



Tompkins County

Office of Human Rights

2016 Budget

Recommended Budget

	2015 Modified	2016 Recommended	\$ Change	% Change
Expenditures	\$319,143	\$308,761	(10,382)	-3.25%
Net Local	\$319,143	\$308,761	(10,382)	-3.25%

Full-Time Equivalents

2013	2014	2015	2016 Target	2016 Rec	# Change	% Change
4.0	4.0	4.0	4.0	4.0	0.0	0.0%

Our Mission

Vision • Strategy for 2016

Tompkins County Office of Human Rights



OHR Strategies for 2016

Strategy/Goal	Administrative Tasks	Timetable
<p>(1) Enhance local civil rights protections and strengthen anti-discrimination enforcement processes.</p>	<p>Legislative review and public comment period for proposed re-draft of Tompkins County Anti-Discrimination Law.</p>	<p>By 1 FEB 2016</p>
<p>(2) Continue to provide inclusive, diverse, and effective human rights programming that has County-wide impact.</p>	<p>(a) 29th Annual K-12 Arts Competition and Awards Ceremony</p> <p>(b) Human Rights Day 4Kidz Program (Afterschool grades 2-5)</p> <p>(c) “What Would MLK Say Today? Poster Contest (all ages). <i>Theme: “Livable Wage”</i></p>	<p>From 9 SEPT to 10 DEC 2016</p> <p>10 DEC 2016</p> <p>FEB 2016 (Black History Month)</p>

OHR Strategies for 2016

Strategy/Goal	Administrative Tasks	Timetable
(3) Assist with the County's state and federal-mandated civil rights certification obligations.	Duties related to County compliance efforts: (a) Limited English Proficiency Plan (Title VI); (b) ADA and Section 504; (c) Affirmatively Furthering Fair Housing and Fair Housing Plan (Fair Housing Act); (d) Minority & Women-Owned Business Enterprises (MWBE/NYS).	Ongoing
(4) Help support Human Rights Commission efforts to bring social justice-based programming to outlying areas of the County.	Provide HRC Executive Committee and Board members with designated office space and desktop technology in order to enhance effective communication methods.	Ongoing

OHR Strategies for 2016

Strategy/Goal	Administrative Tasks	Timetable
<p>(5) To build and/or re-establish relationships between OHR and state/federal civil rights administrative agencies for the purpose of attracting outside resources for local enforcement and outreach efforts.</p>	<p>(a) Attend national and regional trainings sponsored by the U.S. Equal Employment Opportunity Commission, U.S. Dept. of HUD, and the NYS Division of Human Rights; (b) Negotiate for cooperative agreements; (c) Revision of Local Law is a pre-requisite to negotiation.</p>	<p>Ongoing</p>
<p>(6) Establishing and sustaining strong collaboration and partnership strategies with local stakeholders for County-wide human rights impact.</p>	<p>(a) Dorothy Cotton Institute (b) TC Workers' Center (c) Tompkins/Seneca/Tioga BOCES (d) TC Public Library (e) Avon Global Center for Women and Justice (f) GIAC and Southside Community Centers.</p>	<p>Ongoing</p>

Over-Target Requests Partly Supported by the Recommended Budget

Page #	OTR #	Priority	Req. OTR	Req. Source	Rec. OTR	Rec. Source	Purpose
4-226	47	1	\$8,750	One-time	\$2,900	Target	Allow OHR staff to attend trainings and professional conferences