



New York City Council

Christine C. Quinn, Speaker

Finance Division

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Hearing on the Mayor's Fiscal Year 2012 Executive Budget

Commission on Human Rights

May 25, 2011

The Committee on Finance

Hon. Domenic M. Recchia, Jr., Chair

The Committee on Civil Rights

Hon. Deborah Rose, Chair

Latonia McKinney, Deputy Director

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Overview

The New York City Human Rights Law is one of the most comprehensive civil rights laws in the nation. The Law prohibits discrimination in employment, housing and public accommodations based on race, color, creed, age, national origin, alienage or citizenship status, gender (including gender identity and sexual harassment), sexual orientation, disability, and marital status. In addition, the Law affords protection against discrimination in employment based on arrest or conviction record and status as a victim of domestic violence, stalking and sex offenses. In housing, the Law affords additional protection based on lawful occupation and family status. The City Human Rights Law also prohibits retaliation and bias-related harassment.

The New York City Commission on Human Rights (CHR) is charged with the enforcement of Title 8 of the Administrative Code of the City of New York and educating the public and encouraging positive community relations. The Commission is divided into two major bureaus - Law Enforcement and Community Relations. The Law Enforcement Bureau is responsible for the intake, investigation, and prosecution of complaints alleging violations of the Law. The Community Relations Bureau helps cultivate understanding and respect among the City's many diverse communities through its borough-based Community Service Centers and numerous educational and outreach programs.

Commission on Human Rights Financial Summary						
<i>Dollars in Thousands</i>						
	2009	2010	2011		2012	Difference
	Actual	Actual	Adopted	Exec. Plan	Exec. Plan	2011–2012*
Spending						
Personal Services	\$5,130	\$4,947	\$4,937	\$4,937	\$5,034	\$97
Other Than Personal Services	2,000	1,951	2,332	2,392	2,077	(255)
TOTAL	\$7,130	\$6,898	\$7,269	\$7,329	\$7,111	(\$158)
Funding						
City Funds	N/A	N/A	\$2,763	\$2,764	\$2,605	(\$158)
Federal – CD	N/A	N/A	4,506	4,506	4,506	0
Federal Other	N/A	N/A	0	59	0	0
TOTAL	\$7,130	\$6,898	\$7,269	\$7,329	\$7,111	(\$158)
Positions						
Community Development (Full Time Civilian)	66	59	61	61	61	(0)
PS/OTPS (Full Time Civilian)	11	11	11	11	11	(0)
TOTAL	77	70	72	72	72	(0)

**The difference of Fiscal 2011 Adopted compared to Fiscal 2012 Executive Plan funding.*

The Fiscal 2012 Executive Budget remains relatively unchanged when compared to the Fiscal 2011 Adopted Budget for the Commission on Human Rights (CHR). Technical adjustments were made to account for changes associated with heat, light and power and lease costs. The Commission was also awarded a federal grant by the U.S. Department of Justice, Office of Special Counsel for Immigration Related Unfair Employment Practices (OSC) for public education programs. This federal grant will be used to conduct public education programs about the rights

afforded potential victims of employment discrimination and the responsibilities of employers under the anti-discrimination provision of the Immigration and Nationality Act (INA).

Headcount for the Commission remains unchanged at 72 positions. It is significant to note that the Commission was not required to submit cuts for the City's Program to Eliminate the Gap (PEG).

Budget Actions in the Executive Plan

<i>Dollars in Thousands</i>	FY 2011			FY 2012		
	City	Non-City	Total	City	Non-City	Total
Agency Budget as of the February 2011 Plan	\$2,763	\$4,545	\$7,308	\$2,860	\$4,506	\$7,366
Other Adjustments						
Heat, Light and Power	\$1	\$0	\$1	\$12	\$0	\$12
Lease Adjustment	0	0	0	(267)	0	(267)
Federal Grant for Immigration Employment	0	20	20	0	0	0
Total, Other Adjustments	\$1	\$20	\$21	(\$255)	\$0	(\$255)
Total, All Changes	\$1	\$20	\$21	(\$255)	\$0	(\$255)
Agency Budget as of the Executive 2012 Plan	\$2,764	\$4,565	\$7,329	\$2,605	\$4,506	\$7,111

Appendix A: Budget Actions in the November and February Plans

<i>Dollars in Thousands</i>	FY 2011			FY 2012		
	City	Non-City	Total	City	Non-City	Total
Agency Budget as of the June 2010 Plan	\$2,763	\$4,506	\$7,269	\$2,860	\$4,506	\$7,366
Other Adjustments						
Revenue Increase -- Federal Grant for Immigration						
Employment	\$0	\$8	\$8	\$0	\$0	\$0
Technical Adjustment	0	31	31			
Total, Other Adjustments	\$0	\$39	\$39	\$0	\$0	\$0
Total, All Changes	\$0	\$39	\$39	\$0	\$0	\$0
Agency Budget as of the February 2011 Plan	\$2,763	\$4,545	\$7,308	\$2,860	\$4,506	\$7,366