



April 12, 2024

Governor Tim Walz
130 State Capitol
75 Rev. Dr. Martin Luther King Jr. Blvd.
St. Paul, MN 55155

Sen. John Marty, Chair, Finance Committee
3235 Minnesota Senate Bldg.
St. Paul, MN 55155

Rep. Liz Olson, Chair, Ways and Means Committee
479 State Office Building
St. Paul, MN 55155

Sen. Kari Dziedzic, Chair, State and Local Government and Veterans Committee
3113 Minnesota Senate Bldg.
St. Paul, MN 55155

Rep. Ginny Klevorn, Chair, State Government Finance and Policy Committee
581 State Office Bldg.
St. Paul, MN 55155

Michelle Yurich, Director, Legislative Coordinating Commission
658 Cedar St. Centennial Building, first floor
St. Paul, MN 55155

Dear Governor Walz, Senators, Representatives, and Ms. Yurich:

Please receive the attached copy of the State of Minnesota Executive Branch Affirmative Action Biennial Report as required by Minnesota Statutes section 43A.191, subdivision 3. This report was prepared by Minnesota Management and Budget from submissions of information from the executive branch agencies.

Sincerely,

Erin Campbell
Commissioner
Minnesota Management and Budget



State of Minnesota Executive Branch Affirmative Action Biennial Report

Submitted to the Minnesota Legislature by
Minnesota Management and Budget for the Reporting Period of
July 1, 2020, through June 30, 2022.

For questions about the report, please contact Eric R. Falk, Esq., Director of the Office for Workforce Diversity and State ADA Coordinator, Minnesota Management and Budget, at eric.falk@state.mn.us.

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Upon request, this material will be made available in an alternative format such as large print, Braille or audio recording. Printed on recycled paper.

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Introduction

In accordance with [Minnesota Statutes section 43A.191, subdivision 3 \(b\)](#), the Commissioner of Minnesota Management and Budget (MMB) submits this report on the affirmative action progress of the executive branch agencies, recording their rates of compliance with affirmative action requirements from July 1, 2020, through June 30, 2022.

MMB has developed reporting procedures and standards for measuring compliance. MMB has audited the records of all of the agencies in their Affirmative Action Plans to determine whether they met their hiring goals according to issued criteria. These elements comprise their demonstration of a good faith effort to employ affirmative action protected group members by following an active recruitment strategy, a coordinated retention schedule, and a complaint resolution procedure. Additional components consist of their promotion of awareness, acceptance, and appreciation for diversity and affirmative action. Further contents may include their identification of methods to improve performance and reallocation of internal resources to increase support of the affirmative action program.

Consequently, this report cites the agencies' requirements and documents their progress in affirmative action objectives; equal employment opportunity; and diversity, equity, inclusivity, and accessibility in their recruitment, hiring, and retention initiatives. The programs addressed in this report include the following.

- Affirmative Action (AA)
- Equal Employment Opportunity (EEO)
- Workforce Diversity Recruitment and Retention
- Americans with Disabilities Act (ADA) & Reasonable Accommodations
- Internal Complaints

These programs are administered by the agencies' AA Officers, ADA Coordinators, Human Resources recruiters with guidance from MMB. In the reporting period, many of the agencies were tasked with responding to the COVID-19 pandemic and the civil unrest and social reform. These crises hindered their capability and capacity to provide all of the information historically available for this report. Consequently, some of the data might be deficient, approximate, or specific only to the executive branch cabinet agencies.

Minnesota is becoming more diverse in affirmative action protected groups than in past years. For example, the racial or ethnic minority population constitutes an increasing share of the state's population and workforce. During the reporting period, the state's racial or ethnic minority population increased from 21% to 22%. Trends project that this population will increase 108% during the 35- year period from 2018 to 2053 as compared to 16% of the total residents.

During the reporting period, racial or ethnic minorities in the agencies' workforce increased from 14.5% to 15.6%. The Black or African American group is closely utilized at 5.6%, but the Hispanic or Latino group is very underutilized at 2.9%.

During the reporting period, the unemployment rate in Minnesota was 3.7%. However, the unemployment rates for females, persons with disabilities, and racial or ethnic minorities were higher than overall. For example, persons with disabilities had an unemployment rate of 9.8%. Such disparities between majority populations and

protected groups present opportunities to improve recruitment, hiring, and retention to better balance the composition of the agencies’ workforces.

During the reporting period, the agencies increased the diversity of their workforces by improving the utilization of females, persons with disabilities, and racial or ethnic minorities by concentrating on diversity recruitment. However, to have greater success in the future, efforts must emphasize diversity retention to recover from the involuntary reduction in force of the great resignation. For the agencies to achieve a workforce that reflects the diversity of the state population, they must support and develop it by transforming their cultures into equitable and inclusive environments where all employees feel welcome. This transformation begins with affirmative action planning.

The successful efforts to increase the recruitment of diverse applicants have resulted in the cabinet agencies improving their rates of hiring affirmative action protected group members as follows.

Table 1. Representation of Protected Groups

Total Staffing of Cabinet Agencies	FY20	FY21	FY22
Females	49.0%	49.5%	49.8%
Employees with Disabilities	6.8%	8.3%	10%
Racial or Ethnic Minorities	13.3%	14.8%	15.3%

- From quarter 1 of fiscal year 2021 through quarter 4 of fiscal year 2022, the utilization of Female employees in cabinet agencies increased from 49.5% to 49.8%.
- Employees with disabilities increased from 8.3% to 10.0%. Consequently, the utilization of persons with disabilities rose by 1.7%.
- Racial or ethnic minorities increased from 14.8% to 15.3%. Consequently, the utilization of racial or ethnic minorities rose by 0.5%.

Partners in Instituting Diversity, Equity, Inclusivity, & Accessibility

Governor’s Office of Equity, Opportunity, and Accessibility

The Governor’s Office drives many of the diversity, equity, inclusivity, and accessibility (DEIA) efforts in furtherance of the One Minnesota Plan. Its Office of Equity endeavors to engage and partner with the public, including historically underutilized populations throughout the state to improve the delivery of state programs and services. The Office strives to expand these principles to make all residents feel that they value and belong. The Office works to extend the values to the private sector and public accommodations. The Office engages with external stakeholders on a variety of DEIA projects.

MMB’s Office of Inclusion

MMB guides many of the diversity, equity, inclusivity, and accessibility initiatives within the enterprise. Its Office of Inclusion exists to enhance these practices throughout the agencies. The Office facilitates the mandate of [Minnesota Statutes section 43A.191, subdivision 3 \(e\)](#), for MMB to encourage state agencies to develop

innovative methods to promote awareness, acceptance, and appreciation for diversity and affirmative action. To this purpose, the office works to instill fairness and evolve cultures in the agencies so that employees feel respected and connected in the workplace. The Office fosters synergy in each agency that aligns with the strategy of the enterprise. These collaborations include partnering with enterprise employee resources in MMB, leading and facilitating a community of equity directors or liaisons from each agency, and collaborating with leadership throughout the enterprise to support shared equity and inclusion goals.

Minnesota Management and Budget (MMB)

MMB's purpose is to support the agencies in delivering effective services to the general public and to increase the quality of life for all Minnesotans. MMB's purpose is to be a steward of the state's financial and human resources and to attain and sustain a high-performing workforce. To comply with federal and state law for affirmative action, equal opportunity, and disability programs for their employees, MMB provides agencies with the following resources and assistance.

- Interpreting and communicating applicable federal and state laws
- Providing technical and legal advice
- Soliciting, compiling, and disseminating enterprise information
- Conducting trainings
- Developing and maintaining online resources and reporting systems
- Eliciting, analyzing, and approving the agencies' AA Plans, EEO Surveys, and ADA Reports
- Preparing reports to the Minnesota Legislature and the federal government

MMB's Office of Enterprise Employee Experience

The office sanctions enterprise Employee Resource Groups administers the enterprise Employee Engagement Survey and manages the enterprise Employee Exit Survey.

Employee Resource Groups (ERGs)

MMB recognizes enterprise ERGs to encourage retention of the agencies' employees. ERGs that began or continued during the reporting period include the following.

- NextGen
- Minnesota Employees with Disabilities
- Employees of Asian Descent
- Equity and Justice Black Caucus
- Black, Indigenous, Women of Color
- Women Doctoral Network
- Women ChangeMakers; and
- MNclusive

Enterprise Employee Engagement Survey

- The results of the most recent survey include the following.

- 95% of employees understand how their work contributes to their agency's business
- 91% of employees feel trusted to do their jobs
- 88% of employees feel trained to appreciate work situations from other cultural perspectives
- 87% of employees report flexibility in their work schedule

Employee Exit Survey

MMB collects and assesses data from the survey to learn about the experiences of employees separating from the agencies' employment to improve the workplace for their current employees.

MMB's Enterprise Talent Development (ETD)

The division assists the agencies' employees to cultivate their capability, capacity, and competency. Training courses to enhance their awareness and sensitivity that ETD offered during the reporting period include the following.

- Equal Employment Opportunity and Affirmative Action Foundations
- ADA Title I: Employing Persons with Disabilities
- Connect 700 Program
- Assistive Technology, Accommodation Fund, and Accessibility Techniques
- Engaging in Bold Inclusive Conversations
- Be BOLD and Lead Inclusively
- Building an Inclusive Workplace
- Recruitment without Bias
- Avoiding Bias at Critical Management Moments
- Respectful Workplace for leaders and for all employees
- Sexual Harassment Prevention for supervisors and managers and for all employees
- Unconscious Bias
- Cultural Awareness
- Respectful Communication
- Conflict Resolution
- Preventing Discrimination and Harassment

ETD Instituting Respect in the Workplace

During the reporting period, the agencies' management has focused on diversity, equity, inclusivity, and accessibility to improve cultural competency. This practice has resulted in supporting an eclectic workforce. MMB leadership has had ETD incorporate the following messaging into enterprise training to ensure dissemination to managers, supervisors, human resources, and employees.

Diversity: We value the differences that strengthen our population and workforce, including all races or ethnicities, nationalities, sexes, sexual orientations, gender identities, ages, disabilities, religions, marital or familial statuses, and economic levels.

Equity: We are working toward the proactive and ongoing reinforcement of actions, policies, and practices the (re)distribute power by enhancing access, opportunities, and outcomes.

Inclusivity: We endeavor to foster an environment where our residents and workers feel that they value and belong as their whole selves.

Accessibility: We accommodate the needs of all our employees and customers, especially persons with disabilities, by ensuring they have equal access to employment, services, premises, products, and information.

Cultural Competency: We nurture a continuous learning process to develop knowledge, appreciation, acceptance, and behavior in distinctive communities. The understanding cherishes the differences among us as most important and the part each individual plays in creating a varied workplace. This enlightenment emphasizes consideration of others with a desire to interact with people of other experiences.

The agencies are making recruitment efforts to reduce the underutilization of affirmative action protected groups. The improvement in hiring rates of such members indicates the positive momentum to diversify the executive branch. As these recruitment strategies continue, inculcating welcoming employment environments is crucial to improve retention of a workforce that reflects our constituents.

MMB's Enterprise Employee Resources (EER)

The division guides enterprise human resources. EER created a diversity recruitment team to involve itself with sourcing, referring, and interviewing job applicants for hard-to-fill and executive positions. The team serves the agencies by developing relationships with communities and corporations from which to draw prospects. The team is continually evaluating and improving its agency alignment of affirmative action recruitment, employment, promotion, and retention practices. The team participates in quarterly Enterprise Recruiter meetings that provide a venue for the agencies' HR recruiters to communicate and collaborate on search strategies.

MMB's Office of Workforce Diversity

The Office of Workforce Diversity directs the State Affirmative Action, Equal Employment Opportunity reporting, Americans with Disabilities Act Reasonable Accommodation and Modification, and Connect 700 programs for the agencies as an enterprise. The office provides strategy and leadership to their AA Officers, Equal Employment Opportunity practitioners, ADA Coordinators, and Human Resources representatives for compliance in their administration of the programs. The office conducts bimonthly meetings to give updates as a community of practice. The office develops systems, presents training, renders advice, analyzes submissions, and makes determinations in the operation of the Programs. The office guides the agencies on the planning, recording, and reporting in their execution of the Programs. The office is responsible for evaluating proposed and implementing revised state legislation affecting the programs. The office serves as a member of the Advisory Task Force on state Employment and Retention of persons with Disabilities.

Connect 700 Program (C700)

This state program offers an alternative hiring process for executive branch agency positions to persons whose disabilities are of such a significant nature that they are unable to demonstrate their abilities in a standard employment selection process. C700 applicants who meet the minimum qualifications and receive a pre-probationary appointment have an on-the-job work trial for at least 30 scheduled workdays from the start dates

and at most 700 hours to demonstrate job competence. If the hiring managers determine the C700 employees to perform satisfactorily the essential duties of the positions, then the managers convert the employees to probationary appointments.

MMB relaunched C700 on October 1, 2016. As of June 30, 2022, the Office of Workforce Diversity had issued more than 1,650 C700 Certificates to program applicants. Of these participants, 557 used them to apply and accept C700 designated positions. Of these employees, 345 or 62% have been certified in their positions. C700 is a primary reason for having achieved in the cabinet agencies the 10% disability workforce goal set in the Governor's [Executive Order 19-15](#).

Alliance for Cooperation and Collaboration in Employment and State Services (ACCESS)

ACCESS is a partnership of the agencies' AA Officers, ADA Coordinators, and DEIA practitioners. The mission is to devise and implement best practices to follow affirmative action and equal employment opportunity laws within the entire enterprise. The partnership meets biannually to raise systemic problems, learn from subject matter experts, and receive training on resolutions.

Affirmative Action & Equal Employment Opportunity

[Minnesota Statutes section 43A.19, subdivision 1](#), states: “To assure that positions in the executive branch of the civil service are equally accessible to all qualified persons, and to eliminate the underutilization of qualified members of protected groups, the commissioner shall adopt and periodically revise, if necessary, a statewide affirmative action program.” The agencies submitted their Affirmative Action Plans for the last biennium to MMB for its approval. The purpose of the plans is for the agencies to set their strategies for increasing the diversity of their workforces proportionate to the population. The agencies use the plans to prepare for employee succession in providing equal opportunity to their employment to all qualified individuals. Success of affirmative action relies on the partnerships between MMB and all of the agencies and their senior leadership, AA Officers, ADA Coordinators, DEI practitioners and HR representatives. These allies commit to enforce their agency’s Affirmative Action Plans for a non-discriminatory hiring process to continue to make progress in increasing the diversity of the workforce of the entire enterprise. For this reporting period, the agencies concentrated on recruitment of affirmative action protected groups to eliminate underutilization of qualified members. The total cost for the agencies to prepare their Affirmative Action Plans for the biennium was \$123,110.41. Programmatic definitions follow.

“Equal Employment Opportunity” is practices that are fair without discrimination on the bases of the protected classes of race, sex or sexual harassment, national origin, color, disability, age, religion, sexual orientation or gender identity, marital status, reliance on public assistance, creed, or membership or activity in a local human rights commission.

