



January 31, 2024

Elizabeth Lincoln, Director  
Minnesota Legislative Reference Library  
645 State Office Building  
100 Rev. Dr. Martin Luther King Jr. Blvd.  
Saint Paul, MN 55155-1050

Dear Director Lincoln:

The Minnesota Department of Human Rights submits its semi-annual report to the legislature (pursuant to 1997 Minnesota Session Law, Chapter 239, Article 1, Section 15), which summarizes investigation results and the resolution of complaints that were filed with the Department from July 1, 2023, to December 31, 2023.

## Introduction

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The Minnesota Department of Human Rights is proud to be Minnesota’s civil rights enforcement agency. The Department’s mission is to make Minnesota discrimination free so that residents can lead lives of dignity and joy. The work of the Department is essential in protecting the civil rights of Minnesotans.

The Minnesota Human Rights Act is the foundation of the Department’s work. The Act, passed into law in 1967, protects the civil rights of all Minnesotans. The Act tasks the Department with important enforcement duties in employment, housing, education, credit, public accommodations, and public services based on their protected class, such as: race, religion, disability, national origin, sex, marital status, familial status, public assistance status, age, sexual orientation, and gender identity.

The Act also tasks the Department with regulating state contractors to ensure that men and women are compensated equally for equal work, and to ensure that contractors are making good faith efforts to maintain inclusive and equitable workforces so that the companies’ employees reflect Minnesota’s vibrant communities.

This report summarizes the Department’s investigatory results with respect to the following areas: new cases, case inventory, alternative dispute resolution, case conclusions (which includes determinations, mediations, and dismissals), and case closures.

## New Cases<sup>1</sup>

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There were 346 new charges filed by Minnesotans during this reporting period, of which 95% are open, either in mediation or the investigatory process. In this reporting period:

- The most common areas of discrimination overall were:
  - Employment (48.7%)<sup>2</sup>
  - Public Accommodations (10.1%)
  - Public Services (5.8%)
  
- For employment claims specifically, the most common types of employment related charges were:
  - Disability (31.8%)
  - Sex (26.4%)
  - Race (15.9%)
  
- The most common bases of discrimination, regardless of area were:
  - Disability (34.4%)
  - Sex (23.5%)
  - Race (19.5%)

## Case Inventory

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In this reporting period, 787 cases were pending a determination. Of the cases pending determination, 72.7% of cases are less than a year old. The inventory breaks down as follows:

- 572 cases are less than a year old
  - 165 cases are less than 90 days old
  - 159 cases are between 91-180 days old
  - 146 cases are between 181-270 days old
  - 102 cases are between 271-365 days old
- 215 cases are over 365 days old.
- MDHR has 13 active investigators in this reporting period, each with an average caseload of 61 cases.

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<sup>1</sup> Note that one case can have multiple charges. This is why there are more charges than cases filed.

<sup>2</sup> An additional 17.4% of charges were related to reprisals in employment.

## Alternative Dispute Resolution

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By utilizing mediation, the Department helps move all parties forward in both a positive and time efficient way. There are many ways a case can move through an alternative dispute resolution process. Here, MDHR is specifically reporting on a more formal mediation process where a mediation is scheduled. During this reporting period:

- 82 total cases were referred to mediation
- 38 cases were scheduled for mediation for this reporting period<sup>3</sup>
- 23 cases were settled through mediation<sup>4</sup>
- 29 cases were returned from mediation to investigation<sup>5</sup>
- The average time a case was in mediation was 103 days<sup>6</sup>

## Case Closures

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The Department closed 208 cases in this reporting period. Of the 208 closed cases:

- 23 cases (11.06%) were settled through mediation, a favorable resolution for both parties<sup>7</sup>
- 132 cases (63.46%) resulted in a favorable determination for the respondent:
  - 117 cases were closed with a no probable cause determination
  - 15 cases were dismissed by the department
- 35 cases (16.82%) resulted in a favorable determination for the charging party:
  - 17 cases were probable cause or split probable cause determinations<sup>8</sup>
  - 18 cases were resolved prior to a full investigation and formal determination
- 18 cases (8.65%) were withdrawn by charging party before a determination was reached

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<sup>3</sup> A mediation is only scheduled when both parties agree to participate in the mediation process. Additionally, some may be scheduled out in the next reporting period. Members of the ADR time often help negotiate parts of negotiated settlements that are not scheduled for a more formal mediation process. Those are not reflected in the data.

