



January 14, 2026

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

Senator John Marty, Chair
Senate Finance Committee
3235 Minnesota Senate Building
Saint Paul, MN 55155

Senator Tou Xiong, Chair
Senate State and Local Government Committee
3203 Minnesota Senate Building
Saint Paul, MN 55155

Representative Zack Stephenson, Chair
Legislative Coordinating Commission
5th Floor, Centennial Office Building
Saint Paul, MN 55155

Representative Cedrick Frazier, Co-Chair
House Ways and Means Committee
5th Floor, Centennial Office Building
Saint Paul, MN 55155

Representative Paul Torkelson, Co-Chair
House Ways and Means Committee
2nd Floor, Centennial Office Building
Saint Paul, MN 55155

Representative Ginny Klevorn, Co-Chair
House State Government Committee
5th Floor, Centennial Office Building
Saint Paul, MN 55155

Representative Jim Nash, Co-Chair
House State Government Committee
2nd Floor, Centennial Office Building
Saint Paul, MN 55155

Dear Governor Walz, Senators, and Representatives:

Attached you will find a 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 and informed by submissions from the executive branch agencies.

Sincerely,

A handwritten signature in black ink that reads 'Erin M. Campbell'.

Erin Campbell
Commissioner



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, 2022, through June 30, 2024.

For questions about the report, please contact Erik Anderson, Director of Legislative and Intergovernmental Affairs at Erik.Anderson@state.mn.us.

For accessible formats of this document, contact Silvia Vaccaro, State Affirmative Action Officer, Minnesota Management and Budget, at Silvia.Vaccaro@state.mn.us.

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, 2022, through June 30, 2024.

MMB developed and issued reporting standards and procedures for measuring compliance. MMB has audited the records of the agencies in their Affirmative Action Plans to determine whether they met their hiring goals according to these criteria. These elements comprise a 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 a 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.

This report covers the executive branch cabinet agencies, cites the requirements, and summarizes 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
- Connect 700 Program (C700)

These programs are administered by the agencies' AA Officers, ADA Coordinators, and Human Resources offices with guidance from MMB.

Racial or ethnic minorities in the agencies' workforce have increased from 16.6% to 17.6%. This comes in the context of Minnesota's working-age population also increasing for affirmative action protected groups.

During the biennium, 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 recruitment. 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 agencies improving their rates of hiring affirmative action protected group members as follows.

Table 1. Representation of Protected Groups

Total Staffing of Cabinet Agencies	FY22	FY23	FY24
Females	50.9%	50.5%	51.0%
Persons with Disabilities	10.0%	11.5%	14.0%
Racial or Ethnic Minorities	15.9%	16.6%	17.6%

- From quarter 1 of fiscal year 2023 through quarter 4 of fiscal year 2024, in the cabinet agencies, female employees rose from 50.5% to 51%, representing an increase of .05%.
- Employees with disabilities rose from 11.5% to 14%, representing an increase of 2.5%.
- Racial or ethnic employees rose from 16.6% to 17.6%, representing an increase of 1%.

Partners in Instituting Diversity, Equity, Inclusivity, & Accessibility

Governor's Office of Equity, Opportunity, and Accessibility

The Governor's Office of Equity, Opportunity, and Accessibility drives many efforts included in the One Minnesota Plan. The office engages and partners with the public, including historically marginalized populations throughout the state, to improve the delivery of state programs and services. The Chief Equity Officer gathers input from community members and makes recommendations for state leaders on budget, policy, and executive actions. The office also engages with external partners on a variety of projects.

MMB's Office of Inclusion

The Office of Inclusion at MMB guides inclusion and accessibility initiatives for the employee enterprise. Its mission is to align and enhance policies and practices across agencies, making the state of Minnesota an employer of choice. The Office supports state agencies in developing innovative strategies to promote inclusive decision-making, education, policies, and broader representation. The Office works to instill access, fairness, and connection in agencies, ensuring employees feel engaged and supported. It leads strategy and fosters collaboration in alignment with the One Minnesota initiative and community-driven priorities. This includes partnering with the governor's office, enterprise employee resources in MMB, leading a community of subject matter experts, chairing the One Minnesota Council, vice-chairing the Governor's Community Council, and collaborating with agency leadership to implement shared inclusion goals.

Minnesota Management and Budget (MMB)

MMB's mission 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, the resources and assistance that MMB provides to the agencies includes the following:

- Interpreting and communicating applicable federal and state laws
- Providing legal and technical advice
- Soliciting, compiling, and disseminating enterprise information
- Conducting enterprise trainings
- Developing and maintaining online resources, records, 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

Employee Resource Groups (ERGs)

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

- NextGen
- Minnesota Employees with Disabilities
- Employees of Asian Descent
- Equity and Justice Black Caucus
- Black, Indigenous, Women of Color
- Women ChangeMakers
- MNclusive
- Jewish Culture and Heritage
- Parents at Work

Enterprise Employee Engagement Survey

The results of the 2023 survey include the following data points:

- 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 in order 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. Where relevant, ETD training courses seek to foster an inclusive workplace.

ETD Trainings Related to Building Respect and Inclusion in the Workplace

- Implicit Bias training required for all employees as part of Annual Training
- Equity and Inclusion for Supervisors (Supervisor Core)

- Building and Sustaining Equitable Systems (Manager Core)
- Understand and Incorporate the Intercultural Development Inventory (IDI) (SLI)
- Inclusive Leadership (SEAL)

MMB's Office of Workforce Diversity

The Office of Workforce Diversity directs the enterprise Affirmative Action, Equal Employment Opportunity reporting, Americans with Disabilities Act Reasonable Accommodation and Modification, and Connect 700 programs for the agencies. The office provides strategy and leadership to their Affirmative Action Officers, Equal Employment Opportunity practitioners, ADA Coordinators, and Human Resources representatives for compliance in their administration of the programs. The office conducts quarterly 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 legislation 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 enterprise 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 are able to perform satisfactorily the essential duties of the positions, then the managers convert the employees to probationary appointments.

Executive Order 19-15

[Executive Order 19-15](#), Providing for Increased Employment for Individuals with Disabilities, requires MMB to work toward 10% employment of people with disabilities in the executive branch. Among other initiatives, MMB uses C700 to achieve this goal.

Table 2. Staffing and New Hire Totals of persons with disabilities in fiscal years 2023 and 2024 by quarter:

Totals in FY2023	Q1	Q2	Q3	Q4
Staffing total	10.6%	10.9%	11.4%	11.6%
New hires total	15.9%	16.9%	16.7%	15.4%

Totals in FY2024	Q1	Q2	Q3	Q4
Staffing total	12.3%	12.8%	13.3%	13.9%
New hires total	19.7%	20.7%	21.2%	18.9%

From the inception of C700, 784 applicants have participated to some point of progression in employment, ranging from being hired, satisfying pre-probation, through passing probation in their designated jobs.

- Of these employees, 452 or 58% were certified into their jobs.
- At the end of the biennium, 108 employees were active at some point in the progression of their employment.
- 218 employees were separated from agency employment.
- Of these employees, 153 did not pass pre-probation and the remaining 65 passed pre-probation, but did not pass probation.

The reasons for separation follow.

- Termination without rights: 95
- Resignation: 64
- Non-certification: 38
- Failure to start: 5
 - Dismissal: 2
 - Death: 3
 - Retirement: 2
- Failure to return from leave: 2
 - Other: 7

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 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 by providing equal opportunity 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, allowing them to make progress on increasing the diversity of the workforce. Programmatic definitions follow.

Equal Employment Opportunity are practices that are fair and without discrimination on the basis 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 are practices in recruitment, interviewing, hiring, promotion, and retention to remedy past discrimination and ensure equal opportunity in employment in order 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. All agencies develop an Affirmative Action Plan to show a good faith effort to eliminate 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.

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

The agencies with twenty-five or fewer employees must submit Affirmative Action Plans to MMB that contain five sections as follows:

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

The agencies with more than twenty-five employees must submit Affirmative Action Plans to MMB that contain the five sections above plus the following:

- 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 quarterly Affirmative Action Officer meetings. Further affirmative action resources include Affirmative Action Plan trainings, checklists, report templates, goal and timetable instructions, two-factor analysis guide and worksheet and spreadsheets with automated calculations.

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 3. Movement of Female Employees FY23-24

Job Categories	FY 23 – 24 Female Hires	FY23-24 Female Separations	End of FY 2024 Representation of Female Employees	End of FY 2024 Total Population of Cabinet Agency Employees
Officials/Administrators	134	136	925	1619
Professionals	2810	1669	10538	18425
Paraprofessionals	1142	843	1658	3010
Protective Service	364	285	204	1322
Administrative Support	600	515	1598	1979
Technicians	531	370	1177	3045
Skilled Craft	<10	<10	<10	474
Service Maintenance	469	351	677	3036
Total	6051	4170	16780	32910

- According to the State of Minnesota Workforce Planning Report for fiscal year 2023, the state employed 50.4% of females while the availability in the Minnesota workforce was 47.4%. The number of females represented in the executive branch is 3% higher than the available workforce.
- The executive branch workforce experienced an increase of female employees from 50.5% in fiscal year 2023 to 51% representation in fiscal year 2024.
- 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 4. Movement of Employees with Disabilities FY23-24

Job Categories	FY23-24 Employees with Disabilities Hires	FY23-24 Employees with Disabilities Separations	End of FY24 Representation of Employees with Disabilities	End of FY24 Total Population of Cabinet Agency Employees
Officials/Administrators	54	26	244	1619
Professionals	1005	403	2765	18425
Paraprofessionals	331	222	357	3010
Protective Service	193	134	80	1322
Administrative Support	198	95	403	1979
Technicians	176	95	349	3045
Skilled Craft	16	10	44	474
Service Maintenance	276	138	351	3036
Total	2249	1123	4593	32910

- According to the State of Minnesota Workforce Planning Report for fiscal year 2023, the state employed 11.6% of persons with disabilities while the availability in the Minnesota workforce was 5.9%. The number of persons with disabilities represented in the executive branch is 5.7% higher.
- Employees with disabilities in the cabinet agencies increased from 11.5% in fiscal year 2023 to 14% in fiscal year 2024. Consequently, the utilization of persons with disabilities rose by 2.5%.
- The executive branch experienced a lower rate of separations compared to hires in all job categories for employees with disabilities.
- Opportunity exists to recruit and retain employees with disabilities in all job categories as the overall representation must be maintained.

Table 5. Movement of Racial or Ethnic Minority Employees FY23-24

Job Categories	FY23-24 Racial or Ethnic Minority Hires	FY23-24 Racial or Ethnic Minority Separations	End of FY24 Representation of Racial or Ethnic Minority Employees	End of FY24 Total Population of Cabinet Agency Employees
Officials/Administrators	41	39	223	1619
Professionals	1111	529	3369	18425
Paraprofessionals	559	350	779	3010
Protective Service	373	244	166	1322
Administrative Support	198	113	409	1979
Technicians	205	102	440	3045
Skilled Craft	13	<10	33	474
Service Maintenance	234	161	364	3036
Total	2734	1540	5783	32910

- According to the State of Minnesota Workforce Planning Report for fiscal year 2023, the number of racial or ethnic minority workers was 15.9% while the availability in the Minnesota workforce was 20.4%. The number of racial or ethnic minorities represented in the executive branch is 4.5% lower than the available workforce.
- The racial or ethnic minority workers in the cabinet agencies increased from 16.6% in fiscal year 2023 to 17.6% in fiscal year 2024. Consequently, the utilization of racial or ethnic minorities rose by 1%.
- The racial or ethnic minorities hiring trends are positive and continue to improve as compared to past biennia.
- 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 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 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 workforce 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, their hires of women continue to hold steady, of persons with disabilities began to surge, and of racial or ethnic minorities continue to be incremental. However, separations of racial or ethnic minorities are relatively high. This reflects 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 supporting and applying Affirmative Action and equal employment opportunity laws and policies in their workplaces. Their successful practices include the following:

- Using Affirmative Action Plans as a succession guide
- Measuring progress toward eliminating underutilization of affirmative action protected group employees and thereby increasing 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
- Notifying employees of the protected class discrimination and harassment complaint process
- Educating 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 of recruiting is to attract qualified 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 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 of underutilized qualified applicants, yet they must continue to improve retention through nurturing

inclusive work environments. MMB partners with 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.

Talent Pipelines

Developing and maintaining sources of qualified candidates is vital to diversifying the state's workforce. Internships are recruitment vehicles to expose high school and college 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 interns 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 develops and facilitates an online career connections curriculum module with MMB and the Department of Education for participants to learn more about state service.

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.

Achieve College Internships

This program in the Twin Cities is open to low-income college students earning degrees in careers related to 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.

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.

Recruitment Resources

The tools that the agencies use to accelerate their hiring for diversity include the following:

- 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 vacant positions.

