

Agency Overview - 2025

Commissioner Lucero

Agenda

- Minnesota's long history of preventing discrimination
- Workforce and Equal Pay Certificates
- Investigate, mediate, conciliate, litigate, and monitor discrimination cases
- Governor Walz and Lieutenant Governor Flanagan's 2025 Budget

About Minnesota's Civil Rights Laws



Minnesota has a long history of preventing discrimination

1885: The Minnesota
Equal Accommodations
Act was signed into law
granting full and equal
enjoyment without
distinction of color or race
to inns, restaurants, etc.

SEC. 6176. Civil rights.— That all persons within the jurisdiction of the state of Minnesota shall be entitled to the full and equal enjoyment of the accommodations, advantages, facilities and privileges of inns, public conveyances on land or water, theatres and places of public amusements, restaurants and barber shops, subject only to the conditions and limitations established by law and applicable alike to all citizens of every race and color, regardless of any previous condition of servitude.

1885, ch. 224: "An act to protect all citizens in their civil and legal rights." Approved

SEC. 6177. Penalties.— That any person who shall violate the foregoing section by denying to any citizen, except for reasons by law applicable to citizens of every race and color, and regardless of any previous condition of servitude, the full enjoyment of any of the accommodations, advantages, facilities or privileges in said section enumerated, or by aiding or inciting such denial, shall for every such offense be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined not less than one hundred nor more than five hundred dollars, or shall be imprisoned not less than thirty days nor more than one year.

1885, ch. 224, § 2.

Minnesota's strong civil rights tradition



Strengthening Anti-Discrimination Law

1973

1983

1993

2024

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

to provide reasonable accommodations to persons with disabilities.

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

Minnesotans with
intermittent health
conditions like diabetes
or epilepsy, or who have
cancer in remission, now
have protections from
disability discrimination

Enforcing the Minnesota Human Rights Act





Investigate, Mediate, Conciliate, Litigate, and Monitor Discrimination Cases Issue and Monitor
Workforce and
Equal Pay
Certificates



3,500

Workforce Certificates



1,500

Equal Pay Certificates

Workforce Certificate Application Form

Good Faith Efforts - Plan to Meet Workforce Goals

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

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

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

erships have you developed with unions, professional associati

Prime Contractor Monthly Report

is report is required by Minn. Statute §363A. Failure to report may result in cancellation, termination, or suspension of the contract, and the contractor may be declared ineligible for further state construction

ojects. The prime contractor must send copies of all Subcontractor Monthly Reports along with their Monthly Report to compliance mdhr@state.mn.us or to the MDHR address.

Name of Prime Contractor	
Address	
Project #, Location, and	
Description	
Prepared by	
Phone	

Repor	ting Period
From	
То	

Wor	kforce Goals
People of Color & Indigenous People (POCI)	
Women	

Phone																													
Date		Men										Non-binary/Transgender								,			# hours	# hours	Total				
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Electricians Pipefitters, Plumbers								(D	_	_	_	_	_	+	+	0			+				(0	0			-
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AI/AN: American Indian/Alaskan Native; A: Asian; B: Black or African American; H: Hispanic or Latino; NH/OP: Native Hawaiian or Other Pacific Islan 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

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

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

Name and Address of Contractor:		amadi compilance Report
di		Reporting Period: (See date on your certificate)
	From:	То:
	Date Prepared:	10:
Ranget Brown 11		
Report Prepared by:	Telephone:	
Report Reviewed by(Senior Management Official Name ar	nd Title).	

The Annual Compliance Report is required by Minnesota Rules 5000.3580. Talker to report may result in suspension of your company's Certificate of Compliance, which may result in cancellation or termination of contracts your company has with the State of Minnesota and/or ineligibility to bid execution, please call \$51.539,1093.

is 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.

ms used throughout this report regarding sex/gender, indentifying as a person of color and indigenous people or person with disabilities may differ from the terms listed in the governing statute or administrative rules.

ount each person only once. For example, if a man identifies as being American Indian and Black, count him in the "Multiracial" column under "People of Celor & Indigenous People Men". Do not count him as one Black man and one American Indian man.

