



DEPARTMENT OF CIVIL RIGHTS

EQUAL OPPORTUNITIES DIVISION (EOD)

2020 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

2020 Perfected Complaints Received: 106
Perfected Complaints Received & Transferred to ERD: 18

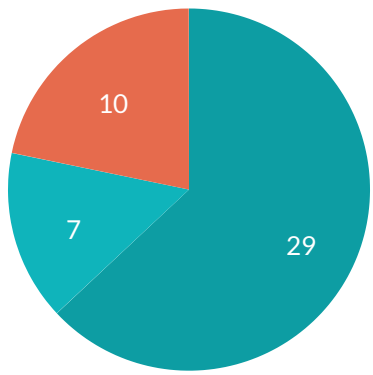
ERD received & investigated 106 complaints that were in EOD's jurisdiction, which would have doubled the investigative opportunity for EOD.

The cases in our jurisdiction opened & investigated by the State of Wisconsin-Equal Rights Division (ERD), resulted in a missed opportunity of \$52,000 in federal revenue from the EEOC for DCR.

Complaints Investigated by EOD: 88

INITIAL DETERMINATIONS

■ Employment (63.04%) ■ Housing (15.22%)
■ Public Accommodations (21.74%)



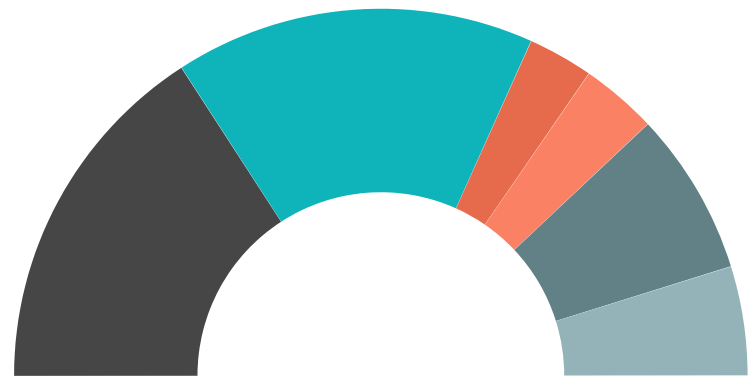
CASES CLOSED: 91

36%

REACHED A SETTLEMENT FOR A COMBINED ESTIMATE OF

\$232,912

Case Outcomes



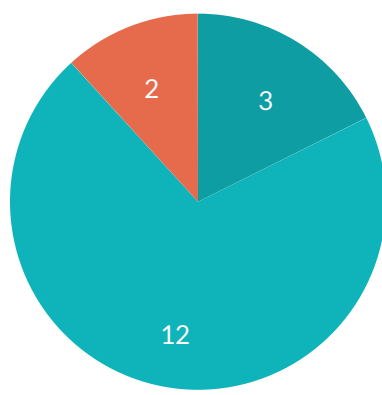
■ No Probable Cause (31.73%) ■ Mediated/Conciliated (31.73%)
■ Mixed Decision (5.77%) ■ Probable Cause (6.73%)
■ Withdrawn (14.42%) ■ Dismissed (9.62%)

Top Allegations:

1. Race
2. Handicap/Disability
3. Conviction Record
4. Sex

Hearings

Cases Certified to Hearing :10
Hearings Held: 2
Decisions Rendered: 15



■ Probable Cause (17.65%) ■ No Probable Cause (70.59%)
■ Commission Decisions (11.76%)

TRAINING & OUTREACH

36 TOTAL TRAININGS (COVID Year)

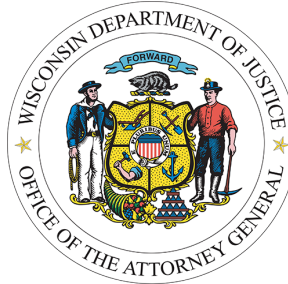
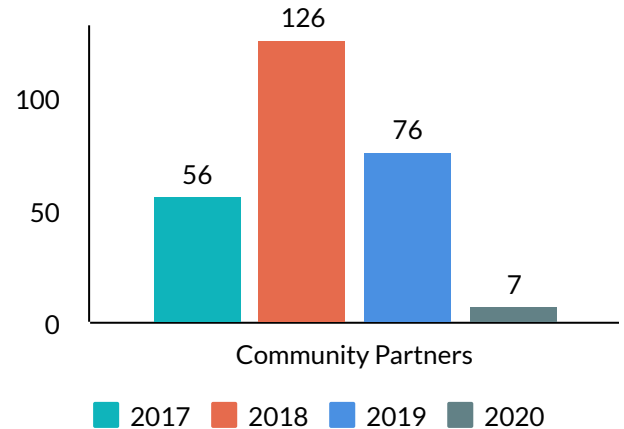
14 TOTAL OUTREACH ACTIVITIES

335 TOTAL PARTICIPANTS



**265 TOTAL
COMMUNITY
PARTNERS
TRAINED**

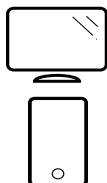
Number of CCPs Trained



Accomplishments in the Equal Opportunities Division

- Created the Building Inspections collaborative housing retaliation discrimination process & partnership.
- Initiated the MPD community mediation process & partnership
- Worked with State Legislator (at Capitol) to support a Hmong family with an immigration issue in our community – 10 year discrimination case (Settled).
- Case Tracking software (Cycom) Implementation
- Provided external trainings, guidance, and support to WI DOJ, National DOJ (partnership), City of Milwaukee (Equal Rights Commission and Social Development Commission), and City of Sun Prairie (housing discrimination).
- Implemented the Injunctive Relief process.

STAY CONNECTED



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City of Madison Civil Rights



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