- 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 convenes 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 Open Jobs and Career Info newsletter is distributed monthly to statewide community representatives, professional diversity groups, and disability advocacy organizations, highlighting vacancies and offering tips on navigating the state's hiring system.
- 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, 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. Some of the highlights of the efforts follow:

- All employees are now required to have Individual Development Plans and supervisors are supposed to engage employees in career conversations so that employees can pursue career pathways in state government.
- Many agencies utilize the Intercultural Development Inventory (IDI) to improve cultural competency for their employees.

Americans with Disabilities Act (ADA)

[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.

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.

Annual ADA Report

Executive branch agencies commit to provide equal opportunity and access to employment and services for persons with disabilities. They maintain designated positions for both Title I, Employment, and Title II, Public Services. These ADA Coordinators determine accommodation or modification requests from job applicants, employees, program applicants, and service recipients. The ADA Coordinators train staff in disability awareness and sensitivity, conduct the interactive process with requesters and their agencies, approve or deny requests, and implement accommodations or modifications that are reasonable. They prepare and submit to their agency heads and the state ADA Coordinator the Annual ADA Report recording their agency's compliance with the ADA.

The agencies reported having received 2,294 reasonable accommodation requests in employment, comprising 137 from job applicants and 2,157 from employees in the biennium. The disposition of approvals was 1,940. The composition of the accommodations follows.

Table 6. Type and Number of Reasonable Accommodations Approved

Requests Approved	2023	2024
Arrangement of accessible parking	5	7
Alteration to work facilities to be readily accessible and usable	14	17
Modifying the job or promotion application, interviewing, or hiring process	27	57
Conversion of work materials to accessible formats	19	30
Supply of alternative devices, adaptive equipment, or assistive technology	192	230
Provision of qualified reader, writer, sign language interpreter, or other access assistant	83	141
Adjustment to training or testing	31	28
Deviation from policy or procedure	120	192
Relocation to alternative work area	226	216
Permission for part-time or irregular work schedule	192	244
Extension of leave	30	41
Restructure of the job	74	104
Reassignment to a vacant position	20	19
Other	64	73

Many of these accommodations did not result in a cost. The total cost of the accommodations was \$563,583.36 in the biennium.

The disposition of denials was 189. The composition of reasons follows.

Table 7. Type and Number of Reasonable Accommodations Denied

Requests Denied	2023	2024
No disability	13	15
Not minimally qualified for the job	2	0
Elimination of essential function of the job	6	9
Not able to perform an essential function of the job with accommodation	4	5
Accommodation not reasonable	7	12
No accommodation available	7	8
Undue hardship	7	13
Request withdrawn	68	78

Reasonable Accommodation Request Forms containing more than one request account for any discrepancies.

The disposition of requests that resulted in a complaint, charge, or case was 54 in the biennium. The composition of resolutions follows:

- Unsubstantiated: 25
- Substantiated: 4
- Settled: 7
- Pending 18

ADA Resources

MMB provides the following support to agencies:

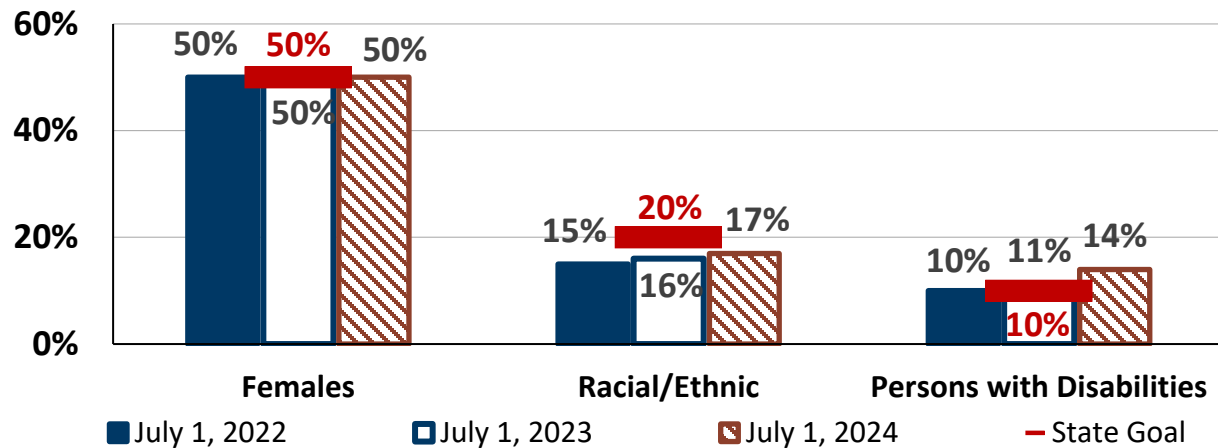
- MMB participates in the Advisory Taskforce on State Employment of Persons with Disabilities that meets quarterly to continue to implement the 2023 legislation for attracting and sustaining persons with disabilities in state employment.
- Human Resources, Supervisor, and Manager Core Trainings include 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 Minnesota STAR Program from the Department of Administration receives federal funding to allow 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 the services. The program offers demonstrations and loans of assistive technology to assist the agencies in fulfilling reasonable accommodation requests of employees. The program also

administers the State Reasonable Accommodation Fund that pays for half of the cost of accommodation purchases by agency petition.

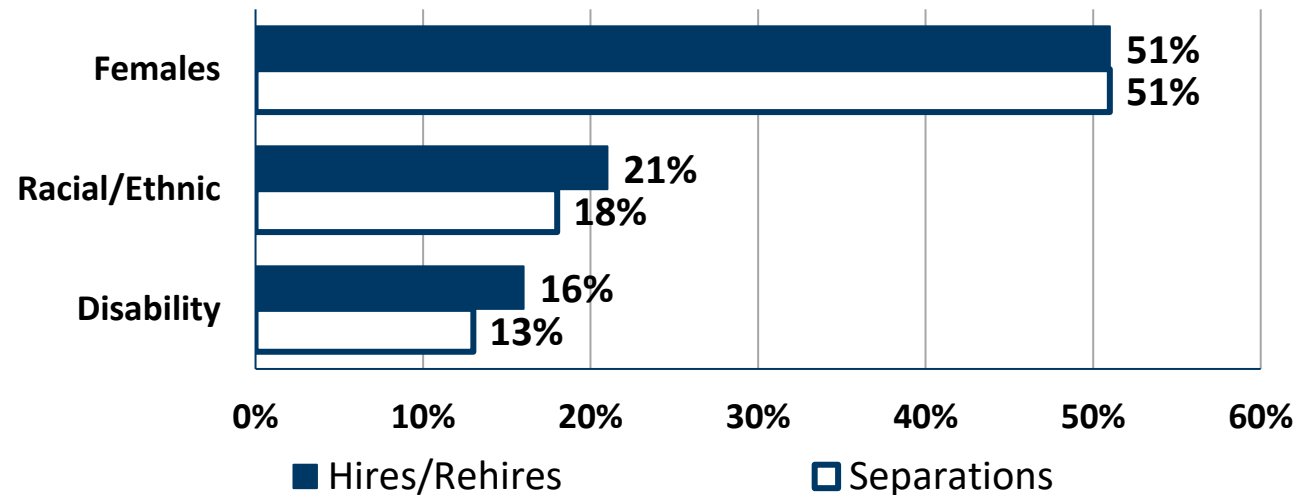
Agency Snapshots

The following data is a snapshot of cabinet agencies workforces with more than twenty-five employees and a snapshot of the cabinet agencies as a whole. The information derives from July 1, 2022, as the end of the previous affirmative action biennium and the beginning of this reporting period. “**.**” designates Data Privacy, when displaying the actual number would disclose private data about employees. Representation of protected groups are rounded to the closest whole number.

Representation of Protected Groups



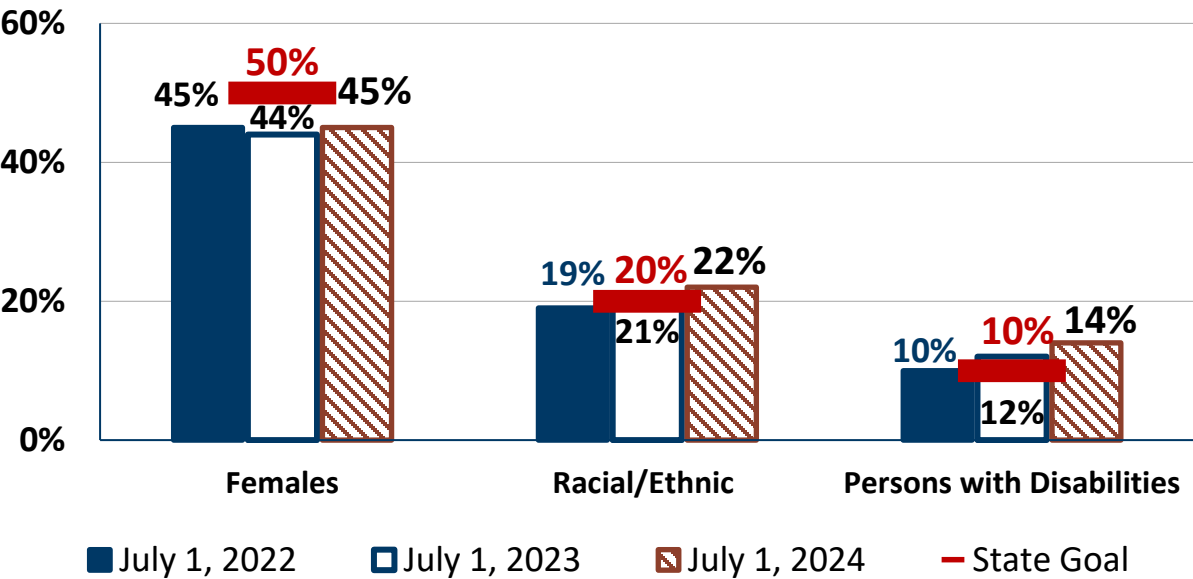
Hires and Separation Rate by Protected Group FY 2022 - FY 2024





Department of Administration

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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/Administrator	60.53%	48.32%	**.**%	**.**%	**.**%	-
Professionals	60.09%	56.27%	65.38%	83.33%	69.61%	-
Technicians	**.**%	50.45%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	65.03%	**.**%	**.**%	**.**%	-
Admin Support	70.73%	68.87%	86.96%	**.**%	84.38%	-
Skilled Craft	**.**%	2.23%	**.**%	**.**%	**.**%	-
Service Maintenance	24.43%	28.00%	21.15%	**.**%	21.43%	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	**.**%	9.44%	**.**%	**.**%	**.**%	-
Professionals	18.83%	19.06%	17.95%	**.**%	18.63%	-
Technicians	**.**%	8.68%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	15.24%	**.**%	**.**%	**.**%	-
Admin Support	**.**%	17.45%	**.**%	**.**%	34.38%	-
Skilled Craft*	**.**%	19.22%	**.**%	**.**%	**.**%	No
Service Maintenance	32.82%	33.30%	30.77%	**.**%	28.57%	-

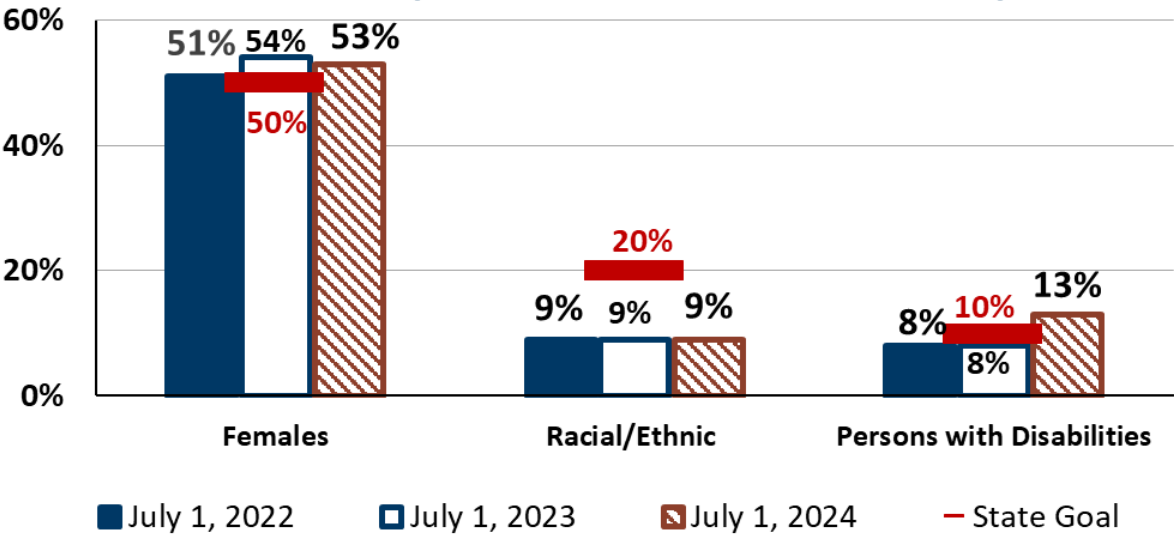
Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.**%	5.87%	**.**%	**.**%	**.**%	-
Professionals	12.11%	9.75%	30.77%	**.**%	29.41%	-
Technicians	**.**%	0.87%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	1.90%	**.**%	**.**%	**.**%	-
Admin Support	**.**%	8.43%	**.**%	**.**%	**.**%	-
Skilled Craft	**.**%	4.53%	**.**%	**.**%	**.**%	-
Service Maintenance	9.16%	15.46%	28.85%	**.**%	26.79%	Yes

Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	41.18%	23.53%	21.01%

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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	**.**%	48.12%	**.**%	**.**%	**.**%	Yes
Professionals	53.70%	42.13%	52.81%	60.38%	55.63%	-
Technicians	42.86%	65.60%	**.**%	**.**%	**.**%	No
Paraprofessionals	**.**%	80.56%	77.78%	**.**%	77.78%	No
Admin Support	88.00%	75.24%	**.**%	**.**%	**.**%	-
Service Maintenance	37.29%	43.83%	40.54%	**.**%	**.**%	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	**.**%	6.76%	**.**%	**.**%	**.**%	-
Professionals	8.99%	13.34%	11.24%	**.**%	9.15%	No
Technicians*	**.**%	5.15%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	14.61%	**.**%	**.**%	**.**%	-
Admin Support	**.**%	16.00%	**.**%	**.**%	**.**%	-
Service Maintenance	**.**%	6.23%	**.**%	**.**%	**.**%	No

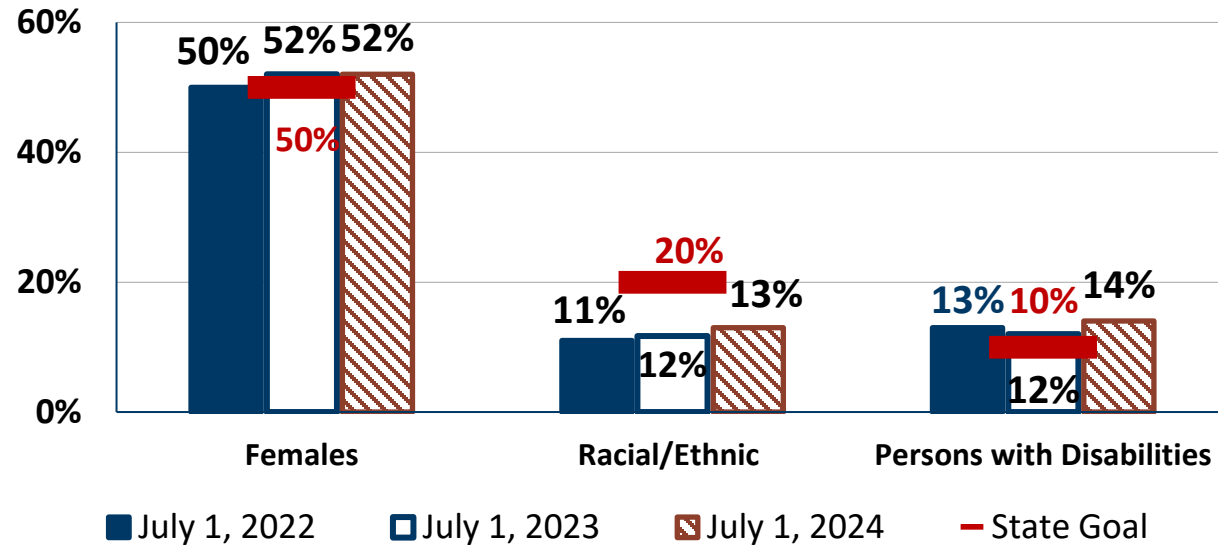
Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators*	**.**%	2.37%	**.**%	**.**%	**.**%	-
Professionals	7.41%	3.90%	15.73%	**.**%	12.68%	-
Technicians*	**.**%	1.49%	**.**%	**.**%	**.**%	-
Paraprofessionals*	**.**%	4.68%	**.**%	**.**%	**.**%	-
Admin Support	**.**%	6.96%	**.**%	**.**%	**.**%	-
Service Maintenance	**.**%	8.50%	**.**%	**.**%	**.**%	-

Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	45.76%	7.91%	12.99%

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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	**.**%	44.68%	**.**%	**.**%	78.57%	-
Professionals	51.52%	49.40%	53.97%	66.67%	58.06%	-
Technicians	**.**%	55.10%	**.**%	**.**%	**.**%	No
Protective Svcs. Sworn	**.**%	47.68%	**.**%	**.**%	**.**%	-
Paraprofessional	**.**%	83.19%	33.33%	**.**%	33.33%	No
Admin Support	**.**%	74.02%	**.**%	**.**%	**.**%	-

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	**.**%	8.01%	**.**%	**.**%	**.**%	-
Professionals	18.18%	6.93%	19.84%	**.**%	17.20%	-
Technicians*	**.**%	0.00%	**.**%	**.**%	**.**%	-
Protective Svcs. Sworn	**.**%	0.00%	**.**%	**.**%	**.**%	-
Paraprofessional	**.**%	0.00%	31.11%	**.**%	31.11%	-
Admin Support	**.**%	5.63%	**.**%	**.**%	**.**%	-

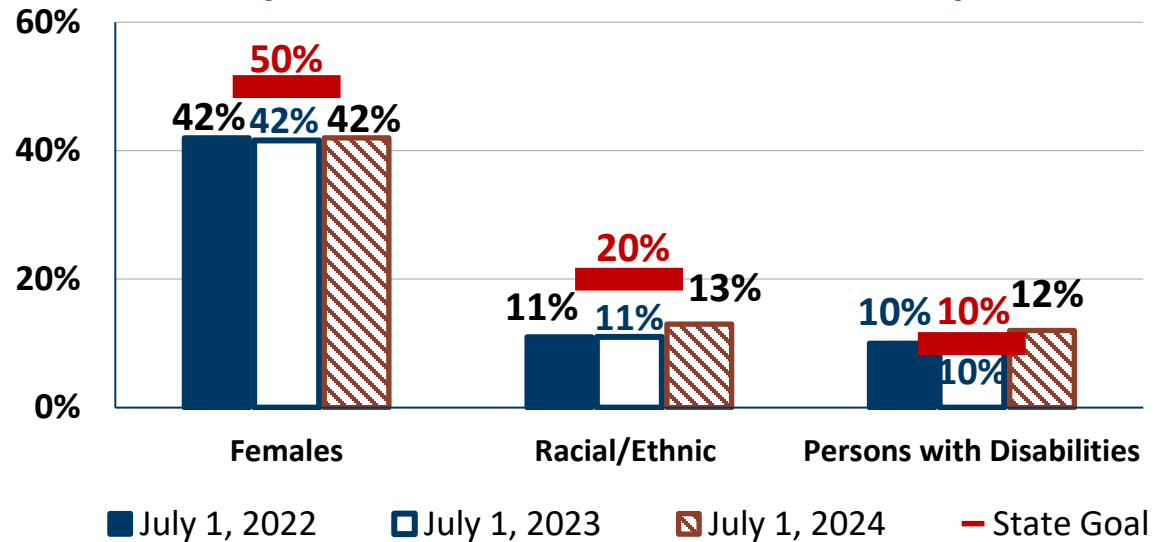
Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators*	**.**%	10.43%	**.**%	**.**%	**.**%	Yes
Professionals	21.21%	6.37%	12.70%	**.**%	11.83%	-
Technicians*	**.**%	0.00%	**.**%	**.**%	**.**%	-
Protective Svcs. Sworn	**.**%	5.61%	**.**%	**.**%	**.**%	-
Paraprofessional	**.**%	6.13%	**.**%	**.**%	**.**%	-
Admin Support	**.**%	12.42%	**.**%	**.**%	**.**%	-

Total Separations FY 2022-FY 2024

Separation	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separation	50.54%	20.43%	15.05%

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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	59.79%	56.31%	58.82%	**.**%	51.43%	-
Professionals	62.78%	52.59%	67.25%	71.19%	68.58%	-
Technicians	74.79%	77.70%	89.13%	**.**%	83.64%	Yes
Prot. Svcs Non-Sworn	24.92%	26.59%	28.23%	27.51%	28.14%	Yes
Paraprofessionals	74.00%	82.41%	75.68%	**.**%	76.92%	No
Admin Support	92.64%	53.73%	92.39%	92.86%	92.54%	-
Skilled Craft	**.**%	4.41%	**.**%	**.**%	**.**%	No
Service Maintenance	24.43%	26.90%	35.00%	**.**%	33.33%	Yes

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

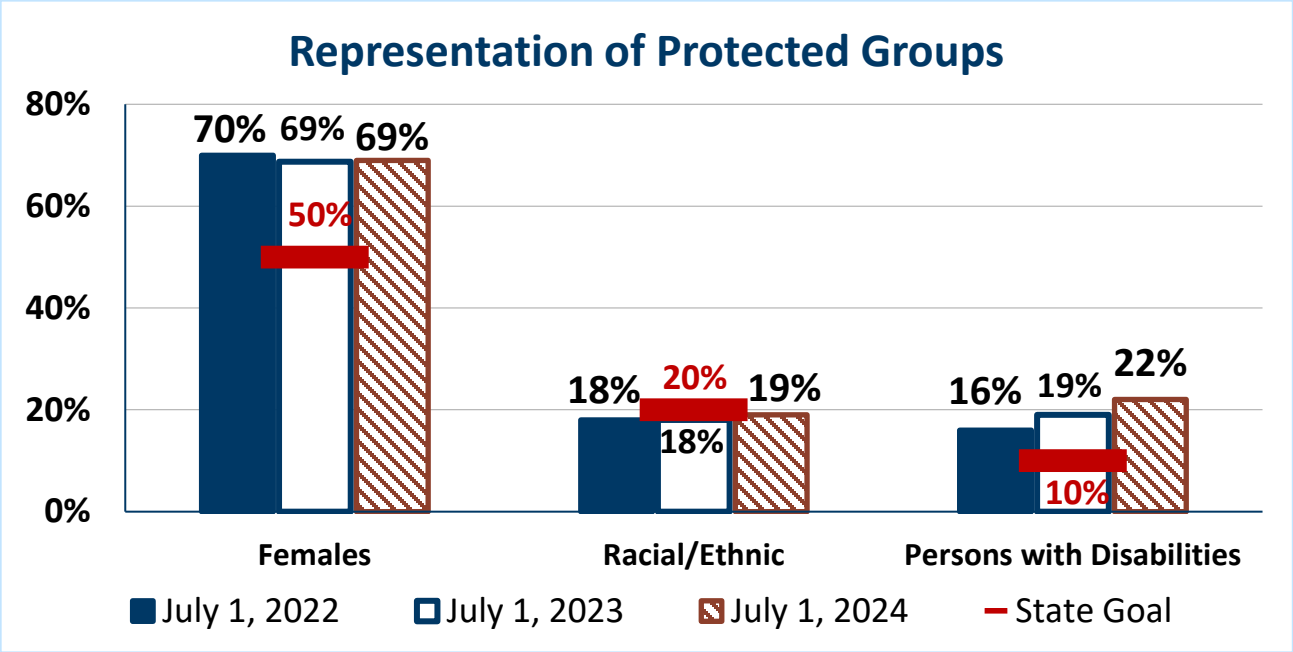
Job Category	Prior AAP Total R/E	Prior AAP Availability R/E	R/E Hired	R/E Promoted	Actual R/E Hiring	R/E Goals Met?
Officials/Administrators	11.34%	11.34%	**.**%	**.**%	**.**%	-
Professionals	8.52%	8.52%	13.91%	12.43%	13.41%	-
Technicians	10.08%	10.08%	21.74%	**.**%	20.00%	-
Prot. Svcs Non-Sworn	13.48%	13.48%	27.34%	11.64%	25.25%	-
Paraprofessionals	**.**%	16.00%	14.86%	**.**%	15.38%	-
Admin Support	8.14%	8.14%	15.22%	**.**%	13.43%	-
Skilled Craft	**.**%	3.57%	**.**%	**.**%	**.**%	-
Service Maintenance	4.98%	4.98%	13.00%	**.**%	14.63%	-

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	21.65%	21.65%	**.**%	**.**%	**.**%	-
Professionals	8.85%	8.85%	16.23%	12.43%	14.94%	-
Technicians	**.**%	6.72%	**.**%	**.**%	**.**%	-
Prot. Svcs. Non-Sworn	9.45%	9.45%	14.32%	11.64%	13.96%	-
Paraprofessionals	**.**%	16.00%	21.62%	**.**%	21.79%	-
Admin Support	10.85%	10.85%	20.65%	**.**%	18.66%	-
Skilled Craft	8.57%	8.57%	**.**%	**.**%	**.**%	-
Service Maintenance	9.50%	9.50%	10.00%	**.**%	11.38%	-

Total Separations FY 2022-FY 2024

Separation	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separation	38.77%	19.97%	14.87%



Progress Report Toward Goals FY 2022-FY 2024

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	68.54%	59.33%	68.97%	61.90%	66.00%	-
Professionals	68.52%	65.04%	62.47%	71.43%	64.94%	-
Technicians	**.**%	43.94%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	0.00%	**.**%	**.**%	**.**%	-
Admin Support	86.43%	70.57%	78.33%	**.**%	77.61%	-
Service Maintenance	**.**%	26.67%	**.**%	**.**%	**.**%	-

