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State of Minnesota



AFFIRMATIVE ACTION REPORT 1987

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MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS EQUAL OPPORTUNITY DIVISION 520 Lafayette Road, St. Paul, MN 55101 (612)296-4600 Mental and Manager and Manager

Introduction

In accordance with Minnesota Statute 43A.191, Subd. 3, the Commissioner of Employee Relations shall submit a report on affirmative action to the Governor, the Finance Committee of the Senate, the Appropriations Committee of the House of Representatives, and the Governmental Operations Committees of both houses of the Legislature. This report shall include each agency's rate of compliance with annual hiring goals and will identify agencies in and out of compliance with affirmative action requirements.

The following is the table of contents for this report.

- 1. Affirmative Action Requirements
- 2. Goals and Objectives
- 3. Examination and Selection
- 4. Monitoring
- 5. Statewide Affirmative Action Advisory Committee Report
- 6. Agency Audit Reviews

1. Affirmative Action Requirements

Minnesota Statute requires the establishment and maintenance of an affirmative action program. Protected groups for affirmative action purposes are defined in M.S. 43A.02 Subd. 33 as being females, handicapped persons, racial and ethnic minorities (Asian and Pacific Islander, Black, American Indian, Alaskan Native, Hispanic), and Vietnam era velerans. Affirmative action rules require each agency to develop and submit an annual plan to the Equal Opportunity Division of the Department of Employee Relations for review and approval. These rules require the development of program objectives to address disparities in the workforce and the creation of procedures for cases of alleged discrimination.

2. Goals and Objectives

Numerical affirmative action goals are established for women and minorities by department, occupational group, and geographic location. These goals are based on the availability of qualified protected group persons. Availability is determined from a variety of sources such as U.S. Census data, educational data, and statistics from licensing, regulatory and accreditation authorities and organizations. Goals may vary according to geographic location because all protected groups are not uniformly distributed throughout the state.

Presently the numerical goals for the handicapped are under review with the assistance of an advisory task force to the Department of Employee Relations. This committee will review and make recommendation to the statewide Affirmative Action Program on:

- A. <u>Definition of handicapped</u>. Currently there is a broad interpretation of someone who is considered disabled and how they are identified in the 504 Section of the 1973 Rehabilitation Act. The task force will review this definition as well as employer-identification of disabled employees versus self-identification.
- B. <u>Goal setting.</u> An 8 percent goal is currently used for Affirmative Action purposes. Agencies believe this goal is unrealistic. The task force will develop and identify a measurement that will provide a reasonable data base.

The task force consists of: two legislators, one community representative, four disabled employees representative of the vision impaired, hearing impaired, physically impaired, and with a hidden disability, an Affirmative Action Officer, A Personnel Director, and the Director for the State Council for the Handicapped.

3. Examination and Selection

The State's Affirmative Action Program is designed to assist agencies in meeting their affirmative action obligations. The Department of Employee Relations conducts an outreach program with various protected group communities, advocates, and local agencies in order to provide information about employment with the State. The Equal Opportunity Division also maintains a skills bank which identifies protected group members with the special skills needed to qualify for state employment.

This year the Department of Employee Relations initiated legislation to expand current selection procedures in place for Affirmative Action. "Expanded certification" provides additional qualified protected group candidates to be considered for a job opening. Currently, certification is expanded to include up to three protected group candidates for whom disparities exist. The amendment to this law would allow for two protected group members <u>for each</u> disparity that exists.

Two features of the examining and selection process are specifically designed to address the unique needs of handicapped persons seeking employment with the state:

- A. Reasonable Accommodations. Applicants are asked to indicate on a job application if they have a disability requiring accommodation in the exam process. Every effort is made to provide reasonable accommodations to those who need them. Commonly provided accommodations are interpreters for hearing impaired persons and readers for visually impaired persons.
- B. The 700 hour program. This program is designed to assist applicants whose disability places them at a competitive disadvantage in the exam process even with an accommodation. It provides 700 hours of trial work experience in lieu of a formal examination. Once the applicant has demonstrated the ability to do the job, the applicant begins to serve a probationary period as with any other employee.

4. Monitoring

The Equal Opportunity Division conducts an annual audit of each state by agency. In order to assess the agency's opportunity to make affirmative action hires during that particular year. It identifies where an Affirmative Action hire occurred and when an Affirmative Action opportunity was missed by the agency. Any agency with at least five opportunities to hire within that year who makes at least 25 percent Affirmative Action hires will be recognized as an agency that has made significant and measurable progress toward achieving affirmative action objectives. Any agency with five or more opportunities to hire that missed making 25 percent Affirmative Action hires will be identified as an agency out of compliance. The Governor will review the reports submitted by the Department of Employee Relations and respond to agencies which have continuously shown no growth in meeting their hiring goals. The Department of Employee Relations will recognize agencies that have made significant and measurable progress toward achieving Affirmative Action objectives.

5. Statewide Affirmative Action Committee Report.

An advisory committee of Affirmative Action Officers and the Director of the Equal Opportunity Division is part of the State's Affirmative Action Program. In January 1986, the Statewide Affirmative Action Committee reviewed its program of work and identified several major areas to focus on this particular year. The following is an update on the areas selected:

<u>Personnel Selection Procedures</u>. The statewide Affirmative Action Committee reviewed the expanded certification process and agreed to recommend to the Commissioner that expanded certification be revised. As a result, departmental legislation was offered during 1987 Legislative Session to amend the existing expanded certification regulations to include additional protected group members.

Examination Procedures. The Committee has been working on identifying the possibility of adverse impact of certain examinations given within the state system. The initial exam that was reviewed was the Consolidated Clerical exam where indicators showed an adverse impact to protected group members. A recommendation has gone to the Commissioner requesting a different testing procedure for Clerk 1 and Clerk Typist 1, which are entry level job classifications.

<u>Training.</u> SWAAC members have participated in several pilot programs developed by the Equal Opportunity Division (EOD). Programs developed were: (1) the protected group report; (2) reasonable accommodation for the disabled; (3) preventing sexual harassment. The EOD is also preparing a statewide Affirmative Action orientation program and an investigations training program in cooperation with the Department's Labor Relations Division.

Additional activities by SWAAC included a joint meeting with the State Personnel Advisory Committee and the formation of a joint sub-committee to discuss missed opportunities. The SWAAC Committee also made a presentation to the Governor's Affirmative Action Council and recommended (1) that awareness and orientation on Affirmative Action for Commissioners at the Cabinet level be held; and (2) that agencies create a budget item in their operational budgets for Affirmative Action needs.

AGENCY AUDIT REVIEW

The following information provides an analysis of each agency's hiring opportunities during the period of July through December, 1986. It will reflect affirmative action hires, justified hires, missed opportunities, not missed opportunities. An agency with 25% or more missed opportunities for affirmative action purposes have been designated as an agency out of compliance within that hiring period. Agencies that had five or more opportunities and accomplished 25% or more of those hiring opportunities as affirmative action hires will be recognized with a Certificate of Recognition of their AA efforts. The following agencies will be recognized for the hiring period — Department of Administration, Department of Agriculture, Department of Energy and Economic Development, Department of Finance, Minnesota Housing and Finance Agency, Department of Natural Resources, Department of Revenue, the Vocational Technical Education Board, and the Minnesota State Zoo.

