



## Agency Overview, Commissioner Rebecca Lucero

# History of the Department

# History of the Department





# History of the Department Cont.





# About the Minnesota Human Rights Act



# The Minnesota Human Rights Act Powerfully States:

“

**Discrimination threatens the rights and privileges of the inhabitants of this state and menaces the institutions and foundations of democracy.**

Minnesota Human Rights Act



# Enforcing civil rights since 1967



# History of the Department Cont.

Many times, Minnesota made changes to the state's civil rights law before federal law.

1973

**Prohibited source of income discrimination** in housing, employment, and education.

1983

Employers are **required to provide reasonable accommodations** to persons with disabilities.

1993

We became the first state to prohibit discrimination on the bases of both **sexual orientation** and **gender identity**.

2014

**Familial status** was added as a protected class in the **area of employment**.







Investigate Charges of Discrimination



# Where does the Minnesota Human Rights Act apply?



**Schools**



**Apartments**



**Workplaces**



**Banks**



**Restaurants**



**Businesses**



**Stores**



**Government Buildings**



# What 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 Orientation





# Common Areas and Protected Classes

## Area

- Employment
- Public Places
- Housing

## Protected Class

- Race
- Disability
- Sex
- Sexual Orientation

# Report Discrimination Form

The screenshot shows a web browser window with the Minnesota Department of Human Rights (MDHR) website. The navigation bar includes links for About, Your Rights, File a Complaint, Certificates, Employers & Employees, News & Community, and MPD Investigation. The breadcrumb trail is highlighted with a red box: Home > File a Complaint > Report Discrimination. The left sidebar lists options under 'File a Complaint', with 'Report Discrimination' selected. The main content area is titled 'Report Discrimination' and contains the following text:

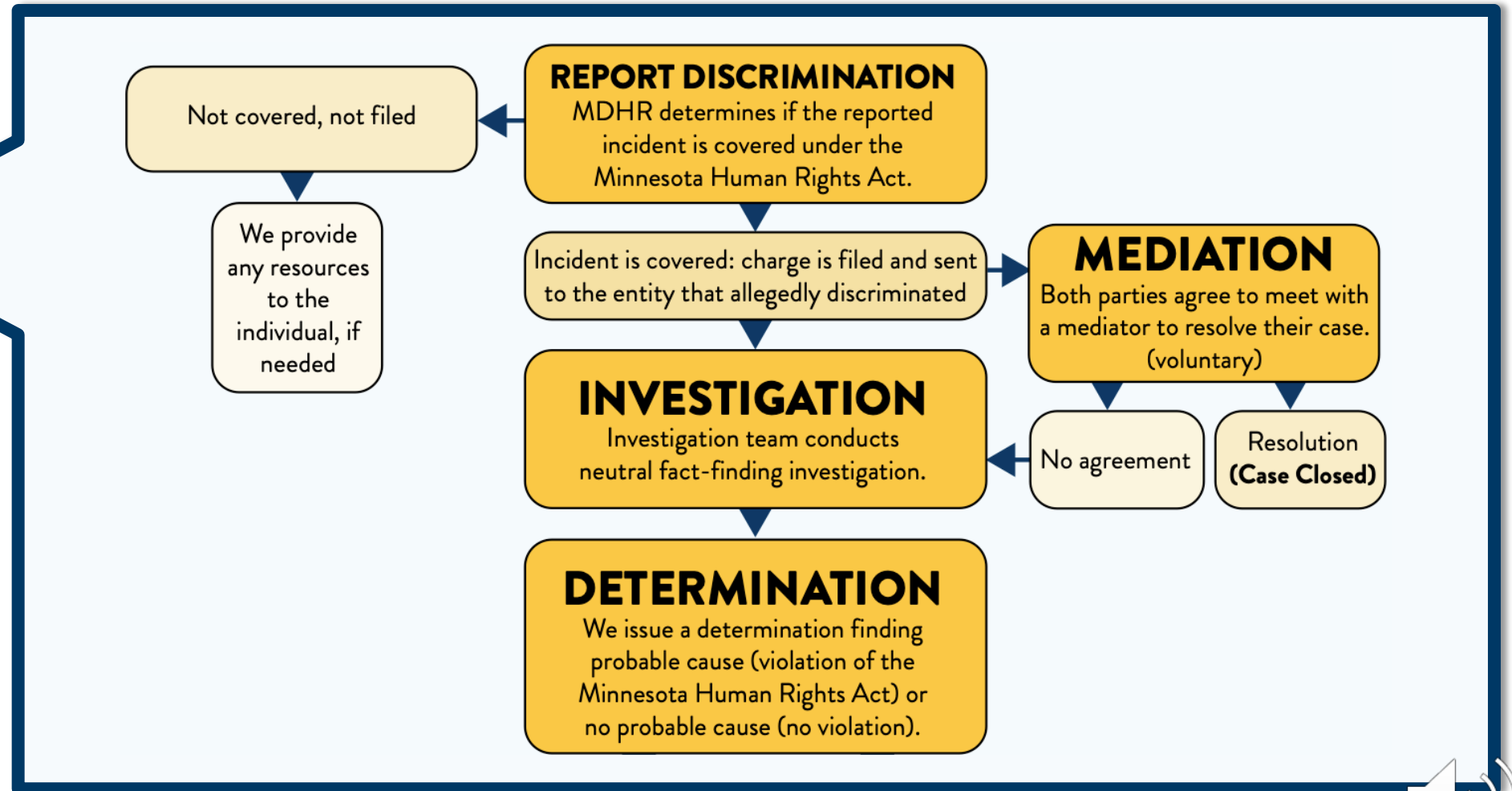
We want to hear from Minnesotans who believe they experienced or witnessed discrimination. Please complete the form below to report the incident. The information goes directly to an investigator at the Minnesota Department of Human Rights.

