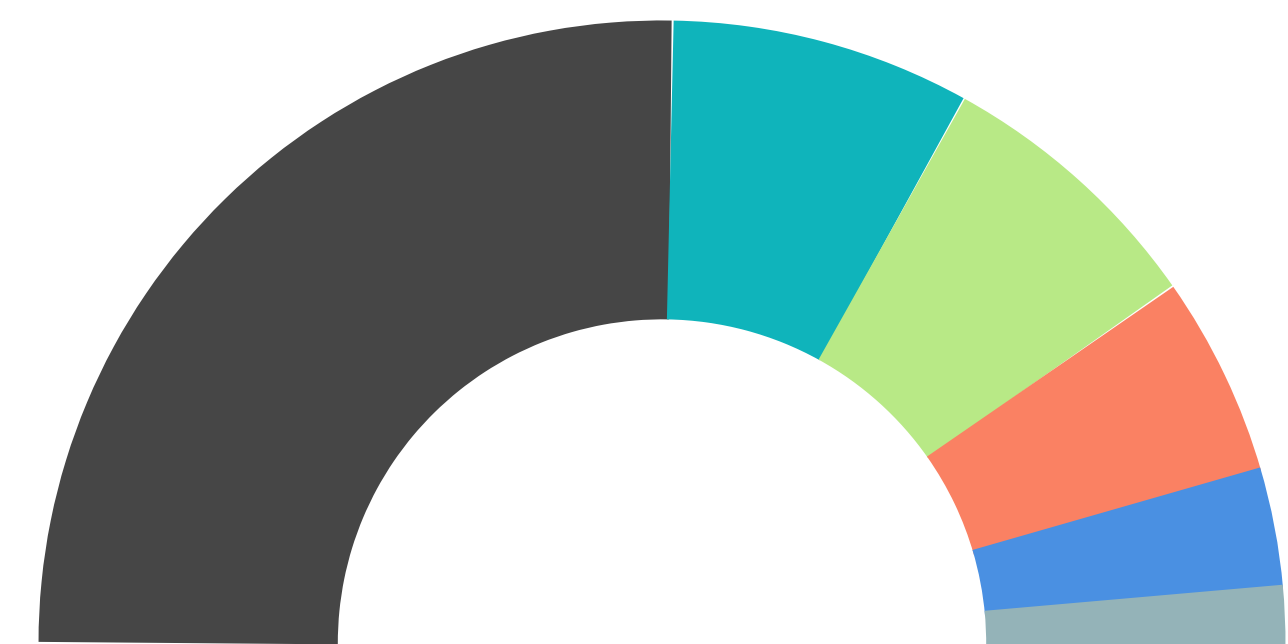
REACHED A SETTLEMENT AGREEMENT FOR A
COMBINED ESTIMATE OF

\$219,186

Case Outcomes

■ No Probable Cause (50.52%) ■ Mediated (15.46%)
■ Dismissed (14.43%) ■ Mixed Decision (10.31%)
■ Probable Cause (6.19%) ■ Withdrawn (3.09%)

97 TOTAL DECISIONS



Most Common Allegations:

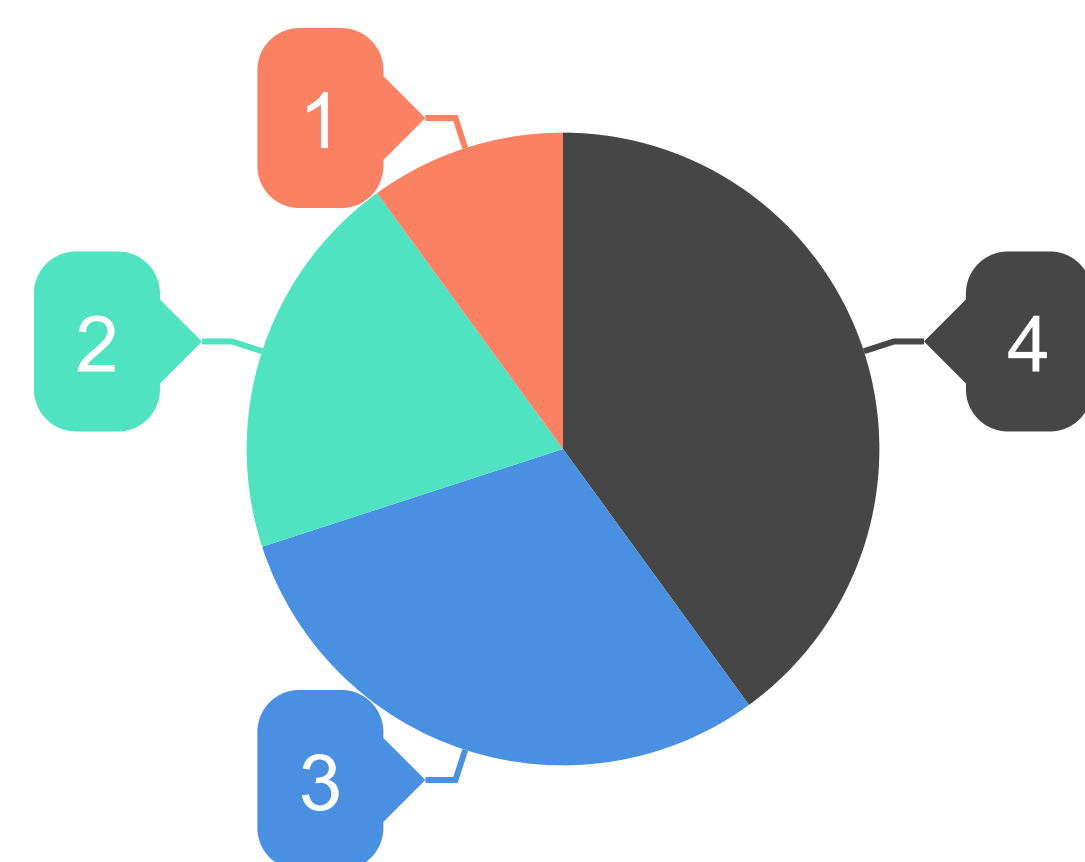
1. Race
2. Handicap/Disability
3. Retaliation

Cases at Hearing

Cases Certified to Hearing : 12

Hearings Held : 2

Decisions Rendered (10):