Upon the six-month review of agency hiring practices, no agencies were determined out of compliance with affirmative action practices. The following information will identify a statewide agency profile of their hiring activity for that review period.

AGENCY AUDIT REVIEW FOR THE PERIOD: July - December 1986

AGENCY	OPPOR- TUNITIES	AFF ACT HIRES	JUSTIFIED HIRES	MISSED OPPTYS	NOT MISSED
Admin Hearings Off	1	1 100.0	0.0	0 0.0	0.0
Administration	34	12 35.3	6 17.6	0 0.0	16 47.1
Agriculture	25	10 40.0	6 24.0	0.0	9 36.0
Animal Health Board	1	0.0	100.0	0.0	0.0
Attorney General	9	0.0	0.0	1 11.1	8 88.9
Auditor	4	2 50.0	0.0	1 25.0	1 25.0
Commerce	30	3 10.0	1 3.3	4 13.3	22 73.3
Community Colleges - Metro	36	5 13.9	4 11.1	2 5.6	25 69.4
Community Colleges - Other	23	3 13.0	0.0	1 4.3	19 82.6
Corrections - Metro	74	8 10.8	10 13.51	32 2.70	54 73.0

Corrections - Other 14 1 4 0 9 Education 24 4 2 0 15.0 Employee Relations 3 0 1 0 2 Employee Relations 3 0 0 3 8 Employee Relations 3 0 0 66.7 Employee Relations 3 0 0 66.7 Employee Relations 3 0 0 0 66.7 Employee Relations 17 6 3 3 8 17.1 Fread 17 1 0 0 0 0 0 0 3 3 17.1	AGENCY	OPPOR- TUNITIES	AFF ACT HIRES	JUSTIFIED HIRES	MISSED OPPTYS	NOT MISSED
Employee Relations 3 0 0 1 1 0 2 2 2 3 3 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	Corrections - Other	14	7.1	· · · · · · · · · · · · · · · · · · ·		
Energy & Econ Dev 17 6 0 0 33.3 0.0 66.7 Energy & Econ Dev 17 6 0 0 0 3 8 8 71.6 Health 51 9 2 2 2 38 74.5 Higher Educ Coord Bd 10 1 0 0 0 0 90.0 Housing Finance 7 3 0 0 0 0 90.0 Housing Finance 7 3 0 0 0 0 90.0 Housing Finance 7 3 0 0 0 0 57.1 Human Rights 5 0 0 0 0 0 57.1 Human Services - Metro 80 8 17 5 5 50 10.0 Jobs & Training - Metro 49 11 6 6.2 1.7 70.5 Labor & Industry 27 18.5 18.5 11.1 3.7 66.7 Military Affairs 17 2 0 4 10.2 Natural Resources - Metro 45 11.8 0.0 23.5 64.7 Natural Resources - Other 45 17.6 7.5 15.6 Natural Resources - Other 45 17.6 7.1 1 1 36 6.7 Pollution Control 41 1 1 3 0 0 37	Education	24				
Finance 7 4 0 0 0 0 3 Finance 7 1 6 3 9 2 2 3 38 Figher Educ Coord Bd 10 11 0 0 0 9 Figher Educ Coord Bd 10 10 1 0 0 0 9 Finance 7 2 3 0 0 0 0 9 Finance 7 2 3 0 0 0 0 4 Finance 8 10 0 0 0 0 0 5 Finance 9 10 0 0 0 0 5 Finance 9 10 0 0 0 0 0 5 Finance 9 10 0 0 0 0 0 0 Finance 9 10 0 0 0 0 0 0 Finance 9 10 0 0 0 0 0 0 Finance 9 10 0 0 0 0 0 0 Finance 9 10 0 0 0 0 0 0 Finance 9 10 Finance 9 10 0 Finance 9 10	Employee Relations	3		1 33.3		
Health 51	Energy & Econ Dev	17				
Higher Educ Coord Bd 10 10 1 0 0 0 99.00 Housing Finance 7 3 0 0 0 44.99 0.0 0.0 57.1 Human Rights 5 0 0 0 0 0 0 57.1 Human Services - Metro 80 8 17 5 50 Human Services - Other 173 20 28 3 122 Iron Rge Res & Rehab 2 11.6 16.2 1.7 70.5 Iron Rge Res & Rehab 2 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Finance	7				
Housing Finance 7 3 3 0 0 0 4 4 2.9 0.0 57.1 Human Rights 5 0 0 0 0 0 0 55.1 Human Services - Metro 80 8 17 5 50 10.0 21.3 6.3 62.5 Human Services - Other 173 20 28 3 122 11.6 16.2 1.7 70.5 Iron Rge Res & Rehab 2 11.6 16.2 1.7 70.5 Iron Rge Res & Rehab 2 11 0 0 0 10 50.0 Jobs & Training - Metro 49 11 6 2 30 10 10 10 10 10 10 10 10 10 10 10 10 10	Health	51	_	2 3.9		
Human Rights 5 0 0 0 0 0 57.1 Human Rights 5 0 0 0 0 0 0 0.0 Human Services - Metro 80 8 17 5 50 Human Services - Other 173 20 28 3 122 11.6 16.2 1.7 70.5 Iron Rge Res & Rehab 2 11 0 0 0 1 Jobs & Training - Metro 49 11 6 2 30 Jobs & Training - Other 21 2 3 0 16 Labor & Industry 27 5 3 1 185 Military Affairs 17 2 0 4 11 Natural Resources - Metro 33 10 4 0 19 Natural Resources - Metro 45 7 1 1 1 36 Natural Resources - Other 45 7 1 1 1 36 Natural Resources - Other 45 7 1 1 1 36 Natural Resources - Other 45 7 1 1 1 36 Pollution Control 41 1 1 3 0 0 37	Higher Educ Coord Bd	10 .	•			
Human Services - Metro 80 8 17 5 50 10.0 21.3 6.3 62.5 Human Services - Other 173 20 28 3 122 11.6 16.2 1.7 70.5 Iron Rge Res & Rehab 2 1 0 0 0 1 1 0 0 0 50.0 Jobs & Training - Metro 49 11 22.4 4.08 61.2 Jobs & Training - Other 21 2 3 0 0 16 9.5 14.3 0.0 76.2 Labor & Industry 27 5 3 1 1 8.5 11.1 3.7 66.7 Military Affairs 17 2 0 4 11 18 0.0 23.5 64.7 Natural Resources - Metro 33 10 4 0 19 11.8 0.0 57.6 Natural Resources - Other 45 7 1 1 1 36 15.6 2.2 2.2 80.0 Pollution Control 41 1 1 3 0 3 7	Housing Finance	7	3 42.9			•
Human Services - Other 173 20 28 3 122 11.6 16.2 1.7 70.5 11.6 16.2 1.7 70.5 11.6 16.2 1.7 70.5 11.6 16.2 1.7 70.5 11.6 16.2 1.7 70.5 11.6 16.2 1.7 70.5 11.6 16.2 1.7 70.5 11.6 16.2 1.7 70.5 11.6 16.2 1.7 70.5 11.6 16.2 1.7 70.5 11.6 16.2 1.7 70.5 11.6 2 30 0.0 50.0 1.6 12.2 1.2 11.6 2.2 1.2 12.2 12.2 12.	Human Rights	5				
11.6 16.2 1.7 70.5 1	Human Services - Metro	80				
50.0 0.0 0.0 50.0	Human Services - Other	173				
22.4 12.24 4.08 61.2	Iron Rge Res & Rehab	2		U		
9.5 14.3 0.0 76.2	Jobs & Training - Metro	49				
Military Affairs 17 2 0 4 11 Natural Resources - Metro 33 10 4 0 19 Natural Resources - Other 45 7 1 1 36 Pollution Control 41 1 3 0 37	Jobs & Training - Other	21	2 9.5			
Natural Resources - Metro 33 10 4 0 19 30.3 12.1 0.0 57.6 Natural Resources - Other 45 7 1 1 1 36 2.2 2.2 80.0 Pollution Control 41 1 1 3 3 0 37	Labor & Industry	27				
30.3 12.1 0.0 57.6 Natural Resources - Other 45 7 1 1 36 15.6 2.2 2.2 80.0 Pollution Control 41 1 3 0 37	Military Affairs	17				
15.6 2.2 2.2 80.0 Pollution Control 41 1 3 0 37	Natural Resources - Metro	33				
	Natural Resources - Other	45				
	Pollution Control	41		3 7.3		

