

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

PROGRAM OFFICE SALARIES AND EXPENSES

**FAIR HOUSING AND EQUAL OPPORTUNITY**

FHEO's mission is to create equal housing opportunities for all persons living in America by administering laws that prohibit discrimination housing on the basis of race, color, religion, sex, national origin, age, disability, and familial status. The Department has made Affirmatively Furthering Fair Housing one of its signature initiatives in its strategic plan. In addition, the General Section of the Department's Notice of Funding Availability has made affirmatively furthering fair housing a policy priority. Moreover, the National Commission on Fair Housing and Equal Opportunity's report, "The Future of Fair Housing," recommended that HUD renewed its commitment to "affirmatively furthering fair housing" among HUD grantees.

The proposed FTE level would permit FHEO to devote an additional 5.3 FTEs in the field to support AFFH efforts. Fortunately, with 6.7 FTEs added to FHEO, the Department can make a significant impact. An additional 5.3 FTEs working on AFFH will allow FHEO to provide technical assistance to more jurisdictions and to review 23 percent more AI's and Consolidated Plan, which will protect the Department from litigation. The additional 1.4 FTE will allow FHEO's staff to work directly with the six cities to support the work being done at the local level and encourage economic growth including Section 3 implementation in local communities.

Personnel

FHEO spearheads the Federal Government's efforts to eliminate housing discrimination. The organization is comprised of three broad Headquarters functional areas, ten (10) regional offices and thirty-four (34) field offices. There are three Headquarters offices responsible for FHEO functional areas: the Office of Enforcement and Programs, the Office of Operations and Management, and the Office of Policy, Legislative Initiatives, and Outreach.

Headquarters

Immediate Office of the Secretary (13.4 FTEs)

- Provides oversight of day-to-day activities for FHEO

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### Office of Enforcement and Programs (67.4 FTE)

FHEO's Office of Enforcement and Programs manages and oversees enforcement and grants management activities nationwide. The Office of Enforcement and Programs:

- Establishes national policies for the Fair Housing Act and other civil rights authorities;
- Establishes national standards for affirmatively furthering fair housing by HUD recipients and establishes procedures for review;
- Reviews regulations, notices of funding availability, program notices, handbooks, mortgagee letters, and other documents to ensure they comply with the Department's civil rights requirements;
- Conducts systemic and Secretary-initiated investigations into discriminatory housing and lending;
- Establishes national policies, procedures and training for enforcing Section 3 of the Housing and Urban Development Act of 1968;
- Conducts civil rights compliance reviews of federally funded housing providers;
- Oversees the development of Fair Lending policy including the policies for the oversight of the Government Sponsored Enterprises, such as Fannie Mae and Freddie Mac, for compliance and consistency with the Federal Housing Enterprises Financial Safety and Soundness Act and the Fair Housing Act;
- Provides oversight and technical assistance to FHIP grantees that conduct education and outreach activities to increase awareness of fair housing rights, promote partnerships with constituents, and develop community and faith-based partnerships;
- Monitor and provide technical assistance to FHAP and FHIP recipients to ensure appropriate utilization of funds;
- Oversees the approval and recertification of state and local fair housing laws and agencies for substantial equivalency determinations; and
- Investigate, conciliate and recommend the issuance of charges of discrimination and Determinations of Non-Compliance for complaints filed under Title VIII and other civil rights authorities;

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### Office of Operations and Management (32.1 FTE)

The Office of Operations and Management oversee the operations and management of the organization where areas of management planning and budget, information technology and communications and administration services within FHEO. Specifically, the Office of Operations and Management:

- Develops and implements program management, performance evaluation and planning systems;
- Manages procurement and contract process and the budget process;
- Coordinates and implements the Government Performance Results Act (GPRA) requirements, the 5-year Strategic Plan, the Annual Performance Plan (APP), and the year-end Performance and Accountability Report (PAR);
- Develops and coordinates the Financial Management Certification process and the preparation of the Commercial Activities Report (OMB Circular A-76) and updates the Catalog of Federal Domestic Assistance;
- Coordinates and serves as the FHEO liaison for all audit activities conducted by the Office of Inspector General (OIG) and the Government Accountability Office (GAO);
- Maintains case reporting systems and provides information technology technical assistance to FHEO staff;
- Oversees Financial Information Security Management Act requirements and ensures information system data integrity; and
- Manages and coordinates human capital initiatives, including succession planning efforts and the identification of skill gaps within the organization.

