



## 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 March 7th.

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

1858

Minnesota Constitution Ratified

1885

Equal Accommodations Act

1921

Minnesota Anti-lynching Law

1955

Fair Employment Peace Act

1967

Minnesota Human Rights Act

# Strengthening Anti-Discrimination 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**.

2024

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**

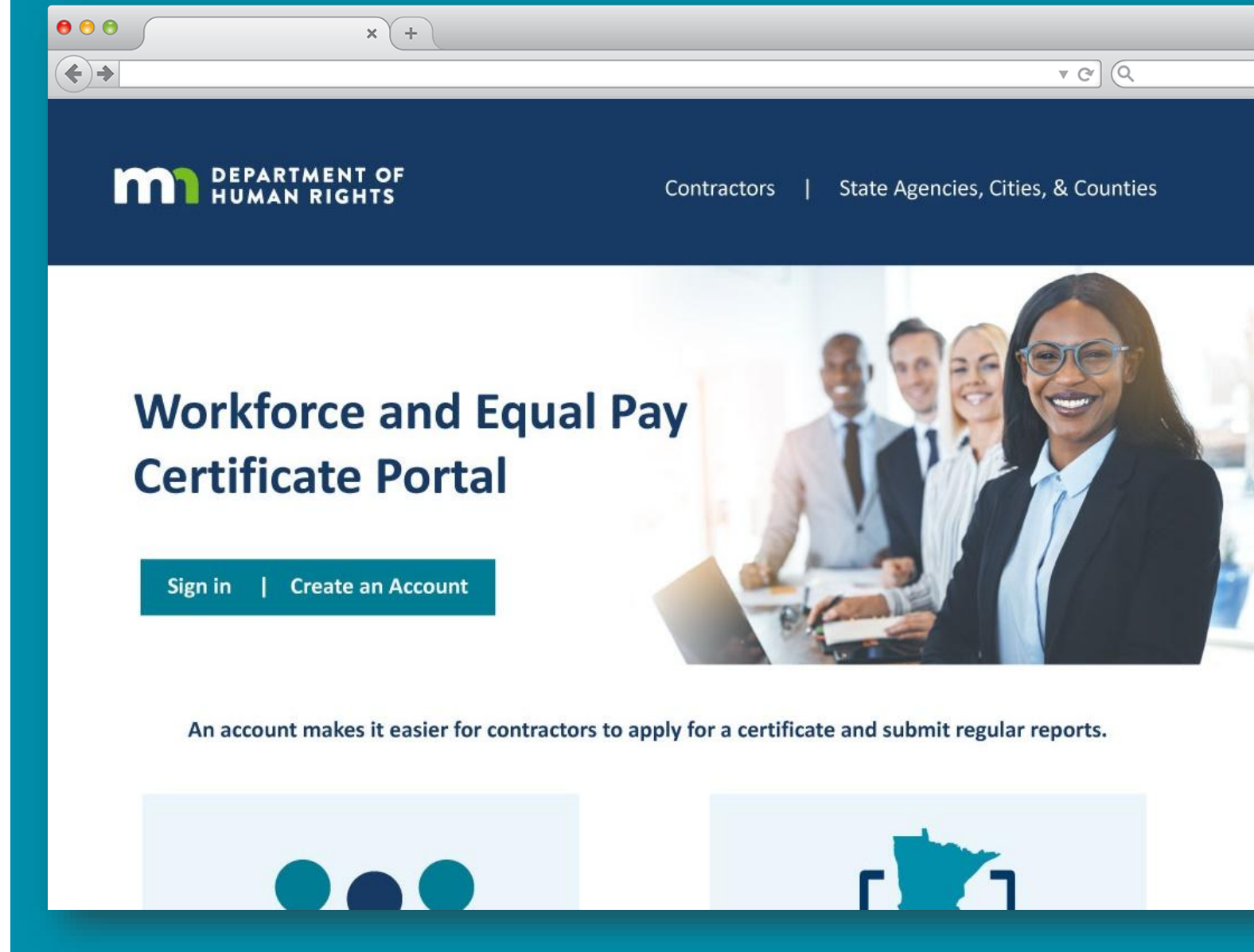
**Equal Pay Certificates**



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# 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:

