Ohio Civil Rights Commission

Annual Report 1999

FY 1999 also saw all the departments and regional offices of the Commission develop a comprehensive strategic management plan. These plans will serve as the blueprints for Commission activity over the next fiscal year, and will enable Commission staff to fully implement the initiatives begun under the tenure of Director Mitchell.

As part of these initiatives, the Commission's Office of Public Affairs is developing a plan to serve the special educational needs of Ohio's small and mid-size businesses, especially those away from the metropolitan areas. By educating small and mid-size employers in the requirements and spirit of the Ohio laws against discrimination, the Commission hopes to realize its mission of promoting good will, eliminating discrimination, and creating a better working environment for all Ohioans.

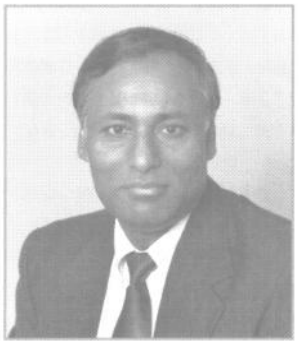
By focusing the resources and energy of the Commission in these areas, the Commission best serves the needs of the people who have turned to this agency for over 40 years now for protection of their right to achieve equality of opportunity under the law.

Respectfully,

E. Theophilus Caviness
Chair

Melanie Mitchell
Executive Director

John Burlew
OCRC Commissioner



Nirmal K. Sinha
OCRC Commissioner

OCRC Wins Award

The Ohio Civil Rights Commission received a "best practices" award from the Department of Housing and Urban Development (HUD) for its mediation program. The OCRC's program was recognized at HUD's national conference in Kansas City, MO and was selected from among 3000 entries.

The Commission was proud to be recognized on a national level for its efforts. The OCRC understands that there must be a more efficient, less costly, and informal avenue for resolving discrimination complaints. The Commission has found that its mediation program achieves these results and allows the parties to create a 'win-win' resolution while still ensuring that individuals and businesses comply with the civil rights laws.

The Ohio Civil Rights Commission implemented its mediation program pilot in January of 1998, in the Columbus regional office. Currently the Commission is offering mediation on most housing discrimination charges filed in its six regional offices and on most employment discrimination charges filed in its Columbus office. Since the inception of the program the Commission has mediated over 550 discrimination complaints and has achieved a 55% settlement rate for its mediation program.

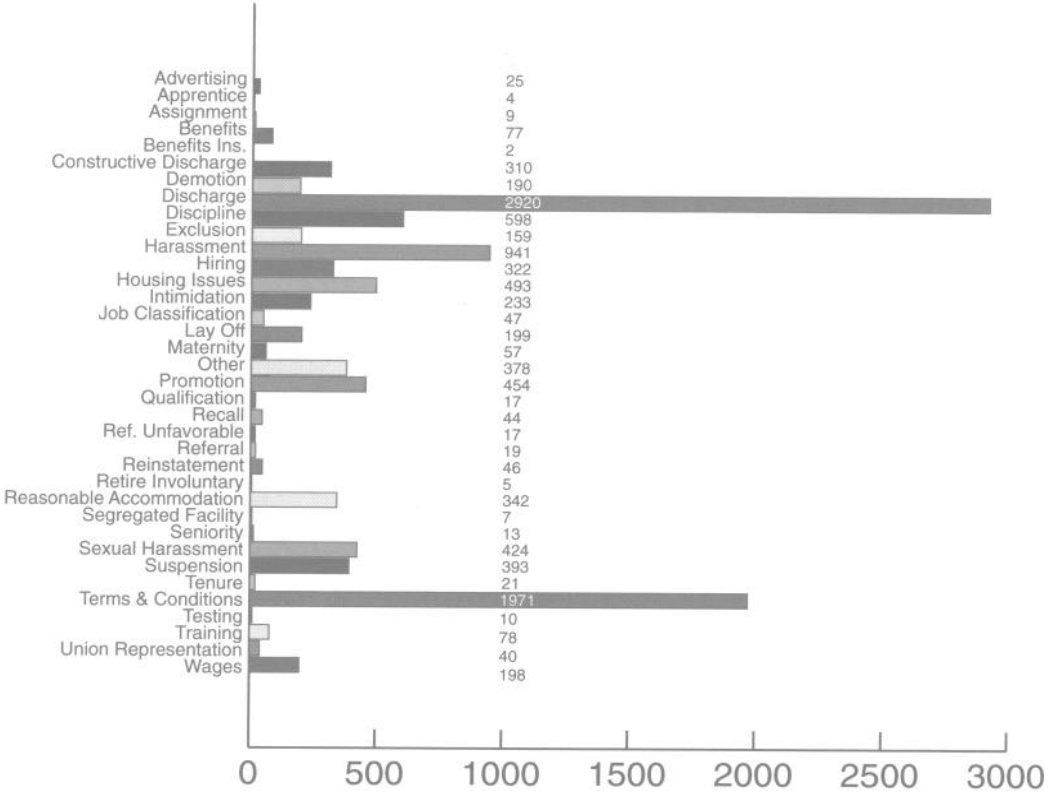
A large part of the success of the program comes from the support it has received from HUD, the EEOC, the legal com-