AGENCY	OPPOR- TUNITIES	AFF ACT HIRES	JUSTIFIED HIRES	MISSED OPPTYS	NOT MISSED
Pub Emp Ret Assn	3	0.0	0.0	0.0	3 100.0
Public Safety	77	6 7.8	9 11.7	1.3	61 79.2
Public Service	7	14.3	1 14.3	0.0	5 71.4
Public Util Comm	2	0.0	1 50.0	0.0	1 50.0
Revenue	59	16 27.1	5 8.5	1 1.69	37 62.7
Secretary of State	1	0 0.0	0.0	0.0	1 100.0
State Planning	3	1 33.3	1 33.3	0.0	1 33.3
State Universities - Metro	5	0 0.0	1 20.0	0.0	4 80.0
State Universities - Other	72	14 19.4	8 11.1	0.0	50 69.4
Transportation - Metro	107	24 22.4	8 7.48	24 22.43	51 47.7
Transportation - Other	153	27 17.5	7 4.5	18 11.7	100 64.9
Veterans Affairs	38	8 21.1	4 10.5	0.0	26 68.4
Voc Tech Educ Board	9	33.3	2 22.2	0.0	4 44.4
200	15	6 40.0	2 13.3	1 6.7	6 40.0
TOTAL	1,438	247 17.2	141 9.8	90 6.3	958 66.6

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REASONS REPORTED FOR MISSED OPPORTUNITIES

Period July - December, 1986

Number Of Times Given Structured Interview 37 Reason: Supervisor or Panel Reason: Informal Application 12 Evaluation Informal Interview 5 Reason: by Supervisor Reason: Reference Check 5 Supervisory Evaluation Reason: Numerical Rank/Category Grouping of Applications Reason: Score on Eligible List No Response to Letter Reason: Reason: Reached but not interested 2 Agency No Longer Has Disparity Reason: 2 Reason: No Response to Phone Call Written Test/Job Sample Results Reason:

GROUP: WOMEN

		TOTAL				
<u>DEPARTMENT</u>		EMPLOYEES	% WOMEN	% MANAGERS	% PROF.	% OTHER
Administration		790	45.32	21.43	29.73	52.22
Agriculture		430	26.05	6.67	20.00	28.48
Commerce		222	54.50	40.00	33.33	91.25
Community College	System ²					
	Metro	664	66.11	0	67.06	65.98
	Outstate	447	64.43	0	67.90	63.66
Corrections				•		
	Metro	1,218	29.23	11.43	35.81	28.41
	Outstate	729	23.87	0	21.74	25.28
Education		615	65.69	22.73	48.57	84.03
Employee Relation	S	99	73.74	53.85	52.63	95.83
Energy & Economic		262	56.87	45.16	40.77	81.19
Finance	bove replineme	119	51.26	20.03	36.11	75.00
Health		721	63.80	32.26	52.35	85.98
HECB		74	71.62	0	61.11	75.00
Housing Finance A	gency	122	59.02	14.29	40.00	90.00
Human Rights	geney	67	68.66	33.33	56.10	95.65
Human Services		0,	00.00	55.55	30.10	33.03
Human Services	Metro	1,485	64.71	29.31	58.29	72.21
	Outstate	5,631	64.71	14.29	56.14	67.84
Jobs & Training	outstate	3,031	04.71	14.23	30.14	07.04
bobs & Halling	Metro	1,472	54.69	18.00	33.95	85.13
	Outstate	649	47.77	14.29	25.17	95.69
Labor & Industry	outstate	363	57.02	26.67	39.17	68.42
Military Affairs						
	Metro	88	25.00	0	28.57	24.69
	Outstate ,	314	18.79	0	7.69	19.27
Natural Resources						
	Metro	653	37.83	15.22	20.74	60.92
	Outstate	1,296	14.81	0	3.56	28.89
Pollution Control	Agency	448	40.85	18.18	30.97	85.06
Public Safety		1,739	39.79	26.92	20.32	42.40
Public Service		86	30.23	16.67	30.00	32.00
Revenue		1,055	55.64	9.52	29.10	86.14
State Planning Ag	ency	125	40.80	25.00	32.86	61.54
State University	System ²					
-	Metro	79	72.22	0	40.00	82.61
	Outstate	1,734	60.32	16.67	39.90	63.21
Transportation		·				
•	Metro	2,567	19.05	6.82	17.11	20.13
	Outstate	2,228	9.25	2.94	11.04	9.22
Veterans Affairs		431	55.92	0	70.13	53.58
Zoological Garden	S	218	42.20	33.33	44.44	42.02
3	TOTAL	29,355		-		• • • • •
Statewide Summary	of Women					
433 B		00 565				
All Departments		30,726	45.93	19.28	36.11	51.20

Women comprise 50.99% of Minnesota's population. (Includes racial/ethnic women)

^{1.} Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professionals in the Commissioner's Plan

^{2.} Does not include faculty and administration.

GROUP: RACIAL/ETHNIC MEMBERS (Includes: Blacks, Hispanics, Asians & American Indians)
DATA FROM JANUARY 1987

