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**Minnesota Department of Human Rights**

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<https://mn.gov/mdhr/>

### AT A GLANCE

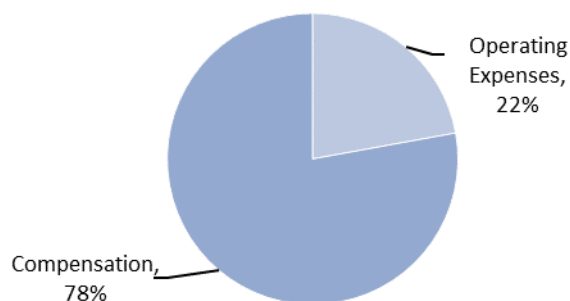
- The Minnesota Department of Human Rights (“MDHR” or the “Department”) is the state’s civil rights enforcement department and envisions a world where everyone can lead lives full of dignity and joy, free from discrimination.
- The Minnesota Human Rights Act (“the Act”) was signed into law in 1967 and protects the civil rights of all Minnesotans, in every county in the state.
- The Act protects Minnesotans and tasks this Department with important enforcement duties in employment, housing, education, credit, public accommodations, and public services based on their protected class, such as: race, religion, disability, national origin, sex, marital status, familial status, age, sexual orientation, and gender identity.
- The Act also tasks the Department with regulating State contractors to ensure men and women are compensated equally for equal work, and to ensure that contractors are making good faith efforts to maintain inclusive and equitable workforces so that the companies’ employees reflect Minnesota’s vibrant communities.
- Of the cases investigated by the Department during this period, disability discrimination was the most common charge, followed by race, sex, and age discrimination.

### PURPOSE

The Minnesota Department of Human Rights is the state’s civil rights enforcement department and envisions a world where everyone can lead lives full of dignity and joy, free from discrimination.

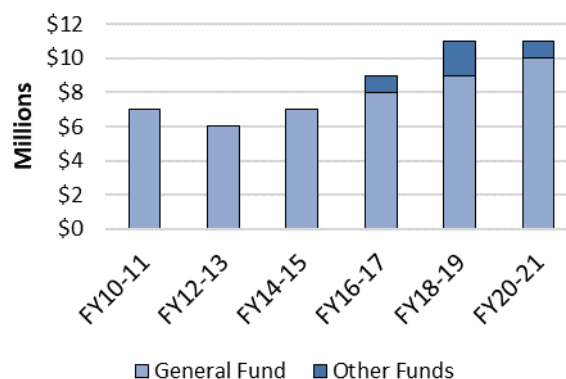
### BUDGET

**Spending by Category  
FY 2021 Actual**



Source: Budget Planning & Analysis System (BPAS)

**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 and fees from educational offerings. The Department receives approximately \$200,000 annually under a workshare agreement with the Equal Employment Opportunity Commission (EEOC), as payment for investigation of employment discrimination cases. Most of the Department’s expenses (over 90%) are payroll, rent, and IT expenses.

## STRATEGIES

The work of the Department falls into three broad areas:

- **Investigate Claims of Discrimination and Disparate Impact:** Since its establishment in 1967, the Department investigates complaints of discrimination and issues determinations as to whether probable cause exists that discrimination has occurred. At any point in the process, parties are offered voluntary mediation to attempt to settle their concerns without a full investigation. If that is unsuccessful, or parties choose not to participate, the Department conducts a full investigation into the case and issues a determination. When the Department finds probable cause of discrimination, the Department attempts to conciliate a settlement between the parties that will resolve the discriminatory practices, make the charging party whole, avoid future instances of discrimination, and avoid litigation. The Department's civil rights investigation process is free and does not require representation by an attorney.
- **Ensure Equal Employment Opportunity with State Contractors:** Through the Office of Equity and Inclusion for Minnesota Businesses, the Department issues Workforce Certificates and Equal Pay Certificates to large state contract vendors. This ensures that such vendors comply with federal and state equal employment opportunity laws. The Department also monitors the good faith efforts of state contract vendors with a Workforce Certificate to implement equal employment opportunities. Since 2014, the Department has worked with contractors who hold Equal Pay Certificates to ensure that they are following all required equal pay laws, to prevent gender-based pay disparities. The Department has implemented a strategic compliance model to focus monitoring and compliance efforts on the most likely violations of state law.
- **Community Engagement and Education to Eliminate Discrimination & Disparate Treatment:** The Department uses community engagement, education, and outreach to educate community members and to find solutions to overt and subtle discriminatory practices in our systems and communities. The Department actively participates in interagency work as part of the Olmstead Subcabinet, the Minnesota Interagency Council on Homelessness, the Minnesota Emerging Entrepreneur Board, the Children's Cabinet, Minnesota Council on Disability, and other areas.