“Affirmative Action” is practices in recruitment, interviewing, hiring, promotion, and retention to redress past discrimination and ensure equal opportunity in employment to increase the diversity of a workforce. The employment selection process focuses on affirmative applicants’ education, knowledge, training, skills, and experience in positions’ minimum qualifications and criteria in comparison with nonaffirmative applicants as most qualified on the whole. All of the state executive branch agencies develop an Affirmative Action Plan to follow in a good faith effort to eliminate the underutilization in the three affirmative action protected groups of females, persons with disabilities, and racial or ethnic minorities.

“Availability” is an estimate of the number of qualified affirmative action protected group members available for employment in a particular job group expressed as a percentage of all qualified persons available for employment in that job group. If a vacancy occurs in a job group with an underutilization, the agency’s HR recruiter works with its AA Officer to reconsider members of the affirmative action protected group of the underutilization.

“Underutilization” is a comparison of the availability of females, persons with disabilities, and racial or ethnic minorities with requisite skills in which an agency’s workforce has less than the agency’s recruitment population. The availability percentages for females, persons with disabilities, and racial or ethnic minorities derive from the United States Census Equal Employment Opportunity Data

Affirmative Action Plan Requirements

Agencies with twenty-five or fewer employees must submit an Affirmative Action Plan to MMB that contains five sections as follows.

- Statement of commitment
- Individuals responsible for implementing the plan
- Policy prohibiting discrimination, harassment, and reprisal
- Internal procedure for processing protected group status complaints
- Policy and procedures for providing reasonable accommodations to persons with disabilities

Agencies with more than twenty-five employees must submit an Affirmative Action Plan to MMB that contains the same five sections plus the following ones.

- Executive summary
- Methods for communicating and promoting the Affirmative Action Plan
- Evacuation procedures for persons with disabilities
- Analysis of the utilization of the workforce with goals and timetables
- Objectives of the affirmative action program
- Methods for auditing, evaluating, and reporting success of the affirmative action program
- Recruitment plan
- Retention plan

The State Affirmative Action Officer provides to the agencies' Affirmative Action Officers training and guidance as issues arise in the development of their biennial Affirmative Action Plans. These affirmative action tools are available on the MMB website and through online training, one-on-one agency consultations, and alternating monthly Affirmative Action Officer meetings. Further affirmative action resources include Affirmative Action Plan checklists, report templates, goal and timetable instructions, spreadsheets with automated calculations, two-factor analysis guide and worksheet, and PowerPoint presentations.

Affirmative Action Protected Group Hires, and Separations

The following tables show the movement of affirmative action protected group employees, the overall utilization of each group, and the total number of employees in each job category for the cabinet agencies. Movement means the hiring and separation of employees and does not include promotions or transfers to other agencies. Resignations, Dismissals, and Noncertifications are factored into this information. Retirements, Layoffs, and Terminations without Rights are not factored into the data.

Table 2. Movement of Female Employees

Job Categories	Female Hires	Female Separations	Representation of Female Employees	Total Population of Cabinet Agency Employees
Officials/Administrators	82	61	833	1461
Professionals	1818	1039	9802	17241
Paraprofessionals	972	670	1637	2801
Protective Service	294	204	732	3339
Administrative Support	457	228	1816	2169
Technicians	323	246	1249	3016
Skilled Craft	<10	<10	<10	586
Service Maintenance	514	259	726	3112
Total	4460	2707	16795	33725

- According to the State of Minnesota Workforce Planning Report for fiscal year 2021, the state employs a higher percentage of female employees than exist in the state workforce.
- The executive branch workforce experienced an increase of female employees to almost 50% representation.
- Opportunity exists to retain female employees in the job categories of professional, paraprofessionals, and technicians by strengthening the agencies' recruitment and retention for them.

Table 3. Movement of Employees with Disabilities

Job Categories	Employees with Disabilities Hires	Employees with Disabilities Separations	Representation of Employees with Disabilities	Total Population of Cabinet Agency Employees
Officials/Administrators	21	10	164	1461
Professionals	460	169	1830	17241
Paraprofessionals	231	125	275	2801
Protective Service	97	52	257	3339
Administrative Support	103	49	338	2169
Technicians	72	47	232	3016
Skilled Craft	10	<10	45	586
Service Maintenance	172	56	245	3112
Total	1166	508	3386	33725

- The employees with disabilities population in the state’s workforce population is 10.4%. The persons with disabilities workforce in the cabinet agencies increased from 8.3% in fiscal year 2021 to 10.0% in fiscal year 2022.
- According to the State of Minnesota Workforce Planning Report for fiscal year 2021, the state employs a higher percentage of employees with disabilities than exist in the state workforce.
- The executive branch experienced a lower rate of separations as compared to hires in all job categories.
- Opportunity exists to recruit and retain employees with disabilities in all job categories as the overall representation must be maintained and increased.

Table 4. Movement of Racial or Ethnic Minority Employees

Job Categories	Racial or Ethnic Minority Hires	Racial or Ethnic Minority Separations	Representation of Racial or Ethnic Minority Employees	Total Population of Cabinet Agency Employees
Officials/Administrators	24	23	189	1461
Professionals	675	390	2786	17241
Paraprofessionals	403	244	658	2801
Protective Service	196	127	423	3339
Administrative Support	167	94	376	2169
Technicians	100	85	353	3016
Skilled Craft	<10	<10	26	586
Service Maintenance	194	87	335	3112
Total	1759	1050	5146	33725

- The racial and ethnic minority population in the state’s workforce is 22.0%. The racial or ethnic minority workforce in the cabinet agencies increased from 14.8% in fiscal year 2021 to 15.3% in fiscal year 2022.
- Overall, the amount of racial or ethnic minorities hired exceeds the amount of racial or ethnic minorities separated among all job categories in the cabinet agencies.
- The racial or ethnic minorities hiring trends are positive and continue to improve as compared to past bienniums.
- The separation rates remain high for most job categories as compared to the overall representation.
- The separation rates are lower than the number of racial or ethnic minorities entering into state employment.
- Opportunities for recruitment and retention exist in all job categories as the overall representation must be maintained and increased.

Progress in Eliminating Workforce Underutilization

In compliance with Minnesota Statutes 43A.191, Subdivision 3 (a) and (b), the executive branch agencies submitted their Affirmative Action Plans for the last biennium to MMB for its approval. In accordance with Minnesota Statutes 43A.191, Subdivision 3 (c) and Minnesota Rules 3905.0600, the agencies completed Monitoring the Hiring Process forms to track appointments in any underutilization of affirmative action protected groups. This report presents the information both by enterprise and by agency overviews of progress toward improving any underutilization indicated in the agencies’ Affirmative Action Programs. Determination of

underutilization derives from analysis of a comparison between the demographics of an agency's workforce and the availability of females, persons with disabilities, and racial or ethnic minorities with requisite skills in the agency's recruitment population. The group of persons with disabilities includes those individuals younger than 65 years of age. Availability percentages for all of the affirmative action protected groups derive from the United States Census Equal Employment Opportunity Data.

From the agencies' affirmative action program records of the enterprise's hires, 65.6% were affirmative hires and 34.4% were non-affirmative hires. These percentages are similar to prior years. They indicate an ongoing need to increase awareness of positions and careers in the agencies through better advertisement and recruitment strategies among diverse communities. They also identify the need to administer continuing training to all hiring supervisors and managers on affirmative action concepts, responsibilities, and opportunities.

Successful Affirmative Action and Equal Employment Opportunity Practices

Agencies are making good faith efforts to support and apply Affirmative Action and Equal employment Opportunity laws and policies in their workforces. Their successful practices include the following.

- Using Affirmative Action Plans as a labor succession guide to measure progress toward eliminating underutilization of affirmative action protected group employees and thereby increase diversity in the agency and enterprise workforces
- Involving senior leadership in the establishment and execution of Affirmative Action Plans
- Analyzing quarterly hiring, separation, and retirement data for affirmative action protected group employees to compare to the hiring goals in the Affirmative Action Plans
- Having Affirmative Action Officers provide quarterly progress reports to senior leadership
- Having a diverse interviewing panel for employment selection processes
- Maintaining a respectful workplace by administering training on diversity, equity, and inclusivity to employees, supervisors, and managers
- Making all employees aware of the discrimination and harassment complaint process
- Enlightening supervisors and managers to the benefits of using alternative dispute resolution techniques to calm workplace discord
- Presenting Affirmative Action, Equal Opportunity, Diversity, equity, Inclusivity, disability, and accessibility awareness and sensitivity training during New Employee Orientation

Recruitment & Retention of a Diverse Workforce

The purpose in recruiting is to attract qualified career applicants who can meet the agencies' business needs. However, collecting a talented applicant pool is only the first step. Once hired, the next step is to retain senior employees to retirement in order to cross train and pass on institutional knowledge to junior employees. One essential element of recruitment and retention is the agencies' demonstrated commitment to inclusivity. The agencies are increasing the diversity of their workforces by initiating creative and innovative community sourcing recruitment of underutilized qualified applicants, yet they must continue to improve retention through nurturing employment environments of not tolerance, rather acceptance and then appreciation. MMB partners with the agencies to further these dual objectives while reducing underutilizations. MMB engages with the

agencies' recruiters to fill hard-to-fill job openings, especially management, leadership, and healthcare positions. Descriptions of some of their mutual efforts in the past follow.

- The Minnesota Department of Employment and Economic Development and the Minnesota Department of Veterans Affairs sponsored a career fair. MMB served to facilitate participation. The career fair attracted members of the public and public and private sector employers with many occupations and industries.
- The Minnesota Department of Employment and Economic Development with MMB sponsored a career fair for healthcare positions.
- Martin Luther King Junior celebration in which many of the agencies participated to conduct a career fair and to discuss their employment opportunities.
- The National Urban League's Black History Month Virtual Career Fair is part of its annual black history month celebration. The virtual career fair is open to diverse job seekers throughout the nation. Talented and motivated diverse professionals join it online to find the best career opportunities at some of the Top Leading Workplaces for Diversity. The virtual career fair provided an interactive online platform where the agencies connected with job seekers. Based on their open positions, The National Urban League targeted educated and experienced job seekers to have registered to interview with them.
- Some of the agencies attended the Blacks in Technology conference. The events included curating an interactive program to provide job and career opportunities for Black professionals in high-tech while providing opportunities for them to enhance their business acumen and technical expertise.
- Some of the agencies attended the People of Color Career Fair as the premier twin cities career fair for professionals of color seeking employment and employers seeking diverse talent.
- The Department of Revenue held a Somali Networking Event for professionals to network and discuss the agencies' job openings.
- Takoda Career Fair put on by the Native American Tribal Liaisons, featuring events for networking, interviewing, and opportunities from some of the agencies' recruiters to advertise vacancies and to answer questions about the state application process.
- Make It MSP is a movement of citizens and corporations working together to make the Twin Cities a great area for people to come, stay, work, and live. Some of the agencies partnered with the organization to promote its employment and economy.
- MMB in partnership with the City of St. Paul hosted a Career Fair for job seekers and some cabinet agencies, SmART Boards and Councils, talent pipeline programs, and the Connect 700 Program.
- MaxAbility targets recruitment of persons with disabilities. The organization put on a reverse job fair that offered the opportunity for job seekers to highlight their skills and experience by setting up displays. Potential employers, including some agencies moved from table-to-table to connect with job seekers and to share vacancies that matched their qualifications.
- At CareerForce led Hire Fair, some of the agencies' recruiters met job seekers to review resumes and answer questions about work at the agencies.
- The Minnesota Zoo hosted leaders from the agencies and businesses to network with prospects.
- Some of the agencies' recruiters attended the Military Career Fair to interest Veterans in employment after honorable discharge.
- Some of the agencies with OutFront sponsored events for interest in cultivating community cooperation and promoting career opportunities with state government. These events included state employees and LGBTQIA+ members for networking.

Talent Pipelines

Developing and maintaining sources of aptitude is vital to diversifying the state's workforce. Internships are recruitment vehicles to expose high school, college, and university students to government work experience. MMB provides strategic partnerships with four premier youth vocational organizations that have established programs.

Right Track

This program brings together the City of St. Paul in its public schools, local businesses, and community organizations by providing professional development and employment opportunities for diverse youth. The opportunities enable the juveniles to explore a variety of career interests, gain marketable skills, make professional contacts, and prepare to enter the workforce. The program features state agencies on their marketing materials as a model employer. It also developed and facilitates with MMB and the Department of Education an online career connections curriculum module for participants to learn more about state service. The agencies sponsored fewer Right Track interns during the reporting period due to the COVID-19 pandemic and the hiring freeze. MMB will resume full internship opportunities in fiscal year 2023.

Step-up

This program in the twin cities recruits, trains, and places low-income youth between 16 and 21 years of age with local companies and public agencies. The opportunities expose the participants to different careers, skills, and contacts. The program also participated in the online career connections curriculum module. The agencies sponsored fewer Step-up Achieve interns during the reporting period due to the COVID-19 pandemic and the hiring freeze. MMB will resume full internship opportunities in fiscal year 2023.

Achieve College Internships

This program in the twin cities is open to low-income college students earning degrees in careers in public service. The program recruits, trains, and places the participants with local companies and public agencies. The opportunities expose them to different careers, skills, and contacts. The program also participated in the online career connections curriculum module. The agencies sponsored fewer Achieve College interns during the reporting period due to the COVID-19 pandemic and the hiring freeze. MMB will resume full internship opportunities in fiscal year 2023.

Urban Scholars

This program in Minneapolis is a leadership development summer program for college students from diverse racial and ethnic communities. It introduces undergraduate and graduate students to local government and public service. The agencies sponsored fewer Urban Scholars interns during the reporting period due to the COVID-19 pandemic and the hiring freeze. MMB will resume full internship opportunities in fiscal year 2023.

Recruitment Resources

Some of the tools the agencies use to accelerate their hiring for diversity follow.

- The Minnesota Careers Website provides prospective applicants the opportunity to submit their resumes to career families for the agency's recruiters to match them with the positions as vacant.
- An online recruitment directory provides the agencies with information and descriptions for colleges and universities and various youth diversity employment programs, groups, communities, organizations, and career websites.
- MMB participates in quarterly recruiter meetings that provide a forum for the agencies' human resources staff to communicate, cooperate, coordinate, and collaborate on successful practices in recruitment, affirmative action, equal opportunity, and retention.
- The Minnesota State Government Executive Jobs newsletter issues biweekly to statewide community promotion representatives, professional diversity groups, and disability advocacy organizations, spotlighting the newest hired state agency leader in a senior management position and highlighting vacancies in such jobs.
- State agency position announcements for managerial and senior leadership vacancies are posted and shared on the LinkedIn State of Minnesota home page and in State agency LinkedIn networking groups.
- The agencies' positions are shared with the enterprise's partner employment agencies, outplacement firms, position publishers to colleges and universities, career networks, career transition connections, job clubs, and the employee resource groups to match vacancies with job seekers.
- MMB staff attend training seminars, symposiums, and conferences to keep current on emerging issues in federal and state law on employment, affirmative action, equal opportunity, ADA reasonable accommodation, diversity, equity, inclusivity, and accessibility.

