

**DEPARTMENT
OF
FAIR EMPLOYMENT AND HOUSING**

**ANNUAL REPORT
1989-90**

State of California

**STATE AND CONSUMER
SERVICES AGENCY**

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

State of California

George Deukmejian
Governor

Shirley R. Chilton
Secretary
State and Consumer Services Agency

Dorinda V. Henderson
Director
Department of Fair Employment and Housing

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

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September 15, 1990

The Honorable George Deukmejian
Governor

The Honorable David A. Roberti
President pro Tempore of the Senate

The Honorable Willie L. Brown, Jr.
Speaker of the Assembly

Gentlemen:



On behalf of the Department of Fair Employment and Housing (DFEH), I am pleased to present the 1989-90 Annual Report, which covers the period from July 1, 1989 to June 30, 1990.

An annual report can be the most effective method to convey an organization's message to regulatory agencies, advocacy groups, employees, the public and potential clients.

For some organizations, the annual report has become a powerful image-building device. It can instill a sense of confidence regarding a department and its management; offer a plan for the future; and correct misconceptions about the past.

The annual report is the best communication tool available to an organization "to tell its side of the story."

In this report the story we tell will focus on the following areas:

1. Management of allocated resources,
2. Positioning human resources to accomplish the department's mission to the legislative intent,
3. Focusing the department to address the needs of California's changing population,
4. Development of innovative programs to prepare California to manage diversity,
5. Future outlook - new products - new technologies - new focus.

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This year, the Department has brought about a number of positive changes in the enforcement of civil rights:

SETTLEMENT

The Enforcement Division's settlement rate is at 27 percent, and the Legal Division's settlement rate is at 78 percent. This continues to demonstrate the effectiveness of our staff in bringing about relief without adversarial proceedings.

POLICY CHANGES

Two recent policy decisions made during Fiscal Year 1989-90 garnered numerous accolades for the Department from legislators and civil rights organizations.

The first decision applies current FEHA provisions to the processing and investigation of pregnancy discrimination complaints against employers subject to Title VII of the Federal Civil Rights Act of 1964. Previously, these complaints were waived to the federal EEOC for processing and investigation. This new policy decision to accept and process pregnancy discrimination complaints went into effect on December 12, 1989.

The second policy decision changed the Department's intake policy. On March 1, 1990, we began accepting any complaint that an individual wished to file, and a "Right to Sue" letter was made available in every case. The objective of this new policy is to protect the individual's right to seek remedy in a civil court. In the past, the Department accepted only those complaints which contained allegations warranting a full investigation.

CASE PROCESSING

The number of discrimination complaints filed saw an increase, due to these changes in policy. In spite of this increase, however, average case processing time has been reduced to a two-year low of 188 days.

LEGAL CLINIC EDUCATION

The Department's in-house training of law students (in research, writing, and oral presentations) involved 29 students from 9 major accredited law schools in Fiscal Year 1989-90.

COMMUNITY EDUCATION

We continue to encourage staff involvement and active participation in many employment and housing "Round Table" events throughout the State. Over 1,200 representatives from business, labor organizations, local

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government, and community groups attend the events which address every conceivable civil rights issue. Department representatives addressed many other groups, educating them about the Fair Employment and Housing Act. Additionally, we have implemented a contractor training program and technical assistance workshops, to facilitate compliance with the contract compliance laws administered by the Office of Compliance Programs under Government Code Section 12990 et seq. We are now training other governmental agencies in Affirmative Action and Nondiscrimination Programs, to assure equal employment opportunities for California's diverse population.

AUTOMATED CIVIL RIGHTS DATABASE

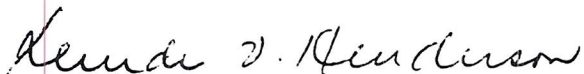
The Department's legal division completed development of a research manual, which will provide law enforcement organizations (Attorney General, Bar Associations, Human Rights Organizations) access to important principles of law under the Ralph and Bane Civil Rights Acts.

FISCAL INTEGRITY

Finally, because of the need to do more with less, the Department is undergoing a reorganization of its fiscal and accounting structure and procedures, to ensure proper allocation and expenditure of resources. This reorganization includes a decentralization of expenditure responsibility, the development of accurate and timely reporting tools, internal audit oversight to ensure fiscal integrity, and budget management training for staff.

DFEH is proud of these achievements. We have developed proactive programs to reduce complaints through education and awareness and, through contractual demonstration and training programs with governmental agencies. We will continue to increase efficiencies to assure that all civil rights complaints within DFEH jurisdiction are promptly addressed and hopefully resolved without litigation.

Respectfully,



Dorinda V. Henderson
Director

ANNUAL REPORT
CALIFORNIA DEPARTMENT
OF FAIR EMPLOYMENT AND HOUSING
1989-90

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BACKGROUND INFORMATION

DEPARTMENT MISSION

The mission of the Department of Fair Employment and Housing is:
To protect and enforce the civil rights of the people of the State of California, as authorized by the Fair Employment and Housing Act.

SCOPE OF RESPONSIBILITY

The scope of responsibility, consistent with our mission, is to enforce State laws prohibiting discrimination in: employment, housing, public accommodations, public services, and in State contractor workforces; as well as laws forbidding violence or the threat of violence based on race, ethnicity, gender, sexual orientation, or any other arbitrary class-based classification.

The Department's jurisdiction covers over 220,000 businesses; some 200,000 contracts between the private sector and the State of California; 113 departments of State government; local governmental agencies; and thousands of individuals and organizations providing housing, accommodations and services to the public. The Department employs 250 employees throughout the State.

The Department is also responsible for the enforcement and administration of the State of California's contract compliance laws, which require that companies doing business with the State establish procedures for ensuring equal employment opportunity for their employees and applicants for employment. Technical assistance and training is given to State contractors who need help in developing such a program. With the signing of a Memorandum of Understanding (MOU) with the federal government, we now impact the workforce in all nine western states.

DEPARTMENT JURISDICTION AND AUTHORITY

The Department's primary responsibility is to enforce the Fair Employment and Housing Act, the Unruh Civil Rights Act, and the Ralph Civil Rights Act, which collectively:

- ♦ Protect an individual's rights and opportunities to seek, have access to, obtain and hold employment without discrimination because of race, religious creed, color, national origin, ancestry, physical handicap (including AIDS), cancer-related medical condition, marital status, age (40 or over), or sex;

- ♦ Protect the rights of tenants and those who seek to rent, lease or buy housing without regard to race, color, religion, marital status, national origin/ancestry, age, sex, or disability;
- ♦ Assure individuals equal access to accommodations, facilities, and privileges or services in business establishments within the State without discrimination based on race, color, national origin, age, sexual orientation, or sex;
- ♦ Assure that those contracting with the State of California comply with equal opportunity and nondiscrimination employment laws;
- ♦ Assure that State agencies provide nondiscriminatory treatment and access to programs and activities to persons with physical disabilities;
- ♦ Protect the rights of individuals to be free from violence against them or their property without regard to race, color, national origin, ancestry, age, religion, sexual orientation, political affiliation, disability, or sex, or any arbitrary class-based classification.

DEPARTMENT "MANAGEMENT BY OBJECTIVES" SYSTEM

Five years ago, DFEH began a Management by Objectives (M.B.O.) process. The system is all-encompassing, affecting all levels of the Department.

The Department's M.B.O. process accomplishes three objectives:

- ♦ Helps the Department focus its resources towards the mission.
- ♦ Ensures the necessary staff accountability.
- ♦ Increases communication between all levels of the Department and the public.

During Fiscal Year 1989-90, the department's two major objectives continued to be: TO IMPROVE THE DELIVERY OF SERVICES and TO IMPROVE INTERNAL AND EXTERNAL COMMUNICATIONS.

ENFORCEMENT DIVISION ACTIVITIES

ENFORCEMENT PROGRAM

The Department's Enforcement Division is strategically positioned to relate effectively with all of the people of California. Our twelve district offices are located in major metropolitan areas where they can service both population centers and identified geographic areas. (See Appendix II)

The Enforcement Division serves to enforce antidiscrimination laws, by investigating and resolving individual discrimination complaints affecting employers and employees; property owners and tenants; and recipients and providers of public services and accommodations.

Each District Office is managed by District Administrators who are active in the communities they serve, and who regularly work with Human Rights Organizations, advocacy groups, business groups, property owners, and law enforcement agencies to educate them on the Fair Employment and Housing Act, the Unruh Civil Rights Act, and the Ralph Civil Rights Act.

They provide information intended to address the concerns of California's multi-ethnic society, enabling employers and housing providers to effectively relate with citizens of all ethnic groups. They enhance local agencies' ability to cope with the problems of California's diverse population.

ENFORCEMENT DIVISION ACTIVITIES

- ♦ Appendix III, Statistical Tables 1 through 18, summarize discrimination complaints processed from July 1, 1989 through June 30, 1990. During this period, 8,203 employment discrimination complaints were filed, showing a slight increase of 630 cases over Fiscal Year 1988-89, when 7,573 cases were filed.

In contrast, we experienced a decrease in housing discrimination complaints with 757 cases filed in 1989-90 as compared to 848 in Fiscal Year 1988-89.

- ♦ A slight increase percentage-wise over last year, has occurred in employment discrimination complaints on the bases of retaliation (7.4% this year as to 6.6% last year) and origin/ancestry (10.5% this year as to 9.2% last year).
- ♦ Sex discrimination complaints were by far the largest percent of the employment case load. Over half of the employment cases involved a sex discrimination allegation. After sex discrimination cases come race, physical handicap, age and national origin/ancestry, respectively.

