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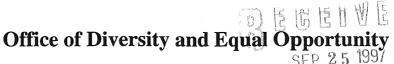
Minnesota State Agency Affirmative Action Biennial Report

1995-1996

Minnesota
Department of
Employee
Relations

Leadership and partnership in human resource management

JK 6160 . A33 S73 1995/96



Mission Statement

STATE OFFICE BUILDING

Leadership, support and partnership to enhance diversity throughout state government

The purpose of the Office of Diversity and Equal Opportunity (ODEO) in the Department of Employee Relations is to provide leadership and support to state agencies in implementing strong affirmative action and diversity programs. Its efforts focus on recruitment of protected group members (women, minority, persons with disabilities), affirmative action compliance, retention of state employees, and services that are culturally appropriate and accessible.

Leadership

Challenge ourselves to make our office a model of diversity that works.

Treat co-workers, our customers and stakeholders with respect, by valuing our differences and similarities.

Pursue excellence by continually increasing our expertise and improving our services.

Ensure agencies are provided with the information necessary to achieve their equal employment opportunity and affirmative action goals through effective communication.

Support

Provide technical expertise and assistance to our customers in the areas of affirmative action, recruitment, mentoring, internships and service delivery.

Assist agencies to identify and remove barriers to make programs and services accessible to all Minnesotans.

Share techniques for enhancing diversity throughout the state.

Assist state agencies to create and maintain a workforce that is reflective of the diversity of all communities.

Partnership

Work with our customers to anticipate and respond to their changing needs.

Incorporate others into all activities of the office through teamwork and effective communication.

Build strong relationships with other entities that hold similar interest and facilitate communication and cooperation between groups.

Unique Competencies

The Office of Diversity and Equal Opportunity uses the energy and enthusiasm of professionals representing diverse communities. The unique professional talent of each staff member is the critical factor to the success of the office. Each staff member shares a strong commitment to the common goals of diversity in state government, and brings with them personal and professional expertise in their work areas, including affirmative action, diversity, disability, Americans with Disabilities Act requirements, recruitment, internship, mentoring and preventing harassment.

Value Statement

The Office of Diversity and Equal Opportunity is committed to creating and nurturing a diverse work force that respects and values all Minnesotans as demonstrated through the state's programs, services and activities.

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SECTION 1 >

Statements

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STATE OF MINNESOTA

OFFICE OF THE GOVERNOR 130 STATE CAPITOL SAINT PAUL, 55155

Statement from Governor Carlson

I want to extend my gratitude and acknowledgment to everyone who worked diligently to create the affirmative action policies and diversity initiatives as outlined in the Affirmative Action Biennial Report for 1995 and 1996.

My administration and I have continued to commit ourselves to promoting diversity in state government for the six years I have been in office. We have made strides in creating a workforce is that is a reflection of the communities we serve. Our commitment to equal opportunity, affirmative action and diversity is outlined in this report.

The State of Minnesota has continued to remain a leader in diversity and equal opportunity initiatives. The tasks given to state agencies to ensure that all areas of government encourage and embrace diversity is challenging, however, by doing so we can appreciate our similarities while respecting and understanding our differences. I am certain we can meet the challenges facing us and ensure a work environment that is free of harassment and discrimination.

As Governor of this great State of Minnesota, I am proud of those agencies who met the challenges of my administration, and again, my thanks to everyone who has worked so hard on this report, and those agencies in implementing strong affirmative action and diversity initiatives.

Warmest regards,

ARNE H. CARLSON

Governor



Leadership and partnership in human resource management

Statement from Deputy Commissioner/Acting Commissioner Carpenter

I am pleased to submit the Affirmative Action Biennial Report for 1995 and 1996, and I want to thank everyone who worked hard to develop and implement the affirmative action and diversity initiatives that are defined in this report.

As Commissioner of the Department of Employee Relations, I fully support the State of Minnesota's affirmative action policies ensuring equal representation at all levels of state government. We have developed programs to enhance an understanding of diversity, and we are committed to ensuring a diverse workforce that respects and values all Minnesotans. The challenges we face in state government continue to grow. We must continue to be a government that values and recognizes the wide range of skills that exist in our diverse population.

Our agency, with leadership from Governor Arné H. Carlson's administration, will continue to meet the needs of a constantly evolving population with commitments to affirmative action and diversity. I am proud that the State of Minnesota is seen as a leader in these areas.

The mission of the Department of Employee Relations and other state agencies is to embrace diversity, thereby ensuring a work environment that is free of discrimination. This is a challenge not only for us as an employer, but for each of us individually as caring and compassionate human beings.

Thank you to everyone who worked on this Biennial Report and for making it a reality.

Sincerely,

Karen L. Carpenter

Deputy Commissioner/Acting Commissioner

Department of Employee Relations



Minnesota

Department of

Employee

Relations

Leadership and partnership in human resource management

Statement from the Director, Office of Diversity and Equal Opportunity

The staff of the Office of Diversity and Equal Opportunity and I are very pleased to present the Affirmative Action Report for 1995 and 1996. The report covers an accumulation of the state and agencies' programs and objectives for the past two years. This report celebrates the efforts and progress of state agencies in meeting the state's affirmative action goals and objectives. At the same time, this report provides a critique and analysis of agencies' programs. It further provides a two year snap shot of agency's compliance with affirmative action requirements.

We firmly believe the state can and should provide fair and equal access to all of its employment opportunities, and that as an employer, equal representation and equitable compensation for its employees in all job classifications has to be among its priorities. We have developed partnerships with other state agencies, community organizations, private industry, and local and county government to work with us on behalf of this belief. This unified collaboration has provided a positive working relationship to prepare us for the future workforce.

In the past two years, staff created, implemented and participated in programs that demonstrated our commitment to equal access to all levels of state government. The details of these programs are included in the report. We consistently challenged ourselves to make our office a model of diversity that works and to pursue excellence and improvement in our service delivery to our stakeholders.

The Office of Diversity and Equal Opportunity continues to develop programs to ensure equal representations of all Minnesotans in the state's workforce. Appropriate affirmative action initiatives along with diversity programming should be the norm, with commitment from top management as well as cooperation at every level. As our state and surrounding communities become more diverse, the need for successful outcomes from affirmative action and diversity programs will also increase. We are committed to achieving our mission and the mission of the Department of Employee Relations in providing leadership and in serving as a support and resource for state agencies.

Sincerely,

Ronald B. Threatt

Office of Diversity and Equal Opportunity

SECTION 2 ≯ ≽

Summary and Overview

Summary of 1996 Affirmative Action Report

This report covers state agency affirmative action activities for 1995 and 1996. It analyzes agency compliance with state affirmative action laws; describes the purpose and responsibilities of the Department of Employee Relations Office of Diversity and Equal Opportunity and other entities responsible for affirmative action activities; and summarizes programs that enhanced diversity in state government in 1995 and 1996.

The executive branch of government, including academic and non-academic agencies, has a total of 42,664 employees. The percentage of women in state service (49.17 percent) continues to exceed the percentage of women in the general workforce in Minnesota (46.4 percent in the 1990 census). Persons with disabilities make up 5.7 percent of the executive branch workforce. No data has been collected on percentage of persons with disabilities in the general population. The percentage of minorities in state service (5.69 percent) also exceeds the percentage of minorities in the general workforce (5.03 percent).

The State Senate has 209 employees, of which 128 (61.7 percent) are women, and 10 (4.7 percent) are minorities. Statistics for employees with disabilities were not kept.

The House of Representatives has 261 employees, of which 159 (60.9 percent) are women, 16 (6.1 percent) are minorities and 9 (3.4 percent) are employees with disabilities.

The judicial branch of government has 1,647 employees, of which 861 (52.3 percent) are women, 78 (4.7 percent) are minorities, and 13 (0.8) are employees with disabilities.

In 1996, one agency wase found out of compliance with affirmative action laws. An agency is out of compliance with affirmative action laws if it misses 25 percent or more of the opportunities to resolve a disparity. (A disparity exists when an affirmative action goal has not been reached.)

Evaluation of agency compliance with affirmative action hiring requirements will continue through analysis of completed Protected Group Reports and agency report summaries. Programs that have increased the number of eligible qualified candidates for job opportunities will continue in conjunction with task forces that identify potential employment for protected group members.

Current Diversity in the Three Branches of Government

	1, 7			
Government Branch	Number of Total Employees	Women	Minorities	Employees With Disabilities
Senate	209	128 (61.2%)	10 (4.8%)	Not available
House,	261	159 (60.9%)	16 (6.1%)	9 (3.4%)
Judicial	1,647	861 (52.3%)	78 (4.7%)	13 (0.8%)
Executive*	42,664	20,979 (49.1%)	2,429 (5.6%)	2,439 (5.7%)

^{*}Includes academic and non-academic employees

Overview of Minnesota's Affirmative Action Program

Goal

The goal of the State of Minnesota affirmative action program is stated in Minnesota Statute 43A.19 (1996).

"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."

A number of requirements have been put in place and various programs have been established to help agencies meet this goal.

Requirements

Statutes

State law establishes a statewide affirmative action program (M.S. 43A.19) and agency affirmative action programs (M.S. 43A.191).

According to these laws, the Commissioner of the Department of Employee Relations is required to periodically revise the statewide affirmative action program to include:

- long-range objectives and interim goals and policies
- procedures, standards and assumptions to be used by agencies in preparing agency affirmative action plans, including goals and timetables to be established
- > requirements for biennial submission of an affirmative action progress report by agency heads.

The commissioner is also required to designate a state director of equal opportunity who may be given responsibility for preparing, revising, implementing and administering the statewide program.

Rules

The Department of Employee Relations has established rules through the Administrative Procedures Act (MN Rules Chapter 3905) regarding the statewide affirmative action program. The rules cover:

- > duties of agency heads
- requirements for agency affirmative action plans
- > requirements for complaint procedures
- > requirements for goals and timetables
- > reporting requirements.

Agency Plans

The commissioner of each agency in the executive branch must prepare an agency affirmative action plan to be submitted to the Department of Employee Relations Office of Diversity and Equal Opportunity. This affirmative action plan is revised biennially and must contain the following:

For agencies with 25 or more employees.

- ➤ Identify the protected group(s) underrepresented by bargaining unit/ EEOC categories in the agency's work force.
- ➤ Designate those persons or groups responsible for directing and implementing the agency affirmative action program and define the specific responsibility, accountability, and duties of each person or group.
- > State the agency head's commitment to the state's affirmative action efforts and to the implementation of the agency's affirmative action plan.
- > Specify a readily accessible location for the posting of the agency's affirmative action plan.

- Describe the methods by which the agency's affirmative action program is communicated internally and externally to employees and other interested persons.
- Describe internal procedures, which must comply with Personnel Rule 3905.0500, for processing complaints of alleged harassment and discrimination from applicants, eligibles, and employees.
- > Set goals and timetables, which must be established using the standards in Personnel Rule 3905.0600.
- ➤ Identify and describe methods for developing programs and program objectives designed to meet affirmative action goals.
- Describe methods of auditing, evaluating, and reporting program success, including a procedure that requires a preemployment review of all hiring decisions for goal units with unmet affirmative action goals.
- > Provide details for weather emergency procedures.
- ➤ Identify methods/procedures for providing and funding reasonable accommodations for the interview process and for existing employees.
- ➤ Identify functions that can be used to create supported employment positions and a plan for filling such positions.
- > Identify the individual(s) responsible for ADA compliance.
- > Identify methods to improve recruitment of persons with disabilities.
- Develop a comprehensive recruitment plan to identify ways in which the agency will recruit for positions that are underutilized by any protected group as directed in Administrative Procedure 9A "Recruitment Plans/Reporting".

➤ Develop a plan for retaining protected group employees as established in Administrative Procedure 19.3 "Retention".

For agencies with fewer than 25 employees.

- > State the agency head's commitment to the state's affirmative action efforts.
- > State the agency head's objective to hire members of protected groups when vacancies occur if an apparent underutilization of protected group members exists in the agency workforce.
- ➤ Describe an internal procedure, which must comply with Personnel Rule 3905.0500 for processing complaints of alleged harassment and discrimination from applicants, eligibles and employees.
- ➤ Identify methods/procedures for providing and funding requests for reasonable accommodations for the interview process and for current employees.

Goal Setting

The Department of Employee Relations must provide percentages of available protected group employees as a primary component of the statewide affirmative action plan. However, agencies determine their own goals.

Percentages for racial/ethnic group members and for women are set for each agency by bargaining unit or compensation plan and by geographic location. Annual goals are set by comparing the percentage of protected group members one would reasonably expect to have in the bargaining unit (availability) with the actual number of protected group members (utilization). If there are fewer protected group members in a bargaining job group than one would reasonably expect (underutilization), then a goal based on anticipated hiring and the level of underutilization must be set. An agency must make a good faith effort to meet this goal. A good faith effort is a combination of objective and subjective measures that include recruiting, selection and retention.

Goals for Minorities and Women

The goals for minorities and women are based on the availability of these two protected groups. The Office of Diversity and Equal Opportunity and state agencies are required to consider the following factors in establishing availability and goals:

- > the percent of unemployment relative to the protected group;
- > the percent of protected group members in the workforce;
- the percent of protected group members with requisite skills in the immediate labor area;
- > the percent of protected group members with requisite skills in the reasonable recruiting area;
- the percent of protected group members promotable or transferable within the agency;
- the existence of training institutions for protected group members to attain the requisite skills; and
- > the training efforts that the employer is able to undertake.

Examples of how some of the factors are determined are as follows:

Workforce: To determine the percent of the workforce, people between ages of 16 and 64 is used. This count is provided by the United States government census report. This calculation can be broken down for minorities and women.

Unemployment: Availability percentages for the unemployment is set by using the rate of employment in the counties of which the employees live.

All factors used must be relative to the geographical location of the agency and job group. Once numbers for the factors are established, a weight value of 1.00 is distributed among each of the factors used. A mathematical calculation is performed and the availability is established. Agencies will compare the availability to the

actual number of protected group employees they have to see if there is an underutilization or disparity. If there is underutilization, agencies set the goals on how to fill those disparities.

Goals for Persons with Disabilities

Goals for persons with disabilities is set at 12.52% for all job groups. Currently, there are 2,439 employees with disabilities in state government, representing 5.7% of state employment.

Occupational Groups: Implementation of the Human Resources system in July 1995 included an EEO-4 occupational categories data base.

Goal Units: Agencies should combine small goal/bargaining units to increase the number of persons in each unit. Large goal/bargaining units may be split into two or more units if the following is true:

- 1) there is a significant distribution of salary ranges in the unit, or
- 2) there is a variation in availability for protected classes.

For example, a central office MAPE unit may be split into a technical goal unit and a non-technical goal unit.

Pre-Hire Review

Each agency's affirmative action plan must include a pre-hire review process as stated in Minnesota Rules, Chapter 3905. When the goal for a specific occupational category is not being met, and a vacancy occurs, the supervisor's hiring recommendation must be reviewed by the agency's affirmative action officer.

Biennial Report

The commissioner of the Department of Employee Relations, through the Office of Diversity and Equal Opportunity, must review and approve the plans submitted by all agencies. Additionally, the director of the Office of Diversity and Equal Opportunity must audit the record of each agency to determine the rate of compliance with annual hiring goals and to evaluate the agency's progress toward affirmative action goals and objectives. A report with this information must be submitted 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. The report must include the following:

- > agencies' rate of compliance with annual hiring goals;
- designation of non-compliance with affirmative action requirements for any agency failing to make affirmative action hires or justifying non-affirmative action hires in 25 percent or more of the appointments made during the previous calendar year;
- > recognition of agencies that have made significant measurable progress toward achieving affirmative action objectives.

Department of Employee Relations Office of Diversity and Equal Opportunity

Purpose

The Office of Diversity and Equal Opportunity (ODEO) was created in 1993 by the Department of Employee Relations to expand the focus of the previous Equal Opportunity Division. The Office's purpose is to advise state agency heads, managers, human resources directors, affirmative action officers, and diversity officers on how to:

- create organizations that welcome, respect and value people of all abilities, cultures, races, genders, and ethnic backgrounds
- > achieve equal opportunity and affirmative action goals
- incorporate diverse populations and cultures into all activities of state government, including planning, purchasing, decision making, and design and delivery of services to customers
- ensure that positions in the executive branch of state government are equally accessible to all qualified persons and eliminate the underrepresentation of qualified members of protected groups
- ensure that state government services are equally accessible to all Minnesotans.

The ODEO works in close partnership with a wide range of stakeholders, including state agencies, to:

- establish action plans for incorporating diversity into state government, including the recruitment, retention, and development of employees from all backgrounds
- ensure that employment opportunities in state government and state services are accessible to persons with disabilities

institute "zero-tolerance-for-bias" policies

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- promote the benefits of living and working with people from diverse cultures
- > establish diversity-sensitivity training for all state employees.

The office also develops partnerships with nonstate agencies and corporations to share techniques for enhancing diversity throughout the state.

Responsibilities

To provide direction for the state's affirmative action program. The ODEO is charged with six basic responsibilities:

- 1. Providing consultation, technical support and training for agency staff to help them develop their affirmative action plans.
- 2. Establishing goals and annual hiring objectives for agencies, and reviewing and monitoring their progress.
- 3. Reviewing state policies and procedures for compliance with equal opportunity requirements or evidence of discrimination, and initiating joint programs to eliminate the effects of discrimination.
- 4. Advising the Commissioner of Employee Relations on legislative or policy initiatives, and reporting to the Legislature on affirmative action progress.
- 5. Approving affirmative action plans and monitoring progress for the seven metropolitan agencies.
- 6. Implementing programs that help persons with disabilities secure state employment; providing accommodations in the examination process for applicants with disabilities; and consulting with agencies on reasonable accommodations for employees with disabilities.

Currently, the Office of Diversity and Equal Opportunity is providing leadership and support to state agencies in implementing strong affirmative action and diversity programs. The Office of Diversity and Equal Opportunity efforts focus on recruitment of protected group members, mentorship and trainee internship, affirmative action compliance, retention of state employees, youth and services that are culturally appropriate and accessible.

The Office of Diversity and Equal Opportunity expanded its mentorship program scope to incorporate youth, and the preparation and development for tomorrow's workforce. In the areas of Affirmative Action, Administrative Procedures and Standards were developed for the implementation of the 1995 amendments to Minnesota Statute 43.A. Affirmative Action training seminars were designed for a conference statewide.

In creating a diverse workforce, the Statewide Recruitment Resource Group and the Statewide Mentorship Advisory Board were created. The Reflections of the Community directory and poster and the Mentorship brochure and poster were developed and distributed statewide. An Automated Resume Bank was installed and a Retention Survey was conducted. The Sharing Diversity Video Conference and Forum were held in October 1995 and April 1996 respectively. Additionally, a statewide cultural events planning committee was created to coordinate and plan cultural celebrations and understanding for state agencies.

Currently, the Office of Diversity and Equal Opportunity continues joint ventures with state agencies and other entities to ensure significant progress in all areas related to Affirmative Action, Equal Employment Opportunity and diversity.

SECTION 3 ≯ ≯ ≻

State Organizations and Programs Assisting Agencies Meet Affirmative Action Goals

Governor's Affirmative Action Council

Purpose

Governor Carlson has made affirmative action a top priority. By Executive Order 91-14, Governor Carlson created an Affirmative Action Council. The council's role is to:

- develop a long-range affirmative action plan
- make recommendations on implementing the state's affirmative action programs
- > analyze, make recommendations and report on the monitoring of the state's affirmative action program to the governor and the Legislature
- conduct an assessment of protected group participation in the state's procurement programs.

The council focused on a variety of critical issues in 1995 and 1996, including:

- > 1995-96 Summer Jobs Program
- > Citizenship
- > Community Violence
- > English as a Second Language
- Executive Order 91-14
- > Mentorship Initiative
- Mission Statement
- > Sunset Provision
- > Welfare Reform
- > Youth Initiative

Membership

The council consists of the following people:

The Honorable Joanne E. Benson, Lieutenant Governor

Karen Carpenter, Deputy Commissioner/ Acting Commissioner Department of Employee Relations Dolores Fridge, Commissioner Department of Human Rights

R. Jane Brown, Commissioner Department of Economic Security

Elaine S. Hansen, Commissioner Department of Administration

David Doth, Commissioner Department of Human Services

Partners

The Governor's Affirmative Action Council works in cooperation with the following organizations:

Margarita Zalamea, Executive Director Chicano Latino Affairs Council

Aviva Breen, Executive Director Commission on the Economic Status of Women

Lee Pao Xiong, Executive Director Council on Asian-Pacific Minnesotans

Lester Collins, Executive Director Council on Black Minnesotans

Clell Hemphill, Executive Director Minnesota State Council on Disability

Joseph Day, Executive Director Indian Affairs Council

Ronald B. Threatt, Acting Director Office of Diversity and Equal Opportunity, Department of Employee Relations

Diane Lemon-White, State Mentor and Trainee Internship Coordinator Office of Diversity and Equal Opportunity Department of Employee Relations

Mary Jean Turinia-Anderson, Chair Statewide Affirmative Action Committee

Governor Carlson/Lieutenant Governor Benson Affirmative Action Council Cluster Group

In March of 1993, the Governor's Affirmative Action Council unanimously approved the proposal creating a cluster group.

Purpose

The cluster group's purpose is to set up a direct line of communication between the executive directors of councils representing protected group members and the governor. The cluster meets every other month with administrative support provided by the Office of Diversity and Equal Opportunity. While the Governor Carlson/Lieutenant Governor Benson Affirmative Action Council Cluster Group continues to discuss issues relating to employment of protected group members within state government, the cluster addresses broad issues relating to:

- > gender equity in school sports
- > Minnesota Heritage Act
- merging of councils representing protected group members
- > migrant worker pay and services
- health care issues relating to persons with disabilities
- > budget cuts to the councils
- > summer job programs.

The cluster focused on a variety of critical issues in 1995-1996, including:

- ➤ 1995-96 Summer Jobs Program
- > Citizenship
- Community Violence
- > English as a Second Language
- Executive Order 91-14
- > Mentorship Initiative
- > Mission Statement
- Sunset Provision
- > Welfare Reform
- > Youth Initiative

Membership

The cluster consists of the following:

The Honorable Joanne E. Benson, Lieutenant Governor

Aviva Breen, Executive Director Commission on the Economic/Status of Women

Lee Pao Xiong, Executive Director Council on Asian-Pacific Minnesotans

Lester Collins, Executive Director Council on Black Minnesotans

Clell Hemphill, Executive Director Minnesota State Council on Disability

Joseph Day, Executive Director Indian Affairs Council

Margarita Zalamea, Executive Director Chicano Latino Affairs Council

Karen Carpenter, Deputy Commissioner/ Acting Commissioner Department of Employee Relations

David Doth, Commissioner Department of Human Services

Dolores Fridge, Commissioner Department of Human Rights

Ronald Threatt, Acting Director Office of Diversity and Equal Opportunity

Diane Lemon-White, State Mentor and Trainee Internship Coordinator Office of Diversity and Equal Opportunity

Governor's Glass Ceiling Task Force

The U.S. Department of Labor defines the glass ceiling as "those artificial barriers based on attitudinal or organizational bias, intentional or unintentional, that prevent qualified individuals from advancing upward in their organizations into management level positions."

Findings

- 1. In all types of organizations, women and people of color are not proportionally represented in leadership positions. Minnesota is no more progressive than the rest of the country in creating organizations that reflect our population's diversity.
- Organizations are concerned about hiring, retaining and promoting women, people of color and people with disabilities -- but few are making the organizational changes necessary to make a difference.
- 3. In many cases, feeder-line positions that fill the "pipelines" for advancement fail to represent the diversity organizations seek.
- 4. In areas where they are significantly represented in the pool from which leadership is drawn, women and people of color still do not move into leadership positions in equal proportions.
- 5. In most organizations, women and people of color do not make the same salaries as their white male counterparts, even when their years of experience and years of education are taken into account.

- 6. Because women typically shoulder a disproportionate share of the burden of balancing job and family, their careers may suffer.
- 7. The presence of senior role models and mentors is a significant factor in the ability of organizations to retain top talented women and people of color.
- 8. The progress of people of color, women and people with disabilities in organizations appears to be affected more than qualifications and career choices.
- 9. The socialization process within our educational institutions are more powerful than we may acknowledge. They appear to shape attitudes and expectations in ways that may not serve people of color and females well.
- 10. Our socialization process appears to shape the expectations and attitudes of both males and females.

Membership

Reatha Clark King, President/Executive Director General Mills Foundation

Melvin George, Vice President Institutional Relations, University of Minnesota

David Doth, Commissioner Department of Human Services

Gayle Holmes, President Menttium Corporation

B. Kristine Johnson, Vice President & General Manager Tachyarrhythmia Management Business, Medtronic, Inc. Kathleen Kelly, Administrator Mayo Health Plan

Anita Pampusch, Ph.D., President College of St. Catherine

Lawrence Perlman, Chairman/President & CEO Ceridian Corporation

John G. Turner, FSA/Chairman & CEO The NWNL Companies, Inc.

Curtis White, Vice President Corporate Diversity, Honeywell, Inc.

Governor's Task Force on Gay and Lesbian Minnesotans

Primary Recommendations

The Governor's Task Force on Gay and Lesbian Minnesotans recommends that the Governor take leadership insuring that the State of Minnesota:

- 1. Create a safe environment for Gay, Lesbian, Bisexual, Transgender young people in schools and other youth-serving organizations throughout Minnesota.
- 2. Change the hostile climate for Gay, Lesbian, Bisexual, Transgender persons in Greater Minnesota.
- 3. Expand diversity training for all public sector employees to specifically address discrimination and harassment of Gay, Lesbian, Bisexual, Transgender persons.
- 4. Encourage minority councils and other relevant entities to:
 - recognize the existence of Gay,
 Lesbian, Bisexual, Transgender people,

- establish procedures to address the effects of multiple oppression,
- promote education, equal treatment and delivery of services to Gay, Lesbian, Bisexual, Transgender people within their constituencies.
- 5. Establish, fund and staff a statewide "Council on Gay, Lesbian, Bisexual and Transgender Minnesotans" to advocate at varying levels of government for Gay, Lesbian, Bisexual, Transgender citizens.
- 6. Use all means to insure support of, protection under, and education about existing public policy, including the 1993 amendment to the Human Rights Act, and oppose attempts to restrict the rights of Gay, Lesbian, Bisexual, Transgender citizens.

Membership

David M. Waterbury, Chair

Minneapolis

Brooks Anderson

Duluth

Daniel C. Brumm White Bear Lake

Ann Marie DeGroot

St. Paul

Joan H. Higinbotham

Minneapolis

Daniel T. Kimbrough

Bemidji

Mary M. Lofy

Minneapolis

Duane L. Olson

Jackson

Geraldine Sell

Minneapolis

Stephen Wade

Minneapolis

Louis Thayer

St. Paul

Jacqueline Alvarez

St. Peter

Sharon Bishop Minneapolis

Mark Chekola

Moorhead

Kathleen R. Hagen

Minneapolis

Lorrie Janatopoulos

Virginia

Ronald A. Kubik

Morris

Jane McWilliams

Northfield

Frank S. Rhame

Minneapolis

Leo Treadway

St. Paul

Rene Whiterabbit Minneapolis

Special Advisors:

Patti J. Christenson

Minneapolis

Karen Clark Minneapolis

Mel Duncan

Minneapolis

Arthur Freeheart

Minneapolis

Gary Lingen St. Paul

Brian A. Rusche Minneaoplis

City Visits Recorder:

Benjamin Dykes

Minneapolis

Supported Worker Task Force

Purpose

Members of the task force are made up of private and public organizations intent on fully implementing the Supported Work Program. The task force generally assists state agencies complete job analyses, identify tasks, and write position descriptions for supported work positions. Members of the task force are available to conduct disability awareness training for any state agency upon request. The task force collaborates with rehabilitation and school transition programs to ensure a pool of jobready individuals with severe disabilities to meet the work needs of individual state agencies.

Membership

Anthony Gantenbein RISE

Cathleen Urbain PACER Center

Kelly Matter Goodwill Industries/Easter Seals of Minnesota

Kurt Strom Minnesota State Council on Disability

Patricia Hunter Associated Rehabilitation Consultants

Virginia Selleck Department of Human Services

Andrea Everett Rise, Inc. - Minnesota Mainstream

Jackie Cole Minnesota Rehabilitation Center

Mary Gannon TBI Metro Services

Bruce Hodek Department of Human Services

Judy Marder Housing Finance Agency

Kristian Bolstad Tasks Unlimited, Inc.

Mary Ystesund AFL-CIO Community Services

Allan Lunz Department of Economic Security

Sherry Mortensen-Brown
MN Association of Rehabilitation Facilities

Lori Sterner Access to Employment

Jodi Lindsay-Prange Economic Security / DRS

Jessica Michno
East Suburban Resources

Statewide Mentorship Advisory Board

Purpose

The purpose of the Statewide Mentorship Advisory Board is to examine programs currently in existence, and to assist state agencies and stakeholders in implementing positive mentorship and diversity programs.

