



Community Relations Service (CRS)

FY 2016 Budget Request At A Glance

FY 2015 Enacted:	\$12.2 million (56 positions; 2 attorneys)
Current Services Adjustments:	+\$424,000
Program Changes:	+\$1.8 million
FY 2016 Budget Request:	\$14.4 million (74 positions; 2 attorneys)
Change From FY 2015 Enacted:	+\$2.2 million (+17.9%) (+18 positions)

Mission:

Created by the Civil Rights Act of 1964, CRS serves as the Department's "peacemaker," dedicated to assisting state and local units of government, private and public organizations, and community groups to address community conflicts and tensions arising from differences of race, color, and national origin. CRS also helps communities develop the capacity to prevent and respond to alleged violent hate crimes on the basis of actual or perceived race, color, national origin, gender, gender identity, sexual orientation, religion, or disability. CRS facilitates the development of viable, mutual understandings and agreements as alternatives to coercion, violence, or litigation.

Organization:

CRS is headed by a Director, who is appointed by the President and confirmed by the Senate. CRS has 10 regional offices and 4 field offices across the United States.

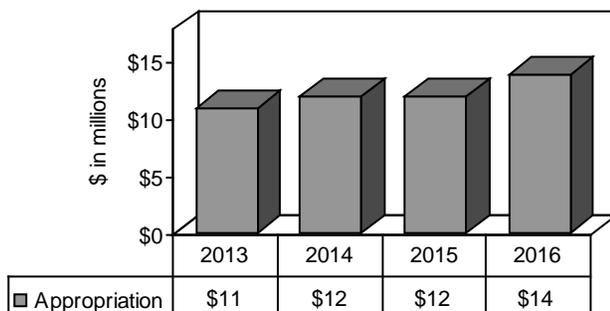
Resources:

The FY 2016 budget request for CRS totals \$14.4 million, which is a 17.9% increase over the FY 2015 Enacted.

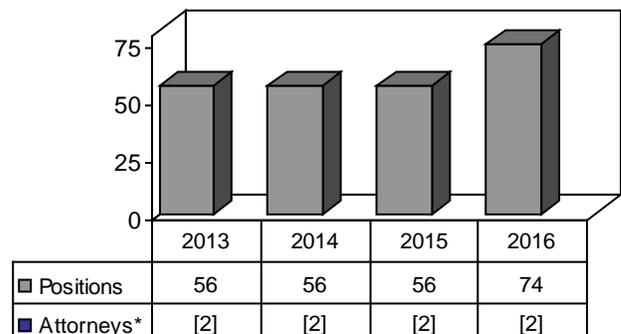
Personnel:

The CRS's direct positions for FY 2016 total 74 positions. CRS's FY 2016 request includes an increase of 18 positions over the FY 2015 Enacted of 56 direct positions.

Funding (FY 2013 - 2016)



Personnel (FY 2013 - 2016)



FY 2016 Strategy:

CRS serves as the Department's "peacemaker" for community conflicts and tensions arising from real or perceived discriminatory practices based on race, color, or national origin and helps communities prevent and respond to alleged violent hate crimes committed on the basis of actual or perceived race, color, national origin, gender, gender identity, sexual orientation, religion or disability. CRS provides specialized mediation and conciliation services to state, local and federal officials and communities throughout the United States. CRS' goal is to assist in resolving and preventing racial, ethnic and national origin community conflicts, violence, and civil disorder and to help communities prevent or recover from alleged violent hate crimes.

To carry out its mission, CRS has implemented several strategies, which are intended to effectively address the issues of discriminatory practices based on race, color, or national origin that impair the rights of people. CRS strategies also enable communities to develop the capacity to work with local government and law enforcement officials to prevent and respond more effectively to violent hate crimes. Examples of various CRS strategies and programs include: Law Enforcement Mediation Skills Program; Anti-Racial Profiling Program; Arab-Muslim, Sikh (AMS) Cultural Awareness Program; and City-Problem Identification and Resolution of Issues Together (City-SPIRIT) Program.

CRS must constantly reintroduce its services to community and local government leaders due to election turnover, term-limited positions, and a statutory mandate that prevents CRS from publicizing much of its work. Evolving community "flash points" increase the need to be knowledgeable and aware of the host of vulnerabilities that communities face. Obstacles to entry and the fluctuating nature of jurisdictional conflicts do not deter CRS from offering its services to communities in need. Through skillful conciliation and mediation, CRS' services can limit disruptions to community peace and stability. For any jurisdictional conflict, CRS stands ready to offer its conflict resolution services to communities across the United States.