Because of:

## Employment

Disability  
Sex (including pregnancy)  
Race/Color  
Age  
Sexual Orientation  
Gender Identity  
National Origin  
Public Assistance support

## Housing

Disability  
Sex (including pregnancy)  
Race/Color  
Sexual Orientation  
Gender Identity  
National Origin  
Public Assistance support

## Businesses Open to the Public

Disability  
Sex (including pregnancy)  
Race/Color  
Sexual Orientation  
Gender Identity  
National Origin

## Schools

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](https://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.



# Cases

The infographic features a central white circle with the word 'Cases' in dark blue. A thick, dark blue ring encircles this center. On the left, a teal ring is partially visible, containing a magnifying glass icon over a bar chart. To the right of the central circle, three dark blue circular icons are arranged vertically: a schoolhouse, three apartment buildings, and a storefront with a striped awning. Each icon is accompanied by a text label: 'Schools', 'Housing', and 'Businesses open to the public'. Green L-shaped decorative elements are placed near each of these labels. A teal line with a small circle at its end extends from the bottom of the central ring towards the bottom right. Another teal line with a small circle at its end extends from the top left of the central ring towards the top left.

Schools

Housing

Businesses open  
to the public

**Employment  
makes up about  
half of our cases.**

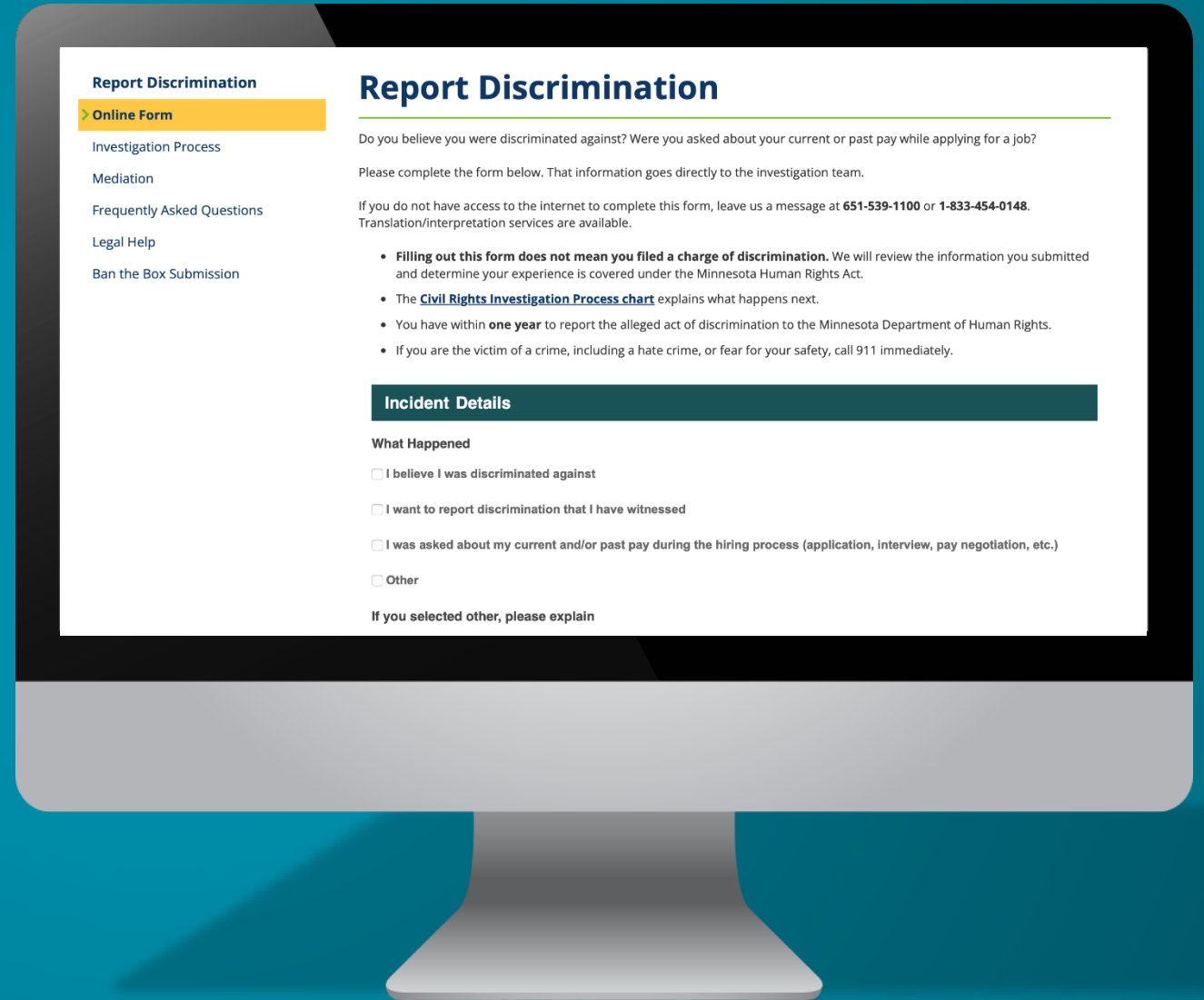


**Minnesotans most commonly  
report discrimination on the bases  
of disability, sex, and race.**

