

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

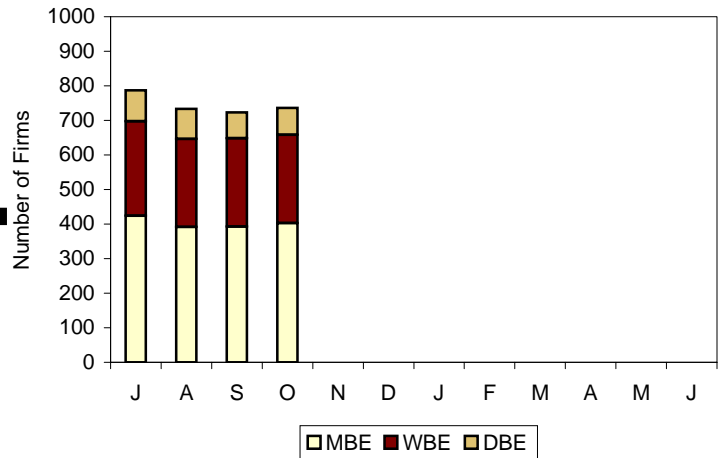
Certification of minority, women, disadvantaged, and small business enterprises (M/W/D/SBEs) and contract compliance; investigation of discrimination complaints; fair housing and fair employment education and outreach; and implementation of the city's business and employment affirmative action and ADA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

Minority, Woman and Disadvantaged Business Enterprises Certified

Target: 850 firms **Firms Certified: 736**

- 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.

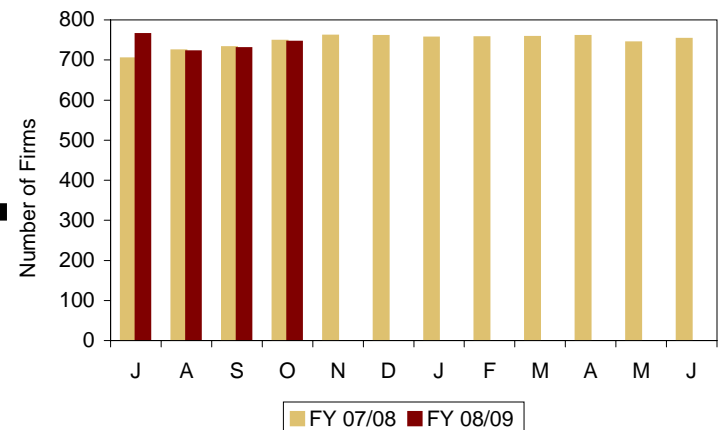


Small Business Enterprises Certified

Target: 650 firms **Firms Certified: 745**

- 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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Monitoring Visits Completed

Target: 288 visits

YTD Conducted: 37

Goal:

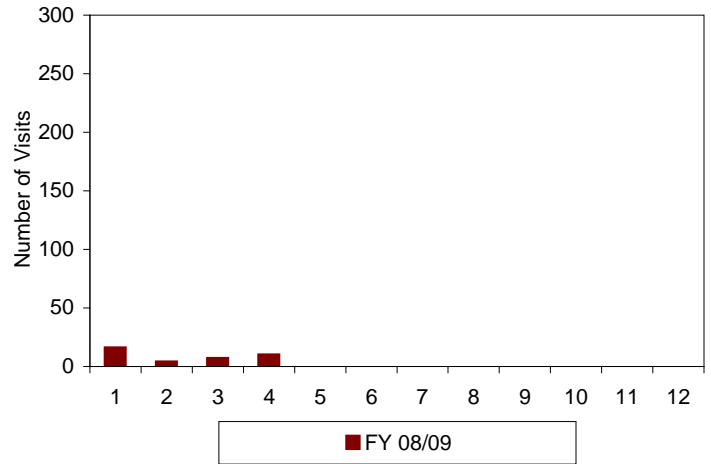
Conduct on-site monitoring visits of construction projects to ensure use of M/W/D/SBE- certified subcontractors

Target:

288 visits

Significance:

On-site monitoring ensures prime contractor use of M/W/D/SBEs meets or exceeds contractual obligations.



Discrimination Complaints Investigated

Target: 237 complaints

YTD Received: 82

Goal:

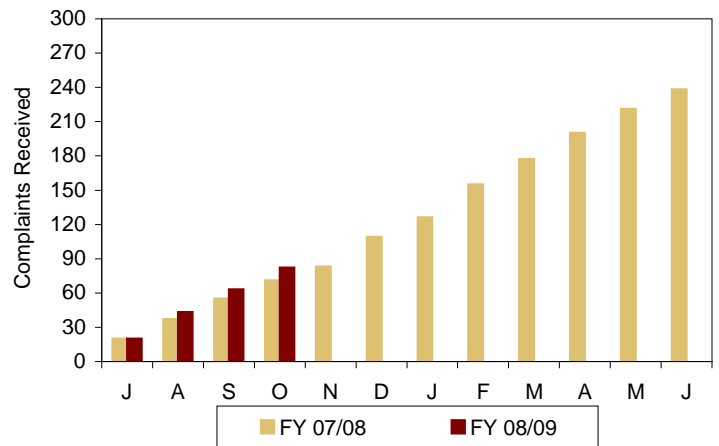
Investigate discrimination complaints

Target:

237 received

Significance:

EOD investigates all discrimination complaints filed with the department.



Discrimination Complaints Investigated Timely

Target: 80%

YTD Actual: 97%

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.

