

Table of Contents
Minnesota Department of Human Rights

<i>Agency Profile</i>	1
Agency Expenditure Overview	4
Agency Financing by Fund	5
Agency Change Summary	7

<https://mn.gov/mdhr/>

AT A GLANCE

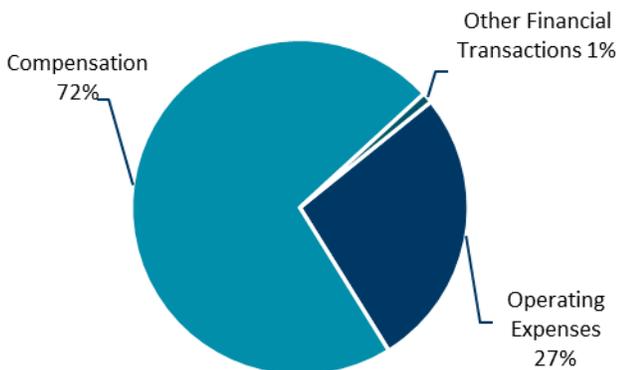
- The Minnesota Department of Human Rights (“MDHR”) is the state’s civil rights enforcement agency and envisions a world where everyone can lead lives full of dignity and joy, free from discrimination.
- The Minnesota Human Rights Act (“the Act”) was signed into law in 1967 and protects the civil rights of all Minnesotans in every county in the state.
- The Act protects Minnesotans and tasks MDHR with enforcement duties in employment, housing, education, credit, public accommodations, and public services based on a person’s protected class, such as: race, religion, disability, national origin, sex, marital status, familial status, age, sexual orientation, and gender identity.
- The Act also tasks MDHR with regulating state contractors to ensure men and women are compensated equally for equal work, and to ensure that contractors are making good faith efforts to maintain inclusive and equitable workforces so that the companies’ employees reflect Minnesota’s vibrant communities.
- Of the cases investigated by MDHR during this period, disability discrimination was the most common charge, followed by race, then sex discrimination.

PURPOSE

The Minnesota Department of Human Rights is the state’s civil rights enforcement agency and envisions a world where everyone can lead lives full of dignity and joy, free from discrimination.

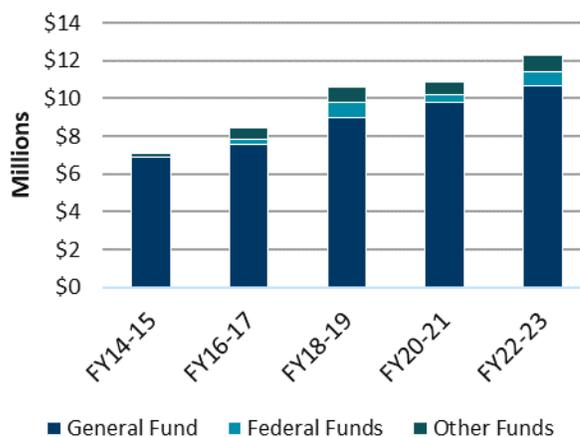
BUDGET

**Spending by Category
FY 2023 Actual**



Source: Budget Planning & Analysis System (BPAS)

Historical Spending



Source: Consolidated Fund Statement

MDHR’s budget primarily comes from the state’s general fund, with a small amount of additional revenue generated from issuing equal pay and workforce certificates to state contractors and fees from educational trainings. MDHR receives approximately \$200,000 annually under a workshare agreement with the Equal Employment Opportunity Commission (EEOC) as payment for investigations of employment discrimination cases. Over 90 percent of MDHR’s expenses are payroll, rent, and IT expenses.