You can also call the Discrimination Helpline at **1-833-454-0148**. When you call, translation/interpretation services are available.

- **Filling out this form does not mean you filed a charge of discrimination.** We will review the information you submitted and determine if the reported incident is covered under the Minnesota Human Rights Act.
- [This chart](#) explains what happens after you report discrimination.
- You have within **one year** to report the alleged act of discrimination to the Minnesota Department of Human Rights.
- If you are the victim of a crime, including a hate crime, or fear for your safety, call 911 immediately.

The 'Incident Details' section is highlighted with a dark green background. It includes a dropdown menu for 'What Happened \*' with 'Select One' as the current selection. Below this is a text input field with the placeholder 'I believe I was discriminated against because of my...' and a help icon.

# What happens after someone reports discrimination?





# Mediation

“

**The mediator listened intently, communicated effectively, and both parties were willing to reach a solution.**

---

What Parties Say About Mediation

**mn** DEPARTMENT OF  
HUMAN RIGHTS

# Cases

# Pregnancy Discrimination

“

Filing this case with the Minnesota Department of Human Rights was immensely important to me. It means that in the future, if another woman is put through this, they might not be scared to stand up for themselves and their rights.

HANNAH GRELL

**mn** DEPARTMENT OF  
HUMAN RIGHTS





**Settlement Secured After Finding**

**Employer Fired Employee Within One**

**Hour of Learning She Was Pregnant**



# Religious Discrimination

## Minnesota Department of Human Rights Secures Settlement in Religious Discrimination Case

**mn** DEPARTMENT OF  
HUMAN RIGHTS

# Investigation into the City of Minneapolis and Minneapolis Police Department



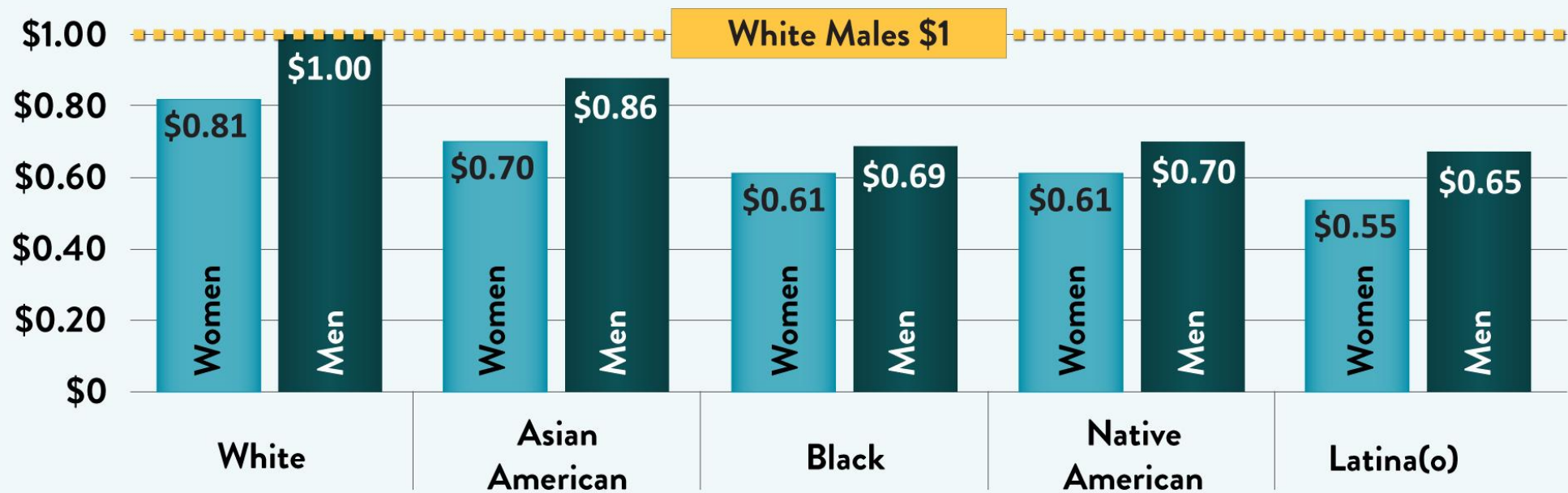
# Preventing Pay Discrimination Act

**mn** DEPARTMENT OF  
HUMAN RIGHTS

# Minnesota Cents on the Dollar

Average Wage and Salary Income Relative to White Men

Average earnings of full-time, year-round workers age 16 and over in Minnesota.