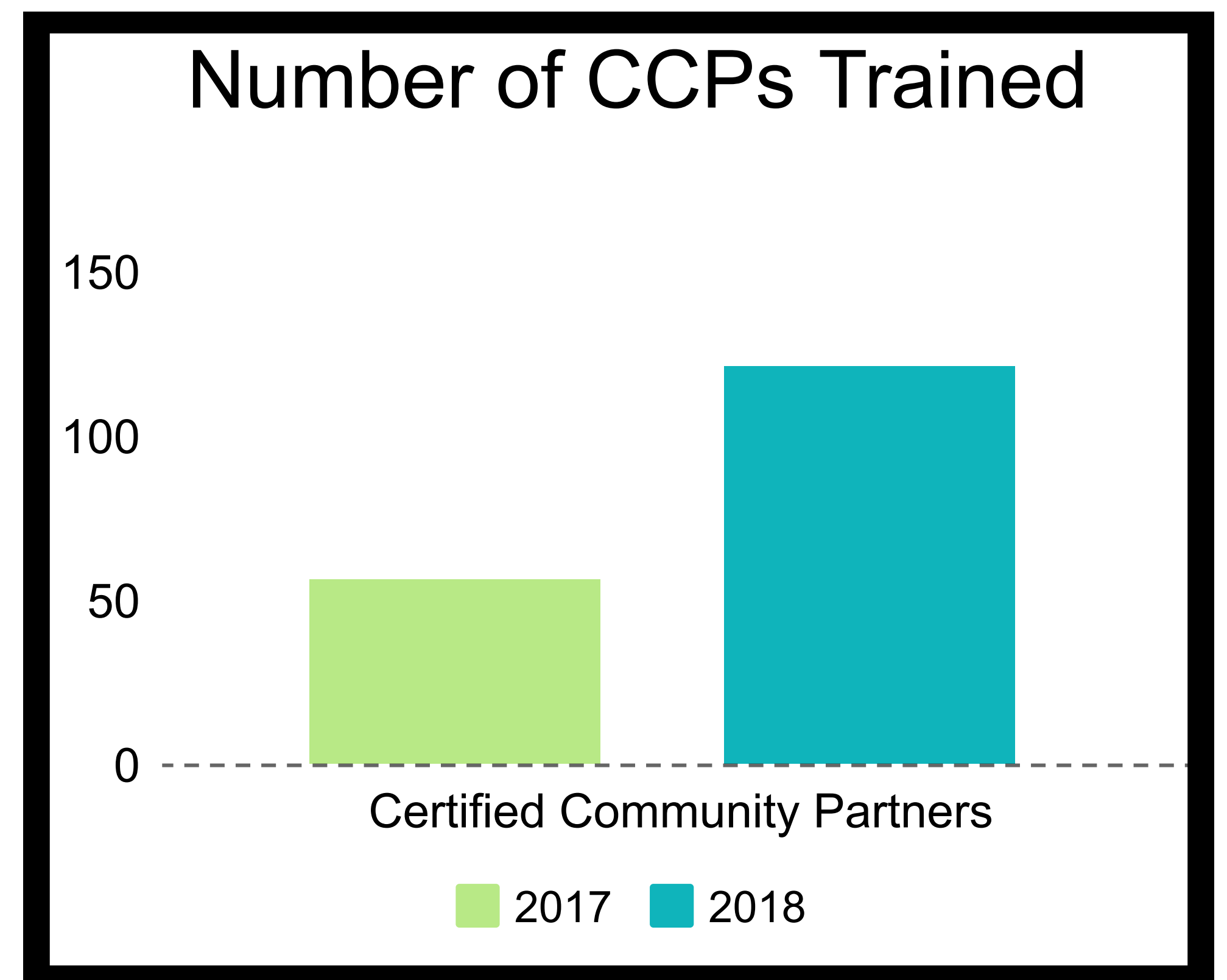


■ Probable Cause (40%) ■ No Probable Cause (30%)
■ Commission Decisions (20%) ■ Proceeded to Circuit Court (10%)

TRAINING & OUTREACH



121 CERTIFIED
COMMUNITY
PARTNERS
TRAINED



40 TOTAL TRAININGS

23 TOTAL OUTREACH ACTIVITIES



827 TOTAL PARTICIPANTS
STATEWIDE



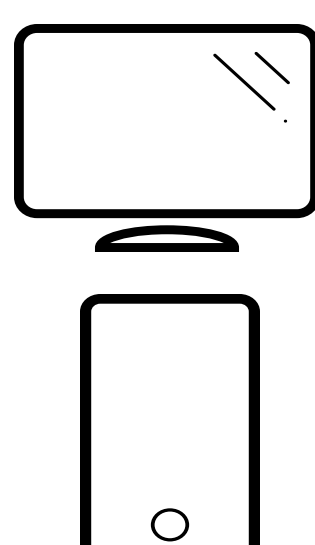
Dane County
2018 Housing Summit



Accomplishments in the Equal Opportunities Division

- Hired the Department's first full-time Paralegal to perform Early Mediation, to assist in case reviews and public hearings, and to perform research and public training/outreach.
- The Investigative Team is fully staffed with one 'Investigator/Conciliator 3' and two 'Investigator/Conciliator 1' positions.
- Selected a vendor for a new case tracking system that will be an update to our 30 year-old case management technology.
- Focused on creating a partnership with Housing and Urban Development to address gaps in supporting fair housing.
- The Equal Opportunities Commission held listening sessions in Madison neighborhoods about housing issues and are discussing how they can address the problems through inter-agency collaboration and policy recommendations.

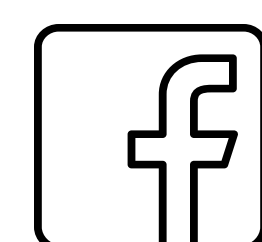
STAY CONNECTED



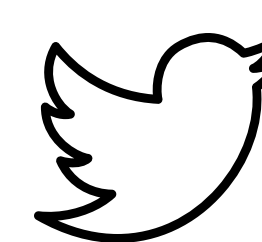
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City of Madison Civil
Rights



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