STRATEGIES

The work of MDHR falls into three broad areas:

- **Investigate Claims of Discrimination and Disparate Impact:** Since its establishment in 1967, the Department investigates complaints of discrimination and issues determinations as to whether probable cause exists that discrimination has occurred. At any point in the process, parties are offered voluntary mediation to attempt to settle their concerns without a full investigation. If that is unsuccessful, or parties choose not to participate, the Department conducts a full investigation into the case and issues a determination. When the Department finds probable cause of discrimination, the Department attempts to conciliate a settlement between the parties that will resolve the discriminatory practices, make the charging party whole, avoid future instances of discrimination, and avoid litigation. The Department’s civil rights investigation process is free and does not require representation by an attorney.
- **Ensure Equal Employment Opportunity with State Contractors:** Through the Office of Equity and Inclusion for Minnesota Businesses, the Department issues workforce certificates and Equal Pay Certificates to large state contract vendors. This ensures that such vendors comply with federal and state equal employment opportunity laws. The Department also monitors the good faith efforts of state contract vendors with a workforce certificate to implement equal employment opportunities. Since 2014, the Department has worked with contractors who hold Equal Pay Certificates to ensure that they are following all required equal pay laws to prevent gender-based pay disparities. The Department has implemented a strategic compliance model to focus monitoring and compliance efforts on the most likely violations of state law.
- **Community Engagement and Education to Eliminate Discrimination & Disparate Treatment:** The Department uses community engagement, education, and outreach to educate community members and to find solutions to overt and subtle discriminatory practices in our systems and communities. The Department actively participates in interagency work as part of the Olmstead Subcabinet, the Minnesota Interagency Council on Homelessness, the Minnesota Emerging Entrepreneur Board, the Minnesota Council on Disability, and other areas.

RESULTS

Measure name	Measure type	Measure data source	Historical trend	Most recent data
Charges of discrimination under the Human Rights Act filed with MDHR.	Quantity	MDHR formally reviews this data twice annually as part of the agency’s legislative reporting obligations. This data is included in MDHR’s twice annual reports to the legislature on agency civil rights investigations and resolutions.	The data demonstrates an approximate 43 percent increase in the total number of charges Minnesotans have filed with MDHR between fiscal year (FY)22 and FY23.	FY22: 427 charges FY23: 611 charges

Measure name	Measure type	Measure data source	Historical trend	Most recent data
Number of cases successfully mediated by both parties through MDHR's voluntary alternative dispute resolution process.	Quantity	MDHR's Alternative Dispute Resolution (ADR) team compiles mediation data as part of the agency's semi-annual reporting obligations. This data is included in MDHR's twice annual reports to the legislature on agency civil rights investigations and resolutions.	As a strictly voluntary program, mediation is only scheduled when both parties agree to participate in the mediation process; to that end, this data shows a relatively consistent rate of ADR utilization.	FY22: 60 cases mediated FY23: 56 cases mediated
Investigative case inventory.	Quantity	MDHR continuously monitors cases moving through the investigatory process. This data is included in MDHR's twice annual reports to the legislature on agency civil rights investigations and resolutions.	The data demonstrates a relatively consistent case inventory.	FY22: 1,188 cases FY23: 1,273 cases
Equal Pay Certificates issued to state contractors, ensuring that men and women are compensated equally for equal work.	Quantity	MDHR formally compiles equal pay data biennially as part of the agency's legislative reporting obligations. This data is included in MDHR's biennial equal pay certificate of compliance report.	The data shows a 29 percent increase in the total number of Equal Pay Certificates issued during the most recent reporting period.	January 1, 2020 - December 31, 2021: 830 equal pay certificates issued January 1, 2022, to December 31, 2023: 1,071 equal pay certificates issued

The Minnesota Department of Human Rights is authorized under Minnesota Statutes, Chapter 363A <https://www.revisor.mn.gov/statutes/cite/363A>.

Ban the Box for Private Employers and MDHR's jurisdiction is authorized under Minnesota Statutes, Chapter 364 <https://www.revisor.mn.gov/statutes/cite/364>.