munity, and all those who have continuously participated in mediations. The OCRC will continue to be proactive and innovative in our approach to resolving disputes and hope that even more individuals and businesses will recognize the many benefits of mediation.

(Opposite page, top) Executive Director Melanie Mitchell accepts the "Best Practices" Award, presented by Saul Ramirez and Eva Plaza, on behalf of the OCRC. (Opposite page, bottom) The OCR unveiled its new logo designed by Art Academy of Cincinnati student Katy Rahn. (This page) All Hands Meeting.

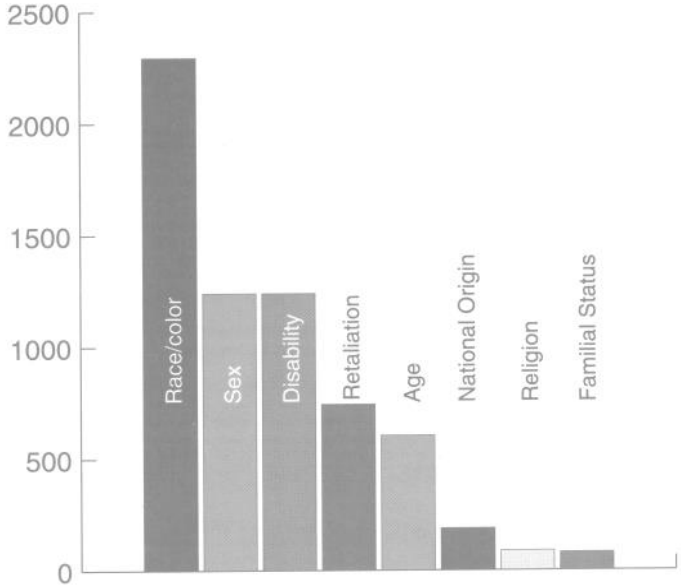
Alleged Issues of Discrimination

July 1, 1998 - June 30, 1999



Alleged Bases of Discrimination

July 1, 1998 - June 30, 1999



FEDERAL OPERATING ROTARY FUND 334
Fund 334 represents spending authority as a result of work sharing agreements with the U.S. Equal Employment Opportunity Commission (EEOC), the U.S. Department of Housing and Urban Development (HUD) and the Ohio Civil Rights Commission (OCRC). These agencies defer charges of discrimination filed with them to the Ohio Civil Rights Commission for investigation and processing.

EEOC/HUD APPROPRIATIONS $2,851,579

EXPENDITURES
Salaries and Wages $1,063,983
Purchased Personal Services 169,418
Supplies and Materials 27,341
Motor Vehicle 29,372
Travel 27,426
Communications 79,237
Equipment Maintenance 30,253
Rentals 1,915
Printing 36,951
General Expenses 334,303
Equipment 134,649
Encumbrances 36,142
Unused Appropriations 880,589

TOTAL EXPENDITURES $2,851,57

GENERAL REVENUE FUND (GRF)

The General Revenue Funds are appropriated to OCRC by the Ohio General Assembly.