FY 2016 Program Changes:

Hate Crime Prevention and Response: \$557,000 and 8 positions

The Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act (HCPA), 2009, requires CRS to support community efforts to prevent and respond to violent hate crimes. With the addition of HCPA responsibilities, CRS has had to deny requests for services at an increasing rate. Since 2010, HCPA cases have grown to about 1/3 of CRS' overall caseload. The requested resources will allow CRS to increase HCPA prevention and response by a minimum of 50 cases and a maximum of 100 cases per year. The current services for this initiative are 8 positions (0 attorneys) and \$1.9 million.

CRS Training Academy: \$240,000 and 0 positions

The CRS Academy will engage state and municipal officials, law enforcement executives, and community leaders in learning and applying dispute resolution and problem-solving techniques to develop sustainable local capacity to reduce tensions, prevent violence, and resolve CRS jurisdictional conflicts. This enhancement will support a consulting services contract or cooperative agreement to develop an Academy curriculum, to conduct three regional seminars, and to research and publish best practice materials that shall lead to the creation of CRS trained local emissaries who will have a fundamental capacity to engage in proven dispute resolution activities. There are no current services for this initiative.

Collaborative Community Strengthening Initiative: \$775,000 and 10 positions

CRS is seeking funds to hire and deploy staff to provide conciliation services (mediation, facilitated dialogues, training, and consultation on issues of police-community reconciliation) in a broad range of communities throughout the United States. This request is supportive of the goals of President's My Brother's Keeper Initiative and the proposal for the National Initiative for Building Community Trust and Justice. The request will fund the hiring of 10 Conciliation Specialist positions, and it will provide the needed resources for their base-level training and travel to the cities and towns where they will provide services. There are no current services for this initiative.

Law Enforcement Organizational Change Initiative: \$200,000 and 0 positions

This enhancement will support a consulting services contract or cooperative agreement to provide in-depth consultation and guidance to local law enforcement agencies who are party to potentially violent, public safety degrading conflicts with minority communities. Approximately 75 percent of CRS cases stem from instances where the real or perceived actions of a local police or sheriff's department resulted in conflict, or their intervention is required to effectively resolve a conflict. There are no current services for this initiative.

Community Relations Service

(Dollars in Thousands)

	Community Relations Service		
	Pos	FTE	Amount
2014 Appropriation	56	45	12,000
2015 Enacted	56	49	12,250
2016 Request	74	58	14,446
Change 2016 from 2015 Enacted	18	9	2,196
Technical Adjustments			
Total Technical Adjustments	0	0	0
Base Adjustments			
Pay & Benefits	0	0	138
Domestic Rent & Facilities	0	0	279
Other Adjustments	0	0	7
Total Base Adjustments	0	0	424
2016 Current Services	56	49	12,674
Program Changes			
Increases:			
Hate Crime Prevention and Response	8	4	557
CRS Training Academy	0	0	240
Collaborative Community Strengthening Initiative	10	5	775
Law Enforcement Organizational Change Initiative	0	0	200
Subtotal, Program Increases	18	9	1,772
Decreases:			
Subtotal, Program Decreases	0	0	0
Total Program Changes	18	9	1,772
2016 Request	74	58	14,446

Community Relations Service

(Dollars in Thousands)

Comparison by activity and program	2015 Enacted			2016 Current Services		
	Perm Pos.	FTE	Amount	Perm Pos.	FTE	Amount
Conflict Resolution and Violence Prevention - Program Operations	56	49	12,250	56	49	12,674
Total	56	49	12,250	56	49	12,674
Reimbursable FTE	0	0	0	0	0	0
Grand Total	56	49	12,250	56	49	12,674

Comparison by activity and program	2016 Total Program Changes			2016 Request		
	Perm Pos.	FTE	Amount	Perm Pos.	FTE	Amount
Conflict Resolution and Violence Prevention - Program Operations	18	9	1,772	74	58	14,446
Total	18	9	1,772	74	58	14,446
Reimbursable FTE	0	0	0	0	0	0
Grand Total	18	9	1,772	74	58	14,446