

One Minnesota Budget



m **DEPARTMENT OF
HUMAN RIGHTS**

Minnesota Department of Human Rights



Vision

Create a world where everyone can lead lives full of dignity and joy.

Mission

Make Minnesota discrimination free.

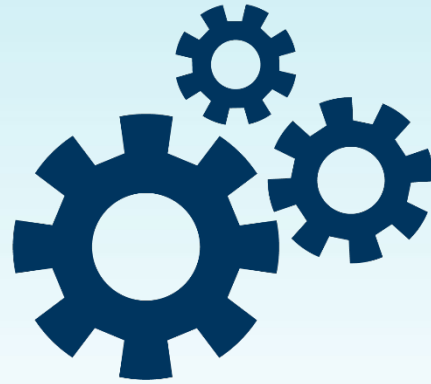
Goals

1. Create a more equitable Minnesota.
2. Create a more inclusive culture.
3. Identify and eliminate discrimination.

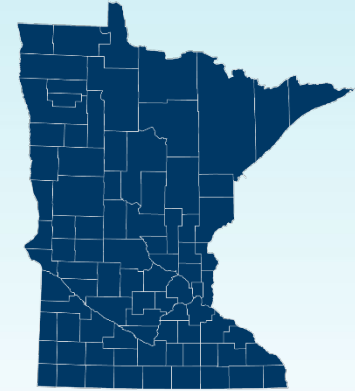
Small Agency Fulfilling a Big Mission



48 Employees



**\$11 Million
General Fund
Biennial Budget**



All 87 Counties

55

years of civil rights enforcement



Where does the Minnesota Human Rights Act apply?



Schools



Apartments



Workplaces



Banks



Restaurants



Businesses



Stores



Government Buildings

Who is Protected under the Minnesota Human Rights Act?

- Age
- Color
- Creed
- Disability
- Familial Status
- Gender Identity
- Local Human Rights Commission Activity
- Marital Status
- National Origin
- Public Assistance
- Race
- Religion
- Sex (Sexual Harassment and Assault)
- Sexual Orientation