# First step in neutral investigation

Connect with the  
investigation team on an  
alleged MHRA violation:

[mn.gov/mdhr](https://mn.gov/mdhr)



The image shows a computer monitor displaying the 'Report Discrimination' online form. The form is titled 'Report Discrimination' and has a sidebar with navigation links: 'Online Form' (highlighted), 'Investigation Process', 'Mediation', 'Frequently Asked Questions', 'Legal Help', and 'Ban the Box Submission'. The main content area includes instructions on how to complete the form, contact information for those without internet access, and a list of bullet points explaining the process. Below this is a section titled 'Incident Details' with a sub-section 'What Happened' containing four radio button options: 'I believe I was discriminated against', 'I want to report discrimination that I have witnessed', 'I was asked about my current and/or past pay during the hiring process (application, interview, pay negotiation, etc.)', and 'Other'. A prompt 'If you selected other, please explain' is located below the 'Other' option.

**Report Discrimination**

Do you believe you were discriminated against? Were you asked about your current or past pay while applying for a job?

Please complete the form below. That information goes directly to the investigation team.

If you do not have access to the internet to complete this form, leave us a message at **651-539-1100** or **1-833-454-0148**. 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 your experience is covered under the Minnesota Human Rights Act.
- The [Civil Rights Investigation Process chart](#) explains what happens next.
- 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.