Practices in Recruitment, Development, Advancement, and Retention

To continue to make progress in recruiting, promoting, and keeping talent, MMB is working to align the affirmative action, equal opportunity, diversity, equity, inclusivity, and accessibility strategies throughout the enterprise. This synthesis results from synchrony and synergy from the agency's heads, through management, human resources staff, AA Officers, to ADA Coordinators. Some of the highlights of the efforts and endeavors follow.

- The agencies' Individual Development Plan process has resulted in their employees having a feeling of a future in state employment
- The agencies' Intercultural Development Inventory process has resulted in their employees having a feeling of appreciation in state employment
- The agencies' reputation for their commitment to diversity, equity, inclusivity, and accessibility attracts high-quality talent that would not otherwise consider state employment as a career
- The agencies' accumulation of the high-quality talent is exactly the reason for their provision of outstanding public services
- The agencies' labor market is incrementally becoming representative of the state workforce
- The agencies' churn of members of underutilized groups is reducing to the turnover of majority employees

Americans with Disabilities Act & Reasonable Accommodations

[Minnesota Statute 43A.191 Subdivision 2 \(b\)](#) requires the agencies' Affirmative Action Plans to include a plan for the provision of reasonable accommodation in the hiring and promotion of qualified persons with disabilities. Definitions in ADA Reasonable Accommodation follow.

A person with a disability has a physical or mental impairment that substantially limits a major life activity, has a record of such an impairment, or is regarded as having such an impairment.

A qualified applicant or employee with a disability can perform the essential functions of the position with or without reasonable accommodation.

Precedential reasonable accommodations for disabilities in employment include the following.

- Arranging for accessible parking
- Altering work facilities to be physically accessible and usable
- Modifying the job or promotion application, interviewing, or hiring process
- Converting work materials to accessible formats
- Supplying alternative devices, adaptive equipment, or assistive technology
- Providing qualified readers, writers, sign language interpreters, or other access assistants
- Adjusting training or testing
- Deviating from policies or procedures
- Relocating to an alternative work area
- Permitting parttime or irregular work schedules
- Extending leave
- Restructuring the Job
- Reassigning to a vacant position

Reasonable Accommodation Policy and Procedure

In accordance with Minnesota Statute 43A.191 the ADA, and the Minnesota Human Rights Act, the Agencies' Affirmative Action Plans must include a reasonable accommodation policy and procedure.

The current State ADA Reasonable Accommodation policy, procedure, and forms are available on the MMB website. The agencies' Affirmative Action Plans contain their reasonable accommodation policies that establish eligibility for the rights and protections of the ADA and the Minnesota Human Rights Act. Their plans also comprise the procedures for applicants or employees to request a reasonable accommodation.

Advisory Taskforce on State Employment of Persons with Disabilities

During the reporting period, an Advisory Taskforce on State Employment of Persons with Disabilities met periodically. The taskforce-initiated legislation for attracting and sustaining persons with disabilities in state employment for the 2023 legislative session.

Annual ADA Report

Executive branch agencies and Minnesota State Colleges and Universities commit to provide equal opportunity and access to employment and services for persons with disabilities. They maintain designated dedicated positions for both Title I, Employment, and Title II, Public Services. These ADA Coordinators determine and implement reasonable accommodation or modification requests from applicants, employees, program participants, and service recipients. They train staff in disability awareness and sensitivity, the interactive process, and accommodations or modifications that are reasonable. They annually prepare and submit to their organizations' heads and the state's ADA Coordinator a report recording their organizations' compliance with the ADA. A summary of the organizations' data during the reporting period follows.

The organizations reported having received 5,588 reasonable accommodation requests in employment, comprising 279 from job applicants and 5,309 from employees. The disposition of approvals was 5,220. The composition of the accommodations follows.

Arrangement of accessible parking:	66
Alteration to work facilities to be readily accessible and usable:	96
Modification of job or promotion application, interviewing, or hiring process:.....	137
Conversion of work materials to accessible formats:	81
Supply of alternative devices, adaptive equipment, or assistive technology:	1,210
Provision of qualified reader, writer, sign language interpreter, or other access assistant:	573
Adjustment to training or testing:.....	115
Deviation from policy or procedure:	629
Relocation to alternative work area:.....	628
Permission for part-time or irregular work schedule:.....	739
Extension of leave:	308
Restructure of the job:	485
Reassignment to a vacant position:	50
Other:	103

Many of these accommodations did not result in a cost. The total cost of the accommodations was \$1,112,764.

The disposition of denials was 462. The composition of reasons follows.

No disability:	50
Not minimally qualified for the job:	27
Elimination of essential function of the job:	10
Not able to perform an essential function of the job with accommodation:	25
Accommodation not reasonable:	54
No accommodation available:.....	38
Undue hardship:	6
Request withdrawn:	252

Pending requests determined during the reporting period account for the additional 94 dispositions.

The disposition of requests that resulted in a complaint, charge, or case was 88. The composition of resolutions follows.

Substantiated:	16
Unsubstantiated:	45
Settled:	27

ADA Resources

MMB provides the following tools to the agencies and Minnesota State Colleges and Universities.

- MMB participates in the Executive Order 14-14 Committee to recommend means and methods to increase the number of persons with disabilities in state employment.
- Human Resources, Supervisor, and Manager Core Trainings include modules on ADA rights and protections, interactive process, reasonable accommodation and modifications, and integration of ADA requirements into employment practices.
- The MMB website includes the State ADA Reasonable Accommodation Policy, ADA interactive process forms, annual ADA report form, archive of completed reports, accessible electronic information templates, and other disability information.
- The Department of Administration administers the Minnesota STAR Program which is federally funded. The program assists participants to receive the assistive technology that they need to live, learn, work, and play in their homes, schools, jobs, and communities. Participants need only to prove residency or employment in Minnesota to receive these services. The program offers demonstrations and loans of assistive technology to assist the agencies in fulfilling reasonable accommodation requests of employees. The program administers the State Reasonable Accommodation Fund that pays for half of the cost of accommodation purchases by agency petition.

Internal Complaints

[Minnesota Administrative Rule 3905](#) mandates that the agencies' Affirmative Action Plans must contain their internal complaint policies and procedures. The rule also requires the agencies to submit dispositions of complaints to MMB within 30 days of final determination. Vital to the agencies' discrimination, harassment, and reprisal prevention policies is their internal procedure for their applicants and employees to use to file a complaint in employment about unfair treatment because of equal opportunity protected group membership. The number of complaints by protected group by calendar year follows.

Summary of Cabinet Agency Annual Internal Complaints

Protected Groups	Annual Complaints 2020	Annual Complaints 2021
Race	129	200
Sex / Sexual Harassment	155	161
National Origin	28	46
Color	36	63
Disability	39	78
Age	19	31
Religion	15	29
Sexual Orientation/Gender Identity	16	28
Marital Status	4	6
Reliance on Public Assistance	0	1
Creed	2	5
Membership or Activity in Human Rights Commission	0	3
TOTAL	443	655

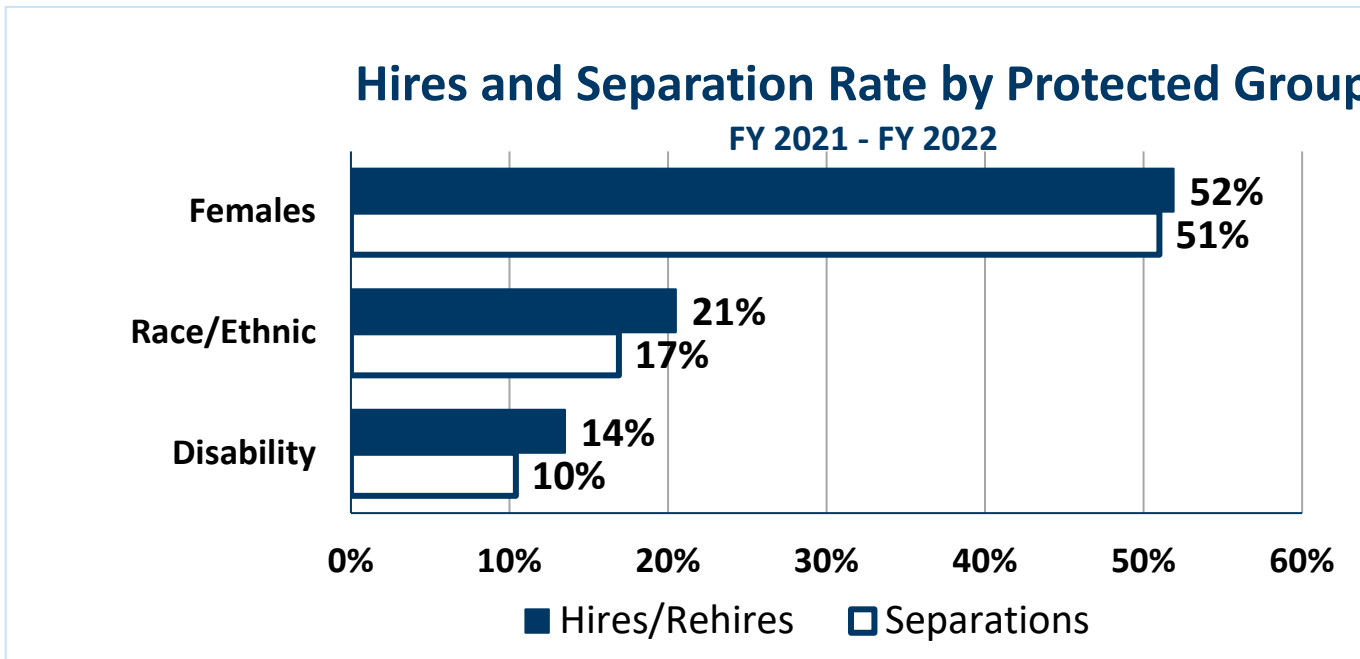
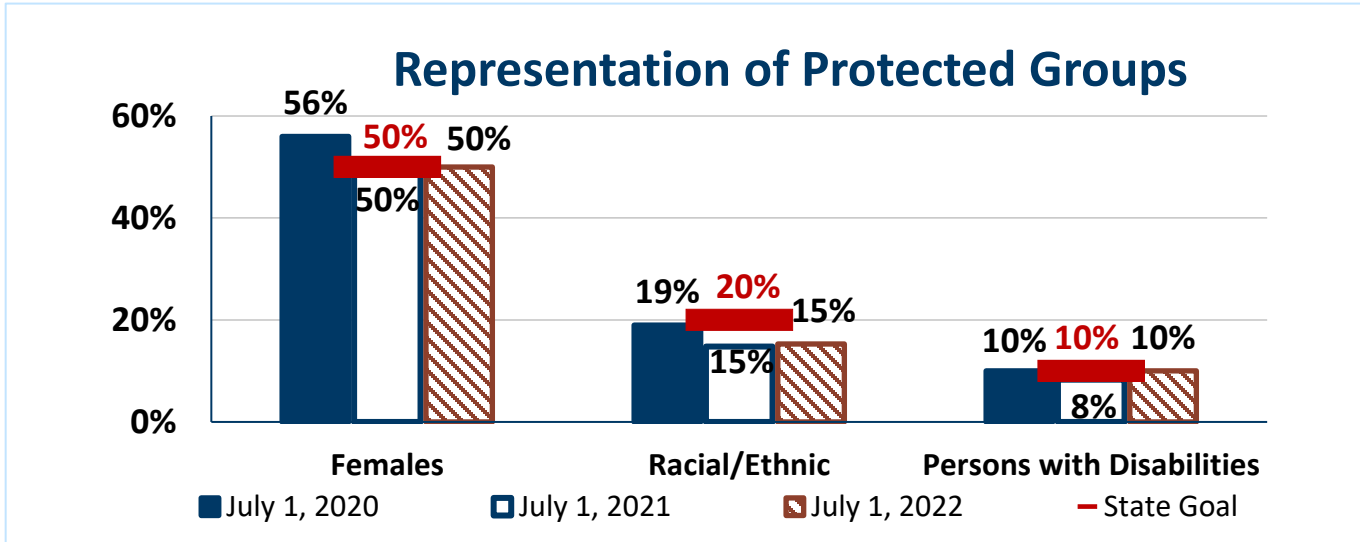
- The totals may not equal the sum of all complaints because some complaints have more than one basis or because applicants or employees filed them more than once with the United States Equal Employment Opportunity Commission or the Minnesota Department of Human Rights.
- Data on charges filed with the United States Equal Employment Opportunity Commission is at <http://www.eeoc.gov/eeoc/statistics/enforcement/index.cfm>.

Agency Snapshots

The following data is snapshots of the workforces of the cabinet agencies with more than twenty-five employees and a snapshot of the cabinet agencies as an enterprise. The information derives from July 1, 2020, as the end of the previous affirmative action biennium and the beginning of this reporting period. “**.*” designates Data Privacy, when display of the actual number would disclose private data about the employees. Representation of Protected Groups are rounded to the closest whole number.



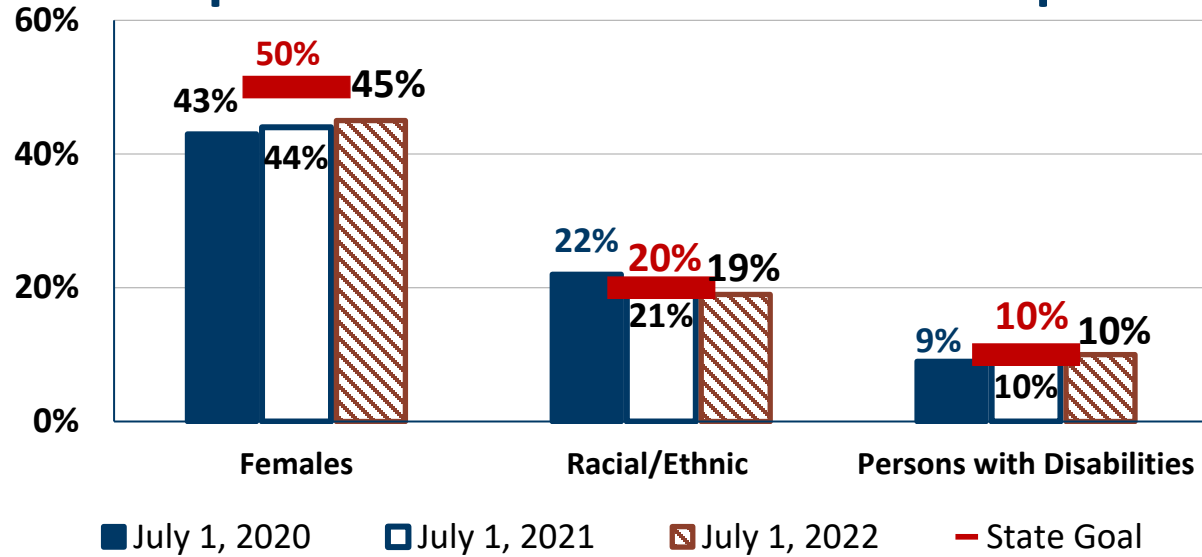
Minnesota All Cabinet Agencies





Department of Administration

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%	12.63%	**.**%	**.**%	**.**%	-
Professionals	16.24%	20.93%	**.**%	**.**%	25.00%	Yes
Technicians	**.**%	16.94%	**.**%	**.**%	**.**%	Yes
Paraprofessionals	**.**%	10.47%	**.**%	**.**%	**.**%	-
Office/Clerical	**.**%	12.37%	**.**%	**.**%	**.**%	-
Skilled Craft*	**.**%	6.74%	**.**%	**.**%	**.**%	-
Service Maintenance	31.08%	29.14%	**.**%	**.**%	**.**%	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%	5.02%	**.**%	**.**%	11.11%	-
Professionals	12.82%	8.89%	**.**%	**.**%	13.58%	-
Technicians	**.**%	6.37%	**.**%	**.**%	25.00%	-
Paraprofessionals	**.**%	6.07%	**.**%	**.**%	DP	-
Office/Clerical	**.**%	11.32%	**.**%	**.**%	21.74%	-
Skilled Craft	**.**%	4.67%	**.**%	**.**%	6.67%	-
Service Maintenance	**.**%	12.88%	**.**%	**.**%	9.52%	No

Progress Report Toward Goals (FY 2020-FY2022)

Females (Promotion includes both promoted into and within the job category.)