Membership

The Honorable Joanne E. Benson, Lieutenant Governor, Chair *Gail Romanowski, Executive Assistant

Ronald Threatt, Acting Director, Vice-Chair Office of Diversity and Equal Opportunity

Diane Lemon-White, State Mentor and Trainee Internship Coordinator, Vice-Chair Office of Diversity and Equal Opportunity

Karen Carpenter
Deputy Commissioner/Acting Commissioner
Department of Employee Relations

R. Jane Brown, Commissioner Department of Economic Security

Dolores Fridge, Commissioner Department of Human Rights

James Denn, Commissioner Barbara Sundquist Department of Transportation

Lurline Baker-Kent, Assistant Commissioner Department of Corrections

Gail Lewellan, Assistant Commissioner Katherine Barton Department of Natural Resources

Eugene Piccolo, Assistant Commissioner Department of Children, Families & Learning

Dianne Marsh, Program Coordinator Minnesota Commission on National and Community Service Department of Children, Families & Learning

Elizabeth Heidorn-Thomsen Pam O'Brien Discovery Programs Minnesota Zoological Gardens Kathe Stark, ADA Coordinator
Department of Employee Relations

Robert Phuse Employee Relations

Ed Jones

Department of Employee Relations

Mary Jean Turinia-Anderson, Chair, Statewide Affirmative Action Council Department of Human Services

Margarita Zalamea, Executive Director Chicano Latino Affairs Council

Lester Collins, Executive Director Council on Black Minnesotans

Lee Pao Xiong, Executive Director Council on Asian-Pacific Minnesotans

Joseph Day, Executive Director Indian Affairs Council

Sharon Romano Indian Affairs Council (Alternate)

Aviva Breen, Executive Director Commission on the Economic Status of Women

Clell Hemphill, Executive Director Minnesota State Council on Disability

Mike Bublitz Department of Revenue MN Association of Professional Employees

Gary Denault, Executive Director Middle Management Association

Charles Martin AFSCME

Dr. Judith Eaton, Ph.D. Chancellor Minnesota State Colleges and Universities

Dr. Robert Holst, Ph.D., President Concordia College

Dr. Linda S. Belote, Ph.D., Vice Chancellor Academic Support and Student Life University of Minnesota-Duluth Dr. Yvette Jackson, Ph.D., President *John Dawson, Director of Minority Programs North Hennepin Community College

Dr. Bruce F. Grube, Ph.D., President St. Cloud State University

Dr. Lee Bird, Ph.D., Vice-President St. Cloud State University

Lester Jack-Briggs, President Fond Du Lac Tribal and Community College

Shirley W. Defoe, Director of Development Fond du Lac Tribal and Community College

Paul Caldwell, Director
Duluth Community College
Office for Students with Disabilities

Maxine Gaines, Program Specialist St. Paul Public Schools

Duane Dutrieuielle, Program Director St. Paul Public Schools

Mary Schuster, Coordinator Student Transfers Minneapolis Public Schools

Ned Rousmaniere Employee Assistance Program

Dr. A. Ghafar Lakanwal, Ph.D. Minnesota Cultural Diversity Center

Richard L. Hodges, Vice President Retail Banking Norwest Banks

Robert C. Mitchell, Executive Director Big Brothers/Big Sisters of Greater St. Paul

Joellen Gonder-Spacek, Executive Director Twin Cities ONE to ONE

Kari Jacob-Davis, Director Twin Cities ONE to ONE

Richard M. Mangram, Executive Director Hallie Q. Brown Community Center

Eric N. Watson, Corporate Diversity Officer St. Paul Companies

Sandra Means Human Rights Coordinator/Adviser Fran Shepardson, Regional Manager SuperAmerica, Inc.

Al A. McFarlane, Publisher Insight News

Hylaria Perez, Assistant Editor La Prensa de Minnesota

Statewide Affirmative Action Council

Purpose

The Statewide Affirmative Action Council (SWAAC) was formed in April 1977. The committee's purpose is to provide a forum for agency affirmative action concerns and to serve as an advisory group to the Diversity and Equal Opportunity Director and the commissioner of the Department of Employee Relations. The committee was incorporated into the Statewide Affirmative Action Plan in 1978.

Membership

The SWAAC consists of 15 members. Members are full-time affirmative action officers or have affirmative action responsibility. Nine state agencies with 1,000 or more employees and full-time affirmative action officers have permanent positions on the council. All members are nominated to the committee by their commissioner or agency head. Recommendations are then presented to the Commissioner of Employee Relations, who makes the appointments. Members serve a two-year term.

SWAAC Members

Mary Jean Turinia-Anderson, Chair Department of Human Service

Dr. Lee Antell, Vice Chair MnSCU

Nancy Delmore

Department of Economic Security

Gloria Heinz

Minnesota Zoological Gardens

Kathy Mullarky

Department of Economic Security

Sonia Alvarez

Department of Health

Linda Dahlen

Department of Transportation

Sue Gurrola

Department of Finance

Bob King

Department of Public Safety

Delois Neal

Housing Finance Agency

Terry Carlson

Department of Corrections

Perry Pickens, Jr.

Department of Natural Resources

Mary Rudolph

Department of Labor and Industry

Heather Wisniewski

Department of Revenue

Ex-Officio Members

Aviva Breen, Executive Director Commission on the Economic Status of Women

Joseph Day, Executive Director Indian Affairs Council

Lee Pao Xiong, Executive Director Council on Asian-Pacific Minnesotans

Lester Collins, Executive Director Council on Black Minnesotans

Clell Hemphill, Executive Director Minnesota State Council on Disabilities

Margarita Zalamea, Executive Director Chicano Latino Affairs Council

Ronald Threatt, Acting Director Office of Diversity and Equal Opportunity Department of Employee Relations

Ilean Her

Office of Diversity and Equal Opportunity Department of Employee Relations

Leonor Urbain

Office of Diversity and Equal Opportunity Department of Employee Relations

Diane Lemon-White

Office of Diversity and Equal Opportunity

Department of Employee Relations

Kathe Stark

Office of the Americans with Disabilities Act

Department of Employee Relations

Council on Black Minnesotans

Purpose

- Serve as a liaison to state government for African Americans and native African organizations in the state;
- Serve as a referral agency to assist African Americans and native Africans to secure access to state agencies and programs;
- Serve as a liaison with the federal government, local government units, and private organizations on matters relating to the African Americans and native Africans of this state;
- Conduct studies (or contract for studies)
 designed to support solutions to problems
 of African Americans and native Africans
 in the areas of education, employment,
 human rights, health, housing, social
 welfare, and other related areas;
- Implement programs designed to solve problems of African Americans and native Africans when authorized by other statutes, rules, or orders;
- Review data provided by the Commissioner of Human Services under Sec. 257.072, Subd. 5, and present recommendations on the out-of-home placement of African Americans and native African children; and
- Publicize the accomplishments of African Americans and native Africans and their contributions to Minnesota.

Membership

Lurline Baker-Kent

Delores Fridge

Eunice Green

Debra Leigh

Carlos Morgan

Leon Tazel, III

Danette Turner-Strickland

Rev. William Watson, III, Chair

Dorothy Woolfork

Chicano Latino Affairs Council

History

The Spanish Speaking Affairs Council was created by Minnesota's state legislature on March 22, 1978 as part of MN Statute 3.9223. In 1996, the Council changed its name to be the Chicano Latino Affairs Council (CLAC). CLAC is a state agency which focuses on public policy and advocacy. As an advocate, CLAC advises the governor and the state legislature on issues which affect the Chicano/Latino community throughout the State of Minnesota. Funding is provided by state resources during the biennial budget process.

Staff

CLAC consists of a small office staff, as well as a seven member Board of Directors. Each member of the Board is appointed by the Governor of Minnesota. Board Members represent a specific geographic area within the state. Duties of the Board also include the appointment of an Executive Director. Daily administration of the Council's policies are implemented by the CLAC staff under the guidance of the Executive Director.

The primary mission of CLAC is to promote the social, economic and political development of Minnesota's Chicano/Latino community. The Council holds monthly public meetings throughout the state. Board of Directors meetings provide a forum to debate issues and provide recommendations on future Council actions.

In its efforts to influence public policy/legislation, CLAC staff engage in research, advocacy and communication. The only direct service to the public CLAC provides is information and referrals.

AL DIA

Al Dia is a monthly newsletter published by CLAC. It is received by over 1,400 Chicano/Latino organizations, businesses, groups and individuals, all legislators (including two Chicano/Latino legislators) and college and university diversity offices in Minnesota.

Population

An estimated 65,000 Chicano/Latinos reside in the State of Minnesota. In addition, each year 15,000-17,000 migrant workers consider Minnesota their temporary home. Census data for the year 1990 shows that Chicano/Latinos constitute 1.2 percent of the total general population in Minnesota. The Chicano/Latino population is the third largest ethnic minority group in the state. Census data also shows that the top ten cities with the largest Chicano/Latino populations are: Saint Paul, Minneapolis, Willmar, West St. Paul, Albert Lea, Moorhead, Rochester, Brooklyn Park, Burnsville and Plymouth.

Membership

Teresa Chapa, Board Chair
Jim Carlson, Vice-Chair
Maureen Acosta
Juan Martinez
Vicki Olivo
Juan Rivas
Sam Hernandez

Rosita Serrano

Indian Affairs Council

Purpose

The State of Minnesota has the twelfth largest American Indian population in the country. According to the 1990 census, the American Indian population in the state was 49,909, a 36.6 percent increase since 1960. Minnesota's American Indian population has grown faster than the United States average and faster than other Upper Midwest states.

Approximately one third of Minnesota's American Indian population live in the central cities of Minneapolis and St. Paul with approximately 15 percent living in the Twin Cities suburbs. The reservations census count indicated that 12,402 American Indians are living on reservations. This represented a 25 percent increase from the 1980 census for American Indians residing on the reservation.

The demographic overview of American Indians in Minnesota affects the development of policy. Policy is also affected by the unique political relationship that governs the lives of American Indians. No other group in the United States is governed and regulated by over 10,000 treaties, agreements and court decisions.

The Indian Affairs Council (IAC) is the official liaison between state and tribal governments and advisor to the state on urban Indian issues and concerns.

Created by the Legislature in 1963, the mission of the Indian Affairs Council as mandated in statute is broad in scope but focused in its total support of tribal government operations and the continued identification of issues and concerns that impact the American Indian population throughout the state. These issues include the areas of health, education, welfare and other public support, housing, economic development, protection of the environment, and protection of tribal rights.

Membership

Robert "Sonny" Peacock, Chairman

Dallas Ross, Vice-Chairman

Loretta Gagnon, Secretary

Paula J. Claymore, Treasurer

Gary Donald

Norman Deschampe

Alfred "Tig" Pemberton

Roger Prescott

Marge Anderson

Curtis Campbell

Bobby Whitefeather

Stanley Crooks, Sr.

Darrell "Chip" Wadena

Urban Indian Advisory Council

Valerie Sheehan, Chair

Nora Hakala, Vice-Chair

Sharon Day, Secretary

Roy James Roberts

Barbara Briseno

Commission on the Economic Status of Women

Purpose

The legislative advisory Council on the Economic Status of Women was created by the Minnesota Legislature in 1976. In 1981, the Council was established as a permanent agency in the legislative branch of Minnesota state government. The Council's name was changed to Commission in 1983.

Minnesota Statutes 3.9222 outlines the role of the Commission:

"The commission shall study all matters relating to the economic status of women in Minnesota, including economic security of homemakers and women in the labor force, opportunities for educational and vocational training, employment opportunities, the contributions of women in the economy, their access to benefits and services provided to citizens of this state, and laws and business practices constituting barriers to full participation of women in the economy. In addition, the commission shall study adequacy of programs and services relating to families in Minnesota, including single-parent families and members beyond the nuclear or immediate family."

The Commission gathers information and advises the legislature through the following activities:

- Public Hearings are conducted by the Commissioner statewide. Some hearings are scheduled to deal with specific issues. Others are designed to give an opportunity for testimony on a broad range of issues.
- Task Forces are established occasionally when more intensive study is needed on a particular topic.
- Research includes gathering and analyzing data from public and private sources, including the U.S. Census Bureau and Department of Labor.
- Reports are provided to the legislature, the governor and the public. The Commission makes recommendations regarding how changes in public policy and administrative

- procedures can improve the status of women in Minnesota.
- Legislative Proposals are developed each legislative session. The Commission provides information and assistance to the legislature as it considers proposals affecting women.
- Public Information is provided through Commission reports, brochures and newsletters. A toll-free line also enables callers to get information on women's legal and economic rights and statistical data about women in Minnesota.

The following publications are available from the Commission free of charge, by request:

- Women in Minnesota, 1990—Detailed tables including information by race, age and marital status on topics which include: poverty, employment, household and marital status, and county tables.
- Minnesota Women in the Twentieth Century (13 pp)—A statistical factbook on women in Minnesota with census data from this century, published March 1996.
- Public Assistance in Minnesota: Facts
 About Programs and Recipients—A
 pocket-sized databook with detailed information about the families served by the Aid
 to Families with Dependent Children
 (AFDC) program and Medical Assistance,
 from State Fiscal Year 1993, published
 January 1995.
- Pay Equity: The Minnesota Experience (37 pp)—Historical and background information on state and local government employees. Includes complete text of Minnesota pay equity laws and information from other states, published May 1994.
- Sexual Harassment Report: An Overview of Current Laws and Studies (20 pp)—
 Court cases, studies, resources and sample policies, published December 1991.
- A Guide to Child Support Cost-of-Living Adjustments (15 pp)—A packet to assist individuals in determining their biennial child support increases, including necessary

- forms. A self-addressed, stamped envelope with \$.78 postage is required to receive this packet, published ongoing.
- An Overview of the Economic Status of Women in Minnesota—A chart book examining current data on age, labor force participation, marital and household status of women in Minnesota, published December 1995.
- Newsletter (6 pp)—Information on Commission activities, recent data on the economic status of women in the U.S. and Minnesota, and announcements of Commission publications and public hearings, published bimonthly. A subscription is free, by request.
- Employment Rights for Women, October 1994
- Parental Leave and the Legal Rights of Pregnant Employees, July 1992
- Are You Entitled to Parental Leave?, August 1993
- Women's Rights in Marriage, August 1991
- Marriage Dissolution & the Law, October 1994
- The Legal Right to Child Support, September 1994
- Women and Finances, October 1994
- Women and Pay Equity, May 1993

Commission Membership

Senate

Linda Berglin

Kevin Chandler

Janet Johnson, Chair

Sheila Kiscaden

Pat Piper

House

Karen Clark

Tim Commers

Betty McCollum, Vice Chair

Steve Kelley

Becky Lourey

Minnesota State Council on Disability

Purpose

The Council's mission is to expand opportunities for all children and adults with a disability throughout Minnesota, without regard to disability, and to advocate policies and programs which will promote the independence of persons with disabilities and protect their right to participate fully in society.

The Council is...

- composed of 21 members, appointed by the Governor, representing the state's ten developmental regions;
- made up of members, the majority of whom have a disability themselves or a family member with a disability;
- represented on the President's Committee on Employment of People with Disabilities;
- advisory to policymakers on issues of concern to people with disabilities;
- committed to protecting the rights of people with disabilities;
- served by a full-time staff to carry out its mission and long range plan.

The Council provides a variety of services:

- Information and Referral
- Consultation on Physical and Programmatic Accessibility
- · Community Education
- Advisory to the Governor, Legislature and Service Providing Organizations
- Liaison to National and State organizations on Disability including the President's Committee on Employment of People with Disabilities and the National Council on Disability

The Council can connect your agency to the disability information you require.

The Council works by...

- linking people for mutual support and exchange of ideas;
- presenting on significant issues confronting consumers and professionals;

- providing information and referral services to channel inquiries to useful resources;
- offering professional consultation and technical assistance on questions of programmatic and physical accessibility;
- collaborating with government agencies, disability organizations and consumers to resolve problems of mutual interest.
- active involvement in interagency efforts to improve systems serving the disability community;
- developing and distributing materials, information, special alerts and position papers on emerging issues statewide;
- publishing a newsletter, "The Connector."

Membership

Audrey Richardson, Chair

Sculamit Adler

Gregg Saher

Cliff Poetz

Romelle Cable

Diane Garasha

Patricia Hadder

Marjorie Hammargren

Michele Kyler

Kathleen LeMay

Mark Netzinger

Stanton Opdahl

Kathy Rupprecht

Lolly Ljewski

Charles Spencer

Diane Storm

Brian Wagner

Gary Weber

Theresa Welcher

Lloyd White

Joan Willshire

Clell Hemphill

Council on Asian-Pacific Minnesotans

Purpose

The State Council on Asian-Pacific Minnesotans was created by the 1985 Minnesota Legislature. The Mission of the State Council is to ensure that Asian-Pacific people in Minnesota are more fully incorporated into the governmental and policy-making process; that they have better access to state government services; that the talents and resources of the Asian-Pacific Community be used and promoted where appropriate, and to assist others in their contact with the Asian-Pacific population.

The duties of the State Council are as follows:

- Advise the Governor and the Legislature on issues confronting the Asian-Pacific people in this state, including the unique problems of non-English-speaking immigrants and refugees;
- Advise the Governor and the Legislature of administrative and legislative changes necessary to insure Asian-Pacific people access to benefits and services provided to the people in this state;
- Recommend to the Governor and the Legislature any revisions in the state's Affirmative Action Program and other steps necessary to eliminate the underutilization of Asian-Pacific people in the state's workforce;
- Recommend to the Governor and the Legislature legislation designed to improve the economic and social conditions of the Asian-Pacific people in this state;
- Serve as a conduit to State Government for organizations of Asian-Pacific people in this state;
- Serve as a referral agency to assist Asian-Pacific people in securing access to state agencies and programs;
- Serve as a liaison with the Federal Government, the Local Government units and
 Private Organizations on matters relating to
 the Asian-Pacific people of this state;

- Perform or contract for the performance of studies designed to suggest solutions to the problems of Asian-Pacific people in the areas of education, employment, Human Rights, Health, Housing, Social Welfare, and other related areas;
- Implement programs designed to solve the problems of Asian-Pacific people when authorized by other law;
- Publicize the accomplishments of Asian-Pacific people and their contributions to this state;
- Work with other state and federal agencies and organizations to develop Small Business Opportunities and promote Economic Development for Asian-Pacific Minnesotans;
- Supervise the development of an Asian-Pacific Trade Primer, outlining Asian-Pacific customs, cultural traditions, and business practices, including language usage for the use of Minnesota's export community;
- Cooperate with other state and federal agencies and organizations to develop improved state trade relations with Asian and Pacific Countries; and
- Review of Grant Applications and Budget Requests—State departments and agencies shall consult with the Council concerning any application for federal money that will have a primary effect on Asian-Pacific Minnesotans before development of the application. The Council shall advise the Governor and the Commissioner of Finance concerning any state agency request that will have its primary effect on Asian-Pacific Minnesotans.

Board Membership

Adeel Z. Lair, Chairperson

Meherun Nessa, Vice Chairperson

Ching-Meng Chew

Bich Chu

Nancy Clemens

Sotheary Duong

Jennie Hsiao

Dr. A. Ghafar Lakanwal

Dr. Byung L. Lee

Rev. Dr. Cherian C. Puthiyottil

Liyanage Samaratunga

Dr. Kalong Sujjapunroj

Thomas T. Takekawa

Dewi Tjaden

Tong Vang

Boon Yong Vorasane

Ba Thein Win

Member/Ex-Officio

Senator John J. Marty

Senator Sandra L. Pappas

Representative Carlos Mariani

Representative Steve Trimble

Programs to Help Agencies Meet Affirmative Action Requirements

Program Description

The Office of Diversity and Equal Opportunity (ODEO) programs ensures that there is equal opportunity for all people at all levels of employment. Through targeted recruitment, mentorship, trainee/internship, affirmative action, diversity and youth initiatives, the ODEO provides state managers and supervisors the policy framework and technical assistance necessary to carry out their responsibilities under federal and state equal employment opportunity laws. The ODEO provides training and education to state agencies by assisting them in building upon traditional affirmative action efforts by expanding and diversifying, smoothing the entry way and expanding opportunities in the work environment.

Program Summaries

Mentor and Trainee Internship Program

Demographics have shown that the makeup of the population is more diverse. It is imperative that the State's mentorship and trainee internship program re-focus on recruitment and retention of protected group members. The mentor and trainee/internship programs are both proactive and retention strategies that support workforce diversity. The program is designed for employees at all levels to acquire skills that assist in the adjustment of state employment.

The goal of the program is to increase access to and success in employment opportunities with the State of Minnesota by providing employee training and employee development programs for protected group members, low income and non-traditional individuals. The program is targeted towards reducing turnover rates of protected group members and non-traditional employees in state government. The programs allow employees to find ways to challenge themselves, and to grow personally as well as professionally, and to provide mutually beneficial employee development opportunities for new, junior, senior employees that nurture self-

confidence and a sense of direction while feeling a part of the organization. It's a partner-ship in which both parties contribute equally to the process, while developing a coordinated approach to firmly establish relationships between new employees and current employees. The benefits are the ability to adapt to changing markets, technologies, the practical application of critical skills and the learning of new information that facilitate the positive transition into the workplace.

The mentor and trainee/internship programs will create opportunities for advancement and/or promotion for all state employees and value the worth of the contributions employees bring to the workplace.

Recruitment Program

A statewide recruitment program was created to develop and expand communication links between state agencies to exchange information regarding "best practices" in recruiting, and maintenance of those links with community based organizations to facilitate recruitment efforts. A full-time recruiter, housed within the Office of Diversity and Equal Opportunity, has developed a Reflections of the Community Equal Opportunity Recruitment Directory, the Statewide Recruitment Resource Group, and is presently developing the Resource Guide that state agencies can use in their recruitment efforts. In addition, a Reflections of the Community Recruitment poster was developed and has been distributed statewide.

Diversity Training Program

The training program is designed to improve the work environment and improve services to the public. Additionally, it is intended to reduce burdensome and expensive legal complaints. The training program establishes a structure in which the diversity efforts in state government become more institutionalized. Effective diversity training within state government has shown to effectively improve the work environ-

ment by creating cultural awareness and sensitivity to differences. The program enhances communication and by adopting diversity measures in the workplace it increases the recruitment and retention of protected group employees. Through the state's demonstration of its commitment to diversity, there is a two-fold effect:

- 1) a formalized process on how to handle a diverse workforce is developed, and
- 2) an appreciation for diversity prepares state employees to become better equipped for conflict prevention, and resolution on the management of workforce diversity.

Affirmative Action Program

The program exists to enforce, implement and audit the state's affirmative action program as detailed in Minn. Stat. 43A.19. The program provides a technical expertise to agencies in creating, evaluating and maintaining affirmative action programs and objectives that would satisfy statutory requirements.

The program assists state agencies in increasing the number of protected group members in the state government workforce to reflect labor force availabilities. The program helps state agencies to identify and remove barriers to employment of protected group members to ensure equal employment opportunity for all Minnesotans.

Youth Program

The Youth Program assists in giving every youth the opportunity to reach their full potential and addresses the needs of youth in three specific areas: after school enrichment, summer employment and intervention. It develops community coalitions to collaborate collectively to resolve issues and to act as liaison between state agencies and other entities in administering community affairs, diversity and equal opportunity programs related to youth. Additionally, it promotes the arts, music, culture, academics, and athletic activities in recognizing youth and their achievements.

The issues associated with all of these programs are:

- Affirmative Action/Equal Employment Opportunity
- Workforce Diversification
- Recruitment and retention of protected group members
- Increased representation of protected group members in state government
- The training and development of youth as future employees.

Governor's Summer Jobs Program

The "Governor's Summer Jobs Program" for state agencies generally occurs annually between May 1 and September 5. The Summer Jobs Program is an employment initiative designed to increase participation of economically disadvantaged Minnesotans in state agency jobs during the summer months.

The Governor and the Legislature have consistently demonstrated their concern regarding the importance of providing youth with the necessary opportunities to gain skills to compete in an ever-changing marketplace. It is for this reason that the Summer Jobs Program covers temporary, emergency student worker as well as temporary laborer appointments made to positions between May 1 and September 5 every year since 1993.

The Department of Employee Relations, Office of Diversity and Equal Opportunity and the Department of Economic Security, along with its partners work with other agencies on this program. This collaborative work continues to demonstrate the state's commitment to the communities we serve.

DOER compiled data from 1995 and 1996 has yield the following results on the Summer Job Program related to Minnesota minority groups:

Agency	# Covered Apptmts-96	% Minority 1996	# Covered Apptmts-95	% Minority 1995
Statewide				
* Accountancy Board	1	0.0		
Administration	26	30.8	45	28.8
Administrative Hearings	5	20.0	7	14.3
Agriculture	20	10.0	37	0.0
* Architecture, Engineering	1	0.0		
* Attorney General	5	0.0		
* Black Minnesotans Council	1	100.0		
* Center for Arts Education	. 3	0.0		
* Children, Families and Learning	24	20.8		
* Commerce	7	14.3		
Community Colleges	46	8.7		
Corrections	42	9.5	61	4.9
Economic Security	45	33.3	52	3.1
Education			36	2.8
Employee Relations	3	66.7	7	0.0
* Environmental Assistance	2	0.0		
* Faribault Academies	10	0.0		
* Finance	2	0.0		
* Gambling Control Board	1	0.0		
Health	48	14.6	36	19.4
Higher Education Service	, 2	100.0	13	84.6
* Housing Finance Agency	2	50.0		
* Human Rights	4	25.0		
Human Services	148	10.8	375	11.5
IRRRÉ	79	1.3	78	0.0
Labor & Industry	. 10	50.0	17	17.6

^{*} Not participating in 1995

Agency	# Covered Apptmts-96	% Minority 1996	# Covered Apptmts-95	% Minority § 1995
Statewide				
* Legislative Auditor	5	0.0		
Lottery	9	11.1	12	25.0
* Medical Practice Board	2	0.0		*
Military Affairs	25	0.0	10	0.0
* Minnesota Planning, Strategic & Long Range	5	20.0 🖔		
* Minnesota State Retirement System	3	0.0,		
Natural Resources	210	2.9	256	3.9
* Nursing Board	1	0.0		H
* Ombudsman for Mental Health	2	50.0		7
Para-Mutual Racing	22	0.0	3	H
* Peace Officers Board	. 1	0.0		! } !
Pollution Control Agency	33	15.2	25	12.0
* Public Employees Retirement Association	2	100.0	y comments	
Public Safety	41	31.7	21	23.3
* Public Utilities Commission	3	66.7		
* Racing Commission	4	0.0		
Revenue	29	17.2	39	23.0
Secretary of State	5	40.0	5	40.0
* Social Work Board	2	0.0		
* State Auditor	1	0.0		8
* State Colleges & Universities	262	13.0		
* State Treasurer	3	0.0		
State University	_		57	12.2
* Tax Court	1	100.0		
* Teachers Retirement Association	3	66.7	01	14.0
Technical Colleges			91	14.2
Trade and Economic Development	13	15.4	20	5.0
Transportation	201	21.4	284	21.1
Veterans Home Board	18	38.9	24	12.5
* Water & Soil Resources	1	0.0		
* Zoological Garden	10	30.0		

^{*} Not participating in 1995

Special Services for Persons with Disabilities

The Office of Diversity and Equal Opportunity manages several programs to ensure fair and equal access to employment opportunities for persons with disabilities.

Examination Accommodations

Applicants can indicate on the state job application form that they have a disability requiring accommodations in testing. Every effort is made to provide accommodations for those who need them. Special testing accommodations are also arranged for those living outside of the metropolitan area. Accommodations may include, but are not limited to, readers, markers, interpreters, brailled or large print materials, raised work surfaces or adjustable chairs. Facilities used for administering examinations throughout the state are accessible to persons with disabilities. The ADA/Disability Coordinator in the Office of Diversity and Equal Opportunity is available to assist state agencies to ensure effective examination accommodations.

700-Hour Program

The 700-Hour Program demonstrates the state's commitment to ensuring fair and equal access to state employment for persons with disabilities. When an "otherwise qualified" individual with a disability cannot be effectively accommodated in the competitive examination process and the applicant is at a competitive disadvantage in the examining process because of their disability, the applicant may qualify for the 700-Hour Program. This program permits applicants to be tested on-the-job by performing the tasks of the job for up to 700 hours. The trial work period serves as the "test" of abilities for individuals in lieu of the competitive examination process. At the end of the trial work period of up to 700 hours, the individual's abilities and skills are evaluated. When work performance has been satisfactory, the individual is then certified for permanent hire.

A pilot program (described below) for individuals who are prelingually deaf has existed since 1987 and contains applicant options, including

1) to test and be eligible for the 700-Hour Program, 2) to not test and be eligible for the 700-Hour Program or 3) to do both. To comply with the Americans With Disabilities Act, the 700-Hour Program was a pilot test in 1995. The Office of Diversity and Equal Opportunity redeveloped and distributed material detailing the 700-Hour Program to all state agencies.

Pilot Program for People Who Are Prelingually Deaf

The Office of Diversity and Equal Opportunity has recognized the unique problems that individuals who are prelingually deaf (deaf before acquisition of language skills) and "otherwise qualified" encounter when taking state examinations for employment. Because English is a second language for these individuals and utilizes different grammar and syntax, testing accommodations are not possible. A pilot program has been in place since 1987 that allows a person who is prelingually deaf to be eligible for the 700-Hour Program, upon certification of a rehabilitation counselor. This program replaces the competitive examination. The applicant has the option of beginning paid employment on a trial basis, taking the written examination with the assistance of a sign language interpreter, or both. In collaboration with Human Resource Development Institute Services and the division of Rehabilitation Services of the Department of Economic Security, the pilot program has markedly increased the number of deaf applicants who have demonstrated their skills and abilities and have secured permanent state employment.