**Incident Details**

**What Happened**

☐ I believe I was discriminated against

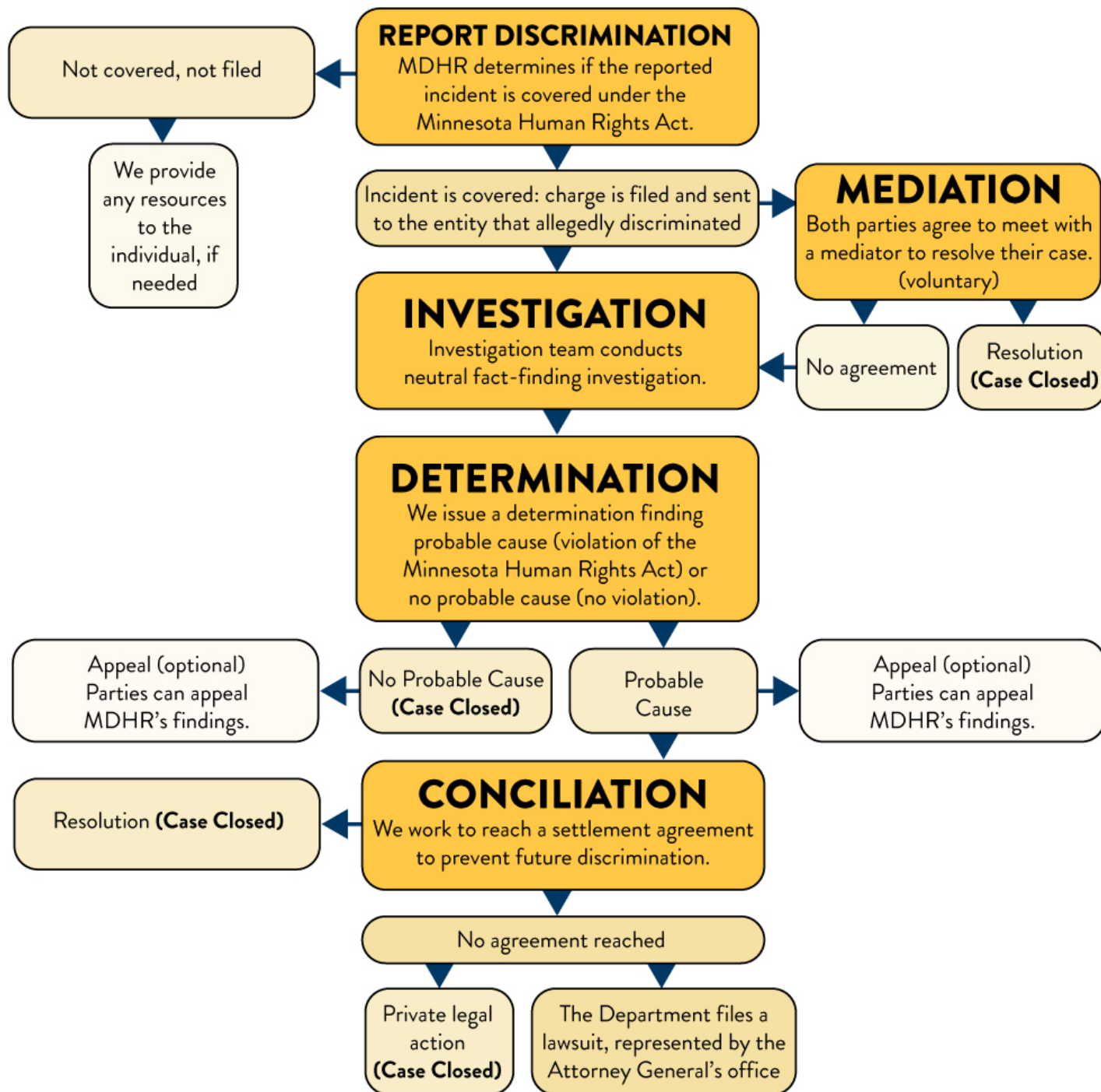
☐ I want to report discrimination that I have witnessed

☐ I was asked about my current and/or past pay during the hiring process (application, interview, pay negotiation, etc.)

☐ Other

If you selected other, please explain





We conduct neutral and comprehensive investigations.

# MDHRs Alternative Dispute Resolution Program



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

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What Parties Say About Mediation

## Benefits



Neutral space for disputing parties to mutually communicate



Reach agreements that work for everyone



Saves time and money

# Sexual Harassment & Assault



**To effectively prevent sexual assault and harassment, employers and schools must not only have strong policies, but enforce those policies.**

- 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.**

- Pine City Public Schools
- Humphrey School
- Charter School in Vadnais Heights
- West Lutheran

# Reasonable Accommodation



**Minnesotans have a right to request a  
reasonable accommodation as allowed under  
the Minnesota Human Rights Act.**



# Pregnancy Discrimination

## MN Department of Human Rights settles 2nd pregnancy discrimination in less than 2 months

Brittney Ermon KSTP



MN Department of Human Rights settles 2nd pregnancy discrimination in less than 2 months

The Minnesota Department of Human Rights (MDHR) has settled a second pregnancy discrimination in less than two months.