Ohio Civil Rights Commission $9,774,706

Commission on African American Males (CAAM) 660,384

TOTAL GRF APPROPRIATIONS $10,435,090

EXPENDITURES

Salaries and Wages $8,656,653

Purchased Personal Services 215,061

Supplies and Materials 51,368

Motor Vehicle 33,769

Travel 47,610

Communications 147,670

Equipment Maintenance 83,167

Rentals 588,724

Printing 15,166

General Expenses 117,208

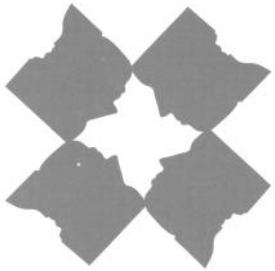
Equipment 116,322

Encumbrances 160,490

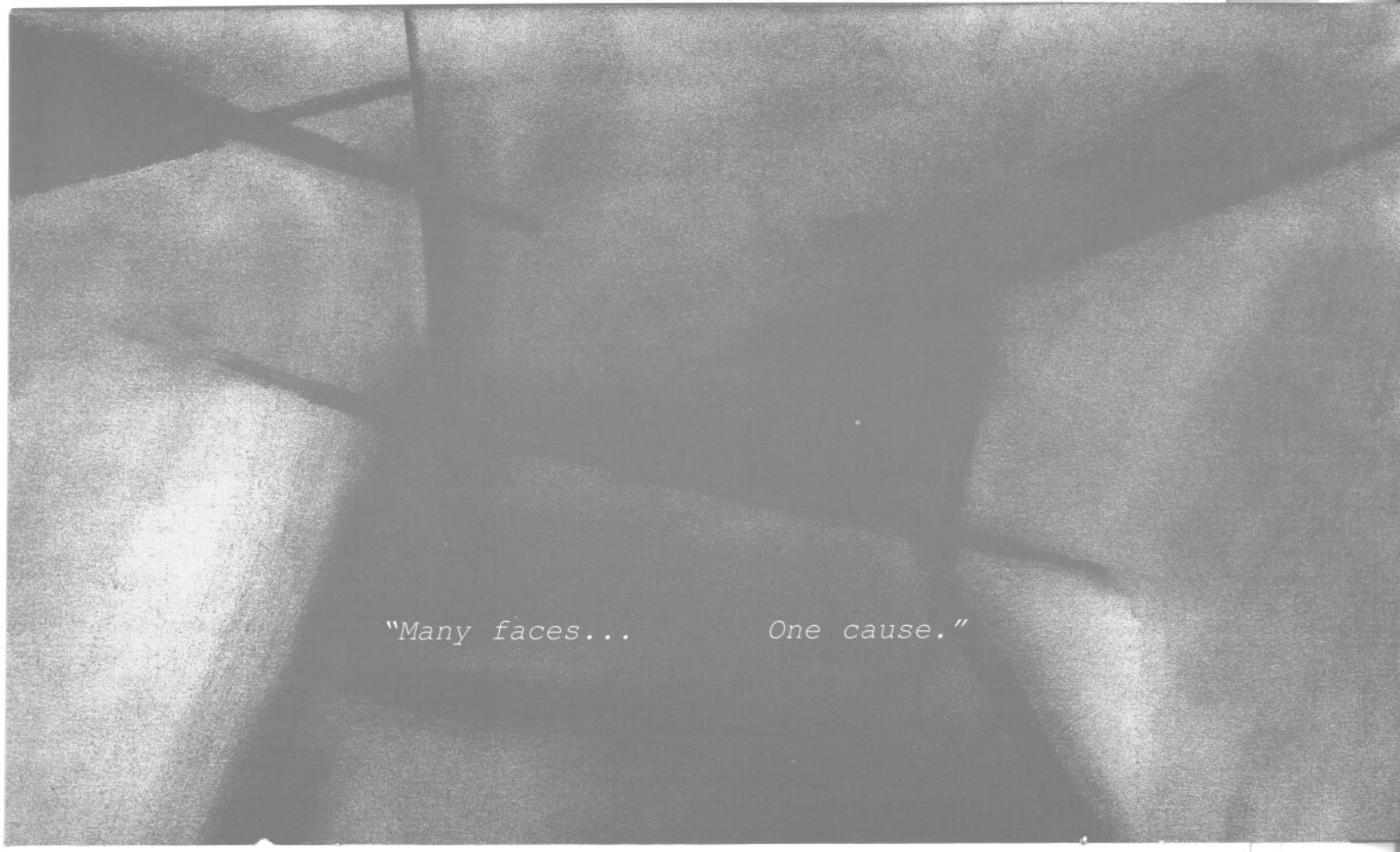
Unused Appropriations 201,882

TOTAL EXPENDITURES $10,435,090

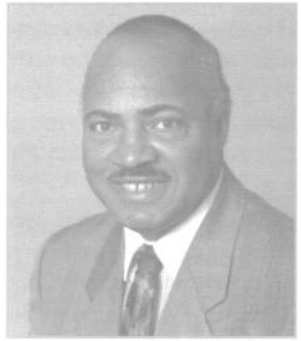
Rights Commission (OCRC). These agencies defer charges of discrimination filed with them to the Ohio Civil Rights



Ohio Civil Rights Commission


"Many faces... One cause."

From the Commission Chairman and Director



Rev. E. T. Caviness
OCRC Chairman

Melanie Mitchell
Executive Director

January 2000

The Honorable Robert A. Taft
Governor, State of Ohio

The Honorable Richard H. Finan
President of the Ohio Senate

The Honorable Jo Ann Davidson
Speaker of the House of Representatives.

Dear Sirs and Madam,

We are pleased to submit to you the 40th annual report of the Ohio Civil Rights Commission for the fiscal year ending June 30, 1999.

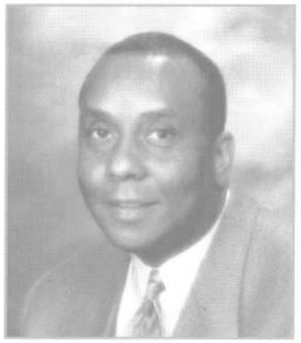
Fiscal year 1999 marked several major milestones in the history of the Commission. On July 29, 1999, the agency celebrated the 40th anniversary of the Ohio Civil Rights Act by holding its first ever All Hands Meeting. Attended by many representatives of our partners in federal and state governments, including representatives of the Governor's office, the Attorney General, Ohio Senate and Ohio House of Representatives, the occasion included

recognition of the dedicated work of many OCRC employees. Future All Hands Meetings will serve as a forum for the Commission to recognize outstanding public service to Ohio by persons or organizations who advance the cause of human rights and equal opportunity.

