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Minnesota Department of Human Rights

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AT A GLANCE

- The Minnesota Department of Human Rights investigates discrimination complaints, ensures equal employment opportunities and equal pay on state contracts, enforces the “Ban the Box” law, and facilitates education and dialogue on eliminating discrimination and disparate treatment.
- In 2015, MDHR completed 619 discrimination investigations, while opening 620 new cases. Increased case filings reflect increased outreach and growing public confidence in the Department’s work. Disability discrimination is the most common charge.
- 96% of cases were less than one year old; only 18 cases were over one year at the end of 2015.
- At the end of 2015, the average time to close a case was 254 days, a reduction of 73 days from the end of 2014.
- Workforce inclusion efforts have demonstrated successful outcomes, with the Vikings Stadium Project exceeding the hiring goals for minorities (goal 32%, actual 36%) and women (goal 6%, actual 9%) for the project. The Capitol Restoration Project is on track to meet those goals as well.
- The Department has executed tribal consultation agreements, supports MDE’s School Bullying work, and conducts education and outreach statewide, in cities including Duluth, Worthington, St. Cloud, and Albert Lea.

PURPOSE

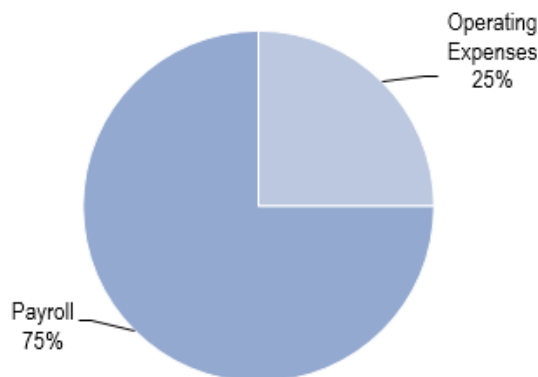
The mission of the Minnesota Department of Human Rights (“MDHR” or the “Department”) is to eliminate discrimination in education, employment, housing and real property, in public accommodations, and in the delivery of public services. Discrimination threatens the rights and privileges of the citizens of the state and menaces the institutions and foundations of our democracy. The Minnesota Human Rights Act protects all Minnesotans from discrimination in employment, housing, public services, public accommodations, and education.

MDHR supports the following statewide outcomes:

- **Reducing race, gender, and other disparities**
- **A thriving economy that encourages business growth and employment opportunities**
- **Expand economic opportunities and eliminate disparities for Minnesotans of color**
- **Minnesotans have the education and skills needed to achieve their goals**
- **People in Minnesota are safe**

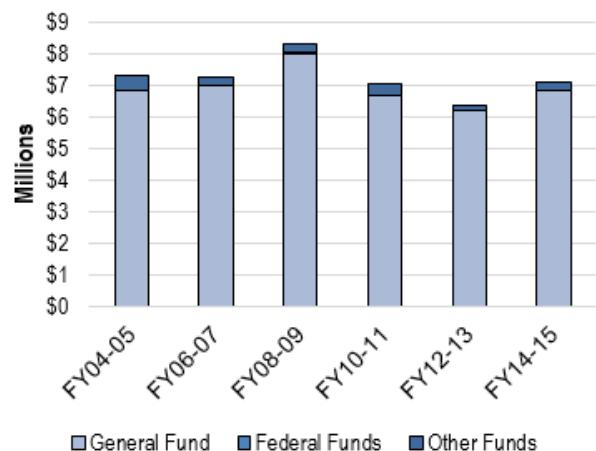
BUDGET

**Spending by Category
FY 15 Actual**



Source: SWIFT

Historical Spending



Source: Consolidated Fund Statement

The Department's budget primarily comes from the State's General Fund with a small amount of additional revenue generated from issuing Equal Pay and Workforce certificates to state contractors. The Department receives approximately \$300,000 annually under a workshare agreement with the Equal Employment Opportunity Commission (EEOC) as payment for investigation of dual jurisdiction cases. The vast majority of the Department's expenses (over 90%) are spent on payroll, rent and IT expenses.

STRATEGIES

The work of the Department falls into three broad areas:

- **Investigate Claims of Discrimination and Disparate Impact** - The Department, for several decades, has been responsible for drafting complaints, investigating complaints, and drafting determinations as to whether probable cause exists that discrimination has occurred. When the Department finds probable cause of discrimination, we attempt to conciliate a settlement between the case parties to resolve the discriminatory practices and provide compensation to the victim. Conciliations help to provide restitution for the injured parties and fix these issues going forward, as well as avoiding litigation. On January 1, 2014, the Department became responsible for enforcing the Private Employer Ban-the-Box law. The law limits the timing of when an employer can request criminal background information from a job applicant, ensuring that individuals with criminal records reentering the community can compete for employment which helps to reduce recidivism and racial disparities. The Department conducted presentations around the state and provided technical assistance to numerous employers to aid in compliance; in 2014 and 2015, the Department issued 117 violation letters to employers. The Department has worked in conjunction with Department of Education on school bullying issues.
- **Ensure Equal Employment Opportunity with State Contractors** - The Department issues workforce certificates of compliance to large state contract vendors and ensures that such vendors comply with federal and state equal employment opportunity laws. The Department monitors the good faith efforts of state contract vendors with a workforce certificate to implement equal employment opportunity. On August 1, 2014, the Department became responsible for issuing equal pay certificates of compliance to large state contract vendors and for ensuring that such vendors comply with federal and state equal pay and anti-discrimination laws. In 2014 and 2015, the Department issued 676 Equal Pay Certificates to the State's largest contractors.
- **Facilitate Education & Dialogue to Eliminate Discriminatory Practices & Disparate Treatment** - The Department facilitates conversations between Minnesotans to find solutions to overt and subtle discriminatory practices and systems that frustrate individuals as they seek to fully participate in our democracy. The Department has supported interagency work on the implementation of the state's Tribal Consultation Policy and initiative to end homelessness.

