



Tompkins County

Office of Human Rights

2015 Budget

Recommended Budget

	2014 Modified	2015 Recommended	\$ Change	% Change
Expenditures	\$314,284	\$315,393	\$1,109	0.35%
Net Local	\$314,284	\$315,393	\$1,109	0.35%

Full-Time Equivalents

2012	2013	2014	2015 Target	2015 Rec	# Change	% Change
3.5	4.00	4.00	4.00	4.00	0.00	0.00%

Who We Are?



OHR Strategies for 2015

Strategy/Goal	Administrative Tasks	Timetable
(1) Broaden local civil rights protections and strengthen anti-discrimination enforcement processes.	Review, draft, and propose revisions to Tompkins County Anti-Discrimination Law (Local Law B).	By 1 MAY 2015
(2) Develop more inclusive, diverse, and effective human rights programming that has County-wide impact.	(a) Transition theme and schedule of annual K-12 “MLK Art & Poetry Competition” to “Human Rights Art & Poetry Competition” using the 30 Articles of the U.N. Declaration of Human Rights as a framework.	From 9 SEPT 2015 to 10 DEC 2015 (Int’l Human Rights Day)

OHR Strategies for 2015

Strategy/Goal	Administrative Tasks	Timetable
<p>(2) Develop more inclusive, diverse, and effective human rights programming that has County-wide impact.</p>	<p>(b) NEW: Annual “What Would MLK Say Today?” Poster Contest. Participation is County-wide and for all ages.</p>	<p>By 19 JAN 2015 (MLK Day)</p>
<p>(3) Help bolster the County’s state and federal-mandated civil rights certification obligations.</p>	<p>(a) Duties related to staff training and implementation of County’s Limited English Proficiency Plan (Title VI/FTA); (b) Affirmatively Furthering Fair Housing and Fair Housing Plan (HUD); (c) goals related to Minority & Women-Owned Business Enterprises (MWBE/NYS).</p>	<p>Ongoing</p>

OHR Strategies for 2015

Strategy/Goal	Administrative Tasks	Timetable
<p>(4) Help support Human Rights Commission efforts to bring social justice-based programming to outlying areas of the County.</p>	<p>(b) Provide HRC Executive Committee and Board members with designated office space and desktop technology in order to enhance effective communication methods.</p>	<p>Ongoing</p>
<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 B is a pre-requisite to negotiation.</p>	<p>Ongoing</p>

Over-Target Requests Partly Supported by the Tentative Budget

Page #	OTR #	Priority	Req. OTR	Req. Source	Rec. OTR	Rec. Source	Purpose
4-262	34	1	\$8,750	One-time	\$5,000	One-time	Pay for travel/training for strategic participation in federal and/or state networks