- ♦ Although there was a decrease in housing cases filed this year, statistics on bases have been, however, consistent over recent years. Race and color-related complaints constitute the largest share of cases at 42% (an increase over last year's 38%); discrimination against children comes next with 25% (a 10% decrease from last year's 35%).

In addition, the Enforcement Division:

- ♦ Instituted pro-active policies to address problems of bias-related violence or threats of violence. This included distributing Ralph and Bane Civil Rights Acts information to all law enforcement agencies and concerned community groups.
- ♦ Established a system to maintain ongoing liaison with all governmental human rights groups, including local contacts with district offices, statewide contact with umbrella associations, and dissemination of regular quarterly information updates on the department's activities..
- ♦ Prepared and submitted to the U.S. Department of Housing and Urban Development a request to certify the Department as a substantially equivalent agency under the provisions of the U.S. Fair Housing Act. Certification is a prerequisite for maintaining our federal relationship, which generates federal funding for processing housing complaints, thus augmenting the budget.
- ♦ Instituted a policy of retaining for processing pregnancy discrimination cases filed against employers subject to Equal Employment Opportunity Commission (EEOC) jurisdiction. Previously, these complaints were waived to EEOC. DFEH processing assures timely response under California law. A total of 380 additional cases were retained from January 1 when the policy was instituted, through June 30 at fiscal year end.
- ♦ Modified complaint acceptance policy to discontinue the practice of refusing to file charges which, on their face, lacked merit. Such charges are now accepted for filing, a policy which safeguards the rights of individuals to pursue civil lawsuits. Under this new procedure, about 150 additional complaints a month are now accepted for filing.
- ♦ Reduced average case processing time to a two-year low of 188 days.
- ♦ Obtained \$10,091,617 in remedies for 2,341 persons filing complaints of discrimination.
- ♦ Implemented a modified supervisory case review system to facilitate case processing through early review. The system has resulted in more accusations recommended for legal action (134) than in any of the three preceding years.

- ♦ Implemented a project to exploit technology in the processing of complaints. This project will improve case processing timeliness, and redirect human abilities to serve the people as mandated.
- ♦ Developed a draft enforcement supervisors training program and manual, to assure uniform training and application of department expectations to the complaint investigation process.

LEGAL DIVISION ACTIVITY

LEGAL PROGRAM

The Department's Northern and Southern California legal offices investigate complaints, issue accusations and prosecute cases before the Fair Employment and Housing Commission. Investigations are conducted jointly with the Enforcement Division and the Office of Compliance Programs, whenever formal discovery is requested. Legal activities include: enforcing interrogatories; taking depositions; negotiating settlement agreements; responding to requests for legal opinions regarding specific cases and issues of first impression. The legal unit also conducts monthly training sessions on the law, in all of the Enforcement Division's twelve district offices and with the Office of Compliance Programs' staff. Additionally, the Division implemented The Early Discovery Program to expedite the handling of complex cases.

Although attempts to settle complaints are usually successful, a substantial number of cases are referred to the Legal Division for an accusation decision. Accusations are issued: in individual cases, in class actions and in director's complaints where broader relief is sought. A hearing occurs within ninety (90) days before an Administrative Law Judge unless the parties stipulate for more time, and a proposed decision is issued for review and final decision, by the Fair Employment and Housing Commission. Staff attorneys submit extensive post-hearing briefs at the request of the Commission, and enforce discovery in the California Superior and Appellate Courts. Attorneys also petition courts for injunctive relief when appropriate.

LITIGATION STATISTICS

In Fiscal Year 1989-90, a total of 138 complaints were referred to the Legal Division for accusations. Of these, 111 were filed (67 in Northern California, 44 in Southern California). 23 hearings commenced, 8 in the North, 15 in the South. 87 cases were settled (38 in the North and 49 in the South). Of the remaining 28, one was withdrawn by the complaintant and the others were settled prior to hearings.

ACTIVITIES AND PROGRAMS

Class Actions

In Fiscal Year 1989-90, the Legal Division prosecuted six class action complaints alleging employment discrimination. The greatest number in the history of our department.

Ralph Civil Rights Act Project

The Legal Division worked cooperatively with the Enforcement Division and the Fair Employment and Housing Commission in developing a resource manual on the Ralph & Bane Civil Rights Laws. This training manual will assist private attorneys, law enforcement agencies, and human rights organizations in their understanding and prosecuting of perpetrators of bias-related violence.

Students and Volunteers

This year, student participation was at an all-time high. Twenty-nine law students, representing U. C. Davis, McGeorge, Boalt Hall, Yale, Pepperdine, Loyola, Hastings, Southwestern and UCLA Schools of Law, were given "hands-on" experience in administrative litigation in civil rights and employment discrimination law, through the department's Legal Clinical Program in Northern and Southern California.

Additionally, two senior volunteers were recruited by the division through Title V of the Older American's Act to augment the Legal staff.

Precedential Decisions

By statute, the Fair Employment and Housing Commission is vested with the authority to issue precedential decisions, which contain important principles of law. These decisions are required to be followed in future cases unless expressly overruled by the courts or by the Commission itself.

The leading precedential decisions issued by the Commission during the 1989-90 year are set forth below:

♦ DFEH v. Raytheon (Physical Handicap)

The California Court of Appeal for the Second Appellate District supported the Department's position that AIDS is a physical handicap under the Fair Employment and Housing Act.

♦ DFEH v. Rockwell International (Sexual Harassment)

This decision established guidelines for employers to respond and eliminate harassment on the job. Upon appeal by Rockwell, the Los Angeles County Superior Court ordered the FEHC to set aside its decision in light of the Court's ruling. The Court disagreed with the FEHC findings and held that the FEHC lacked authority to award compensatory damages.

♦ DFEH v. Guill, Blankenboker and Lawson (Sexual Harassment)

The FEHC ordered the respondent to pay \$30,000 in compensatory damages for sexual harassment. The FEHC rejected the respondent's contention that Complainant's exclusive remedy was through the Worker's Compensation System.

♦ DFEH v. Madera County (Sexual Harassment)

In this sexual harassment case, the FEHC awarded Complainant \$150,000 in compensatory damages; \$6,800 in back pay and \$15,000 for loss of earning potential. This case represents one of the largest awards obtained by the Department to a single Complainant.

♦ DFEH v. Dimino and Card (Pregnancy Discrimination)

In this pregnancy discrimination case in employment, the FEHC defined "disabled by pregnancy" thus: "A woman is deemed disabled if, in the opinion of her own doctor or other licensed health care practitioner, she is unable to perform the essential duties of the job." Further, the FEHC agreed with the Department that the law does not require a woman to be completely incapacitated and confined to a bed in order to be deemed disabled.



The Fair Employment & Housing Commission — (L to R): Commissioners Michael Johnson, Ron Lucas, Cruz Sandoval, Chairman Osias "Ozzie" Goren, Milan Smith, Georgia Megue and Paul Bannai.

ADMINISTRATIVE SERVICES ACTIVITY

ADMINISTRATIVE PROGRAM

The Administrative Services Division (ASD) provides support to the department in Affirmative Action, Business Services, Fiscal Resources Management, Employee Relations, Training and Personnel Management, Office of Contract Compliance Programs, Legislative and Information Management, Program Evaluation and Research, and Data Processing. The following are accomplishments of the individual units:

EMPLOYEE RELATIONS - TRAINING

- ♦ Conducted formal training seminars in Management by Objectives (MBO) for journey level staff to prepare them for upward mobility, and to sensitize managers in promoting quality service.
- ♦ Prepared and presented a fiscal program to staff to facilitate effective management of allocated resources.
- ♦ Designed and presented a seminar on automation techniques to maintain our leadership in the technological age.
- ♦ Consistent with its sensitivity in employment areas, this unit developed time banks to alleviate economic hardship to employees experiencing catastrophic illness.

In addition, focused training (and manuals) in managerial skills and product knowledge was developed and administered in the twelve district offices.

BUSINESS SERVICES

The Business Services Unit's primary function is to provide goods and services to the Department, in compliance with the State's Affirmative Action provision, in the areas of procurement, space, equipment, and communications systems management. A primary focus of the Business Services Unit is compliance with the goals of AB 1933. In 1989-90, in addition to the procurement of goods and services, this unit's activities included:

- ♦ Conversion of the Department's property inventory to an automated system which eliminates obsolete record-keeping methods and improves the integrity of inventory in accordance with the Fiscal Integrity in State Management Act requirements.
- ♦ Updated to digital postage scales to increase accuracy and decrease postage costs by 15%.

OFFICE OF AFFIRMATIVE ACTION:

To further demonstrate sensitivity and commitment to underutilized citizens, the department designed a model Affirmative Action program including: Training and Development assignments; payment out-of-class pending promotional exams; mentoring; focused training for upward mobility; and designated the entry level exam as Limited Examination and Appointment Program classified to assure a balanced workforce.

DISABLED

The Department increased by 5 employees its number of disclosed disabled employees on staff and improved the previous year's underrepresentation.

Consultant I and Office Assistant - LEAP

We were successful in having 2 entry level classifications designated as Limited Examination and Appointment Program (LEAP) eligible. One staff was hired in each of these classifications.