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	17.98%	11.71%	**.**%	**.**%	**.**%	-
Professionals	17.97%	17.68%	27.90%	16.88%	24.87%	-
Technicians	**.**%	38.46%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	0.00%	**.**%	**.**%	**.**%	-
Admin Support	18.57%	18.57%	25.00%	**.**%	23.88%	-
Service Maintenance	**.**%	13.33%	**.**%	**.**%	**.**%	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	12.36%	9.78%	**.**%	**.**%	22.00%	-
Professionals	15.70%	10.36%	25.93%	16.23%	23.26%	-
Technicians	**.**%	6.43%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	0.00%	**.**%	**.**%	**.**%	-
Admin Support	20.71%	11.09%	20.00%	**.**%	19.40%	-
Service Maintenance	**.**%	13.28%	**.**%	**.**%	**.**%	-

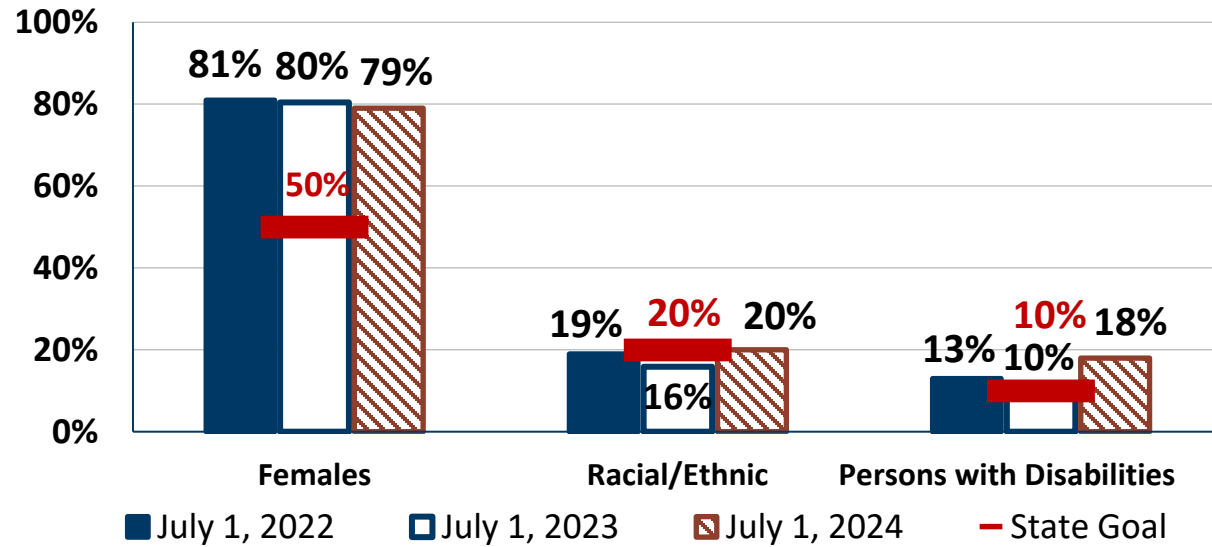
Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	66.08%	22.51%	19.01%



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	29.55%	12.59%	**.**%	**.**%	**.**%	-
Professionals	18.75%	14.74%	29.23%	**.**%	27.98%	-
Technicians	**.**%	11.00%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	23.20%	**.**%	**.**%	**.**%	-
Admin Support	**.**%	12.99%	**.**%	**.**%	**.**%	-

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	**.**%	5.42%	**.**%	**.**%	**.**%	-
Professionals	13.64%	7.45%	18.46%	**.**%	19.64%	-
Technicians	**.**%	0.00%	**.**%	**.**%	**.**%	-
Paraprofessionals/Admin	**.**%	6.68%	**.**%	**.**%	**.**%	-
Admin Support	**.**%	12.33%	**.**%	**.**%	**.**%	-

Progress Report Toward Goals FY 2022-FY 2024

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	79.55%	46.31%	**.**%	76.92%	76.00%	-
Professionals	79.83%	75.12%	85.38%	73.68%	82.74%	-
Technicians	**.**%	83.80%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	87.32%	76.92%	**.**%	76.92%	No
Admin Support	84.21%	90.40%	78.57%	**.**%	76.47%	No

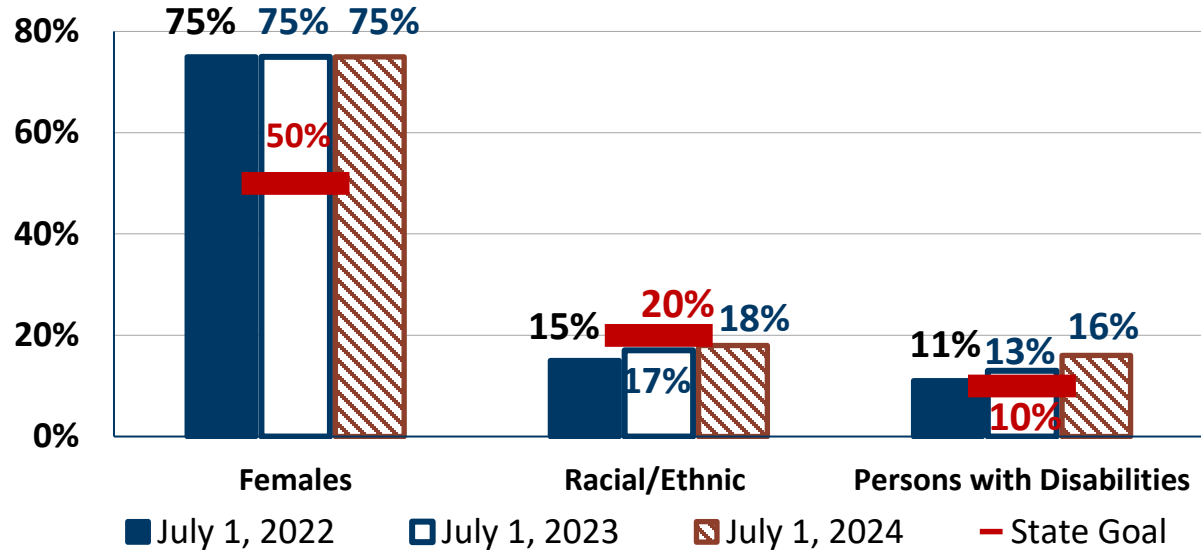
Total Separations FY 2022 – FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	81.63%	24.49%	17.35%



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	11.93%	13.12%	**.*%*	**.*%*	19.05%	Yes
Professionals	14.12%	11.75%	22.81%	16.22%	20.96%	-
Technicians	**.*%*	18.60%	**.*%*	**.*%*	**.*%*	-
Paraprofessionals	30.68%	18.54%	23.23%	**.*%*	22.64%	-
Admin Support	18.85%	19.58%	31.71%	**.*%*	29.63%	-

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	**.*%*	9.49%	**.*%*	**.*%*	**.*%*	Yes
Professionals	10.50%	8.23%	18.73%	17.76%	18.46%	-
Technicians	**.*%*	7.96%	**.*%*	**.*%*	**.*%*	Yes
Paraprofessionals	13.64%	11.05%	11.61%	**.*%*	11.32%	-
Admin Support	20.49%	9.26%	**.*%*	**.*%*	18.52%	-

Progress Report Toward Goals FY 2022-FY 2024

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	67.89%	67.49%	66.67%	81.48%	73.02%	-
Professionals	74.58%	71.08%	76.59%	76.06%	76.44%	-
Technicians	80.56%	69.23%	59.09%	**.*%*	60.00%	-
Paraprofessionals	68.18%	81.20%	63.23%	**.*%*	64.15%	No
Admin Support	82.79%	71.67%	80.49%	92.31%	83.33%	-

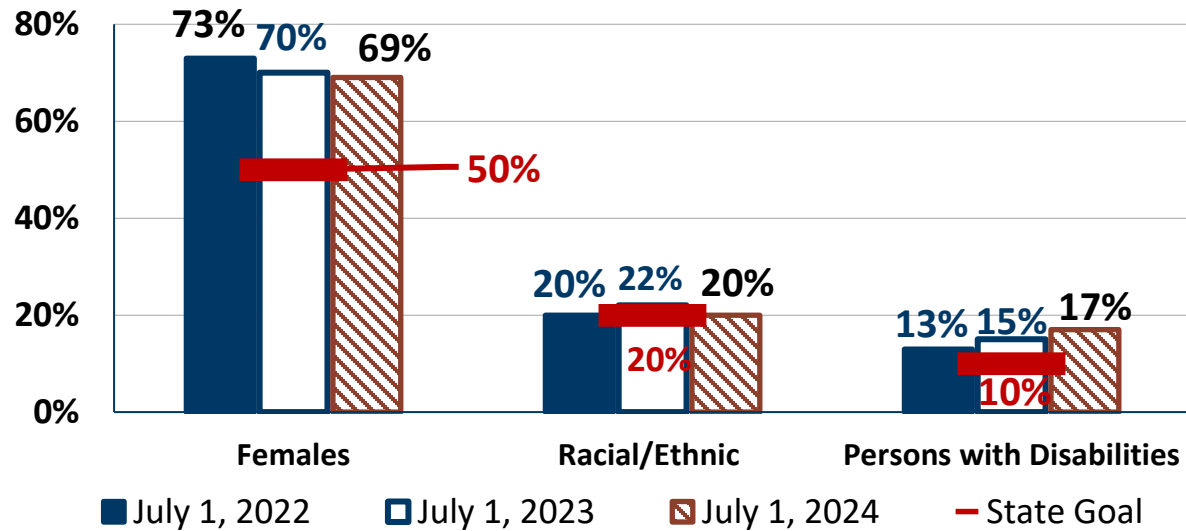
Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	71.90%	22.72%	14.29%



Department of Housing

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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	69.05%	56.96%	**.***%	**.***%	76.92%	-
Professionals	71.84%	39.42%	55.77%	68.42%	61.11%	-
Technicians	**.***%	83.77%	**.***%	**.***%	**.***%	-
Paraprofessionals	84.62%	47.87%	**.***%	**.***%	**.***%	-
Admin Support	84.62%	83.60%	**.***%	**.***%	**.***%	-

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	**.***%	12.42%	**.***%	**.***%	**.***%	-
Professionals	18.45%	5.68%	19.23%	**.***%	18.89%	-
Technicians	**.***%	0.00%	**.***%	**.***%	**.***%	-
Paraprofessionals	**.***%	0.00%	**.***%	**.***%	**.***%	-
Admin Support	**.***%	0.00%	**.***%	**.***%	**.***%	-

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

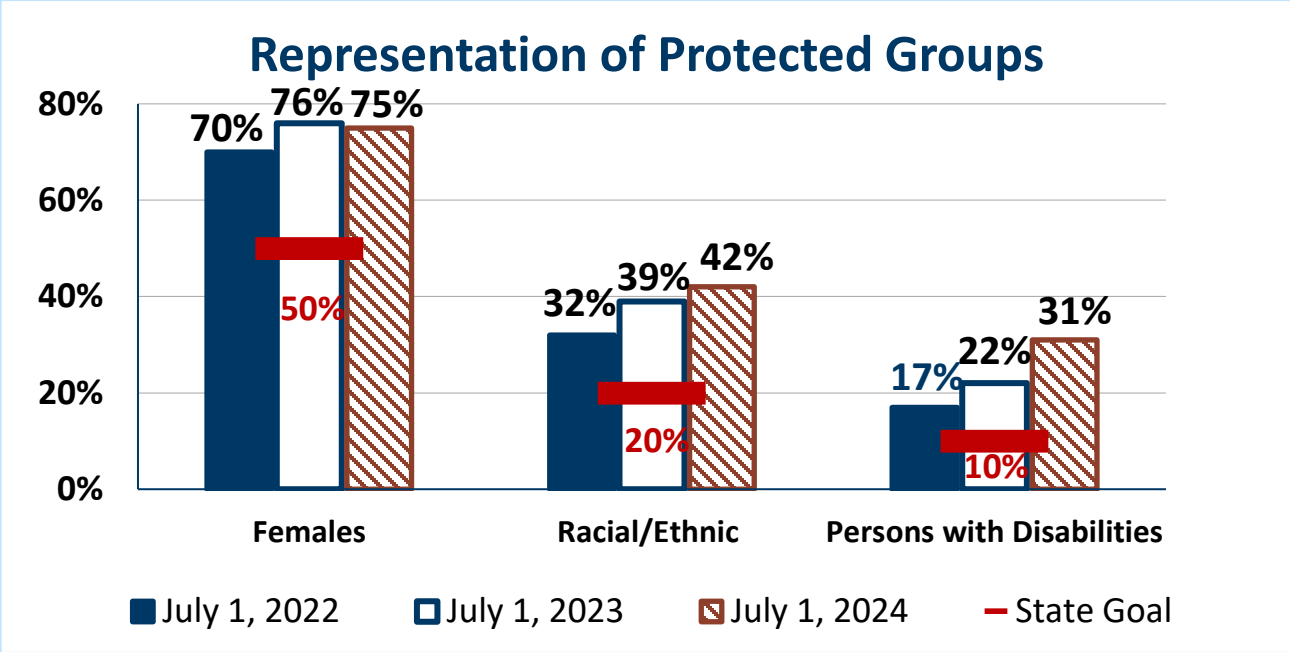
Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	**.***%	6.38%	**.***%	**.***%	**.***%	-
Professionals	12.62%	5.03%	**.***%	**.***%	18.89%	-
Technicians	**.***%	0.00%	**.***%	**.***%	**.***%	-
Paraprofessionals/Admin	**.***%	8.47%	**.***%	**.***%	**.***%	-
Admin Support	**.***%	1.51%	**.***%	**.***%	**.***%	-

Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	68.29%	**.***%	**.***%



Department of Human Rights



Progress Report Toward Goals FY 2022-FY2024

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	**.*%*	34.97%	**.*%*	**.*%*	**.*%*	-
Professionals	65.63%	63.77%	64.71%	**.*%*	68.00%	-
Technicians	**.*%*	69.35%	**.*%*	**.*%*	**.*%*	-
Paraprofessionals	**.*%*	67.37%	**.*%*	**.*%*	**.*%*	-
Admin Support	**.*%*	75.00%	**.*%*	**.*%*	**.*%*	-

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	**.*%*	5.24%	**.*%*	**.*%*	**.*%*	-
Professionals	**.*%*	21.01%	**.*%*	**.*%*	52.00%	-
Technicians	**.*%*	13.10%	**.*%*	**.*%*	**.*%*	-
Paraprofessionals	**.*%*	18.90%	**.*%*	**.*%*	**.*%*	-
Admin Support	**.*%*	19.33%	**.*%*	**.*%*	**.*%*	-

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	**.*%*	8.93%	**.*%*	**.*%*	**.*%*	-
Professionals	**.*%*	6.96%	**.*%*	**.*%*	44.00%	-
Technicians	**.*%*	0.00%	**.*%*	**.*%*	**.*%*	-
Paraprofessionals	**.*%*	8.40%	**.*%*	**.*%*	**.*%*	-
Admin Support	**.*%*	3.09%	**.*%*	**.*%*	**.*%*	-

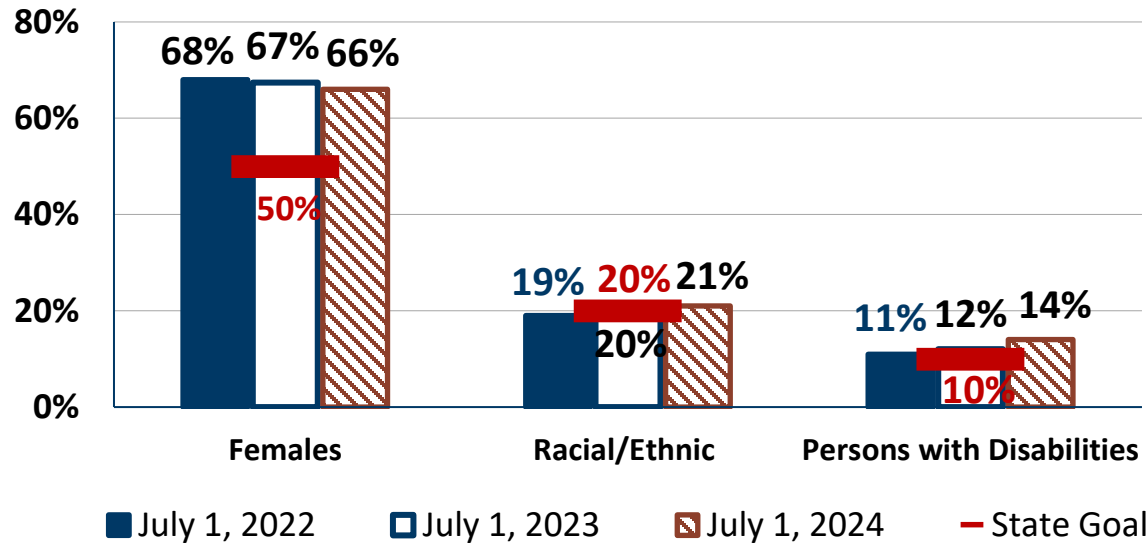
Total Separations FY 2022–FY 2024

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



Department of Human Services

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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	67.73%	72.11%	48.98%	73.68%	64.00%	No
Professionals	73.71%	71.35%	74.04%	73.68%	73.90%	-
Technicians	78.50%	78.49%	73.75%	84.13%	75.37%	-
Paraprofessionals	50.11%	52.18%	50.18%	52.29%	50.39%	No
Admin Support	87.03%	64.75%	87.76%	88.24%	87.85%	-
Skilled Craft	**.**%	18.40%	**.**%	**.**%	**.**%	No
Service Maintenance	42.42%	42.49%	41.10%	**.**%	43.02%	-

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	16.93%	20.85%	**.**%	14.47%	16.00%	No
Professionals	19.17%	20.14%	25.24%	21.53%	23.78%	Yes
Technicians	20.32%	22.56%	25.66%	36.51%	27.36%	-
Paraprofessionals	22.65%	19.60%	24.62%	20.26%	24.18%	-
Admin Support	17.41%	19.32%	32.65%	**.**%	28.73%	No
Skilled Craft	**.**%	12.00%	**.**%	**.**%	**.**%	No
Service Maintenance	12.12%	21.08%	13.70%	**.**%	13.95%	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	9.90%	10.38%	22.45%	15.79%	18.40%	Yes
Professionals	11.90%	9.30%	19.19%	12.42%	16.53%	-
Technicians	41.22%	4.38%	12.39%	**.**%	12.69%	-
Paraprofessionals	12.16%	7.29%	16.58%	10.46%	15.97%	-
Admin Support	15.70%	8.31%	12.93%	**.**%	12.71%	-
Skilled Craft	**.**%	8.62%	**.**%	**.**%	**.**%	-
Service Maintenance	7.27%	9.35%	**.**%	**.**%	12.79%	Yes

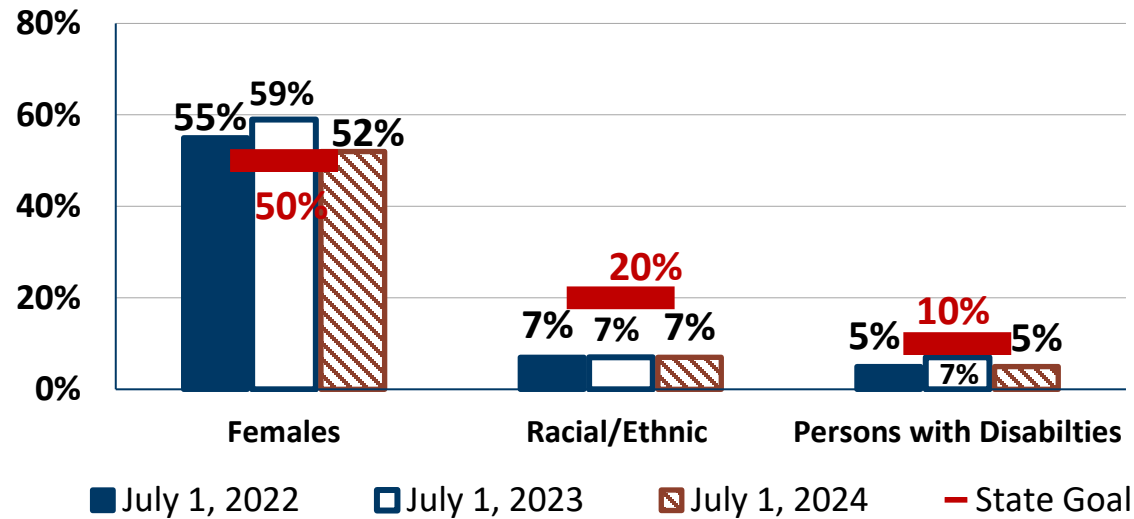
Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	64.91%	20.68%	16.19%



Iron Range Resources and Rehabilitation

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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	**.*%*	57.57%	**.*%*	**.*%*	**.*%*	-
Professionals	59.09%	65.69%	**.*%*	**.*%*	**.*%*	Yes
Paraprofessionals	**.*%*	94.10%	**.*%*	**.*%*	**.*%*	-
Office Clerical	**.*%*	82.99%	**.*%*	**.*%*	**.*%*	-
Skilled Craft	**.*%*	2.77%	**.*%*	**.*%*	**.*%*	-
Service Maintenance	**.*%*	0.34%	**.*%*	**.*%*	**.*%*	-

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	**.*%*	1.81%	**.*%*	**.*%*	**.*%*	-
Professionals	**.*%*	7.36%	**.*%*	**.*%*	**.*%*	-
Paraprofessionals	**.*%*	6.13%	**.*%*	**.*%*	**.*%*	-
Office Clerical	**.*%*	1.41%	**.*%*	**.*%*	**.*%*	-
Skilled Craft	**.*%*	10.49%	**.*%*	**.*%*	**.*%*	-
Service Maintenance	**.*%*	0.78%	**.*%*	**.*%*	**.*%*	-

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	**.*%*	0.00%	**.*%*	**.*%*	**.*%*	Yes
Professionals	**.*%*	0.36%	**.*%*	**.*%*	**.*%*	-
Paraprofessionals	**.*%*	1.70%	**.*%*	**.*%*	**.*%*	-
Office Clerical	**.*%*	15.42%	**.*%*	**.*%*	**.*%*	-
Skilled Craft	**.*%*	25.00%	**.*%*	**.*%*	**.*%*	-
Service Maintenance	**.*%*	0.00%	**.*%*	**.*%*	**.*%*	-

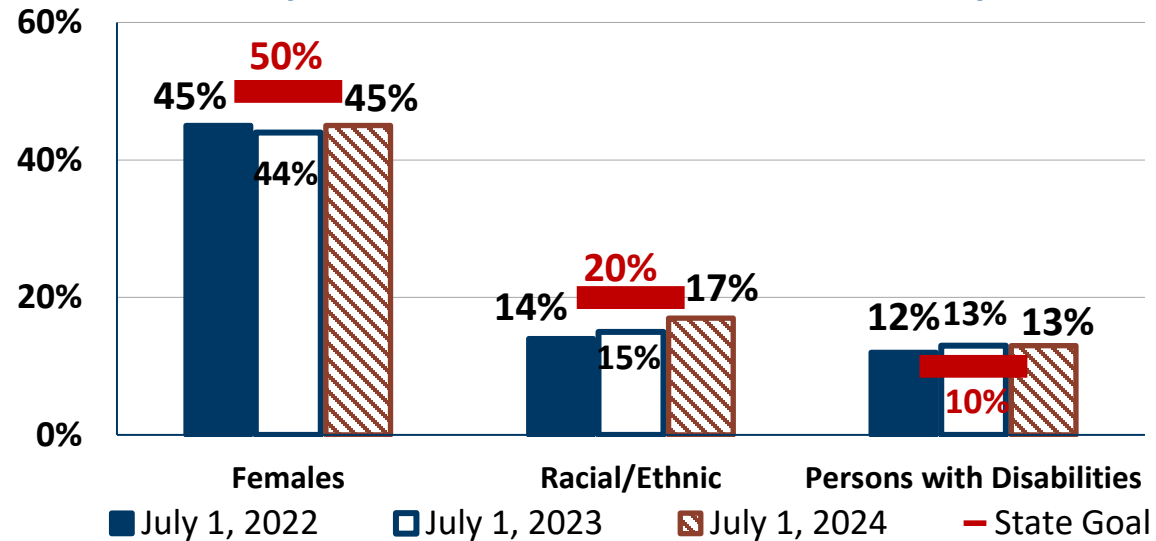
Total Separations FY 2022-FY 2024

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



Department of Labor and Industry

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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	56.67%	38.93%	**.**%	**.**%	66.67%	-
Professionals	37.06%	44.51%	35.95%	42.62%	37.85%	No
Technicians	**.**%	49.93%	**.**%	**.**%	**.**%	-
Prt. Svcs Non-Sworn	**.**%	0.00%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	0.00%	**.**%	**.**%	**.**%	-
Admin Support	79.73%	72.73%	66.67%	**.**%	74.07%	-

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	**.**%	7.38%	**.**%	**.**%	**.**%	-
Professionals	11.18%	12.25%	24.84%	18.03%	22.90%	Yes
Technicians	**.**%	13.89%	**.**%	**.**%	**.**%	-
Prt. Svcs Non-Sworn	**.**%	0.00%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	0.00%	**.**%	**.**%	**.**%	-
Admin Support	24.32%	20.78%	**.**%	**.**%	40.74%	-