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Female Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	65.00%	39.03%	**.**%	**.**%	**.**%	-
Professionals	49.57%	47.31%	57.78%	70.37%	62.50%	-
Technicians	**.**%	41.80%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	65.57%	**.**%	**.**%	**.**%	-
Office/Clerical	73.33%	86.96%	**.**%	**.**%	76.92%	No
Skilled Craft	**.**%	2.44%	**.**%	**.**%	**.**%	-
Service Maintenance	25.68%	19.14%	**.**%	**.**%	**.**%	-

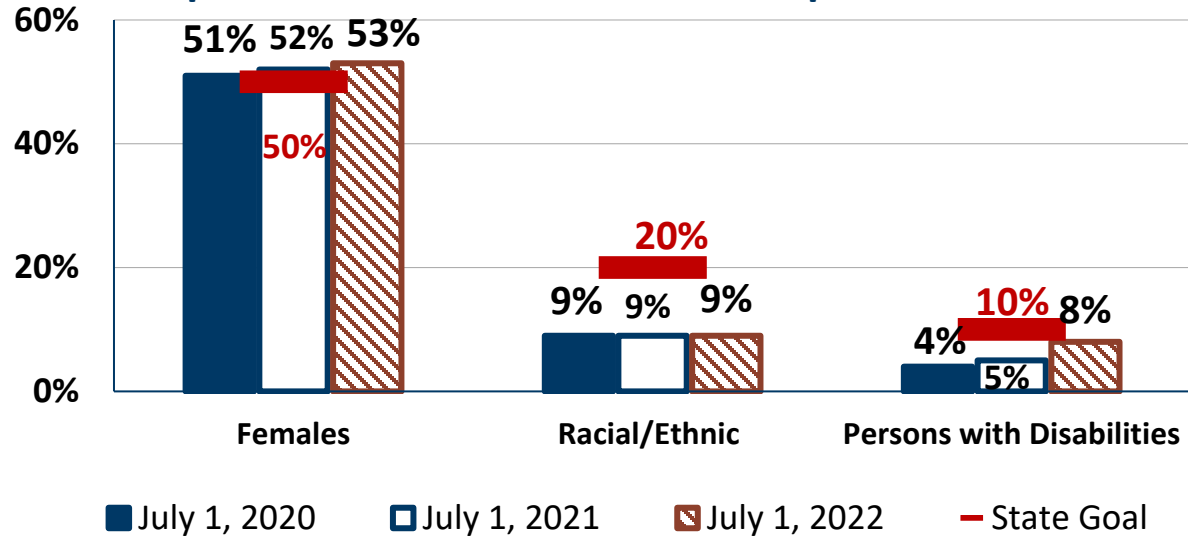
Total Separation FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	36.21%	25.86%	9.48%



Department of Agriculture

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%*	4.35%	**.**%*	**.**%*	**.**%*	-
Professionals	9.07%	12.66%	**.**%*	**.**%*	**.**%*	No
Technicians*	**.**%*	11.94%	**.**%*	**.**%*	**.**%*	-
Paraprofessionals	**.**%*	31.92%	**.**%*	**.**%*	**.**%*	No
Office/Clerical	**.**%*	13.11%	**.**%*	**.**%*	**.**%*	-
Service Maintenance	**.**%*	4.68%	**.**%*	**.**%*	**.**%*	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators*	**.**%*	2.34%	**.**%*	**.**%*	**.**%*	-
Professionals	3.78%	3.57%	**.**%*	**.**%*	**.**%*	-
Technicians*	**.**%*	7.52%	**.**%*	**.**%*	**.**%*	Yes
Paraprofessionals*	**.**%*	4.68%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	**.**%*	12.94%	**.**%*	**.**%*	**.**%*	-
Service Maintenance	**.**%*	8.84%	14.29%	**.**%*	14.29%	Yes

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	43.48%	35.88%	**.**%*	**.**%*	**.**%*	-
Professionals	52.64%	50.93%	58.49%	**.**%*	57.97%	-
Technicians	34.15%	50.13%	**.**%*	**.**%*	**.**%*	No
Paraprofessionals	**.**%*	70.16%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	88.89%	83.77%	**.**%*	**.**%*	**.**%*	-
Service Maintenance	38.89%	48.25%	22.86%	**.**%*	22.86%	No

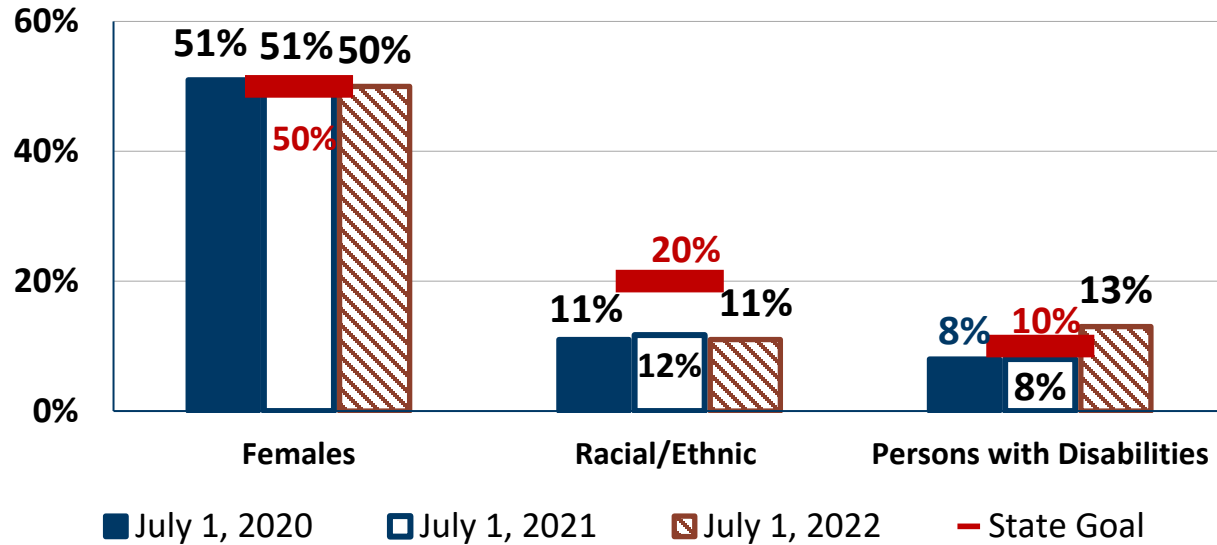
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	38.04%	7.07%	**.**%*



Department of Commerce

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%	7.35%	**.**%	**.**%	**.**%	-
Professionals	10.16%	10.58%	18.18%	**.**%	18.95%	Yes
Technicians*	**.**%	13.90%	**.**%	**.**%	**.**%	No
Protective Svcs. Sworn	**.**%	15.00%	**.**%	**.**%	**.**%	-
Paraprofessional	**.**%	20.30%	**.**%	**.**%	**.**%	-
Office/Clerical	**.**%	13.26%	**.**%	**.**%	**.**%	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators*	**.**%	1.68%	**.**%	**.**%	**.**%	-
Professionals	8.13%	6.38%	21.21%	**.**%	18.95%	-
Technicians*	**.**%	7.00%	**.**%	**.**%	**.**%	Yes
Protective Svcs. Sworn	**.**%	2.40%	**.**%	**.**%	**.**%	-
Paraprofessional	**.**%	3.30%	**.**%	**.**%	**.**%	-
Office/Clerical	**.**%	9.06%	**.**%	**.**%	**.**%	-

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	45.45%	54.29%	**.**%	**.**%	**.**%	Yes
Professionals	51.63%	49.43%	51.52%	55.17%	52.63%	-
Technicians	**.**%	7.30%	**.**%	**.**%	**.**%	-
Protective Svcs. Sworn	**.**%	46.10%	**.**%	**.**%	**.**%	Yes
Paraprofessional	**.**%	71.60%	**.**%	**.**%	**.**%	-
Office/Clerical	96.43%	88.93%	**.**%	**.**%	**.**%	-

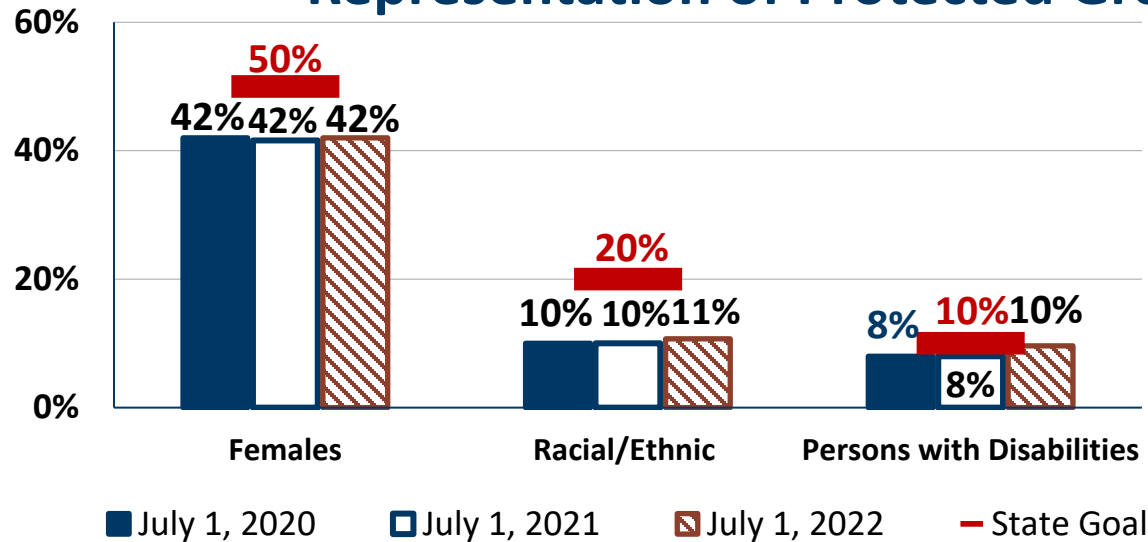
Total Separation FY 2020 – FY 2022

Separation	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separation	51.61%	25.81%	**.**%



Department of Corrections

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	10.89%	9.69%	**.**%	**.**%	**.**%	-
Professionals	7.64%	9.95%	17.22%	9.48%	14.91%	Yes
Technicians	9.79%	18.97%	**.**%	**.**%	**.**%	No
Protective Services Non-Sworn	12.14%	16.83%	22.25%	12.21%	20.74%	Yes
Office/Clerical	6.55%	7.96%	19.61%	**.**%	20.51%	Yes
Skilled Craft	**.**%	4.26%	**.**%	**.**%	**.**%	No
Service Maintenance	4.67%	16.32%	**.**%	**.**%	**.**%	No

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	18.81%	16.77%	**.**%	**.**%	**.**%	-
Professionals	8.05%	6.02%	8.42%	9.48%	8.74%	-
Technicians	9.28%	6.50%	**.**%	**.**%	**.**%	-
Protective Services Non-Sworn	6.90%	3.64%	10.18%	**.**%	9.45%	-
Office/Clerical	10.18%	7.43%	**.**%	**.**%	12.82%	-
Skilled Craft	7.75%	7.40%	**.**%	**.**%	**.**%	-
Service Maintenance	5.06%	5.70%	**.**%	**.**%	**.**%	Yes

Progress Report Toward Goals (FY 2020-FY2022)

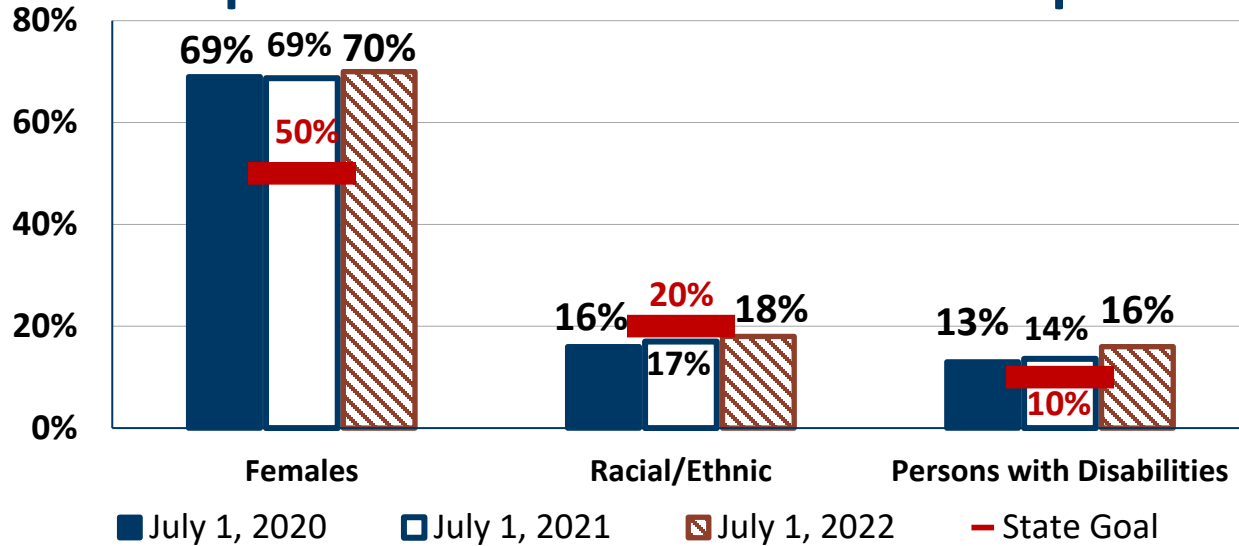
Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	57.43%	53.51%	**.**%	63.16%	66.67%	-
Professionals	62.73%	50.74%	71.43%	68.97%	70.69%	-
Technicians	70.62%	79.04%	77.50%	84.62%	79.25%	Yes
Protective Services Non-Sworn	24.54%	25.51%	33.38%	25.19%	32.14%	Yes
Office/Clerical	93.45%	93.42%	90.20%	88.89%	89.74%	-
Skilled Craft	**.**%	4.13%	**.**%	**.**%	**.**%	No
Service Maintenance	24.90%	21.59%	23.91%	**.**%	25.42%	-

