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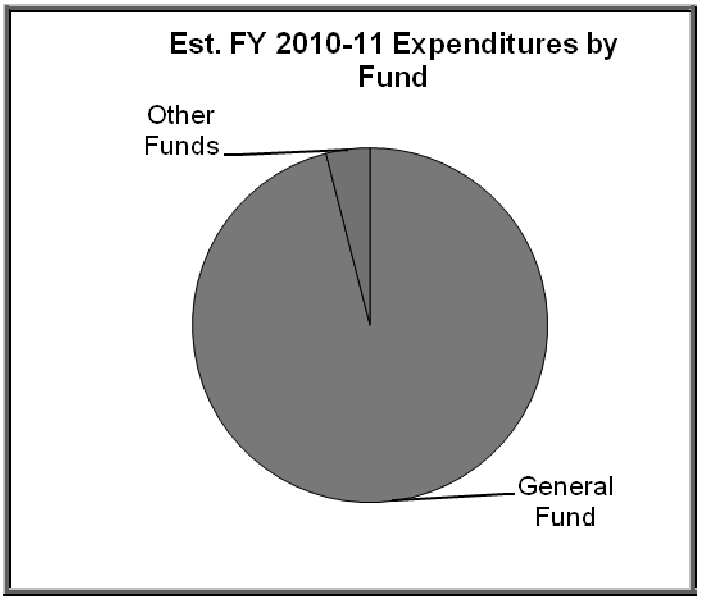
Agency Purpose

The mission of the Department of Human Rights (MDHR) is to make Minnesota discrimination-free. The department pursues this mission through a coordinated program of law enforcement, prevention education, and community-based conflict resolution.

At a Glance

- Approximately 35 FTE's located in the St. Paul Office
- 1.5 FTE's assigned to the St Cloud Regional Office funded by the St. Cloud Regional Human Rights Joint Powers Board
- 747 new charges filed FY 2010
- 699 charges resolved FY2010
- $744,460 in remedies recovered in FY 2010
- $422,950 earned from the Federal Equal Employment Opportunities Commission (EEOC) work-share agreement for the General Fund
- 2,090 active state contractors received 8,342 technical assistant contacts
- 217,931 web hits



Source: Consolidated Fund Statement.

Strategies

The department will continue to enforce the Minnesota Human Rights Act, 363A with its threefold strategy to "educate to eliminate" potential respondents on their responsibilities, service grievances in a timely manner and approve and audit state contractors for compliance.

Core Functions:

- develop and oversee statewide human rights policies and programs;
- receive, investigate, and make determinations on charges alleging unfair discriminatory practices;
- monitor state contractor compliance with applicable affirmative action provisions;
- educate to eliminate unfair discriminatory practices;
- develop and disseminate technical assistance to persons subject to the provisions of the Human Rights Act; and
- assess human rights compliance through voluntary settlement agreements and corrective action plans.

Operations

The department serves a varied customer base. People alleging discrimination, those accused of discrimination, the legal community, and state vendors are the primary customers of the department's business processes. This customer base includes individuals, school districts, businesses, attorneys, local governments, state agencies, local human rights commissions, landlords, and local and federal human rights enforcement agencies.

The **Enforcement Unit** addresses approximately 4,424 inquiries annually and provides referral, charge drafting, investigation, and mediation services. The Attorney General's Office provides conciliation services. In FY 2010, of 855 charges drafted, 747 were filed. 785 charges were resolved resulting in the recovery of $744,500 in remedies. $446,400 was earned from the investigation of cases cross-filed with the EEOC.

The **Contract Compliance Unit** reviews affirmative action plans of businesses and issues Certificates of Compliance to eligible businesses. The Compliance unit provides consulting services to 2,090 businesses, conducted four "MDHR State-Contractor Showcases", made 8,342 technical assistance contacts and conducted 68 compliance audits during FY 2010.

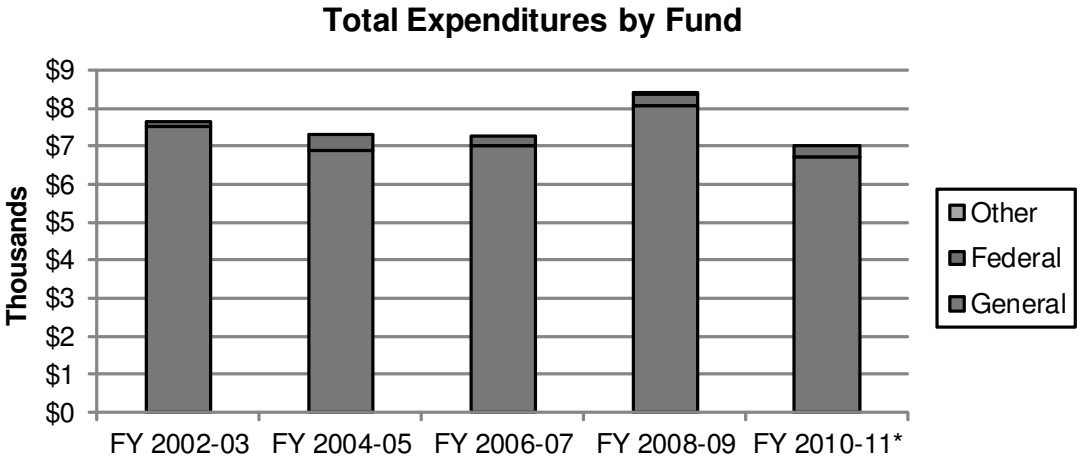
The **Education and Program Development Unit** provides residents with varied educational opportunities to eliminate discrimination. These opportunities including community based public forums; local business showcase training; the production of a video series on the protections of the MHRA, which was broadcast in collaboration with public television; and the department's annual human rights conference supported by attendees representing state and local governments, private industry, foundations and educational agencies. Direct educational contacts at 26 different training and community events surpassed 1,200 people.