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	**.**%	5.89%	**.**%	**.**%	**.**%	-
Professionals	13.24%	7.61%	15.03%	**.**%	14.95%	-
Technicians	**.**%	8.33%	**.**%	**.**%	**.**%	-
Prt. Svcs Non-Sworn	**.**%	0.00%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	0.00%	**.**%	**.**%	**.**%	-
Admin Support	13.51%	7.74%	**.**%	**.**%	**.**%	-

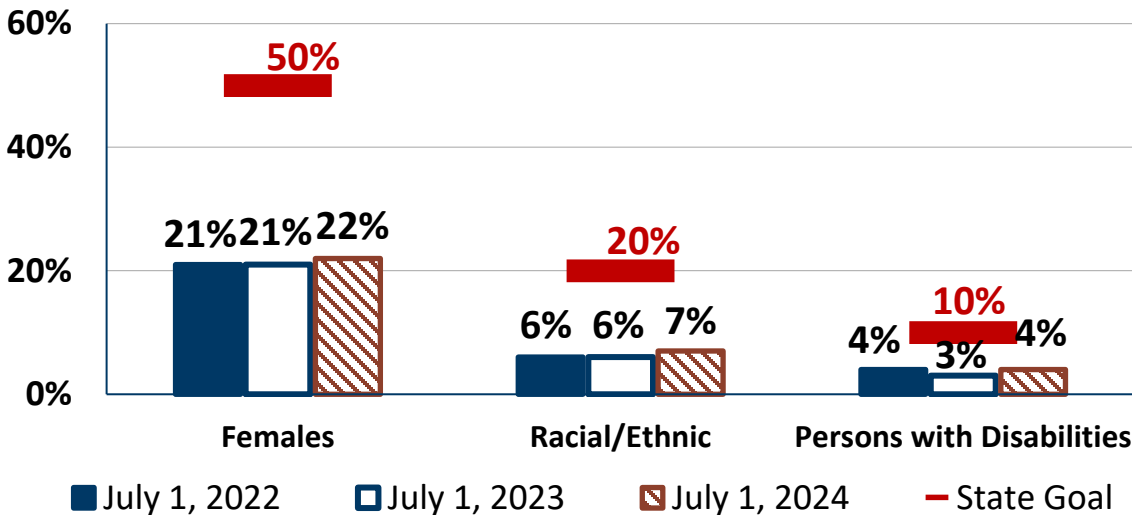
Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	35.48%	17.20%	19.35%



Department of Military Affairs

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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%	26.80%	**.*%*	30.63%	No
Technicians	**.*%*	14.39%	**.*%*	**.*%*	**.*%*	-
Protective Svcs. Non-Sworn	**.*%*	20.27%	**.*%*	**.*%*	**.*%*	No Hire
Admin Support	88.46%	77.05%	90.91%	**.*%*	92.86%	-
Skilled Craft	**.*%*	2.79%	**.*%*	**.*%*	**.*%*	-
Service Maintenance	**.*%*	35.31%	**.*%*	**.*%*	**.*%*	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%	12.37%	**.*%*	10.81%	-
Technicians	**.*%*	9.80%	**.*%*	**.*%*	**.*%*	-
Protective Svcs. Non-Sworn	**.*%*	14.75%	**.*%*	**.*%*	**.*%*	No Hire
Admin Support	**.*%*	10.37%	**.*%*	**.*%*	**.*%*	Yes
Skilled Craft	**.*%*	11.03%	**.*%*	**.*%*	**.*%*	Yes
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%	**.*%*	**.*%*	**.*%*	Yes
Admin Support	**.*%*	15.38%	**.*%*	**.*%*	**.*%*	-
Skilled Craft	**.*%*	5.15%	**.*%*	**.*%*	**.*%*	-
Service Maintenance	**.*%*	10.04%	**.*%*	**.*%*	**.*%*	Yes

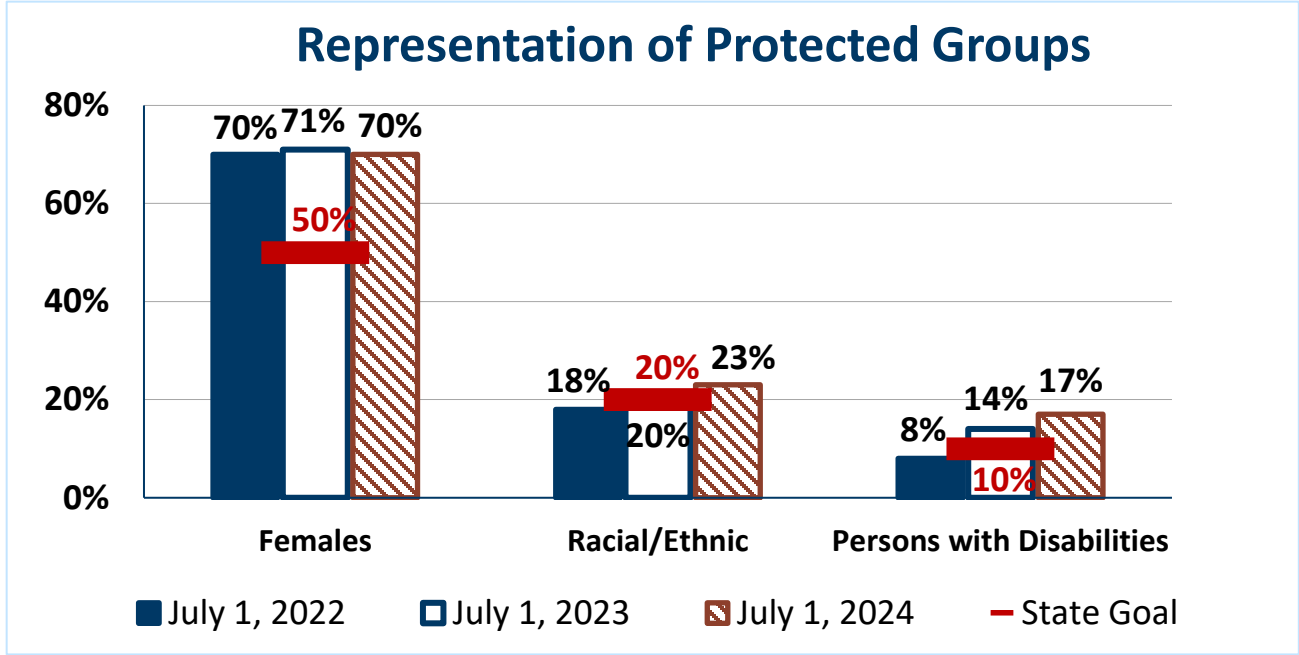
Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	20.45%	6.25%	**.*%*



Minnesota Management and Budget

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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	60.53%	57.92%	63.41%	58.82%	62.07%	-
Professionals	72.73%	71.35%	65.96%	76.32%	68.94%	-
Technicians	**.*%*	87.00%	**.*%*	**.*%*	**.*%*	-
Paraprofessionals	**.*%*	0.00%	**.*%*	**.*%*	**.*%*	-
Admin Support	80.00%	64.96%	**.*%*	**.*%*	**.*%*	-

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	**.*%*	24.32%	26.83%	**.*%*	22.41%	No
Professionals	21.39%	25.02%	31.91%	26.32%	30.30%	Yes
Technicians	**.*%*	8.30%	**.*%*	**.*%*	**.*%*	-
Paraprofessionals	**.*%*	0.00%	**.*%*	**.*%*	**.*%*	-
Admin Support	**.*%*	25.95%	**.*%*	**.*%*	**.*%*	-

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	**.*%*	6.26%	26.83%	**.*%*	27.59%	-
Professionals	10.70%	9.37%	13.83%	**.*%*	16.67%	-
Technicians	**.*%*	8.60%	**.*%*	**.*%*	**.*%*	-
Paraprofessionals	**.*%*	0.00%	**.*%*	**.*%*	**.*%*	-
Admin Support	**.*%*	17.20%	**.*%*	**.*%*	**.*%*	-

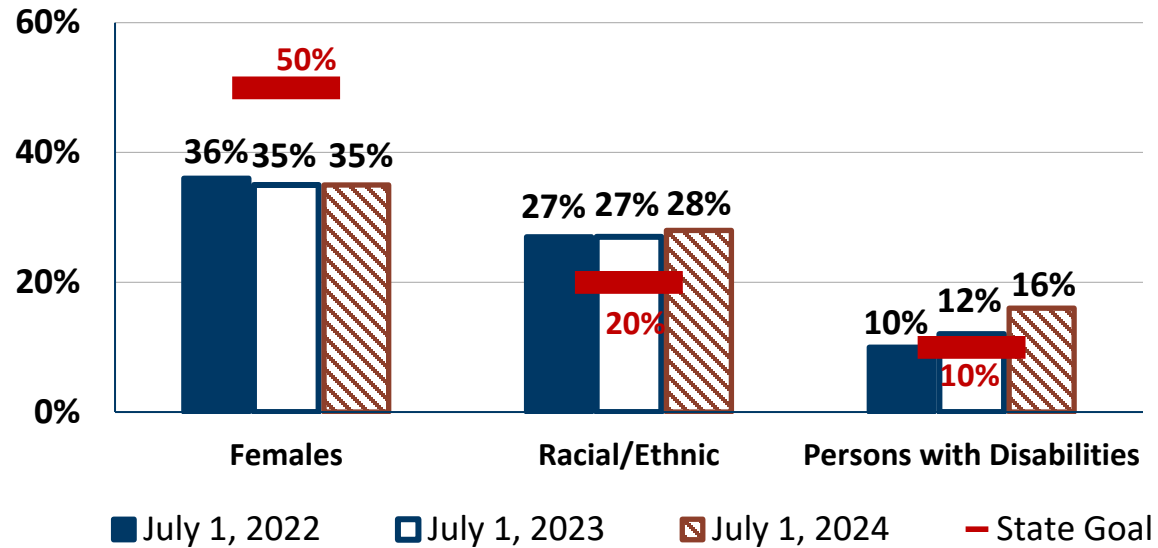
Total Separations FY 2022–FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	66.15%	27.69%	**.*%*



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	13.79%	14.32%	**.*%*	**.*%*	**.*%*	-
Professionals	27.00%	25.54%	35.29%	28.19%	33.29%	-
Technicians	**.*%*	9.44%	**.*%*	**.*%*	**.*%*	-
Paraprofessionals	**.*%*	13.73%	46.67%	**.*%*	46.67%	-
Admin Support	**.*%*	19.36%	**.*%*	**.*%*	**.*%*	-

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	16.09%	10.14%	**.*%*	**.*%*	**.*%*	-
Professionals	10.27%	10.15%	20.59%	15.42%	19.13%	-
Technicians	**.*%*	9.76%	**.*%*	**.*%*	**.*%*	-
Paraprofessionals	**.*%*	9.92%	**.*%*	**.*%*	**.*%*	-
Admin Support	**.*%*	21.67%	**.*%*	**.*%*	**.*%*	-

Progress Report Toward Goals FY 2022-FY 2024

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	36.78%	32.97%	**.*%*	**.*%*	**.*%*	-
Professionals	35.32%	30.88%	30.97%	46.26%	35.28%	-
Technicians	**.*%*	21.29%	**.*%*	**.*%*	**.*%*	-
Paraprofessionals	50.00%	19.85%	40.00%	**.*%*	40.00%	-
Admin Support	**.*%*	87.04%	**.*%*	**.*%*	**.*%*	-

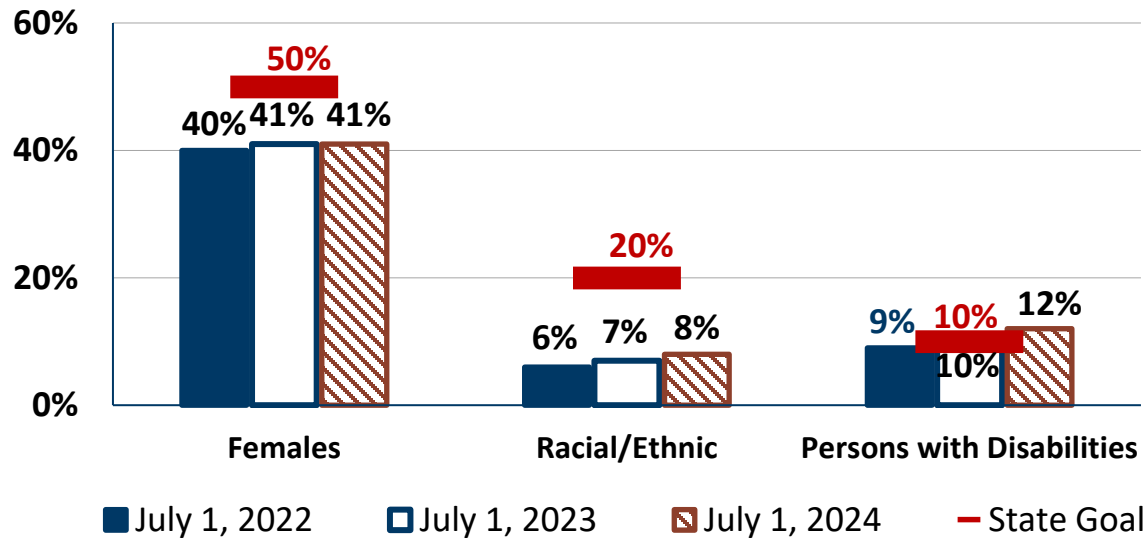
Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	37.90%	26.75%	17.20%