Total Separation FY 2020 – FY 2022

Separation	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separation	43.04%	15.38%	10.17%

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	15.38%	6.15%	**.**%	**.**%	**.**%	-
Professionals	16.22%	15.18%	27.34%	16.50%	25.10%	-
Technicians	**.**%	5.10%	**.**%	**.**%	**.**%	-
Paraprofessionals/Admin	10.26%	15.58%	**.**%	**.**%	**.**%	Yes
Service Maintenance	**.**%	17.63%	**.**%	**.**%	**.**%	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%	9.95%	**.**%	**.**%	**.**%	-
Professionals	12.63%	8.11%	12.15%	17.48%	13.25%	-
Technicians	**.**%	13.16%	**.**%	**.**%	**.**%	-
Paraprofessionals/Admin	14.74%	11.50%	**.**%	**.**%	**.**%	-
Service Maintenance	**.**%	10.17%	**.**%	**.**%	**.**%	-

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	61.54%	54.66%	70.59%	**.**%	73.08%	-
Professionals	67.65%	63.80%	67.85%	78.64%	70.08%	-
Technicians	**.**%	59.66%	**.**%	**.**%	**.**%	-
Paraprofessionals/Admin	89.10%	77.60%	**.**%	**.**%	**.**%	-
Service Maintenance	**.**%	14.98%	**.**%	**.**%	**.**%	-

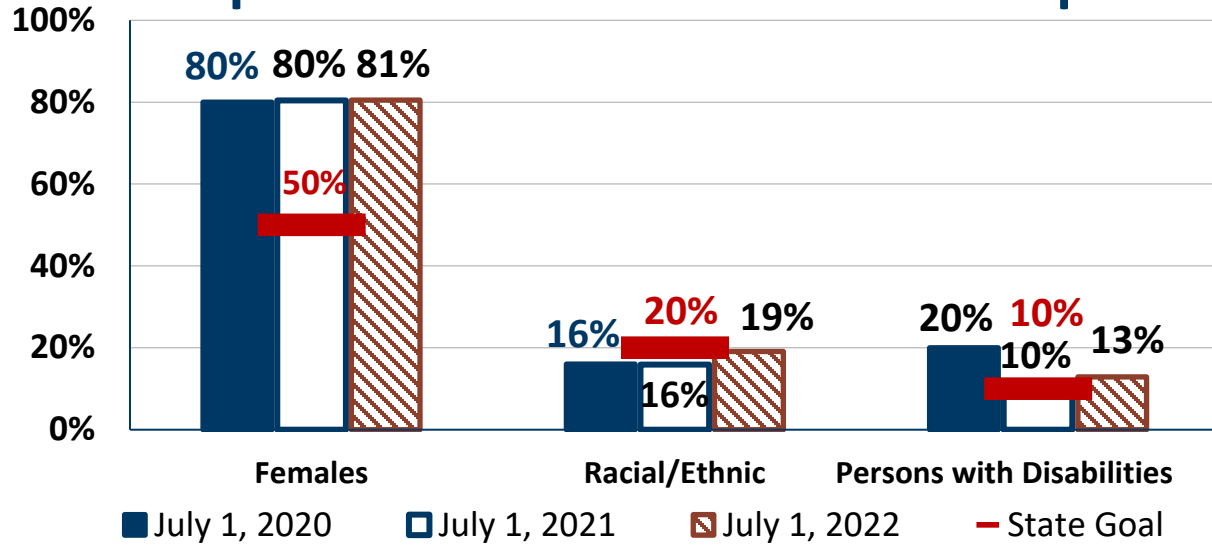
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	61.67%	22.50%	14.44%



Department of Education

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%*	7.40%	**.**%*	**.**%*	**.**%*	-
Professionals	15.50%	15.77%	29.41%	**.**%*	26.58%	-
Technicians	**.**%*	18.61%	**.**%*	**.**%*	**.**%*	-
Paraprofessionals	**.**%*	12.54%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	**.**%*	12.54%	**.**%*	**.**%*	**.**%*	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%*	4.16%	**.**%*	**.**%*	**.**%*	-
Professionals	5.78%	3.52%	19.12%	**.**%*	18.99%	-
Technicians	**.**%*	16.99%	**.**%*	**.**%*	**.**%*	-
Paraprofessionals/Admin	**.**%*	7.94%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	**.**%*	7.94%	**.**%*	**.**%*	**.**%*	-

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	66.67%	52.65%	80.00%	**.**%*	73.68%	-
Professionals	78.72%	62.95%	80.88%	90.91%	82.28%	-
Technicians	**.**%*	86.59%	**.**%*	**.**%*	**.**%*	-
Paraprofessionals	**.**%*	93.94%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	94.44%	93.94%	**.**%*	**.**%*	**.**%*	-

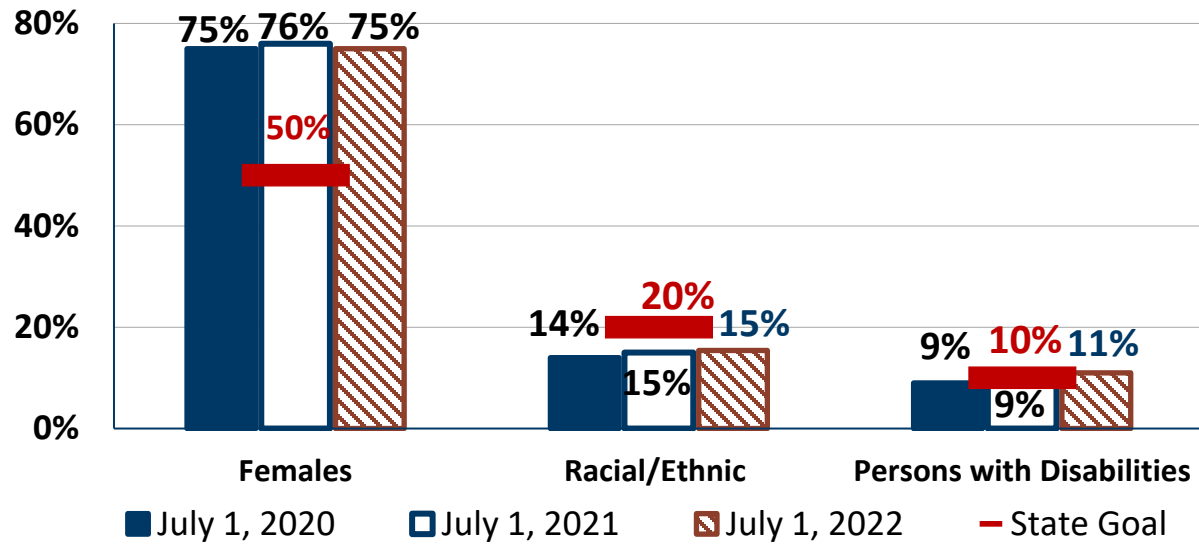
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	80.00%	22.50%	16.25%



Department of Health

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	11.49%	10.33%	**.**%	**.**%	**.**%	-
Professionals	12.48%	11.40%	16.60%	14.40%	15.85%	-
Technicians	**.**%	10.60%	**.**%	**.**%	**.**%	-
Office/Clerical	22.58%	16.63%	**.**%	**.**%	**.**%	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%	7.00%	**.**%	**.**%	**.**%	Yes
Professionals	7.14%	7.00%	11.20%	**.**%	9.02%	-
Technicians	**.**%	7.00%	**.**%	**.**%	**.**%	No
Office/Clerical	11.69%	7.00%	**.**%	**.**%	**.**%	-

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	65.52%	57.91%	**.**%	84.21%	82.76%	-
Professionals	75.21%	63.89%	80.50%	68.80%	76.50%	-
Technicians	78.26%	57.20%	**.**%	**.**%	76.92%	-
Office/Clerical	79.03%	71.04%	85.71%	90.91%	87.50%	-

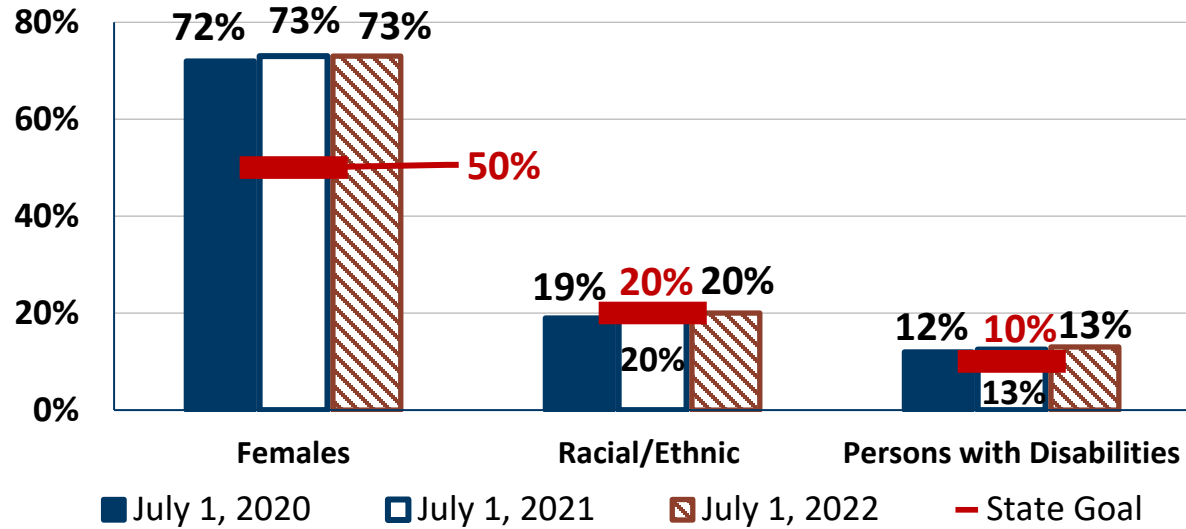
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	74.78%	20.26%	9.70%



Department of Housing

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%*	15.38%	**.**%*	**.**%*	**.**%*	Yes
Professionals	19.70%	14.38%	**.**%*	**.**%*	**.**%*	-
Technicians	**.**%*	12.50%	**.**%*	**.**%*	**.**%*	-
Paraprofessionals	**.**%*	13.70%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	**.**%*	11.20%	**.**%*	**.**%*	**.**%*	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%*	9.25%	**.**%*	**.**%*	**.**%*	-
Professionals	11.33%	7.13%	**.**%*	**.**%*	**.**%*	-
Technicians	**.**%*	10.60%	**.**%*	**.**%*	**.**%*	-
Paraprofessionals/Admin	**.**%*	8.37%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	**.**%*	2.72%	**.**%*	**.**%*	**.**%*	-

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	65.79%	53.36%	**.**%*	**.**%*	**.**%*	-
Professionals	72.91%	61.08%	73.33%	78.57%	75.00%	-
Technicians	**.**%*	77.20%	**.**%*	**.**%*	**.**%*	-
Paraprofessionals	94.74%	71.45%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	86.67%	34.24%	**.**%*	**.**%*	**.**%*	-

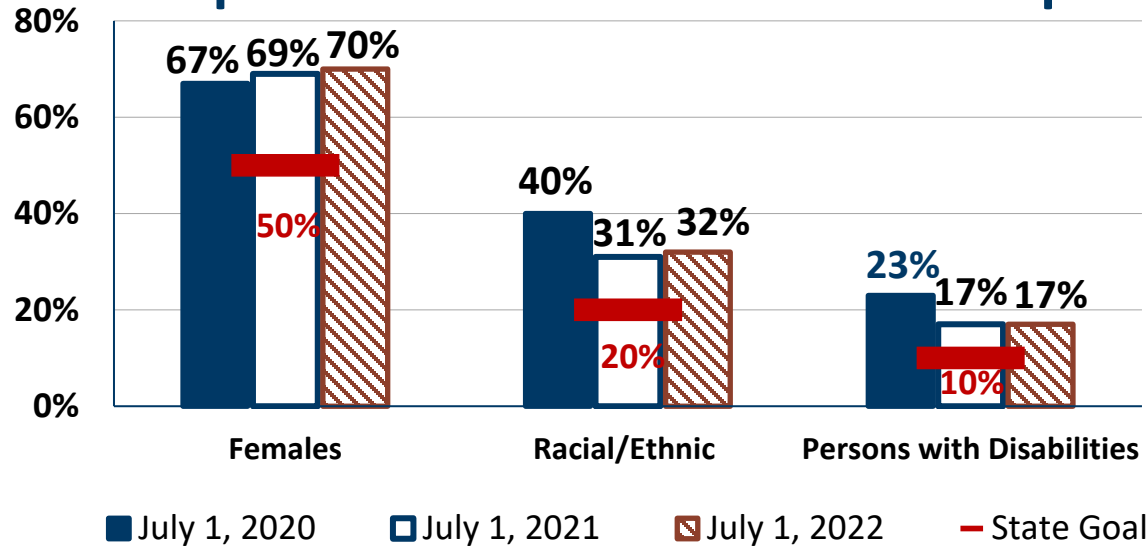
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	68.18%	**.**%*	**.**%*



Department of Human Rights

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%	0.00%	**.**%	**.**%	**.**%	-
Professionals	**.**%	6.84%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	10.40%	**.**%	**.**%	**.**%	-
Office/Clerical	**.**%	18.02%	**.**%	**.**%	**.**%	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%	3.05%	**.**%	**.**%	**.**%	-
Professionals	**.**%	2.21%	**.**%	**.**%	**.**%	-
Paraprofessionals/Admin	**.**%	2.00%	**.**%	**.**%	**.**%	-
Office/Clerical	**.**%	2.57%	**.**%	**.**%	**.**%	-

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	**.**%	84.88%	**.**%	**.**%	**.**%	-
Professionals	**.**%	75.53%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	86.50%	**.**%	**.**%	**.**%	-
Office/Clerical	100.00%	92.12%	**.**%	**.**%	92.86%	-