		TOTAL	% RACIAL/			
DEPARTMENT		EMPLOYEES	ETHNIC	<u>% MANAGERS</u>	% PROF.	% OTHER
Administration		790	8.61	2.38	5.41	10.12
Agriculture		430	2.56	0	3.53	2.42
Commerce		222	7.66	0	5.30	12.50
Community College S	System ²					
	Metro	664	8.73	0	12.94	8.12
(Outstate	447	4.03	0	16.05	1.37
Corrections						
	Metro	1,218	7.88	5.71	6.05	8.37
	Outstate	729	2.61	0	2.72	2.64
Education		615	5.69	9.09	9.29	2.24
Employee Relations		99	8.08	7.69	7.89	8.33
Energy & Economic [Development	262	8.02	3.23	9.23	7.92
Finance		119	4.20	0	8.33	3.85
Health		721	4.30	3.23	3.05	6.44
HECB		74	8.11	0	16.67	5.36
Housing Finance Age	encv	122	16.39	14.29	13.85	20.00
Human Rights	chey	67	28.36	33.33	21.95	39.13
Human Services		07	20.30	33.33	21.33	39.13
	Metro	1,485	4.38	3.45	5.64	3.47
	Outstate	5,631	1.78	2.38	2.21	1.64
Jobs & Training	:	5,00.	,0	2.00		1.04
	Metro	1,472	7.27	6.00	6.30	8.66
	Outstate	649	2.00	0	2.77	0.48
Labor & Industry	Juistate	363	11.02	13.33	7.50	12.72
Military Affairs		303	11.02	10.00	7.30	12.12
	Metro	88	4.55	0	0	4.94
	Outstate	314	0.32	Ö	ő	0.33
Natural Resources	Jacstate	317	0.32	U	U	0.33
	Metro	653	4.75	2.17	3.10	7.04
	Outstate	1,296	1.54	0	1.85	1.21
	Agency	448	3.57	0	3.54	4.60
Public Safety	rgency	1,739	3.45	. 0	4.28	3.41
Public Service		86	2.33	0	6.67	0
Revenue		1,055	6.16	9.52	4.85	
State Planning Ager	nev	1,035	8.00	6.25	4.29	7.43
State University Sy		123	0.00	0.23	4.23	15.38
	ystem- Metro	79	6.33	0	10.00	E 00
						5.80
	Outstate	1,734	1.85	0	0.49	2.03
Transportation	dat na	2 567	2.00	2 43	A F7	0 44
	Metro	2,567	3.66	3.41	4.51	3.44
	Outstate	2,228	2.56	0	0.65	2.75
Veterans Affairs		431	7.66	0	3.90	8.60
Zoological Gardens	V O T A I	218	1.38	0 .	0	1.60
	TOTAL	29,355				
Statewide Summary i	for Racial/Et	hnic Member	S			
All Departments		30,726	4.17	3.96	4.58	3.99
mi bepar unches		50,720	7.17	5.50	7.30	3.33

Racial/ethnic members comprise 3.29% of Minnesota's population.

- Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professionals in the Commissioner's Plan.
- 2. Does not include faculty and administration.