Department of Natural Resources

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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	40.68%	40.31%	**.*%*	**.*%*	26.83%	-
Professionals	39.29%	40.38%	51.00%	47.64%	49.66%	Yes
Technicians	25.71%	25.72%	46.39%	**.*%*	44.56%	-
Protective Svcs. Sworn	13.81%	42.91%	**.*%*	**.*%*	**.*%*	No
Protective Svcs. Non-Sworn	**.*%*	24.21%	**.*%*	**.*%*	**.*%*	No Hire
Paraprofessionals	70.59%	89.06%	**.*%*	**.*%*	84.62%	No
Admin Support	85.27%	72.61%	68.75%	94.74%	71.78%	-
Skilled Craft	**.*%*	6.11%	**.*%*	**.*%*	**.*%*	No
Service Maintenance	38.32%	34.27%	31.77%	**.*%*	31.35%	-

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%	**.*%*	**.*%*	**.*%*	Yes
Professionals	5.52%	6.34%	10.32%	5.15%	8.25%	Yes
Technicians	**.*%*	8.45%	10.24%	**.*%*	9.84%	Yes
Protective Svcs. Sworn	12.15%	13.94%	**.*%*	**.*%*	**.*%*	No
Protective Svcs. Non-Sworn	**.*%*	15.38%	**.*%*	**.*%*	**.*%*	No Hire
Paraprofessionals	**.*%*	13.52%	**.*%*	**.*%*	**.*%*	-
Admin Support	7.75%	13.02%	18.75%	**.*%*	17.79%	Yes
Skilled Craft	**.*%*	9.06%	**.*%*	**.*%*	**.*%*	-
Service Maintenance	6.55%	16.36%	6.29%	**.*%*	6.27%	No

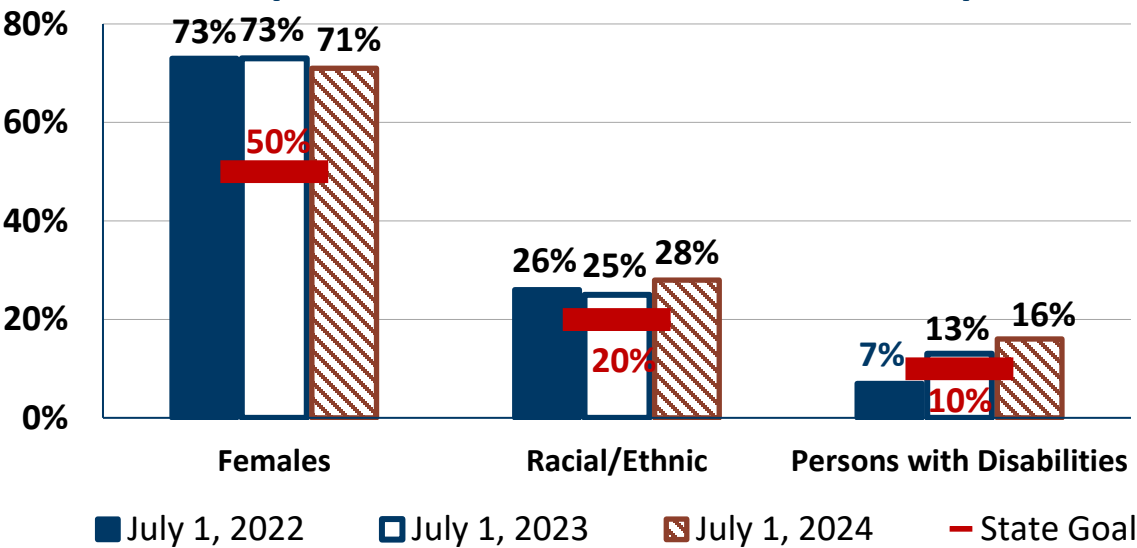
Persons with Disabilities (PWD) Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	12.71%	9.66%	**.*%*	**.*%*	**.*%*	-
Professionals	8.76%	5.93%	17.77%	11.16%	15.12%	-
Technicians	6.94%	5.60%	16.87%	**.*%*	16.06%	-
Protective Svcs. Sworn	**.*%*	5.56%	**.*%*	**.*%*	**.*%*	Yes
Protective Svcs. Non-Sworn	**.*%*	7.51%	**.*%*	**.*%*	**.*%*	No Hire
Paraprofessionals	**.*%*	7.56%	**.*%*	**.*%*	**.*%*	-
Admin Support	13.57%	8.63%	20.14%	**.*%*	21.47%	-
Skilled Craft	**.*%*	6.74%	**.*%*	**.*%*	**.*%*	-
Service Maintenance	7.90%	10.18%	13.06%	**.*%*	13.17%	Yes

Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	36.11%	4.60%	7.57%

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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	62.96%	40.47%	**.**%	**.**%	**.**%	-
Professionals	76.47%	67.61%	72.73%	**.**%	75.00%	-
Technicians	**.**%	72.32%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	50.00%	**.**%	**.**%	**.**%	-
Admin Support	90.91%	69.54%	78.57%	**.**%	81.25%	-

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	**.**%	10.41%	**.**%	**.**%	**.**%	-
Professionals	29.41%	18.44%	45.45%	**.**%	45.83%	-
Technicians	**.**%	12.56%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	50.00%	**.**%	**.**%	**.**%	-
Admin Support	**.**%	63.12%	**.**%	**.**%	**.**%	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	**.**%	6.43%	**.**%	**.**%	**.**%	-
Professionals	**.**%	7.52%	**.**%	**.**%	**.**%	-
Technicians	**.**%	0.00%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	50.00%	**.**%	**.**%	**.**%	-
Admin Support	**.**%	6.46%	**.**%	**.**%	**.**%	-

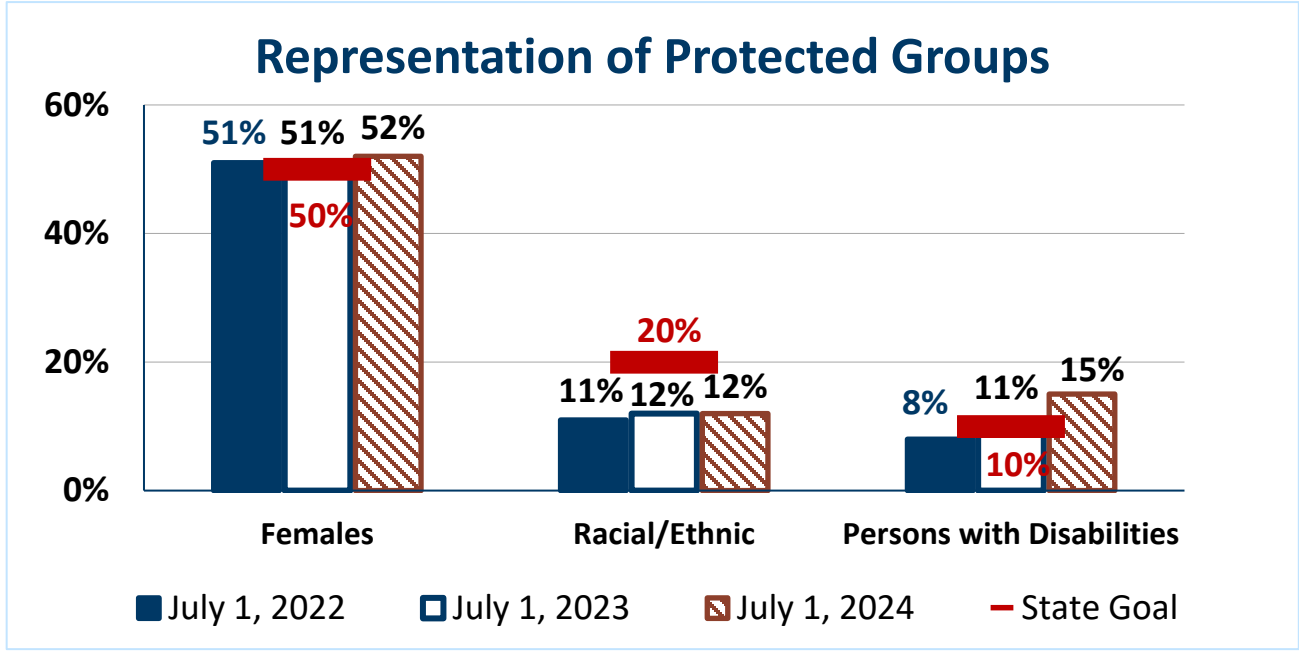
Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	69.57%	**.**%	**.**%



Minnesota Pollution Control Agency

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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	48.89%	35.46%	**.**%	68.75%	77.27%	-
Professionals	47.48%	51.03%	59.62%	59.63%	59.62%	Yes
Technicians/Paraprofessionals	57.63%	34.82%	59.62%	**.**%	60.63%	-
Admin Support	84.72%	75.50%	68.75%	**.**%	73.68%	-

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	9.38%	14.60%	15.38%	11.01%	13.88%	No
Technicians/Paraprofessionals	16.95%	19.21%	14.10%	**.**%	15.00%	No
Admin Support	19.44%	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%	**.**%	**.**%	**.**%	Yes
Professionals	6.44%	7.09%	20.67%	11.93%	17.67%	Yes
Technicians/Paraprofessionals	**.**%	2.24%	20.51%	**.**%	20.63%	-
Admin Support	20.83%	5.51%	**.**%	**.**%	26.32%	-

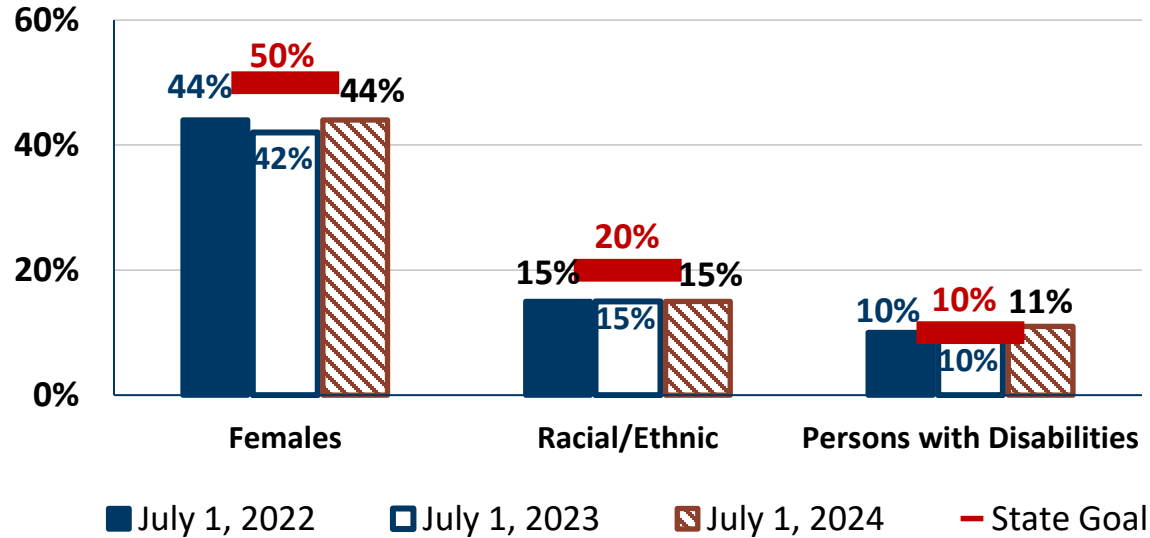
Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	60.65%	13.72%	16.61%



Department of Public Safety

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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	52.17%	34.67%	**.**%	**.**%	**.**%	-
Professionals	59.39%	56.52%	61.21%	67.65%	63.09%	-
Technicians	50.57%	48.04%	44.74%	**.**%	47.19%	-
Protective Svcs. Sworn	11.85%	11.77%	30.97%	35.00%	32.03%	-
Protective Svcs. Non-Sworn	39.91%	40.72%	**.**%	**.**%	**.**%	No Hire
Paraprofessionals	**.**%	48.54%	**.**%	**.**%	**.**%	-
Admin Support	79.55%	76.53%	70.93%	80.00%	72.64%	-
Service Maintenance	**.**%	7.13%	**.**%	**.**%	**.**%	-

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	**.**%	1.78%	**.**%	**.**%	**.**%	-
Professionals	10.61%	8.43%	21.82%	22.06%	21.89%	-
Technicians	10.80%	10.17%	23.68%	**.**%	24.72%	-
Protective Svcs, Sworn	9.07%	12.68%	26.55%	25.00%	26.14%	Yes
Protective Svcs. Non-Sworn	24.22%	25.11%	**.**%	**.**%	**.**%	No Hire
Paraprofessionals	**.**%	8.40%	**.**%	**.**%	**.**%	-
Admin Support	24.77%	20.10%	19.77%	**.**%	17.92%	-
Service Maintenance	**.**%	4.73%	13.33%	**.**%	12.73%	-