### Office of Policy, Legislative Initiatives and Outreach (8.3 FTE)

The Office of Policy, Legislative Initiatives and Outreach oversees the formulation and public communication of fair housing policy, including legislative initiatives, and manages FHEO's education and outreach activities. The Office of Policy, Legislative Initiatives and Outreach:

- Ensures the consistent and accurate communication of all fair housing policy to Congress, Executive Branch offices, agencies and the public;

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- Evaluates the effectiveness of FHEO's policies and procedures and recommends adjustments, where appropriate;
- Coordinates the Department's efforts to provide access to persons with limited English proficiency; Drafts Fair Housing Annual Reports and activity reports with input from non-FHEO program offices to fulfill Congressional mandates; and
- Develops the Department's Fair Housing Education and Outreach plan and appropriate messaging
- Provides public service announcements, print advertisements, partner symposiums, and homeownership seminars.

### Regional and field offices responsibilities (466.2)

- Investigate, conciliate and recommend the issuance of charges of discrimination and Determinations of Non-Compliance for complaints filed under Title VIII and other civil rights authorities;
- Receive and assist the public when they contact FHEO to request fair housing information, report discrimination, or request assistance from the Department;
- Conduct reviews of recipients of HUD funding to ensure that they are in compliance with Section 504, Section 109 and Title VI;
- Review Consolidated Plans, Annual Action Plans, CAPERS, Demolition/Disposition Plans, PHA 5 year plan, PHA annual Plan, Designated Housing Plans, Residency Preference Plans, 202/811 Plans, Public Housing Authority Plans, and Fair Housing Marketing Plans to ensure the programs of HUD recipients are administered in a nondiscriminatory manner and affirmatively further fair housing;
- Provide enforcement, education and outreach and technical assistance to further Section 3 compliance;
- Monitor and provide technical assistance to FHAP and FHIP recipients to ensure appropriate utilization of funds; and
- Conduct education and outreach activities within their jurisdiction.

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|                                   | FY 2010<br>Actual | FY 2011<br>Actual | FY 2012<br>Enacted | FY 2013<br>Request | Increase/Decrease<br>Compared to<br>FY 2012 |
|-----------------------------------|-------------------|-------------------|--------------------|--------------------|---|
| Personal Services                 | \$67,155,883      | \$68,794,884      | \$70,553,000       | \$72,346,000       | \$1,793,000                                 |
| Non-Personal Services:            |                   |                   |                    |                    |   |
| Travel                            | 1,118,479         | 1,146,045         | 700,000            | 731,000            | 31,000                                      |
| Rent, Communication, Util.*       | 31,379            | 31,406            | -                  | -                  | -   |
| Printing                          | 134,305           | 146,217           | 50,000             | 29,000             | (21,000)                                    |
| Other Services                    | 1,888,626         | 1,710,759         | 1,247,000          | 1,161,000          | (86,000)                                    |
| Supplies                          | 60,955            | 48,426            | 50,000             | 29,000             | (21,000)                                    |
| Subtotal Non-Personal<br>Services | \$3,233,744       | \$3,082,853       | \$2,047,000        | \$1,950,000        | (\$97,000)                                  |
| Total                             | \$70,389,627      | \$71,877,737      | \$72,600,000       | \$74,296,000       | \$1,696,000                                 |
| FTE                               | 576.3             | 572.0             | 580.7              | 587.4              | 6.7   |

\*Footnote: HUD anticipates that amounts for BOC 2300 (Rent) to minimal. Should expenses arise related to BOC 2300 (Rent), FHEO will absorbed within the budget for non-personnel expenses.

FHEO is requesting 587.4 FTE’s for fiscal year 2013 and \$74.2 million; this is an increase from fiscal year 2012 of 6.7 FTE – 5.3 FTE to support AFFH efforts in the field, and ensure consistent management of the grants, and 1.4 FTE to support Section 3 implementation in distressed cities – and a total reduction in non-personnel service of \$97 thousand.

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### Travel

Requested travel funds will support the amount of travel needed for HUD to carry out its fair housing investigations, compliance reviews, and education and outreach efforts.

### Printing

Requested printing funds will primarily support educational materials relating to Fair Housing matters. According to HUD's 2002 Study "How Much Do We Know," 83 percent of people who believe they have experienced housing discrimination do not report it. This is for a variety of reasons, including lack of knowledge of how to report it; belief that nothing will come from reporting it; and a belief that fighting it will cost too much. It is important that HUD address these misconceptions through education and outreach and widely distributes fair housing material.

### Other Services

For fiscal year 2013 FHEO is requesting funding to support contract needs. FHEO will fund the following contracts:

#### Home Mortgage Disclosure Act:

- FHEO is requesting funding to support continued analytical support for FHEO's high cost lending analysis. This project would assist FHEO with contract research analysis and technical statistical support for fair lending review of Home Mortgage Disclosure Act (HMDA) data and specific lender investigations.

#### Telephonic Translation Service:

- FHEO is requesting funding to support oral and/or written interpretation services for non-English speaking persons who call to file a complaint.