The Commission's Mediation Program was fully implemented by the Commission on the basis of its resounding success as a pilot program. In fact, this pilot program was recognized by the U.S. Department of Housing and Urban Development with a "Best Practices" award at its 1999 national conference. Based on its early achievements in mediating cases, the program is expected to have a dramatic impact on the agency's ability to resolve a significant number of charges prior to instituting lengthy investigations. The Commission has full time mediators on staff and in place in all six regional offices.

Grace Ramos
OCRC Commissioner

Valuing Diversity: Living and Learning Together is the educational curriculum which was developed by the Commission for use in the public and private schools in Ohio. This curriculum guide was developed with the assistance of many educational experts, and includes information and lesson plans to promote multicultural education in grades K-12. Commission staff has continued its efforts to publicize this curriculum, and place it in every school district.



Lawrence Bolden
OCRC Commissioner

Eliminating Prejudice in Our Schools

The Commission is mandated by law to prepare a comprehensive educational program designed to eliminate prejudice, further good will among the people of Ohio, explore the origins and harmful effects of prejudice, and its incompatibility with American principles of equality and fair play.

The agency's most recent response to this mandate was the development, beginning in 1992, of a comprehensive course of study for Ohio schools entitled: Valuing Diversity: Learning and Living Together. Recently, the Commission, in consultation with the Ohio Department of Education and a number of experts in the field of education, has thoroughly revised, updated and expanded this effort. In addition to being a course of study for grades K-12, it is now a comprehensive curriculum guide and teaching aid.