Supported Work Program

The Supported Work Program, a program which provides employment opportunities in state government to persons with severe disabilities, was enacted in 1987. This program of expanded opportunities for persons with severe disabilities is not a make-work project. The program uses job sharing, the 700-Hour Program, and, when necessary, the support of a job coach to facilitate the successful employment of persons with severe disabilities.

The Supported Work Program provides employment opportunities for persons with severe disabilities who are not "otherwise qualified" by identifying functions appropriate for a supported worker, working with the Supported Work Task Force on completing a job analysis and hiring the best qualified individual. Supported Work Program positions are within the classified service and are covered by the AFSCME collective bargaining unit. Despite having severe disabilities, supported employees are more like other state employees than they are different. The Department of Employee Relations took the lead in demonstrating the effectiveness of this program by hiring three supported employees.

Worksite Accommodations

The Office of Diversity and Equal Opportunity also provides technical assistance to agencies on providing reasonable accommodations to applicants and employees with disabilities in each phase of the personnel process, after hire as well as before. In the fourth quarter, the Office of Diversity and Equal Opportunity distributed the first state-wide brochure on reasonable accommodations.

SECTION 4 >>>

Agency Affirmative Action Objectives, Programs and Awards

1995 & 1996 Agency Affirmative Action Objectives, Programs and Awards

Affirmative Action Objectives

Minnesota law (Statute 43A, Section 19, Subd. 1) states that state agency affirmative action plans must include objectives. Objectives of affirmative action plans range from identifying discriminatory employment practices within the agency's personnel system to developing educational opportunities for agency employees. Effective program objectives should include:

- objectives stated in qualitative and quantitative terms
- > specific action steps or methods for achieving the overall objectives
- > assignments of responsibilities to individuals or organizational units
- realistic and achievable timetables and target dates
- procedures for evaluating the agency's progress toward achieving the objectives and for periodically reviewing and revising the plan.

Examples of 1995 & 1996 Objectives and Programs

Department of Administration

Targeted Group Vendor Program

The purpose of the Targeted Group Vendor Program (TG) is to remedy the effects of past discrimination against protected group members (minority, women, and the disabled) as determined by a 1997 disparity study. This is accomplished through the application of a 6 percent preference for certified TG vendors, from one purchasing process by the State of Minnesota. The program is part of the department's Materials Management Division (MMD) which provides for the centralized procurement of goods and services.

In support of the TG program, MMD has established a comprehensive program made up of three strategies:

- 1. To pursue ever-increasing certification of vendors into the TG program.
- 2. Educate TG vendors about government procurement.
- 3. Establish goals and aggressively pursue awards to TG vendors.

In pursuit of these strategies, MMD has seen TG vendor certification increase from 650 vendors to nearly 1,100 over a four year period. Additionally, MMD has produced an educational video designed to introduce vendors to government procurement practices. For Fiscal Year 1995, MMD achieved TG bid awards of 15.5 percent for construction and about 9 percent for non-construction. For the future, award goals will remain at an aggressive 20 percent for construction and 10 percent for non-construction purchases.

Employee Assistance Program

The State of Minnesota Employee Assistance Program (EAP) provides counseling and consultation services to state employees and their family members, as well as to supervisors and managers dealing with troubled work environments.

The EAP has three unique roles in maintaining and strengthening diverse work environments for state employees.

Confidential consultation to individuals

The EAP's standard of confidentiality provides a safe setting for employees and managers needing to consult on sensitive matters related to diversity in their workplace. As an example, individuals have used the EAP to sort through their responses to harassment and intolerance before deciding to file a complaint. Others have used the EAP after being accused of harassment.

Consultation to workgroups

In the role of management and workgroup consultant, the EAP may be used to assist teams which are distressed by issues related to diversity: team division and isolation, hostility, timidity, etc.

Resource for referral to appropriate services

For the past 18 years, the EAP has developed an extensive database of resources within state government and the community. Whether the employee or family member needs further advocacy, information, or support to address diversity issues, EAP staff can help identify options.

Office of the Attorney General

Diversity in the Workplace

As part of its ongoing commitment to encouraging diversity in the workplace, the Office of the Attorney General has undertaken the following during the past year:

- Established a Mentoring Program for all new staff.
- Appointed Diversity Liaisons who assist coworkers with bringing forward any issues/complaints they would like addressed under the Attorney General's Office Diversity Policy.
- Trained managers about their role under the Diversity Policy.
- Developed an "Introduction to Diversity" session for new staff.
- Updated the office exit interview process to focus on diversity issues.
- The Affirmative Action/Diversity Committee will sponsor a number of programs and presentations during 1996 which will focus on awareness and appreciation of diversity.

Office of the State Auditor

Diversity Activities

This effort continued training in a variety of areas affecting racial, ethnic, cultural, gender and disability differences.

During 1996 training was provided to all Office employees on diversity and sexual harassment in the workplace. The Office maintains a targeted training budget to provide specific training for employees related to cultural or diversity issues.

Department of Corrections

Diversity Symposium

The Department of Corrections, Office of Diversity, sponsors a symposium on an annual basis for department affirmative action officer designees, diversity committee members and other interested employees. The purpose of the symposium is to provide time for education, networking, and exchange of information and ideas; to re-energize and become better acquainted with others throughout the department working on issues surrounding affirmative action and diversity.

Prism Award

The Prism Award has two categories:

- 1. The individual category is given to the individual who demonstrates excellence in community involvement, personal and professional growth, commitment and creativity and who serves as a positive role model.
- 2. The group category is given to those employees who have demonstrated excellence in designing and delivering methods of promoting Diversity, Affirmative Action, and Equal Employment Opportunity.

Bridges to Understanding

Bridges to Understanding is a department-wide diversity training program. The objective of the class is to create a work environment and organizational culture that reflects the society and community in which we live and one that creates a climate for the success of each and every employee by appreciating the uniqueness that they bring to the workplace.

Valuing Diversity Committee

The Department of Corrections-Central Office has established a Valuing Diversity Committee to be instrumental in creating a workplace where diversity is respected and enhanced. The committee consists of 14 members. Membership criteria includes: race, gender, disability, age, sexual orientation, work location, job classification, unit and bargaining unit. Meetings are conducted at least quarterly.

Valuing Diversity Subcommittee

A unique feature of the Valuing Diversity Committee is the establishment of subcommittees that encourage all employees to participate in diversity efforts. Subcommittees include: Training and Education, Program, Policy, Newsletter, Recruiting (committee members) and Employee Recognition.

Diversity Newsletter

The Valuing Diversity Newsletter subcommittee established a calendar of topics to be featured monthly in the Valuing Diversity Newsletter. Articles are submitted by central office employees and Diversity Committee members. Worldwide diversity celebrations are also published.

Appreciating Diversity Month

To increase the awareness of diversity of individuals employed in the workforce and to create sensitivity to others, Appreciating Diversity Month is intended to offer presentations, information and an opportunity to develop skills that will assist employees in better communication and the development of an understanding of the differences and similarities of those we work with and encounter in the course of performing our jobs.

Career Opportunities in Corrections Workshop

Department staff conducted "Career Opportunities in Corrections" workshops. Staff with the potential job candidates from the St. Paul and Minneapolis Urban Leagues, TCOIC, American Indian OIC, and Neighborhood House. The purpose of the workshops was to inform individuals of careers in corrections and to respond to questions. Representatives from community organizations also toured the department and several correctional facilities to learn more about jobs and/the department.

Criminal Justice Job Fair

The Department of Corrections sponsors a Criminal Justice Job Fair in the spring of each year. Law enforcement agencies are invited to participate by providing a job booth for job applicants to learn more about their organizations. Representatives of many law enforcement agencies from cities, counties, sheriffs, and the U.S. Army, as well as organizations such as Project Remand and 180 Degrees, make

this job fair successful for both applicant and employer.

Job Fairs

The Department of Corrections regularly attends job fairs for the purpose of recruiting a diverse workforce. In 1994, the department was represented at Job Fair 94, Diversity Job Fair, American Indian Education Conference, MERC, Minneapolis Community College, and the Fond du Lac Community College.

Internship Program

The purpose of the internship program is to expose interns of diverse cultural backgrounds to the field of corrections. Currently, four correctional facilities have been selected to participate: Minnesota Correctional Facility-Red Wing, Minnesota Correctional Facility-Sauk Centre, Minnesota Correctional Facility-St. Cloud, and the Minnesota Correctional Facility-Thistledew.

Minnesota Correctional Facility-Oak Park Heights

Traditions

During the months of November and December, 1994, the Affirmative Action Committee completed articles highlighting some holiday traditions. The purpose was to explore traditions from both the past and from other cultures. The articles were distributed via our daily information publication, *The Eagle*.

Minnesota Correctional Facility-St. Cloud

Diversity Suggestion Box

The Diversity Suggestion Box is located in the staff lounge and is checked biweekly by the Affirmative Action Officer. Suggestions are responded to by the appropriate administrative staff through *The Greystone Gazette*, the facility's biweekly publication to all employees.

Diversity Day

On October 31, 1995, the MCF-St. Cloud Diversity Committee hosted a Diversity Day. All employees were invited to stop by for refreshments and to ask questions about the Diversity Committee.

Diversity Scrapbook

The purpose of the Diversity Scrapbook is to promote diversity in the workplace by providing information from various resources to generate ideas for implementation at the facility. The scrapbook is located in the staff lounge and is accessible to all employees. The scrapbook is updated monthly by Diversity Committee members.

Minnesota Correctional Facility- Thistledew

Diversity Suggestion Box

A Diversity Suggestion Box was placed in the facility to allow employees to place their suggestions concerning diversity issues.

Career Day

Staff of the facility participated in a career day at Mankato State University. Many interested persons were able to speak to the facility staff about careers in corrections.

Minnesota Correctional Facility-Willow River/Moose Lake

Diversity Committee

The Diversity Committee was restructured to include membership, recruitment, the creation of committee positions (publicity, training and recruitment committees), and election of officers.

Diversity Celebrations

The Diversity Committee acknowledged various diversity celebrations around the world by publishing the celebration and providing a brief history in the facility F.Y.I. daily bulletin.

Minnesota Correctional Facility-Lino Lakes

Ethnic Food Day

The Wellness Committee sponsored the second annual Ethnic Food Day. Staff were encouraged to participate by bringing in food and recipes that reflected their various ethnic backgrounds.

Diversity Training

In response to the broad diversity within the workplace at the facility, it was determined that diversity training would be incorporated into the mandated annual training for corrections officers.

Department of Economic Security

Americans With Disabilities Act (ADA) Integration within Workforce Centers

The Workforce Center System unifies the many local, state and federal employment and training programs into a "one-stop" experience. The goal is to provide a skilled workforce for our economy through an accessible, integrated employment program system for all Minnesotans

In order to insure the full participation of all Minnesotans, MDES has coordinated its efforts to:

- Integrate Partnership training on ADA employment and program compliance;
- Serve as a technical resource for employees in the application process, hiring and reasonable accommodation implementation;
- Utilize current technology to offer alternative communication access;
- Review of Workforce Center Sites to provide equal access; and
- Sponsor local seminars for employees offering an ADA overview.

MDES is moving toward a system that is collaborative, integrated and flexible and which invites participation by all Minnesotans.

Department of Employee Relations

Supported Employment Program

The Department of Employee Relations (DOER) continued its commitment to the Supported Employment Program during 1995. An additional supported employee was hired after she received her layoff notice from the Department of Finance due to financial cutbacks. All DOER supported employees are highly productive, valued members of our staff. The Supported Employment Program provides

employment opportunities for persons with severe disabilities who are not otherwise qualified for competitive classified positions because of their disability. The program depends on partnerships developed among employers and rehabilitation service providers. The employing agency and a member(s) of the Supported Employment Task Force work collaboratively to identify tasks that a person with a severe disability can complete successfully, develop a position description, refer appropriate candidates, hire and provide initial job support to the employee through a job coach. Supported Employment may be a long-term vocational outlook or a transitional step for the individual with a severe disability. One of the first supported employees hired by DOER has advanced into a regular classified position very successfully and two other supported employees are preparing to do the same. At DOER, supported employment is definitely good business.

Office of Diversity and Equal Opportunity

Mentorship/Internship

The State of Minnesota Mentorship Program is a statewide program designed for employees at all levels to acquire skills that assist in the adjustment of state employment. The Mentorship Program allows employees to find ways to challenge themselves, and to grow personally as well as professionally. It's a partnership between the Mentor and the Mentee in which both members contribute equally to the process. The Mentee's role is to set goals based on developmental needs, and the mentor's role is to provide feedback and ideas on attaining those goals. The benefits of mentoring is the ability to adapt to changing markets, technologies, the practical application of critical skills and the learning of new information. The development of increased confidence and a sense of direction while feeling a part of the organization. Mentoring can help state employees feel more connected, calm about their future and it provides a sense of satisfaction and enhanced self-esteem. The Statewide Mentorship Advisory Committee (SMAC) was created by the Office of Diversity and Equal Opportunity in January of 1996. The SMAC is

comprised of staff from the Governor's Office, the Office of Diversity & Equal Opportunity, Executive Directors of the five minority councils, state agency managers, directors, Employee Assistance Program, and MMA, MAPE, AFSCME and private/public organizations.

The focus of the SMAC is to commit to the Mentorship Program and have an understanding of diversity and its process. The group will examine a) Organizations and their Culture, b) Interpersonal Relationships, c) Demographics, d) Mentorship Training and Education, e) Monitoring and Measurements, f) Managing and Assessing Culture/Environments, g) Accountability and Incentives, h) Reward and Recognition. The group will examine their role as leaders and how and what they do will impact the success of the state Mentorship Program and its objectives. The group will develop a targeted action plan with steps, and goals and will take a look at the current state system, policies and determine whether or not it allows state employees to achieve/contribute to their fullest potential.

The Mentorship Program will have a subcommittee group that will meet monthly in different sites around the Twin Cities Metropolitan area. The focus of the subcommittee group is to meet and address those issues relevant to the workplace, and the program. The group will make site visits to other state agencies and gather information to determine the needs of an organization. The group will also be responsible for producing a bi-monthly newsletter targeted specifically on mentoring.

Recruitment

The Statewide Recruitment Resource Group was created by the Office of Diversity and Equal Opportunity in August 1995. The group serves as a collaborative statewide program that provides information and guidance to recruiters in all state agencies. Meeting monthly, the group presents guest speakers from community organizations to foster relationships between them and the agencies, which is an integral part of the recruitment process. The group has three (3) subcommittees that specialize in the following areas: Education, Advertising and Outreach. The Education Subcommittee acts to provide "best practices" training to anyone with respon-

sibility for recruitment. The Advertising Subcommittee's focus is to combine valuable state resources for the purpose of enhancing the image of the state as an employer. A statewide recruiting logo has been developed and can be used by any state agency. This group is also responsible to coordinate job fair attendance that saves the state money by combining efforts. The Outreach Subcommittee is responsible for organizing informational sessions in community locations by developing trusting partnerships with community leaders. The subcommittee provides vital information to the general public about state career opportunities, the civil service process, and expectations of public employers is one of the many ways that this committee has established credibility. The premise behind this initiative is to reach out to the community instead of always expecting the community to reach in to us. The Outreach Subcommittee will also coordinate any on-site testing to be done in key community locations.

Diversity Program

The Office of Diversity and Equal Opportunity continues to strive to implement ideas regarding diversity. It is our goal to promote practical tools to become proactive as state agencies strategize their diversity. Our intention is to promote organizational and operational changes by offering opportunities for dialogue to assist agencies to identify what the agency is now and what it wants to be in the future. Some of the initiatives include:

- Diversity training which include: defining diversity in the current work environment, identifying acceptable/successful behaviors that encourage and promote a diverse work environment, applying tools to survive in a changing and competitive environment, and analyzing situations to identify solutions which facilitate diversity.
- Celebrating diversity by recognizing diverse groups on specific days and months throughout the year such as: African American History Month (February), Women's History Month (March), Native American Month (May), Gay Pride Month (June), Disability Awareness Month (October). In October of 1995, ODEO started a

Diversity Journal, documenting the various ways in which we have been celebrating diversity. For instance, in December, a description and history of each of the various holidays celebrated during that month was printed. During African American History month, a compilation of biographies from African American Minnesotans making history now in the U.S. was distributed to state employees. At the end of the year, it will be printed and copies distributed to public school libraries and other interested organizations.

- Partnering with the private sector through the Minnesota Cultural Diversity Center (MCDC) to promote greater understanding and appreciation of diversity in the workplace. Two statewide video conferences were held in 1994 and 1995. The video conference for 1996 was downlinked nationally and discussed practical tools and next steps in implementing diversity.
- Participating in "Sharing Diversity Forums". State employees were invited by the MCDC to attend forums in 1995, hosted every-other-month by various local leading businesses. In 1996, State of Minnesota agencies led by ODEO and SWAAC hosted their own forum where the private and the public sector shared diversity initiatives, successes and challenges. The forum touched on issues regarding changing demographics and the state efforts to prevent labor shortage through policy and education.
- Promoting the state's commitment to diversity and overseeing that economically disadvantaged members of our community gain access to state employment via the Governor's Summer Jobs Program.

Department of Health

Human Resource Management

During 1995, the Department of Health conducted a variety of activities which addressed important diversity issues. The primary activities included the following:

Minority Health Focus

A major concentrated effort to include minority health considerations as a normal part of everything we do in the department. Under the direction of our Minority Health Director and with the assistance of an outside consultant, all of the top managers of the department participated in a series of eight focused planning sessions to clarify our mission and commitment to employees and the communities, to develop goals for our minority health efforts and to establish specific department and divisional work plans to promote minority health. An Advisory Group of representatives of communities of color provided an external perspective. Areas included in the goals include improvement of the collection of data and analysis related to communities of color, building partnerships and collaborating with communities, learning more about and better serving communities, and developing internal capacity to understand and deal with minority health issues. This effort continues in order to achieve the department's mission of protecting, improving and maintaining the health of all Minnesotans.

Festival of Nations

The Department of Health's Quality Improvement Committee sponsored a series of events to improve communication and cooperation in the department. One of these was a "Festival of Nations" event where all employees were invited to bring food from different cultures for other employees to sample. This event was held in two places, the main Department of Health building in Minneapolis and the St. Paul Office in the Metro Square Building. The event was well attended and promoted diverse cultures and ethnic backgrounds through food and interaction.

Undoing Racism

The AIDS/STD Prevention Section of the Disease Prevention and Control Division has embarked on a comprehensive effort to promote diversity in all of their programs. Activities included diversity training to section staff and grantees receiving funds for programs and the appointment of a consultant to work specifically with staff on diversity issues. All section management and most staff participated in a two

day workshop entitled, "Undoing Racism" and many informal activities, such as potluck ethnic meals have occurred. Activities designed to make explicit the connection between public health problems and racism continue. In addition, a section committee is planning a department-wide event to discuss racism and how it may be combated.

Housing Finance Agency

Diversity Programs, Initiatives and Activities

One of the strategic goals of the Minnesota Housing Finance Agency is a commitment to diversity in meeting the needs of its workforce, in offering opportunities for contractors and companies, and in addressing the housing needs of Minnesotans. Each year, the agency's work plan includes projects that take the next step in meeting this goal.

With respect to its workforce, the agency has:

- strengthened its recruitment activity, including development of an employment information packet outlining the history and business of the agency, the agency's exam and selection process, professional development and the benefits of working as an MHFA employee;
- reviewed and revised its hiring practices;
- set employment goals by division to strengthen accountability for implementing the Affirmative Action Plan;
- held an annual MLK holiday lunch to celebrate the diversity of the agency's staff;
- held an annual Indian Fry Bread Day, sponsored by its Dreamcatcher's Team, an internal team consisting of employees working in the Accounting and MN Homes Divisions.

With respect to housing programs, the agency has:

- established aggressive goals for minority borrowing and strengthened outreach efforts that were developed by an interagency outreach work group;
- published a directory of minority and women contractors and business owners which was distributed to all MHFA multi-

family property owners and other interested parties;

- distributed a list of all capital improvement projects planned by MHFA multifamily property owners to women and minority contractors to inform them of bid opportunities;
- nearly completed a video on tenant rights and responsibilities and a pamphlet with an overview of agency programs which will be available in five languages;
- translated its standard lease into Spanish;
- established a summer youth employment program in various multifamily properties around the state.

Department of Human Services

Diversity Initiatives

The department's work on the diversity initiative has taken place in multiple locations during 1995, but always with a focus on three areas: culturally appropriate service delivery, education and training of our workforce, and recruitment and retention of a diverse workforce.

A Regional Treatment Center's Core Group for Diversity was formed in 1993 and has developed strategies that the regional centers have followed in creating individual facility plans. An ad hoc group from the Core Group has worked during 1995 to revise the department's Pathways to Human Services Careers program for undergraduate minority students and is presently completing work aimed at devising an ongoing targeted recruitment plan for the regional centers.

In the central office, a Diversity Council was formed at the end of 1993 and the Council continues to work with each of the major organizational units in central office to coordinate the implementation of the department's diversity initiative. Several units in central office worked with Hennepin and Ramsey Counties in 1995 to coordinate a legislatively mandated pilot program for the establishment of language protocols to ensure adequate service delivery in those counties to persons whose primary language is not English. A similar project is about to get underway on behalf of the department and the information it disseminates. Additionally,

training on Southeast Asian patterns of communication and culture was made available to all department staff in October of 1995; county staff were invited as well and some did participate.

Staff from both the regional centers and central office have collaborated during 1995 to develop a core curriculum on diversity which will be delivered to all staff at the department over the next two to three years. Another collaborative group is presently working to put on a training conference for the staff at DHS who are directly charged with the work of diversity. This conference will take place in May.

Executive Pathways Internship Program

There are now two Pathways Programs, one is "Executive Pathways," intended to provide learning and career exposure for public policy students who are pursuing executive policy careers; and "Pathways to Human Services Careers."

The Executive Pathways Internship is a 12 week program designed to focus on the development of minority talent as they prepare for professional employment. Graduate and undergraduate students of color majoring in the areas of Public Policy, Social Work, Law and related fields will be provided the opportunity to work and learn in a government management setting at the Department of Human Services.

This program is the only one of its kind administered by the department. It is a high profile internship which will provide a select number of students with the opportunity to be in on the ground floor of a number of controversial and cutting edge policy decisions and resolutions relating to children's issues, mental health concerns of adults and children, welfare reform, child support, and other human service issues that impact the quality of life of Minnesota residents.

Students selected will be supervised by individuals within the department who are familiar with and knowledgeable of the inner workings of public policy development. Student supervisors will be sensitive to the needs of students from minority populations and will be responsible for providing an experience that will meet students' educational and professional develop-

ment needs. Students may also elect the option of having mentors to further enhance the internship experience.

The long-term goals of this program—upon successful completion of the internship and other educational requirements—is to provide graduate and undergraduate interns with access to employment opportunities within the Department of Human Services, thereby increasing the diversity of the department's workforce and its ability to provide culturally appropriate services through the creation of culturally sensitive policies.

Language Assistance Protocols

The 1995 Minnesota Legislature directed the Department of Human Services (DHS) to implement a language protocol pilot in Hennepin and Ramsey counties. The purpose of the pilot is to develop a formal structure (protocols) for providing language assistance to applicants and recipients whose primary language is not English in order to provide meaningful access to all services that those agencies administer.

Minnesota's population is growing increasingly diverse, both culturally and in terms of the primary languages spoken. This legislation was the product of concerns expressed by individuals and organizations that represent people who have limited English proficiency (LEP). These concerns revolved around a sense of inadequate communication between agencies and LEP persons leading to an incomplete or inaccurate exchange of information.

Currently, the protocols are in a final editing stage and will be implemented within Hennepin and Ramsey counties very soon. The established protocols apply to all programs that are solely or jointly administered by DHS. They incorporate input from community and legal advisory groups, county social service agencies, service providers and other interested groups. The statute requires the project to focus on the non-English languages that are most common to applicants and recipients in the pilot counties. Those languages are Spanish, Hmong, Vietnamese, Cambodian, Laotian and Russian. DHS will use information generated from the pilot to develop recommendations for statewide implementation of language assistance protocols.

Building Organizational Opportunity through Success Teams—BOOST

The Minnesota Department of Human Services' BOOST program is a model employee-to-employee mentoring program in which current DHS employees with varying levels and types of experience volunteer to be paired with new employees to provide information on department culture and norms, to help the new employee develop a network within the department, and seek out and explore possible career development opportunities. In return, mentors gain experience in coaching and employee development, and gain a fresh perspective, orientation and awareness from the relationship.

The program is entirely voluntary for mentors and mentees, and was developed as part of the department's infrastructure and diversity initiatives. In the 1994-95 pilot phase, 12 matches were made and included protected class employees and temporary employees who were former STRIDE participants. The program is being maintained at a minimal level while recommendations for expansion and enhancements to the program are being considered. The recommendations followed a comprehensive evaluation of the pilot program, which indicated that the participants felt their relationships were positive and beneficial.

Children of Color Outreach Initiative

The Department of Human Services (DHS) has a significant role in strengthening the health of families and children. One method of ensuring access to program services for families and children is through the dissemination of program information.

However, disseminating program information to certain communities can be difficult because of language and culture barriers. Families of color, who are often inhibited from accessing available services, must be provided with printed material and/or information sensitive to their linguistic and cultural needs. Thus, the Children of Color Outreach Initiative was created to develop and implement an effective plan for the dissemination of DHS program service information to communities of color.

The outreach initiative workgroup consists of department staff representing the various divisions that provide direct services to families and children such as Mental Health, Family and Children's Services, Health Care Policy, Chemical Dependency, and Homeless Adolescents.

The mission of the workgroup is to identify areas in which DHS can improve its efforts to disseminate program information to communities of color. These areas include:

- 1. The development of partnerships between DHS and community leadership and/or health care advocates;
- 2. The development of community forums and workshops;
- Identify children of color in need of medical assistance and facilitate immediate access to those services;
- 4. Develop a user manual designed to inform parents and nonprofit agencies of department services and how to access them; and
- 5. Develop DHS program literature sensitive to the linguistic and cultural needs of communities of color.

Iron Range Resources and Rehabilitation Board

Diversity Programs

Have conducted numerous training programs for employees in the areas of harassment, ADA, recruitment and accessibility. Our agency has also made great effort to provide accessible accommodations through remodeling projects and new construction, especially within our tourism facilities, to serve the general public, as well as our own employees.

Department of Minnesota Planning

Beyond Affirmative Action

Several years ago, Minnesota Planning formed an internal committee to look at ways our agency could be more responsive to the diversity within our staff and in our hiring and training of staff, and be more reflective of diverse opinions when we conduct our research or prepare our policy papers.

This group, Beyond Affirmative Action Committee, has developed a mission, vision and goals for Minnesota Planning. We have included these statements in our affirmative action

plan. The group has conducted a series of focus groups within the agency, and we continually evaluate our progress to meet our goals.

The Minnesota Planning management team takes the committee's work seriously and has actively supported its work.

Minnesota Planning's Beyond Affirmative Action Team has produced "Achieving Policy Projects: A Guide to Success" for internal state agency use. The goal of this guide is in achieving genuine representation of Minnesota's diversity in project committees, task forces and community activities.

This guide shares ideas that can help achieve genuine and diverse representation in public policy task forces and meetings. The guide was compiled from a discussion involving 26 staff members; a panel presentation including Vietnamese, American Indian and African American representatives; and the work of Minnesota Planning's State of Diversity project.

Minnesota State Arts Board

Diversity Programs

The Minnesota State Arts Board supports a diverse constituency throughout the State of Minnesota. A recent report shows that 31 percent of all individual artists' grants in Fiscal Year 1995 were given to artists of color. The agency has worked hard to encourage applications from a wide variety of artists from all populations and sections of the state. This success is due in part to the work of the Cultural Pluralism Advisory Committee and to new programs supported by federal dollars.

Cultural Collaborations Grants

This program, now in its third year, continues with support from the National Endowment for the Arts. The grants program is a major source of funding to artists of color as they partner with arts and community organizations to create new work. These grants can be used for a variety of activities including: public art and design projects for neighborhoods; performing or literary arts events; or visual arts, film and video projects. The program makes grants ranging from \$1,000 to \$6,000 to performing, visual, and literary artists who work in contemporary or traditional forms. Collaborating organizations

provide half of the cost of the project as a match to the grant.

Cultural Pluralism Advisory Committee

This committee serves as advisors to the members of the Board and the Arts Board staff. The committee is made up of individual artists and organizational representatives from across the state and is chaired by Arts Board Member Dr. Robert Powless, an enrolled member of the Oneida Tribe of Indians of Wisconsin. The committee is planning a Cultural Roundtable meeting to be held in the spring of 1996. This gathering will bring together artists of color and representatives from arts organizations based in communities of color for a one-day seminar/discussion on the state of the arts in their communities throughout Minnesota.