#### Legal Research Subscription:

- FHEO is requesting funding to provide a point-by-point analysis of the entire field of housing discrimination law, from the background of our modern discrimination laws to the most recent fair housing cases and legislation. This resource provides discussions on major new cases concerning aspects of relief, harassment, and intimidation; examines Title VIII claims and new appellate decisions dealing with claims brought by fair housing organizations; and includes a detailed study of the Fair

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Housing Act, with analysis of its major provisions and enforcement; includes discussions of proof and evidence, segregation, and different Federal laws arising in housing discrimination cases and provides litigation tips for both plaintiffs and defendants. This service is an important part of HUD's goal of building inclusive and sustainable communities free from discrimination.

### Training:

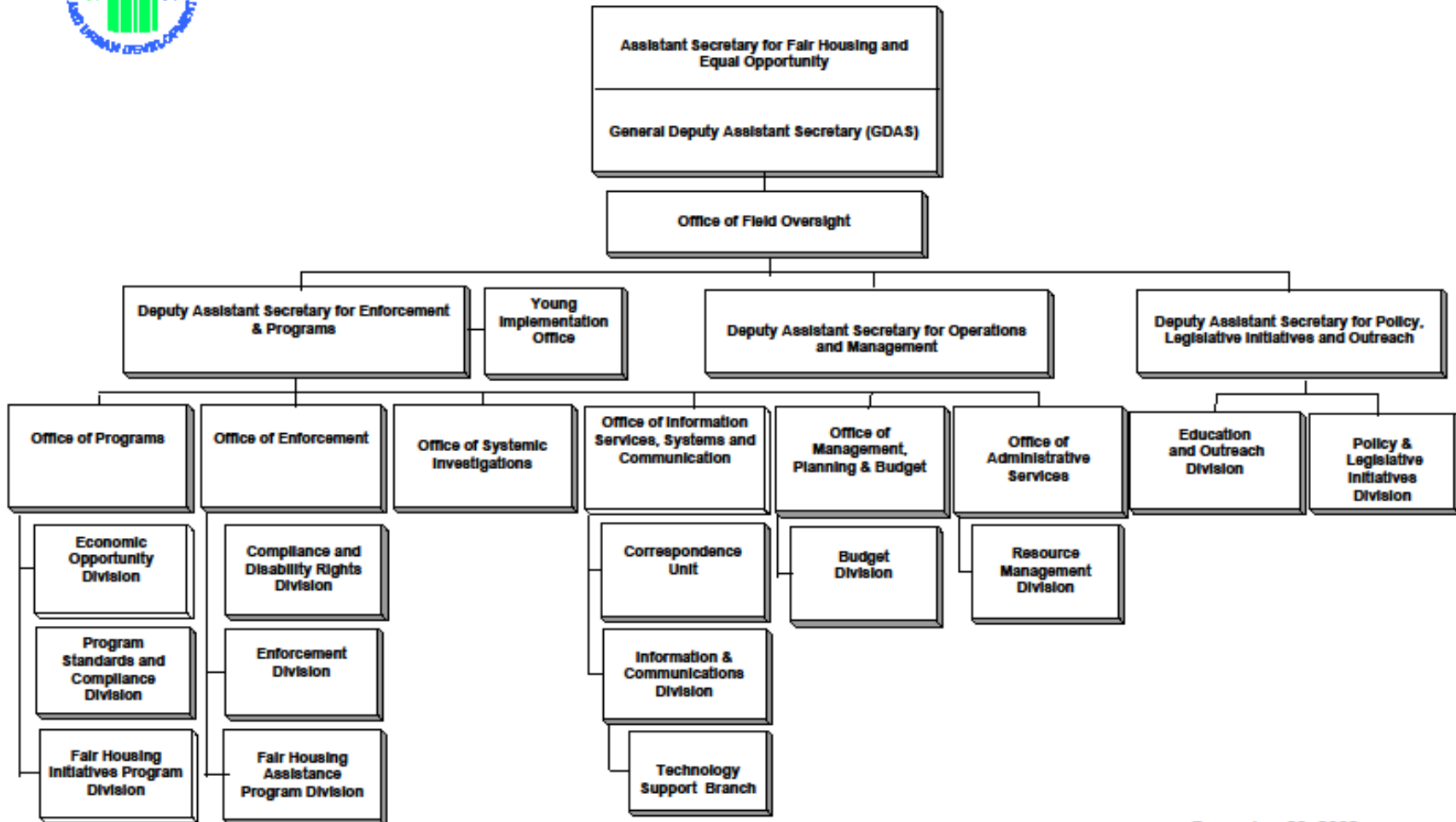
- In fiscal year 2013, FHEO will dedicate funds for training needs. Included in this funding is training for investigators at the National Fair Housing Training Academy (NFHTA).

### Supplies and Material

FHEO is requesting funding for supplies and material for fiscal year 2013. Included in this amount will be funds to renew subscription for 504 Compliance Handbook and the ADA Compliance Guide for headquarters and the ten regional offices. Remaining funds are for general supplies.



# OFFICE OF FAIR HOUSING AND EQUAL OPPORTUNITY



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