Enforcing the Minnesota Human Rights Act



**Investigate
Charges of
Discrimination**



**Equity and Inclusion in
State Contracting**

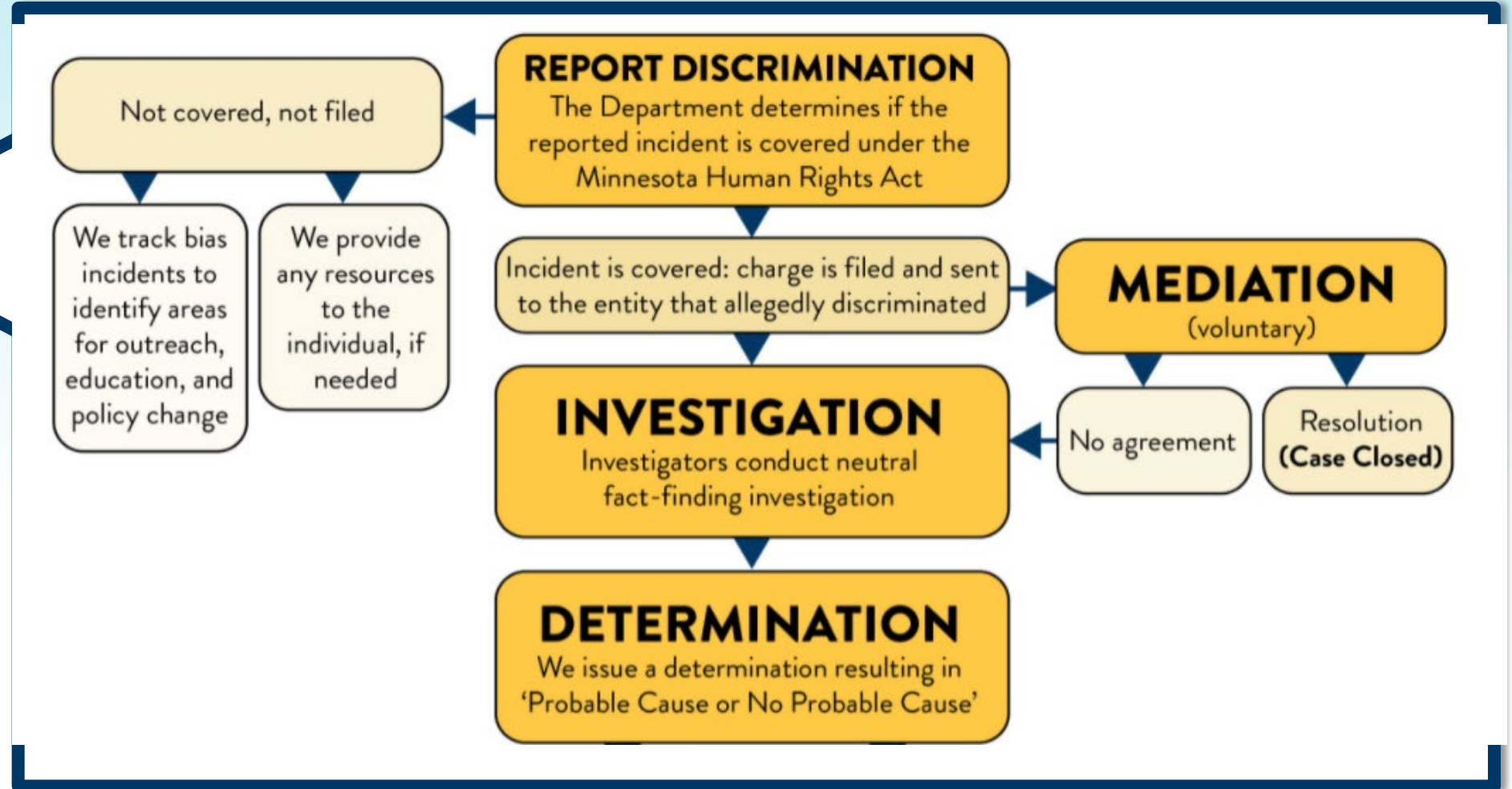


**Education
and Outreach**



Investigate Charges of Discrimination

What happens after someone reports discrimination?





Consent Decree Secured to Address

Sexual Harassment and Assault

at McDonald's Restaurants



BREAKING NEWS

**CSL Plasma cannot ban donors based
on gender identity.**



“

I'm happy I could make things safer and better for myself and for all people with disabilities who use LA Fitness in Minnesota.



GREG REID

Member who LA Fitness Discriminated Against

 DEPARTMENT OF
HUMAN RIGHTS



Minnesota Department of Human Rights

Settles with Printing Company that Racially

Discriminated against Black Employee



The City of Minneapolis and Minneapolis Police Department engage in a pattern or practice of race discrimination in violation of the Minnesota Human Rights Act.

“

Everyone attended with a spirit of resolution rather than conflict.

What Parties Say About Mediation



Equity and Inclusion in State Contracting

Minnesota thrives when state investments are used to intentionally undo racial and gender disparities.



**3,500
Contractors**



**Workforce
Certificates**



**Equal Pay
Certificates**



Education and Outreach

Preventing Hair Discrimination

The Minnesota Department of Human Rights (MDHR) envisions a world where everyone can lead lives full of dignity and joy, free from discrimination. Under the Minnesota Human Rights Act, Minnesotans have the right to express their racial identity through natural hair textures and styles without being discriminated against.



What is the Law?

On January 31, 2023, Governor Walz signed the CROWN Act into Law. The CROWN Act confirms protection against discrimination based on race-based natural hair texture and styles such as braids, locs, and twists under the Minnesota Human Rights Act.

Where Does the Law Apply?

Anywhere the Minnesota Human Rights Act applies.



Examples of Hair Discrimination

- An employer fires Black employee for wearing braids.
- A school forces Black student athletes to shave their locs or forfeit their match.
- A restaurant denies entry to a Black couple with twists because of the restaurant's policy that patrons "dress nicely."

Ways to Build a More Inclusive Minnesota to Prevent Discrimination

Employers, schools, landlords, and businesses all have a role to play when it comes to creating inclusive spaces that are free from discrimination for Minnesotans. Below are some ways to prevent hair discrimination.

- 1 Create Strong Policies:** Create and distribute a policy that affirms natural hair textures and styles and prohibits racial discrimination. If there are policies based on health and safety, such as requiring hair to be tied up or put in a net, those policies must apply equally to all hair styles and textures.
- 2 Provide Meaningful Trainings:** Train employees on policies that prohibit race discrimination, including hair discrimination, and train employees about the importance of intentionally creating inclusive spaces, free from discrimination.
- 3 Enforce Policies:** Enforce policies that prohibit race discrimination, including hair discrimination, and hold supervisors and employees accountable for failing to report or address discrimination or harassment.