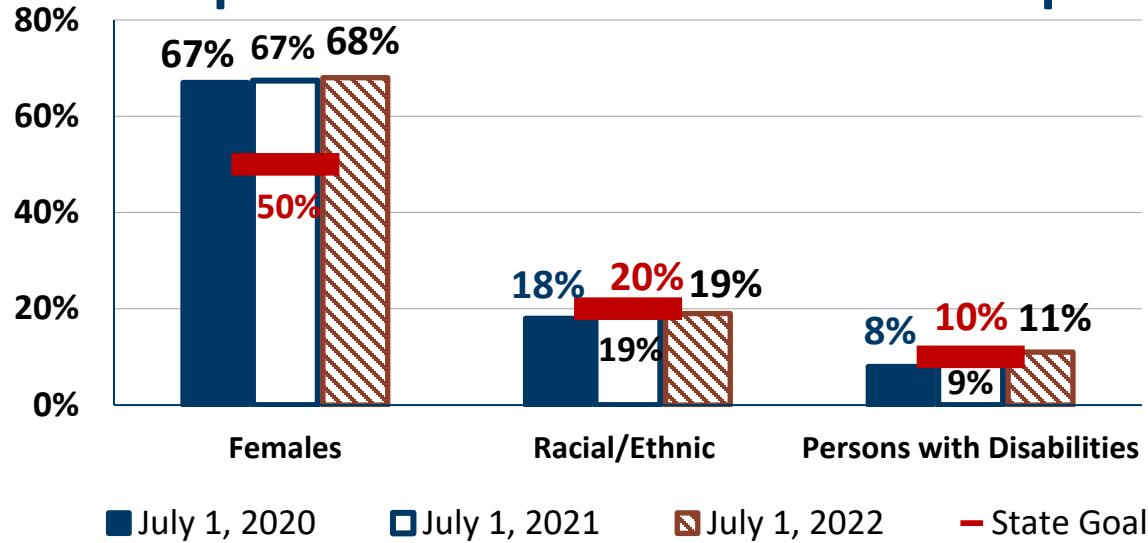
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	**.**%	**.**%	**.**%



Department of Human Services

Representation of Protected Groups



Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	63.53%	70.60%	**.**%*	80.49%	76.36%	Yes
Professionals	73.57%	79.88%	75.57%	72.30%	74.39%	No
Paraprofessionals	61.58%	72.90%	67.16%	62.21%	66.41%	No
Office/Clerical	87.10%	80.65%	84.34%	85.71%	84.62%	-
Skilled Craft	**.**%*	8.15%	**.**%*	**.**%*	**.**%*	No
Service Maintenance	46.51%	9.12%	46.97%	**.**%*	45.12%	-

Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	14.29%	24.95%	**.**%*	31.71%	32.73%	Yes
Professionals	18.40%	27.09%	22.26%	23.47%	22.70%	No
Paraprofessionals	18.53%	28.36%	23.46%	30.41%	24.51%	No
Office/Clerical	16.77%	14.14%	34.94%	**.**%*	31.73%	-
Skilled Craft	**.**%*	18.12%	**.**%*	**.**%*	**.**%*	No
Service Maintenance	9.30%	9.65%	**.**%*	**.**%*	13.41%	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	8.21%	7.02%	**.**%*	**.**%*	**.**%*	-
Professionals	9.01%	6.91%	13.84%	11.42%	12.96%	-
Paraprofessionals/Admin	6.75%	6.73%	14.24%	11.52%	13.83%	-
Office/Clerical	15.81%	5.43%	**.**%*	**.**%*	**.**%*	-
Skilled Craft	**.**%*	10.06%	**.**%*	**.**%*	**.**%*	-
Service Maintenance	**.**%*	7.93%	**.**%*	**.**%*	**.**%*	Yes

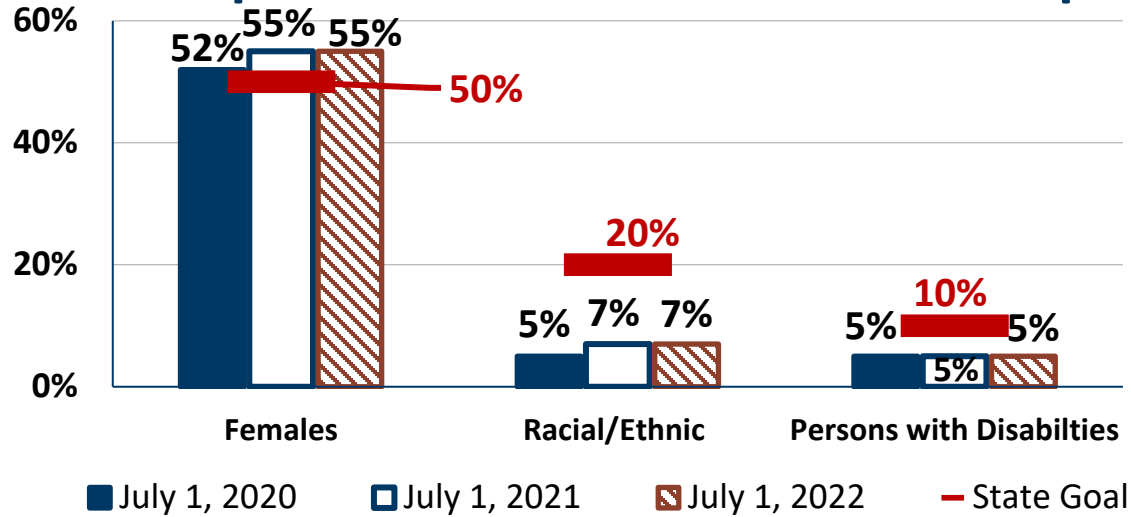
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	67.02%	19.01%	10.39%



Iron Range Resources and Rehabilitation

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%	45.00%	**.**%	**.**%	**.**%	-
Professionals	**.**%	1.04%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	1.98%	**.**%	**.**%	**.**%	-
Skilled Craft	**.**%	25.15%	**.**%	**.**%	**.**%	-
Service Maintenance	**.**%	3.90%	**.**%	**.**%	**.**%	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%	3.30%	**.**%	**.**%	**.**%	-
Professionals	**.**%	1.04%	**.**%	**.**%	**.**%	-
Paraprofessionals/Admin	**.**%	6.65%	**.**%	**.**%	**.**%	-
Skilled Craft	**.**%	13.25%	**.**%	**.**%	**.**%	-
Service Maintenance	**.**%	2.80%	**.**%	**.**%	**.**%	-

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	**.**%	46.07%	**.**%	**.**%	**.**%	-
Professionals	57.14%	64.83%	**.**%	**.**%	**.**%	Yes
Paraprofessionals	**.**%	63.38%	**.**%	**.**%	**.**%	-
Skilled Craft	**.**%	1.70%	**.**%	**.**%	**.**%	-
Service Maintenance	**.**%	1.80%	**.**%	**.**%	**.**%	-

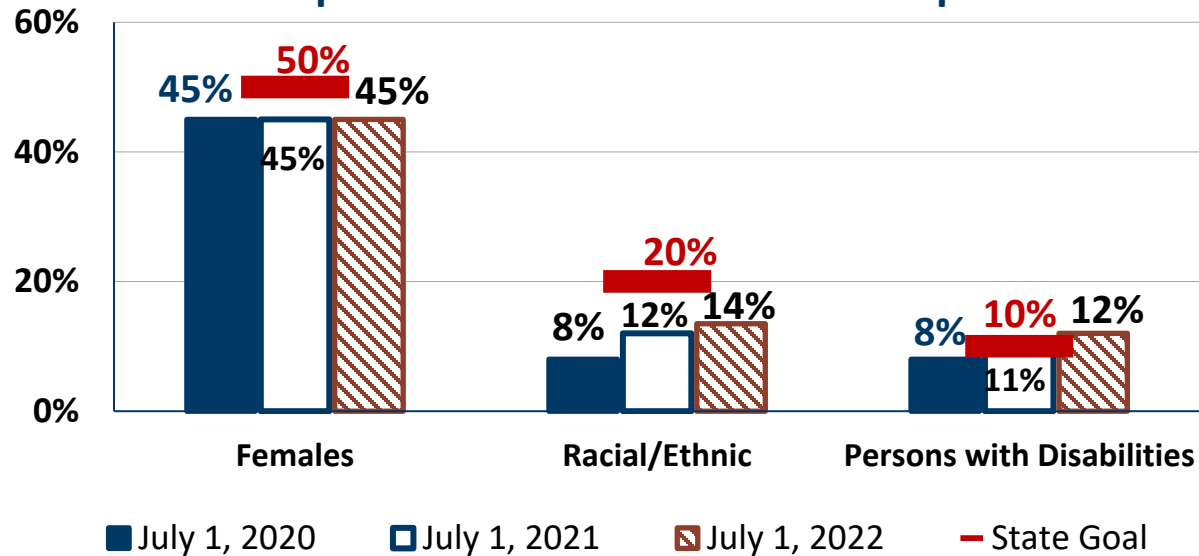
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	0.00%	0.00%	0.00%



Department of Labor and Industry

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%	10.98%	**.**%	**.**%	**.**%	-
Professionals	10.06%	10.20%	**.**%	**.**%	15.24%	-
Technicians	**.**%	11.02%	**.**%	**.**%	**.**%	-
Office Clerical/Paraprofessionals	17.20%	17.38%	**.**%	**.**%	**.**%	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%	5.79%	**.**%	**.**%	**.**%	-
Professionals	8.49%	7.22%	20.29%	**.**%	17.14%	-
Technicians	**.**%	11.46%	**.**%	**.**%	**.**%	-
Office/Clerical/Paraprofessionals	**.**%	5.90%	**.**%	**.**%	**.**%	-

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	57.14%	45.42%	**.**%	**.**%	**.**%	-
Professionals	38.05%	47.01%	28.99%	41.67%	33.33%	No
Technicians	**.**%	62.82%	**.**%	**.**%	**.**%	No
Office/Clerical/Paraprofessionals	80.65%	77.55%	**.**%	**.**%	75.00%	-

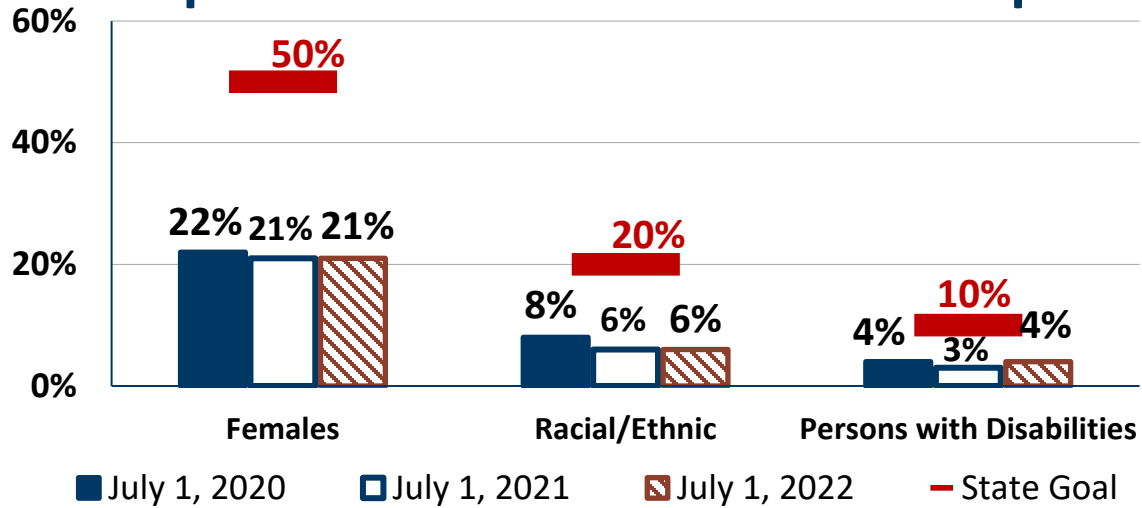
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	55.70%	13.92%	**.**%



Department of Military Affairs

Representation of Protected Groups



Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	**.**%	11.79%	**.**%	**.**%	**.**%	-
Professionals	22.28%	56.34%	22.22%	**.**%	26.61%	No
Technicians	**.**%	14.39%	**.**%	**.**%	**.**%	-
Protective Svcs. Non-Sworn	**.**%	20.27%	**.**%	**.**%	**.**%	-
Office/Clerical	88.46%	77.05%	**.**%	**.**%	83.33%	-
Skilled Craft	**.**%	2.79%	**.**%	**.**%	**.**%	-
Service Maintenance	**.**%	35.31%	**.**%	**.**%	32.26%	No

Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%	2.04%	**.**%	**.**%	**.**%	-
Professionals	11.92%	7.58%	13.13%	**.**%	11.93%	-
Technicians	**.**%	9.80%	**.**%	**.**%	**.**%	-
Protective Svcs. Non-Sworn	**.**%	14.75%	**.**%	**.**%	**.**%	-
Office/Clerical	**.**%	10.37%	**.**%	**.**%	**.**%	Yes
Skilled Craft	**.**%	11.03%	**.**%	**.**%	**.**%	No
Service Maintenance	**.**%	19.91%	**.**%	**.**%	**.**%	No

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%	1.20%	**.**%	**.**%	**.**%	-
Professionals	**.**%	4.12%	**.**%	**.**%	**.**%	-
Technicians	**.**%	3.68%	**.**%	**.**%	**.**%	-
Protective Svcs, Non-Sworn	**.**%	5.25%	**.**%	**.**%	**.**%	-
Office/Clerical	**.**%	15.38%	**.**%	**.**%	**.**%	-
Skilled Craft	**.**%	5.15%	**.**%	**.**%	**.**%	-
Service Maintenance	**.**%	10.04%	**.**%	**.**%	**.**%	No

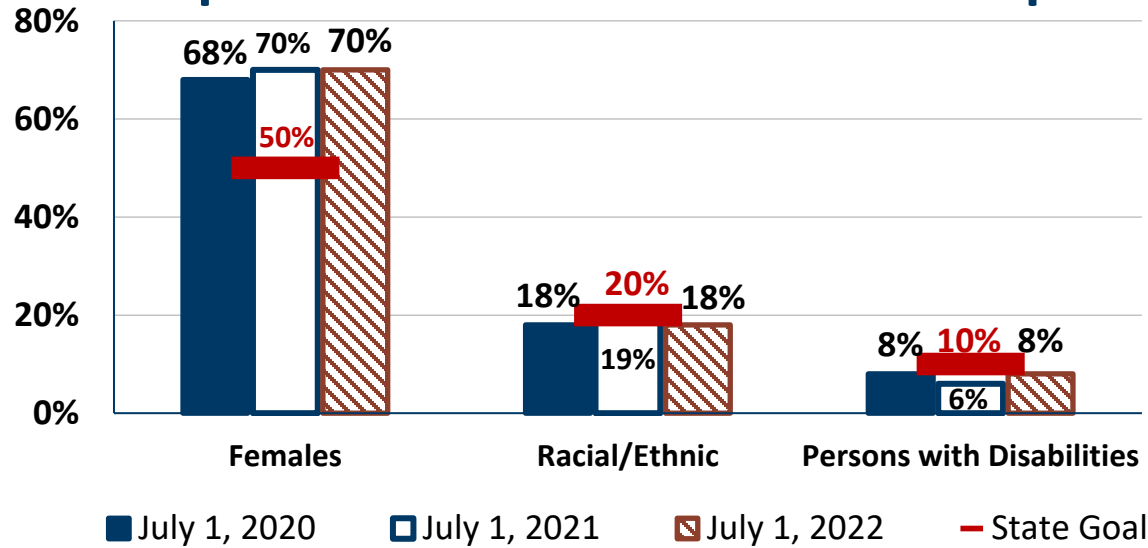
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	27.23%	13.09%	**.**%