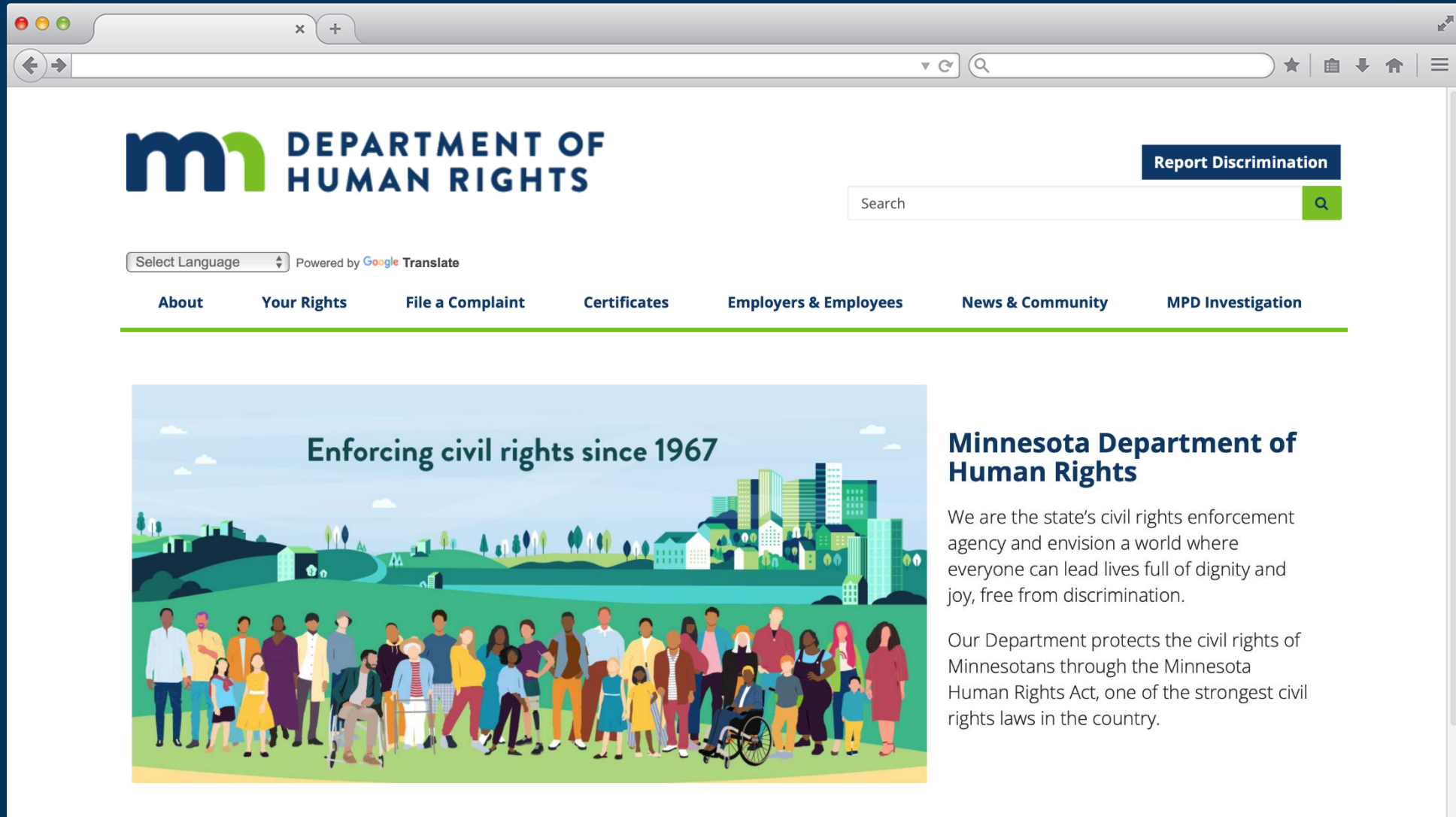


Source: 2022-Status of Women & Girls in MN. A cooperative effort between the Women's Foundation of Minnesota and the Center on Women, Gender, and Public Policy of the Humphrey School of Public Affairs at the University of Minnesota.



- Beginning January 1, 2024, no employer will be allowed to ask you about your current or past pay either on an application, in an interview, or as part of salary negotiations.
- Contact the Minnesota Department of Human Rights if you are asked.

# Website



[Report Discrimination](#)

Search

Select Language Powered by Google Translate

[About](#)

[Your Rights](#)

[File a Complaint](#)

[Certificates](#)

[Employers & Employees](#)

[News & Community](#)

[MPD Investigation](#)

Enforcing civil rights since 1967



## Minnesota Department of Human Rights

We are the state's civil rights enforcement agency and envision a world where everyone can lead lives full of dignity and joy, free from discrimination.

Our Department protects the civil rights of Minnesotans through the Minnesota Human Rights Act, one of the strongest civil rights laws in the country.





**Workforce Certificate**



**Equal Pay Certificate**



**3,500 Vendors**

# Workforce Certificate Application Form

## Good Faith Efforts - Plan to Meet Workforce Goals

us about the racial and gender diversity of **your** current workforce in the construction trades, including how many employees you have in each of trades in your permanent team. (Word Count: 150)

specific strategies are you using to retain women, people of color, and Indigenous people in the trades? Provide examples like skill cement, promotions, mentoring, and similar efforts. (Word Count: 150)

examples of how you are addressing workplace culture to ensure a welcoming and respectful environment for all people. Tell us about your trainings, policies, and procedures related to ending sexual harassment, achieving equal employment opportunity, and similar efforts. (Word Count: 150)

erships have you developed with unions, professional associations, community-based organizations, indigenous