The agency calls these discrimination cases "persistent and prevalent."

Employer Fired Employee

Within One Hour of

Learning She Was Pregnant

**m**  
DEPARTMENT OF  
HUMAN RIGHTS

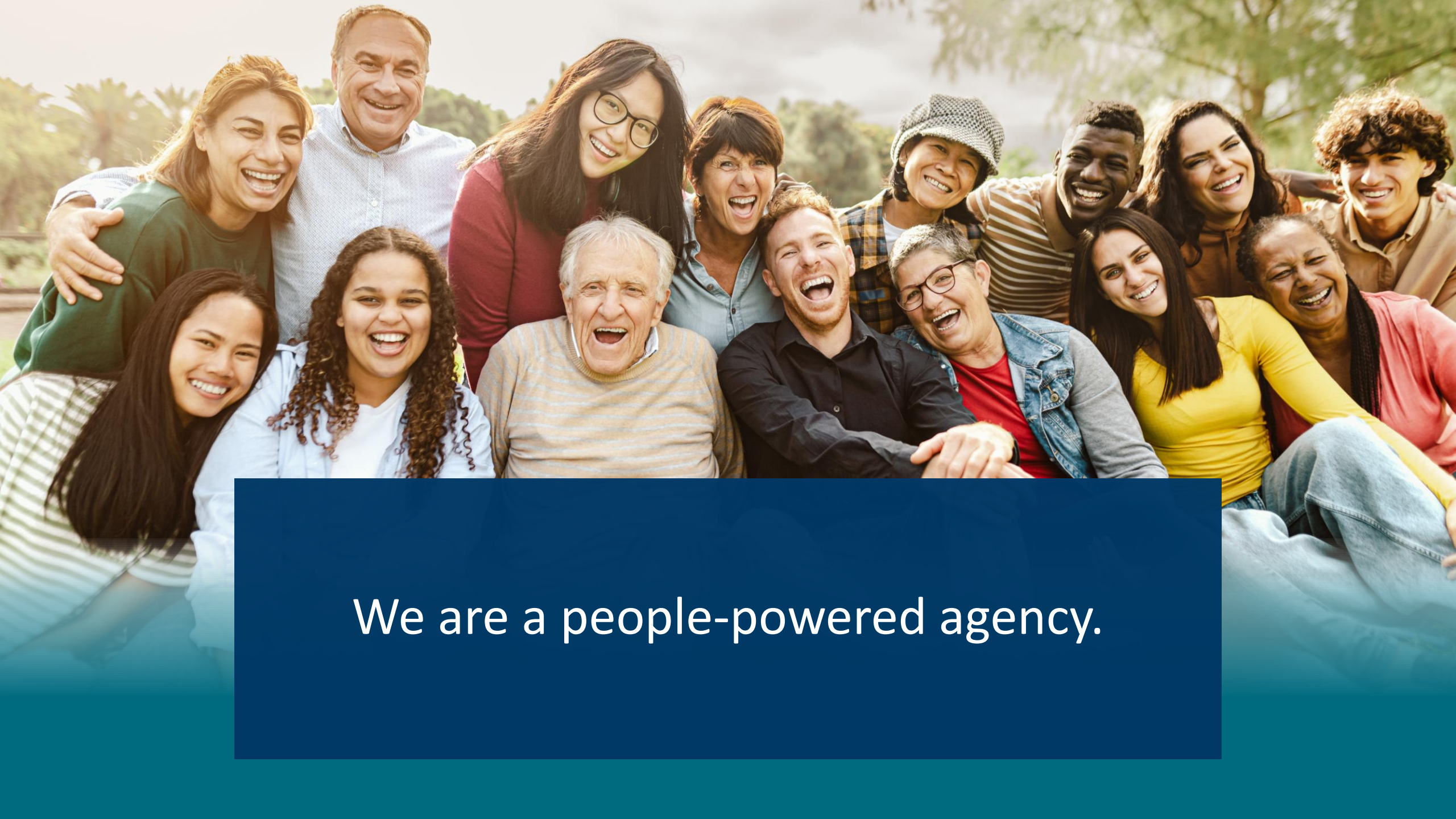


# Consent decree with the City of Minneapolis and Minneapolis Police Department



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.