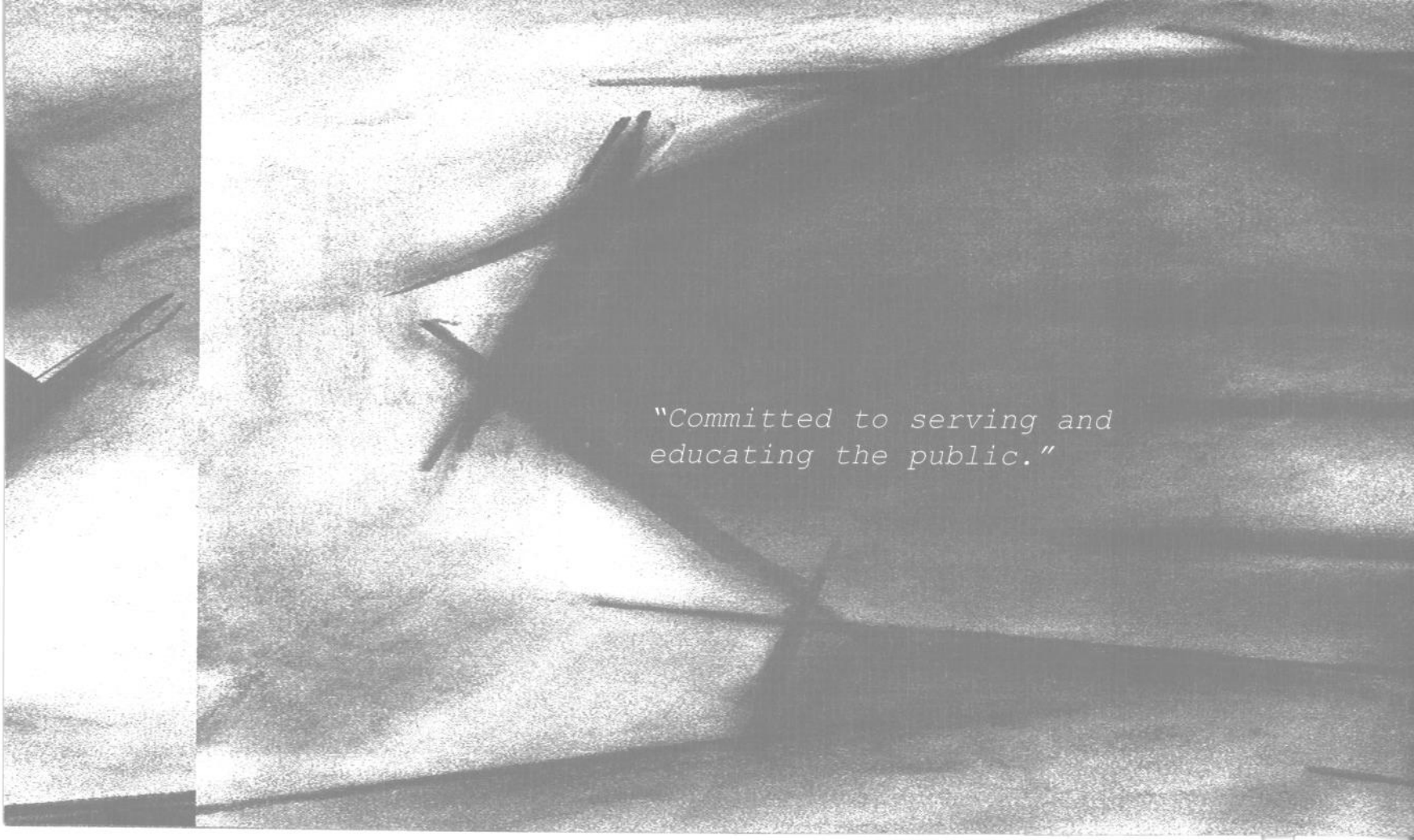
The Commission is committed to providing culturally diverse curriculum materials to assure that Ohio schools have access to a multi-culturally enriched education. Valuing Diversity represents the ideas and efforts of successful practitioners in the field of multicultural education. The guide provides essential background information and offers model lesson plans, reproducible masters, cooperative learning activities and resources, plenty of skill building activities, and opportunities for review and enforcement.