Total Employees - Beginning of Reporting Period (All employees on the first day of the r

						mpioye	improyees on the first day of the reporting period.)														
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11	1						-	People of Color & Indigenous People (POCI)*													
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Manager	0				_		D.		Americ	Latino	Pacific	more than	Alaska		America		or Other	identify as			
Professional	ň				_				AB		Islander	One race	n	l	n	Latino		more than	-		
Technical	ň	-															Islander	ODE Face			
Sales Workers	ň	-																			
Office/Clerical	0																				
Skilled Crafts	- 0																				
Operatives	- 0																				
Laborers	U																				
Service Workers	U						\vdash														
Totals	U						\vdash														
Totals	- 0	0	0	0	0	0															
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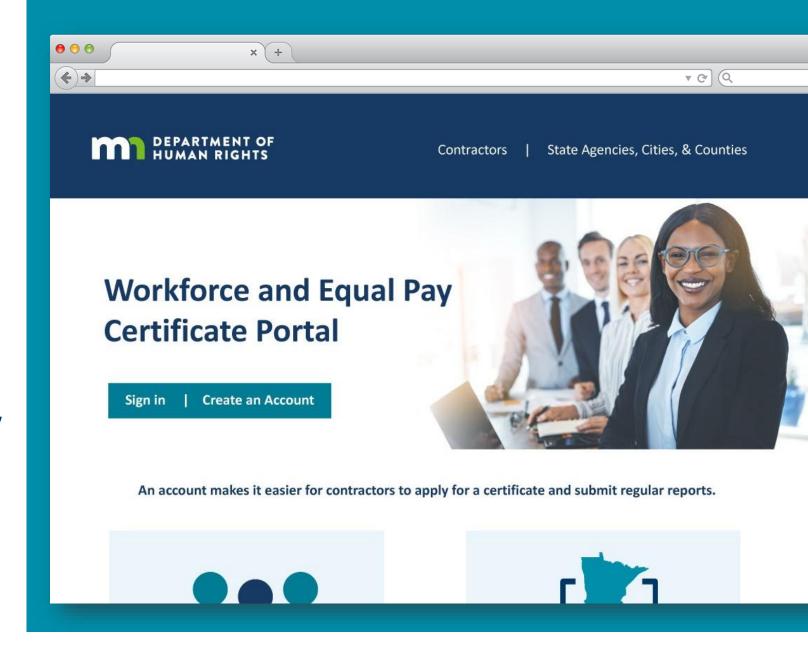
g of the reporting period who chose to NOT self-identifg race:

Total Applicants (All individuals who applie

with applied for jobs during the reporting period.)																		
	Job Group	Ai	ll Individu	als I	People of		People of Color & Indigenous People (POCI)*											
		Tota Men ∀omen	Non- Binary	∀hite	Color &	can Indian/ Asia	0.5		Native Hawaiian or Other Pacific	Multiracial - people who identify as more than	an Indian/ Alaska		Black or African America n	Vomen Hispa nic or Latino	Native	Multiracial - people who identify as more than	People with Disabilitie s	

Portal

- Improve experience for 3,500 businesses
- Streamline procurement process for state agencies
- Improve operational efficiency for our staff
- Goal: launch in November or December





Investigate, Mediate, Conciliate, Litigate, and Monitor Discrimination Cases

Minnesota Human Rights Act

Unlawful discrimination is prohibited in:

Employment

Businesses Housing the Public

Schools

Because of:

Disability

Sex (including pregnancy

Race/Color

Age

Sexual Orientation

Gender Identity

National Origin

Public Assistance support

Disability

Sex (including pregnancy

Race/Color

Sexual Orientation

Gender Identity

National Origin

Public Assistance support

Disability

Sex (including pregnancy

Open to

Race/Color

Sexual Orientation

Gender Identity

National Origin

Disability

Sex (including pregnancy

Race/Color

Age

Sexual Orientation

Gender Identity

National Origin

Public Assistance support



Cases come from Minnesotans directly. And they come from all over Minnesota.

A look at our investigations



MDHR supports Minnesotans by conducting a neutral fact-finding investigation or mediation.



Minnesotans can only file cases allowed by statute (363A).

mn.gov/mdhr



Minnesotans file with MDHR if they believe they were unlawfully discriminated, harassed, and/or retaliated against.



After investigation, MDHR issues a finding under 363A.



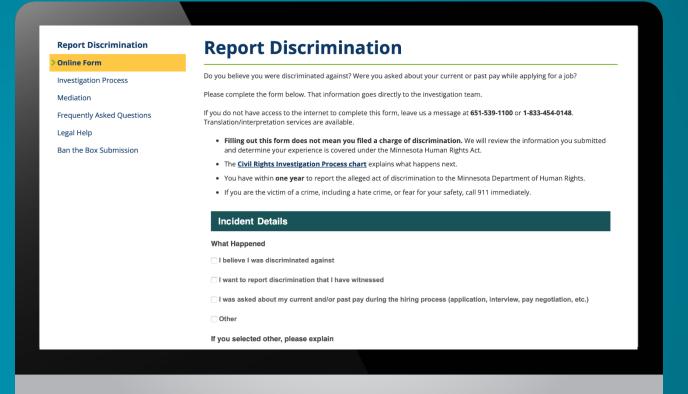


Minnesotans most commonly report discrimination on the bases of disability, sex, and race.

