



Civil Rights Enforcement Update

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Presented by:

Nuria Rivera-Vandermyde, Deputy City Manager
Candice Cooper, Project Manager



Civil Rights Enforcement Council Update



Resolution No.
20180628-062



National Best
Practices Framework



Feasibility
Study



Stakeholder
Engagement Process



Civil Rights Enforcement

National Best Practices



Centralized Entity

The structure and authority of non-discriminatory ordinances should fit within a centralized independent structure.



Leadership Support

Buy-In from City Council and Executive staff is critical.



Proper Authority

Civil Rights Enforcement falls within the responsibility of the Department Director. The Human Rights Commission *may* hold some additional authorities.



Community Accountability

Civil Rights entities are accountable to members of protected classes, stakeholder groups, communities of color and those most impacted by potential systematic discrimination.



Community Collaboration

Provide a safe, neutral space to host trust-building dialogue and solution-based discussions.



Solution-Oriented

Offers proactive education, training and referral services. In addition to: mediation and conflict resolution.



Civil Rights Enforcement

National Trends

4



1

Immigration



Civil Rights leaders have observed an increase in cases filed in complaints related to immigration issues.

2

Disability



Civil Rights leaders have observed an increase in cases filed in complaints related to disability or public accommodations.

3

Complainants

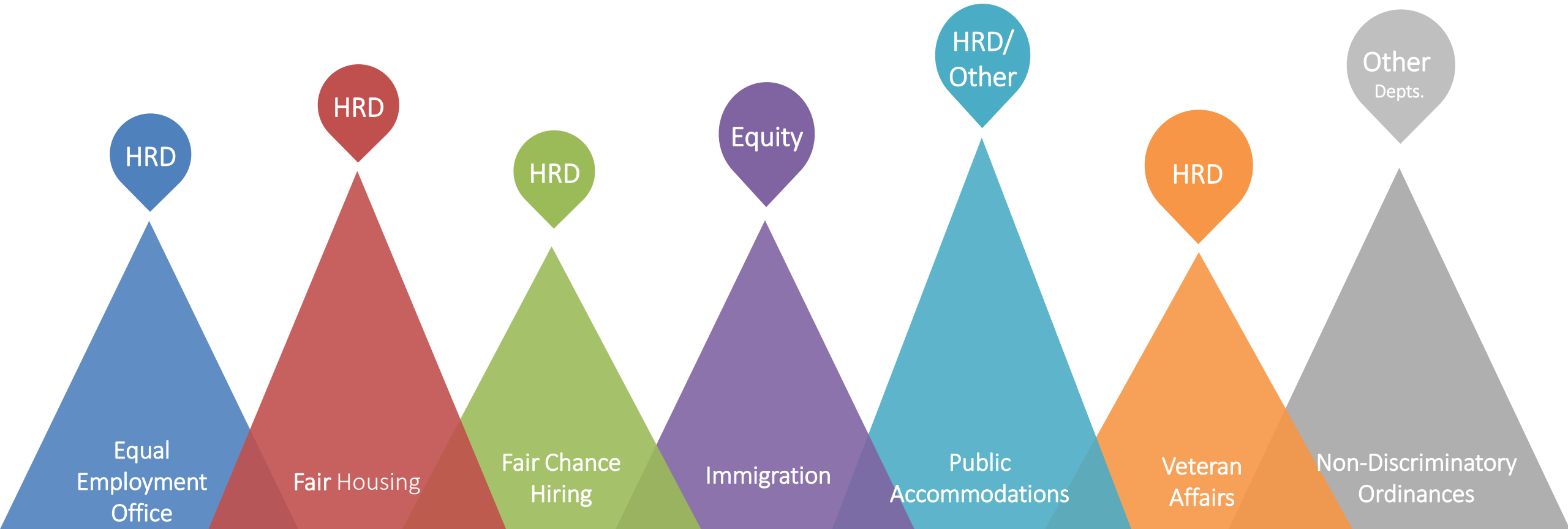


Decrease in overall number of complainants since the shift in National Leadership, particularly in certain states. More emphasis on being proactive.



Civil Rights Ordinances

Current Structure



Note: This list is not all-inclusive and does not represent all non-discriminatory ordinances enforced throughout the City of Austin.

