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 small and disadvantaged business enterprises (S/DBEs) and goals compliance; investigation of discrimination complaints; fair housing and fair employment education and outreach; and implementation of the city's business and equal employment opportunity and ADA (Americans with Disabilities Act) compliance programs

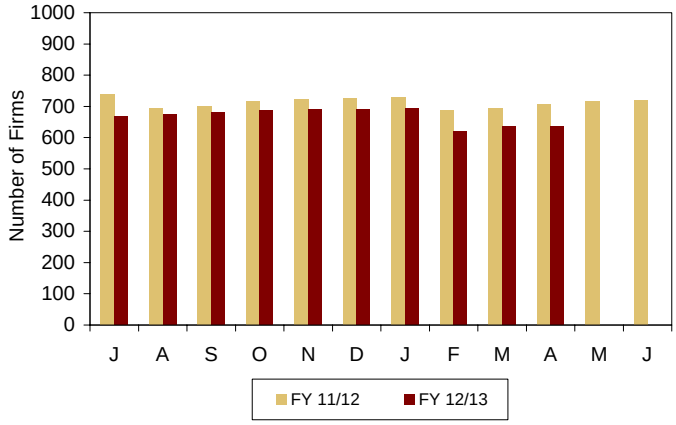
Small Business Enterprises Certified

Target: 600 firms | **Firms Certified: 636**

Goal:
To certify SBEs to do business with the city

Target:
Maintain 600 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.



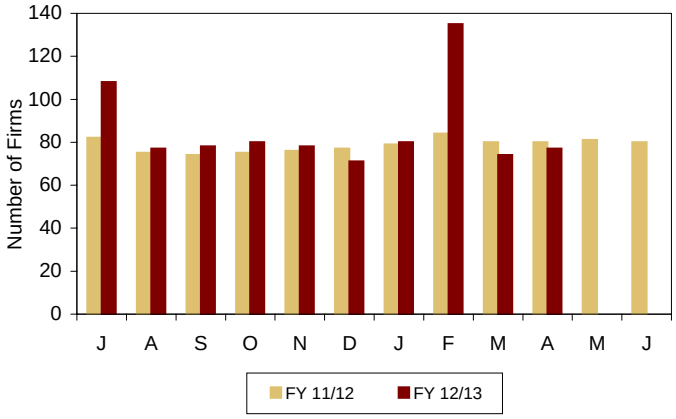
Disadvantaged Business Enterprises only Certified

Target: 70 firms | **Firms Certified: 77**

Goal:
To certify DBEs to conduct business with the city

Target:
Maintain 70 firms available in the certification database

Significance:
Certification of disadvantaged business enterprises (DBEs) supports the growth of these businesses, helps develop our diverse business marketplace, and strengthens the economic viability of local firms.



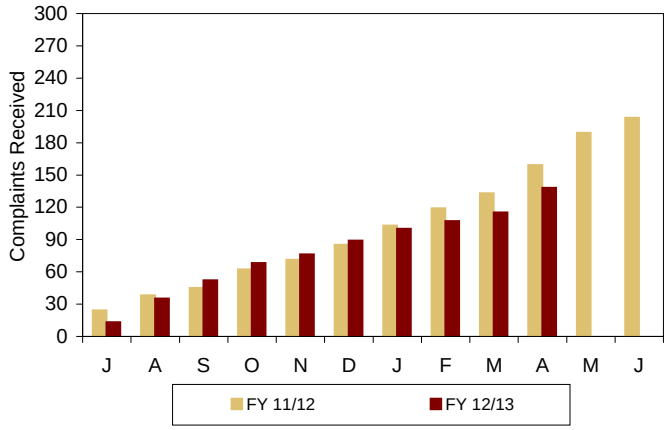
Discrimination Complaints Investigated

Target: 180 complaints | **YTD Received: 138**

Goal:
Investigate discrimination complaints

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

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



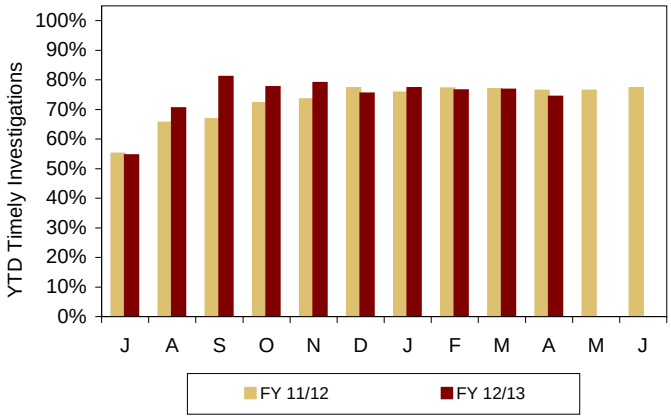
Discrimination Complaints Investigated Timely

Target: 80% | **YTD Actual: 74%**

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.



Note : Data excludes external complaints which are filed with the Equal Employment Opportunity Commission or the Attorney General's Office.