

**Agency Purpose**

The mission of the Department of Human Rights (MDHR) is “to make Minnesota discrimination-free.” The department pursues this mission through a coordinated program of law enforcement, prevention education, and community-based conflict resolution.

**Core Functions**

- ◆ develop and oversee statewide human rights policies and programs;
- ◆ receive, investigate, and make determinations on charges alleging unfair discriminatory practices;
- ◆ monitor state contractor compliance with applicable affirmative action provisions;
- ◆ educate to eliminate unfair discriminatory practices;
- ◆ develop and disseminate technical assistance to persons subject to the provisions of the Human Rights Act; and
- ◆ assess human rights compliance through voluntary settlement agreements and corrective action plans.

**Guiding Principles**

The following guiding principles support the department core functions:

- ◆ Service – enthusiastically performing duties for the people of the state;
- ◆ Quality – delivering results that are distinguished by superior attention to detail and unrivaled execution;
- ◆ Efficiency – productivity without waste or unnecessary expense or effort;
- ◆ Timeliness – responding to requests and scheduled work at a pace – and at intervals – that is peerless;
- ◆ Fairness – applying the Human Rights Act (MHRA) consistently and ethically; following the rules without favoritism, self-interest or bias; and
- ◆ Respect – exhibiting behavior that exemplifies consideration and appreciation of all who are touched by the work of the department.

**General Background**

The department serves a varied customer base. People alleging discrimination, those accused of discrimination, the legal community, and state vendors are the primary customers of the department’s business processes. This customer base includes individuals, school districts, businesses, attorneys, local governments, state agencies, local human rights commissions, landlords, and local and federal human rights enforcement agencies.

The **Enforcement Unit** handles 11,600 inquiries annually and provides referral, charge drafting, investigation, and mediation services. The Attorney General’s Office provides conciliation services. In FY 2008, 870 filed charges were resolved resulting in \$1.38 million in remedies recovered. \$446,400 was earned from the investigation of cases cross-filed with the Federal Equal Employment Opportunity Commission.

The **Contract Compliance Unit** reviews affirmative action plans of businesses and issues Certificates of Compliance to eligible businesses. The Compliance unit provides consulting services to 2,200 businesses, conducted four “MDHR State-Contractor Showcases”, and 71 compliance audits during FY 2008.

The **Education and Program Development Unit** provides residents with varied educational opportunities to eliminate discrimination. These opportunities including community based public forums; local business showcase training; in collaboration with public television, the production of a video series on the protections of the Minnesota Human Rights Act (MHRA); and the department’s annual human rights conference supported by a record 572 attendees representing state and local governments, private industry, foundations and educational agencies.

**At A Glance**

**2008 -2009 Biennial Budget**

\$7.1 million      General fund  
 \$263,000        Dedicated Revenue

**Revenue Generated for General Fund**  
 (FY 2008-09, estimated)

\$466,400      Federal Equal Employment  
    Opportunity Commission Funds

**Key Metrics (FY 2008)**

11,044	inquires/referrals,
3,394	jurisdictional complaints evaluated,
804	charges filed,
870	charges resolved,
\$0.94 mil	recovered for aggrieved parties,
2,200	state contractors served,
1,559	business equal employment
	opportunity action plans reviewed,
3,370	technical assistance contacts,
71	compliance audits conducted.

## Key Goals

- ◆ **Minnesota Milestones statewide goals:** "All people will be welcomed, respected, and able to participate fully in Minnesota's communities and economy."

## Key Measures

Three of our significant measures are:

- ◆ For the goal of receiving, investigating, and making determinations on unfair discriminatory practices within one year, the number of cases over 365 days improved from 27 on January 1, 2008, to seven on July 1, 2008.
- ◆ For the goal of monitoring of state contractor compliance with applicable affirmative action provisions, the measurement is the number of audits conducted. For FY 2008 the number of conducted audits was 71.
- ◆ For the goal to "Educate to Eliminate" unfair discriminatory practices, the measure is the number of outreach contacts made during the year. Over 600 attended the Human Rights Day and Education Forum in December 2007; also, six training showcases were conducted – these were the most heavily-attended outreach activities.

Additional measures and information about the department measures and results are located on Human Rights Department Results web page posted at <http://www.accountability.state.mn.us>.

## Budget

Ninety-six percent of the Department's budget comes from the general fund. The Department employs 44 FTE employees, which accounts for 82% of the FY 2009 budget.

The Department will earn a projected \$466,400 for the general fund during the current biennium from a contract with the Federal Equal Employment Opportunity Commission.

### Contact

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For information on how this agency measures whether it is meeting its statewide goals, please refer to <http://www.accountability.state.mn.us>.

# HUMAN RIGHTS DEPARTMENT

# Agency Overview

*Dollars in Thousands*

	Current		Forecast Base		Biennium
	FY2008	FY2009	FY2010	FY2011	2010-11
<b><u>Direct Appropriations by Fund</u></b>					
<b>General</b>					
Current Appropriation	4,986	3,584	3,584	3,584	7,168
<b>Forecast Base</b>	<b>4,986</b>	<b>3,584</b>	<b>3,584</b>	<b>3,584</b>	<b>7,168</b>
Change		0	0	0	0
% Biennial Change from 2008-09					-16.4%
<b><u>Expenditures by Fund</u></b>					
<b>Carry Forward</b>					
Miscellaneous Special Revenue	5	1	0	0	0
<b>Direct Appropriations</b>					
General	3,494	5,075	3,584	3,584	7,168
<b>Statutory Appropriations</b>					
Miscellaneous Special Revenue	202	170	160	162	322
Federal	5	2	0	0	0
<b>Total</b>	<b>3,706</b>	<b>5,248</b>	<b>3,744</b>	<b>3,746</b>	<b>7,490</b>
<b><u>Expenditures by Category</u></b>					
Total Compensation	3,076	3,254	3,128	3,119	6,247
Other Operating Expenses	630	1,994	616	627	1,243
<b>Total</b>	<b>3,706</b>	<b>5,248</b>	<b>3,744</b>	<b>3,746</b>	<b>7,490</b>
<b><u>Expenditures by Program</u></b>					
Human Rights Enforcement	3,706	5,248	3,744	3,746	7,490
<b>Total</b>	<b>3,706</b>	<b>5,248</b>	<b>3,744</b>	<b>3,746</b>	<b>7,490</b>
<b>Full-Time Equivalent (FTE)</b>	<b>43.3</b>	<b>43.0</b>	<b>42.2</b>	<b>40.0</b>	

# HUMAN RIGHTS DEPARTMENT

# Agency Revenue Summary

*Dollars in Thousands*

	Actual FY2008	Budgeted FY2009	Current Law		Biennium 2010-11
			FY2010	FY2011	
<b><i>Non Dedicated Revenue:</i></b>					
<b>Total Non-Dedicated Receipts</b>	0	0	0	0	0
<b><i>Dedicated Receipts:</i></b>					
<b>Departmental Earnings:</b>					
Miscellaneous Special Revenue	56	54	54	54	108
<b>Grants:</b>					
Miscellaneous Special Revenue	4	5	5	5	10
Federal	390	275	275	275	550
<b>Other Revenues:</b>					
Miscellaneous Special Revenue	89	79	79	79	158
<b>Total Dedicated Receipts</b>	<b>539</b>	<b>413</b>	<b>413</b>	<b>413</b>	<b>826</b>
<b>Agency Total Revenue</b>	<b>539</b>	<b>413</b>	<b>413</b>	<b>413</b>	<b>826</b>