

Equal Opportunity

Department Summary

<u>Performance Indicator</u>	FYTD 2005	FYTD 2006	% Change	FY 2006 Estimate
Temporary satellite office maintained	0	0	n/a	1
Community outreach activities	22	25	14%	6
Advertisements in major and minority print media	12	12	0%	6

Community Outreach Activities

OEO staff participated in a variety of outreach activities this year. They ranged from Fair Housing presentations at several locations throughout the County to display and information booths at several events.

Staff Training Emphasis

OEO investigators continue to attend the training activities at the National Fair Housing Training Academy in Washington, D.C. The training now includes a series of five (5) courses leading to certification by this HUD Academy.

Equal Employment/Fair Housing

	<u>Program Objective</u>	<u>Status/Comments</u>
1.	Successfully resolve a minimum of 100 equal employment complaints.	Completed.
2.	Complete the investigation of a minimum of 40 fair housing complaints.	Completed.
3.	Provide staff continuing professional development training related to investigations of employment and fair housing discrimination complaints.	Completed.

Equal Opportunity

Equal Employment/Fair Housing

<u>Performance Indicator</u>	FYTD 2005	FYTD 2006	% Change	FY 2006 Estimate
Housing Investigations:				
Complaints filed	79	54	-32%	75
Complaints processed	79	64	-19%	75
Employee Investigations:				
Complaints filed	592	329	-44%	500
Complaints processed	596	329	-45%	500

Housing Investigations – Complaints filed and Resolved

Although the number of Fair Housing Complaints filed and resolved exceeded OEO's objectives for the year, there was a significant decrease from the prior year. OEO believes that this number is a reflection of better education and training of housing providers. This number should remain fairly constant during future years.

Employee Investigations – Complaints filed and Complaints Processed

The number of complaints filed has declined this year. A nationwide trend of fewer employment discrimination complaints being filed with local, state and federal agencies also contributed to the significant decrease in this indicator.

Handicap Accessibility

	<u>Program Objective</u>	<u>Status/Comments</u>
1.	Conduct site visits within ten days of citizens' complaints.	Completed.
2.	Issue a written report within five days after each site visit.	Completed.
3.	Set up display booths at eight public events and outreach activities.	Completed.

Equal Opportunity

Handicap Accessibility

<u>Performance Indicator</u>	FYTD 2005	FYTD 2006	% Change	FY 2006 Estimate
HAS grants to non-profit agencies	7	7	0%	6
Citizen complaints handled	352	349	-1%	300
Accessibility site visits	35	29	-17%	50
ADA Training Workshops conducted	3	4	33%	15
Events with display booth	20	23	15%	8

ADA Training Workshops conducted

The number of ADA workshops presented by the HAS Specialist increased based on requests for additional training by condominium associations in the south county area. This trend should continue for FY 2007.

Human Relations Camp

	<u>Program Objective</u>	<u>Status/Comments</u>
1.	Conduct six training sessions to increase interracial and intercultural understanding among Palm Beach County's diverse student population.	Not Completed. No camps were held this fiscal year. This is due largely to the unavailability of the School District's trainer because of pressure associated with the FCAT schedule.
2.	Obtain a rating of "good" or better by 90% of attendees.	Not Completed. Ratings have not been obtained since no camps have been held.

Equal Opportunity

Human Relations Camp

<u>Performance Indicator</u>	FYTD 2005	FYTD 2006	% Change	FY 2006 Estimate
HR camps held – high school	2	0	-100%	3
HR camps held – elem/middle school	1	0	-100%	3

HR Camps Held – High School

Due largely to the unavailability of the School District's trainer because of pressure regarding the FCAT schedule, no camps have been held this year. At least two camps are scheduled for the first quarter of FY 2007.

H R Camps Held – Elementary/Middle School

There were no Human Relations camps held; therefore ratings have not been obtained.