Minnesota Management and Budget

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%*	23.94%	**.**%*	**.**%*	**.**%*	No
Professionals	19.55%	20.78%	28.95%	**.**%*	24.53%	Yes
Technicians	**.**%*	8.30%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	**.**%*	26.94%	**.**%*	**.**%*	**.**%*	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%*	5.76%	**.**%*	**.**%*	**.**%*	-
Professionals	8.38%	7.69%	**.**%*	**.**%*	**.**%*	-
Technicians	**.**%*	8.60%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	**.**%*	16.16%	**.**%*	**.**%*	**.**%*	-

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	57.58%	59.92%	60.00%	**.**%*	65.71%	Yes
Professionals	69.83%	68.22%	73.68%	73.33%	73.58%	-
Technicians	**.**%*	87.00%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	84.21%	81.64%	**.**%*	**.**%*	**.**%*	-

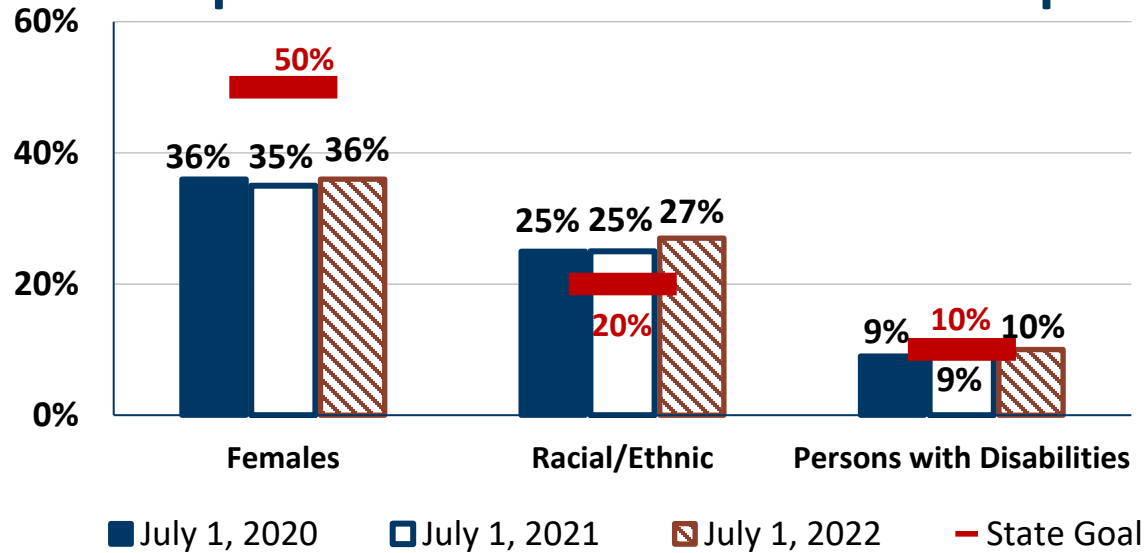
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	68.52%	24.07%	**.**%*



Minnesota IT Services

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	17.95%	13.77%	**.**%	**.**%	**.**%	-
Professionals	25.49%	25.93%	37.50%	25.35%	34.01%	Yes
Technicians	**.**%	26.00%	**.**%	**.**%	**.**%	No
Paraprofessionals	**.**%	28.38%	**.**%	**.**%	**.**%	-
Office/Clerical	**.**%	15.55%	**.**%	**.**%	**.**%	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	15.38%	10.42%	**.**%	**.**%	**.**%	-
Professionals	8.54%	4.76%	11.65%	14.08%	12.35%	-
Technicians	**.**%	1.76%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	5.32%	**.**%	**.**%	**.**%	-
Office/Clerical	**.**%	3.18%	**.**%	**.**%	**.**%	-

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	33.33%	33.03%	**.**%	**.**%	**.**%	-
Professionals	35.72%	30.57%	38.92%	38.03%	38.66%	-
Technicians	38.46%	28.44%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	43.64%	**.**%	**.**%	**.**%	-
Office/Clerical	100.00%	95.80%	**.**%	**.**%	**.**%	-

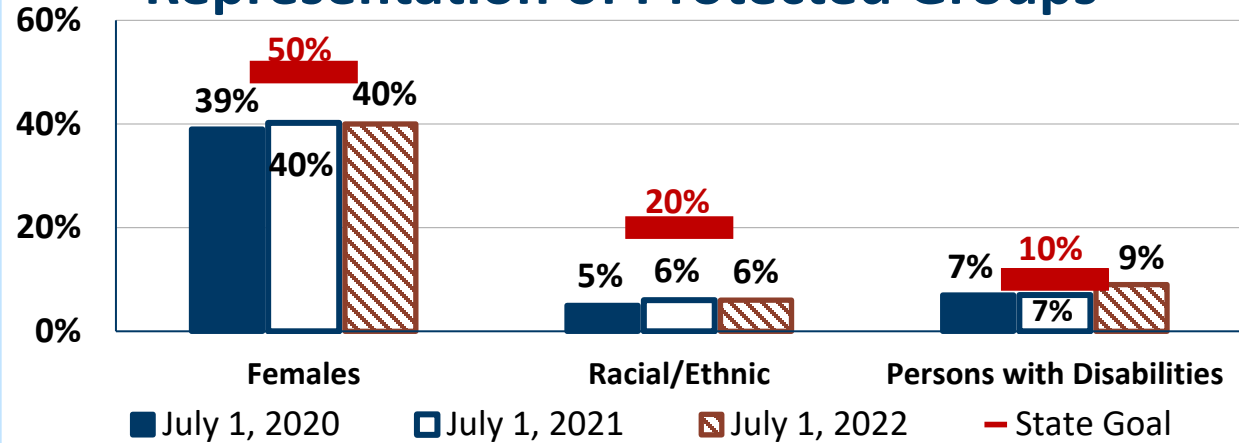
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	38.18%	24.85%	12.73%



Department of Natural Resources

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%	5.27%	**.**%	**.**%	**.**%	No
Professionals	4.78%	5.99%	8.64%	8.70%	8.66%	Yes
Technicians	**.**%	9.58%	**.**%	**.**%	**.**%	No
Protective Svcs, Sworn	10.87%	11.01%	**.**%	**.**%	**.**%	-
Protective Svcs. Non-Sworn	**.**%	8.50%	**.**%	**.**%	**.**%	Yes
Paraprofessionals	**.**%	9.64%	**.**%	**.**%	**.**%	-
Office/Clerical	5.24%	9.38%	11.21%	**.**%	11.72%	Yes
Skilled Craft	**.**%	4.88%	**.**%	**.**%	**.**%	-
Service Maintenance	4.90%	7.73%	7.37%	**.**%	7.45%	No

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	10.24%	8.99%	**.**%	**.**%	**.**%	-
Professionals	8.37%	5.84%	7.41%	9.57%	8.30%	-
Technicians	5.99%	5.34%	**.**%	**.**%	**.**%	-
Protective Svcs. Sworn	**.**%	5.50%	**.**%	**.**%	**.**%	Yes
Protective Svcs. Non-Sworn	**.**%	3.87%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	6.87%	**.**%	**.**%	**.**%	-
Office/Clerical	10.86%	7.39%	**.**%	**.**%	10.16%	-
Skilled Craft	**.**%	4.71%	**.**%	**.**%	**.**%	No
Service Maintenance	5.77%	5.25%	7.19%	**.**%	7.45%	-

Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	36.51%	5.00%	7.83%

Progress Report Toward Goals (FY 2020-FY2022)

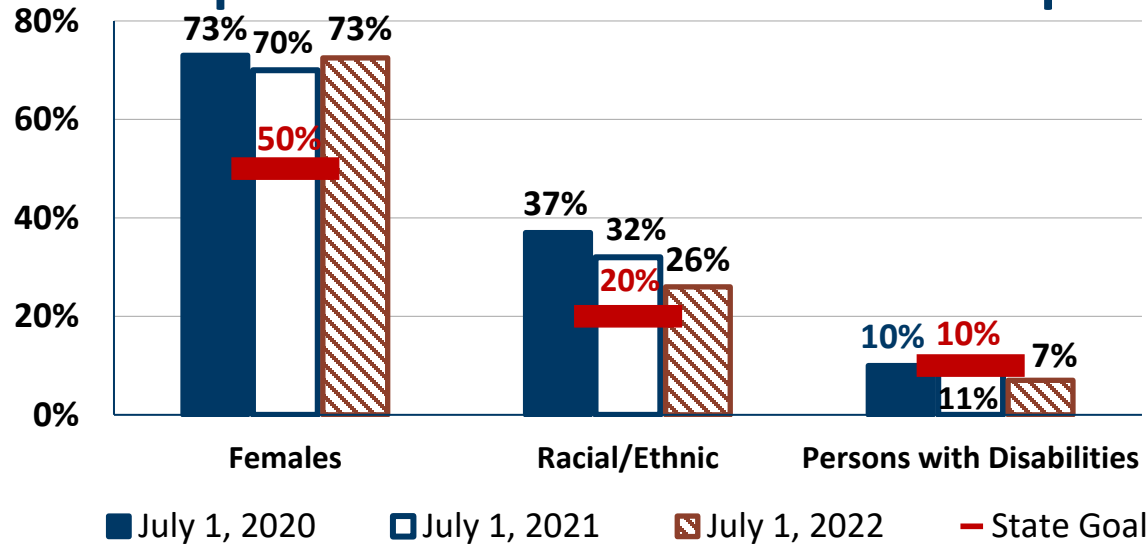
Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	33.86%	36.81%	**.**%	**.**%	54.55%	Yes
Professionals	39.31%	39.83%	49.38%	47.83%	48.74%	Yes
Technicians	22.10%	24.91%	40.58%	**.**%	37.36%	Yes
Protective Svcs. Sworn	14.13%	13.59%	**.**%	**.**%	**.**%	-
Protective Svcs. Non-Sworn	**.**%	11.10%	**.**%	**.**%	**.**%	-
Paraprofessionals	84.62%	88.51%	**.**%	**.**%	**.**%	-
Office/Clerical	89.89%	87.24%	55.17%	83.33%	57.81%	-
Skilled Craft	**.**%	6.33%	**.**%	**.**%	**.**%	No
Service Maintenance	37.59%	14.63%	42.99%	**.**%	42.29%	-



Office of Higher Education

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%	11.89%	**.**%	**.**%	**.**%	-
Professionals/Paraprofessionals	41.67%	21.79%	**.**%	**.**%	**.**%	-
Technicians	**.**%	17.01%	**.**%	**.**%	**.**%	-
Office/Clerical	**.**%	23.67%	**.**%	**.**%	**.**%	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%	3.16%	**.**%	**.**%	**.**%	-
Professionals/Paraprofessionals	**.**%	5.76%	**.**%	**.**%	**.**%	-
Technicians	**.**%	7.56%	**.**%	**.**%	**.**%	-
Office/Clerical	**.**%	5.04%	**.**%	**.**%	**.**%	-

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	61.11%	37.37%	**.**%	**.**%	**.**%	-
Professionals/Paraprofessional	75.00%	69.24%	**.**%	**.**%	**.**%	-
Technicians	**.**%	70.66%	**.**%	**.**%	**.**%	-
Office/Clerical	**.**%	65.50%	**.**%	**.**%	**.**%	-

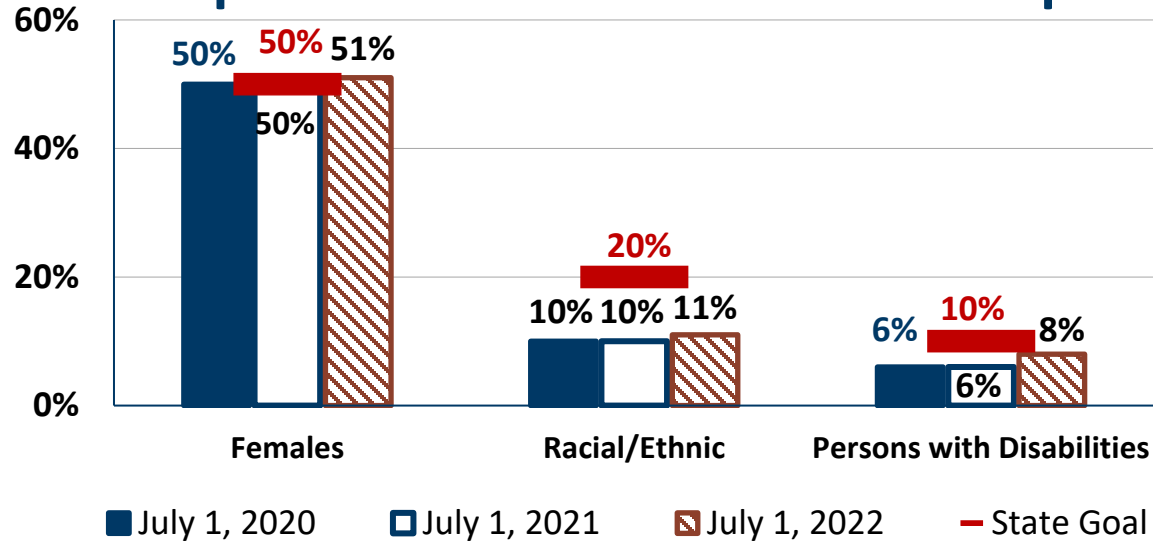
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	75.00%	50.00%	**.**%



Minnesota Pollution Control Agency

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%*	5.72%	**.**%*	**.**%*	**.**%*	-
Professionals	8.18%	14.60%	19.63%	18.18%	19.14%	Yes
Technicians/Paraprofessionals	25.00%	19.21%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	21.62%	17.34%	**.**%*	**.**%*	**.**%*	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%*	2.38%	**.**%*	**.**%*	**.**%*	-
Professionals	4.23%	7.09%	9.35%	**.**%*	8.64%	Yes
Technicians/Paraprofessionals	**.**%*	2.24%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	17.57%	5.51%	**.**%*	**.**%*	**.**%*	-

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	50.00%	35.46%	**.**%*	**.**%*	**.**%*	-
Professionals	45.98%	51.03%	57.94%	45.45%	53.70%	Yes
Technicians/Paraprofessional	56.82%	34.82%	45.83%	**.**%*	50.00%	-
Office/Clerical	79.73%	75.50%	85.00%	**.**%*	82.76%	-