First step in neutral investigation

Connect with the investigation team on an alleged MHRA violation:

mn.gov/mdhr



Not covered, not filed

We provide any resources to the individual, if needed

REPORT DISCRIMINATION

MDHR determines if the reported incident is covered under the Minnesota Human Rights Act.

Incident is covered: charge is filed and sent to the entity that allegedly discriminated

MEDIATION

Both parties agree to meet with a mediator to resolve their case.
(voluntary)

No agreement

Resolution (Case Closed)

INVESTIGATION

Investigation team conducts neutral fact-finding investigation.

DETERMINATION

We issue a determination finding probable cause (violation of the Minnesota Human Rights Act) or no probable cause (no violation).

Appeal (optional)
Parties can appeal
MDHR's findings.

No Probable Cause
(Case Closed)

Probable Cause Appeal (optional) Parties can appeal MDHR's findings.

Resolution (Case Closed)

CONCILIATION

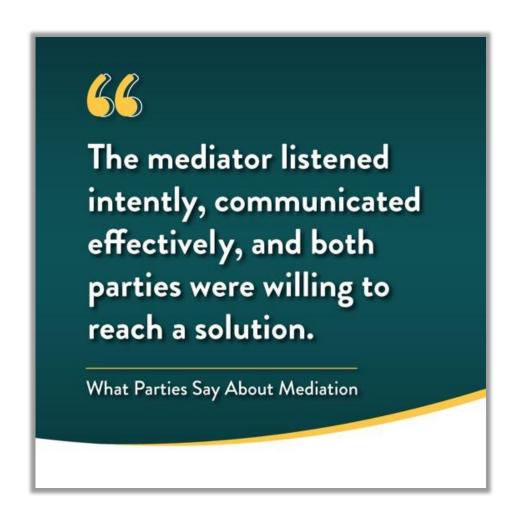
We work to reach a settlement agreement to prevent future discrimination.

No agreement reached

Private legal action (Case Closed) The Department files a lawsuit, represented by the Attorney General's office

We conduct neutral and comprehensive investigations.

MDHRs Alternative Dispute Resolution Program



Benefits



Neutral space for disputing parties to mutually communicate

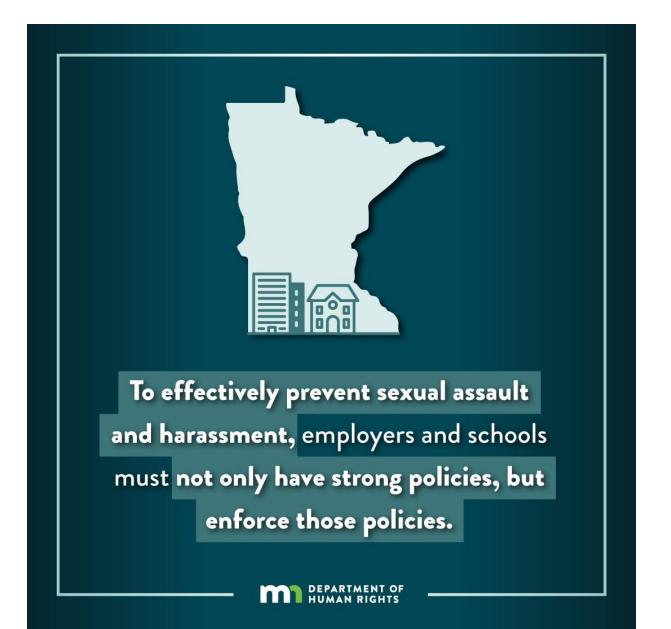


Reach agreements that work for everyone



Saves time and money

Sexual Harassment & Assault



- McDonald's
- Home Depot
- Renaissance Festival
- Paramount Auto Service
- Bruening Rock
- Absolute Drywall
- Ramsey County
- Red Cabin Custard
- Minnesota Sword Club
- Sheridan Printing

Education



Children deserve the

opportunity to thrive,

socially and academically,

in school.