PROGRAMS & ACTIVITIES**♦ AFFIRMATIVE ACTION COMMITTEE**

The Office of Affirmative Action developed a statewide Affirmative Action Committee to ensure the recruitment and retention of a diverse ethnic staff. The Committee serves as an advisory group to the Affirmative Action Officer who reports to the Director. Some of its activities are:

♦ MODEL AA PROGRAM

Developed a model Affirmative Action program to recruit and retain targeted groups to be utilized on a statewide basis. This program generates respect for differing cultures and recognizes the work force benefits of diverse skills and contributions.

♦ MENTORING PROGRAM

Initiated a mentoring project for 1 Asian female, 1 Asian male, 1 Black Female, and 1 White Female, all of whom have been retained and promoted in the department.

♦ POSTERS

Developed and distributed posters to all Departmental field offices to publicize internal EEO Counselors and to establish a definitive line of communication with our geographically dispersed staff.

♦ COMMENDATION

The Department received a commendation from the Department of Personnel Administration for its innovative applications to achieve parity.

AFFIRMATIVE ACTION - EXTERNAL

- ♦ The Department is pursuing aggressive programs to assure that discretionary acquisitions meet the MBE and WBE goals of AB 1933 (see Appendix V).
- ♦ Although this is a small department, having discretionary spending authority of only \$108,000, we are proud of our performance in fiscal year 1989-90 under the provisions of AB 1933.

FISCAL RESOURCES

This unit is responsible for providing accounting, budgets and contracts, and fiscal management services for DFEH. In Fiscal Year 1989-90, it:

- ♦ Finalized automation conversion of our accounting functions to the CALSTARS automated System. Through new technology and a fully-trained staff, the Department was able to redirect human resources to the case processing function.

PROGRAM EVALUATION AND RESEARCH

This unit performs focused reviews of the Department's programs to identify, recommend and correct programs that are no longer responsive to the Department's mandate. Recommendations are made to redirect the Department's resources to more effectively and efficiently achieve the mandate. Systems are established to facilitate effective fiscal accountability.

This past year the unit:

- ♦ Conducted program evaluation of the Department's Business Services functions. Recommendations were made to improve the unit's service delivery, accountability, integrity, and record keeping.
- ♦ Program evaluation was performed on the Office of Compliance Programs. Recommendations concentrated on overhauling and standardizing case

processing and training procedures to more closely meet the needs of the employment community.

- ♦ As a member of the Agency Task Force on Program Excellence, the unit completed a study on fiscal and business services procedures in the Office of the State Fire Marshal.
- ♦ Charged with oversight responsibility of the Department's M.B.O. and Internal Audit processes, this unit advises management and staff on the adjustments necessary to achieve the department's mission.

OFFICE OF COMPLIANCE PROGRAMS

The Office of Compliance Programs (OCP) administers Government Code Section 12990, Chapter 5, the State's contract compliance laws. The law requires entities contracting with the State to establish procedures to ensure equal employment opportunity in their organizations. OCP monitors 7,000 regulated State contractors and provides technical assistance and training to those who need help developing nondiscrimination programs.

OCP also works cooperatively with other governmental agencies to increase the efficient use of taxpayer dollars. To this end, the department entered into contractual agreements with the Los Angeles County Transportation Commission (LACTC) and has signed a Memorandum of Understanding (MOU) with the Federal Office of Contract Compliance Programs (OFCCP) which monitors federal contractors. The memorandum assures equal employment opportunities for California's workforce, eliminates duplication of work and enhances the efficiency of the agencies.

- ♦ In Fiscal Year 1989-90, the Office of Compliance Programs Unit spearheaded the development of software product for use in research and demonstration projects with federal, state and local governmental agencies, to assure workforce utilization consistent with laborforce of given communities. This product has been highly successful in training contractors participating in the multibillion dollar light rail project of Southern California.

This project was accomplished with non-state resources.

PROGRAMS & ACTIVITIES

- ♦ New and innovative programs have been developed to promote and accommodate workload growth and to promulgate the OCP mission. Programs that have been and will be activated include:
 - ♦ OCP Referral Assistance Network (OCPRAN) (See Appendix VI)
 - ♦ LACTC Contract Extension
 - ♦ Software Package Marketing
 - ♦ IRCA
- ♦ Desk reviews and field audits were completed on 247 contractors to help them develop and improve their nondiscrimination programs or affirmative action plans.
- ♦ Reduced the review turnaround time by 30 percent by improving our review procedures and encouraging innovative implementation of review procedures.
- ♦ Developed an aggressive training package encompassing the four areas of the review process for all compliance officers:
 - ♦ Desk Reviews
 - ♦ Field Audits
 - ♦ The Complaint Procedure, and
 - ♦ Monitoring Notes to assure equal employment opportunities for the people of California.
- ♦ Solicited the services of Dr. Eleanor Ramsey of Mason, Tillman and Associates, to review our processes and provide us with an overview of the impact of AB 1933, and to assure the Department's internal compliance with Government Code 12990.
- ♦ IMMIGRATION REFORM CONTROL ACT (IRCA)

OCP developed the project concept for the Department's education program on National Origin and Citizenship discrimination, as it relates to the Immigration Control Reform Act of 1986 under federal funding, thus extending our services to another segment of California's diverse population with non-state revenues. (See Appendix VII)

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF010 (TABLE 9)
 HOUSING CASES FILED: OFFICE WHERE FILED
 JULY 1, 1989 - JUNE 30, 1990

OFFICE	NUMBER FILED	%
SAN FRANCISCO	58	7.7
LOS ANGELES	39	5.2
FRESNO	159	21.0
SAN DIEGO	65	8.6
SACRAMENTO	69	9.1
SAN JOSE	61	8.1
BAKERSFIELD	29	3.8
SAN BERNARDINO	73	9.6
SANTA ANA	42	5.5
VENTURA	34	4.5
OAKLAND	37	4.9
L.A. COUNTY	46	6.1
L.A. CENTRAL	45	5.9
STATWIDE TOTAL	757	100.0

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF011 (TABLE 10)
 HOUSING CASES FILED: ALLEGED BASIS OF DISCRIMINATION
 JULY 1, 1989 - JUNE 30, 1990

		COUNT	% OF TOTAL CASES (B)	% OF TOTAL BASES
BASES (A)	TOTAL	997	131.7	100.0
	A	1	0.1	0.1
	IA	1	0.1	0.1
	RACE/COLOR	317	41.9	31.8
	SUBTOTAL	253	33.4	25.4
	BLACK	1	0.1	0.1
	ASIAN	44	5.8	4.4
	CAUCASIAN	3	0.4	0.3
	NATIVE AMERICAN	2	0.3	0.2
	OTHER	3	0.4	0.3
	MEXICAN AMERICAN	2	0.3	0.2
	OTHER HISPANIC	1	0.1	0.1
	FILIPINO	8	1.1	0.8
	MULTIPLE COMPLAINANTS	112	14.8	11.2
	ORIGIN/ANCESTRY	2	0.3	0.2
	SUBTOTAL	5	0.7	0.5
	BLACK	11	1.5	1.1
	ASIAN	3	0.4	0.3
	CAUCASIAN	6	0.8	0.6
	NATIVE AMERICAN	29	3.8	2.9
	OTHER			
	MEXICAN AMERICAN			

(CONTINUED)

(C) COMPLAINTS WITH MORE THAN 1 BASIS HAVE BEEN COUNTED
 UNDER EACH BASIS REPORTED.
 (B) PERCENTAGES WILL NOT TOTAL TO 100.0% SINCE MULTIPLE
 BASES MAY BE REPORTED PER CASE.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF011 (TABLE 10)
 HOUSING CASES FILED: ALLEGED BASIS OF DISCRIMINATION
 JULY 1, 1989 - JUNE 30, 1990

BASES (A)			COUNT	% OF TOTAL CASES (B)	% OF TOTAL BASES
	ORIGIN/ANCESTRY	OTHER HISPANIC	161	2.11	1.61
		FILIPINO	51	0.71	0.51
		MEXICAN NATIONAL	311	4.11	3.11
		MULTIPLE COMPLAINANTS	41	0.51	0.41
		SUBTOTAL	151	2.01	1.51
	RELIGION	JEWISH	31	0.41	0.31
		OTHER RELIGION	121	1.61	1.21
		SUBTOTAL	411	5.41	4.11
	PHYSICAL HANDICAP	HEARING	91	1.21	0.91
		SIGHT	21	0.31	0.21
		LIMBS	61	0.81	0.61
		BLOOD/CIRCULATION	11	0.11	0.11
		SPINAL/BACK	41	0.51	0.41
		CEREBRAL/NEURO/M- USCULAR	31	0.41	0.31
		HEART	21	0.31	0.21
		SPEECH/RESPIRATO- RY	11	0.11	0.11
		AIDS	91	1.21	0.91
		DIGESTIVE/URINARY	11	0.11	0.11
		OTHER HANIDCAP	31	0.41	0.31

(CONTINUED)

(A) COMPLAINTS WITH MORE THAN 1 BASIS HAVE BEEN COUNTED
 UNDER EACH BASIS REPORTED.
 (B) PERCENTAGES WILL NOT TOTAL TO 100.0% SINCE MULTIPLE
 BASES MAY BE REPORTED PER CASE.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF011 (TABLE 10)
 HOUSING CASES FILED: ALLEGED BASIS OF DISCRIMINATION
 JULY 1, 1989 - JUNE 30, 1990