## Prime Contractor Monthly Report

**Prime Contractor Monthly Report**

This report is required by Minn. Statute §663A. Failure to report may result in cancellation, termination, or suspension of the contract, and the contractor may be declared ineligible for further state construction projects. The prime contractor must send copies of all Subcontractor Monthly Reports along with their Monthly Report to [compliance.mdnr@state.mn.us](mailto:compliance.mdnr@state.mn.us) or to the MDHR address.

Name of Prime Contractor		Address		Project #, Location, and Description		Prepared by		Phone		Date		Reporting Period		Workforce Goals															
						From								People of Color & Indigenous People [POCI]															
						To								Women															
Women							S u m	Men							S u m	Non-binary/Transgender							S u m	Total POCI	Total Hours	# hours completed by women	# hours completed by POCI	Total Employees	
AI/A N	A	B	H	NH/OP	M	W		AI/A N	A	B	H	NH/OP	M	W		AI/A N	A	B	H	NH/OP	M	W							
Forepersons							0								0								0	0				0	
Equipment Operators							0								0								0	0				0	
Mechanics							0								0								0	0				0	
Truck Drivers							0								0								0	0				0	
Ironworkers							0								0								0	0				0	
Carpenters							0								0								0	0				0	
Cement Masons							0								0								0	0				0	
Electricians							0								0								0	0				0	
Pipefitters, Plumbers							0								0								0	0				0	
Painters							0								0								0	0				0	
Laborers							0								0								0	0	0	0	0	0	
TOTALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Legend: AI/A N: American Indian or Alaska Native; A: Asian; B: Black or African American; H: Hispanic or Latino; NH/OP: Native Hawaiian or Other Pacific Islander; M: people who identify as more than one race; W: White;

TOTALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
--------	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

\*\*AI/AN: American Indian/Alaskan Native; A: Asian; B: Black or African American; H: Hispanic or Latino; NH/OP: Native Hawaiian or Other Pacific Islander; M: people who identify as more than one race; W: White;  
Non-Binary/Transgender: Anyone who identifies with a gender not assigned at birth.