Experienced Discrimination?

Contact the Minnesota Department of Human Rights at mn.gov/mdhr or call 1-833-454-0148.



Your Rights

Who is protected?

What is protected?

> Service Animals

Housing

Employment

Public Places

Service and Emotional Support Animals

Service animals and emotional support animals play essential roles for people with physical and/or mental disabilities.

The Minnesota Human Rights Act helps ensure individuals with service animals and/or emotional support animals can live with dignity, free from discrimination in [housing](#), [employment](#), and [public places](#).

If you believe you have been discriminated against, [report the alleged discrimination](#).

Service Animals

A service animal is a dog – or, in rare cases, a miniature horse – that is specially trained to perform specific tasks for a person with a disability. A service animal might guide an individual with vision impairment, detect seizures, or keep individuals calm during a panic attack.

Emotional Support Animals

An emotional support animal – sometimes called an "ESA" or "companion animal" – can be any type of animal that senses an event or helps alleviate symptoms of a disability. ESAs commonly support people who have anxiety, depression, and many other disabilities.

What the Law Covers



Housing

Landlords and tenants



Employment

Employers and employees



Public Places

Businesses and patrons

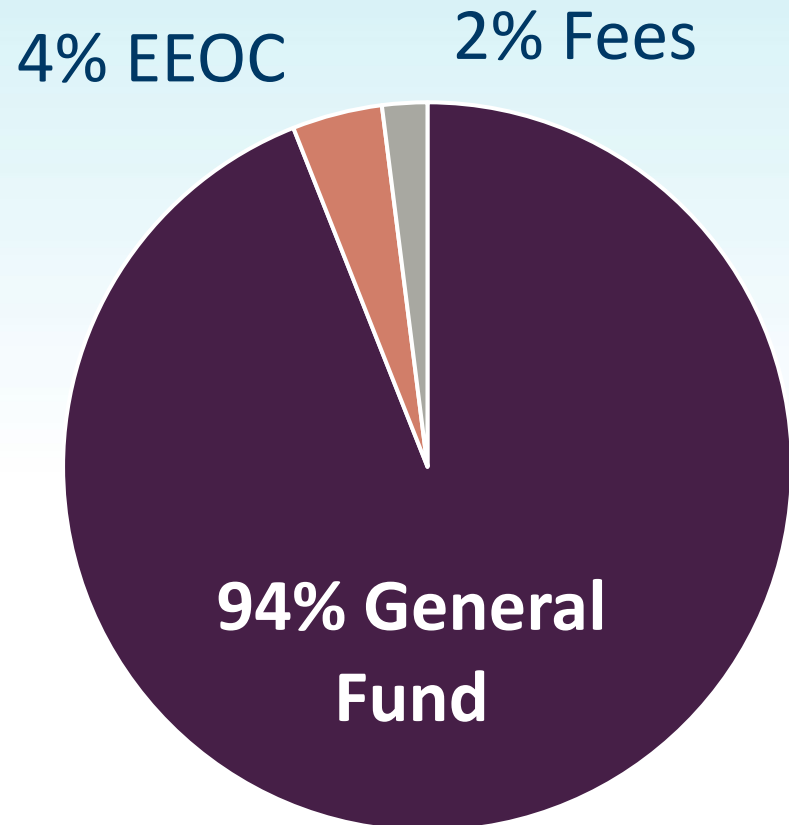
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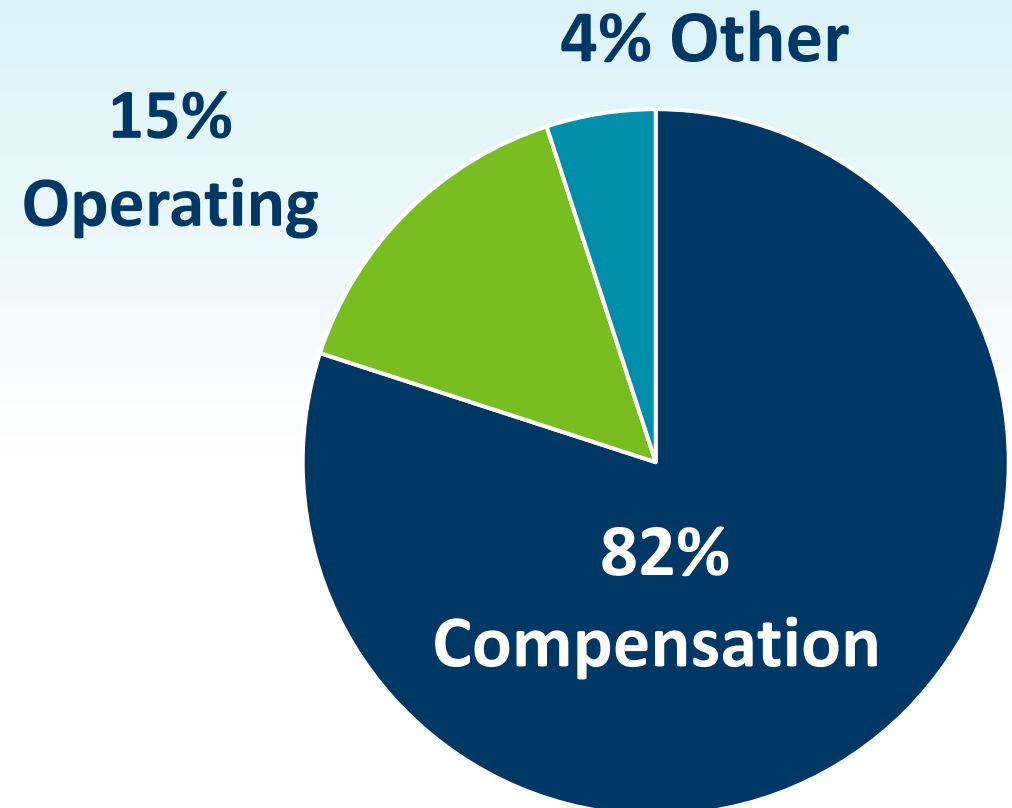
Governor Walz and Lieutenant Governor Flanagan want to strengthen the Minnesota Department of Human Rights to ensure **Minnesotans can live with dignity and joy, free from discrimination.**