		COUNT	% OF TOTAL CASES (B)	% OF TOTAL BASES
BASES (A)	SEX	SUBTOTAL	90	11.9
		OTHER ALLEGATIONS	55	7.3
		HARASSMENT	23	3.0
		PREGNANCY	1	0.1
		ORIENTATION	11	1.5
	MARITAL STATUS	SUBTOTAL	94	12.4
		SINGLE	78	10.3
		MARRIED	5	0.7
		DIVORCED	4	0.5
		COHABITATION	7	0.9
	AGE	SUBTOTAL	23	3.0
		AGE	23	3.0
	MEDICAL CONDITION	SUBTOTAL	1	0.1
		MEDICAL CONDITION	1	0.1
	RETALIATION	SUBTOTAL	30	4.0
		FILING	12	1.6
		PROTESTING	16	2.1
		ASSISTING DFEH	2	0.3
	ASSOCIATION	SUBTOTAL	62	8.2
		ASSOCIATION	62	8.2

(CONTINUED)

(A) COMPLAINTS WITH MORE THAN 1 BASIS HAVE BEEN COUNTED UNDER EACH BASIS REPORTED.
 (B) PERCENTAGES WILL NOT TOTAL TO 100.0% SINCE MULTIPLE BASES MAY BE REPORTED PER CASE.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF011 (TABLE 10)
 HOUSING CASES FILED: ALLEGED BASIS OF DISCRIMINATION
 JULY 1, 1989 - JUNE 30, 1990

			COUNT	% OF TOTAL CASES (B)	% OF TOTAL BASES
BASES (A)	CHILDREN	SUBTOTAL	189	25.0	19.0
		CHILDREN	189	25.0	19.0
	OTHER	SUBTOTAL	22	2.9	2.2
		OTHER	22	2.9	2.2
CASES	TOTAL		757	100.0	75.9
	TOTAL CASES	SUBTOTAL	757	100.0	75.9
		FILED	757	100.0	75.9

(A) COMPLAINTS WITH MORE THAN 1 BASIS HAVE BEEN COUNTED
 UNDER EACH BASIS REPORTED.
 (B) PERCENTAGES WILL NOT TOTAL TO 100.0% SINCE MULTIPLE
 BASES MAY BE REPORTED PER CASE.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF012 (TABLE 11)
 HOUSING CASES FILED: TYPE OF RESPONDENT
 JULY 1, 1989 - JUNE 30, 1990

	NUMBER FILED	%
TYPE OF RESPONDENT		
HOME-OWNER/APT OWNER-MANAGER	663	87.6
NEW TRACT DEVELOPER	5	0.7
TRAILER PARK OWNER	35	4.6
MORTGAGE COMPANY	1	0.1
REAL ESTATE COMPANY	37	4.9
INDIVIDUAL HOME OWNER	11	1.5
PUBLIC HOUSING AUTHORITY	5	0.7
TOTAL	757	100.0

(A) INCLUDES CONDOMINIUM DEVELOPMENTS, ETC.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF013 (TABLE 12)
 HOUSING CASES FILED: ALLEGED DISCRIMINATORY ACT
 JULY 1, 1989 - JUNE 30, 1990

ACTS (A)	/	TOTAL	% OF TOTAL	
			COUNT	CASES (B) ACTS
		TOTAL	913	120.6 100.0
		REFUSAL TO RENT	278	36.7 30.4
		EVICTIION	318	42.0 34.8
		REFUSAL TO SHOW	42	5.5 4.6
		REFUSAL TO SELL	26	3.4 2.8
		RENT INCREASE	24	3.2 2.6
		LOAN WITHHELD	1	0.1 0.1
		REFUSAL TO GRANT EQUAL TERMS	59	7.8 6.5
		HARASSMENT	126	16.6 13.8
		UNEQUAL ACCESS TO FACILITIES	23	3.0 2.5
		OCCUPANCY STANDARDS	12	1.6 1.3
		SURCHARGE	4	0.5 0.4
CASES		TOTAL	757	100.0 82.9
		TOTAL CASES FILED	757	100.0 82.9

(A) WHERE MORE THAN ONE DISCRIMINATORY ACT WAS ALLEGED,
 THE COMPLAINT WAS COUNTED UNDER EACH ACT REPORTED.
 (B) PERCENTAGES WILL NOT TOTAL TO 100.0% SINCE MULTIPLE
 ACTS MAY BE REPORTED PER CASE.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF014 (TABLE 13)
 HOUSING CASES FILED: TYPE OF ACCOMODATION
 JULY 1, 1989 - JUNE 30, 1990

	NUMBER FILED	%
TYPE OF ACCOMODATION		
APARTMENT	557	73.6
HOME	126	16.6
TRAILER SPACE/MOBILE HOME	47	6.2
CONDOMINIUM	22	2.9
PUBLIC HOUSING	5	0.7
TOTAL	757	100.0

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
REPORT ID: CMIF002 (TABLE 1)
EMPLOYMENT CASES-SUMMARY OF FILED/CLOSED
JULY 1, 1989 - JUNE 30, 1990

	FILED	CLOSED
FISCAL YEAR		
1989-1990	8,203	7,800

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF003 (TABLE 2)
 EMPLOYMENT CASES FILED: OFFICE WHERE FILED
 JULY 1, 1989 - JUNE 30, 1990

	NUMBER FILED	x
OFFICE		
SAN FRANCISCO	545	6.6
LOS ANGELES	1,082	13.2
FRESNO	779	9.5
SAN DIEGO	536	6.5
SACRAMENTO	743	9.1
SAN JOSE	520	6.3
BAKERSFIELD	504	6.1
SAN BERNARDINO	781	9.5
SANTA ANA	704	8.6
VENTURA	374	4.6
OAKLAND	595	7.3
L.A. COUNTY	514	6.3
L.A. CENTRAL	526	6.4
STATWIDE TOTAL	8,203	100.0

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF004 (TABLE 3)
 EMPLOYMENT CASES FILED: ALLEGED BASIS OF DISCRIMINATION
 JULY 1, 1989 - JUNE 30, 1990

		COUNT	% OF TOTAL CASES (B)	% OF TOTAL BASES
BASES (A)	TOTAL	111,003	134.1	100.0
	RACE/COLOR			
	SUBTOTAL	1,750	21.3	15.9
	BLACK	1,389	16.9	12.6
	ASIAN	48	0.6	0.4
	CAUCASIAN	220	2.7	2.0
	NATIVE AMERICAN	6	0.1	0.1
	OTHER	12	0.1	0.1
	MEXICAN AMERICAN	32	0.4	0.3
	OTHER HISPANIC	25	0.3	0.2
	POLYNESIAN	2	0.0	0.0
	FILIPINO	9	0.1	0.1
	MEXICAN NATIONAL	4	0.0	0.0
	MULTIPLE COMPLAINANTS	3	0.0	0.0
	ORIGIN/ANCESTRY			
	SUBTOTAL	1,159	14.1	10.5
	BLACK	32	0.4	0.3
	ASIAN	95	1.2	0.9
	CAUCASIAN	114	1.4	1.0
	NATIVE AMERICAN	18	0.2	0.2
	OTHER	67	0.8	0.6
	MEXICAN AMERICAN	333	4.1	3.0

(CONTINUED)

(A) COMPLAINTS WITH MORE THAN 1 BASIS HAVE BEEN COUNTED UNDER EACH BASIS REPORTED.

(B) PERCENTAGES WILL NOT TOTAL TO 100.0% SINCE MULTIPLE BASES MAY BE REPORTED PER CASE.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF004 (TABLE 3)
 EMPLOYMENT CASES FILED: ALLEGED BASIS OF DISCRIMINATION
 JULY 1, 1989 - JUNE 30, 1990

		COUNT	% OF TOTAL CASES (B)	% OF TOTAL BASES	
BASES (A)	ORIGIN/ANCESTRY	OTHER HISPANIC	249	3.0	2.3
		POLYNESIAN	6	0.1	0.1
		FILIPINO	66	0.8	0.6
		MEXICAN NATIONAL	175	2.1	1.6
		MULTIPLE COMPLAINANTS	4	0.0	0.0
	RELIGION	SUBTOTAL	194	2.4	1.8
		JEWISH	62	0.8	0.6
		PROTESTANT	18	0.2	0.2
		CATHOLIC	18	0.2	0.2
		7TH DAY ADVENTIST	14	0.2	0.1
		OTHER RELIGION	82	1.0	0.7
	PHYSICAL HANDICAP	SUBTOTAL	1,376	16.8	12.5
		HEARING	149	1.8	1.4
		SIGHT	69	0.8	0.6
		LIMBS	221	2.7	2.0
		BLOOD/CIRCULATION	72	0.9	0.7
		SPINAL/BACK	314	3.8	2.9
		CEREBRAL/NEURO/M- USCULAR	13	1.6	1.2
		HEART	71	0.9	0.6

(CONTINUED)

(A) COMPLAINTS WITH MORE THAN 1 BASIS HAVE BEEN COUNTED UNDER EACH BASIS REPORTED.
 (B) PERCENTAGES WILL NOT TOTAL TO 100.0% SINCE MULTIPLE BASES MAY BE REPORTED PER CASE.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF004 (TABLE 3)
 EMPLOYMENT CASES FILED: ALLEGED BASIS OF DISCRIMINATION
 JULY 1, 1989 - JUNE 30, 1990