DATA FROM JANUARY 1987

GROUP: BLACKS

DEPARTMENT			101AL				
Administration	DEPARTMENT			% BLACK	% MANAGERS	% PROF. 1	% OTHER
Agriculture Commerce 222 2.70 0 1.18 0.61 Commerce 222 2.70 0 1.52 5.00 Community College System Metro 664 5.12 0 5.88 5.01 0.00 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	A Transport of Section 1		700		2.20		6 00
Community College							
Community College							
Metro 0		S	26.2	2.70	U	1.32	5.00
Outstate	community correge		661	6 12	Λ	F 00	5 (1)
Metro							
Metro 1,218 4.19 2.86 3.26 4.44	Compostions	outstate	447	U		U	U
Outstate	corrections	Matra	1 210	A 10	2 26	3 26	A A A
Education Employee Relations 615 (2.28) 4.55 (2.50) 1.92 (2.63) 1.17 (2.63) 1.92 (2.63) 4.17 (2.63) 1.92 (2.63) 4.17 (2.63) 1.92 (2.63) 4.17 (2.63) 1.09 (2.63) 4.17 (2.63) 1.09 (2.78) 3.85 (2.63) 4.17 (2.78) 3.85 (2.63) 4.17 (2.78) 3.85 (2.63) 4.17 (2.78) 3.85 (2.63) 4.17 (2.78) 3.85 (2.63) 4.17 (2.78) 3.85 (2.63) 4.17 (2.78) 3.85 (2.63) 4.17 (2.78) 3.85 (2.63) 4.17 (2.78) 3.85 (2.63) 4.17 (2.78) 3.85 (2.63) 4.17 (2.78) 3.85 (2.63) 4.17 (2.78) 4.00 (2.78) 4.00 (2.78) 4.00 (2.78) 4.00 (2.78) 4.00 (2.78) 4.00 (2.78) 4.00 (2.78) 4.00 (2.78) 4.00 (2.78) 4.00 (2.78) 4.00 (2.78) 4.01 (2.78) 4.00 (2.78) 4.00 (2.78) 3.10 (2.78) 4.00 (2.78) 3.10 (2.78) 4.00 (2.78) 3.10 (2.78) 4.00 (2.78) 3.10 (2.78) 4.00 (2.78) 3.10 (2.78) 3.10 (2.78) 4.00 (2.78) 3.10 (2.78) 4.00 (2.78) 3.10 (2.78) 4.00 (2.78) 3.10 (2.78) 4.00 (2.78) 3.10 (2.78) 4.00 (2.78) 4.00 (
Employee Relations	Lducation	outstate					
Energy & Economic Development 262 1.53 0 2.31 0.99		r					
Finance Health 721 2.52 0 2.78 3.85 Health 721 2.22 3.23 1.17 3.79 HLCB 74 5.41 0 11.11 3.57 Housing Finance Agency 122 10.66 14.29 7.69 14.00 Human Rights 67 20.90 33.33 19.51 21.74 Human Services Metro 1,485 1.68 0 1.93 1.61 Outstate 5,631 0.20 0 0.31 0.16 Jobs & Iraining Metro 0,464 0 0.69 0							
Health		neve topment					
HtCB							
Housing Finance Agency 122 10.66 14.29 7.69 14.00 Human Rights 67 20.90 33.33 19.51 21.74 Human Services Metro 1,485 1.68 0 1.93 1.61 Outstate 5,631 0.20 0 0.31 0.16 Jobs & Iraining Metro 1,472 3.06 4.00 2.96 3.10 Outstate 649 0.46 0 0.69 0 Labor & Industry 363 7.71 13.33 6.67 7.89 Metro 0utstate 314 0 0 0 0 Outstate 314 0 0 0 0 Natural Resources Metro 653 1.84 2.17 1.24 2.46 Outstate 1,296 0.15 0 0.28 0 Pollution Control Agency 448 1.34 0 0.88 3.45 Public Safety 1,739 1.78 0 2.67 1.70 Public Service 86 0 0 0 0 State Planning Agency 1,055 2.94 4.76 2.99 2.81 State Planning Agency 155 1.60 6.25 1.43 0 State University System ² Metro 79 3.80 0 10.00 2.90 Outstate 1,734 0.17 0 0 0.20 Iransportation Metro 2,567 1.29 2.27 1.32 1.23 Outstate 2,228 0.13 0 0 0.15 Veterans Affairs 431 3.71 0 2.60 4.01 Zoological Gardens 218 0.92 0 0 1.06 Total Statewide Summary for Blacks							
Human Rights Human Services Metro 1,485 1,68 0 1,93 1,61 Outstate 5,631 0.20 0 0.31 0.16 Jobs & Iraining Metro 1,472 3.06 4.00 2.96 3.10 Outstate 649 0.46 0 0.69 0 Labor & Industry 363 7.71 13.33 6.67 7.89 Military Affairs Metro 88 2.27 0 0 0 2.47 Outstate 314 0 0 0 0 Natural Resources Metro 653 1.84 2.17 1.24 2.46 Outstate 1,296 0.15 0 0.28 0 Pollution Control Agency 448 1.34 0 0.88 3.45 Public Safety 1,739 1.78 0 2.67 1.70 Public Service 86 0 0 0 0 Revenue 1,055 2.94 4.76 2.99 2.81 State University System² Metro 79 3.80 0 10.00 2.90 Outstate 1,734 0.17 0 0 0.20 Transportation Metro 2,567 1.29 2.27 1.32 1.23 Veterans Affairs 431 3.71 0 2.60 4.01 Zoological Gardens 218 0.92 0 0 0 Total State Summary for Blacks Statewide Summary for Blacks							
Metro 1,485 1.68 0 1.93 1.61 Jobs & Iraining	.5	gency					
Metro	9		67	20.90	33.33	19.51	21.74
Outstate 5,631 0.20 0 0.31 0.16	Human Services	Madua	3 AOE	3 60	۸	1 02	1 61
Metro							
Metro	John O Jumining	outstate	5,631	0.20	U	0.31	0.16
Outstate 649 0.46 0 0.69 0	Jobs & Training	Madian	1 470	2 06	4 00	2.06	2 10
Metro 88 2.27 0 0 0 2.47							
Metro	Labora O Tandriadiore	outstate					
Metro Outstate 88 Outstate 2.27 Outstate 0 Outstate 314 Outstate 0 Outstate 0 Outstate 0 Outstate 0 Outstate 0 Outstate 1.84 Outstate 2.17 Outstate 1.24 Outstate 2.46 Outstate 0 Outstate <td>-</td> <td></td> <td>303</td> <td>7.71</td> <td>13.33</td> <td>0.07</td> <td>7.89</td>	-		303	7.71	13.33	0.07	7.89
Natural Resources Metro 653 1.84 2.17 1.24 2.46 Outstate 1,296 0.15 0 0.28 0 Pollution Control Agency 448 1.34 0 0.88 3.45 Public Safety 1,739 1.78 0 2.67 1.70 Public Service 86 0 0 0 0 0 Revenue 1,055 2.94 4.76 2.99 2.81 State Planning Agency 125 1.60 6.25 1.43 0 State University System ² Metro 79 3.80 0 10.00 2.90 Outstate 1,734 0.17 0 0 0.20 Iransportation Metro 2,567 1.29 2.27 1.32 1.23 Veterans Affairs 431 3.71 0 2.60 4.01 Zoological Gardens 218 0.92 0 0 1.06 Statewide Summary for Blacks	military Milairs	Matro	ន្តន	2 27	0	0	2 47
Metro							
Metro Outstate 1,296 0.15 0 0.28 0	Natural Posources	Outstate	317	Ū	J	v	Ū
Outstate 1,296 0.15 0 0.28 0 Pollution Control Agency 448 1.34 0 0.88 3.45 Public Safety 1,739 1.78 0 2.67 1.70 Public Service 86 0 0 0 0 0 Revenue 1,055 2.94 4.76 2.99 2.81 State Planning Agency 125 1.60 6.25 1.43 0 State University System ² 79 3.80 0 10.00 2.90 Outstate 1,734 0.17 0 0 0.20 Iransportation Metro 2,567 1.29 2.27 1.32 1.23 Outstate 2,228 0.13 0 0 0.15 Veterans Affairs 431 3.71 0 2.60 4.01 Zoological Gardens 218 0.92 0 0 0 1.06 TOTAL 29,355 0 0	Natural Nesources	Metro	653	1 84	2 17	1 24	2 46
Pollution Control Agency							
Public Safety 1,739 1.78 0 2.67 1.70 Public Service 86 0 0 0 0 Revenue 1,055 2.94 4.76 2.99 2.81 State Planning Agency 125 1.60 6.25 1.43 0 Metro 79 3.80 0 10.00 2.90 Outstate 1,734 0.17 0 0 0.20 Iransportation Metro 2,567 1.29 2.27 1.32 1.23 Outstate 2,228 0.13 0 0 0.15 Veterans Affairs 431 3.71 0 2.60 4.01 Zoological Gardens 218 0.92 0 0 1.06 TOTAL 29,355	Pollution Control						
Public Service 86 0 0 0 0 Revenue 1,055 2.94 4.76 2.99 2.81 State Planning Agency 125 1.60 6.25 1.43 0 State University System ² Metro 79 3.80 0 10.00 2.90 Outstate 1,734 0.17 0 0 0.20 Transportation Metro 2,567 1.29 2.27 1.32 1.23 Outstate 2,228 0.13 0 0 0.15 Veterans Affairs 431 3.71 0 2.60 4.01 Zoological Gardens 218 0.92 0 0 1.06 TOTAL 29,355		Agency					
Revenue 1,055 2.94 4.76 2.99 2.81 State Planning Agency 125 1.60 6.25 1.43 0 State University System ² Metro 79 3.80 0 10.00 2.90 Outstate 1,734 0.17 0 0 0.20 Transportation Metro 2,567 1.29 2.27 1.32 1.23 Outstate 2,228 0.13 0 0 0.15 Veterans Affairs 431 3.71 0 2.60 4.01 Zoological Gardens 218 0.92 0 0 1.06 TOTAL 29,355							
State Planning Agency 125 1.60 6.25 1.43 0 State University System ²					· ·		
State University System ² Metro 79 3.80 0 10.00 2.90 Outstate 1,734 0.17 0 0 0.20 Iransportation Metro 2,567 1.29 2.27 1.32 1.23 Outstate 2,228 0.13 0 0 0.15 Veterans Affairs 431 3.71 0 2.60 4.01 Zoological Gardens 218 0.92 0 0 1.06 TOTAL 29,355 Statewide Summary for Blacks		encv	•				
Metro 79 3.80 0 10.00 2.90 Outstate 1,734 0.17 0 0 0.20 Transportation Metro 2,567 1.29 2.27 1.32 1.23 Outstate 2,228 0.13 0 0 0.15 Veterans Affairs 431 3.71 0 2.60 4.01 Zoological Gardens 218 0.92 0 0 1.06 TOTAL 29,355 0 0 1.06			12.5	1.00	05		ŭ
Outstate 1,734 0.17 0 0 0.20 Transportation Metro 2,567 1.29 2.27 1.32 1.23 Outstate 2,228 0.13 0 0 0.15 Veterans Affairs 431 3.71 0 2.60 4.01 Zoological Gardens 218 0.92 0 0 1.06 TOTAL 29,355 0.92 0 0 1.06	State diriversity		79	3 80	0	10.00	2 90
Transportation Metro 2,567 1.29 2.27 1.32 1.23 Outstate 2,228 0.13 0 0 0.15 Veterans Affairs 431 3.71 0 2.60 4.01 Zoological Gardens 218 0.92 0 0 1.06 TOTAL 29,355 Statewide Summary for Blacks							
Metro 2,567 1.29 2.27 1.32 1.23 Outstate 2,228 0.13 0 0 0.15 Veterans Affairs 431 3.71 0 2.60 4.01 Zoological Gardens 218 0.92 0 0 1.06 TOTAL 29,355 0 0 1.06	Transportation	Out 3 tate	1,754	0.17	· ·	U	0.20
Outstate 2,228 0.13 0 0 0.15 Veterans Affairs 431 3.71 0 2.60 4.01 Zoological Gardens 218 0.92 0 0 1.06 TOTAL 29,355 0.92 0 0 1.06	Transportation	Matro	2 567	1 20	2 27	1 32	1 23
Veterans Affairs 431 3.71 0 2.60 4.01 Zoological Gardens 218 0.92 0 0 1.06 TOTAL 29,355 Statewide Summary for Blacks							
Zoological Gardens $\frac{218}{101AL}$ 0.92 0 0 1.06 Statewide Summary for Blacks	Votopans Affairs	outstate					
TOTAL 29,355 Statewide Summary for Blacks		r					
Statewide Summary for Blacks	200 logical darden			0.32	U	U	1.00
		IUIAL	23,300				
All Departments 30.726 1.66 2.17 1.79 1.58	Statewide Summary	for Blacks					
The second secon	All Departments		30,726	1.66	2.17	1.79	1.58

Blacks comprise 1.31% of Minnesota's population.