Minnesota Folk Festival at the Minnesota History Center

This joint project of the Minnesota State Arts Board and the Minnesota Historical Society is an annual showcase of Minnesota's top folk artists. A large portion of the artists performing and demonstrating at this one-day event held on the grounds of the new Minnesota History Center are from communities of color.

The Minnesota State Colleges & Universities

Cultural Diversity Program—Phase II

The Minnesota State University began Phase II of a comprehensive diversity initiative at the state universities during the past year funded by 2.7 million dollars. The goal of the state university initiative is to increase the representation of students, faculty and staff of color at state universities with a primary outcome to improve retention of students to graduate, and to create and maintain a diverse workforce. This initiative requires each university to develop a plan that addresses: recruitment and retention of students of color, recruitment and retention of faculty and staff of color, efforts to provide diverse curriculum content; and efforts to improve the campus and community environment for persons of color.

As a result of this planning effort, many initiatives have been developed to implement and

support program goals: three of which are offered for special recognition.

Minnesota Zoo

Recruitment Initiatives

- 1. Held first annual job fair at the Zoo to promote hiring of protected youth for Student Summer Job Program. Objective was to present Minnesota Zoo employment and volunteer opportunities, as well as recruitment efforts.
- 2. When recruiting any job applicants for vacancies, the Human Resource Office sends additional job announcement postings to locations where they may be seen by protected group members in order to promote Minnesota Zoo employment opportunities and to create a more diverse applicant base.

Educational Programs

- 1. An ongoing mentor program with a goal to generate interest among at risk and protected group member youth in the traditionally underrepresented scientific job categories at the Zoo. Over 100 youths participate in this 10 week program every summer. This program is financially sponsored by Medtronic.
- The Common Ground Program continues to focus on Native American youth and includes recreational opportunities, career and employment information, and work on self esteem.
- 3. Career Night. The Career Night class is offered three times per year. Animal Science careers are explored and presented by professional Zoo staff who work in marine biology, animal training, zoo veterinary medicine and zookeeping. Special recruitment is done for inner city schools and community action agencies to encourage minority students that are high school and college age to consider careers in animal science.
- 4. World Language Days were developed for 7th through 12th grade French, German and Spanish language classes and elementary immersion students. Students practice their

speaking and listening skill during a full-day of activities at the Zoo.

"Spirit of the Dragon Music"

This fund raiser was developed by three organizations with an Indonesian connection. The American Museum of Asmat Art, the Schubert Club and the Minnesota Zoo plan to expand their audiences and create an interest in cultural programs. This event will take place April 19, 1996.

Department of Natural Resources

Community Outreach Unit (Office of Planning) Hispanic Outreach Program

The Hispanic Outreach Program is a new initiative that started up in mid-1994 under the direction of the Commissioner of the Department of Natural Resources. With the high number of Spanish-speaking people settling in southern and southwestern Minnesota, the Commissioner saw the potential need of introducing natural resource opportunities to new immigrants. The Commissioner wants to ensure the Hispanic community the opportunity to learn about Minnesota's natural resources and take part in the facilities offered by the department. The six areas identified where a large number of Spanish-speaking people were settling are Willmar, Moorhead, Worthington, Marshall, Tracy and Albert Lea. The DNR chose Willmar to start its efforts in working with the Hispanic community. A needs analysis to determine the current use, needs, and barriers present to the Hispanic community in participating in DNR programming and recreational activities was completed in 1995. The indication from interviews of agencies working with the Hispanic people show the need for material translated into Spanish, fish and game laws education, and general education on the resources. What the department can do in these areas will be dependent on the financial resources available to the program this next biennium.

Youth in Natural Resources

The Youth in Natural Resources program exists to introduce minority youth to career and educational opportunities in resource management. The eight week summer program employs youths, both male and female from ages 15

through 18. The participants learn about their cultural ties in the natural world, resource management issues and techniques, various career options, and corresponding educational requirements. Hands on field projects and work experience is the focus of this program.

In 1994, the Metro Area Youth in Natural Resources (YINR) program changed from the working crew concept to individual work experience placements. This new structure in the metro area gives youth a summer-long experience working directly with resource professionals. The adult mentors work directly with youth on real resource projects.

Program goals:

- 1. To develop avenues of access for minority peoples to employment in natural resource management agencies;
- 2. To attract and facilitate the entry of a welleducated and culturally diverse workforce into natural resources management agencies; and
- 3. To establish working partnerships between minority communities and public agencies with private sector involvement and support. These relationships foster crosscultural understanding and cooperation.

Celebrating Our Commitment to Diversity

The Minnesota Department of Natural Resources and its Affirmative Action/Diversity Committee continue to work towards equality and respect in the workplace. In August 1996, the committee will be sponsoring its 13th Annual AA/D Conference in St. Cloud, Minnesota. The 1996 theme is "Affirmative Action/ Diversity: Reality In a Changing World." The focus will be to inform participants that affirmative action/diversity is alive and well and will continue to grow. The 1995 conference "Reflecting the Global Community" featured presentations on Aging, Our Anishinabe Perspective, Anti-Homophobia and the Gay/Lesbian Community, The Hispanic Community—A People To Know, The Deaf and Hard of Hearing in the Global Community, International/Interracial Adoptive Parents, Getting to Know Minnesota's Asian Community, The Future of Diversity, The Challenge of Diversity in the Community and in the Workplace, The New

Requirements State Agencies Face in ADA, and finally Bungy Lessons for People Facing Change.

Department of Public Safety

Orientation to Deafness and Recruitment Programs

The Fiscal and Administrative Services Division of the Department of Public Safety sponsored a training program titled, "Orientation to Deafness." The presenter, Diane Currie Richardson, from the Department of Economic Security, Division of Rehabilitation Services, provided general information about deaf culture, hearing, communication, American Sign Language, interpreters, note writing, and speech reading.

Recruitment

The Department of Public Safety hired a Recruitment coordinator in April of 1994 to establish relationships with college placement offices and community advocacy groups; to respond to queries from the public regarding employment opportunities; to coordinate the internship, student worker, and mentorship programs; and to attend job fairs. Public Safety was represented at the following job fairs in 1994:

- Fair—The main objectives of this job fair were to promote and increase cultural diversity in law enforcement and corrections careers; to provide education to communities of color and women regarding career opportunities within these professions; and to assist law enforcement and corrections agencies in the recruitment of these populations. The Department of Public Safety was one of the co-sponsors of this event.
- Criminal Justice Job Fair sponsored by the Department of Corrections—One of the main objectives of this job fair was to increase the number of protected group individuals employed in criminal justice careers.
- Minnesota Minority Job Fair sponsored by Minority Education Recruiters and Counselors (MERC)—One of the main objectives of this job fair was to help bridge the gap that exists in minority recruitment.

• Job Success Fair sponsored by the City of Bloomington—The objectives of this job fair were to provide the opportunity for people with disabilities to meet with potential employers, vocational agencies and resource agencies, and to attend informational workshops.

Department of Public Service

DPS Diversity

Diversity efforts and activities of the Department of Public Service include the following:

- The DPS hosted a one-hour component of the Leaders of Today and Tomorrow program entitled "Women Making a Difference in Public Policy." Six high-level female managers from the DPS made presentations to the student participants.
- The DPS participated in the "Take Your Daughter to Work Day."
- All events sponsored by the Commissioner's Office where food is served promote diversity by including sugar-free, fat-free, vegetarian and kosher foods.

Department of Revenue

Diversity and Equal Opportunity Programs

- 1. The Department of Revenue contracted with the American Red Cross to provide AIDS awareness training for all Revenue employees. The training was mandatory and was designed to not only provide employees with pertinent factual information, but also to examine the attitudes our employees have toward people with AIDS.
- 2. Revenue utilizes the department's biweekly employee publication called *Revenews* to increase diversity awareness among employees by including monthly articles tailored to reflect our environment at Revenue.
- 3. The Department of Revenue provides various diversity training and awareness opportunities to integrate the concept of valuing diversity into the workforce. These offerings have included the sponsorship of a diversity fair, a bring your daughter to work event, preventing sexual harassment

- training, and the establishment of a Valuing Diversity Leadership Award.
- 4. The Department of Revenue has a Strategic Plan for Valuing and Respecting Diversity which guides the diversity program. The plan includes a mission, vision and strategies for achieving a work culture that values and respects diversity. The strategic plan guides the department in setting the direction for our diversity initiatives.

Department of Trade and Economic Development

Urban Initiative Loan Program

In 1992, Governor Carlson convened a working group among state agencies and urban citizens to identify alternatives which improve the economic situation of racial and ethnic minorities and low income people in the Twin Cities area. The need to assure that all citizens share in the benefits of prosperity was underscored by several facts: minority residents of Minneapolis and St. Paul have a higher proportion in poverty than any of the other major metropolitan areas, and the Twin Cities as a whole has the third highest percentage of minorities below the poverty level. Further, the income gap between minorities and non-minorities widened between 1980 and 1990. Non-minorities own businesses at more than four times the rate of minorities. This information and other facts stimulated intense examination of how Minnesota should respond.

One of the solutions emerging from the working group was the need to provide assistance in business development for racial and ethnic minorities and people in low income areas, matched with creation of jobs capable of supporting families. To accomplish that, Governor Carlson and the Legislature supported the creation of the Urban Challenge Grant Program to be administered by a new Urban Initiative Board. With a \$6 million appropriation, to be matched by private, non-government sources, the Board will provide between \$5,000 and \$150,000 for a loan made by the non-profit organization. Non-profit groups will also ensure that client businesses have access to the constellation of management and technical assistance they need to be successful.

The Board selected 16 non-profit partners to receive funding that is being made available to Twin Cities area businesses. Through early 1996, over 30 loans have been made associated with job creation for low income people and with creation of business ownership opportunities for minorities, women and low income people.

Translation Project: "Introduction to Starting a Business"

The department created a handbook for new entrepreneurs needing assistance, but who do not speak English as a primary language. The handbook, "Introduction to Starting a Business," is available in Cambodian, Hmong, Laotian, Spanish and Vietnamese.

Department of Transportation

Highway Maintenance Worker Trainee Program

Over the years, Mn/DOT has used various approaches to recruiting and hiring Highway Maintenance Workers. Our previous process relied on a written test and a structured interview. This process often excluded people who have not had access to the types of training and education necessary to get on the list to be interviewed.

The Metro Division has implemented a new program that takes a trainee approach to hiring. It also allows us to move toward the future. A future which includes a highly skilled workforce reflective of the diverse population here in the Metro area.

The Highway Maintenance Worker Trainee Program was developed in partnership between Mn/DOT and AFSCME Council No. 6 and allows Mn/DOT to accomplish several goals. It provides the following:

- The specific training required to become a Highway Maintenance Worker. In many instances this training need is not currently being met by our educational system.
- An alternative to the traditional testing process for the selection of Highway Maintenance Workers.

- An opportunity for current employees such as laborers, clerks, etc. who may have previously been excluded.
- An opportunity to bring people of diverse cultural backgrounds to work at Mn/DOT.
 This is accomplished by recruiting from a wide range of community resources where the majority of trainees are selected from.

The trainee program is a six month program based on a combination of 1) classroom, 2) behind the wheel, and 3) on-the-job training. The program covers a variety of training in the areas of:

- safety procedures
- · interpersonal skills
- equipment operations
- · traffic safety devices
- small tools
- routine maintenance
- technical skills related to field operations

Division/Office/District Workforce Equity and Diversity Implementation Plans

As a result of the Report of the Commissioner's Minority Issues Study Team in June 1993, each of our Divisions/Offices/Districts prepared a specific workforce equity and diversity implementation plan on what steps it would take to achieve 1) Mn/DOT's Strategic Affirmative Action Plan objectives on diversity, 2) the response of the Deputy Commissioner's staff to Minority Focus Group's recommendations, 3) the objectives developed by the Minority Issues Study Team. Each plan contains objectives, actions, persons responsible, completion dates and measures of success.

In August 1992, a report was prepared summarizing these diversity plan implementation results. While areas of concern still exist, there is tangible evidence that the efforts resulting from the implementation of the Division/Office/District diversity plans have improved the diversity profile of Mn/DOT. The results are as follows:

 The percentage of women employees in the department has increased, although not at all levels.

- The percentage of racial/ethnic minority employees has increased, although not at all levels.
- All Division/Offices/Districts created their own diversity plans, although the scope and level of implementation of these plans varied widely.
- Numerous activities to increase the awareness of diversity issues for current employees have occurred throughout the department.
- Special innovative programs such as Seeds and the Highway Maintenance Worker Trainee program have been initiated, have been successful, and are continuing.
- Minorities and women are well represented among student worker appointments.
- Minorities and women are being promoted at rates higher than their proportion of the workforce.
- The majority of mobilities are being posted for indication of interest by all employees.

This is an ongoing program with new implementation plan being developed each year. Managers in the Division/Offices/Districts are evaluated on their performance in the diversity area.

Seeds Program

The SEEDS program is a statewide Minnesota Department of Transportation's (Mn/DOT) diversity initiative program which offers highly motivated minority and/or economically disadvantaged students the chance to complete their education while working at Mn/DOT in an area compatible with their educational goals.

The SEEDS program is unique in that students enter a career development partnership with Mn/DOT which prepares them for possible full-time permanent employment within the department after graduation, depending on job availability.

Program Requirements

Students must be enrolled full-time in a senior high school, trade/technical or business school, college or university and have at least 12 months remaining in their educational programs to be eligible to participate in the program. Clerical students will be evaluated on a case by case basis.

Students must have career goals that match Mn/DOT needs.

Students must have and maintain a grade point average of 2.0 (3.0 for engineering students).

Students must agree to provide a transcript for evaluation at the end of each quarter/semester.

Submit a complete application to the SEEDS coordinator.

Program Structure

The SEEDS program is located in the Office of Workforce Equity and Diversity (OWED).

Program Results for 1995-1997

	Male	Female	Total
Asian American	3	4	7
Native American	4	4	8
African American	3	8	11
Hispanic	4	1	5
Caucasian	1	5	6

SECTION 5 >>>>

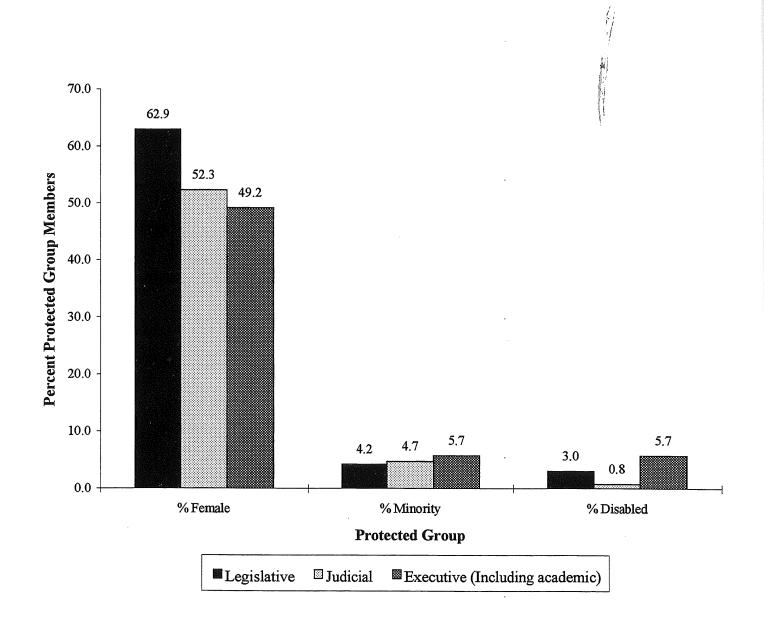
Current Diversity of State Employment

Employment - Minnesota State Government Branches

Legislative	Total	W #	omen %	Minority # %		Disabled # %	
Senate - January 1997 Permanent Employees	209	128	61.2	10	4.8		vailable
House - January 1997	261	159	60.9	16	6.1	9	3.4
Combined House and Senate	470	287	61.1	26	5.5	9	1.9
Judicial - January 1997	Total				nority	Disabled	
Samuel Count		#	%	#	%	#	%
Supreme Court	14	6	42.9	1	7.1	0	0.0
Managers Professionals	197	137	69.5	6	3.0	1	0.5
Others	57	43	75.4	. 4	7.0	1	1.8
Total	268	186	69.4	11	4.1	2	.7
Court of Appeals							
Managers	0						
Professionals	78	50	64.1	8	10.3	0	0.0
Others	6	5	83.3	0	0.0	0	0.0
Total	84	55	65.5	8	9.5	0	0.0
District - Judicial							
Managers	10	\dot{z}	20.0	0	0.0	0	0.0
Professionals	745	347	46.6	25	3.4	6	0.8
Others	79	79	100.0	1	1.3	1	1.3
Total	834	428	51.3	26	3.1	7	0.8
Public Defender							
Managers	349	105	30.1	23	6.6	3	0.9
Professionals	55	31	56.4	8	14.5	1	1.8
Others	57	56	98.2	2	3.5	0	0.0
Total	461	192	41.6	33	7.1	4	0.9
Total							
Managers	373	113	30.3	24	6.4	3	0.8
Professionals	1,075	565	52.6	47	4.4	8	0.7
Others	199	183	92.0	7	3.5	2	1.0
Total All Judicial	1,647	861	52.3	78	4.7	13	0.8
\int_{Σ}	Total	w	omen	Mi	nority	Die	abled
Executive - January 1997	i Ulai	#	%	#	1101 Ity %	#	abled %
Total Academic and Non-Academic	1,634	601	36.78	- 93	5.69	102	6.24
Managers	3,101	1,109	32.86	89	2.87	249	8.03
Supervisors	15,119	7,098	46.95	928	6.14	773	5.11
Professionals *	22,810	12,171	53.36	1,319	5.78	1,315	5.77
Others *	42,664	20,979	49.17	2,429	5.78 5.69	2,439	5.72
Total All	-1 m2 9 U U T	20,717	37.4 1	, mg-12m2	2.07	2 ,707	V. / M

Minority percentage was based only on those persons whose race was indicated on the personnel form. Appellant -261; District -654; and Public Defender -275.

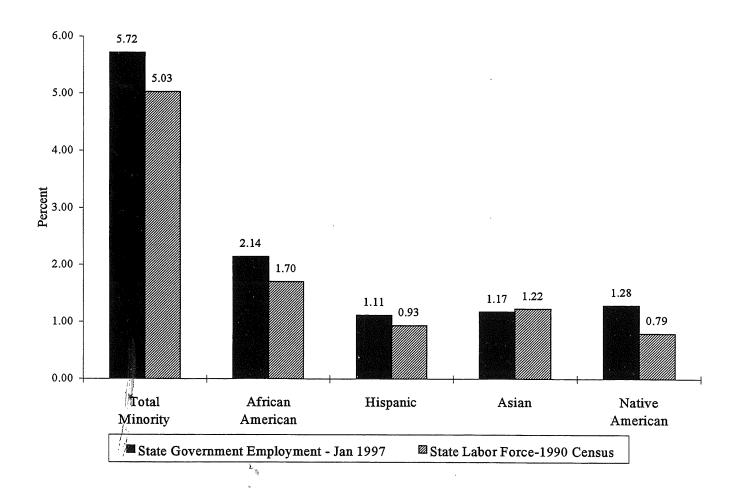
Percentage of Protected Group Members in Minnesota's Three Branches of Government January 1997



Racial and Ethnic Minority Employees in the State of Minnesota Workforce Compared to the Minnesota Labor Force

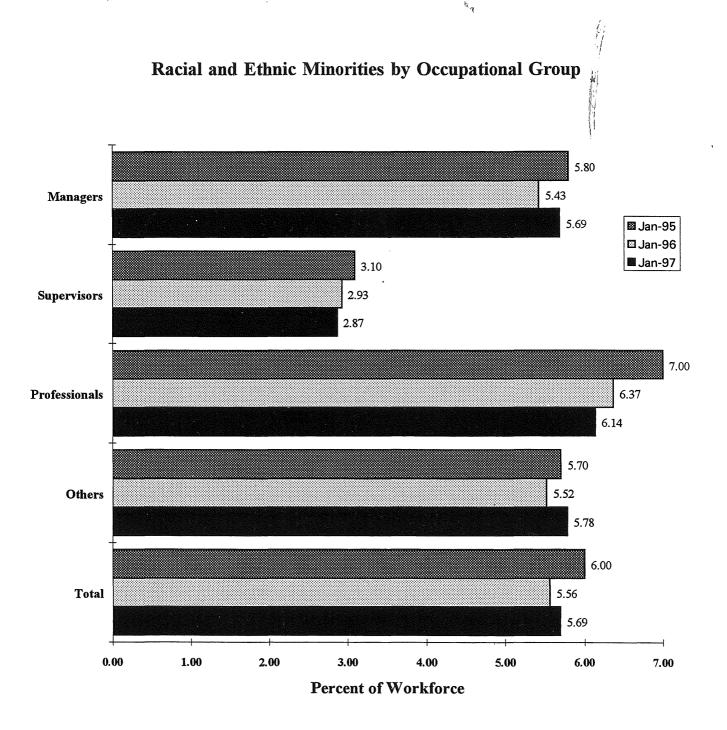
(Figures are for executive branch only, including academic employees)

The percentage of racial and ethnic minority employees in the executive branch agencies workforce has continued to decrease. Nonetheless, in each ethnic group category, with the exception of the Asian ethnic group, the percentage of executive agencies employees continues to exceed the representation in the labor force.



Racial and Ethnic Minorities in the Executive Branch

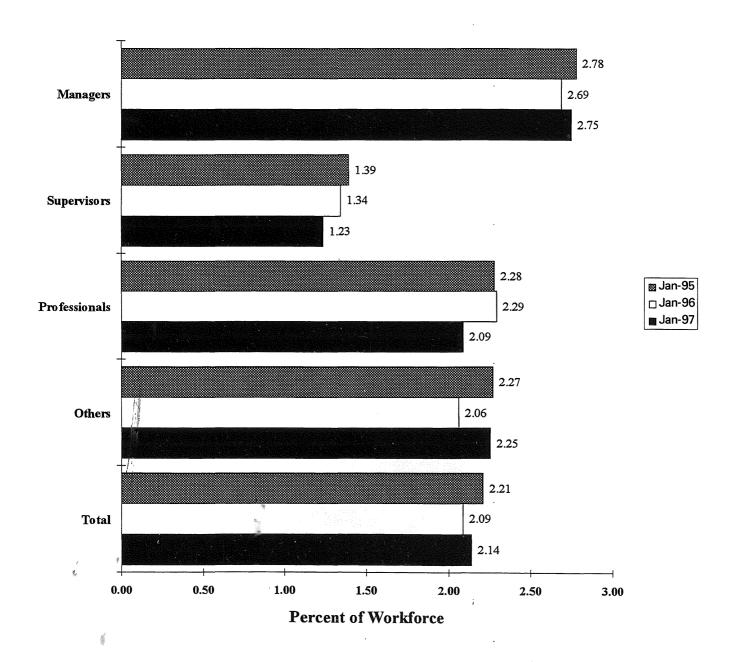
The number of racial and ethnic minority group members in the State of Minnesota workforce has decreased from 2,565 (6.0 percent) in 1995 to 2,429 (5.69 percent) in 1997. The state has been successful in increasing minorities in the managers and others occupational group, while minorities in the professionals and supervisory group have decreased.



African Americans in the Executive Branch

The percentage of African American employees in state employment has decreased over the past three years. There has been a steady decrease of African Americans in all job categories.

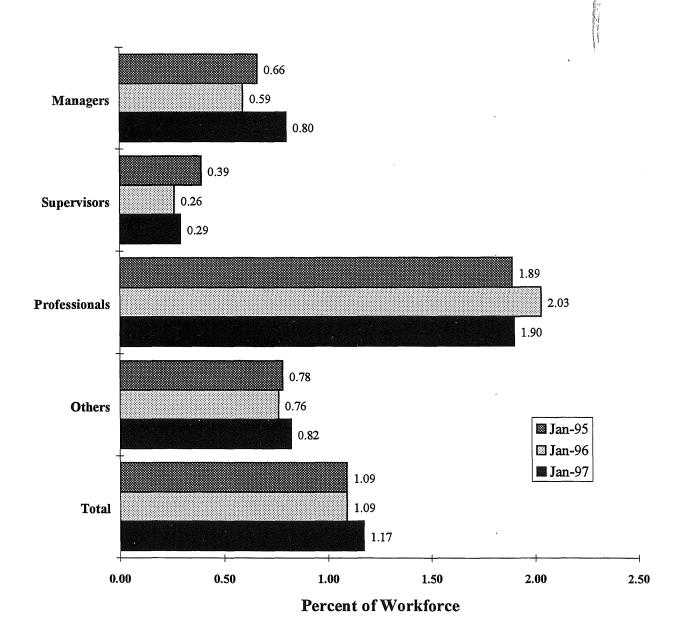
African Americans by Occupational Group



Asian-Pacific Islanders in the Executive Branch

For the third year in a row, the number of Asian-Pacific Islander employees in the State of Minnesota workforce have increased. Asian-Pacific Islanders are most represented in the professional category, however in all other category they make up less then one percentage point of the total in that category.

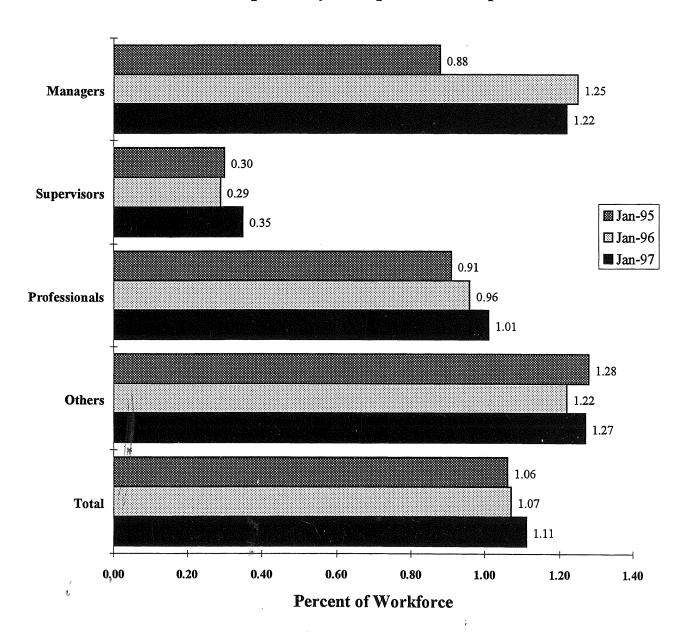
Asian-Pacific Islanders by Occupational Group



Hispanics in the Executive Branch

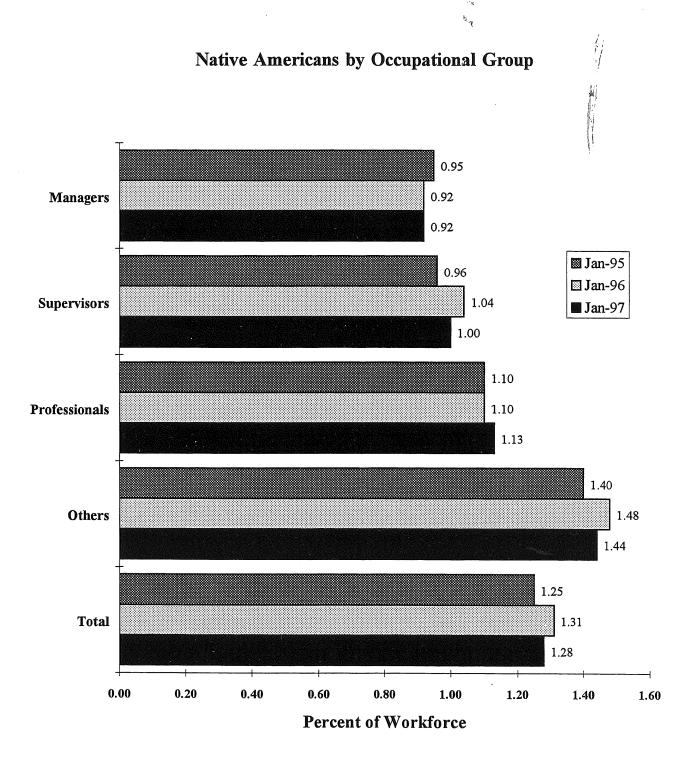
The representation of Hispanic employees has increased steadily over the past three years. Hispanics are least represented in the supervisory occupational group category.

Hispanics by Occupational Group



Native Americans in the Executive Branch

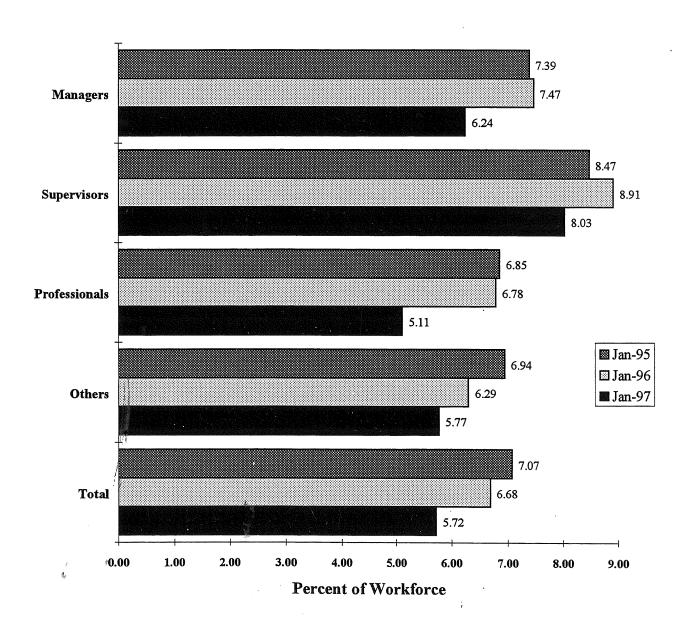
The percentage of Native American employees in state agencies have decreased in the last two years. Native Americans are mostly presented in the professional and other job group categories. However, compared to the 1994 annual report numbers, Native American employees has increased.