Key Activity Goals & Measures

- **Minnesota Milestones statewide goals**: "All people will be welcomed, respected, and able to participate fully in Minnesota's communities and economy".

- **Measures**
  - All case determinations within one year. In the last reporting period, 32 cases were over one year.
  - Charges are drafted within the statutory filing period. All charges met the statutory requirement.
  - Conduct 100 audits per year. 100 audits were conducted.
  - Review all Affirmative Action Plans (AAP's) within 30 days. All were reviewed within 30 days.

Budget Trends Section



* *FY 2008-09 includes $1,002 in one-time funds for the development of a Case Management System, so on-going General Fund spending was $7,037.*

** *FY 2010-11 is estimated, not actual.*

Source data for the previous chart is the Minnesota Accounting and Procurement System (MAPS) as of 08/26/10.

External factors that the agency faces in the future includes the increase in the number of charges filed as exhibited by the 30% increase in new charges filed during the six-month period ending June 30, 2010 over the preceding six-month period. This resulted in an increase in enforcement officer caseload from 23 to 35. In addition, there is legislative pressure to increase the compliance audit function to audit all state bonding contracts.

Contact

Office of the Commissioner:
Phone: (651) 296-5663
Web site: http://www.humanrights.state.mn.us

Dollars in Thousands

	Current FY2010	Current FY2011	Governor Recomm. FY2012	Governor Recomm. FY2013	Biennium 2012-13
Direct Appropriations by Fund					
General					
Current Appropriation	3,386	3,342	3,342	3,342	6,684
Recommended	**3,386**	**3,342**	**3,341**	**3,341**	**6,682**
Change		0	(1)	(1)	(2)
% Biennial Change from 2010-11					-0.7%
Expenditures by Fund					
Direct Appropriations					
General	3,312	3,416	3,341	3,341	6,682
Statutory Appropriations					
Miscellaneous Special Revenue	172	637	329	329	658
Federal	0	3	3	3	6
Total	**3,484**	**4,056**	**3,673**	**3,673**	**7,346**
Expenditures by Category					
Total Compensation	2,957	2,891	2,893	2,893	5,786
Other Operating Expenses	527	1,165	780	780	1,560
Total	**3,484**	**4,056**	**3,673**	**3,673**	**7,346**
Expenditures by Program					
Human Rights Enforcement	3,484	4,056	3,673	3,673	7,346
Total	**3,484**	**4,056**	**3,673**	**3,673**	**7,346**
Full-Time Equivalents (FTE)	**40.1**	**39.3**	**39.3**	**39.3**	

Dollars in Thousands

	FY2011	Governor's Recomm. FY2012	Governor's Recomm. FY2013	Biennium 2012-13
Fund: GENERAL				
FY 2011 Appropriations	**3,342**	**3,342**	**3,342**	**6,684**
Technical Adjustments				
Operating Budget Reduction		(1)	(1)	(2)
Subtotal - Forecast Base	**3,342**	**3,341**	**3,341**	**6,682**
Total Governor's Recommendations	**3,342**	**3,341**	**3,341**	**6,682**
Fund: MISCELLANEOUS SPECIAL REVENUE				
Planned Statutory Spending	**637**	**329**	**329**	**658**
Total Governor's Recommendations	**637**	**329**	**329**	**658**
Fund: FEDERAL				
Planned Statutory Spending	**3**	**3**	**3**	**6**
Total Governor's Recommendations	**3**	**3**	**3**	**6**

Dollars in Thousands

	Actual FY2010	Budgeted FY2011	Governor's Recomm. FY2012	Governor's Recomm. FY2013	Biennium 2012-13
Non Dedicated Revenue:					
Total Non-Dedicated Receipts	**0**	**0**	**0**	**0**	**0**
Dedicated Receipts:					
Departmental Earnings:					
Miscellaneous Special Revenue	55	51	51	51	102
Grants:					
Miscellaneous Special Revenue	4	169	169	169	338
Federal	325	167	167	167	334
Other Revenues:					
Miscellaneous Special Revenue	130	109	109	109	218
Total Dedicated Receipts	**514**	**496**	**496**	**496**	**992**
Agency Total Revenue	**514**	**496**	**496**	**496**	**992**