MDHR's twice annual reports on agency civil rights investigations and resolutions can be found on the agency website at <https://mn.gov/mdhr/news-community/reports/legislative-report.jsp>. MDHR's biennial equal pay certificate compliance report can be found on the agency website at <https://mn.gov/mdhr/news-community/reports/equal-pay-report.jsp>.

Human Rights

Agency Expenditure Overview

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
<u>Expenditures by Fund</u>						
1000 - General	5,147	5,497	7,308	9,097	8,884	8,884
2000 - Restrict Misc Special Revenue	469	401	0	359	356	363
2001 - Other Misc Special Revenue	61					
3015 - ARP-State Fiscal Recovery	297	443				
Total	5,974	6,341	7,308	9,456	9,240	9,247
Biennial Change				4,449		1,723
Biennial % Change				36		10

Expenditures by Program

Human Rights Enforcement	5,974	6,341	7,308	9,456	9,240	9,247
Total	5,974	6,341	7,308	9,456	9,240	9,247

Expenditures by Category

Compensation	4,500	4,571	5,575	6,800	6,951	7,126
Operating Expenses	1,467	1,726	1,724	2,606	2,283	2,115
Capital Outlay-Real Property	1	3				
Other Financial Transaction	6	41	9	50	6	6
Total	5,974	6,341	7,308	9,456	9,240	9,247

Full-Time Equivalent

	45.31	45.60	49.61	58.10	57.00	57.00
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Human Rights

Agency Financing by Fund

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
1000 - General						
Balance Forward In		386		704		
Direct Appropriation	5,433	5,530	8,017	8,398	8,889	8,889
Transfers Out	24	327	5	5	5	5
Cancellations		92				
Balance Forward Out	262		704			
Expenditures	5,147	5,497	7,308	9,097	8,884	8,884
Biennial Change in Expenditures				5,761		1,363
Biennial % Change in Expenditures				54		8
Full-Time Equivalents	42.05	42.16	49.59	55.15	54.05	54.05

2000 - Restrict Misc Special Revenue

Balance Forward In	817	1,094	1,401	1,979	2,129	2,282
Receipts	744	707	578	509	509	509
Balance Forward Out	1,091	1,400	1,979	2,129	2,282	2,428
Expenditures	469	401	0	359	356	363
Biennial Change in Expenditures				(511)		360
Biennial % Change in Expenditures				(59)		100
Full-Time Equivalents	3.26	2.91		2.95	2.95	2.95

2001 - Other Misc Special Revenue

Balance Forward In	20	2				
Receipts	44					
Transfers Out		2				
Balance Forward Out	2					
Expenditures	61					
Biennial Change in Expenditures				(61)		0
Biennial % Change in Expenditures						

2403 - Gift

Balance Forward In	18	26	0			
Receipts	8					
Transfers Out		25				
Balance Forward Out	26	0	0			

Human Rights

Agency Financing by Fund

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base FY26 FY27	
3015 - ARP-State Fiscal Recovery						
Balance Forward In		446				
Direct Appropriation	500					
Cancellations		3				
Balance Forward Out	203					
Expenditures	297	443				
Biennial Change in Expenditures				(740)	0	
Biennial % Change in Expenditures				(100)		
Full-Time Equivalents		0.53	0.02			

(Dollars in Thousands)

	FY25	FY26	FY27	Biennium 2026-27
Direct				
Fund: 1000 - General				
FY2025 Appropriations	8,429	8,429	8,429	16,858
Base Adjustments				
All Other One-Time Appropriations		(20)	(20)	(40)
Current Law Base Change		500	500	1,000
Allocated Reduction	(31)	(31)	(31)	(62)
Minnesota Paid Leave Allocation		11	11	22
Forecast Base	8,398	8,889	8,889	17,778
Dedicated				
Fund: 2000 - Restrict Misc Special Revenue				
Planned Spending	359	356	363	719
Forecast Base	359	356	363	719
Revenue Change Summary				
Dedicated				
Fund: 2000 - Restrict Misc Special Revenue				
Forecast Revenues	509	509	509	1,018