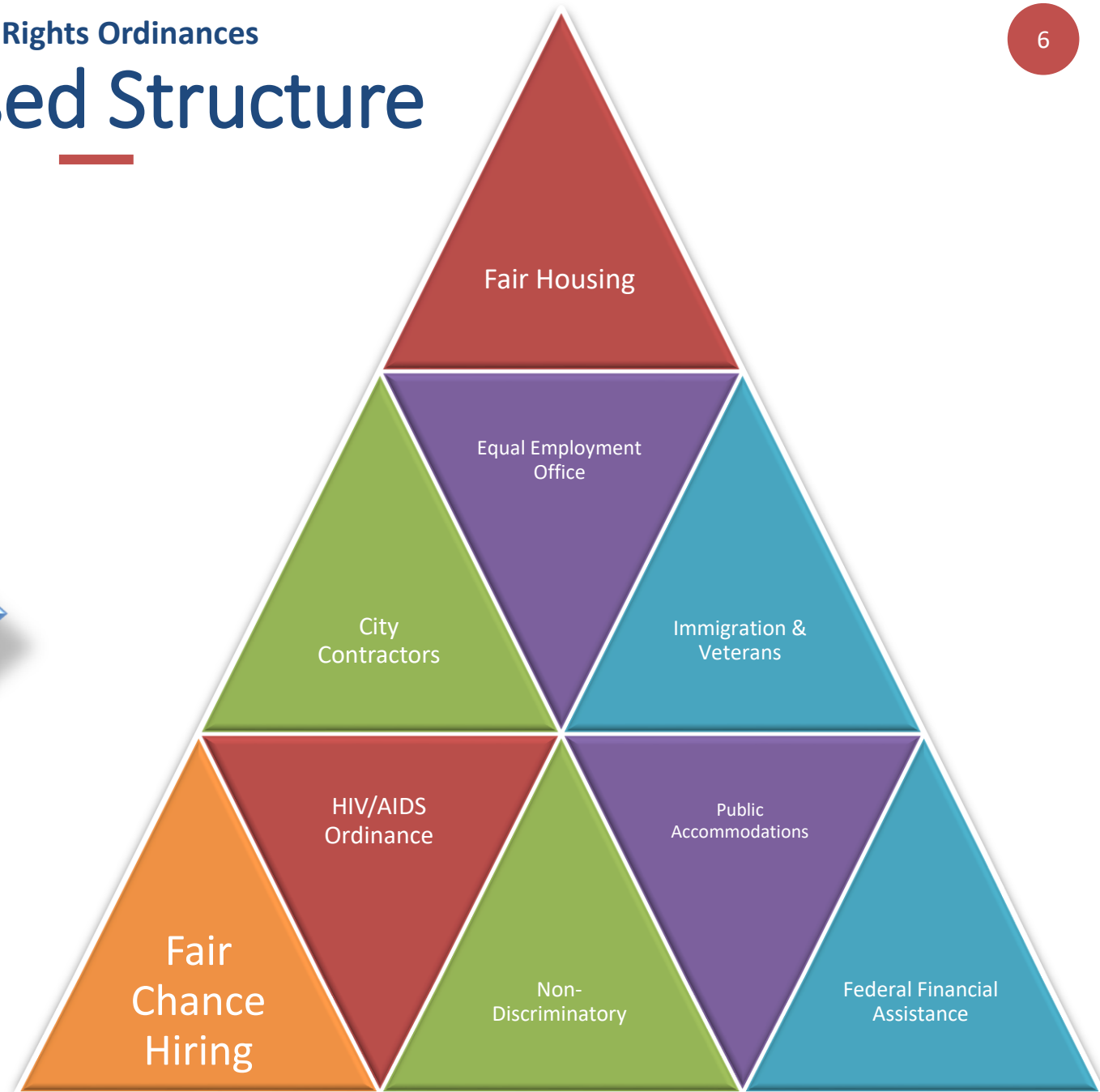


Civil Rights Ordinances

Proposed Structure

Centralized Entity

Centralized entity that educates, collaborates and enforces the City of Austin's non-discriminatory ordinances.



Note: This list is not all-inclusive and does not represent all non-discriminatory ordinances enforced throughout the City of Austin.



Community Engagement Plan

Stakeholder Teams

7



Decision Makers



Project Teams



Influencers



Customers



Communication Methods



Project Champions



1:1 Interviews



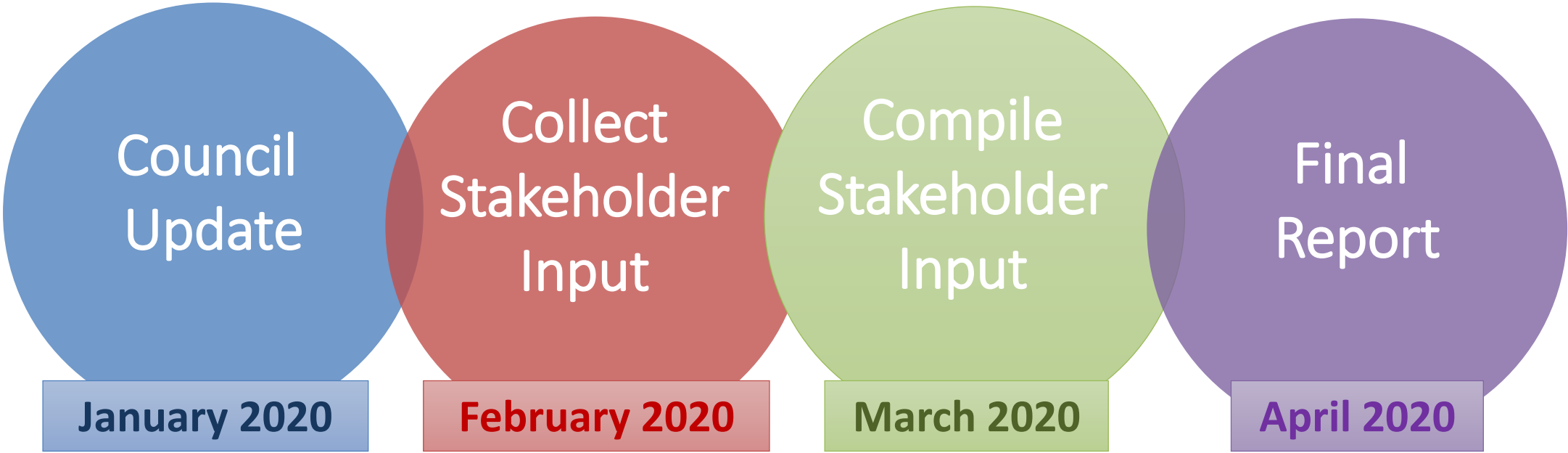
Community Workshops



Surveys



Timeline





THANK YOU
For your attention

For More Information:
Nuria.Rivera-Vandermyde@AustinTexas.gov
Candice.Cooper@AustinTexas.gov