## RESULTS

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Dates</i>
Quantity	Case investigations, determinations, and settlements that Changed Policies and Procedures to Prevent Discrimination (Mediation Settlements, Probable Cause Determinations, Conciliation Agreements and Settlements)	146	133	2020 to 2021
Quantity	Number of Discrimination Cases Mediated	59	124	2020 to 2021
Quality	Workforce and Equal Pay Certificate Response Within 15 days	100%	100%	2020 to 2021

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

Ban the Box for Private Employers and MDHR's jurisdiction is authorized under Minnesota Statutes, Chapter 364  
<https://www.revisor.mn.gov/statutes/cite/364>

(Dollars in Thousands)

	Actual	Actual	Actual	Estimate	Forecast Base		Enacted Budget	
	FY20	FY21	FY22	FY23	FY24	FY25	FY24	FY25
<b><u>Expenditures by Fund</u></b>								
1000 - General	4,513	5,283	5,147	5,765	5,507	5,507	8,021	8,402
2000 - Restrict Misc Special Revenue	203	350	469	694	473	485	473	485
2001 - Other Misc Special Revenue	71	20	61					
2403 - Gift	11	5						
3000 - Federal	410							
3015 - ARP-State Fiscal Recovery			297	203				
<b>Total</b>	<b>5,207</b>	<b>5,659</b>	<b>5,974</b>	<b>6,662</b>	<b>5,980</b>	<b>5,992</b>	<b>8,494</b>	<b>8,887</b>
Biennial Change				1,770		(664)		4,745
Biennial % Change				16		(5)		38
Enacted Budget Change from Base								5,409
Enacted Budget % Change from Base								45

# Human Rights

# Agency Financing by Fund

(Dollars in Thousands)

	Actual	Actual	Actual	Estimate	Forecast Base		Enacted Budget	
	FY20	FY21	FY22	FY23	FY24	FY25	FY24	FY25
<b>1000 - General</b>								
Balance Forward In		416		262				
Direct Appropriation	4,911	5,131	5,433	5,530	5,534	5,534	8,048	8,429
Transfers Out	13	166	24	27	27	27	27	27
Cancellations		98						
Balance Forward Out	386		262					
<b>Expenditures</b>	<b>4,513</b>	<b>5,283</b>	<b>5,147</b>	<b>5,765</b>	<b>5,507</b>	<b>5,507</b>	<b>8,021</b>	<b>8,402</b>
Biennial Change in Expenditures				1,116		102		5,511
Biennial % Change in Expenditures				11		1		51
Enacted Budget Change from Base								5,409
Enacted Budget % Change from Base								49
<b>2000 - Restrict Misc Special Revenue</b>								
Balance Forward In	615	600	817	1,090	898	927	898	927
Receipts	159	442	744	502	502	502	502	502
Transfers In		115						
Transfers Out	0							
Balance Forward Out	572	807	1,091	898	927	944	927	944
<b>Expenditures</b>	<b>203</b>	<b>350</b>	<b>469</b>	<b>694</b>	<b>473</b>	<b>485</b>	<b>473</b>	<b>485</b>
Biennial Change in Expenditures				611		(205)		(205)
Biennial % Change in Expenditures				111		(18)		(18)
Enacted Budget Change from Base								0
Enacted Budget % Change from Base								0
<b>2001 - Other Misc Special Revenue</b>								
Balance Forward In		0	20	2				
Receipts	71	40	44					
Transfers Out				2				
Balance Forward Out	0	20	2					
<b>Expenditures</b>	<b>71</b>	<b>20</b>	<b>61</b>					
Biennial Change in Expenditures				(31)		(61)		(61)
Biennial % Change in Expenditures				(33)				
Enacted Budget Change from Base								0
Enacted Budget % Change from Base								

# Human Rights

# Agency Financing by Fund

(Dollars in Thousands)

	Actual FY20	Actual FY21	Actual FY22	Estimate FY23	Forecast Base FY24 FY25		Enacted Budget FY24 FY25	
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## 2403 - Gift

Balance Forward In	0	16	18	25				
Receipts	19	8	8					
Transfers In	7	0						
Transfers Out				25				
Balance Forward Out	16	18	26					
<b>Expenditures</b>	<b>11</b>	<b>5</b>						
Biennial Change in Expenditures				(16)		0		0
Biennial % Change in Expenditures				(100)				
Enacted Budget Change from Base								0
Enacted Budget % Change from Base								