Current Funding & Expenditures

FY2022 Funding



FY2022 Expenditures



Transformational Budget

Increasing Investigative Capacity

Adequately funds the investigative team to ensure effective and efficient investigations for Minnesotans.

\$625,000 FY 24 | \$625,000 FY 25

Establishing a Settlement Monitoring and Enforcement Team

New team to provide comprehensive oversight of settlement agreements and consent decrees.

\$500,000 FY 24 | \$500,000 FY 25

Supporting Compliance for State Contracting

Adds capacity to work with contractors on strategic compliance to build inclusive, discrimination-free workplaces on projects funded by the State.

\$125,000 FY 24 | \$125,000 FY 25

Transformational Budget (cont.)

Providing Outreach and Education

Outreach to Minnesotans so they know about their civil rights and education to businesses, schools, landlords, etc. on how to prevent discrimination.

\$125,000 FY 24 | \$125,000 FY 25

Strengthening Process Improvement Team

Backbone of Minnesota Department of Human Rights' ability to deliver procedural justice to Minnesotans.

\$125,000 FY 24 | \$125,000 FY 25

Strengthening the Minnesota Department of Human Rights

Supporting Volunteer Mediators

More Minnesotans are using mediation to resolve their discrimination cases. Provides stipends to trained volunteer mediators to help cover the cost of their skills and time.

\$20,000 FY 24 | \$20,000 FY 25

Gathering and Reporting Hate and Discrimination Incidents

Collect information and analyze hate and discrimination incidents. This will improve the State's ability to take actions to help reduce hate and discrimination.

\$395,000 FY 24 | \$250,000 FY 25

Strengthening the Minnesota Department of Human Rights (cont.)



Ensuring Housing is Free from Discrimination

Work with Minnesota Housing to ensure no one is discriminated against for using public assistance to afford safe and securing housing.

\$383,000 FY 24 | \$394,000 FY 25



Operating Adjustment

Funds the underlying costs of growth to the agency, which includes costs such as employee compensation, IT, and other direct operating costs.

\$599,000 FY 24 | \$1,125,000 FY 25



The Minnesota Human Rights Act was written for times like this – times when racism, transphobia, ableism, antisemitism, sexual harassment, and other forms of discrimination continue to persist.