The Commission is undertaking a comprehensive program to advertise and disseminate the Guide to every school in the state.

"Eliminating unlawful discrimination by educating individuals and businesses."

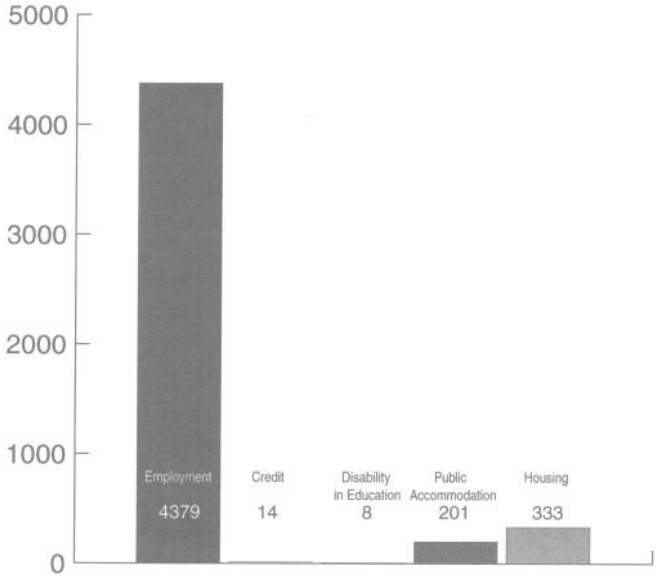
"Ohio's leader in promoting good
will and equal opportunity."
"Respecting diversity,
talents & ideas."

"Eliminating unlawful discrimination by educating individuals and businesses."


"Committed to serving and
educating the public."

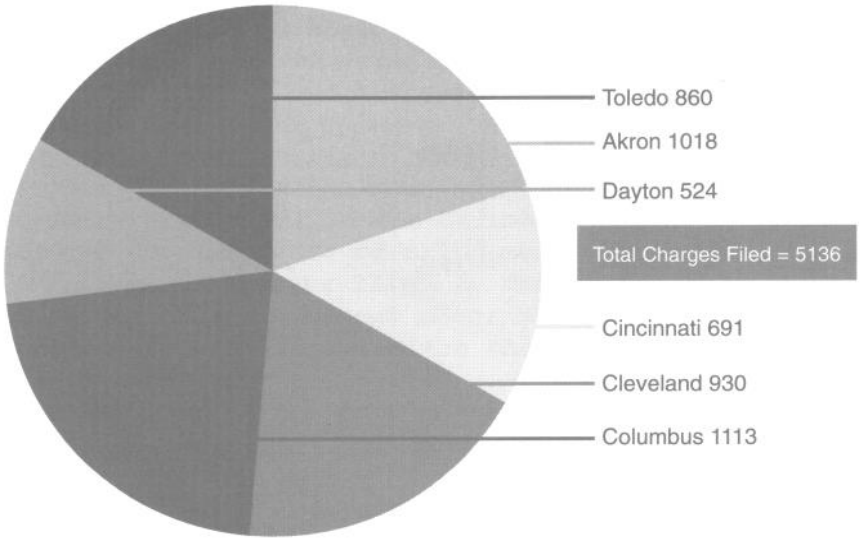
Types of Charges Closed

July 1, 1998 - June 30, 1999



Charges Filed By Region

July 1, 1998 - June 30, 1999



Charges Filed By County

July 1, 1998 - June 30, 1999

(includes charges that were referred to other investigative agencies)

Akron Regional Office
Akron Government Center
161 S. High Street, Suite 205
Akron, Ohio 44308
(330)643-3100, Voice-TTY, Fax (330)643-3120

Cincinnati Regional Office
Holiday Park
801-B W. 8th Street, 2nd Floor
Cincinnati, Ohio 45203
(513)852-3344, Voice-TTY, Fax (513)852-3344

Cleveland Regional Office
615 W. Superior Avenue, Suite 885
Cleveland, Ohio 44113
(216)787-3150, Voice-TTY, Fax (216)787-4121