Persons with Disabilities in the Executive Branch

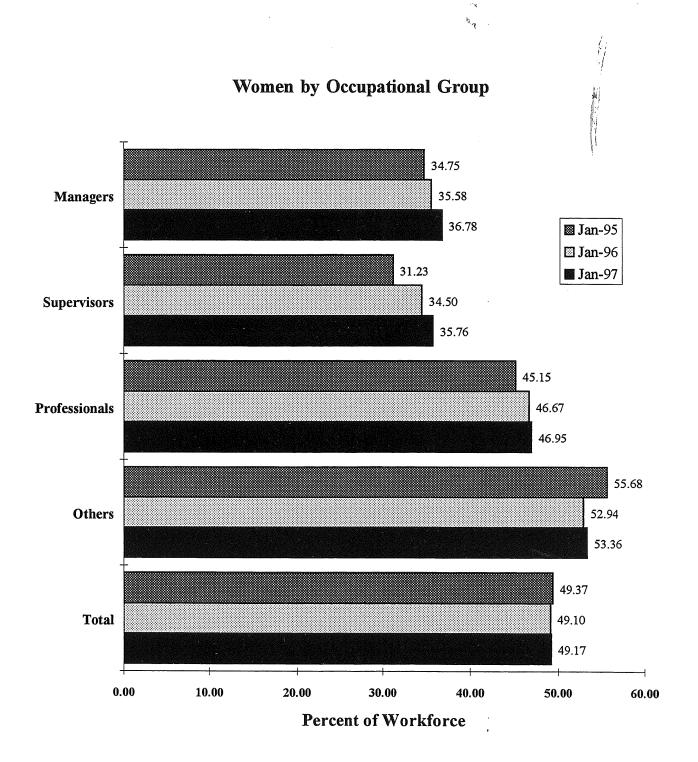
There are more persons with disability supervisors in the state's workforce. However, the percentage of persons with disability represented in the state's workforce has significantly decreased in the last two years, especially in the professional and others occupational categories.

Persons with Disabilities by Occupational Group



Women in the Executive Branch

The percentage of women in the State of Minnesota workforce continues to increase, from 49.1 percent in 1994 to 49.17 percent in 1997. This increase is reflected in each of the four occupational groups.



100

SECTION 6 >>>>>

Compliance Analysis

Compliance Analysis

Monitoring Agency Compliance

Minn. Stat. 43A.191 (1987) provides that an agency is considered out of compliance with affirmative action requirements if the agency "has not met its affirmative action goals, fails to make an affirmative action hire, or fails to justify its nonaffirmative action hire in 25 percent or more of the appointments made in the previous calendar year."

In 1995, the Minnesota Legislature amended this language to read:

An agency that does not meet its hiring goals must justify its nonaffirmative action hires in competitive and noncompetitive appointments according to criteria issued by the department of employee relations. "Missed opportunities" includes failure to justify a nonaffirmative action hire. An agency must have 25 percent or less missed opportunities in competitive appointments and 25 percent or less missed opportunities in appointments made under sections 43A.08, subdivisions 1, clauses (9), (11), and (16), and 2a and 43A.15, subdivisions 3, 10, 12, and 13.

Minn. Stat. 43A.191 (1996).

The change in the law is not retrospective, thus, for purposes of this Biennial Report, the compliance will be analyzed using the statutory requirements of Minn. Stat. 43A.191 (1987).

The Office of Diversity and Equal Opportunity (ODEO) tracks appointments from eligible lists established through the civil service exams to determine agencies' rate of compliance. The tracking process includes these steps:

1. When an agency has a vacancy, it requests a list of eligible candidates from the Department of Employee Relations. The department then generates a list of the top 20 names in the case of a vacancy open to the general public, or 10 names in the case of a promotional vacancy limited to current

state employees. If the agency is underrepresented for one or more protected groups, the list is checked to see whether there are protected group members among the top 10 or 20 candidates. If not, additional names are automatically added until there is a total of two names from each underrepresented group on the hiring list. A Protected Group Report (PGR) is sent to the agency with the list. A copy of the PGR is included in the appendix to this report.

- 2. If the agency hires a protected group member, this decision is marked on the PGR as an affirmative action hire. This decision will help the agency meet its goals and will be reflected in future statistical summaries.
- 3. If there is a disparity, but the agency fails to hire a protected group member, the agency marks it on the PGR as such explaining why the protected group member was not hired. The form includes a number of approved "justifications" for this decision, such as "appointment made from layoff list as required by collective bargaining agreement" or "no members of disparate groups were certified."
- 4. If the agency fails to hire affirmatively and cannot explain this decision by one of the justifications on the PGR, the hiring decision is marked as a "missed opportunity."
- 5. Once the form is filled out, it is signed by the personnel or human resource director and by the agency's affirmative action officer or designee. The form is then returned to the ODEO.
- 6. Once the forms have been received by the ODEO, the information from the forms are inputted into a data collection program.

 The program is used to calculate an agency's rate of compliance.

- Once the ODEO the figures of the rate of compliance of each agency, the ODEO will notify the agencies of their respective figures.
- 8. Agencies found out of compliance with affirmative action requirements are reported in the Biennial Report.

All List Appointments

In the biennial reporting period, state agencies made a total of 6,207 list appointments. Of the total list hires, 3,930 (63.32 percent) of the hires were made from lists where a disparity existed. Thus, agencies had 3,930 opportunities to hire or promote employees from eligible lists where

the agencies had disparities in their workforce for protected groups. For 2,867 (72.95 percent) of these, the agency's nonaffirmative action hire was determined to be justified for one or more of the reasons listed on the Protected Group Report (PGR) form. Agencies made affirmative action hires in 837 (21.30 percent) of the remaining opportunities and missed 226 (5.75 percent).

Out of a total of 6,207 list hires, 2,377 (32.30 percent) of the hires were made from lists with no disparities of which 1,291 (54.31 percent) hires went to women, 226 (9.51 percent) hires went to minorities, and 96 (4.03 percent) hires went to persons with disabilities.

Compliance Report

For the 1995-96 biennial reporting period, only one agency missed 25 percent or more of its opportunities to make an affirmative action hire from eligible lists where there were candidates whose appointments would have helped correct disparities. The following agency is not in compliance with affirmative action requirements pursuant to Minn. Stat. 43A.191 (1987).

Agency	Total	Affirmative	Justified	Missed
	Opportunities	Action Hires	Hires	Opportunities
Teachers' Retirement Association	19	6 (31.9%)	7 (36.8%)	6 (31.0%)

List Hires by Agency 1995-1996

*when a disparity exists

	Total	Affirmativ Action	⁄e	Justified		Missed Opportunities	
Agency	Opportunities	Hires	%	Hires	%	Hires	%
Administration	155	. 62	40.0	88	56.8	5	3.2
Administrative Hearings	1	1	100.0	0	0.0	0	0.0
Agriculture	35	9	25.7	23	65.7	3	8.6
Animal Health Board	1	0	0.0	1	100.0	0	0.0
Attorney General	42	1	2.4	41	97.6	0	0.0
Children, Families and Learni	ng 69	24	34.8	45	65.2	0	0.0
Commerce	41	17	41.5	24	58.5	0	0.0
Community Colleges	102	7	6.9	94	92.2	1	1.0
Corrections	753	232	30.8	463	61.5	58	7.7
Economic Security	98	42	42.9	50	51.0	6	6.1
Employee Relations	29	3	10.3	21	72.4	5	17.2
Finance	60	7	11.7	47	78.3	6	10.0
Gambling Control	13	3	23.1	8	61.5	2	15.4
Health	268	41	15.3	204	76.1	23	8.6
Higher Education Services	3	3	100.0	0	0.0	0	0.0
Housing Finance	25	4	16.0	19	76.0	2	8.0
Human Rights	1	0	0.0	1	100.0	0	0.0
Human Services	1,006	97	9.6	890	88.5	19	1.9
IRRRB	3	0	0.0	3	100.0	0	0.0
Labor and Industry	37	13	35.1	19	51.4	5	13.5
Medical Practice Board	1	0	0.0	1	100.0	0	0.0
Military Affairs	55	6	10.9	46	83.6	3	5.5
MN Residential Academies	28	. 0	0.0	28	100.0	0	0.0
MSRS	2	0	0.0	2	100.0	0	0.0
Natural Resources	104	25	24.0	63	60.6	16	15.4
Nursing Board	1	0	0.0	1	100.0	0	0.0
Office of Environment	6	1	16.7	5	83.3	0	0.0
Pollution Control	21	11	52.4	9	42.9	1	4.8
Public Employee Retirement	Assoc 2	2	100.0	0	0.0	0	0.0
Public Safety	85	29	34.1	48	56.5	8	9.4
Public Service	24	9	37.5	12	50.0	3	12.5
Public Utilities	6	5	83.3	0	0.0	1	16.7
Revenue	79	37	46.8	33	41.8	9	11.4
Secretary of State	6	2	33.3	4	66.7	0	0.0
State Bd Technical Colleges	10	0	0.0	10	100.0	0	0.0
State Lottery	25	6	24.0	14	56.0	5	20.0
State Universities /	116	12	10.3	95	81.9	9	7.8
Strategic Planning	7	1	14.3	6	85.7	0	0.0
Teachers Retirement Associat	ion 19	6	31.6	7	36.8	6	31.6
Trade & Economic Developm	ient 41	8	20.0	25	62.5	7	17.5
Transportation	260	71	27.3	169	65.0	20	7.7
Veterans Benefits & Services		2	100.0	0	0.0	0	0.0
Veterans Home	254	31	12.2	221	87.0	2	0.8
Water & Soil Resource Board		0	0.0	3	100.0	0	0.0
Zoological Gardens	31	. 7	22.6	23	74.2	1	3.2
Total	3,930	837	21.3	2,8,67	73.0	226	5.8

APPENDICES

Minnesota **Action Code PROTECTED** Department of M **GROUP REPORT Employee** Relations Information collected will be used to determine the effectiveness of State selection Office of Diversity & Equal and referral processes and the effectiveness of the State Affirmative Action Program. Opportunity Results will be audited as required by M.S. 43A.191. 658 Cedar Street St. Paul, MN 55155 Dept./Div. Agency Goal Unit Barg. Unit Requisition # Exp. Cert. N Class Code Class Certified (if different) Code # Pers. Cert. AGENCY ANALYSIS OF CERTIFICATION/SELECTION PROCESS Individuals Attempted to Interviewed/ Withdrew/ Disparate Expand Disparity Interested Contact on All Certs Appt. Further Declined Off. Appt. Female Minority Disabled WORKFORCE DISPARITY/OPPORTUNITY ACTION INFORMATION: Complete this section only if there is a check next to one or more of the protected groups in the Disparity column above and if no member of those disparate groups was appointed. 1. Followed pre-hire review? ☐ Yes ☐ No Explain _ 2. Check reason(s) a member of a disparate group was not appointed: No members of disparate groups were certified. B. Disparate group member(s) failed to pass mandatory job requirements given prior approval by DOER. 1. Typing/Steno test 2. Licensure/Certification Selective certification criteria: define C. Certified members of disparate groups failed to respond or were not interested in the position. Phoned applicant Letter to applicant (attach copy of letter) Appointment made from layoff as required by collective bargaining agreement or plan. D. E. Seniority article of the contract applied. More senior employee had permanent/probationary status. More senior employee had been serving on temporary appointment. Incumbent appointed to position changed in allocation. F. G. Appointed workers' compensation referral. Agency no longer has disparity. H. I. Current employee appointed from a certification report to avert a layoff. Explain on reverse. J. The only disparate group members available for appointment are in the same goal/bargaining unit as vacancy and their appointment would not help meet affirmative action goals. Unable to make reasonable accommodation to applicant's handicap. Explain on reverse. K. Grievance or arbitration settlement. Attach copy of settlement. L. M. Non-citizen without proper work authorization. NOTE: Reasons A-M above are justification for failure to make an affirmative action hire (appointment of a member of a protected group for which an agency has a disparity in the goal unit - see Personnel Rules) in determining compliance with affirmative action requirements of M.S. 43A.191, Subdivision 3.

Personnel Officer Date Affirmative Action Officer Date

If you make an appointment from a certification report, complete and sign this form and return it to the Department of Employee

Relations, Office of Diversity and Equal Opportunity.

If you require an alternate format (i.e., large print, etc.), call 297-4173/Voice or 297-2003/TTY.

PE-00317-15 (Rev. 10/95)

State of Minnesota Department of Employee Relations 658 Cedar Street, 2nd Floor St. Paul, MN 55155

MONITORING FORM FOR NON -LIST HIRES DESIGNATED FOR AFFIRMATIVE ACTION

DOER: Action Code A J M

INSTRUCTIONS: This form is used to monitor non-list hires pursuant to M.S. 43A.08, Subd. 2a or 43A.15 on equal employment opportunity and affirmative action. *Current goal disparity can be identified in your agency Affirmative Action Goal Achievement/Special Handling Report provided by DOER, Office of Diversity & Equal Opportunity or by contacting your ODEO liaison. This form will first be completed by your agency and forwarded to DOER, Office of Diversity & Equal Opportunity. Information collected will be used to monitor missed opportunities, and report to the Governor and Legislature each agency's compliance with affirmative action requirements. (SEE INSTRUCTION KEY ON REVERSE SIDE.) This form must be submitted to DOER-ODEO for all non-list hires for the following event codes: 104, 105, 107, 108, 109, 110, 111, 112, 113, 117, 120, 121, 204, 205, 207, 208, 210, 211, 212, 213, 214, 218, 222, 223, 225, 229, 230, 231, 232, 233, 303 and 501.

Agen	су		① ^I	Dept./Div.	Goal Unit	<u> </u>	Barg Unit	Position #	<u></u>
Class	Title		6	Class Code 7 Ever	nt Code 8	Appt.	Begin Date/Na	me	9
I.			AGE	NCY ANALYSIS C	F SELECTIO	N PROC	ess (9	
		*Disparity (See above)	# Applie	# ODEO Resume Referrals	# Attempted to Contact	In	# nterviewed	Withdrew/ Declined Offer	Appt'd Yes/No
	Female								
	Minority Disabled						· · · · · · · · · · · · · · · · · · ·		
	protected group. Check Reason(s E. Seniorit 1. Mor 2. Mor F. Incumb G. Appoint H. Agency I. Current J. The onl area) as K. Unable L. Grievan M. Summe N. No men O. Urgent NOTE: The about	y article of contra e senior employe e senior employe e senior employe ent appointed to p ted worker's comp no longer has dis employee appoin y disparate group vacancy and thei to make reasonab ce or arbitration of r job hire - no me mber of disparate hire required with	parity Columnate and permanent had been so considered to the parity. The parity are appointment of the accommon settlement. Ambers of disgroups referring 5 working the considered to the parity and the parity are appointment of the parity are appointment of the parity are proposed to the parity are proposed to the parity and the parity are proposed to the parity are proposed to the parity and the parity are parity and the parity are parity are parity and the parity are parity are parity and the parity are parity are parity are parity and the parity are parity are parity and the parity are pa	off or to avert a layoff, vailable for appointment would not help mee dation to applicant's di Attach copy of settlem parate groups referred red. g days. I as justification for fai	mber of those di as. atus. moted or transfe at are in same go t affirmative acti sability. Explainent.	erred as a pal unit (bion goals.	result of reallo	cation.	cruitment
	Recruitment Pro	•	_	cy Posted					
1	Affirmative Act	ion Efforts (Pleas	e explain)						
	,		Ł						
	ointing Authori	ty	Date	Personnel Officer		Date	Affirmative A	ction Officer	Date

PE-00581-03 (4/94)

AN EQUAL OPPORTUNITY EMPLOYER

MONITORING NON-LIST HIRES

This form must be submitted to DOER-ODEO for all non-list hires for the following event codes: 104, 105, 107, 108, 109, 110, 111, 112, 113, 117, 120, 212, 204, 205, 207, 208, 210, 211, 212, 213, 214, 218, 222, 223, 225, 229, 230, 231, 232, 233, 303 and 501.

Please refer to this instruction key (1-12) which will describe the blanks to be filled in on the monitoring form.

- 1. AGENCY: Insert agency name.
- 2. DEPT/DIVN: Insert the number representing the department and division to which the position is assigned. See State Personnel/Payroll Operations Manual.
- 3. GOAL UNIT: Insert the number for the goal unit from your Affirmative Action Goal Achievement/
 Special Handling Report or contact your ODEO Liaison for further assistance. If your agency employs
 less than 25 employees, a goal unit number is not applicable. You may include goals for goal units with
 fewer than five employees if you review the existing makeup of your agency's unclassified workforce and
 then determine what protected groups are underutilized. Contact ODEO 296-4600.
- 4. BARGAINING UNIT: Insert the three-digit code which stands for the bargaining unit, if any, to which the position is assigned. See State Personnel/Payroll Operations Manual.
- 5. POSITION #: The position <u>control</u> number to which the employee is assigned. Reference the Position Processing Section in the State Personnel/Payroll Operations Manual.
- 6. CLASS: Insert the official job class title as listed in the State Salary Plan.
- 7. CODE: Insert the six-digit code corresponding to the classification title as listed in the State Salary Plan.
- 8. EVENT CODE: Insert the three digit code. Reference the State Personnel/Payroll Operations Manual.
- 9. APPT. BEGIN DATE/NAME: First day employee is on State payroll in this appointment. Insert name of applicant hired.
- 10. SECTION I/SELECTION PROCESS: Agency shall list protected group member disparity and document applicant selection process. Reference your Goal Achievement/Special Handling Report or contact your ODEO Liaison for further assistance.
- 11. SECTION II/RATIONALE: Agency shall check any reason(s) a member of a disparate group was not appointed.
- 12. SECTION III/RECRUITING PROCESS: Agency shall list all affirmative action recruitment efforts.
 - * The agency Affirmative Action Officer and Personnel Officer shall sign and forward the completed form to the Department of Employee Relations, Office of Diversity and Equal Opportunity.

PE-00581-03 (4/94)

GOAL UNIT:		ALL		MA	NAGEI	RS	PROI	FESSION	ALS	SUP)	ERVISO	RS	O	THER	
Julia Civili	TOTAL/		%	TOTAL/		%	TOTAL/		%	TOTAL/		%	TOTAL/	GROUP	%
ACCOUNTANCY BOARD	-x 5	3	60.00	1	0	0.00	1	1	100.00	0	0	0.00	3	2	66.67
ADMINISTRATION DEPARTMENT	872	383	43.92	50	18	36.00	257	118	45.91	62	24	38.71	503	223	44.33
ADMINISTRATIVE HEARING OFFICE	93	61	65.59	3	1	33.33	49	25	51.02	3	2	66.67	38	33	86.84
AGRICULTURE DEPT - DULUTH	17	4	23.53	0	0	0.00	1	0	0.00	1	0	0.00	15	4	26.67
AGRICULTURE DEPT - METRO	407	144	35.38	20	5	25.00	198	49	24.75	45	11	24.44	144	79	54.86
AGRICULTURE DEPT - OUTSTATE	81	24	29.63	1	0	0.00	5	1	20.00	8	0	0.00	67	23	34.33
ALBERT LEA TECHNICAL COLLEGE	55	34	61.82	1	1	100.00	35	21	60.00	1	0	0.00	18	12	66.67
LEXANDRIA TECH COLLEGE	227	106	46.70	6	1	16.67	112	31	27.68	8	6	75.00	101	68	67.33
AMATEUR SPORTS COMMISSION	10	5	50.00	1	0	0.00	4	1	25.00	0	0	0.00	5	4	80.00
NIMAL HEALTH BOARD	33	13	39.39	1	0	0.00	8	0	0.00	6	0	0.00	18	13	72.22
NOKA-HENNEPIN TECH COLLEGE	229	118	51.53	8	4	50.00	137	46	33.58	7	3	42.86	77	65	84.42
NOKA-RAMSEY COMMUNITY COLLEG	E 177	109	61.58	14	. 8	57.14	81	42	51.85	6	3	50.00	76	56	73.68
RCHITECT ENGINEER LAND SURVEY	9	8	88.89	1	0	0.00	1	1	100.00	0	0	0.00	7	7	100.00
RROWHEAD COMM COLL - HIBBING	65	37	56.92	5	3	60.00	35	18	51.43	2	0	0.00	23	16	69.57
RROWHEAD COMM COLL - ITASCA	66	51	77.27	3	0	0.00	32	28	87.50	2	0	0.00	29	23	79.31
RROWHEAD COMM COLL - RAINY RI	48	30	62.50	2	1	50.00	28	16	57.14	1	0	0.00	17	13	76.47
RROWHEAD COMM COLL - VERMILLI	76	39	51.32	4	1	25.00	45	16	35.56	1	0	0.00	26	22	84.62
RROWHEAD COMM COLLEGE - MESAE	49	26	53.06	2	1	50.00	26	12	46.15	1	0	0.00	20	13	65.00
RROWHEAD COMMUNITY COLLEGE	17	14	82.35	1	0	0.00	6	4	66.67	1	1	100.00	9	9	100.00
RTS BOARD	16	13	81.25	1	0	0.00	9	7	77.78	1	1	100.00	5	5	100.00
SIAN PACIFIC COUNCIL	4	2	50.00	1	.0	0.00	2	· 1	50.00	0	0	0.00	1	1	100.00
TTORNEY GENERAL'S OFFICE	515	334	64.85	57	24	42.11	333	191	57.36	7	7	100.00	118	112	94.92
USTIN COMMUNITY COLLEGE	72	44	61.11	2	0	0.00	38	21	55.26	2	0	0.00	30	23	76.67
USTIN TECHNICAL COLLEGE	113	60	53.10	3	1	33.33	65	26	40.00	5	2	40.00	40	31	77.50
ARBER BOARD	2	1	50.00	0	0	0.00	0	0	0.00	0	0	0.00	2	1	50.00
EMIDJI STATE UNIVERSITY	306	155	50.65	12	3	25.00	131	60	45.80	9	0	0.00	154	92	59.74
LACK MINNESOTANS COUNCIL	6	4	66.67	2	1	50.00	2	1	50.00	0	0	0.00	2	2	100.00
OXING BOARD	2	1	50.00	0	0	0.00	1	0	0.00	0	0	0.00	1	1	100.00
RAINERD COMMUNITY COLLEGE	56	37	66.07	6	6	100.00	13	7	53.85	5	3	60.00	32	21	65.63

GROUP: WOMEN GOAL UNIT:		ALL		MA	NAGE	RS	PRO	FESSION.	ALS	SUP	ERVISO	RS	O	THER -	
	TOTAL/	GROUP	%	TOTAL/	GROUP	%	TOTAL/	GROUP	%	TOTAL/	GROUP	%	TOTAL/		
BRAINERD TECHNICAL COLLEGE	71	39	54.93	2	1	50.00	44	19	43.18	4	3	75.00	21	16	76.19
CAPITOL AREA ARCHITECTURE/PLAN	5	4	80.00	1	1	100.00	2	1	50.00	0	0	0.00	2	2	100.00
CENTER FOR ARTS EDUCATION	89	55	61.80	5	3	60.00	55	33	60.00	2	1	50.00	27	18	66.67
CHILDREN, FAMILIES & LEARNING	455	327	71.87	29	16	55.17	239	147	61.51	29	16	55.17	158	148	93.67
CHIROPRACTORS BOARD	5	4	80.00	1	0	0.00	1	1	100.00	0	0	0.00	3	3	100.00
COMM COLLEGES - DULUTH CENTER	30	23	76.67	2	1	50.00	12	9	75.00	1	1	100.00	15	12	80.00
COMM COLLEGES - FOND DU LAC CE	61	22	36.07	3	1	33.33	43	10	23.26	1	0	0.00	14	11	78.57
COMMERCE DEPARTMENT	259	127	49.03	16	3	18.75	148	50	33.78	28	15	53.57	67	59	88.06
CORR - MCF WILLOW RIVER/MOOSE	301	108	35.88	5	1	20.00	39	18	46.15	33	8	24.24	224	81	36.16
CORRECTIONS - MCF FARIBAULT	368	158	42.93	4	0	0.00	54	29	53.70	35	11	31.43	275	118	42.91
CORRECTIONS - MCF LINO LAKES	509	194	38.11	4	2	50.00	81	40	49.38	51	18	35.29	373	134	35.92
CORRECTIONS - MCF OAK PARK HGT	332	110	33.13	6	1	16.67	50	30	60.00	33	8	24.24	243	71	29.22
CORRECTIONS - MCF RED WING	169	52	30.77	4	0	0.00	41	13	31.71	17	3	17.65	107	36	33.64
CORRECTIONS - MCF SAUK CENTRE	113	44	38.94	4	0	0.00	28	14	50.00	8	1	12.50	73	29	39.73
CORRECTIONS - MCF SHAKOPEE	180	129	71.67	4	3	75.00	31	28	90.32	20	14	70.00	125	84	67.20
CORRECTIONS - MCF ST. CLOUD	428	103	24.07	5	1	20.00	62	23	37.10	44	7	15.91	317	72	22.71
CORRECTIONS - MCF STILLWATER	545	143	26.24	5	2	40.00	64	34	53.13	64	18	28.13	412	89	21.60
CORRECTIONS - MCF THISTLEDEW C	56	17	30.36	2	0	0.00	17	5	29.41	5	2	40.00	32	10	31.25
CORRECTIONS DEPT(CO) METRO	306	167	54.58	40	13	32.50	119	62	52.10	32	17	53.13	115	75	65.22
CORRECTIONS-CENT OFF NON-METRO	229	110	48.03	1	0	0.00	127	59	46.46	17	6	35.29	84	45	53.57
DAKOTA COUNTY TECH COLLEGE	316	157	49.68	· 11	3	27.27	191	77	40.31	9	4	44.44	105	73	69.52
DENTISTRY BOARD	8	8	100.00	1	1	100.00	3	3	100.00	1	1	100.00	3	3	100.00
DIETETICS & NUTRITION BOARD	3	3	100.00	1	1	100.00	0	0	0.00	0	0	0.00	2	2	100.00
DISABILITY COUNCIL	10	5	50.00	1	0	0.00	5	2	40.00	0	0	0.00	4	3	75.00
DULUTH TECHNICAL COLLEGE	150	75	50.00	7	2	28.57	74	31	41.89	5 ····································	0	0.00	64	42	65.63
ECONOMIC SECURITY - METRO	1,310	751	57.33	69	26	37.68	707	320	45.26	106	44	41.51	428	361	84.35
ECONOMIC SECURITY - OUTSTATE	555	302	54.41	0	0	0.00	324	112	34.57	45	8	17.78	186	182	97.85
EDUC: FARIBAULT RESIDENT ACADE	270	203	75.19	2	2	100.00	76	56	73.68	9	4	44.44	183	141	77.05
ELECTRICITY BOARD	21	10	47.62	2	0	0.00	0	0	0.00	1	1	100.00	18	9	50.00