^{1.} Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professionals in the Commissioner's Plan.

^{2.} Does not include faculty and administration.

DATA FROM JANUARY 1987

GROUP: HISPANIC

		TOTAL				
DEPARTMENT		EMPLOYEES	% HISPANIC	% MANAGERS	% PROF.	% OTHER
Administration		790	1.27	0	0	1.78
Agriculture		430	0.70	Ö	Ō	0.91
Commerce		222	2.70	Ö	0.76	6.25
Community College	System2		2170	· ·	••••	0.23
community correge	Metro	664	0.90	0	2.35	0.69
	Outstate	447	0.45	Ö	1.23	0.27
Corrections	Odtstate		0.15	J	1.20	0.27
601166610113	Metro	1,218	1.07	0	0.47	1.24
	Outstate	729	0.14	Ö	0.54	0
Education	outstate	615	1.30	4.55	2.14	0.32
Employee Relation	c	99	4.04	7.69	5.26	2.08
Energy & Economic		262	1.15	0	^	2.97
Finance	Deve Topment	119	0	0	0	0
Health		721	0.42	0	0.23	0.76
		74	1.35	0	5.56	
HECB	aoneu	122	0.82	0	1.54	0 0
Housing Finance A	yency			0		
Human Rights Human Services		67	2.99	U	0	8.70
	Metro	1,485	0.67	3.45	0.48	0.62
•	Outstate	5,631	0.21	0	0.15	0.23
Jobs & Training		·				
•	Metro	1,472	1.43	0	0.86	2.29
	Outstate	649	0.62	0	0.92	0
Labor & Industry		363	1.93	0	0	3.07
Military Affairs			, , , ,	-	_	
	Metro	88	2.27	0	0	2.47
	Outstate	314	0	0	0	0
Natural Resources			-	•	_	•
Matara, Masaaraas	Metro	653	1.38	0	0.62	2.46
	Outstate	1,296	0.15	Ö	0.14	0.17
Pollution Control		448	0.67	Ö	0.59	1.15
Public Safety	rigericy	1,739	0.75	Ö	0.53	0.79
Public Service		86	2.33	. 0	6.67	0
Revenue		1,055	1.52	4.76	0	3.01
State Planning Ag	On CV	125	3.20	0	1.43	7.69
State University	Suctam2	123	3.20	U	1.75	7.09
State offiversity	Metro	79	0	0	0	0
	Outstate	1,734	0.46	0	0.49	0.46
Transportation	outstate	1,734	0.40	U	0.43	0.40
Transportation	Metro	2,567	0.90	1.14	0.75	0.92
	Outstate	2,307	0.49	0	0.73	0.54
Veterans Affairs	outstate	431	0.70	0	0	
	c		0.76	0	0	0.86
Zoological Garden		218	U.40	U	U	0.53
	TOTAL	29,355				
Statewide Summary	for Hispanics					
All Departments		30,726	0.76	0.89	0.55	0.84

Hispanics comprise .79% of Minnesota's population.

^{1.} Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professionals in the Commissioner's Plan.

^{2.} Does not include faculty and administration.