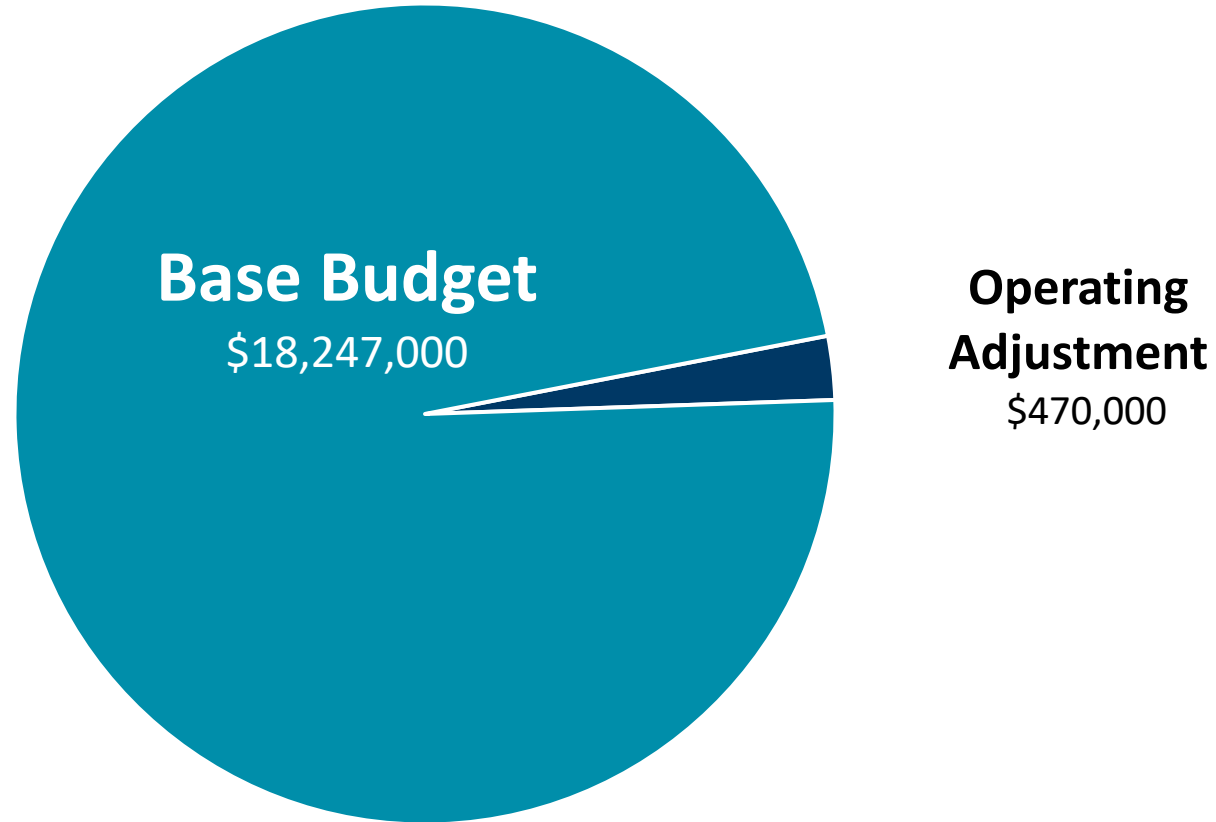


We are a people-powered agency.



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

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# Thank you!