GROUP: WOMEN GOAL UNIT: ALL -- MANAGERS --------- PROFESSIONALS ---------- SUPERVISORS ------ OTHER -TOTAL / GROUP % TOTAL / GROUP % TOTAL / GROUP TOTAL / GROUP % TOTAL / GROUP % % -434 28 EMPLOYEE RELATIONS - EXAM MONI 82.35 0 0.00 0 0.00 0 0 0 0 0.00 34 28 82.35 8 98 62 EMPLOYEE RELATIONS DEPT-OTHER 297 197 66.33 16 50.00 63.27 25 16 64.00 158 111 70.25 2 ENVIRONMENTAL ASSISTANCE OFFIC 74 35 47.30 3 66.67 55 24 43.64 6 3 50.00 10 6 60.00 ETHICAL PRACTICES BOARD 7 77.78 1 50.00 2 100.00 100.00 3 75.00 9 2 2 1 4 FARIBAULT TECHNICAL COLLEGE 75 42 56.00 1 1 100.00 38 19 50.00 2 0 0.00 34 22 64.71 FERGUS FALLS COMMUNITY COLLEGE 56 38 67.86 3 1 33.33 25 20 80.00 2 0 0.00 26 17 65.38 10 47 FINANCE DEPARTMENT 172 86 50.00 32 31.25 97 48.45 13 5 38.46 30 80.00 24 GAMBLING CONTROL BOARD 37 62.16 50.00 9 23 2 1 20 45.00 2 1 50.00 13 12 92.31 GOVERNOR'S OFFICE 68 60.29 6 42.86 23 14 0 41 14 60.87 n 0.00 31 21 67.74 HEALTH DEPARTMENT 1,173 68.20 45 27 60.00 419 63.29 134 79 58.96 332 275 82.83 800 662 HENNEPIN TECH COL DISTRICT OFF 44.23 0 0.00 28.38 3 75.00 25 88.00 104 46 1 74 21 22 67.54 5 HENNEPIN TECH COLLEGE - NORTH 191 129 7 71.43 98 66 67.35 5 4 80.00 81 54 66.67 HENNEPIN TECH COLLEGE - SOUTH 48.56 5 3 60.00 124 52 41.94 4 66.67 73 42 57,53 208 101 HIBBING TECHNICAL COLLEGE 91 35.55 1 25.00 153 44 28.76 2 66.67 45.83 256 4 3 96 44 HIGHER EDUC FACILITIES AUTHTY 3 2 66.67 2 1 50.00 0 0 0.00 0 0 0.00 1 1 100.00 7 HIGHER EDUCATION COORDINATING 56 66.07 15 12 2 0 0.00 100.00 37 46.67 21 57.14 18 18 8 50 HOUSING FINANCE AGENCY 163 109 66.87 15 53.33 84 59.52 12 8 66.67 52 43 82.69 **HUMAN RIGHTS DEPARTMENT** 63 39 61.90 3 1 33.33 31 14 45.16 8 5 62.50 21 19 90.48 2 HUMAN SERVICES - AH GWAH CHING 333 226 67.87 3 66.67 48 34 70.83 28 22 78.57 254 168 66.14 2 **HUMAN SERVICES - ANOKA RTC** 512 358 69.92 50.00 151 126 83.44 32 21 65.63 325 209 64.31 4 'HUMAN SERVICES - BRAINERD RTC 692 449 64.88 . 9 2 22.22 142 95 66.90 38 18 47.37 503 334 66.40 43 77.93 HUMAN SERVICES - CAMBRIDGE RTC 473 72.52 5 1 20.00 49 32 65.31 17 39.53 376 293 343 HUMAN SERVICES - CENTRAL OFFIC 1,558 1,033 66.30 94 47 50.00 945 577 61.06 115 74 64.35 404 335 82.92 **HUMAN SERVICES - FARIBAULT RTC** 718 503 70.06 8 4 50.00 50 23 46.00 54 33 61.11 606 443 73.10 67.67 2 43 20 46.51 388 71.39 **HUMAN SERVICES - FERGUS FALLS** 383 5 40.00 130 84 64.62 277 566 470 63.83 3 0 0.00 63 43 68.25 32 17 53.13 372 240 64.52 **HUMAN SERVICES - MOOSE LAKE RT** 300 **HUMAN SERVICES - ST. PETER RTC** 757 453 59.84 8 2 25.00 209 144 68.90 57 28 49.12 483 279 57.76 **HUMAN SERVICES - WILLMAR RTC** 616 406 65.91 10 5 50.00 136 108 79.41 52 18 34.62 418 275 65.79

2

0

0.00

33

47.83

1

25.00

69

33

27

81.82

HUTCHINSON TECHNICAL COLLEGE

108

61

56.48

GROUP: WOMEN GOAL UNIT:		ALL		MA	ANAGEI	RS	PRO	FESSIONA	ALS	SUP	ERVISO	RS	O	THER -	
	TOTAL/	GROUP	%	TOTAL/		%	TOTAL/	GROUP	%	TOTAL/	GROUP	%	TOTAL/	GROUP	%
INDIAN AFFAIRS COUNCIL	7	5	71.43	2	1	50.00	4	3	75.00	0	0	0.00	1	1	100.00
INVER HILLS COMMUNITY COLLEGE	174	115	66.09	16	5	31.25	65	38	58.46	4	2	50.00	89	70	78.65
INVESTMENT BOARD	25	12	48.00	9	2	22.22	11	5	45.45	2	2	100.00	3	3	100.00
IRON RANGE RESOURCE & REHAB BD	150	53	35.33	5	1	20.00	25	12	48.00	14	3	21.43	106	37	34.91
LABOR AND INDUSTRY DEPARTMENT	419	251	59.90	26	10	38.46	180	76	42.22	23	14	60.87	190	151	79.47
LABOR INTERPRETIVE CENTER	1	1	100.00	0	0	0.00	0	0	0.00	0	0	0.00	1	1	100.00
LAKEWOOD COMMUNITY COLLEGE	328	215	65.55	20	13	65.00	194	117	60.31	6	3	50.00	108	82	75.93
LAW ENFORCEMENT PROG COMM COL	53	23	43.40	2	1	50.00	48	19	39.58	0	0	0.00	3	3	100.00
MANKATO STATE UNIVERSITY	651	403	61.90	25	14	56.00	213	122	57.28	24	7	29.17	389	260	66.84
MANKATO TECHNICAL COLLEGE	186	105	56.45	7	2	28.57	110	53	48.18	7	4	57.14	62	46	74.19
MARRIAGE & FAMILY THERAPY BD	2	1	50.00	1	0	0.00	0	0	0.00	0	0	0.00	1	1	100.00
MEDIATION SERVICES BUREAU	24	11	45.83	5	0	0.00	13	6	46.15	0	0	0.00	6	5	83.33
MEDICAL PRACTICES BOARD	30	23	76.67	2	0	0.00	10	8	80.00	4	4	100.00	14	11	78.57
METROPOLITAN STATE UNIVERSITY	240	145	60.42	16	9	56.25	112	42	37.50	9	6	66.67	103	88	85.44
MILITARY AFFAIRS - METRO	114	22	19.30	2	1	50.00	8	2	25.00	3	0	0.00	101	19	18.81
MILITARY AFFAIRS - NON METRO	203	46	22.66	1	0	0.00	24	1	4.17	25	1	4.00	153	44	28.76
MINNEAPOLIS COMMUNITY COLLEGE	235	155	65.96	14	9	64.29	124	82	66.13	8	7	87.50	89	57	64.04
MINNEAPOLIS TECHNICAL COLLEGE	169	87	51.48	4	2	50.00	92	49	53.26	9	3	33.33	64	33	51.56
MNSCU SYSTEM OFFICE	175	108	61.71	53	23	43.40	63	37	58.73	6	4	66.67	53	44	83.02
MOORHEAD STATE UNIVERSITY	363	234	64.46	14	7	50.00	98	53	54.08	13	5	38.46	238	169	71.01
MUNICIPAL BOARD	. 4	· 4	100.00	2	2	100.00	. 0 .	0	0.00	. 0	0	0.00	2	2	100.00
NATURAL RESOURCES DEPT-METRO	846	344	40.66	67	13	19.40	359	109	30.36	101	27	26.73	319	195	61.13
NATURAL RESOURCES DEPT-OUTSTAT	2,600	516	19.85	28	1	3.57	683	76	11.13	208	11	5.29	1,681	428	25.46
NORMANDALE COMMUNITY COLLEGE	220	139	63.18	15	9	60.00	82	50	60.98	9	5	55.56	114	75	65.79
NORTH HENNEPIN COMMUNITY COLLE	172	125	72.67	12	6	50.00	39	22	56.41	To the second se	4	57.14	114	93	81.58
NORTHEAST METRO TECH COLLEGE	179	97	54.19	3	1	33.33	107	43	40.19	4	4	100.00	· 65	49	75.38
NORTHLAND COMMUNITY COLLEGE	42	27	64.29	2	2	100.00	21	12	57.14	2	1	50.00	17	12	70.59
NORTHWEST TC - BEMIDJI TECH	48	31	64.58	4	1	25.00	11	9	81.82	3	1	33.33	30	20	66.67
NORTHWEST TC - MOORHEAD TC	87	59	67.82	3	1	33.33	34	21	61.76	2	0	0.00	48	37	77.08

GROUP: WOMEN ----- OTHER --GOAL UNIT: - ALL --- MANAGERS ------- PROFESSIONALS ---------- SUPERVISORS -----TOTAL/GROUP TOTAL/GROUP % TOTAL / GROUP % TOTAL/GROUP % TOTAL / GROUP % % NORTHWEST TC - WADENA TECH COL - 45 32-71.11 18 15 83.33 3 1 33.33 22 15 68.18 2 1 50.00 3 0 0.00 21 15 71.43 0 0.00 22 16 72.73 31 65.96 NORTHWEST TC-DETROIT LAKES TC 47 157 80 50.96 5 3 60.00 90 33 36.67 2 50.00 58 42 72.41 NORTHWEST TC-E GRAND FORKS TC 19 90.48 6 2 100.00 21 NURSING BOARD 30 28 93.33 1 100.00 6 100.00 2 100.00 0 0 0.00 0 0 0.00 1 1 100.00 2 2 100.00 1 1 NURSING HOME ADMINISTRATORS BD 50.00 5 3 60.00 0 0.00 2 2 100.00 OMBUDSMAN FOR CORRECTIONS 9 66.67 2 1 0 6 0 0 3 0 0.00 0 0.00 OMBUDSPERSON FOR FAMILIES 4 3 75.00 0 0.00 4 75.00 0 OMBUSDMAN MENTAL HEALTH/RETARD 50.00 3 2 66.67 47.62 2 1 50.00 14 6 42.86 2 1 21 10 2 100.00 1 1 100.00 0 0 0.00 0 0 0.00 1 1 100.00 OPTOMETRY BOARD 2 2 50.00 7 3 42.86 0 0 0.00 6 6 100.00 PEACE OFFICERS STANDARDS/TRNG 15 10 66.67 5 5 100.00 0 2 100.00 15 8 53.33 1 0.00 8 25.00 1 1 PHARMACY BOARD 0 0.00 62 37 59.68 3 2 66.67 27 22 81.48 PINE TECHNICAL COLLEGE 95 61 64.21 3 48.15 8 4 50.00 48 17 35.42 7 3 42.86 18 15 83.33 PLANNING:STRATEGIC&LONG RANGE 81 39 83.97 37 50.00 156 131 POLLUTION CONTROL AGENCY 811 376 46.36 25 8 32.00 556 200 35.97 74 100.00 1 100.00 2 2 100.00 0 0 0.00 6 6 100.00 PSYCHOLOGY BOARD 9 9 1 76 53 42.06 744 472 63.44 613 56.03 32 12 37.50 192 39.58 126 PUBLIC SAFETY DEPT-METRO 1,094 26 5 19.23 185 103 55.68 51.18 0 0.00 0 0 0.00 PUBLIC SAFETY DEPT-OUTSTATE 211 108 0 7.62 0 0 0 0 0.00 512 39 PUBLIC SAFETY-LAW ENFORCEMENT 512 39 7.62 0 0.00 0 0.00 6 40.00 46 22 47.83 7 50.00 52 20 38.46 15 PUBLIC SERVICE DEPARTMENT 127 55 43.31 14 100.00 55 27 49.09 8 1 12.50 29 10 34.48 6 4 66.67 12 12 PUBLIC UTILITIES COMMISSION 7 7 100.00 RACING COMMISSION 8 7 87.50 1 0 0.00 . 0 0 0.00 0 0 0.00 0 15 0 0.00 16 13 81.25 51.85 2 0.00 34 44.12 2 RED WING TECHNICAL COLLEGE 54 28 0 0 0 0 0.00 0 0 0.00 18 12 66.67 18 66.67 0.00 REVENUE DEPARTMENT - SEASONAL 12 330 80.88 REVENUE DEPT (EXCEPT SEASONAL) 1,175 654 55.66 31 10 32.26 648 282 43.52 88 32 36.36 408 6 40 4 66.67 88 56 63.64 183 106 57.92 9 66.67 80 50.00 6 ROCHESTER COMMUNITY COLLEGE 37 1 50.00 28 18 64.29 57 48.31 2 1 50.00 86 43.02 2 ROCHESTER TECHNICAL COLLEGE 118 100.00 13 5 38.46 4 66.67 45 38 84.44 SECRETARY OF STATE 68 51 75.00 4 4 6 2 100.00 3 100.00 2 SENTENCING GUIDELINES COMMISSI 7 6 85.71 0 0 0.00 75.00 1 1 0 0.00 4 4 100.00 0 0.00 5 5 100.00 SOCIAL WORK BOARD 10 9 90.00

GROUP: WOMEN GOAL UNIT:	**********	ALL	*	M	ANAGEI	RS	PRO	FESSION.	ALS	SUP	ERVISO	RS	O	THER -	
	TOTAL/		%	TOTAL/		%	TOTAL/		%	TOTAL/		<u>%</u>	TOTAL/		
SOIL AND WATER RESOURCES BD	60	18	30.00	2	0	0.00	39	5	12.82	6	1	16.67	13	12	92.31
SOUTHWEST STATE UNIVERSITY	169	105	62.13	14	3	21.43	39	28	71.79	8	2	25.00	108	72	66.67
SOUTHWEST TC - CANBY TECH COL	48	39	81.25	2	1	50.00	26	21	80.77	3	2	66.67	17	15	88.24
SOUTHWEST TC - PIPESTONE TC	67	39	58.21	2	0	0.00	39	22	56.41	2	0	0.00	24	17	70.83
SOUTHWEST TC-GRANITE FALLS TC	83	58	69.88	3	0	0.00	49	34	69.39	5	2	40.00	26	22	84.62
SOUTHWEST TC-JACKSON TECH COL	126	67	53.17	4	0	0.00	58	31	53.45	2	1	50.00	62	35	56.45
SPANISH SPEAKING PEOPLE COUNC	3	3	100.00	1	1	100.00	1	1	100.00	0	0	0.00	1	1	100.00
ST. CLOUD STATE UNIVERSITY	571	332	58.14	28	12	42.86	149	63	42.28	24	9	37.50	370	248	67.03
ST. CLOUD TECHNICAL COLLEGE	155	95	61.29	6	2	33.33	72	39	54.17	6	1	16.67	71	53	74.65
ST. PAUL TECHNICAL COLLEGE	365	177	48.49	10	2	20.00	230	97	42.17	9	6	66.67	116	72	62.07
STAPLES TECHNICAL COLLEGE	71	44	61.97	4	1	25.00	25	10	40.00	4	2	50.00	38	31	81.58
STATE AUDITOR	112	60	53.57	15	8	53.33	68	33	48.53	16	6	37.50	13	13	100.00
STATE LOTTERY	206	102	49.51	13	5	38.46	88	36	40.91	22	9	40.91	83	52	62.65
STATE TREASURER	12	5	41.67	3	0	0.00	2	1	50.00	2	1	50.00	5	3	60.00
STATE UNIV BD OFFICE - JAPAN	4	2	50.00	3	1	33.33	. 0	0	0.00	0	0	0.00	1	1	100.00
TAX COURT	7	6	85.71	1	0	0.00	3	3	100.00	1	1	100.00	2	2	100.00
TEACHERS RETIREMENT ASSOCIATIO	57	37	64.91	3	1	33.33	18	7	38.89	9	2	22.22	27	27	100.00
THIEF RIVER FALLS TECH COLLEGE	89	43	48.31	2	0	0.00	54	18	33.33	3	3	100.00	30	22	73.33
TRADE AND ECONOMIC DEVEL DEPT	228	142	62.28	26	12	46.15	95	40	42.11	11	7	63.64	96	83	86.46
TRANSPORTATION - CENTRAL OFFIC	1,153	446	38.68	0	0	0.00	388	145	37.37	122	30	24.59	643	271	42.15
TRANSPORTATION - DISTRICT 1	353	49	13.88	0	0	0.00	19	3	15.79	24	2	8.33	310	44	14.19
TRANSPORTATION - DISTRICT 2	199	26	13.07	0	0	0.00	6	2	33.33	14	2	14.29	179	22	12.29
TRANSPORTATION - DISTRICT 3	354	41	11.58	0	0	0.00	15	2	13.33	23	0	0.00	316	39	12.34
TRANSPORTATION - DISTRICT 4	230	27	11.74	0	O	0.00	11	2	18.18	18	2	11.11	201	23	11.44
TRANSPORTATION - DISTRICT 6	352	41	11.65	0	0	0.00	12	4	33.33	25	1	4.00	315	36	11.43
TRANSPORTATION - DISTRICT 7	274	39	14.23	0	0	0.00	8	2	25.00	-24	1	4.17	242	36	14.88
TRANSPORTATION - DISTRICT 8	192	30	15.63	0	0	0.00	10	4	40.00	9	1	11.11	~ 173	25	14.45
TRANSPORTATION - METRO DISTRIC	1,209	185	15.30	0	0	0.00	70	31	44.29	62	7	11.29	1,077	147	13.65
TRANSPORTATION DEPT-ENGINEERS	591	63	10.66	0	0	0.00	409	51	12.47	181	12	6.63	<i>⇒</i> 1	0	0.00

GROUP: WOMEN GOAL UNIT:	TOTAL/	111111	·%	MA TOTAL / (RS	PRO TOTAL/		ALS	SUP TOTAL/		RS	O' TOTAL/		<u>%</u>
TRANSPORTATION DEPT-STATEWIDE		22-	15.17	141	21	14.89	0	0	0.00	0	0	0.00	4	1	25.00
VETERANS BENEFITS AND SERVICES	35	16	45.71	5	1	20.00	12	1	8.33	2	0	0.00	16	14	87.50
VETERANS HOME - HASTINGS	82	45	54.88	3	2	66.67	15	9	60.00	7	3	42.86	57	31	54.39
VETERANS HOME - LUVERNE	142	134	94.37	1	1	100.00	22	20	90.91	7	6	85.71	112	107	95.54
VETERANS HOME - MINNEAPOLIS	481	289	60.08	5	1	20.00	104	81	77.88	31	16	51.61	341	191	56.01
VETERANS HOME - SILVER BAY	129	98	75.97	1	0	0.00	18	14	77.78	8	5	62.50	102	7 9	77.45
VETERINARY MEDICINE BOARD	2	1	50.00	0	0	0.00	1	0	0.00	0	0	0.00	1	1	100.00
WILLMAR COMMUNITY COLLEGE	59	41	69.49	4	3	75.00	19	12	63.16	2	1	50.00	34	25	73.53
WILLMAR TECHNICAL COLLEGE	159	84	52.83	5	0	0.00	100	43	43.00	4	1	25.00	50	40	80.00
WINONA STATE UNIVERSITY	353	222	62.89	17	3	17.65	113	68	60.18	13	8	61.54	210	143	68.10
WINONA TECHNICAL COLLEGE	76	45	59.21	3	1	33.33	44	26	59.09	5	1	20.00	24	17	70.83
WORKERS COMP COURT OF APPEALS	22	16	72.73	5	. 2	40.00	10	7	70.00	0	0	0.00	7	7	100.00
WORTHINGTON COMMUNITY COLLEGE	38	23	60.53	4	1	25.00	15	11	73.33	1	0	0.00	18	11	61.11
ZOOLOGICAL GARDENS BD	247	120	48.58	11	3	27.27	41	26	63.41	11	4	36.36	184	87	47.28
TOTAL FOR WOMEN	42,664	20,979	49.17	1,634	601	36.78	15,119	7,098	46.95	3,101	1,109	35.76	22,810	12,171	53.36

GROUP: DISABLED

GROUP: DISABLED GOAL UNIT:		ALL		MANA	AGER	S	PROF	ESSIONA	ALS	SUPI	ERVISOI	RS	O	THER	************
	TOTAL/	GROUP	<u>%</u>	TOTAL/GRO	OUP	%	TOTAL/	3ROUP	<u>%</u>	TOTAL/O	ROUP	%	TOTAL/C	GROUP	%
ACCOUNTANCY BOARD	5	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	3	0	0.00
ADMINISTRATION DEPARTMENT	872	60	6.88	50	3	6.00	257	16	6.23	62	3	4.84	503	38	7.55
ADMINISTRATIVE HEARING OFFICE	93	10	10.75	3	0	0.00	49	5	10.20	3	0	0.00	38	5	13.16
AGRICULTURE DEPT - DULUTH	17	5	29.41	0	0	0.00	1	1	100.00	1	0	0.00	15	4	26.67
AGRICULTURE DEPT - METRO	407	26	6.39	20	3	15.00	198	10	5.05	45	6	13.33	144	7	4.86
AGRICULTURE DEPT - OUTSTATE	81	2	2.47	1	0	0.00	5	1	20.00	8	0	0.00	67	1	1.49
ALBERT LEA TECHNICAL COLLEGE	55	0	0.00	1	0	0.00	35	0	0.00	1	0	0.00	18	0	0.00
ALEXANDRIA TECH COLLEGE	227	. 0	0.00	6	0	0.00	112	0	0.00	8	0	0.00	101	0	0.00
AMATEUR SPORTS COMMISSION	10	0	0.00	1	0	0.00	4	0	0.00	0	0	0.00	5	0	0.00
ANIMAL HEALTH BOARD	33	1	3.03	1	0	0.00	8	0	0.00	6	0	0.00	18	1	5.56
ANOKA-HENNEPIN TECH COLLEGE	229	0	0.00	8	0	0.00	137	0	0.00	7	0	0.00	77	0	0.00
ANOKA-RAMSEY COMMUNITY COLLEGE	177	6	3.39	14	1	7.14	81	3	3.70	6	0	0.00	76	2	2.63
ARCHITECT ENGINEER LAND SURVEY	9	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	7	0	0.00
ARROWHEAD COMM COLL - HIBBING	65	3	4.62	5	1	20.00	35	2	5.71	2	0	0.00	23	0	0.00
ARROWHEAD COMM COLL - ITASCA	66	1	1.52	3	0	0.00	. 32	0	0.00	2	0	0.00	29	1	3.45
ARROWHEAD COMM COLL - RAINY RI	48	0	0.00	2	0	0.00	28	0	0.00	1	0	0.00	17	0	0.00
ARROWHEAD COMM COLL - VERMILLI	76	2	2.63	4	0	0.00	45	0	0.00	1	0	0.00	26	2	7.69
ARROWHEAD COMM COLLEGE - MESAB	49	3	6.12	2	0	0.00	26	1	3.85	1	0	0.00	20	2	10.00
ARROWHEAD COMMUNITY COLLEGE	17	0	0.00	1	0	0.00	6	0	0.00	1	0	0.00	9	0	0.00
ARTS BOARD	16	0	0.00	1	0	0.00	9	0	0.00	1	0	0.00	5	0	0.00
ASIAN PACIFIC COUNCIL	4	0	0.00	1	0 .	0.00	2	0 .	0.00	0	. 0	0.00	1	0	0.00
ATTORNEY GENERAL'S OFFICE	515	36	6.99	57	6	10.53	333	17	5.11	7	1	14.29	118	12	10.17
AUSTIN COMMUNITY COLLEGE	72	0	0.00	2	0	0.00	38	0	0.00	2	0	0.00	30	0	0.00
AUSTIN TECHNICAL COLLEGE	113	0	0.00	3	0	0.00	65	0	0.00	5	0	0.00	40	0	0.00
BARBER BOARD	2	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	2	0	0.00
BEMIDJI STATE UNIVERSITY	306	7	2.29	12	0	0.00	131	2	1.53	9	1	11.11	154	4	2.60
BLACK MINNESOTANS COUNCIL	6	1	16.67	2	1	50.00	2	0	0.00	0	0	0.00	- 2	0	0.00
BOXING BOARD	2	1	50.00	0	0	0.00	1	1	100.00	0	0	0.00	1	0	0.00
BRAINERD COMMUNITY COLLEGE	56	6	10.71	6	0	0.00	13	1	7.69	5	0	0.00	32	5	15.63
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GROUP: DISABLED ----- MANAGERS --------- PROFESSIONALS ---------- SUPERVISORS ---------- OTHER ------ ALL -GOAL UNIT: TOTAL/GROUP % TOTAL/GROUP % TOTAL/GROUP % TOTAL/GROUP % TOTAL/GROUP % 0.00 0 0.00 21 0 0.00 BRAINERD TECHNICAL COLLEGE - 71 -- 0 0.00 2 0 0.00 44 0 4 0.00 2 0 0 0.00 1 0 0.00 2 0 0.00 0 0 0.00 5 CAPITOL AREA ARCHITECTURE/PLAN 5 0 55 0 0.00 2 0 0.00 27 0 0.00 CENTER FOR ARTS EDUCATION 89 0 0.00 0.00 7 6.90 23 29 3 10.34 239 11 4.60 29 2 158 4.43 CHILDREN, FAMILIES & LEARNING 455 5.05 0 3 0 0 0 0.00 0 0.00 0.00 CHIROPRACTORS BOARD 5 0 0.00 1 0.00 1 0 0.00 2 0 0.00 12 0 0.00 1 0 0.00 15 0 0.00 **COMM COLLEGES - DULUTH CENTER** 30 0 0.00 COMM COLLEGES - FOND DU LAC CE 0 0.00 3 0 0.00 43 0 0.00 1 0 0.00 14 61 28 67 5 7.46 COMMERCE DEPARTMENT 0 1 3.57 259 16 6.18 16 0.00 148 10 6.76 CORR - MCF WILLOW RIVER/MOOSE 5 0 0.00 39 1 2.56 33 4 12.12 224 11 4.91 301 16 5.32 8 9.45 25.00 54 14.81 35 8 22.86 275 26 **CORRECTIONS - MCF FARIBAULT** 368 43 11.68 4 1 2 13 51 8 15.69 373 15 4.02 509 38 7.47 4 50.00 81 16.05 **CORRECTIONS - MCF LINO LAKES** 15.15 30 12.35 332 43 12.95 6 1 16.67 50 7 14.00 33 5 243 **CORRECTIONS - MCF OAK PARK HGT** 0 2 4.88 17 4 23.53 107 6 5.61 0.00 41 **CORRECTIONS - MCF RED WING** 169 12 7.10 7 8 2 25.00 73 10 13.70 **CORRECTIONS - MCF SAUK CENTRE** 113 19 16.81 0 0.00 28 25.00 0 7 22.58 20 5 25.00 125 15 12.00 **CORRECTIONS - MCF SHAKOPEE** 180 27 15.00 4 0.00 31 43 10.05 5 0 0.00 62 5 8.06 44 9 20.45 317 29 9.15 CORRECTIONS - MCF ST. CLOUD 428 7 12 18.75 412 34 8.25 **CORRECTIONS - MCF STILLWATER** 545 53 9.72 5 0 0.00 64 10.94 64 2 0 17 0 5 0 0.00 32 1 3.13 CORRECTIONS - MCF THISTLEDEW C 56 1 1.79 0.00 0.00 7 40 5 119 9 7.56 32 4 12.50 115 6.09 CORRECTIONS DEPT(CO) METRO 25 8.17 12.50 306 0 17 2 2.38 CORRECTIONS-CENT OFF NON-METRO 8 3.49 1 0.00 127 5 3.94 1 5.88 84 229 DAKOTA COUNTY TECH COLLEGE 3 0.95 11 1 9.09 191 1 0.52 9 0 0.00 105 1 0.95 316 0.00 3 0 0.00 0 3 0 0.00 1 0 DENTISTRY BOARD 8 0 0.00 1 0.00 0 2 0.00 0.00 0 0.00 0 0 0.00 0 0 0.00 **DIETETICS & NUTRITION BOARD** 3 0 1 5 2 0 0 0.00 4 1 25.00 10 4 40.00 1 1 100.00 40.00 DISABILITY COUNCIL 7 0 0.00 74 0 0.00 5 0 0.00 64 0 0.00 DULUTH TECHNICAL COLLEGE 150 0 0.00 7 42 9.81 7 88 106 6.60 428 **ECONOMIC SECURITY - METRO** 1,310 144 10.99 69 10.14 707 12,45 12.61 0 0.00 324 52 16.05 45 8 17.78 186 10 5.38 **ECONOMIC SECURITY - OUTSTATE** 555 70 0 0.00 183 18.58 18.15 2 0 0.00 76 15 19.74 9 0 34 EDUC: FARIBAULT RESIDENT ACADE 270 49 0 0 0.00 0 0.00 18 1 5.56 21 1 4.76 2 0.00 0 1 ELECTRICITY BOARD