		COUNT	% OF TOTAL CASES (B)	% OF TOTAL BASES
BASES (A)	PHYSICAL HANDICAP			
	SPEECH/RESPIRATORY	75	0.9	0.7
	AIDS	54	0.7	0.5
	DIGESTIVE/URINARY	52	0.6	0.5
	OTHER HANDICAP	164	2.0	1.5
	SEX			
	SUBTOTAL	4,204	51.2	38.2
	OTHER ALLEGATIONS	1,632	19.9	14.8
	HARASSMENT	1,457	17.8	13.2
	PREGNANCY	1,104	13.5	10.0
	ORIENTATION	11	0.1	0.1
	MARITAL STATUS			
	SUBTOTAL	136	1.7	1.2
	SINGLE	56	0.7	0.5
	MARRIED	57	0.7	0.5
	DIVORCED	17	0.2	0.2
	COHABITATION	6	0.1	0.1
	AGE			
	SUBTOTAL	1,226	14.9	11.1
	AGE	1,226	14.9	11.1
	MEDICAL CONDITION			
	SUBTOTAL	64	0.8	0.6
	MEDICAL CONDITION	64	0.8	0.6
	RETALIATION			
	SUBTOTAL	815	9.9	7.4
	FILING	261	3.2	2.4

(CONTINUED)

(A) COMPLAINTS WITH MORE THAN 1 BASIS HAVE BEEN COUNTED UNDER EACH BASIS REPORTED.
 (B) PERCENTAGES WILL NOT TOTAL TO 100.0% SINCE MULTIPLE BASES MAY BE REPORTED PER CASE.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF004 (TABLE 3)
 EMPLOYMENT CASES FILED: ALLEGED BASIS OF DISCRIMINATION
 JULY 1, 1989 - JUNE 30, 1990

		COUNT	% OF TOTAL CASES (B)	% OF TOTAL BASES	
BASES (A)	RETALIATION	PROTESTING	533	6.5	4.8
		ASSISTING DFEH	21	0.3	0.2
	ASSOCIATION	SUBTOTAL	75	0.9	0.7
		ASSOCIATION	75	0.9	0.7
	34	SUBTOTAL	4	0.0	0.0
		PATIENT ABUSE	4	0.0	0.0
	CASES	TOTAL	8,203	100.0	74.6
	TOTAL CASES	SUBTOTAL	8,203	100.0	74.6
		FILED	8,203	100.0	74.6

(A) COMPLAINTS WITH MORE THAN 1 BASIS HAVE BEEN COUNTED UNDER EACH BASIS REPORTED.

(B) PERCENTAGES WILL NOT TOTAL TO 100.0% SINCE MULTIPLE BASES MAY BE REPORTED PER CASE.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF005 (TABLE 4)
 EMPLOYMENT CASES FILED: TYPE OF RESPONDENT
 JULY 1, 1989 - JUNE 30, 1990

	NUMBER FILED	%
TYPE OF RESPONDENT		
FARMING, FORESTRY & FISHERIES	131	1.6
MINING	61	0.7
CONTRACT CONSTRUCTION	193	2.4
MANUFACTURING	1,618	19.7
TRANS. COMM. ELECT. GAS & SANITARY SUCS	553	6.7
WHOLESALE & RETAIL TRADE	1,600	19.5
FINANCE, INSURANCE & REAL ESTATE	589	7.2
SERVICES	2,282	27.8
EDUCATION	39	4.8
GOVERNMENT	744	9.1
NON-CLASSIFIABLE ESTABLISHMENTS	38	0.5
TOTAL	8,203	100.0

NON-CLASSIFIABLE ESTABLISHMENTS INCLUDES LABOR UNIONS

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF006 (TABLE 5)
 EMPLOYMENT CASES FILED: ALLEGED DISCRIMINATORY ACT
 JULY 1, 1989 - JUNE 30, 1990

ACTS (A)	/	TOTAL	% OF TOTAL	
			COUNT	ACTS
			11,963	145.8
				100.0
REFUSAL TO HIRE		631	7.7	5.3
UNEQUAL PAY		414	5.0	3.5
TERMINATION		5,070	61.8	42.4
DENIAL OF LEAVE		126	1.5	1.1
HARASSMENT		2,658	37.4	22.2
DENIED PROMOTION/UPGRADE		791	9.6	6.6
WORK CONDITIONS		1,108	13.5	9.3
REFERAL WITHHELD		14	0.2	0.1
UNION DISCRIMINATION		20	0.2	0.2
REFUSAL TO ACCOMMODATE		336	4.1	2.8
FAIL TO RECALL FM LAYOFF		79	1.0	0.7
FAILURE TO REINSTATE		196	2.4	1.6
DENIAL OF TRAINING		56	0.7	0.5
DENIAL OF PAY INCREASE		149	1.8	1.2
DEMOTION		314	3.8	2.6
VIOLENCE OR ITS THREAT		1	0.0	0.0
CASES		TOTAL	8,203	100.0
				68.6

(CONTINUED)

(A) WHERE MORE THAN ONE DISCRIMINATORY ACT WAS ALLEGED, THE COMPLAINT WAS COUNTED UNDER EACH ACT REPORTED.
 (B) PERCENTAGES WILL NOT TOTAL TO 100.0% SINCE MULTIPLE ACTS MAY BE REPORTED PER CASE.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF006 (TABLE 5)
 EMPLOYMENT CASES FILED: ALLEGED DISCRIMINATORY ACT
 JULY 1, 1989 - JUNE 30, 1990

		COUNT	% OF TOTAL CASES (B)	% OF TOTAL ACTS
CASES	TOTAL CASES	8,203	100.01	68.61

(A) WHERE MORE THAN ONE DISCRIMINATORY ACT WAS ALLEGED,
 THE COMPLAINT WAS COUNTED UNDER EACH ACT REPORTED.
 (B) PERCENTAGES WILL NOT TOTAL TO 100.0% SINCE MULTIPLE
 ACTS MAY BE REPORTED PER CASE.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF007 (TABLE 6)
 EMPLOYMENT CASES FILED: TYPE OF OCCUPATION
 JULY 1, 1989 - JUNE 30, 1990

	NUMBER FILED	%
TYPE OF OCCUPATION		
CLERICAL	1,420	17.3
CRAFT	280	3.4
LABORER	1,254	15.3
MANAGER	868	10.6
EQUIPMENT OPERATOR	274	3.3
PROFESSIONAL	1,254	15.3
SALES	652	7.9
SERVICE	1,136	13.8
SUPERVISOR	348	4.2
TECHNICIAN	504	6.1
PARAPROFESSIONAL	213	2.6
/ TOTAL	8,203	100.0

OTHER INCLUDES COMBINATION OCCUPATIONS

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF008 (TABLE 7)
 EMPLOYMENT CASES CLOSED: TYPE OF DISPOSITION
 JULY 1, 1989 - JUNE 30, 1990

	NUMBER CLOSED	%
TYPE OF DISPOSITION		
SETTLEMENT	1,981	25.40
INSUFFICIENT EVIDENCE	2,550	32.69
CLOSED THROUGH PUBLIC HEARING	6	0.08
ADMINISTRATIVE CLOSURES	3,263	41.83
ELECTED COURT ACTION	1,603	20.55
TOTAL	7,800	100.00

-ADMINISTRATIVE CLOSURE-
 CASES ARE CLOSED ADMINISTRATIVELY WHEN THE DEPARTMENT IS
 UNABLE TO PROCEED WITH CASE PROCESSING DUE TO LEGAL OR
 TECHNICAL CIRCUMSTANCES. SOME EXAMPLES INCLUDE: (1) THE
 COMPLAINANT ELECTED COURT ACTION; (2) THE ISSUE IS NOT
 JURISDICTIONAL; AND (3) THE COMPLAINANT FAILED TO COOPERATE.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
REPORT ID: CMIF009 (TABLE 8)
HOUSING CASES-SUMMARY OF FILED/CLOSED
JULY 1, 1989 - JUNE 30, 1990

	FILED	CLOSED
FEHA	757	699
UNRUH	0	2
TOTAL	757	701

- ♦ To increase OCP's visibility and to encourage compliance with all relevant laws, OCP has participated in a number of activities with liaison groups. These groups include:
 - ♦ the Office of Small and Minority Business
 - ♦ Northern California Construction Liaison Group
 - ♦ Valley Contractors Liaison Group, and
 - ♦ DFEH Round Tables

OFFICE OF LEGISLATIVE AND INFORMATION MANAGEMENT

This unit is responsible for providing legislative support to the department, preparing bill analyses and monitoring legislation affecting the department. It is also responsible for the preparation of the department's Annual Report, the interdepartmental newsletter and the MBO Report coordination. This unit effectively worked on legislation to:

- ♦ Cause the acceptance of pregnancy discrimination complaints formerly waved to the Federal Equal Employment Opportunity Commission,
- ♦ Making it unlawful to interfere with departmental and Commission staff in the performance of their duties,

Further, in keeping with the department's proactive stance, the unit:

- ♦ Designed and developed a civil rights and labor laws orientation program for foreign corporations operating as employers in California. The primary goal of this program is to assist foreign employers gain a thorough understanding of the state's employment laws and acquaint them with its diversified laborforce (See Appendix VIII). This program will go into effect in fiscal year 90-91.

SPECIAL PROGRAMS

♦ DIRECTOR'S MARTIN LUTHER KING AWARD

The Administrative Services Division's Quality Circle developed and presented the first annual program to celebrate Martin Luther King Jr.'s Birthday in January 1990. A Posthumous Award was presented on the occasion to C. L. Dellums, California Civil Rights pioneer, as the individual who most closely personified the "Spirit of Martin Luther King Jr."