- Humphrey School
- Charter School in Vadnais Heights
- West Lutheran





Reasonable Accommodation



Pregnancy Discrimination



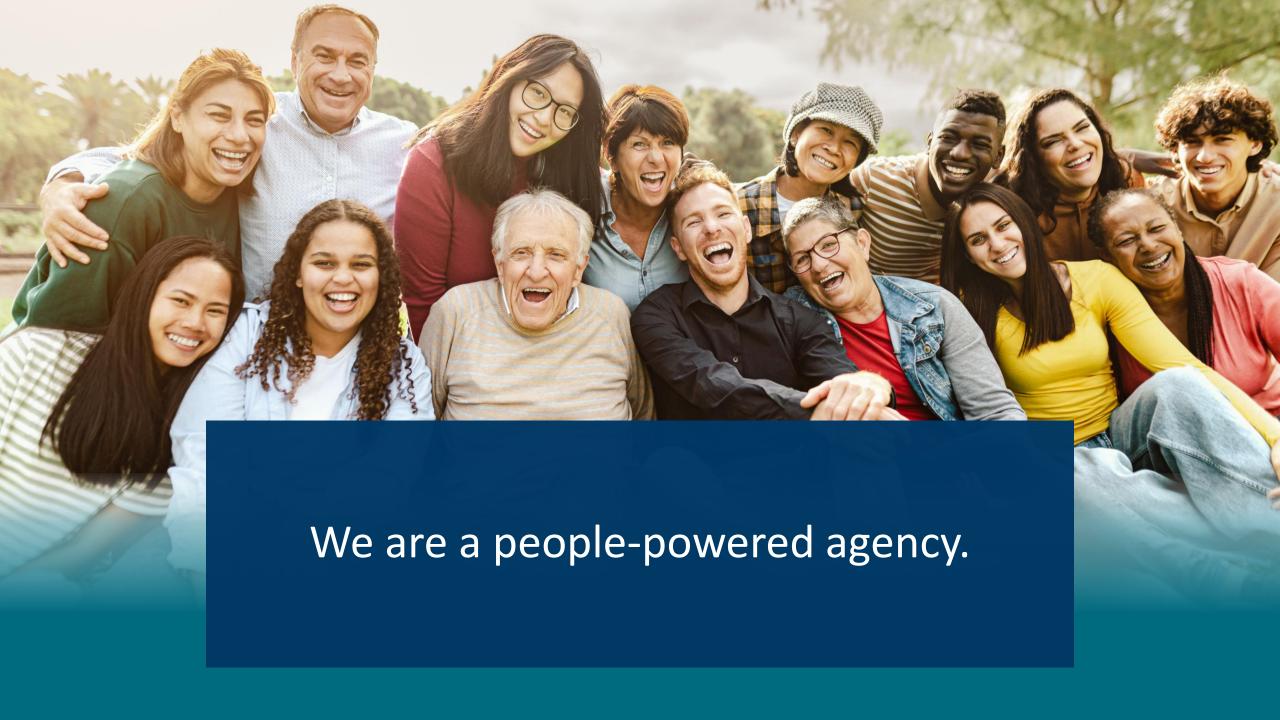


Consent decree with the City of Minneapolis and Minneapolis Police Department

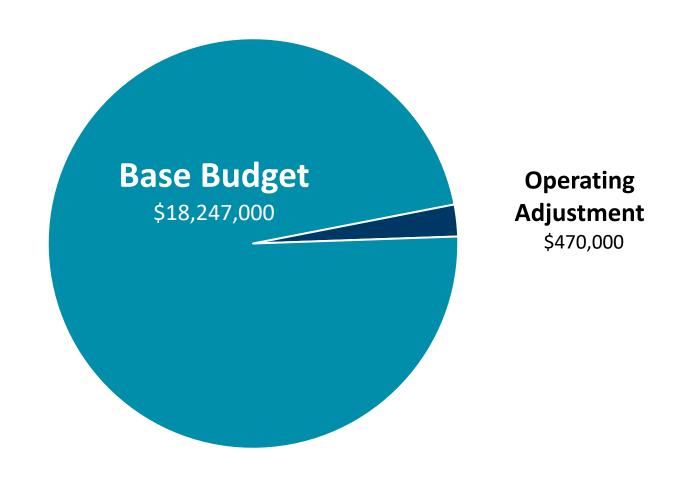


The Minnesota Department of Human Rights is laser-focused on nothing less than transformational change for the City and MPD.

Under the state consent decree, the City and MPD have begun to make foundational changes.



Biennium Budget Request & Base Budget (FY 26 & 27)





Thank you!