

Waterloo Commission on Human Rights: A Diversity-Inclusion Agency

The Waterloo Commission on Human Rights' **mission** is to protect and promote the personal dignity of all Waterloo citizens and eliminate any discriminatory barriers that prevent them from reaching their full production capacities. We seek to make compliance and education a meaningful and visible strategy as we work towards the elimination of the effects of discriminatory practices in the City of Waterloo.



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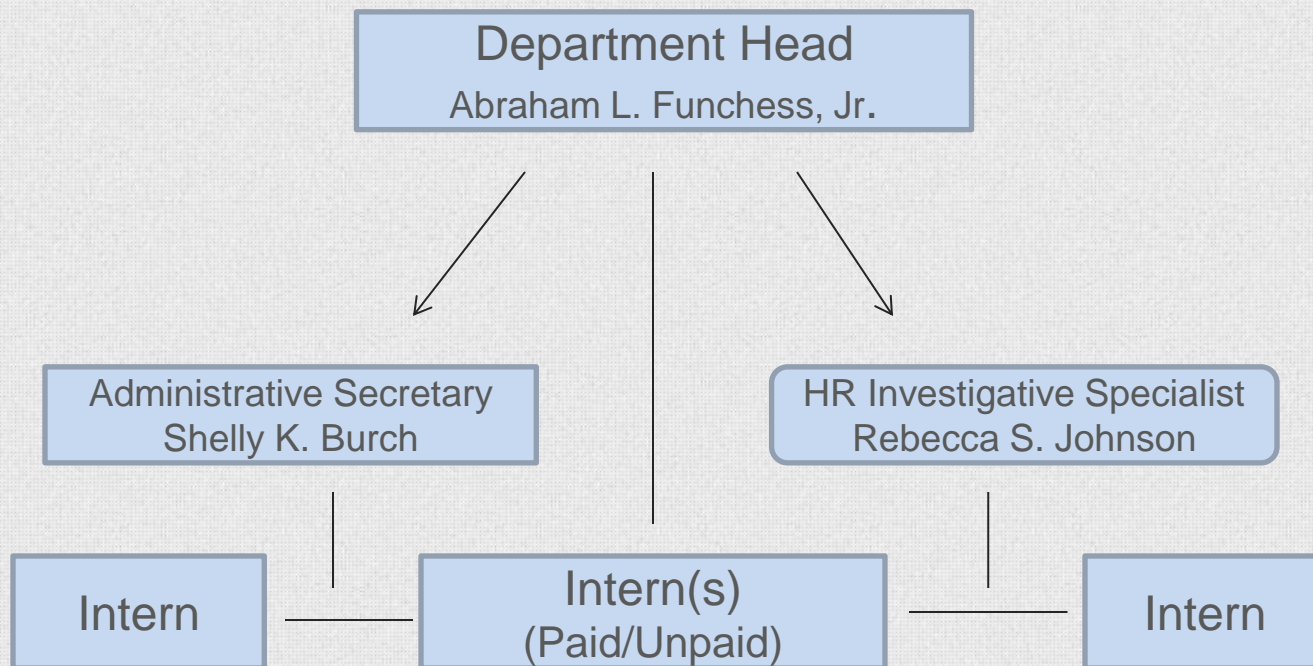
In support of our function to investigate complaints, provide educational training and coordinate and collaborate with others with similar missions, we work to do the following:

- Maintain a well-trained, culturally-sensitive staff and Commission to provide for the execution and enforcement of the responsibilities set forth in the City of Waterloo Commission on Human Rights' [Ordinance No. 4064](#);
- Ensure freedom from discrimination by assisting in the preservation of the public safety, health, and general welfare of individual citizens within the City of Waterloo;
- Increase the sensitivity and knowledge of all citizens in Waterloo of the effects and cost of discrimination by sponsoring workshops, conferences, training sessions, community forums, etc., including the Diversity-Inclusion conversations with city employees;
- Be accessible to the community by actively participating in agency networking and to collaborate with agencies whose missions are similar to ours;
- Provide for the execution within the City of Waterloo of the policies embodied in the Iowa Civil Rights Act of 1965 and in the Federal Civil Rights Act and to promote cooperation between the city of Waterloo and the State and Federal agencies enforcing those acts.



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Organizational Structure



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Three Key “Success Points” since June 2010:

- We obtained a direct relationship with Equal Employment Opportunity Commission (EEOC) in August 2013 and eliminated the “middle man.” This signature development allows WCHR to do more on behalf of our local constituency base via increased staffing and education outreach;
- We have recovered over half a million dollars in economic relief for our complainants since 2010. This significant increase over the last decade leading up to 2010 is indicative of more robust communications between WCHR, Waterloo citizens and organizational entities that are concerned about creating a vibrant culture of diversity-inclusion in our city;
- Over the last several months, Waterloo Human Rights spearheaded Diversity-Inclusion conversations for the city’s 500-700 employees. This lays the foundation for more in-depth conversations about multiple levels of diversity in our employ and our city.



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Base Level Detail

| <u>FY2017</u> | <u>FY2018 BASE</u> | <u>% Change</u> | <u>\$ Amount Change</u> |
|---------------|--------------------|-----------------|-------------------------|
| \$262,954 | \$265,978 | 1.15% | 3,024 |



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Personnel Detail

| <u>Permanent Full-Time Positions</u> | <u>2017</u> | <u>2018</u> |
|--------------------------------------|-------------|-------------|
| Human Rights Director | 1.0 | 1.0 |
| HR Investigative Specialist | 1.0 | 1.0 |
| Administrative Secretary | 1.0 | 1.0 |
| Total Full-time Permanent Employees | 3.0 | 3.0 |



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Revenue Detail

| <u>Major Object</u> | <u>2017</u> | <u>2018</u> |
|---|-------------|-------------|
| Intergovernmental (EEOC Reimbursements) | 40,100 | 45,000 |



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Expenditure Detail

Major Object

2017

2018

Personnel Services

Contractual Services

Other Services and Charges



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2018 Objectives for WCHR:

In addition to our essential work of redressing complainant issues around employment and housing, we are determined to work with Mayor and City Council to effectuate change partnering with the following strategies, among others, to make Waterloo an attractive destination city, a place to call home:

- Strategy 1.2 – Partner with the Waterloo CVB, Main Street Waterloo and the Greater Cedar Valley Alliance to promote Waterloo as a place to do business; and work together to implement development programming; AND,
- Strategy 2.1 – Help strengthen the work of the Waterloo Police Department through adequate training, staffing and community programming.



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For more information, please contact

Abraham L. Funchess, Jr., Executive Director
Waterloo Commission on Human Rights
620 Mulberry Street
Waterloo, Iowa 50703
Work Phone: 319-291-4441
Email: abraham.funchess@waterloo-ia.org
Website: www.ci.waterloo.ia.us/humanrights