GROUP:	DISABLED
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GROUP: DISABLED GOAL UNIT:		ALL		MAN			PROF	ESSIONA		SUPF		RS	O		
	TOTAL/	GROUP	%	TOTAL/GR	OUP	%	TOTAL/O	GROUP	<u>%</u>	TOTAL/C	ROUP	<u>%</u>	TOTAL/	GROUP	? %
ENVIRONMENTAL ASSISTANCE OFFIC	74	2	2.70	3	0	0.00	55	2	3.64	6	0	0.00	10	0	0.00
EMPLOYEE RELATIONS - EXAM MONI	34	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	34	0	0.00
EMPLOYEE RELATIONS DEPT-OTHER	297	19	6.40	16	1	6.25	98	8	8.16	25	1	4.00	158	9	5.70
ETHICAL PRACTICES BOARD	9	0	0.00	2	0	0.00	2	0	0.00	1	0	0.00	4	0	0.00
FARIBAULT TECHNICAL COLLEGE	75	2	2.67	1	0	0.00	38	1	2.63	2	0	0.00	34	1	2.94
FERGUS FALLS COMMUNITY COLLEGE	56	2	3.57	3	0	0.00	25	0	0.00	2	0	0.00	26	2	7.69
FINANCE DEPARTMENT	172	14	8.14	32	4	12.50	97	6	6.19	13	0	0.00	30	4	13.33
GAMBLING CONTROL BOARD	37	3	8.11	2	1	50.00	20	0	0.00	2	0	0.00	13	. 2	15.38
GOVERNOR'S OFFICE	68	1	1.47	14	0	0.00	23	1	4.35	0	0	0.00	31	0	0.00
HEALTH DEPARTMENT	1,173	74	6.31	45	2	4.44	662	40	6.04	134	12	8.96	332	20	6.02
HENNEPIN TECH COL DISTRICT OFF	104	0	0.00	1	0	0.00	74	0	0.00	4	0	0.00	25	0	0.00
HENNEPIN TECH COLLEGE - NORTH	191	1	0.52	7	0	0.00	98	0	0.00	5	0	0.00	81	1	1.23
HENNEPIN TECH COLLEGE - SOUTH	208	1	0.48	5	0	0.00	124	1	0.81	6	0	0.00	73	0	0.00
HIBBING TECHNICAL COLLEGE	256	2	0.78	4	0	0.00	153	2	1.31	3	0	0.00	96	0	0.00
HIGHER EDUC FACILITIES AUTHTY	3	0	0.00	2	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
HIGHER EDUCATION COORDINATING	56	5	8.93	15	1	6.67	21	0	0.00	2	0	0.00	18	4	22.22
HOUSING FINANCE AGENCY	163	9	5.52	15	1	6.67	84	2	2.38	12	1	8.33	52	5	9.62
HUMAN RIGHTS DEPARTMENT	63	11	17.46	3	0	0.00	31	9	29.03	8	1	12.50	21	1	4.76
HUMAN SERVICES - AH GWAH CHING	333	23	6.91	3	0	0.00	48	4	8.33	28	1	3.57	254	18	7.09
HUMAN SERVICES - ANOKA RTC	512	36	7.03	4	2	50.00	151	7	4.64	32	2	6.25	325	25	7.69
HUMAN SERVICES - BRAINERD RTC	692	66	9.54	9	1	11:11	142	13	9.15	38	1	2.63	503	51	10.14
HUMAN SERVICES - CAMBRIDGE RTC	473	47	9.94	5	0	0.00	49	8	16.33	43	5	11.63	376	34	9.04
HUMAN SERVICES - CENTRAL OFFIC	1,558	116	7.45	94	10	10.64	945	67	7.09	115	9	7.83	404	30	7.43
HUMAN SERVICES - FARIBAULT RTC	718	43	5.99	8	1	12.50	50	6	12.00	54	3	5.56	606	33	5.45
HUMAN SERVICES - FERGUS FALLS	566	20	3.53	5	0	0.00	130	5	3.85	43	1	2.33	388	14	3.61
HUMAN SERVICES - MOOSE LAKE RT	470	30	6.38	3	1	33.33	63	4	6.35	32	4	12.50	372	21	5.65
HUMAN SERVICES - ST. PETER RTC	757	34	4.49	8	0	0.00	209	8	3.83	57	-1-	1.75	483	25	5.18
HUMAN SERVICES - WILLMAR RTC	616	35	5.68	10	0	0.00	136	3	2.21	52	4	7.69	418	28	6.70
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GROUP: DISABLED

GOAL UNIT:	TOTAL/		%	MAN TOTAL/GI		S	PROF TOTAL/O		ALS %	SUPE TOTAL / G		RS	O'. TOTAL / O		%
INDIAN AFFAIRS COUNCIL	- A. Jins	0	0.00	2	0	0.00	4	0	0.00	0	0	0.00	1	0	0.00
INVER HILLS COMMUNITY COLLEGE	174	5	2.87	16	1	6.25	65	1	1.54	4	1	25.00	89	2	2.25
INVESTMENT BOARD	25	0	0.00	9	0	0.00	11	0	0.00	2	0	0.00	3	0	0.00
IRON RANGE RESOURCE & REHAB BD	150	2	1.33	5	0	0.00	25	0	0.00	14	2	14.29	106	0	0.00
LABOR AND INDUSTRY DEPARTMENT	419	34	8.11	26	3	11.54	180	13	7.22	23	4	17.39	190	14	7.37
LABOR INTERPRETIVE CENTER	1	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
LAKEWOOD COMMUNITY COLLEGE	328	2	0.61	20	0	0.00	194	2	1.03	6	0	0.00	108	0	0.00
LAW ENFORCEMENT PROG COMM COL	53	0	0.00	2	0	0.00	48	0	0.00	0	0	0.00	3	0	0.00
MANKATO STATE UNIVERSITY	651	5	0.77	25	0	0.00	213	1	0.47	24	0	0.00	389	4	1.03
MANKATO TECHNICAL COLLEGE	186	0	0.00	7	0	0.00	110	0	0.00	7	0	0.00	62	0	0.00
MARRIAGE & FAMILY THERAPY BD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
MEDIATION SERVICES BUREAU	24	0	0.00	5 .	0	0.00	13	0	0.00	0	0	0.00	6	0	0.00
MEDICAL PRACTICES BOARD	30	1	3.33	2	0	0.00	10	1	10.00	4	0	0.00	14	0	0.00
METROPOLITAN STATE UNIVERSITY	240	8	3.33	16	0	0.00	112	2	1.79	9	1	11.11	103	5	4.85
MILITARY AFFAIRS - METRO	114	1	0.88	2	0	0.00	8	0	0.00	3	0	0.00	101	1	0.99
MILITARY AFFAIRS - NON METRO	203	6	2.96	1	0	0.00	24	0	0.00	25	1	4.00	153	5	3.27
MINNEAPOLIS COMMUNITY COLLEGE	235	6	2.55	14	1	7.14	124	0	0.00	8	0	0.00	89	5	5.62
MINNEAPOLIS TECHNICAL COLLEGE	169	0	0.00	4	0	0.00	92	0	0.00	9	0	0.00	64	0	0.00
MNSCU SYSTEM OFFICE	175	4	2.29	53	1	1.89	63	1	1.59	6	0	0.00	53	2	3.77
MOORHEAD STATE UNIVERSITY	363	2	0.55	14	0	0.00	98	1	1.02	13	0	0.00	238	1	0.42
MUNICIPAL BOARD	4	0	0.00	2	0	0.00	0	0	0.00	0	0	0.00	2	0	0.00
NATURAL RESOURCES DEPT-METRO	846	42	4.96	67	2	2.99	359	14	3.90	101	6	5.94	319	20	6.27
NATURAL RESOURCES DEPT-OUTSTAT	2,600	89	3.42	28	0	0.00	683	21	3.07	208	8	3.85	1,681	60	3.57
NORMANDALE COMMUNITY COLLEGE	220	13	5.91	15	2	13.33	82	3	3.66	9	2	22.22	114	6	5.26
NORTH HENNEPIN COMMUNITY COLLE	172	10	5.81	12	1	8.33	39	3	7.69	7	1	14.29	114	5	4.39
NORTHEAST METRO TECH COLLEGE	1 7 9	0	0.00	3	0	0.00	107	0	0.00	4	0	0.00	65	0	0.00
NORTHLAND COMMUNITY COLLEGE	42	0	0.00	2	0	0.00	21	0	0.00	2	0	0.00	17	0	0.00
NORTHWEST TC - BEMIDJI TECH	48	0	0.00	4	0	0.00	11	0	0.00	3	0	0.00	30	0	0.00
NORTHWEST TC - MOORHEAD TC	87	0	0.00	3	0	0.00	34	0	0.00	2	0	0.00	48	0	0.00

Department of Employee Relations

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GROUP: DISABLED GOAL UNIT:		ALL		MANA	GER	S	PROF	ESSIONA	ALS	SUP	ERVISOR	RS	O'	THER -	
	TOTAL/	GROUP	<u>%</u>	TOTAL/GRO		%	TOTAL/	GROUP	%	TOTAL/	GROUP	%	TOTAL/	GROUP	? %
NORTHWEST TC - WADENA TECH COL	45	0	0.00	2	0	0.00	18	0	0.00	3	0	0.00	22	0	0.00
NORTHWEST TC-DETROIT LAKES TC	47	0	0.00	3	0	0.00	21	0	0.00	1	0	0.00	22	0	0.00
NORTHWEST TC-E GRAND FORKS TC	157	0	0.00	5	0	0.00	90	0	0.00	4	0	0.00	58	0	0.00
NURSING BOARD	30	0	0.00	1	0	0.00	6	0	0.00	2	0	0.00	21	0	0.00
NURSING HOME ADMINISTRATORS BD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
OMBUDSMAN FOR CORRECTIONS	9	0	0.00	2	0	0.00	5	0	0.00	0	0	0.00	2	0	0.00
OMBUDSPERSON FOR FAMILIES	4	0	0.00	0	0	0.00	4	0	0.00	0	0	0.00	0	0	0.00
OMBUSDMAN MENTAL HEALTH/RETARD	21	1	4.76	2	0	0.00	14	1	7.14	2	0	0.00	3	~ 0	0.00
OPTOMETRY BOARD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
PEACE OFFICERS STANDARDS/TRNG	15	0	0.00	2	0	0.00	7	0	0.00	0	0	0.00	6	0	0.00
PHARMACY BOARD	15	0	0.00	1	0	0.00	8	0	0.00	1	0	0.00	5	0	0.00
PINE TECHNICAL COLLEGE	95	0	0.00	3	0	0.00	62	0	0.00	3	0	0.00	27	0	0.00
PLANNING:STRATEGIC&LONG RANGE	81	3	3.70	8	0	0.00	48	1	2.08	7	0	0.00	18	2	11.11
POLLUTION CONTROL AGENCY	811	74	9.12	25	2	8.00	556	47	8.45	74	10	13.51	156	15	9.62
PSYCHOLOGY BOARD	9	0	0.00	1	0	0.00 `	. 2	0	0.00	0	0	0.00	6	0	0.00
PUBLIC SAFETY DEPT-METRO	1,094	93	8.50	32	3	9.38	192	9	4.69	126	10	7.94	744	71	9.54
PUBLIC SAFETY DEPT-OUTSTATE	211	18	8.53	0	0	0.00	0	0	0.00	26	2	7.69	185	16	8.65
PUBLIC SAFETY-LAW ENFORCEMENT	512	44	8.59	0	0	0.00	0	0	0.00	0	0	0.00	512	44	8.59
PUBLIC SERVICE DEPARTMENT	127	17	13.39	14	6	42.86	52	4	7.69	15	2	13.33	46	5	10.87
PUBLIC UTILITIES COMMISSION	55	2	3.64	8	0	0.00	29	0	0.00	6	0	0.00	12	2	16.67
RACING COMMISSION	8	0	0.00	. 1	0	0.00	0	0	0.00	0	0	0.00	7	0	0.00
RED WING TECHNICAL COLLEGE	54	1	1.85	2	0	0.00	34	1	2.94	2	0	0.00	16	0	0.00
REVENUE DEPARTMENT - SEASONAL	18	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	18	0	0.00
REVENUE DEPT (EXCEPT SEASONAL)	1,175	113	9.62	31	1	3.23	648	60	9.26	88	11	12.50	408	41	10.05
ROCHESTER COMMUNITY COLLEGE	183	8	4.37	9	1	11.11	80	4	5.00	6	0	0.00	88	3	3.41
ROCHESTER TECHNICAL COLLEGE	118	0	0.00	2	0	0.00	86	0	0.00	2	0	0.00	28	0	0.00
SECRETARY OF STATE	68	3	4.41	4	0	0.00	13	2	15.38	6	0	0.00	45	1	2.22
SENTENCING GUIDELINES COMMISSI	7	0	0.00	0	0	0.00	4	0	0.00	1	0	0.00	2	0	0.00
SOCIAL WORK BOARD	10	0	0.00	1	0	0.00	4	0	0.00	0	0	0.00	5	0	0.00

GROUP: DISABLED

GROUP: DISABLED GOAL UNIT:		ALL		MAN	IAGER	S	PROF	ESSIONA	ALS	SUPI	ERVISO	RS	O'	THER	
waters.	TOTAL/	GROUP	%	TOTAL/GI	ROUP	%	TOTAL/	GROUP	%	TOTAL/	GROUP	%	TOTAL/	GROUP	%
SOIL AND WATER RESOURCES BD	- ×60	2	3.33	2	0	0.00	39	0	0.00	6	2	33.33	13	0	0.00
SOUTHWEST STATE UNIVERSITY	169	0	0.00	14	0	0.00	39	0	0.00	8	0	0.00	108	0	0.00
SOUTHWEST TC - CANBY TECH COL	48	0	0.00	2	0	0.00	26	0	0.00	3	0	0.00	17	0	0.00
SOUTHWEST TC - PIPESTONE TC	67	0	0.00	2	0	0.00	39	0	0.00	2	0	0.00	24	0	0.00
SOUTHWEST TC-GRANITE FALLS TC	83 ,	0	0.00	3	0	0.00	49	0	0.00	5	0	0.00	26	0	0.00
SOUTHWEST TC-JACKSON TECH COL	126	0	0.00	4	0	0.00	58	0	0.00	2	0	0.00	62	0	0.00
SPANISH SPEAKING PEOPLE COUNC	3	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	1	0	0.00
ST. CLOUD STATE UNIVERSITY	571	0	0.00	28	0	0.00	149	0	0.00	24	0	0.00	370	0	0.00
ST. CLOUD TECHNICAL COLLEGE	155	1	0.65	6	0	0.00	72	0	0.00	6	0	0.00	71	1	1.41
ST. PAUL TECHNICAL COLLEGE	365	9	2.47	10	0	0.00	230	4	1.74	9	1	11.11	116	4	3.45
STAPLES TECHNICAL COLLEGE	71	1	1.41	4	0	0.00	25	0	0.00	4	0	0.00	38	1	2.63
STATE AUDITOR	112	7	6.25	15 .	1	6.67	68	5	7.35	16	1	6.25	13	0	0.00
STATE LOTTERY	206	20	9.71	13	1	7.69	88	9	10.23	22	1	4.55	83	9	10.84
STATE TREASURER	12	2	16.67	. 3	1	33.33	2	0	0.00	2	1	50.00	5	0	0.00
STATE UNIV BD OFFICE - JAPAN	4	0	0.00	3	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
TAX COURT	7	0	0.00	1	0	0.00	3	0	0.00	1	0	0.00	2	0	0.00
TEACHERS RETIREMENT ASSOCIATIO	57	1	1.75	3	0	0.00	18	1	5.56	9	0	0.00	27	0	0.00
THIEF RIVER FALLS TECH COLLEGE	89	1	1.12	2	0	0.00	54	0	0.00	3	0	0.00	30	1	3.33
TRADE AND ECONOMIC DEVEL DEPT	228	13	5.70	26	2	7.69	95	7	7.37	11	1	9.09	96	3	3.13
TRANSPORTATION - CENTRAL OFFIC	1,153	61	5.29	0	0	0.00	388	23	5.93	122	4	3.28	643	34	5.29
TRANSPORTATION - DISTRICT 1	353	19	5.38	0	0	0.00	19	1	5.26	24	2	8.33	310	16	5.16
TRANSPORTATION - DISTRICT 2	199	13	6.53	0	0	0.00	6	0	0.00	14	2	14.29	179	11	6.15
TRANSPORTATION - DISTRICT 3	354	17	4.80	0	0	0.00	15	0	0.00	23	2	8.70	316	15	4.75
TRANSPORTATION - DISTRICT 4	230	22	9.57	0	0	0.00	11	1	9.09	18	2	11.11	201	19	9.45
TRANSPORTATION - DISTRICT 6	352	18	5.11	0	0	0.00	12	0	0.00	25	2	8.00	315	16	5.08
TRANSPORTATION - DISTRICT 7	274	28	10.22	0	0	0.00	8	0	0.00	24	4	16.67	242	24	9.92
TRANSPORTATION - DISTRICT 8	192	16	8.33	0	0	0.00	10	1	10.00	9	2	22.22	173	13	7.51
TRANSPORTATION - METRO DISTRIC	1,209	63	5.21	0	0	0.00	70	1	1.43	62	5	8.06	1,077	57	5.29
TRANSPORTATION DEPT-ENGINEERS	591	21	3.55	0	0	0.00	409	8	1.96	181	13	7.18	1	0	0.00

State of Minnesota, Department of Employee Relations Count of State Employees by Protected Group and Goal Unit

GROUP: DISABLED GOAL UNIT:		ALL		M	ANAGER	S			ALS	SUP		RS	•	THER	
	TOTAL	GROUP	<u>%</u>	TOTAL/	GROUP	%	TOTAL/	GROUP	<u>%</u>	TOTAL/	GROUP	%	TOTAL/	GROUP	<u>%</u>
TRANSPORTATION DEPT-STATEWIDE	145	7	4.83	141	7	4.96	0	0	0.00	0	0	0.00	4	0	0.00
VETERANS BENEFITS AND SERVICES	35	7	20.00	5	2	40.00	12	2	16.67	2	0	0.00	16	3	18.75
VETERANS HOME - HASTINGS	82	9	10.98	3	0	0.00	15	2	13.33	7	0	0.00	57	7	12.28
VETERANS HOME - LUVERNE	142	0	0.00	1	0	0.00	22	0	0.00	7	0	0.00	112	0	0.00
VETERANS HOME - MINNEAPOLIS	481	28	5.82	5	1	20.00	104	2	1.92	31	4	12.90	341	21	6.16
VETERANS HOME - SILVER BAY	129	5	3.88	1	0	0.00	18	1	5.56	8	0	0.00	102	4	3.92
VETERINARY MEDICINE BOARD	2	0	0.00	0	0	0.00	1	0	0.00	0	0	0.00	1	0	0.00
WILLMAR COMMUNITY COLLEGE	59	2	3.39	4	0	0.00	19	0	0.00	2	0	0.00	34	2	5.88
WILLMAR TECHNICAL COLLEGE	159	2	1.26	5	0	0.00	100	2	2.00	4	0	0.00	50	0	0.00
WINONA STATE UNIVERSITY	353	18	5.10	17	1	5.88	113	1	0.88	13	2	15.38	210	14	6.67
WINONA TECHNICAL COLLEGE	76	0	0.00	3	0	0.00	44	0	0.00	5	0	0.00	24	0	0.00
WORKERS COMP COURT OF APPEALS	22	0	0.00	5	0	0.00	10	0	0.00	0	0	0.00	7	0	0.00
WORTHINGTON COMMUNITY COLLEGE	38	0	0.00	4	0	0.00	15	0	0.00	1	0	0.00	18	0	0.00
ZOOLOGICAL GARDENS BD	247	13	5.26	11	1	9.09	41	1	2.44	11	0	0.00	184	11	5.98
TOTAL FOR DISABLED	42,664	2,439	5.72	1,634	102	6.24	15,119	773	5.11	3,101	249	8.03	22,810	1,315	5.77

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GROUP: MINORITY

GOAL UNIT:		ALL		MAI	NAGEF	RS	PROF	ESSIONA	ALS	SUPE	ERVISO	RS	O	THER	
	TOTAL/	GROUP	%	TOTAL/G	ROUP	%	TOTAL/	3ROUP	<u>%</u>	TOTAL/C	FROUP	%	TOTAL/C	GROUP	%
ACCOUNTANCY BOARD	-×.5.	in 1	20.00	1	0	0.00	1	0	0.00	0	0	0.00	3	1	33.33
ADMINISTRATION DEPARTMENT	872	72	8.26	50	0	0.00	257	15	5.84	62	4	6.45	503	53	10.54
ADMINISTRATIVE HEARING OFFICE	93	6	6.45	3	0	0.00	49	2	4.08	. 3	0	0.00	38	4	10.53
AGRICULTURE DEPT - DULUTH	17	0	0.00	0	0	0.00	1	0	0.00	1	0	0.00	15	0	0.00
AGRICULTURE DEPT - METRO	407	17	4.18	20	1	5.00	198	6	3.03	45	1	2.22	144	9	6.25
AGRICULTURE DEPT - OUTSTATE	81	1	1.23	1	0	0.00	5	0	0.00	8	0	0.00	67	1	1.49
ALBERT LEA TECHNICAL COLLEGE	55	0	0.00	1	0	0.00	35	0	0.00	1	0	0.00	18	0	0.00
ALEXANDRIA TECH COLLEGE	227	3	1.32	6	0	0.00	112	1	0.89	8	0	0.00	101	2	1.98
AMATEUR SPORTS COMMISSION	10	0	0.00	1	0	0.00	4	0	0.00	0	0	0.00	5	0	0.00
ANIMAL HEALTH BOARD	33	2	6.06	1	0	0.00	8	0	0.00	6	1	16.67	18	1	5.56
ANOKA-HENNEPIN TECH COLLEGE	229	5	2.18	8	0	0.00	137	5	3.65	7	0	0.00	77	0	0.00
ANOKA-RAMSEY COMMUNITY COLLEGE	177	10	5.65	14 .	1	7.14	81	5	6.17	6	0	0.00	76	4	5.26
ARCHITECT ENGINEER LAND SURVEY	9	1	11.11	1	0	0.00	1	0	0.00	0	0	0.00	7	1	14.29
ARROWHEAD COMM COLL - HIBBING	65	4	6.15	5	0	0.00	35	4	11.43	2	0	0.00	23	0	0.00
ARROWHEAD COMM COLL - ITASCA	66	4	6.06	3	0	0.00	32	2	6.25	2	0	0.00	29	2	6.90
ARROWHEAD COMM COLL - RAINY RI	48	4	8.33	2	0	0.00	28	3	10.71	1	0	0.00	17	1	5.88
ARROWHEAD COMM COLL - VERMILLI	76	1	1.32	4	0	0.00	45	1	2.22	1	0	0.00	26	0	0.00
ARROWHEAD COMM COLLEGE - MESAB	49	2	4.08	2	0	0.00	26	2	7.69	1	0	0.00	20	0	0.00
ARROWHEAD COMMUNITY COLLEGE	17	1	5.88	1	0	0.00	6	1	16.67	1	0	0.00	9	0	0.00
ARTS BOARD	16	1	6.25	1	0	0.00	9	0	0.00	1	0	0.00	5	1	20.00
ASIAN PACIFIC COUNCIL	4 ·	3	75.00	1	1	100.00	.2	1	50.00	·. 0	0	0.00	1	1	100.00
ATTORNEY GENERAL'S OFFICE	515	29	5.63	57	2	3.51	333	23	6.91	7	0	0.00	118	4	3.39
AUSTIN COMMUNITY COLLEGE	72	2	2.78	2	0	0.00	38	0	0.00	2	0	0.00	30	2	6.67
AUSTIN TECHNICAL COLLEGE	113	3	2.65	3	0	0.00	65	3	4.62	5	0	0.00	40	0	0.00
BARBER BOARD	2	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	2	0	0.00
BEMIDJI STATE UNIVERSITY	306	18	5.88	12	1	8.33	131	8	6.11	9	1	11.11	154	8	5.19
BLACK MINNESOTANS COUNCIL	6	5	83.33	2	2	100.00	2	1	50.00	0	0	0.00	2	2	100.00
BOXING BOARD	2	0	0.00	0	0	0.00	1	0	0.00	0	0	0.00	1	0	0.00
BRAINERD COMMUNITY COLLEGE	56	3	5.36	6	0	0.00	13	1	7.69	5	0	0.00	32	2	6.25

GROUP: MINORITY GOAL UNIT:		ALL		MA	NAGED	98	PROF	ESSION A	NT S	SUP	EDZIGO	DQ	O	THED	
COAL ONT.	TOTAL/		%	TOTAL/C		%	TOTAL/		<u>%</u>	TOTAL/		%	TOTAL/		%
BRAINERD TECHNICAL COLLEGE	71	3	4.23	2	0	0.00	44	2	4.55	4	0	0.00	21	1	4.76
CAPITOL AREA ARCHITECTURE/PLAN	5	0	0.00	1	0	0.00	2	0	0.00	0	0	0.00	2	0	0.00
CENTER FOR ARTS EDUCATION	89	2	2.25	5	0	0.00	55	2	3.64	2	0	0.00	27	0	0.00
CHILDREN, FAMILIES & LEARNING	455	36	7.91	29	3	10.34	239	17	7.11	29	4	13.79	158	12	7.59
CHIROPRACTORS BOARD	5	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	3	0	0.00
COMM COLLEGES - DULUTH CENTER	30	7	23.33	2	1	50.00	12	3	25.00	1	0	0.00	15	3	20.00
COMM COLLEGES - FOND DU LAC CE	61	18	29.51	3	2	66.67	43	15	34.88	1	0	0.00	14	. 1	7.14
COMMERCE DEPARTMENT	259	23	8.88	16	1	6.25	148	11	7.43	28	1	3.57	67	10	14.93
CORR - MCF WILLOW RIVER/MOOSE	301	15	4.98	5	0	0.00	39	3	7.69	33	0	0.00	224	12	5.36
CORRECTIONS - MCF FARIBAULT	368	13	3.53	4	0	0.00	54	3	5.56	35	1	2.86	275	9	3.27
CORRECTIONS - MCF LINO LAKES	509	73	14.34	4	1	25.00	81	20	24.69	51	4	7.84	373	48	12.87
CORRECTIONS - MCF OAK PARK HGT	332	21	6.33	6	1	16.67	50	3	6.00	33	0	0.00	243	17	7.00
CORRECTIONS - MCF RED WING	169	10	5.92	4	1	25.00	41	2	4.88	17	0	0.00	107	7	6.54
CORRECTIONS - MCF SAUK CENTRE	113	5	4.42	4	1	25.00	28	0	0.00	8	0	0.00	73	4	5.48
CORRECTIONS - MCF SHAKOPEE	180	19	10.56	4	0	0.00	31	1	3.23	20	3	15.00	125	15	12.00
CORRECTIONS - MCF ST. CLOUD	428	16	3.74	5	0	0.00	62	2	3.23	44	0	0.00	317	14	4.42
CORRECTIONS - MCF STILLWATER	545	43	7.89	5	0	0.00	64	6	9.38	64	4	6.25	412	33	8.01
CORRECTIONS - MCF THISTLEDEW C	56	2	3.57	2	0	0.00	17	0	0.00	5	0	0.00	32	2	6.25
CORRECTIONS DEPT(CO) METRO	306	44	14.38	40	4	10.00	119	16	13.45	32	5	√15.63 ·*	115	19	16.52
CORRECTIONS-CENT OFF NON-METRO	229	11	4.80	1	0	0.00	127	9	7.09	17	0	0.00	84	2	2.38
DAKOTA COUNTY TECH COLLEGE	316	13	4.11	11	1	9.09	191	5	2.62	9	0	0.00	105	7	6.67
DENTISTRY BOARD	8	0	0.00	1	0	0.00	3	0	0.00	1	0	0.00	3	0	0.00
DIETETICS & NUTRITION BOARD	3	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	2	0	0.00
DISABILITY COUNCIL	10	0	0.00	1	0	0.00	5	0	0.00	0	0	0.00	4	0	0.00
DULUTH TECHNICAL COLLEGE	150	6	4.00	7	0	0.00	74	5	6.76	5	0	0.00	64	1	1.56
ECONOMIC SECURITY - METRO	1,310	96	7.33	69	4	5.80	707	56	7.92	106	-3	2.83	428	33	7.71
ECONOMIC SECURITY - OUTSTATE	555	21	3.78	0	0	0.00	324	17	5.25	45	1	2.22	186	3	1.61
EDUC: FARIBAULT RESIDENT ACADE	270	3	1.11	2	0	0.00	76	2	2.63	9	0	0.00	183	1	0.55
ELECTRICITY BOARD	21	0	0.00	2	0	0.00	0	0	0.00	1	0	0.00	-18	0	0.00