MDHR emphasizes several strategies to deliver its mission and support statewide outcomes. These strategies include:

- Timely investigations of charges of discrimination
- Investigating violations of private "Ban the Box" law
- Timely responses to workforce and equal pay certificate applications
- Reviewing contract vendor practices to ensure equal employment opportunity, equal pay compliance and non-discriminatory wage and benefit compensation
- Facilitating dialogue among key stakeholders to eliminate discrimination, disparate practices and disparate outcomes

RESULTS

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Dates</i>
Quantity	Investigative Memorandums Completed	891	619	2014 to 2015
Quality	Average Number of Days to Complete a No Probable Cause Determination	344	254	2014 to 2015
Quantity	Total Number of Charges Filed	565	620	2014 to 2015

Type of Measure	Name of Measure	Previous	Current	Dates
Quantity	Number of Probable Cause Determinations that the Human Rights Act had been violated	67	55	2014 to 2015
Quality	Workforce Certificate Response Within 15 days	100%	100%	2014 to 2015
Quantity	Number of Workforce Certificates Issued	930	709	2014 to 2015
Quantity	Number of Workforce Compliance Audits	150	442*	2014 to 2015
Quantity	Number of Equal Pay Certificates Issued	260	416	2014 to 2015
Quantity	Number of Equal Pay Compliance Audits	0**	24	2014 to 2015
Quantity	"Ban the Box" Violation letters sent	74	43	2014 to 2015
Quantity	"Ban the Box" Fines Issued	8	7	2014 to 2015

*The Department made significant changes to the Workforce Compliance Audits process in 2015 to increase depth and thoroughness.

** The Equal Pay Certificate was a new program created during the 2014 legislative session, so the Department did not begin auditing certificate holders until these contractors had done significant work on covered state contracts.

The Minnesota Department of Human rights is authorized under Minnesota Statutes, Chapter 363A
<https://www.revisor.mn.gov/statutes/?id=363A>.

(Dollars in Thousands)

Expenditures By Fund

	Actual FY14	Actual FY15	Actual FY16	Estimate FY17	Forecasted Base	
					FY18	FY19
1000 - General	3,029	3,834	3,300	4,786	4,159	4,159
2000 - Restrict Misc Special Revenue	168	85	472	376	326	154
2403 - Gift	0	0	26	8	0	0
3000 - Federal	0	0	0	308	399	413
Total	3,197	3,920	3,798	5,478	4,884	4,726
<i>Biennial Change</i>				2,159		334
<i>Biennial % Change</i>				30		4

Expenditures by Program

Program: Human Rights Enforcement	3,197	3,920	3,798	5,478	4,884	4,726
Total	3,197	3,920	3,798	5,478	4,884	4,726

Expenditures by Category

Compensation	2,524	2,904	2,901	3,640	3,668	3,607
Operating Expenses	670	878	888	1,811	1,209	1,112
Other Financial Transactions	3	138	9	27	7	7
Total	3,197	3,920	3,798	5,478	4,884	4,726

Full-Time Equivalents

	33.2	38.6	36.9	42.2	45.7	44.2
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1000 - General

	Actual		Actual	Estimate	Forecast Base	
	FY14	FY 15	FY 16	FY17	FY18	FY19
Balance Forward In	0	333	0	627	0	0
Direct Appropriation	3,297	4,021	3,927	4,162	4,162	4,162
Net Transfers	0	(81)	(1)	(3)	(3)	(3)
Cancellations	0	438	0	0	0	0
Expenditures	3,029	3,834	3,300	4,786	4,159	4,159
Balance Forward Out	266	0	627	0	0	0
<i>Biennial Change in Expenditures</i>				1,222		232
<i>Biennial % Change in Expenditures</i>				18		3
Full-Time Equivalents	31.7	38.1	33.2	36.5	39.9	39.4

2000 - Restrict Misc Special Revenue

	Actual		Actual	Estimate	Forecast Base	
	FY14	FY 15	FY 16	FY17	FY18	FY19
Balance Forward In	477	648	922	548	258	37
Receipts	336	358	109	85	105	117
Net Transfers	0	0	(11)	0	0	0
Expenditures	168	85	472	376	326	154
Balance Forward Out	645	921	548	258	37	0
<i>Biennial Change in Expenditures</i>				594		(368)
<i>Biennial % Change in Expenditures</i>				234		(43)
Full-Time Equivalents	1.5	0.5	3.8	2.8	1.8	0.8

2403 - Gift

	Actual		Actual	Estimate	Forecast Base	
	FY14	FY 15	FY 16	FY17	FY18	FY19
Balance Forward In	0	0	0	8	0	0
Receipts	0	0	24	0	0	0
Net Transfers	0	0	11	0	0	0
Expenditures	0	0	26	8	0	0
Balance Forward Out	0	0	8	0	0	0
<i>Biennial Change in Expenditures</i>				34		(34)
<i>Biennial % Change in Expenditures</i>						(100)

3000 - Federal

	Actual		Actual	Estimate	Forecast Base	
	FY14	FY 15	FY 16	FY17	FY18	FY19
Balance Forward In	6	166	479	777	746	624
Receipts	159	313	298	277	277	277
Expenditures	0	0	0	308	399	413
Balance Forward Out	166	479	777	746	624	488
<i>Biennial Change in Expenditures</i>				308		504
<i>Biennial % Change in Expenditures</i>						164
Full-Time Equivalents				2.8	4.0	4.0