GROUP: ASIAN

DEPARTMENT		TOTAL				
Administration 790 1.14 0 2.16 0.89 Agriculture 430 0.70 0 2.35 0.30 Commerce 222 0.90 0 1.52 0 Community College System ² Metro 664 0.90 0 0 0 1.04 Outstate 447 0 0 0 0 0 0 Corrections Metro 1,218 0.74 2.86 1.86 0.41 Outstate 729 0.27 0 0 0.38 Education 615 0.65 0 1.43 0 Employee Relations 99 0 0 0 0 0 Energy & Economic Development 262 4.58 3.23 6.92 1.98 Finance 119 0.84 0 2.78 0 Health 721 1.39 0 1.41 1.52 HECB 74 0 0 0 0 0 Housing Finance Agency 122 2.46 0 3.08 2.00 Human Rights 67 1.49 0 2.44 0 Human Services Metro 1,485 1.08 0 1.93 0.50	DEPARTMENT		S % ASTAN	% MANAGERS	% PROF. 1	% OTHER
Agriculture 430 0.70 0 2.35 0.30 Commerce 222 0.90 0 1.52 0 1.52 0 Community College System ² Metro 664 0.90 0 0 0 1.04 Outstate 447 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	DLIANINENT	To T T T by Mr. T has Ex-	10 110 21114	70 111111111111111111111111111111111111	2-11011	<u> 2. STIEN</u>
Commerce 222 0.90 0 1.52 0 Community College System ²	Administration					
Community College System ² Metro 664 0.90 0 0 1.04 Outstate 447 0 0 0 0 Corrections Metro 1,218 0.74 2.86 1.86 0.41 Outstate 729 0.27 0 0 0.38 Education 615 0.65 0 1.43 0 Employee Relations 99 0 0 0 0 Energy & Economic Development 262 4.58 3.23 6.92 1.98 Finance 119 0.84 0 2.78 0 Health 721 1.39 0 1.41 1.52 HECB 74 0 0 0 0 Housing Finance Agency 122 2.46 0 3.08 2.00 Human Services Metro 1,485 1.08 0 1.93 0.50	Agriculture					
Metro Outstate 664 447 0.90 0 0 0 0 0 1.04 0 Corrections Metro Outstate 1,218 729 0.74 2.86 1.86 0.41 0.41 0.27 0.27 0.27 0.27 0.27 0.27 0.27 0.27	Commerce	222	0.90	0	1.52	0
Outstate 447 0 0 0 0 Corrections Metro 1,218 0.74 2.86 1.86 0.41 Outstate 729 0.27 0 0 0.38 Education 615 0.65 0 1.43 0 Employee Relations 99 0 0 0 0 0 Energy & Economic Development 262 4.58 3.23 6.92 1.98 Finance 119 0.84 0 2.78 0 Health 721 1.39 0 1.41 1.52 HECB 74 0 0 0 0 Housing Finance Agency 122 2.46 0 3.08 2.00 Human Rights 67 1.49 0 2.44 0 Human Services Metro 1,485 1.08 0 1.93 0.50	Community College Sys	tem ²				
Corrections Metro Outstate 1,218 O.74 O.27 O.27 O.0 O.38 Education Employee Relations 615 O.65 O.65 O.65 O.0			0.90	0	0	1.04
Metro 1,218 0.74 2.86 1.86 0.41 Outstate 729 0.27 0 0 0.38 Education 615 0.65 0 1.43 0 Employee Relations 99 0 0 0 0 0 Energy & Economic Development 262 4.58 3.23 6.92 1.98 Finance 119 0.84 0 2.78 0 Health 721 1.39 0 1.41 1.52 HECB 74 0 0 0 0 Housing Finance Agency 122 2.46 0 3.08 2.00 Human Rights 67 1.49 0 2.44 0 Human Services Metro 1,485 1.08 0 1.93 0.50	Out	state 447	0	0	0	0
Outstate 729 0.27 0 0 0.38 Education 615 0.65 0 1.43 0 Employee Relations 99 0 0 0 0 0 Energy & Economic Development 262 4.58 3.23 6.92 1.98 Finance 119 0.84 0 2.78 0 Health 721 1.39 0 1.41 1.52 HECB 74 0 0 0 0 Housing Finance Agency 122 2.46 0 3.08 2.00 Human Rights 67 1.49 0 2.44 0 Human Services Metro 1,485 1.08 0 1.93 0.50	Corrections					
Education 615 0.65 0 1.43 0 Employee Relations 99 0 0 0 0 0 Energy & Economic Development 262 4.58 3.23 6.92 1.98 Finance 119 0.84 0 2.78 0 Health 721 1.39 0 1.41 1.52 HECB 74 0 0 0 0 Housing Finance Agency 122 2.46 0 3.08 2.00 Human Rights 67 1.49 0 2.44 0 Human Services Metro 1,485 1.08 0 1.93 0.50	Met	ro 1,218	0.74	2.86	1.86	
Employee Relations 99 0 0 0 0 Energy & Economic Development 262 4.58 3.23 6.92 1.98 Finance 119 0.84 0 2.78 0 Health 721 1.39 0 1.41 1.52 HECB 74 0 0 0 0 Housing Finance Agency 122 2.46 0 3.08 2.00 Human Rights 67 1.49 0 2.44 0 Human Services Metro 1,485 1.08 0 1.93 0.50	Out	state 729	0.27	0	0	0.38
Energy & Economic Development 262 4.58 3.23 6.92 1.98 Finance 119 0.84 0 2.78 0 Health 721 1.39 0 1.41 1.52 HECB 74 0 0 0 0 Housing Finance Agency 122 2.46 0 3.08 2.00 Human Rights 67 1.49 0 2.44 0 Human Services Metro 1,485 1.08 0 1.93 0.50	Education	615	0.65	0	1.43	0
Energy & Economic Development 262 4.58 3.23 6.92 1.98 Finance 119 0.84 0 2.78 0 Health 721 1.39 0 1.41 1.52 HECB 74 0 0 0 0 Housing Finance Agency 122 2.46 0 3.08 2.00 Human Rights 67 1.49 0 2.44 0 Human Services Metro 1,485 1.08 0 1.93 0.50	Employee Relations	99	0	0	0	0
Finance 119 0.84 0 2.78 0 Health 721 1.39 0 1.41 1.52 HECB 74 0 0 0 0 Housing Finance Agency 122 2.46 0 3.08 2.00 Human Rights 67 1.49 0 2.44 0 Human Services Metro 1,485 1.08 0 1.93 0.50		elopment 262	4.58	3.23	6.92	1.98
Health 721 1.39 0 1.41 1.52 HECB 74 0 0 0 0 0 Housing Finance Agency 122 2.46 0 3.08 2.00 Human Rights 67 1.49 0 2.44 0 Human Services Metro 1,485 1.08 0 1.93 0.50			0.84	0	2.78	0
HECB 74 0 0 0 0 Housing Finance Agency 122 2.46 0 3.08 2.00 Human Rights 67 1.49 0 2.44 0 Human Services Metro 1,485 1.08 0 1.93 0.50		721	1.39	0	1.41	1.52
Housing Finance Agency 122 2.46 0 3.08 2.00 Human Rights 67 1.49 0 2.44 0 Human Services Metro 1,485 1.08 0 1.93 0.50		74	0	0		0
Human Rights 67 1.49 0 2.44 0 Human Services Metro 1,485 1.08 0 1.93 0.50		v 122	2.46	0	3.08	2.00
Human Services Metro 1,485 1.08 0 1.93 0.50	•			0		
Metro 1,485 1.08 0 1.93 0.50						
, , , , , , , , , , , , , , , , , , ,		ro 1.485	1.08	0	1.93	0.50
		•				
Jobs & Training						
Metro 1,472 1.49 2.00 1.85 0.98		ro 1.472	1.49	2.00	1.85	0.98
Outstate 649 0 0 0 0		•				
Labor & Industry 363 0.55 0 0.88			0.55			0.88
Military Affairs	_					
Metro 88 0 0 0 0		ro 88	0	0	0	0
Outstate 314 0 0 0 0						
Natural Resources						
Metro 653 0.61 0 1.24 0		ro 653	0.61	0	1.24	0
Outstate 1,296 0.08 0 0 0.17				0		
Pollution Control Agency 448 0.67 0 0.88 0		•		0		
Public Safety 1,739 0.35 0 1.07 0.26		•				
Public Service 86 0 0 0 0		-				
Revenue 1,055 1.23 0 1.87 0.60						
State Planning Agency 125 0.80 0 0 2.56		•				
State University System ²		^	0,00	-	•	
Metro 79 0 0 0 0			0	. 0	0	0
Outstate 1,734 0.35 0 0 0.39						
Transportation		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			•	0.03
Metro 2,567 0.66 0 2.07 0.31		ro 2 567	0.66	0	2 07	0.31
Outstate 2,228 0.13 0 0.15				_		
Veterans Affairs 431 0.93 0 1.30 0.86		•				
Zoological Gardens 218 0 0 0 0						
TOTAL 29,355	•		U	J	U	Ū
TOTAL	1017	ni. 23,033				
Statewide Summary for Asians	Statewide Summary for	Asians				
All Departments 30,726 0.63 0.51 1.22 0.37	All Departments	30,726	0.63	0.51	1.22	0.37

Asians comprise .65% of Minnesota's population.

- 1. Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professionals in the Commissioner's Plan.
- 2. Does not include faculty and administration.

GROUP: AMERICAN INDIAN

		TOTAL				
DEPARTMENT		EMPLOYEES	% INDIAN	% MANAGERS	% PROF. 1	% OTHER
DEFARTIENT		LITTLOTELO	70 ZIVO ZIVV	70 TITTITIO	75 11101 .	75 OTTICK
Administration		790	0.89	0	0	1.24
Agriculture		430	0.47	0	0	0.61
Commerce	2	222	1.35	0	1.52	1.25
Community College						
	Metro	664	1.66	0	4.71	1.21
	Outstate	447	3.58	0	14.81	1.09
Corrections				_		
	Metro	1,218	1.89		0.47	2.27
	Outstate	729	0.96	0	1.09	0.94
Education		615	1.46	0	3.21	0
Employee Relation		99	0	0	0	0
Energy & Economic	Development	262	0.76	0	0	1.98
Finance		119	0.84	0	2.78	0
Health		721	0.28	0	0.23	0.38
HECB		74	1.35	0	0	1.79
Housing Finance A	gency	122	2.46	0	1.54	4.00
Human Rights		67	2.99	0	0	8.70
Human Services						
	Metro	1,485	0.74	0	0.97	0.62
	Outstate	5,631	0.85	2.38	0.53	0.94
Jobs & Training				_		
	Metro	1,472	1.09	0	0.62	1.80
	Outstate	649	0.92	0	1.15	0.48
Labor & Industry		363	0.83	0	0.83	0.88
Military Affairs						
	Metro	88	0	0	0	0
	Outstate	314	0.32	0	0	0.33
Natural Resources					_	
	Metro	653	0.92	0	0	2.11
	Outstate	1,296	1.16	0	1.42	0.87
Pollution Control	Agency	448	0.89	0	1.18	0
Public Safety		1,739	0.58	0	0	0.66
Public Service		86	0	. 0	0	0
Revenue		1,055	0.47	0	0	1.00
State Planning Ag		125	1.60	0	1.43	2.56
State University				•		
	Metro	79	2.53	0	0	2.90
	Outstate	1,734	0.87	0	0	0.98
Transportat ion						_
	Metro	2,567	0.82	0	0.38	0.98
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Outstate	2,228	1.80	0	0.65	1.91
Veterans Affairs		431	1.62	0	0	2.01
Zoological Garden		218	0	0	0	0
	TOTAL	29,355	•			
Statewide Summary	for American	<u>Indians</u>				
All Departments		30,726	1.04	0.38	0.89	1.13

American Indians comprise .86% of Minnesota's population.

