

# Office of Human Rights and Equity Programs

## FY 2019 Adopted Budget Plan: Performance Measures

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### Human Rights

#### Goal

To improve the quality of life in Fairfax County so that every person may fully enjoy all the opportunities available in an environment free of illegal discrimination.

#### Objective

To achieve a rating of 95% satisfaction with the overall quality of the Human Rights Division's intake and mediation services from complaint/respondents.

#### Performance Indicators

Indicator	Prior Year Actuals			Current Estimate	Future Estimate
	FY 2015 Actual	FY 2016 Actual	FY 2017 Estimate/Actual	FY 2018	FY 2019
<b>Output</b>					
Cases processed	484	477	450 / 460	450	460
Cases closed	153	181	180 / 172	180	170
Percent decrease in the number of cases over 270 days	29%	12%	10% / 12%	8%	7%
<b>Efficiency</b>					
Cost per case processed	\$2,088	\$2,824	\$2,500 / \$2,955	\$2,400	\$2,300
Average investigative staff hours per case closed	38	32	35 / 60	40	45
Cases closed per investigator (FTE)	26	39	35 / 29	40	35
Cases processed per investigator (FTE)	136	102	120 / 77	130	130
Complaints formalized and presented to the complainant for signature within 5 business days	91%	99%	95% / 91%	95%	95%
<b>Service Quality</b>					
Improve scheduling and utilization of mediation services	94%	90%	90% / 91%	90%	90%
<b>Outcome</b>					
Percentage of complainant/respondent satisfaction with the overall quality of the Human Right's Division's intake and mediation services	94.0%	98.3%	95.0% / 99.6%	95.0%	95.0%

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### Equity Programs

#### Goal

Equity Programs (EP) develops, monitors, and evaluates the County's diversity policy and administers the Equal Opportunity Program. Equal Opportunity Program staff coordinates the continuing implementation of the program through technical assistance and training to ensure a diversified workforce observing County employment policies and practices as well as federal, state and local laws. In particular, EP conducts investigations regarding alleged discrimination by Fairfax County Government agencies from County employees and residents.

#### Objective

To increase the knowledge of customers in the areas of diversity, multiculturalism, and EEO laws by reviewing diversity plans and training at least 6,500 customers.

#### Performance Indicators

Indicator	Prior Year Actuals			Current Estimate	Future Estimate
	FY 2015 Actual	FY 2016 Actual	FY 2017 Estimate/Actual	FY 2018	FY 2019
<b>Output</b>					
Diversity plans reviewed	49	49	0 / 0	49	0
Customers trained	3,382	9,626	6,500 / 9,669	6,500	6,500

#### Objective

To respond 90 percent of the time within one business day to all complaints and information requests regarding discrimination complaints against County agencies.

#### Performance Indicators

Indicator	Prior Year Actuals			Current Estimate	Future Estimate
	FY 2015 Actual	FY 2016 Actual	FY 2017 Estimate/Actual	FY 2018	FY 2019
<b>Outcome</b>					
Percent of time responses are given within one business day	95.0%	96.0%	90.0% / 90.0%	90.0%	90.0%