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	**.**%	1.55%	**.**%	**.**%	**.**%	-
Professionals	8.98%	8.74%	13.94%	**.**%	13.30%	-
Technicians	9.66%	2.79%	23.68%	**.**%	21.35%	-
Protective Svcs. Sworn	1.67%	3.08%	19.47%	**.**%	16.99%	Yes
Protective Svcs. Non-Sworn	17.49%	11.53%	**.**%	**.**%	**.**%	-
Paraprofessionals	**.**%	2.53%	**.**%	**.**%	**.**%	-
Admin Support	17.73%	8.87%	20.93%	**.**%	16.98%	-
Service Maintenance	**.**%	4.77%	**.**%	**.**%	**.**%	-

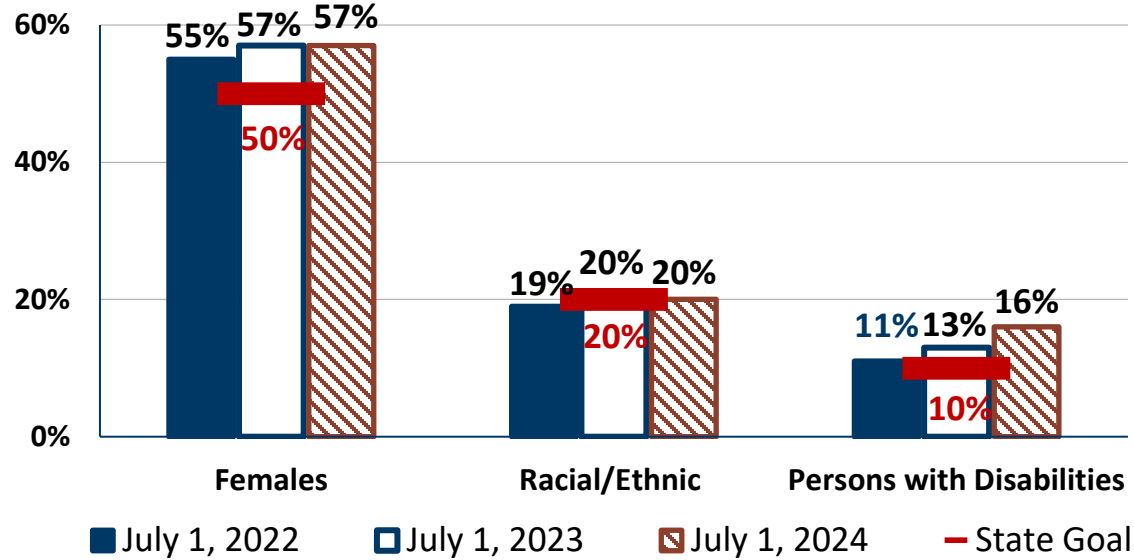
Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	48.40%	19.41%	13.76%



Department of Revenue

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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	58.33%	50.11%	**.**%	**.**%	57.89%	-
Professionals	52.92%	57.21%	53.85%	57.63%	56.04%	No
Technicians	63.37%	67.95%	67.33%	**.**%	65.82%	No
Paraprofessionals	**.**%	63.10%	61.90%	**.**%	66.67%	Yes
Admin Support	64.66%	70.35%	68.75%	**.**%	65.45%	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	**.**%	11.08%	**.**%	**.**%	**.**%	-
Professionals	17.79%	13.29%	20.09%	19.00%	19.46%	-
Technicians	23.76%	5.60%	31.33%	**.**%	31.65%	-
Paraprofessionals	**.**%	0.00%	**.**%	**.**%	**.**%	-
Admin Support	24.78%	17.98%	33.33%	**.**%	30.91%	-

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	20.83%	11.70%	**.**%	**.**%	**.**%	-
Professionals	10.40%	8.61%	20.51%	11.21%	15.14%	-
Technicians	18.81%	2.09%	24.00%	**.**%	24.05%	-
Paraprofessionals	**.**%	16.67%	**.**%	**.**%	**.**%	-
Admin Support	10.62%	4.70%	22.92%	**.**%	21.82%	-

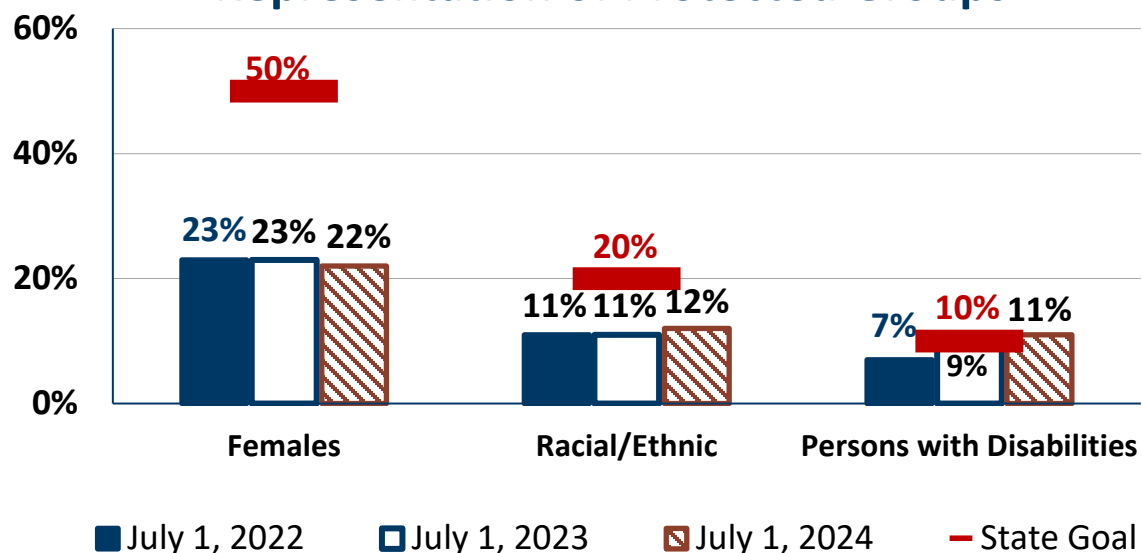
Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	55.84%	25.55%	19.71%



Department of Transportation

Representation of Protected Groups



Progress Report Toward Goals FY 2022-FY 2024

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	41.76%	38.66%	53.85%	38.60%	43.37%	-
Professionals	41.67%	35.34%	42.69%	47.64%	44.47%	-
Technicians	11.94%	13.07%	8.09%	5.44%	6.40%	No
Paraprofessionals	41.67%	76.16%	32.54%	**.*%*	32.94%	No
Admin Support	79.04%	77.65%	64.22%	63.64%	64.12%	-
Skilled Craft	**.*%*	3.03%	**.*%*	**.*%*	**.*%*	No
Service Maintenance	8.14%	7.10%	7.68%	**.*%*	7.72%	-

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	7.14%	6.97%	**.*%*	**.*%*	**.*%*	-
Professionals	14.41%	12.07%	19.01%	13.61%	17.07%	-
Technicians	7.46%	8.04%	10.29%	7.11%	8.27%	Yes
Paraprofessionals	19.44%	0.00%	26.63%	**.*%*	26.47%	-
Admin Support	16.77%	14.98%	22.94%	**.*%*	19.85%	-
Skilled Craft	**.*%*	7.92%	**.*%*	**.*%*	**.*%*	Yes
Service Maintenance	9.40%	8.83%	12.67%	**.*%*	12.25%	-

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

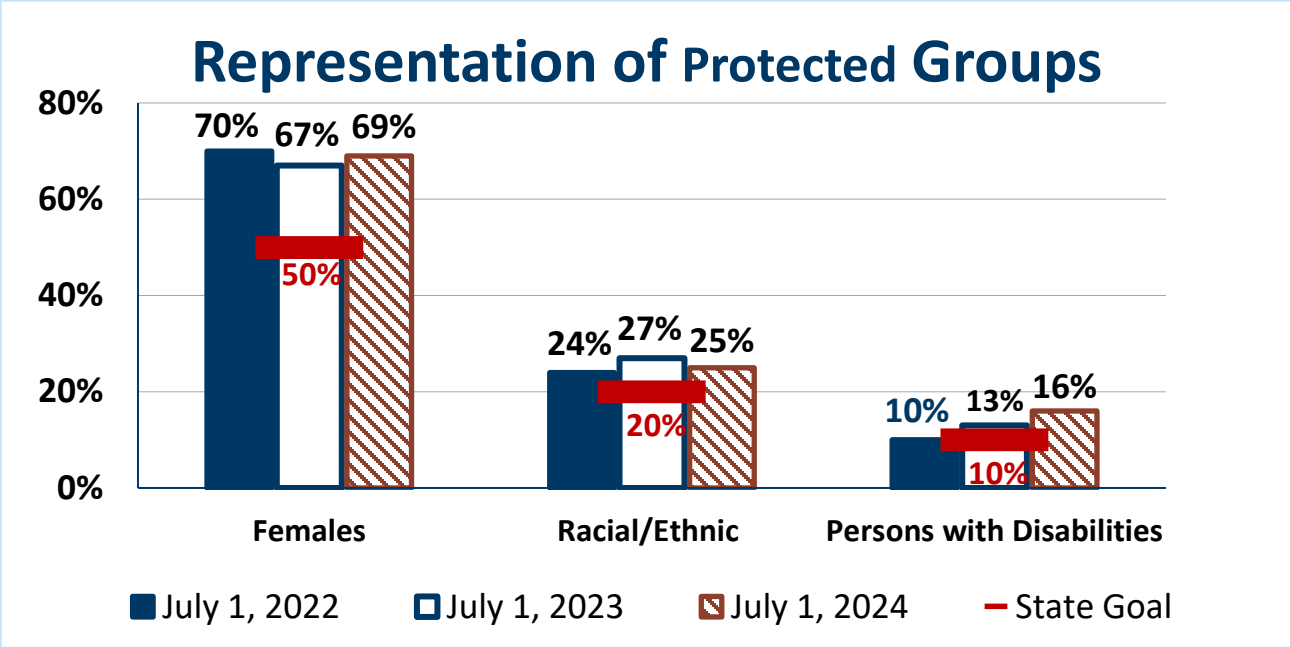
Job Category	Prior AAP Total PWD	Prior AAP Availability PWD	PWD Hired	PWD Promoted	Actual PWD Hiring	PWD Goals Met?
Officials/Administrators	9.34%	6.48%	**.*%*	**.*%*	**.*%*	-
Professionals	8.40%	6.57%	16.67%	14.14%	15.76%	-
Technicians	5.00%	4.44%	17.65%	13.81%	15.20%	-
Paraprofessionals	**.*%*	5.74%	**.*%*	**.*%*	**.*%*	-
Admin Support	13.17%	8.50%	12.84%	**.*%*	14.50%	-
Skilled Craft	6.28%	6.43%	**.*%*	**.*%*	**.*%*	-
Service Maintenance	7.26%	7.43%	13.34%	17.57%	13.73%	Yes

Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	44.44%	14.65%	11.62%



Department of Veterans Affairs



Progress Report Toward Goals FY 2022-FY 2024

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	44.12%	45.75%	**.**%	**.**%	45.45%	-
Professionals	70.37%	72.59%	74.41%	73.47%	74.26%	Yes
Technicians	86.54%	87.31%	82.50%	**.**%	81.40%	-
Paraprofessionals	75.96%	79.45%	78.15%	**.**%	77.74%	No
Admin Support	84.42%	75.42%	90.00%	**.**%	91.53%	-
Skilled Craft	**.**%	4.29%	**.**%	**.**%	**.**%	-
Service Maintenance	55.36%	46.30%	48.02%	**.**%	47.23%	-

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	**.**%	10.18%	**.**%	**.**%	**.**%	-
Professionals	15.87%	15.38%	18.11%	**.**%	18.15%	-
Technicians	29.81%	25.20%	22.50%	**.**%	22.09%	-
Paraprofessionals	40.98%	36.08%	36.00%	**.**%	35.31%	-
Admin Support	16.88%	16.91%	**.**%	**.**%	20.34%	-
Skilled Craft	**.**%	9.81%	**.**%	**.**%	**.**%	Yes
Service Maintenance	24.29%	25.85%	18.84%	**.**%	18.95%	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	29.41%	21.70%	**.**%	**.**%	**.**%	-
Professionals	17.99%	10.91%	19.69%	20.41%	19.80%	-
Technicians	**.**%	4.12%	20.00%	**.**%	19.77%	-
Paraprofessionals	7.92%	7.07%	10.46%	**.**%	10.39%	-
Admin Support	**.**%	6.58%	26.00%	**.**%	25.42%	-
Skilled Craft	**.**%	6.74%	**.**%	**.**%	**.**%	-
Service Maintenance	10.71%	9.84%	18.54%	**.**%	18.08%	-

Total Separations FY 2022-FY 2024

Separations	Females	Racial/Ethnic Minorities	Persons with Disabilities
Total Separations	63.96%	23.29%	14.97%