^{1.} Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professionals in the Commissioner's Plan.

^{2.} Does not include faculty and administration.

GROUP: HANDICAPPED

		TOTAL		ı		
DEPARTMENT		EMPLOYEES	% HAND.	% MANAGERS	% PROF. 1	% OTHER
Administration		790	6.46	2.38	6.49	6.75
Agriculture		430	13.02	26.67	16.47	11.52
Commerce		222	5.41	0	6.82	3.75
Community College	System ²					
	Metro	664	4.52	0	4.71	4.49
	Outstate	447	3.36	0	2.47	3.55
Corrections					•	
	Metro	1,218	10.51	25.71	10.23	10.02
	Outstate	729	9.05	0	9.78	9.06
Education		615	6.99	4.55	6.79	7.35
Employee Relation		99	3.03	7.69	0	4.17
Energy & Economic	Development	262	2.67	3.23	2.31	2.97
Finance		119	10.08	6.45	8.33	13.46
Health		721	4.44	0	3.29	6.82
HECB		74	4.05	0	5.56	3.57
Housing Finance A	gency	122	5.74	0	9.23	2.00
Human Rights		67	10.45	0	7.32	17.39
Human Services						
	Metro	1,485	6.67	6.90	4.67	8.19
	Outstate	5,631	6.61	11.90	5.64	6.85
Jobs & Training						
	Metro	1,472	7.68	12.00	8.27	6.54
	Outstate	649	10.63	28.57	13.63	3.83
Labor & Industry Military Affairs		363	19.01	26.67	16.67	19.74
	Metro	88	2.27	0	0	2.47
	Outstate	314	2.55	0	0	2.66
Natural Resources						
	Metro	653	7.96	10.87	6.81	8.80
	Outstate	1,296	6.56	6.25	6.13	7.09
Pollution Control	Agency	448	7.37	9.09	7.37	6.90
Public Safety		1,739	2.82	3.85	2.67	2.82
Public Service		86	16.28	16.67	10.00	20.00
Revenue		1,055	4.45	0	5.60	3.41
State Planning Age	ency	125	4.80	6.25	5.71	2.56
State University	System ²					
	Metro	79	3.80	. 0	0	4.35
	Outstate	1,734	3.63	16.67	1.48	3.87
lransportat ion						
	Metro	2,567	8.53	9.09	5.45	9.35
	Outstate	2,228	10.37	8.82	3.90	10.88
Veterans Affairs		431	7.66	20.00	6.49	7.74
Zoological Garden	s	218	11.47	0	11.11	11.70
	TOTAL	29,355	ŧ			
Statewide Summary	for Handicap	ped				
All Departments		30,726	6.97	8.43	6.61	7.07

Handicapped persons comprise 14.5% of Minnesota's population.

^{1.} Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, and Professionals in the Commissioner's Plan.

^{2.} Does not include faculty and administration.

DATA FROM JANUARY 1987

GROUP:	V	I F	INAM	VFT	FR	AN

		7.07.44				
<u>DEPARTMENT</u>		TOTAL EMPLOYEES	% VETERAN	% MANAGERS	% PROF. 1	% OTHER
Administration		790	8.10	14.29	15.14	5.33
		430	12.09	0	4.71	14.55
Agriculture		222	6.31	0	9.85	14.33
Commerce	Sund am2	222	0.31	U	3.00	1.23
Community College	Metro	664	6.93	0	8.24	6.74
	Outstate	447	4.92	0	3.70	5.19
Corrections	outstate	447	4.92	0	3.70	5.19
COLLECTIONS	Metro	1,218	14.94	2.86	13.95	15.60
	Outstate	729	16.19	13.33	16.30	16.23
Education	outstate	615	3.90	9.09	5.36	2.24
	C	99	4.04	0	10.53	0
Employee Relation		262	3.82	3.23	6.92	0
Energy & Economic	neve ropilieri	202 119	10.08	12.90	16.67	3.85
Finance		721	6.66		9.15	2.65
Health				6.45 0		
HECB		74	6.76		5.56 23.08	7.14
Housing Finance A	gency	122	13.93	14.29		2.00
Human Rights		67	8.96	66.67	9.76	0
Human Services	M = 4	3 405	2 07	10.07	E 0.6	7.06
	Metro	1,485	3.97	12.07	5.96	1.86
1-1-0 1	Outstate	5,631	6.20	7.14	7.93	5.66
Jobs & Training	Madia	3 470	7 00	20.00	11 06	0 ((
	Metro	1,472	7.20	20.00	11.36	0.65
to to a Contract of	Outstate	649	15.10	0	22.63	0
Labor & Industry		363	8.54	6.67	14.17	5.70
Military Affairs	Matus	00	10.00	0	20 57	0.64
	Metro	88	10.23	0	28.57	8.64
Nadayan 1 Danayana	Outstate	314	6.37	0	30.77	5.32
Natural Resources	14 - 4	(()	10 41	0.7.0	34.06	5 60
	Metro	653	10.41	8.70	14.86	5.63
0.11.11.0.1.1	Outstate	1,296	16.67	12.50	20.51	12.11
Pollution Control	Agency	448	12.28	31.82	12.98	4.60
Public Safety		1,739	11.39	7.69	16.04	10.88
Public Service		86	15.12	33.33	16.67	12.00
Revenue		1,055	7.20	4.76	12.50	1.61
State Planning Ag		125	3.20	0	4.29	2.56
State University		7.0	3 07	0	0	3 45
	Metro	79	1.27	0	0	1.45
	Outstate	1,734	8.54	0	11.82	8.13
1ransportation		0.000	10.35	30.00	0.46	7.4 5.5
	Metro	2,567	13.17	10.23	8.46	14.59
	Outstate	2,228	14.63	14.71	9.74	15.00
Veterans Affairs		431	12.76	60.00	9.09	12.89
Zoological Garden		218	10.09	33.33	7.41	10.11
	TOTAL	29,355				
Statewide Summary	for Vietnam	Veterans	•			
All Departments		30,726	9.44	10.47	11.53	8.48

Vietnam Veterans comprise 9.0% of Minnesota's population.

^{1.} Professionals include employees in the Health Care Professional, Professional Engineering, Health Treatment Professional, General Professional and Professional Residential Instructional bargaining units, dand Professional in the Commissioner's Plan.

^{2.} Does not include faculty and administration.