



Department of Employee Relations

John O. Norquist
Mayor

Florence Dukes
Director

Frank Forbes
Labor Negotiator

Michael Brady
Employee Benefits Director

July 8, 2003

Ms. Florence Dukes
Director
Department of Employee Relations
City Hall, Room 706
200 East Wells Street
Milwaukee, WI 53202

Re: Equal Rights Commission Statistics

Dear Ms. Dukes:

Please find attached, the above-referenced matter. The attachment details the various "inquiry categories" as well as the "referral categories" for the years of 2001, 2002 and a tally of the inquiries so far this year. More specifically:

Year 2001

- a total of 1,019 inquiries:
 - 352 of the 1,019 inquiries were for alleged employment discrimination
 - 38 of the 1,019 inquiries were for alleged housing discrimination

- a total of 398 referrals to other agencies:
 - 138 of the 398 referrals were referred to the Equal Rights Division
 - 21 of the 398 referrals were referred to the Equal Employment Opportunity Commission
 - 52 of the 398 referrals were referred to the Department of Labor

Year 2002

- a total of 1,444 inquiries:
 - 483 of the 1,444 inquiries were for alleged employment discrimination
 - 71 of the 1,444 inquiries were for alleged housing discrimination

- a total of 320 referrals:
 - 118 of the 320 referrals were for the Equal Rights Division
 - 24 of the 320 referrals were for the Equal Employment Opportunity Commission
 - 69 of the 320 referrals were for the Department of Labor

Year 2003 (Up to June)

-a total of 532 inquiries:

-260 of the 532 inquiries were for alleged employment discrimination

-25 of the 532 inquiries were for alleged housing discrimination

-a total of 151 referrals:

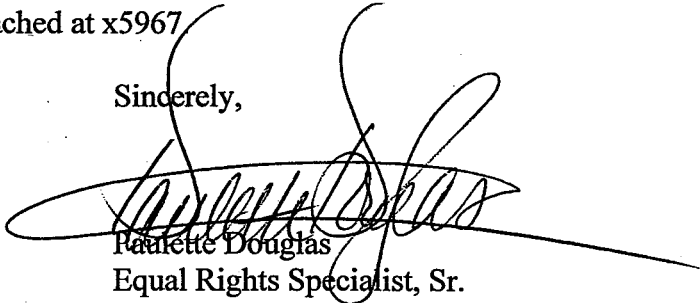
-31 of the 151 referrals were for the Equal Rights Division

-12 of the 151 referrals were for the Equal Employment Opportunity
Commission

-62 of the 151 referrals were for the Department of Labor

If I can be of further assistance, I can be reached at x5967

Sincerely,



Paulette Douglas
Equal Rights Specialist, Sr.

attachment

ERC Telephone Inquiries 2003

Type	2002 total	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
ED-Gen.	436	47	7	45	73	41	42						
ED-File	47	0	0	5	0	0	0						
UE-Comp	6	2	0	0	1	0	1						
Labor Prac.	6	0	0	0	0	0	2						
FMLA	3	0	0	0	0	0	0						
Job.Opp.	24	0	0	1	0	0	2						
HD-Gen.	50	6	1	4	2	3	7						
HD-File	21	0	0	0	0	1	1						
Emer.Hou.	1	0	0	0	0	0	0						
Avail.Hou.	20	0	2	6	0	2	5						
Sec. Dep.	0	0	0	0	0	1	0						
Lease	0	0	0	1	0	0	0						
Landlord	2	0	0	1	0	0	0						
Eviction	0	0	0	0	0	0	0						
PA-Gen.	4	0	0	0	0	0	0						
PA-File	3	0	0	0	0	0	0						
Other	821	59	3	61	26	33	38						
Totals	1444	114	13	124	102	81	98						

ERC Referrals 2003

Type	2002 total	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Cons.Prot.	3	0	0	2	0	0	0						
ERD	118	6	2	10	2	6	5						
HUD	1	1	0	1	0	0	1						
EEOC	24	4	1	3	1	0	3						
Neigh.Ser.	10	0	0	1	0	0	1						
MMFHC	1	0	0	0	0	0	0						
Com.Adv.	12	2	0	1	0	4	1						
Unemp.Off.	0	0	0	0	1	1	0						
W&H-ERD	0	0	0	0	0	0	1						
Hous.Auth.	34	3	0	2	3	1	3						
Legal Aid	46	4	1	3	2	4	0						
Bar Refer	0	0	0	0	0	2	0						
MYLA	0	0	0	0	0	0	0						
Shelters	0	0	0	0	0	0	0						
Work.Com.	0	0	0	0	0	0	0						
Dept.Labor	69	10	5	7	5	18	17						
Other	2	0	0	0	0	0	0						
	0												
Totals	320	30	9	30	14	36	32						