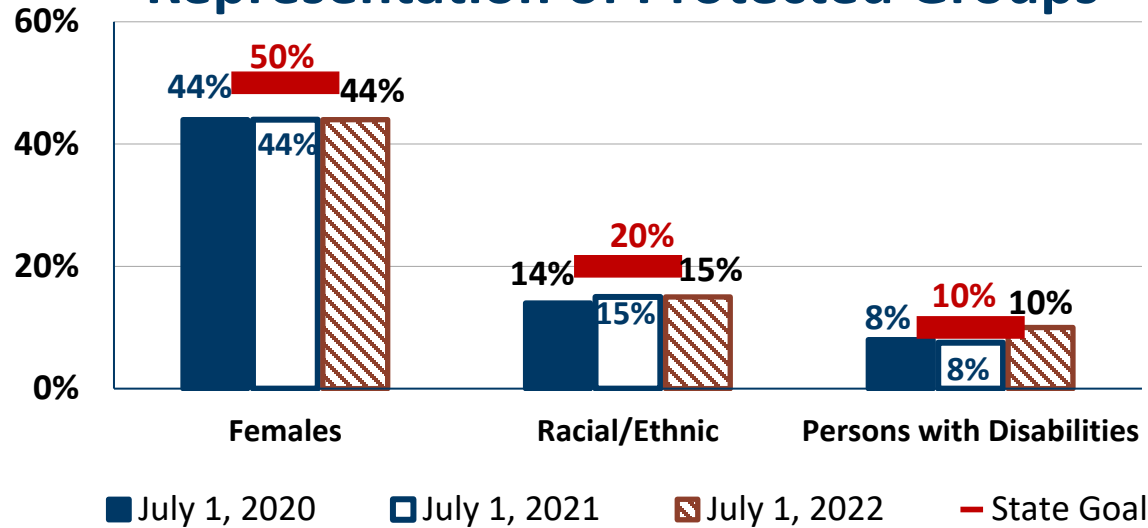
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	49.69%	12.42%	8.07%



Department of Public Safety

Representation of Protected Groups



Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	50.00%	28.84%	**.**%	**.**%	**.**%	-
Professionals	57.20%	55.87%	60.91%	70.00%	63.75%	-
Technicians	49.19%	44.04%	51.85%	**.**%	49.21%	-
Protective Svcs. Sworn	11.46%	11.88%	18.18%	**.**%	20.39%	Yes
Protective Svcs. Non-Sworn	37.69%	45.06%	44.66%	71.43%	51.45%	Yes
Office/Clerical	79.87%	77.23%	76.19%	63.41%	73.68%	-
Service Maintenance	**.**%	6.93%	**.**%	**.**%	**.**%	-

Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%	2.20%	**.**%	**.**%	**.**%	-
Professionals	9.68%	8.02%	13.64%	**.**%	12.50%	-
Technicians	8.11%	7.84%	**.**%	**.**%	15.87%	-
Protective Svcs. Sworn	8.60%	13.03%	17.05%	**.**%	19.42%	Yes
Protective Svcs. Non-Sworn	20.10%	21.40%	29.13%	**.**%	24.64%	Yes
Office/Clerical	26.55%	26.55%	28.57%	34.15%	29.67%	-
Service Maintenance	**.**%	4.60%	**.**%	**.**%	**.**%	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%	1.93%	**.**%	**.**%	**.**%	-
Professionals	7.10%	7.81%	12.73%	**.**%	13.13%	Yes
Technicians	7.57%	7.09%	**.**%	**.**%	**.**%	-
Protective Svcs. Sworn	1.43%	3.27%	**.**%	**.**%	**.**%	No
Protective Svcs. Non-Sworn	12.56%	10.29%	19.42%	**.**%	18.12%	-
Office/Clerical	16.70%	10.59%	13.10%	**.**%	14.83%	-
Service Maintenance	**.**%	4.64%	**.**%	**.**%	**.**%	-

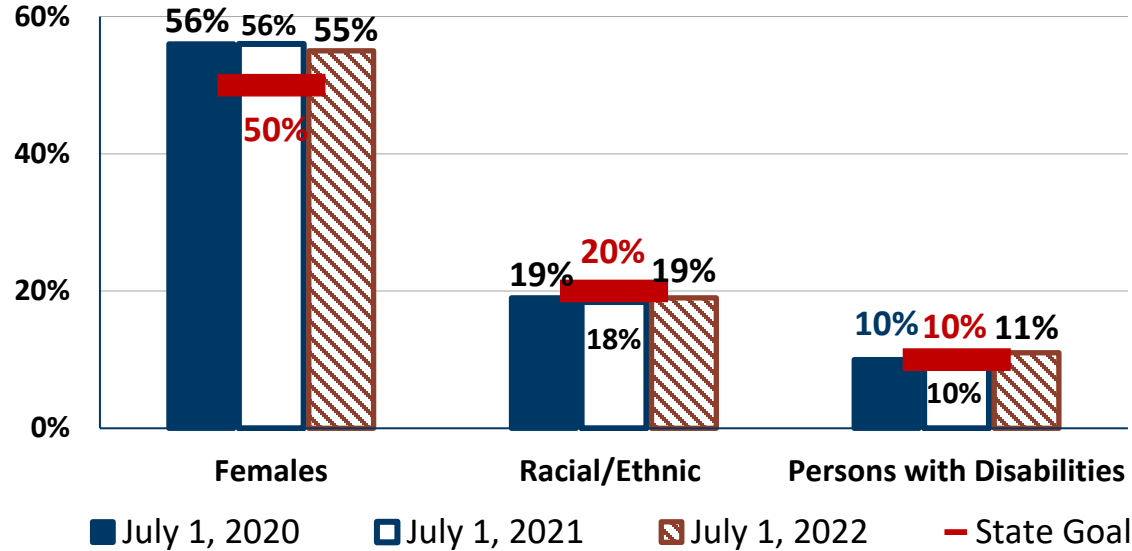
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	50.73%	18.37%	12.53%



Department of Revenue

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%*	10.51%	**.**%*	**.**%*	**.**%*	-
Professionals	17.58%	14.69%	31.25%	25.30%	27.48%	-
Technicians	18.81%	13.96%	31.25%	**.**%*	33.33%	-
Paraprofessionals	**.**%*	21.41%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	26.62%	21.87%	**.**%*	**.**%*	**.**%*	-

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%*	8.26%	**.**%*	**.**%*	**.**%*	-
Professionals	9.31%	5.13%	**.**%*	**.**%*	7.63%	-
Technicians	12.87%	3.39%	**.**%*	**.**%*	**.**%*	-
Paraprofessionals	**.**%*	5.34%	**.**%*	**.**%*	**.**%*	-
Office/Clerical	11.04%	6.53%	**.**%*	**.**%*	**.**%*	-

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	63.83%	44.26%	**.**%*	**.**%*	66.67%	-
Professionals	53.29%	51.75%	45.83%	49.40%	48.09%	-
Technicians	59.41%	53.94%	65.63%	**.**%*	69.44%	-
Paraprofessionals	**.**%*	61.06%	**.**%*	**.**%*	**.**%*	No
Office/Clerical	78.57%	66.21%	66.67%	**.**%*	70.00%	-

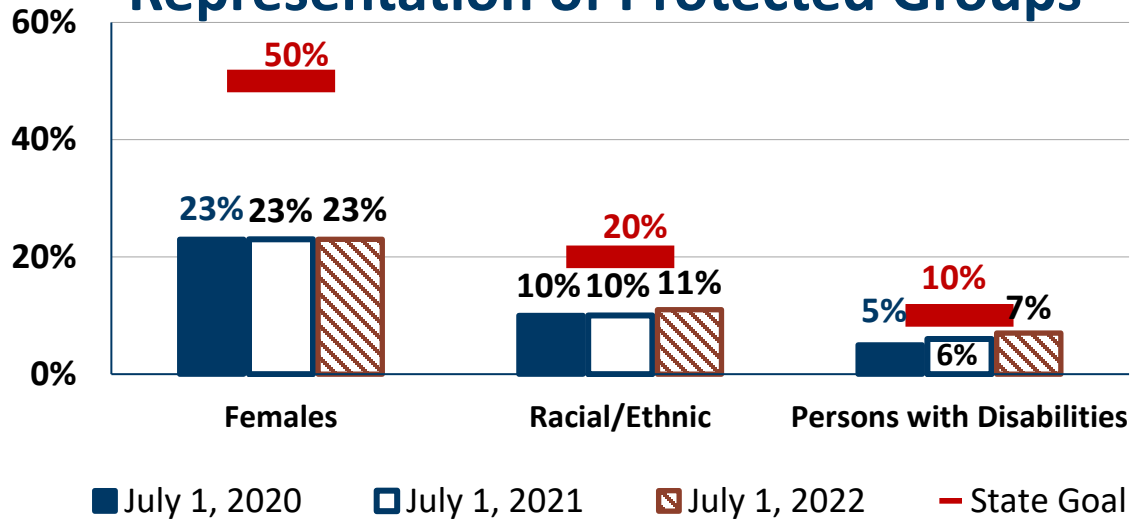
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	59.80%	59.81%	20.10%



Department of Transportation

Representation of Protected Groups



Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	39.15%	37.73%	**.**%	**.**%	48.28%	-
Professionals	40.35%	45.30%	50.58%	44.85%	48.35%	Yes
Technicians	14.95%	13.74%	16.33%	10.38%	12.46%	-
Paraprofessionals	**.**%	0.00%	34.62%	**.**%	34.97%	-
Office/Clerical	83.62%	79.96%	65.45%	**.**%	67.19%	-
Skilled Craft	**.**%	2.24%	**.**%	**.**%	**.**%	No
Service Maintenance	8.67%	29.65%	10.86%	**.**%	10.17%	No

Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%	6.70%	**.**%	**.**%	**.**%	Yes
Professionals	14.20%	12.31%	22.39%	19.39%	21.23%	-
Technicians	8.26%	10.65%	**.**%	8.74%	8.90%	No
Paraprofessionals	**.**%	0.00%	24.18%	**.**%	24.04%	-
Office/Clerical	15.82%	16.16%	**.**%	**.**%	15.63%	-
Skilled Craft	5.00%	11.99%	**.**%	**.**%	**.**%	No
Service Maintenance	10.62%	22.40%	12.41%	15.94%	12.79%	No

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	7.41%	5.57%	**.**%	**.**%	**.**%	-
Professionals	6.10%	4.82%	10.42%	7.27%	9.20%	-
Technicians	4.59%	3.81%	**.**%	**.**%	3.56%	-
Paraprofessionals	**.**%	0.00%	8.24%	**.**%	8.20%	-
Office/Clerical	12.43%	8.56%	**.**%	**.**%	**.**%	-
Skilled Craft	**.**%	5.84%	**.**%	**.**%	**.**%	Yes
Service Maintenance	5.34%	11.59%	9.31%	**.**%	9.71%	No

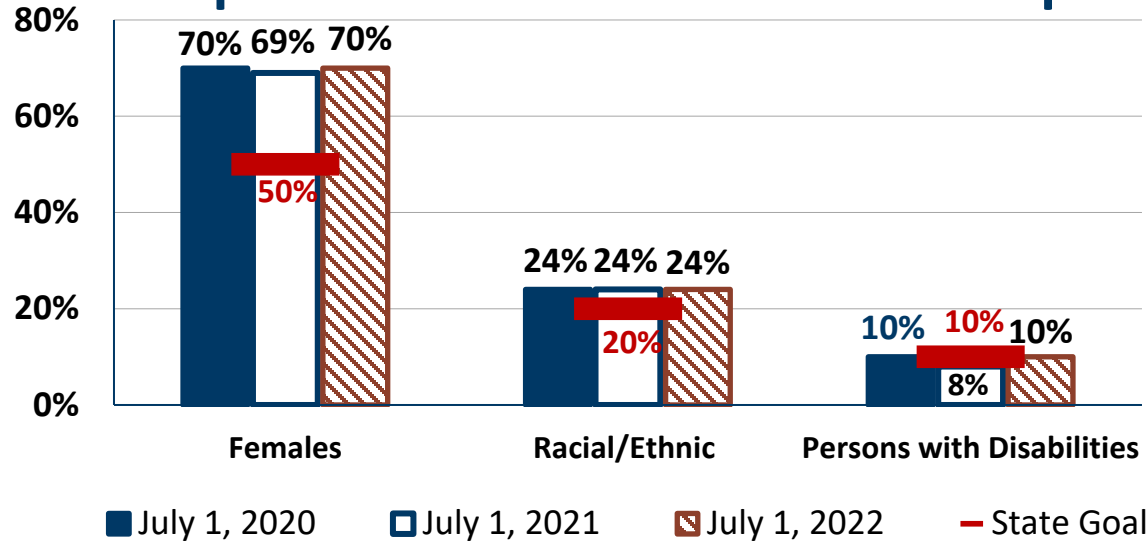
Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	21.88%	12.97%	7.56%



Department of Veterans Affairs

Representation of Protected Groups



Racial/Ethnic Minorities (R/E) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	**.**%	4.21%	**.**%	**.**%	**.**%	-
Professionals	15.24%	14.05%	18.40%	34.09%	22.49%	-
Technicians	33.57%	24.76%	26.67%	**.**%	26.56%	-
Paraprofessionals	37.63%	35.14%	26.84%	**.**%	27.00%	-
Office/Clerical	16.67%	16.97%	**.**%	**.**%	**.**%	-
Skilled Craft	**.**%	11.75%	**.**%	**.**%	**.**%	No
Service Maintenance	17.96%	33.14%	16.91%	**.**%	17.30%	No

Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	46.43%	31.89%	**.**%	**.**%	**.**%	-
Professionals	14.71%	8.88%	15.20%	**.**%	13.61%	-
Technicians	**.**%	3.57%	16.67%	**.**%	15.63%	-
Paraprofessionals	5.29%	6.54%	12.55%	**.**%	12.24%	Yes
Office/Clerical	13.89%	6.55%	**.**%	**.**%	**.**%	-
Skilled Craft	**.**%	10.60%	**.**%	**.**%	**.**%	-
Service Maintenance	10.18%	19.68%	13.67%	**.**%	13.15%	No

Progress Report Toward Goals (FY 2020-FY2022)

Females Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females	Prior AAP Availability Females	Females Hired	Females Promoted	Actual Females Hiring	Females Goals Met?
Officials/Administrators	46.43%	43.66%	**.**%	**.**%	**.**%	-
Professionals	71.39%	71.18%	73.60%	70.45%	72.78%	-
Technicians	88.11%	85.28%	93.33%	**.**%	92.19%	-
Paraprofessionals	73.78%	77.82%	81.82%	**.**%	81.86%	Yes
Office/Clerical	86.11%	77.49%	64.52%	**.**%	66.67%	-
Skilled Craft	**.**%	6.35%	**.**%	**.**%	**.**%	-
Service Maintenance	61.08%	53.08%	58.27%	**.**%	57.09%	-

Total Separations FY 2020 – FY 2022

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	70.11%	19.27%	11.38%