♦ FAIR HOUSING MONTH

During April, National Fair Housing Month, the Department recognized a number of human rights and fair housing organizations throughout the state. Acknowledgement was given to these groups for their commitment and arduous efforts to promote equality in housing to the people of California.

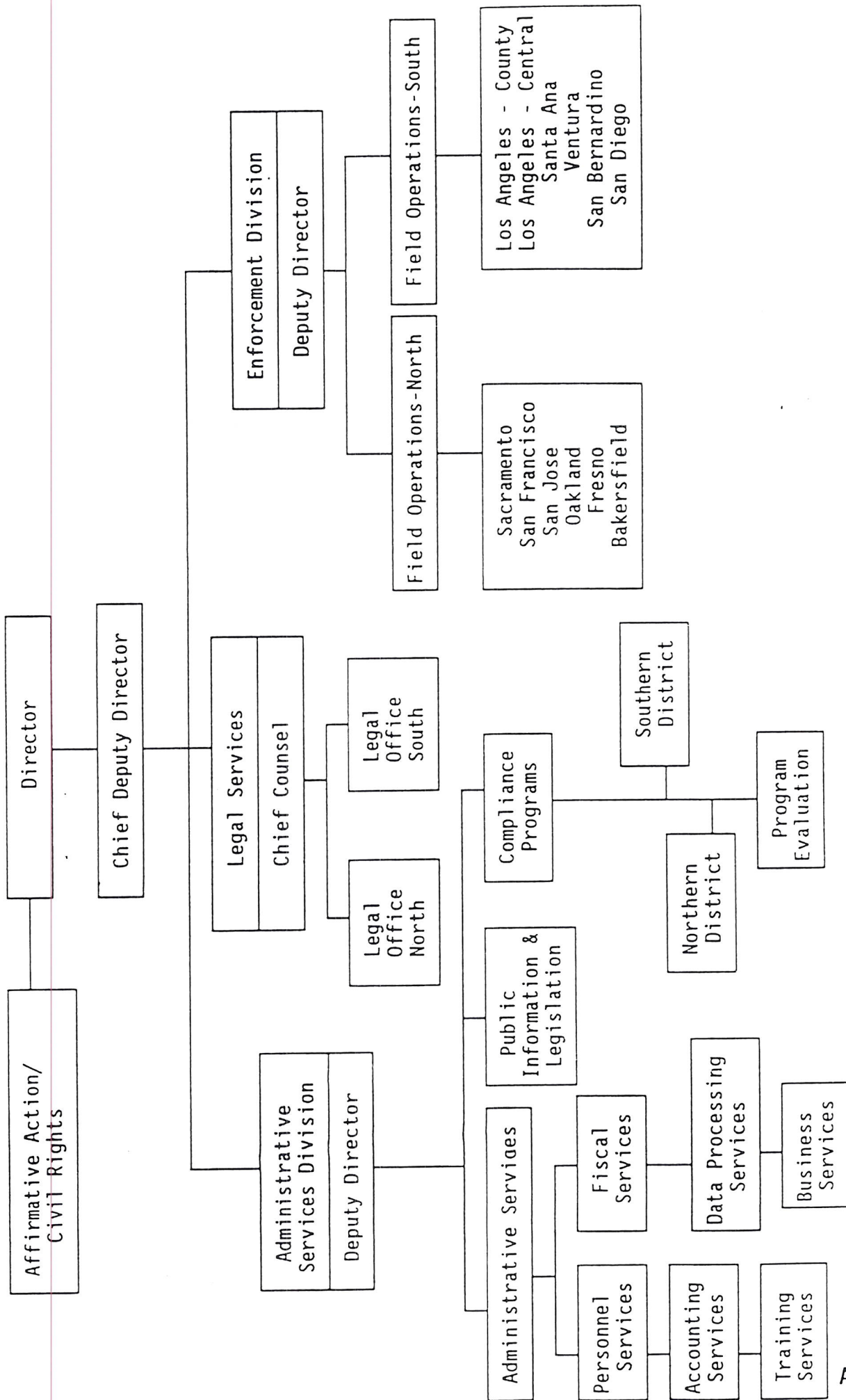
Members of the Executive Staff presented Governor's proclamations to Operation Sentinel in San Francisco, the San Jose Housing Center, the Inland Mediation Board in Ontario, the San Joaquin Valley Community Housing Leadership Board in Fresno, the Los Angeles County Human Relations Commission, the Fair Housing Congress of Southern California, in Hollywood, the Orange County Fair Housing Council, a coalition of Bakersfield community groups, the Fair Housing Council of San Diego, and the Sacramento Human Rights and Fair Housing Commission.

The department also presented Community Activity awards to the winners of the Fair Housing poster and essay contests in Bakersfield.

APPENDIX I

ORGANIZATION CHART

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
ORGANIZATION CHART



AI

Approved: *Dorinda V. Henderson*
Dorinda V. Henderson, Director

Date: 5-3-90

APPENDIX II

**GEOGRAPHICAL LOCATION
OF
DFEH DISTRICT OFFICES**

DFEH

DISTRICT OFFICES



APPENDIX III

STATISTICAL TABLES

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF015 (TABLE 14)
 HOUSING CASES CLOSED: TYPE OF DISPOSITION
 JULY 1, 1989 - JUNE 30, 1990

TYPE OF DISPOSITION	NUMBER CLOSED	%
SETTLEMENT	315	44.94
INSUFFICIENT EVIDENCE	287	40.23
CLOSED THROUGH PUBLIC HEARING	11	0.14
ADMINISTRATIVE CLOSURES	103	14.69
ELECTED COURT ACTION	19	2.71
TOTAL	701	100.00

-ADMINISTRATIVE CLOSURE-
 CASES ARE CLOSED ADMINISTRATIVELY WHEN THE DEPARTMENT IS
 UNABLE TO PROCEED WITH CASE PROCESSING DUE TO LEGAL OR
 TECHNICAL CIRCUMSTANCES. SOME EXAMPLES INCLUDE: (1) THE
 COMPLAINANT ELECTED COURT ACTION; (2) THE ISSUE IS NOT
 JURISDICTIONAL; AND (3) THE COMPLAINANT FAILED TO COOPERATE.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
REPORT ID: CMIF016 (TABLE 15)
PUBLIC SERVICE/ACCOMODATION NON-HOUSING CASES-SUMMARY OF FILED/CLOSED
JULY 1, 1989 - JUNE 30, 1990

	FILED	CLOSED
FISCAL YEAR		
1989-1990	123	98

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF017 (TABLE 16)
 PUBLIC SERVICE/ACCOMODATION NON-HOUSING CASES FILED: BASIS OF DISCRIMINATION
 JULY 1, 1989 - JUNE 30, 1990

		NON- HOUSING UNRUH COUNT	% OF TOTAL CASES (B)	% OF TOTAL BASES
BASES (A)	TOTAL	159	129.3	100.0
	RACE/COLOR	45	36.6	28.3
	ORIGIN/ANCESTRY	11	8.9	6.9
	PHYSICAL HANDICAP	23	18.7	14.5
	SEX	43	35.0	27.0
	MARITAL STATUS	8	6.5	5.0
	AGE	7	5.7	4.4
	RETALIATION	2	1.6	1.3
	ASSOCIATION	5	4.1	3.1
	CHILDREN	6	4.9	3.8
	OTHER	9	7.3	5.7
CASES	TOTAL	123	100.0	77.4
	TOTAL CASES	123	100.0	77.4

(A) COMPLAINTS WITH MORE THAN 1 BASIS HAVE BEEN COUNTED UNDER EACH BASIS REPORTED.
 (B) PERCENTAGES WILL NOT TOTAL TO 100.0% SINCE MULTIPLE BASES MAY BE REPORTED PER CASE.

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF018 (TABLE 17)
 PUBLIC SERVICE/ACCOMODATION NON-HOUSING CASES FILED: TYPE OF RESPONDENT
 JULY 1, 1989 - JUNE 30, 1990

	NON- HOUSING UNRUH COUNT	%
TYPE OF RESPONDENT		
FARMING, FORESTRY & FISHERIES	11	8.9
MANUFACTURING	1	0.8
TRANS. COMM. ELECT. GAS & SANITARY SUCS	4	3.3
WHOLESALE & RETAIL TRADE	30	24.4
FINANCE, INSURANCE & REAL ESTATE	12	9.8
SERVICES	55	44.7
EDUCATION	8	6.5
GOVERNMENT	1	0.8
NON-CLASSIFIABLE ESTABLISHMENTS	1	0.8
TOTAL	123	100.0

NON-CLASSIFIABLE ESTABLISHMENTS INCLUDES LABOR UNIONS

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
 REPORT ID: CMIF019 (TABLE 18)
 PUBLIC SERVICE/ACCOMODATION NON-HOUSING CASES CLOSED: TYPE OF DISPOSITION
 JULY 1, 1989 - JUNE 30, 1990