**Minnesota Department of Human Rights  
Workforce Certificate of Compliance  
Affirmative Action Plan (AAP) Template**

## WHAT YOU NEED TO KNOW

This is a template for developing an Affirmative Action Plan (AAP) that meets the requirements of the Minnesota Human Rights Act Minn. Stat. §363A.36 and its related Minnesota Administrative Rules 5000.3400 – 5000.3600.

An affirmative action plan approved by the commissioner and a workforce certificate of compliance issued by the commissioner is required to do business with the State of Minnesota prior to bidding or submitting a proposal for a contract/agreement for goods or services in excess of \$100,000. See also Affirmative Action Plan Toolkit.

A business certified to be in compliance with affirmative action plan requirements of a local human rights agency or the federal government, is deemed to be in substantial compliance with Minnesota Stat. §363A.36. However, amendments to such a plan may be necessary to address the employment of persons with disabilities protected under Minnesota Stat. §363A.08.

Minnesota Department of Human Rights  
Annual Compliance Report

**Name and Address of Contractor:**

**Reporting Period:** (See date on your certificate)

From: \_\_\_\_\_ To: \_\_\_\_\_  
Date Prepared: \_\_\_\_\_

Report Prepared by: \_\_\_\_\_

Telephone: \_\_\_\_\_

Report Reviewed by (Senior Management Official Name and Title):

The Annual Compliance Report is required by Minnesota Rules 5000.3580. Failure to report may result in suspension of your company's Certificate of Compliance, which may result in cancellation or termination of contracts with the state. For further state contracts. Complete this form and email it to: [compliance.mdr@state.mn.us](mailto:compliance.mdr@state.mn.us) or you may also send it by mail to the Minnesota Department of Transportation, 500 Lafayette Avenue, St. Paul, MN 55155. For questions, please call 651.539.1095.

In the tables below, complete information for your company's workforce during the reporting period. Include your company's regular workforce. The "Totals" rows and columns should calculate automatically as you type the information.

Terms used throughout this report regarding sex/gender, identifying as a person of color and Indigenous people or community.

Count each person only once. For example, if a man identifies as being American Indian and Black, count him in the line for American Indian.

For American Indian and Black, count him in the "Multiracial" column under "People of Color & Indigenous People Men". Do not count him as one Black man and one American Indian man.

Total Employees - Beginning of Reporting Period (All employees <b>on the first day</b> of the reporting period.)		
	All Individuals	

Job Group	All Individuals					People of Color & Indigenous People (POCI)*											People with Disabilities	
	Total	Men	Women	Non-Binary	White	People of Color & Indigenous People	Men						Women					
							American Indian/Alaska N	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Multiracial - people who identify as more than one race	American Indian/Alaska N	Asian	Black or African American	Hispanic or Latino		Native Hawaiian or Other Pacific Islander
Manager	0																	
Professional	0																	
Technical	0																	
Sales Workers	0																	
Officer/Clerical	0																	
Skilled Crafts	0																	
Operatives	0																	
Laborers	0																	
Service Workers	0																	
Totals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total # Employees at the beginning of the reporting period who chose to NOT self-identify sex/gender:																		
Total # Employees at the beginning of the reporting period who chose to NOT self-identify race:																		

Total Applicants (All individuals who applied for jobs during the reporting period.)	

[illegible]

This leaves little time for contractors to do the work and little time for MDHR to **proactively support, monitor, and enforce.**

# Significant Impacts





How could technology transform this  
work and center the customer  
experience?

# Contractor Portal



- Converts forms so vendors can complete applications electronically.
- Identifies missing information for the vendors in real time.
- Utilizes an analytical code to identify businesses that may require MDHR staff to review for proactive support.
- Allows for benchmarking data, by industry, to identify patterns and vendors that require further review by MDHR staff for potential audit and/or enforcement actions.



# What's the Outcome?

- ✓ Improved **customer experience**
- ✓ **Streamlined procurement process**
- ✓ Improve **operational efficiency**

# Thank you!