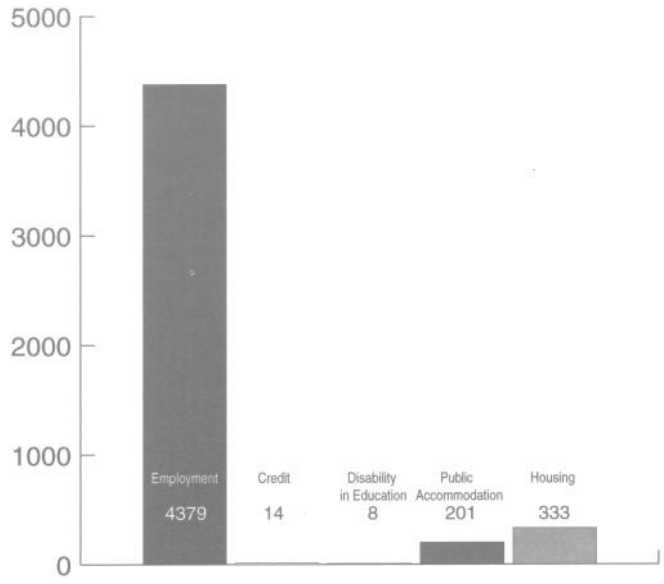
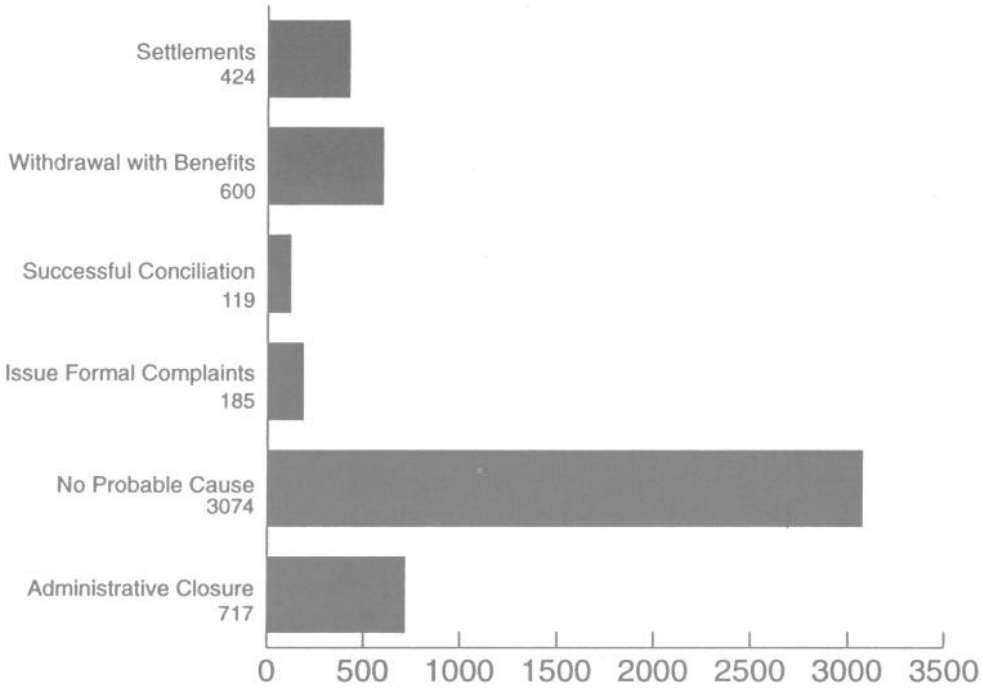
Columbus Regional Office
1111 E. Broad Street, Suite 301
Columbus, Ohio 43205
(614)466-5928, Voice-TTY, Fax (614)466-5928

Dayton Regional Office
40 W. 4th Centre, Suite 800
Dayton, Ohio 45402-1831
(937)285-6500, Voice-TTY, Fax (937)285-6606

Toledo Regional Office
Disalle Government Center
Jackson & Erie Streets, Room 936
Toledo, Ohio 43604
(419)245-2900, Voice-TTY, Fax (419) 245-2668

Types of Charges Closed

July 1, 1998 - June 30, 1999



Case dispositions