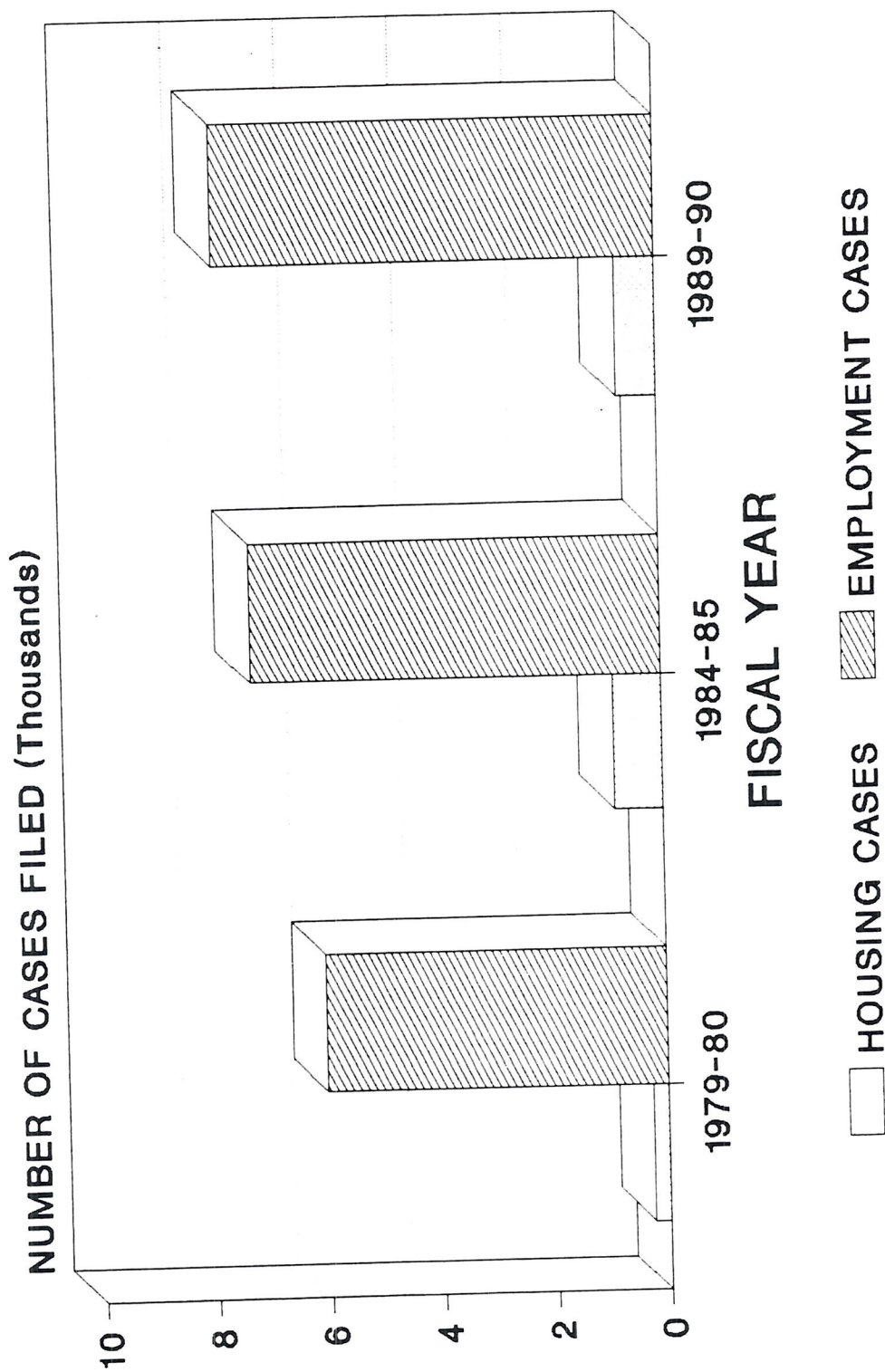
	NON- HOUSING UNRUH NUMBER CLOSED	%
TYPE OF DISPOSITION		
SETTLEMENT	46	46.94
INSUFFICIENT EVIDENCE	32	32.65
CLOSED THROUGH PUBLIC HEARING	1	1.02
ADMINISTRATIVE CLOSURES	19	19.39
ELECTED COURT ACTION	10	10.20
TOTAL	98	100.00

-ADMINISTRATIVE CLOSURE-
 CASES ARE CLOSED ADMINISTRATIVELY WHEN THE DEPARTMENT IS
 UNABLE TO PROCEED WITH CASE PROCESSING DUE TO LEGAL OR
 TECHNICAL CIRCUMSTANCES. SOME EXAMPLES INCLUDE: (1) THE
 COMPLAINANT ELECTED COURT ACTION; (2) THE ISSUE IS NOT
 JURISDICTIONAL; AND (3) THE COMPLAINANT FAILED TO COOPERATE.

APPENDIX IV

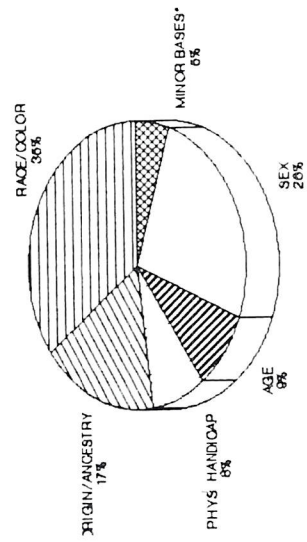
CHARTS AND GRAPHS

10-YEAR TRENDS IN NUMBER OF EMPLOYMENT AND HOUSING CASES FILED

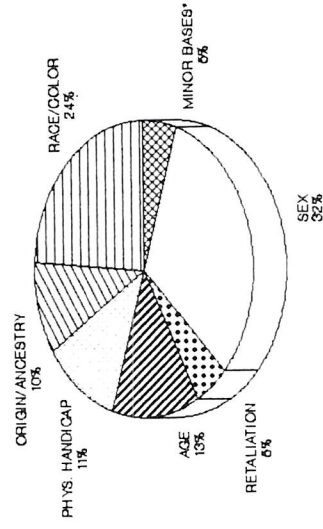


10-YEAR TRENDS AMONG MAJOR BASES OF DISCRIMINATION IN EMPLOYMENT

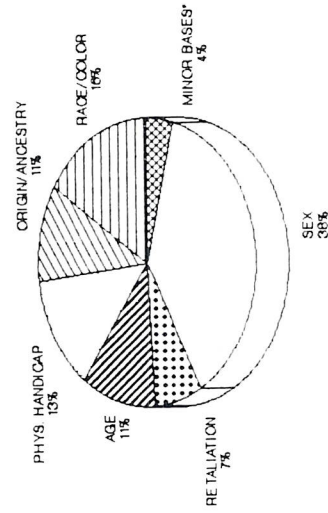
1979-80



1984-85



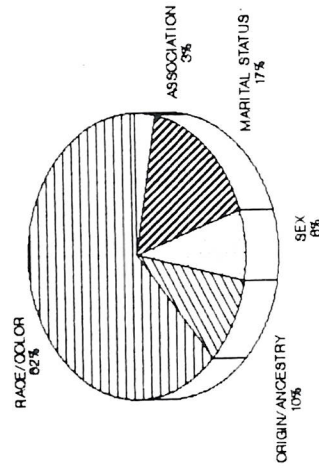
1989-90



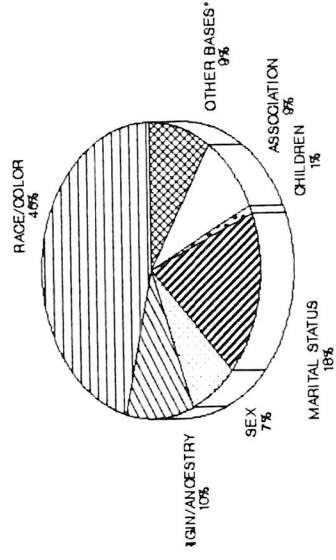
* COMBINATION OF ALL BASES THAT INDIVIDUALLY CONSTITUTE LESS THAN 5% OF ALLEGED BASES OF DISCRIMINATION

10-YEAR TRENDS AMONG MAJOR BASES OF DISCRIMINATION IN HOUSING

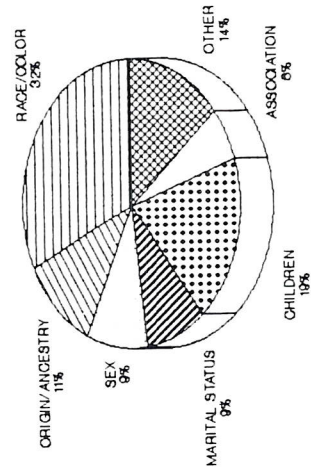
1979-80



1984-85



1989-90



* COMBINATION OF ALL BASES THAT INDIVIDUALLY CONSTITUTE LESS THAN 5% OF ALLEGED BASES OF DISCRIMINATION

APPENDIX V
MBE/WBE GOALS
OF
AB 1933

MBE, WBE, OBE (AB 1933)
REPORT FOR THE DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

As of June 30, 1990

A review of the methods of obtaining goods and services for the period July 1, 1989 through June 30, 1990 with a look at monies spent, and the meeting of our Minority and Women-owned Business Enterprises goals, discloses the following:

The Department obtained goods and services through nine methods:

	Total
1. Service Orders	15,738
2. Sub Purchase orders	3,509
3. Delegated P.O. (Subscriptions)	41,659
4. Statewide Contracts	114,069
5. Purchase Estimates	71,734
6. Master Service Agreements	20,387
7. Master Rental Agreements	5,445
8. Interagency Agreements	260,530
9. Standard Agreements	49,622
	<hr/> 582,692

For Sub-Purchase Orders, Delegated Purchase Orders, and Standard Agreements, sources or vendors are determined, with exemptions, by this Department. The vendors are predetermined by the Department of General Services for the Statewide Contracts, Purchase Estimates, Master Service Agreements and Master Rental Agreements. Interagency Agreements are made with other state agencies and are not required to meet the MBE, WBE, or DBE goals.