## 3000 - Federal

Balance Forward In	354	115						
Receipts	171							
Transfers Out		115						
Balance Forward Out	115							
<b>Expenditures</b>	<b>410</b>							
Biennial Change in Expenditures				(410)		0		0
Biennial % Change in Expenditures								
Enacted Budget Change from Base								0
Enacted Budget % Change from Base								

## 3015 - ARP-State Fiscal Recovery

Balance Forward In				203				
Direct Appropriation			500					
Balance Forward Out			203					
<b>Expenditures</b>			<b>297</b>	<b>203</b>				
Biennial Change in Expenditures				500		(500)		(500)
Biennial % Change in Expenditures						(100)		(100)
Enacted Budget Change from Base								0
Enacted Budget % Change from Base								

(Dollars in Thousands)

	FY23	FY24	FY25	Biennium 2024-25
<b>Direct</b>				
<b>Fund: 1000 - General</b>				
FY2023 Appropriations	5,530	5,530	5,530	11,060
Base Adjustments				
Current Law Base Change		4	4	8
Forecast Base	5,530	5,534	5,534	11,068
Change Items				
Maintain Current Service Levels		599	1,125	1,724
Transformational Investment in Civil Rights Enforcement		1,500	1,500	3,000
Civil Rights Mediator Stipends		20	20	40
Analyze and Report Civil Rights Trends		395	250	645
Total Enacted Budget	5,530	8,048	8,429	16,477
<b>Dedicated</b>				
<b>Fund: 2000 - Restrict Misc Special Revenue</b>				
Planned Spending	694	473	485	958
Forecast Base	694	473	485	958
Total Enacted Budget	694	473	485	958
<b>Revenue Change Summary</b>				
<b>Dedicated</b>				
<b>Fund: 2000 - Restrict Misc Special Revenue</b>				
Forecast Revenues	502	502	502	1,004
Total Enacted Budget	502	502	502	1,004
<b>Non-Dedicated</b>				
<b>Fund: 1000 - General</b>				
Forecast Revenues	1	1	1	2
Total Enacted Budget	1	1	1	2

*(Dollars in Thousands)*

	FY23	FY24	FY25	Biennium 2024-25	FY26	FY27	Biennium 2026-27
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**Maintain Current Service Levels**

This provision provides additional operating funds to maintain the current level of service delivery at the Department of Human Rights.

<b>1000 - General Fund Cost (Savings)</b>	<b>0</b>	<b>599</b>	<b>1,125</b>	<b>1,724</b>	<b>1,125</b>	<b>1,125</b>	<b>2,250</b>
Expenditures	0	599	1,125	1,724	1,125	1,125	2,250

**Transformational Investment in Civil Rights Enforcement**

This provision expands the operations budget for the Department of Human Rights to allow the department to hire a significant number of new FTEs. These new FTEs will join the department's investigations team, the equity and inclusion team, the process improvement team, the external relations team, and create a new settlement monitoring and enforcement team. Expanding these existing teams, and creating the new settlement monitoring and enforcement team, will allow the department to meet its civil rights enforcement and investigation obligations more fully.

<b>1000 - General Fund Cost (Savings)</b>	<b>0</b>	<b>1,500</b>	<b>1,500</b>	<b>3,000</b>	<b>2,000</b>	<b>2,000</b>	<b>4,000</b>
Expenditures	0	1,500	1,500	3,000	2,000	2,000	4,000

**Civil Rights Mediator Stipends**

This provision provides onetime funding for stipends to civil rights mediators to support ongoing mediation efforts. Mediators currently work as volunteers to assist the department in attempting to resolve discrimination complaints before they go to a full investigation.

<b>1000 - General Fund Cost (Savings)</b>	<b>0</b>	<b>20</b>	<b>20</b>	<b>40</b>	<b>0</b>	<b>0</b>	<b>0</b>
Expenditures	0	20	20	40	0	0	0

**Analyze and Report Civil Rights Trends**

This provision directs the Minnesota Department of Human Rights to work with community-serving organizations to analyze civil rights trends statewide. The department will be required to publish a biannual report on its analysis of civil rights trends.

<b>1000 - General Fund Cost (Savings)</b>	<b>0</b>	<b>395</b>	<b>250</b>	<b>645</b>	<b>250</b>	<b>250</b>	<b>500</b>
Expenditures	0	395	250	645	250	250	500