

Equal Opportunity

Mission Statement

The Equal Opportunity Department promotes equal opportunity for city employees and the general public through education, community involvement and enforcement programs. These programs are carried out by a combination of staff and volunteer panels appointed by the Mayor and City Council.

Key Services

Certification of minority, women, disadvantaged, and small business enterprises (M/W/D/SBEs) and contract compliance; investigation of discrimination complaints; fair housing and fair employment education and outreach; and implementation of the city's business and employment affirmative action and ADA compliance programs

Minority, Woman and Disadvantaged Business Enterprises Certified

Target: 850 firms

Firms Certified: 667

Goal:

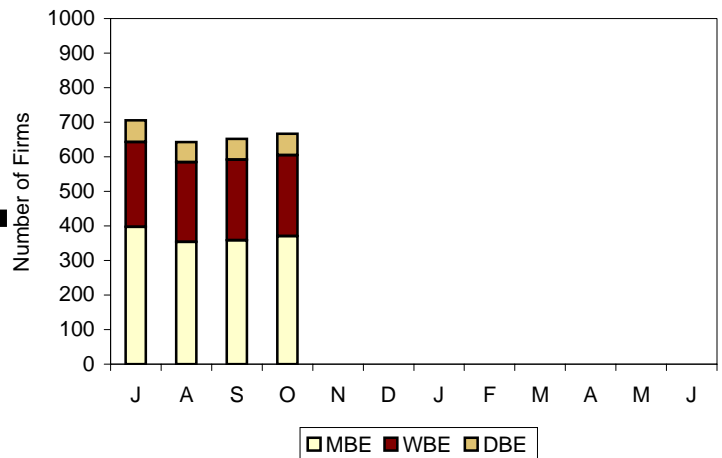
To certify M/W/D firms to conduct business with the city

Target:

Maintain 850 firms available in the certification database

Significance:

Certification of minority, women and disadvantaged business enterprises (M/W/DBEs) supports the growth of these businesses, helps develop our diverse business marketplace, and strengthens the economic viability of local firms. This target will not be met due to business closures and firms choosing not to re-certify.



Small Business Enterprises Certified

Target: 650 firms

Firms Certified: 735

Goal:

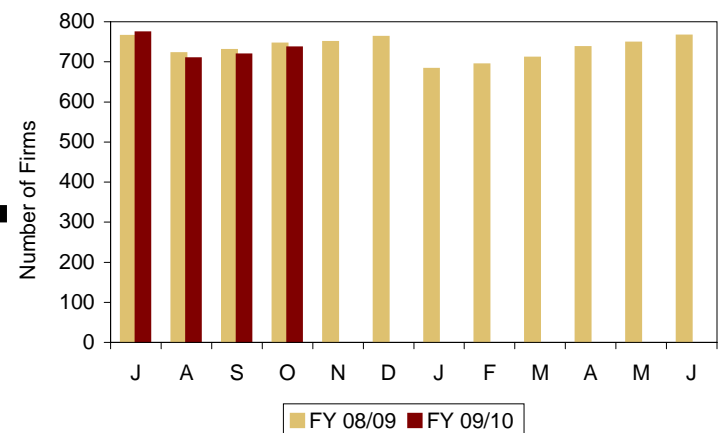
To certify SBEs to do business with the city

Target:

Maintain 650 firms available in the certification database

Significance:

Small business enterprise (SBE) certification supports the growth of small businesses, helps develop our diverse business marketplace, and strengthens the economic viability of local firms.



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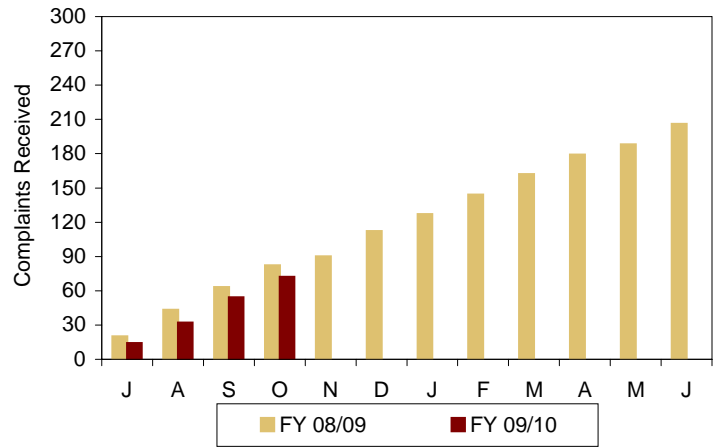
Discrimination Complaints Investigated

Target: 206 complaints	YTD Received: 72
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Goal:
Investigate discrimination complaints

Target:
206 received which is based on the prior year caseload

Significance:
EOD investigates all discrimination complaints filed with the department.



Discrimination Complaints Investigated Timely

Target: 80%	YTD Actual: 95%
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Goal:
Discrimination complaints investigated timely

Target:
80% of cases closed timely

Significance:
Recording the number of complaints investigated allows EOD to track discrimination cases by type. Case closures noted in this table may not reflect all cases included in the "Discrimination Complaints Investigated" table above as case timelines may be dictated by state and federal enforcement agencies and not by city timelines.