From July 1, 1989 through June 30, 1990, Business Services Unit issued Sub-Purchase and Delegated Purchase Orders for a total of \$45,659. Of these orders \$12,242 were for publications and the source was predetermined. The \$33,417 of purchases were reviewed and when appropriate an MBE, WBE, or DBE vendor was selected by the Business Services Unit.

The Department of General Services determines the vendor for: Contract Purchases, Purchase Estimates and Master Agreements. During the reporting period these categories totaled \$211,635.

Interagency Agreements over which we have no jurisdiction totaled \$260,530.

Two Standard Agreements were awarded through the State Bid process amounting to \$3,669. Sole Source Standard Agreements totaled \$45,953, only one vendor was within the MBE category.

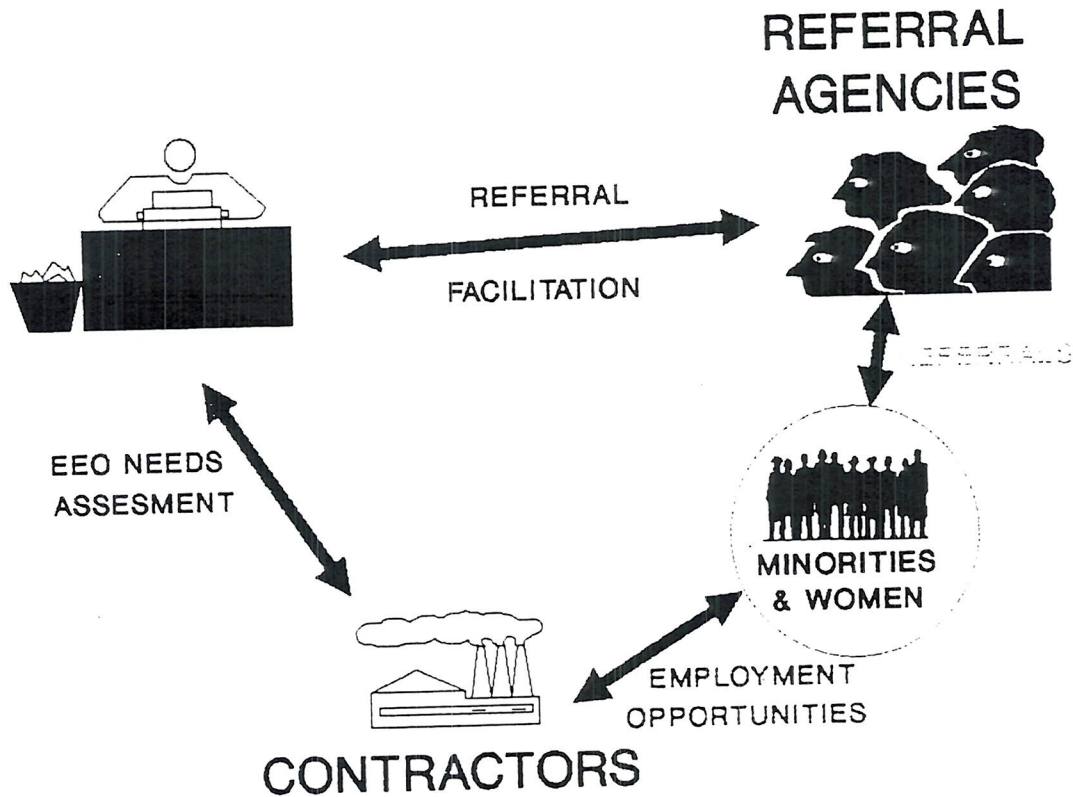
DISCRETIONARY ACQUISITIONS

Category	MBE	WBE	Other	Total Expenditures
\$	12,520	4,526	97,010	114,066
%	11%	4%	85%	
Should be	15%	5%	80%	

APPENDIX VI

OCP/RAN

OCP - REFERRAL & ASSESSMENT NETWORK



The Department's Office of Compliance Programs (OCP) performs computer assisted monitoring of contractor workforces and is able to determine the jobs for which contractors need to find minorities and women to meet affirmative action goals. OCP is currently:

- Writing monitoring notes to contractors informing them of areas of underrepresentation
- Informing contractors of specific referral agencies that may be able to help with their particular recruitment needs
- Establishing and maintaining cooperative relationships with referral agencies which work specifically with minorities and women
- Attempting to identify resources to assist minority and women referral agencies to automate and to improve the linkage with contractors

APPENDIX VII

IRCA PROJECT

IMMIGRATION REFORM AND CONTROL ACT
I R C A
NATIONAL ORIGIN DISCRIMINATION PROJECT

In 1986 Congress passed the Immigration Reform and Control Act (IRCA). It: (1) gave legal status to certain classes of undocumented aliens, (2) provided for sanctions against those employing undocumented workers. Congress also established State Legislation Impact Grants (SLIAG) to ease IRCA's impact on states. The Health and Welfare Agency is California's SLIAG coordinator. The Department offered assistance to Health and Welfare Agency under Government Code Section 12931. This code section permits us to assist other governmental agencies with resolution of problems of discrimination. The Department proposes to:

- ◆ Provide Employer Specific Education to 1,000 state contracts training them in nondiscriminatory ways of implementing IRCA.
- ◆ Mail information on national origin discrimination to 20,000 contractors.
- ◆ Provide national origin discrimination information to 7,000 employer/respondents to complaints of discrimination.
- ◆ Assist the Employment Development Department in providing national origin discrimination information to its variety of employers.



California's population hails from all parts of the world.

CWM:lmw
5/14/90

APPENDIX VIII

**ORIENTATION PROJECT
FOR
FOREIGN EMPLOYERS**

A CIVIL RIGHTS ORIENTATION PROGRAM FOR FOREIGN EMPLOYERS

Designed around existing DFEH resources, this program will assist foreign corporations operating in California succeed as employers through a thorough understanding of the FEHA and the State's diversified labor force. Without this knowledge, they can adversely affect economical and social relationships in the corporate and local community environments.

These corporations represent foreign nationals from all the continents. The motivation of these investors is less socio than economic. Hence a conflict with California's FEHA.

NUMBER OF FOREIGN EMPLOYERS IN CALIFORNIA - 1987*

Country of Origin

	CANADA	EUROPE	LATIN AMERICA	MIDDLE EAST	JAPAN	AUSTRALIA NEW ZEALAND SOUTH AFRICA	OTHER ASIA AFRICA & PACIFIC	U.S.	TOTAL
Number of Companies	177	1,013	64	41	465	49	117	15	1,941
Number of Jobs	32,500	169,900	12,600	1,700	68,500	25,100	11,200	2,600	324,200

This translates to a potential disparity of treatment of California's diverse population; a pre-conceived stereotyping of negative image for all foreigners and, ultimately a potential for bias related incidents.

California Minority & Women Employees

- o Minority -- 3,445 Million
- o Female -- 4,868 Million

With a population of 29 million, it is anticipated that by the year 2010, California will be a state where minorities will be a majority.

	White	Black	Hispanic	Asian
1987	62%	8%	21%	9%
2010	49%	8%	30%	13%

The Department, recognizing its mandate to protect and enforce the civil rights of all Californians, has developed a program to preclude such eventuality.

*California Department of Commerce - Office of Economic Research

INCIDENT	EMPLOYEES IMPACTED	REGION IMPACTED	REMEDY	PRODUCT
1. Switzerland's Nestle Corp. acquisition of:			Seminars Workshops Job Fairs DFEH Hotline	FEHA Contract Compliance Ralph Act Unruh Act
o Carnation Co.	9,970	So. CA		
o Hills Brothers Coffee	1,324	No. CA		
2. Great Britain British Petroleum Company				
o Hilco Manufacturer	2,106	So. CA		
3. Japan's Fujitsu Ltd.				
o Amdahl Corporation (Manuf.)	7,700	No. CA		
o Fujitsu America (Manuf./sale/ serv/computer/telecom)	4,500	No. CA		
o Fujitsu Microelectronic	500	No. CA		
4. Japan Honda Motor				
o American Honda Motor Co., Inc.	2,200	So. CA		

U.S. businesses in California with 10 percent or more foreign ownership employed 324,200 in 1987. Foreign investment accounts for \$42 billion to the California economy. The following chart shows the number of jobs provided by foreign employers by type of industry.

There are 158 banks in California, more than 25 percent owned by foreigners. Foreign banking assets in California totaled \$113.4 billion as of June 30, 1989, which was approximately 32 percent of California's total banking assets.

MINING	PETROLEUM	MANUFACTURING	WHOLESALE TRADE	RETAIL TRADE	FINANCE	INSURANCE	REAL ESTATE	OTHER INDUSTRIES (Agriculture, forestry, construction, transport, consumer services)	TOTAL (1987)
1,500	9,700	140,600	53,900	32,300	10,300	7,000	4,600	65,800	324,200

Besides foreign employers, other beneficiaries of the program are community-based organizations who have voiced concern over foreign employer employment practices.

ORGANIZATION	REPRESENTING
Japan American Business Association of Southern California	600 Members
California Council of Urban Leagues	3,800 Members
NAACP - Western Region	50,000 Members
Latino Issues Forum	Over 80 Hispanic Organizations with Memberships over 100
Greenlining Coalition	28 Civil Rights Organizations with Memberships over 100
Fair Employment and Housing Commission	California's Diverse Population of 29 Million