



**IOWA CIVIL RIGHTS  
COMMISSION**

Budget Presentation  
Fiscal Year 2019  
Kristin H. Johnson, Director

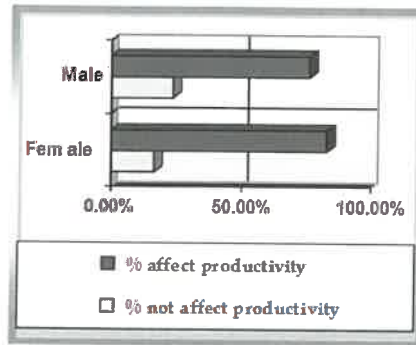
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Eliminate discrimination by enforcement of the Iowa Civil Rights Act (ICRA) through competent and timely processing of complaints filed with the Iowa Civil Rights Commission.

**Mission of the ICRC**

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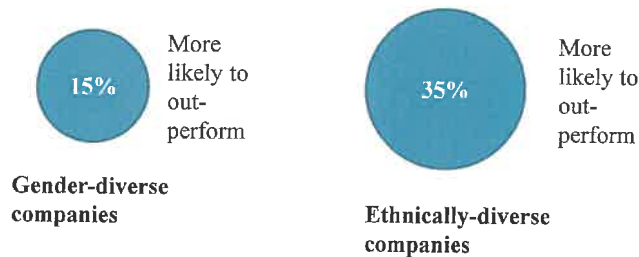
Harassment in the workplace adversely affects productivity of all employees.



## Benefits of Robust Anti-Discrimination Enforcement

Source: [https://www.researchgate.net/profile/Md\\_Mizanur\\_Rahman4/publication/262413045\\_Workplace\\_Harassment\\_and\\_Productivity\\_A\\_Comprehensive\\_Role\\_of\\_Strategic\\_Leadership/links/02e7e537a18de7ccc8000000/Workplace-Harassment-and-Productivity-A-Comprehensive-Role-of-Strategic-Leadership.pdf](https://www.researchgate.net/profile/Md_Mizanur_Rahman4/publication/262413045_Workplace_Harassment_and_Productivity_A_Comprehensive_Role_of_Strategic_Leadership/links/02e7e537a18de7ccc8000000/Workplace-Harassment-and-Productivity-A-Comprehensive-Role-of-Strategic-Leadership.pdf)

What is the likelihood that companies in the top quartile for diversity financially outperform those in the bottom quartile?



## Benefits of Robust Anti-Discrimination Enforcement

Source: <https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>

In 2016:



Unemployment rate of disabled workforce

Unemployment rate of non-disabled workforce

## **Benefits of Robust Anti-Discrimination Enforcement**

Source: <https://www.bls.gov/news.release/disabl.htm>

- Ensure compliance with the ICRA
- Provide thorough and timely processing of complaints
- Sustain high quality investigations
- Provide competent and effective ADR
- Provide education, training and outreach as allowed with current resources
- Continue enforcement through public hearings

## **Performance Goals**