ERC Telephone Inquiries 2002

Type	2001 total	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
ED-Gen.	228	16	18	39	38	12	15	37	67	70	43	42	39
ED-File	124	3	4	5	4	3	11	1	4	2	*	9	1
UE-Comp	5		*	*	*	*	2	1	*	1	*	*	2
Labor Prac.	12	1	*	*	2	*	*	*	1	1	*	1	*
FMLA	9		*	*	*	*	*	*	*	3	*	*	*
Job.Opp.	4		*	1	3	*	*	*	5	8	4	3	*
HD-Gen.	24	1	1	*	3	3	5	5	3	10	5	5	9
HD-File	14	4	4	*	1	5	*	2	1	3	1	*	*
Emer.Hou.			*	*	*	*	*	*	*	*	*	*	1
Avail.Hou.	14	1	*	5	5	*	*	*	3	1	1	4	*
Sec. Dep.	4		*	*	*	*	*	*	*	*	*	*	*
Lease	3		*	*	*	*	*	*	*	*	*	*	*
Landlord			*	*	*	*	*	2	*	*	*	*	*
Eviction	2		*	*	*	*	*	*	*	*	*	*	*
PA-Gen.	1		1	*	*	*	1	*	*	*	*	2	*
PA-File	2	1	*	2	*	*	*	*	*	*	*	*	*
Other	573	37	35	46	68	63	79	67	86	146	59	92	43
			*	*	*	*	*	*	*	*	*	*	*
Totals	1019	64	63	98	124	86	113	115	170	245	113	158	95

ERC Referrals 2002

Type	2001 total	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Cons.Prot.	5		*	*	*	*	*	*	1	2	*	*	*
ERD	138	7	13	14	16	2	6	5	4	20	7	21	3
HUD	7		*	*	*	*	*	1	*	*	*	*	*
EEOC	21		1	*	5	*	1	3	*	6	2	4	2
Neigh.Ser.	5	2	1	1	*	*	*	1	1	2	2	*	*
MMFHC	15		*	*	*	*	*	*	1	*	*	*	*
Com.Adv.	22	2	1	*	1	*	1	1	*	3	2	1	*
Unemp.Off.	3		*	*	*	*	*	*	*	*	*	*	*
W&H-ERD	8		*	*	*	*	*	*	*	*	*	*	*
Hous.Auth.	32		1	2	4	*	*	7	2	12	*	5	1
Legal Aid	81	3	4	2	6	1	1	2	3	7	6	4	7
Bar Refer	5		*	*	*	*	*	*	*	*	*	*	*
MYLA	2		*	*	*	*	*	*	*	*	*	*	*
Shelters			*	*	*	*	*	*	*	*	*	*	*
Work.Com.	1		*	*	*	*	*	*	*	*	*	*	*
Dept.Labor	52	5	4	3	5	*	*	7	9	13	3	14	5
Other	1		*	*	*	*	*	*	*	2	*	*	*
			*	*	*	*	*	*	*	*	*	*	*
Totals	398	19	25	22	38	3	9	27	21	67	22	49	18

telephone inquiries 2002-2, totals provided through 12/31/02

Key

ED-Gen.=employment discrimination general information
ED-File=employment discrimination file a complaint
UE-Comp=unemployment compensation
Labor Prac=labor practices
FMLA=family medical leave act
Job.Opp.=job opportunities
HD-Gen.=housing discrimination general information
HD-File=housing discrimination file a complaint
Emer.Hou.=emergency housing
Avail.Hous.=available housing
Sec.Dep.=security deposit
Lease=apartment lease information
Landlord=landlord tenant issues
Eviction=eviction from housing
PA-Gen.=public accommodation general information
PA-File=public accommodation file a complaint
Other=inquiries not related to the ERC

Cons.Prot.=consumer protection agency
ERD=Equal Rights Division
HUD=Department of Housing and Urban Development
EEOC=Equal Employment Opportunity Commission
Neigh.Ser.=Department of Neighborhood Housing Services
MMFHC=Metropolitan Milwaukee Fair Housing Council
Com.Adv.=Community Advocates
Unemp.Off.=Unemployment Office
W&H-ERD=Wage & Hour-Equal Rights Division
Hous.Auth.=Housing Authority
Legal Aid=Legal Aid Society
Bar Refer=Bar Referral Agency
MYLA=(no referrals made here-unknown agency)
Shelters
Work.Com.=Worker's Compensation
Dept.Labor=Department of Labor
Other=other referrals to agencies not listed above