<sup>4</sup> This includes cases where a mediation was both scheduled and settled within this reporting period.

<sup>5</sup> This includes cases that may have been referred to mediation in a previous reporting period but were subsequently returned to investigation during this reporting period.

<sup>6</sup> For mediations scheduled and closed in this reporting period, this covers from the day a case was referred to mediation up to when a mediation decision was finalized. This includes both when a mediation case was settled and when a case was not settled.

<sup>7</sup> This number includes some mediations scheduled during a previous reporting period but settled in this reporting period.

<sup>8</sup> A “split probable cause determination” is when an individual had multiple charges of discrimination, and the department found probable cause on some, but not all charges.

## Case Conclusions

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The average time for a case to reach a conclusion by the Department through dismissal, mediation, or determination was 423 days.

- Average time to reach a settlement through mediation was 137 days (23 total cases)
- Average time to dismiss a case was 242 days (6 total cases)
- Average time to reach no probable cause determination was 422 days (124 total cases)
- Average time to reach a probable cause or split determination was 773 days (22 total cases)<sup>9</sup>

## Conclusion

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The Minnesota Department of Human Rights ensures that the civil rights of Minnesotans are protected, as mandated by law. This report demonstrates that the Department is working diligently to fulfill its mission.

It is important to note that investigating cases of discrimination is just one of the Department's critical responsibilities. The Department is also required by law to monitor and enforce equity and inclusion requirements on state-funded projects, as well as conduct education, outreach, and policy work. Combined, these responsibilities help ensure that all Minnesotans have opportunities to live their lives with opportunities for joy and dignity.

Sincerely,



Rebecca Lucero  
Commissioner

cc:

Representative Jamie Becker-Finn  
Representative Peggy Scott  
Senator Ron Latz  
Senator Warren Limmer  
Eric Armacanqui, Office of Governor Tim Walz & Lt. Governor Flanagan

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<sup>9</sup> Determinations do not always match with closures for the reporting period because once a determination is made the case needs to be settled through conciliation or litigation. Some cases with determinations from prior periods are closed in this period and some cases with determinations in this period are still in settlement negotiations.

Minnesota Department of Human Rights  
BASIS - AREA - FILING  
File Date Range: July 1, 2023 - December 31, 2023  
Total Charges Filed During Period: 346

AREA	BASIS													TOTAL	%
	Age	Color	Creed	Disability	Familial Status	Marital Status	National Origin	Race	Religion	Reprisal	Sex	Sexual Orientation	SO and/or Gender Identity		
Aid, Abet, or Obstructing - Employment		1		3			2	3	2					11	1.5%
Aid, Abet, or Obstructing - Public Accommodations				1										1	0.1%
Aid, Abet, or Obstructing - Public Services				1										1	0.1%
Business/Contract				1				2			3			6	0.8%
Education				10			1	3	1		4	2	1	22	3.0%
Employment	33	9		112	2	4	17	56	10	1	93	10	5	352	48.7%
Public Accommodations		3		35			5	19	1		10			73	10.1%
Public Services		1		16			1	11	1		5	7		42	5.8%
Real Property/Housing			1	11	2		4	9	1		8	2		38	5.3%
Reprisal				9				9			7	1		26	3.6%
Reprisal - Business/Contract								1			3			4	0.6%
Reprisal - Education											1			1	0.1%
Reprisal - Employment	5	4		38	3	1	4	22	4	2	36	7		126	17.4%
Reprisal - Public Accommodations				6				2						8	1.1%
Reprisal - Public Services				1				2				1		4	0.6%
Reprisal - Real Property/Housing				5				2	1					8	1.1%
(blank)														0	0.0%
<b>TOTAL</b>	<b>38</b>	<b>18</b>	<b>1</b>	<b>249</b>	<b>7</b>	<b>5</b>	<b>34</b>	<b>141</b>	<b>21</b>	<b>3</b>	<b>170</b>	<b>30</b>	<b>6</b>	<b>723</b>	
	5.3%	2.5%	0.1%	34.4%	1.0%	0.7%	4.7%	19.5%	2.9%	0.4%	23.5%	4.1%	0.8%		

Note: The basis per charge filed, counts of Area and Basis combinations will not reconcile with number of charges filed.