GROUP: MINORITY

GOAL UNIT:		ALL		MANA		S	PROF		LS	SUPI		RS	O		
	TOTAL/	GROUP	%	TOTAL/GRO	OUP	<u> </u>	TOTAL/	3ROUP	<u>%</u>	TOTAL/C	FROUP	<u>%</u>	TOTAL/	GROUP	<u>%</u>
EMPLOYEE RELATIONS - EXAM MONI	34	The state of the s	2.94	0	0	0.00	0	0	0.00	0	0	0.00	34	1	2.94
EMPLOYEE RELATIONS DEPT-OTHER	297	22	7.41	16	2	12.50	98	12	12.24	25	1	4.00	158	7	4.43
ENVIRONMENTAL ASSISTANCE OFFIC	74	3	4.05	3	0	0.00	55	2	3.64	6	0	0.00	10	1	10.00
ETHICAL PRACTICES BOARD	9	0	0.00	2	0	0.00	2	0	0.00	1	0	0.00	4	0	0.00
FARIBAULT TECHNICAL COLLEGE	75	0	0.00	1	0	0.00	38	0	0.00	2	0	0.00	34	0	0.00
FERGUS FALLS COMMUNITY COLLEGE	56	1	1.79	3	0	0.00	25	0	0.00	2	0	0.00	26	1	3.85
FINANCE DEPARTMENT	172	7	4.07	32	0	0.00	97	6	6.19	13	0	0.00	30	1	3.33
GAMBLING CONTROL BOARD	37	0	0.00	2	0	0.00	20	0	0.00	2	0	0.00	13	0	0.00
GOVERNOR'S OFFICE	68	6	8.82	14	1	7.14	23	2	8.70	0	0	0.00	31	3	9.68
HEALTH DEPARTMENT	1,173	98	8.35	45	2	4.44	662	56	8.46	134	4	2.99	332	36	10.84
HENNEPIN TECH COL DISTRICT OFF	104	7	6.73	1	0	0.00	74	7	9.46	4	0	0.00	25	0	0.00
HENNEPIN TECH COLLEGE - NORTH	191	3	1.57	7 .	0	0.00	98	1	1.02	5	0	0.00	81	2	2.47
HENNEPIN TECH COLLEGE - SOUTH	208	3	1.44	5	0	0.00	124	2	1.61	6	0	0.00	73	1	1.37
HIBBING TECHNICAL COLLEGE	256	2	0.78	4	0	0.00	153	1	0.65	3	0	0.00	96	1	1.04
HIGHER EDUC FACILITIES AUTHTY	3	0	0.00	2	0	0.00 .	0	0	0.00	0	0	0.00	1	0	0.00
HIGHER EDUCATION COORDINATING	56	8	14.29	15	0	0.00	21	8	38.10	2	0	0.00	18	0	0.00
HOUSING FINANCE AGENCY	163	21	12.88	15	1	6.67	84	13	15.48	12	0	0.00	52	7	13.46
HUMAN RIGHTS DEPARTMENT	63	24	38.10	3	1	33.33	31	15	48.39	8	2	25.00	21	6	28.57
HUMAN SERVICES - AH GWAH CHING	333	10	3.00	3	0	0.00	48	2	4.17	28	1	3.57	254	7	2.76
HUMAN SERVICES - ANOKA RTC	512	26	5.08	4	0	0.00	151	6	3.97	32	1	3.13	325	19	5.85
HUMAN SERVICES - BRAINERD RTC	692	17	2.46	9	0	0.00	142	.5	3.52	38	1	2.63	503	11	2.19
HUMAN SERVICES - CAMBRIDGE RTC	473	18	3.81	5	2	40.00	49	1	2.04	43	3	6.98	376	12	3.19
HUMAN SERVICES - CENTRAL OFFIC	1,558	124	7.96	94	5	5.32	945	74	7.83	115	5	4.35	404	40	9.90
HUMAN SERVICES - FARIBAULT RTC	718	39	5.43	8	1	12.50	50	1	2.00	54	1	1.85	606	36	5.94
HUMAN SERVICES - FERGUS FALLS	566	11	1.94	5	0	0.00	130	3	2.31	43	0	0.00	388	8	2.06
HUMAN SERVICES - MOOSE LAKE RT	470	19	4.04	3	0	0.00	63	1	1.59	32	0	0.00	372	18	4.84
HUMAN SERVICES - ST. PETER RTC	757	17	2.25	8	0	0.00	209	1	0.48	57	0	0.00	483	16	3.31
HUMAN SERVICES - WILLMAR RTC	616	10	1.62	10	0	0.00	136	1	0.74	52	0	0.00	418	9	2.15
HUTCHINSON TECHNICAL COLLEGE	108	0	0.00	2	0	0.00	69	0	0.00	4	0	0.00	33	0	0.00

GROUP: MINORITY GOAL UNIT:		ALL		MA	NAGEI	RS	PROF	ESSION A	ALS	SUPI	ERVISO	RS	O	THER	~~~~~~~
	TOTAL/		%	TOTAL/G		%	TOTAL/C		%	TOTAL/C		%	TOTAL/		
INDIAN AFFAIRS COUNCIL	7	7	100.00	2	2	100.00	4	4	100.00	0	0	0.00	1	1	100.00
INVER HILLS COMMUNITY COLLEGE	174	13	7.47	16	1	6.25	65	3	4.62	4	0	0.00	89	9	10.11
INVESTMENT BOARD	25	2	8.00	9	1	11.11	11	1	9.09	2	0	0.00	3	0	0.00
IRON RANGE RESOURCE & REHAB BD	150	0	0.00	5	0	0.00	25	0	0.00	14	0	0.00	106	0	0.00
LABOR AND INDUSTRY DEPARTMENT	419	43	10.26	26	3	11.54	180	16	8.89	23	1	4.35	190	23	12.11
LABOR INTERPRETIVE CENTER	1	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
LAKEWOOD COMMUNITY COLLEGE	328	15	4.57	20	0	0.00	194	8	4.12	6	0	0.00	108	7	6.48
LAW ENFORCEMENT PROG COMM COL	53	4	7.55	2	0	0.00	48	4	8.33	0	0	0.00	3	0	0.00
MANKATO STATE UNIVERSITY	651	20	3.07	25	3	12.00	213	13	6.10	24	0	0.00	389	4	1.03
MANKATO TECHNICAL COLLEGE	186	3	1.61	7	0	0.00	110	2	1.82	7	0	0.00	62	1	1.61
MARRIAGE & FAMILY THERAPY BD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
MEDIATION SERVICES BUREAU	24	1	4.17	5	0	0.00	13	1	7.69	0	0	0.00	6	0	0.00
MEDICAL PRACTICES BOARD	30	1	3.33	2	0	0.00	10	0	0.00	4	0	0.00	14	1	7.14
METROPOLITAN STATE UNIVERSITY	240	35	14.58	16	2	12.50	112	16	14.29	9	0	0.00	103	17	16.50
MILITARY AFFAIRS - METRO	114	6	5.26	2	0	0.00	. 8	0	0.00	3	0	0.00	101	6	5.94
MILITARY AFFAIRS - NON METRO	203	4	1.97	1	0	0.00	24	0	0.00	25	0	0.00	153	4	2.61
MINNEAPOLIS COMMUNITY COLLEGE	235	50	21.28	14	2	14.29	124	30	24.19	8	1	12.50	89	17	19.10
MINNEAPOLIS TECHNICAL COLLEGE	169	31	18.34	4	0	0.00	92	9	9.78	9	1	11.11	64	21	32.81
MNSCU SYSTEM OFFICE	175	14	8.00	53	6	11.32	63	2	3.17	6	0	0.00	53	6	11.32
MOORHEAD STATE UNIVERSITY	363	8	2.20	14	2	14.29	98	1	1.02	13	0	0.00	238	5	2.10
MUNICIPAL BOARD	4	. 1	25.00	2 .	0 ·	0.00	0.	0	0.00	. 0	0	0.00	2	1	50.00
NATURAL RESOURCES DEPT-METRO	846	52	6.15	67	0	0.00	359	19	5.29	101	3	2.97	319	30	9.40
NATURAL RESOURCES DEPT-OUTSTAT	2,600	63	2.42	28	1	3.57	683	12	1.76	208	2	0.96	1,681	48	2.86
NORMANDALE COMMUNITY COLLEGE	220	22	10.00	15	0	0.00	82	12	14.63	9	0	0.00	114	10	8.77
NORTH HENNEPIN COMMUNITY COLLE	172	9	5.23	12	3	25.00	39	1	2.56	7	0	0.00	114	5	4.39
NORTHEAST METRO TECH COLLEGE	179	9	5.03	3	0	0.00	107	6	5.61	and the second second	0	0.00	65	3	4.62
NORTHLAND COMMUNITY COLLEGE	42	2	4.76	2	0	0.00	21	1	4.76	2	ì	50.00	· 17	0	0.00
NORTHWEST TC - BEMIDJI TECH	48	4	8.33	4	0	0.00	11	1	9.09	3	0	0.00	30	3	10.00
NORTHWEST TC - MOORHEAD TC	87	7	8.05	3	0	0.00	34	4	11.76	2	0	0.00	48	3	6.25

GROUP: MINORITY

GOAL UNIT:		- ALL		MA	NAGEF	RS	PROF	ESSION	ALS	SUPE	RVISO	RS	O	THER	
	TOTAL/C	GROUP	%	TOTAL/C	ROUP	%	TOTAL/		%	TOTAL/C	ROUP	%	TOTAL/	GROUP	%
NORTHWEST TC - WADENA TECH COL	×45	0	0.00	2	0	0.00	18	0	0.00	3	0	0.00	22	0	0.00
NORTHWEST TC-DETROIT LAKES TC	47	3	6.38	3	0	0.00	21	1	4.76	1	0	0.00	22	2	9.09
NORTHWEST TC-E GRAND FORKS TC	157	6	3.82	5	1	20.00	90	3	3.33	4	0	0.00	58	2	3.45
NURSING BOARD	30	1	3.33	1	0	0.00	6	0	0.00	2	0	0.00	21	1	4.76
NURSING HOME ADMINISTRATORS BD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
OMBUDSMAN FOR CORRECTIONS	9	3	33.33	2	1	50.00	5	2	40.00	0	0	0.00	2	0	0.00
OMBUDSPERSON FOR FAMILIES	4	4	100.00	0	0	0.00	4	4	100.00	0	0	0.00	0	0	0.00
OMBUSDMAN MENTAL HEALTH/RETARD	21	1	4.76	2	0	0.00	14	1	7.14	2	0	0.00	3	0	0.00
OPTOMETRY BOARD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
PEACE OFFICERS STANDARDS/TRNG	15	2	13.33	2	0	0.00	7	1	14.29	0	0	0.00	6	1	16.67
PHARMACY BOARD	15	0	0.00	1	0	0.00	8	0	0.00	1	0	0.00	5	0	0.00
PINE TECHNICAL COLLEGE	95	2	2.11	3 .	0	0.00	62	1	1.61	3	0	0.00	27	1	3.70
PLANNING:STRATEGIC&LONG RANGE	81	3	3.70	8	0	0.00	48	2	4.17	7	0	0.00	18	1	5.56
POLLUTION CONTROL AGENCY	811	52	6.41	25	0	0.00	556	33	5.94	74	4	5.41	156	15	9.62
PSYCHOLOGY BOARD	9	1	11.11	1	1	100.00	2	0	0.00	0	0	0.00	6	0	0.00
PUBLIC SAFETY DEPT-METRO	1,094	87	7.95	32	1	3.13	192	20	10.42	126	5	3.97	744	61	8.20
PUBLIC SAFETY DEPT-OUTSTATE	211	6	2.84	0	0	0.00	0	0	0.00	26	0	0.00	185	6	3.24
PUBLIC SAFETY-LAW ENFORCEMENT	512	12	2.34	0	0	0.00	0	0	0.00	0	0	0.00	512	12	2.34
PUBLIC SERVICE DEPARTMENT	127	6	4.72	14	0	0.00	52	2	3.85	15	0	0.00	46	4	8.70
PUBLIC UTILITIES COMMISSION	55	3	5.45	8	0	0.00	29	3	10.34	6	0	0.00	12	0	0.00
RACING COMMISSION	. 8	0	0.00	· 1	.0	0.00	. 0	. 0	0.00	0	0	0.00	7	0	0.00
RED WING TECHNICAL COLLEGE	54	0	0.00	2	0	0.00	34	0	0.00	2	0	0.00	16	0	0.00
REVENUE DEPARTMENT - SEASONAL	18	2	11.11	0	0	0.00	0	0	0.00	0	0	0.00	18	2	11.11
REVENUE DEPT (EXCEPT SEASONAL)	1,175	81	6.89	31	2	6.45	648	40	6.17	88	2	2.27	408	37	9.07
ROCHESTER COMMUNITY COLLEGE	183	4	2.19	9	0	0.00	80	3	3.75	6	0	0.00	88	1	1.14
ROCHESTER TECHNICAL COLLEGE	118	5	4.24	. 2	0	0.00	86	2	2.33	2	1	50.00	28	2	7.14
SECRETARY OF STATE	68	7	10.29	4	1	25.00	13	0	0.00	6	0	0.00	45	6	13.33
SENTENCING GUIDELINES COMMISSI	7	0	0.00	0	0	0.00	4	0	0.00	1	0	0.00	2	0	0.00
SOCIAL WORK BOARD	10	1	10.00	1	0	0.00	4	0	0.00	0	0	0.00	5	1	20.00

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GROUP: MINORITY GOAL UNIT:		ALL	*******	M <i>A</i>	NAGEI	RS	PROF	ESSION	ALS	SUP	ERVISO	RS	O'	THER -	
	TOTAL/		%	TOTAL/C		%	TOTAL/		%	TOTAL/		%	TOTAL/		
SOIL AND WATER RESOURCES BD	60	0	0.00	2	0	0.00	39	0	0.00	6	0	0.00	13	0	0.00
SOUTHWEST STATE UNIVERSITY	169	5	2.96	14	3	21.43	39	0	0.00	8	0	0.00	108	2	1.85
SOUTHWEST TC - CANBY TECH COL	48	0	0.00	2	0	0.00	26	0	0.00	3	0	0.00	17	0	0.00
SOUTHWEST TC - PIPESTONE TC	67	0	0.00	2	0	0.00	39	0	0.00	2	0	0.00	24	0	0.00
SOUTHWEST TC-GRANITE FALLS TC	83	0	0.00	3	0	0.00	49	0	0.00	5	0	0.00	26	0	0.00
SOUTHWEST TC-JACKSON TECH COL	126	0	0.00	4	0	0.00	58	0	0.00	2	0	0.00	62	0	0.00
SPANISH SPEAKING PEOPLE COUNC	3	3	100.00	1	1	100.00	1	1	100.00	0	0	0.00	1	. 1	100.00
ST. CLOUD STATE UNIVERSITY	571	11	1.93	28	1	3.57	149	6	4.03	24	0	0.00	370	4	1.08
ST. CLOUD TECHNICAL COLLEGE	155	3	1.94	6	1	16.67	72	1	1.39	6	0	0.00	71	1	1.41
ST. PAUL TECHNICAL COLLEGE	365	32	8.77	10	2	20.00	230	15	6.52	9	1	11.11	116	14	12.07
STAPLES TECHNICAL COLLEGE	71	0	0.00	4	0	0.00	25	0	0.00	4	0	0.00	38	0	0.00
STATE AUDITOR	112	6	5.36	15	1	6.67	68	4	5.88	16	0	0.00	13	1	7.69
STATE LOTTERY	206	16	7.77	13	0	0.00	88	8	9.09	22	1	4.55	83	7	8.43
STATE TREASURER	12	0	0.00	3	0	0.00	2	0	0.00	2	0	0.00	5	0	0.00
STATE UNIV BD OFFICE - JAPAN	4	2	50.00	3	1	33.33	. 0	0	0.00	0	0	0.00	1	1	100.00
TAX COURT	7	0	0.00	1	0	0.00	3	0	0.00	1	0	0.00	2	0	0.00
TEACHERS RETIREMENT ASSOCIATIO	57	2	3.51	3	0	0.00	18	0	0.00	9	0	0.00	27	2	7.41
THIEF RIVER FALLS TECH COLLEGE	89	3	3.37	2	0	0.00	54	3	5.56	3	0	0.00	30	0	0.00
TRADE AND ECONOMIC DEVEL DEPT	228	12	5.26	26	0	0.00	95	8	8.42	11	0	00.00	96	4	4.17
TRANSPORTATION - CENTRAL OFFIC	1,153	103	8.93	0	0	0.00	388	33	8.51	122	4	3.28	643	66	10.26
TRANSPORTATION - DISTRICT 1	353	11	3.12	0	. 0	0.00	19	. 0	0.00	24	1	4.17	310	10	3.23
TRANSPORTATION - DISTRICT 2	199	11	5.53	0	0	0.00	6	1	16.67	14	0	0.00	179	10	5.59
TRANSPORTATION - DISTRICT 3	354	7	1.98	0	0	0.00	15	0	0.00	23	0	0.00	316	7	2.22
TRANSPORTATION - DISTRICT 4	230	13	5.65	0	0	0.00	11	1	9.09	18	1	5.56	201	11	5.47
TRANSPORTATION - DISTRICT 6	352	11	3.13	0	0	0.00	12	0	0.00	25	0	0.00	315	11	3.49
TRANSPORTATION - DISTRICT 7	274	6	2.19	0	0	0.00	8	0	0.00	.*24	10	4.17	242	5	2.07
TRANSPORTATION - DISTRICT 8	192	6	3.13	0	0	0.00	10	0	0.00	9	0	0.00	173	6	3.47
TRANSPORTATION - METRO DISTRIC	1,209	72	5.96	0	0	0.00	70	3	4.29	62	1	1.61	1,077	68	6.31
TRANSPORTATION DEPT-ENGINEERS	591	32	5.41	0	0	0.00	409	30	7.33	181	2	1.10	÷ 1	0	0.00

GROUP: MINORITY

GOAL UNIT:		ALL		MA	NAGER	S	PROI	ESSION	ALS	SUPE	ERVISO	RS	O		
	TOTAL	GROUP	%	TOTAL/C	GROUP	%	TOTAL/	GROUP	<u>%</u>	TOTAL/C	ROUP	%	TOTAL/	GROUP	<u>%</u>
TRANSPORTATION DEPT-STATEWIDE	-145	4	2.76	141	4	2.84	0	0	0.00	0	0	0.00	4	0	0.00
VETERANS BENEFITS AND SERVICES	35	6	17.14	5	1	20.00	12	3	25.00	2	0	0.00	16	2	12.50
VETERANS HOME - HASTINGS	82	2	2.44	3	0	0.00	15	0	0.00	7	0	0.00	57	2	3.51
VETERANS HOME - LUVERNE	142	4	2.82	1	0	0.00	22	0	0.00	7	0	0.00	112	4	3.57
VETERANS HOME - MINNEAPOLIS	481	96	19.96	5	1	20.00	104	9	8.65	31	2	6.45	341	84	24.63
VETERANS HOME - SILVER BAY	129	4	3.10	1	0	0.00	18	1	5.56	8	0	0.00	102	3	2.94
VETERINARY MEDICINE BOARD	2	0	0.00	0	0	0.00	1	0	0.00	0	0	0.00	1	0	0.00
WILLMAR COMMUNITY COLLEGE	59	1	1.69	4	0	0.00	19	0	0.00	2	0	0.00	34	1	2.94
WILLMAR TECHNICAL COLLEGE	159	4	2.52	5	0	0.00	100	3	3.00	4	0	0.00	50	1	2.00
WINONA STATE UNIVERSITY	353	14	3.97	17	1	5.88	113	8	7.08	13	0	0.00	210	5	2.38
WINONA TECHNICAL COLLEGE	76	1	1.32	3	0	0.00	44	1	2.27	5	0	0.00	24	0	0.00
WORKERS COMP COURT OF APPEALS	22	0	0.00	5	. 0	0.00	10	0	0.00	0	0	0.00	7	0	0.00
WORTHINGTON COMMUNITY COLLEGE	38	0	0.00	4	0	0.00	15	0	0.00	1	0	0.00	18	0	0.00
ZOOLOGICAL GARDENS BD	247	13	5.26	11	0	0.00	41	1	2.44	11	2	18.18	184	10	5.43
TOTAL FOR MINORITY	42,664	2,429	5.69	1,634	93	5.69	15,119	928	6.14	3,101	89	2.87	22,810	1,319	5.78

GROUP: AFRICAN AMERICAN GOAL UNIT:		ALL		MA			PROFI			SUP				HER		
	TOTAL/	GROUP	%	TOTAL/C	ROUP	%	TOTAL/G	ROUP	%	TOTAL/	GROUP	<u>%</u>	TOTAL/C	ROUP	%	_
ACCOUNTANCY BOARD	5	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	3	0	0.00	
ADMINISTRATION DEPARTMENT	872	39	4.47	50	0	0.00	257	5	1.95	62	2	3.23	503	32	6.36	
ADMINISTRATIVE HEARING OFFICE	93	2	2.15	3	0	0.00	49	1	2.04	3	0	0.00	38	1	2.63	
AGRICULTURE DEPT - DULUTH	17	0	0.00	0	0	0.00	1	0	0.00	1	0	0.00	15	0	0.00	
AGRICULTURE DEPT - METRO	407	5	1.23	20	1	5.00	198	2	1.01	45	0	0.00	144	2	1.39	
AGRICULTURE DEPT - OUTSTATE	81	1	1.23	1	0	0.00	5	0	0.00	8	0	0.00	67	1	1.49	
ALBERT LEA TECHNICAL COLLEGE	55	0	0.00	1	0	0.00	35	0	0.00	1	0	0.00	18	. 0	0.00	
ALEXANDRIA TECH COLLEGE	227	0	0.00	6	0	0.00	112	0	0.00	8	0	0.00	101	0	0.00	
AMATEUR SPORTS COMMISSION	10	0	0.00	1	0	0.00	4	0	0.00	0	0	0.00	5	0	0.00	
ANIMAL HEALTH BOARD	33	1	3.03	1	0	0.00	8	0	0.00	6	1	16.67	18	0	0.00	
ANOKA-HENNEPIN TECH COLLEGE	229	1	0.44	8	0	0.00	137	1	0.73	7	0	0.00	77	0	0.00	
ANOKA-RAMSEY COMMUNITY COLLEGE	E 177	2	1.13	14	1	7.14	81	1	1.23	6	0	0.00	76	0	0.00	
ARCHITECT ENGINEER LAND SURVEY	9	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	7	0	. 0.00	
ARROWHEAD COMM COLL - HIBBING	65	0	0.00	5	0	0.00	35	0	0.00	2	0	0.00	23	0	0.00	
ARROWHEAD COMM COLL - ITASCA	66	0	0.00	3	0	0.00	32	0	0.00	2	0	0.00	29	0	0.00	
ARROWHEAD COMM COLL - RAINY RI	48	1	2.08	2	0	0.00	28	1	3.57	1	0	0.00	17	0	0.00	
ARROWHEAD COMM COLL - VERMILLI	76	1	1.32	4	0	0.00	45	1	2.22	1	0	0.00	26	0	0.00	
ARROWHEAD COMM COLLEGE - MESAB	49	0	0.00	2	0	0.00	26	0	0.00	1	0	0.00	20	0	0.00	
ARROWHEAD COMMUNITY COLLEGE	17	0	0.00	. 1	0	0.00	6	0	0.00	1	0	∞ 0.00 گد	9	0	0.00	
ARTS BOARD	16	1	6.25	1	0	0.00	9	0	0.00	1	0	0.00	5	1	20.00	
ASIAN PACIFIC COUNCIL	4	0	0.00	· · 1	0	0.00	· 2	0	0.00	0	0	0.00	1	0	0.00	
ATTORNEY GENERAL'S OFFICE	515	11	2.14	57	2	3.51	333	6	1.80	7	0	0.00	118	3	2.54	
AUSTIN COMMUNITY COLLEGE	72	0	0.00	2	0	0.00	38	0	0.00	2	0	0.00	30	0	0.00	
AUSTIN TECHNICAL COLLEGE	113	0	0.00	3	0	0.00	65	0	0.00	5	0	0.00	40	0	0.00	
BARBER BOARD	2	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	. 2	0	0.00	
BEMIDJI STATE UNIVERSITY	306	1	0.33	12	0	0.00	131	1	0.76	* 9	-0	0.00	154	0	0.00	
BLACK MINNESOTANS COUNCIL	6	5	83.33	2	2	100.00	2	1	50.00	0	0	0.00	2	2	100.00	
BOXING BOARD	2	0	0.00	0	0	0.00	1	0	0.00	0	0	0.00	1	0	0.00	
BRAINERD COMMUNITY COLLEGE	56	0	0.00	6	0	0.00	13	0	0.00	5	0	0.00	-32	0	0.00	

GROUP: AFRICAN AMERICAN GOAL UNIT:		ALL		MAN	AGER	S	PROF	ESSIONA	LS	SUPE	ERVISOR	RS	O'	ΓHER	
	TOTAL/	GROUP	%	TOTAL/GR	OUP	%	TOTAL/O	3ROUP	%	TOTAL/C	ROUP	%	TOTAL/	GROUP	%
BRAINERD TECHNICAL COLLEGE	-×71	0	0.00	2	0	0.00	44	0	0.00	4	0	0.00	21	0	0.00
CAPITOL AREA ARCHITECTURE/PLAN	5	0	0.00	1	0	0.00	2	0	0.00	0	0	0.00	2	0	0.00
CENTER FOR ARTS EDUCATION	89	1	1.12	5	0	0.00	55	1	1.82	2	0	0.00	27	0	0.00
CHILDREN, FAMILIES & LEARNING	455	20	4.40	29	1	3.45	239	11	4.60	29	1	3.45	158	7	4.43
CHIROPRACTORS BOARD	5	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	3	0	0.00
COMM COLLEGES - DULUTH CENTER	30	3	10.00	2	1	50.00	12	2	16.67	1	0	0.00	15	0	0.00
COMM COLLEGES - FOND DU LAC CE	61	0	0.00	3	0	0.00	43	0	0.00	1	0	0.00	14	0	0.00
COMMERCE DEPARTMENT	259	8	3.09	16	1	6.25	148	3	2.03	28	1	3.57	67	3	4.48
CORR - MCF WILLOW RIVER/MOOSE	301	2	0.66	5	0	0.00	39	1	2.56	33	0	0.00	224	1	0.45
CORRECTIONS - MCF FARIBAULT	368	3	0.82	4	0	0.00	54	1	1.85	35	1	2.86	275	1	0.36
CORRECTIONS - MCF LINO LAKES	509	50	9.82	4	1	25.00	81	16	19.75	51	3	5.88	373	30	8.04
CORRECTIONS - MCF OAK PARK HGT	332	8	2.41	6 .	0	0.00	50	1	2.00	33	0	0.00	243	7	2.88
CORRECTIONS - MCF RED WING	169	10	5.92	4	1	25.00	41	2	4.88	17	0	0.00	107	7	6.54
CORRECTIONS - MCF SAUK CENTRE	113	1	0.88	4	0	0.00	28	0	0.00	8	0	0.00	73	1	1.37
CORRECTIONS - MCF SHAKOPEE	180	10	5.56	4	0	0.00 ·	31	0	0.00	20	1	5.00	125	9	7.20
CORRECTIONS - MCF ST. CLOUD	428	5	1.17	5	0	0.00	62	0	0.00	44	0	0.00	317	5	1.58
CORRECTIONS - MCF STILLWATER	545	18	3.30	5	0	0.00	64	2	3.13	64	3	4.69	412	13	3.16
CORRECTIONS - MCF THISTLEDEW C	56	0	0.00	2	0	0.00	17	0	0.00	5	0	0.00	32	0	0.00
CORRECTIONS DEPT(CO) METRO	306	22	7.19	40	3	7.50	119	8	6.72	32	4	12.50	115	7	6.09
CORRECTIONS-CENT OFF NON-METRO	229	1	0.44	1	0	0.00	127	1	0.79	17	0	0.00	84	0	0.00
DAKOTA COUNTY TECH COLLEGE	316	4	1.27	11	1	9.09	191	1	0.52	9	0	0.00	105	2	1.90
DENTISTRY BOARD	8	0	0.00	1	0	0.00	3	0	0.00	1	0	0.00	3	0	0.00
DIETETICS & NUTRITION BOARD	3	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	2	0	0.00
DISABILITY COUNCIL	10	0	0.00	1	0	0.00	5	0	0.00	0	0	0.00	4	0	0.00
DULUTH TECHNICAL COLLEGE	150	1	0.67	7	0	0.00	74	1	1.35	5	0	0.00	64	0	0.00
ECONOMIC SECURITY - METRO	1,310	35	2.67	69	2	2.90	707	16	2.26	106	1	0.94	428	16	3.74
ECONOMIC SECURITY - OUTSTATE	555	1	0.18	0	0	0.00	324	1	0.31	45	0	0.00	186	0	0.00
EDUC: FARIBAULT RESIDENT ACADE	270	0	0.00	2	0	0.00	76	0	0.00	9	0	0.00	183	0	0.00
ELECTRICITY BOARD	21	0	0.00	2	0	0.00	0	0	0.00	1	0	0.00	18	0	0.00

GROUP: AFRICAN AMERICAN GOAL UNIT:		- ALL		MA	NAGEI	RS	PROF	FSSION	Δ1 S	SUPI	OSIVAS	RS	O'	THER	
	TOTAL/		%	TOTAL/C		%	TOTAL/		%	TOTAL/		%	TOTAL/		%
EMPLOYEE RELATIONS - EXAM MONI	34	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	34	0	0.00
EMPLOYEE RELATIONS DEPT-OTHER	297	11	3.70	16	1	6.25	98	6	6.12	25	1	4.00	158	3	1.90
ENVIRONMENTAL ASSISTANCE OFFIC	74	3	4.05	3	0	0.00	55	2	3.64	6	0	0.00	10	1	10.00
ETHICAL PRACTICES BOARD	9	0	0.00	2	0	0.00	2	0	0.00	1	0	0.00	4	0	0.00
FARIBAULT TECHNICAL COLLEGE	75	0	0.00	1	0	0.00	38	0	0.00	2	0	0.00	34	0	0.00
FERGUS FALLS COMMUNITY COLLEGE	56	0	0.00	3	0	0.00	25	0	0.00	2	0	0.00	26	0	0.00
FINANCE DEPARTMENT	172	2	1.16	32	0	0.00	97	1	1.03	13	0	0.00	30	1	3.33
GAMBLING CONTROL BOARD	37	0	0.00	2	0	0.00	20	0	0.00	2	0	0.00	13	0	0.00
GOVERNOR'S OFFICE	68	1	1.47	14	0	0.00	23	0	0.00	0	0	0.00	31	1	3.23
HEALTH DEPARTMENT	1,173	47	4.01	45	1	2.22	662	21	3.17	134	3	2.24	332	22	6.63
HENNEPIN TECH COL DISTRICT OFF	104	5	4.81	1	0	0.00	74	5	6.76	4	0	0.00	25	0	0.00
HENNEPIN TECH COLLEGE - NORTH	191	1	0.52	7	0	0.00	98	1	1.02	5	0	0.00	81	0	0.00
HENNEPIN TECH COLLEGE - SOUTH	208	1	0.48	5	0	0.00	124	1	0.81	6	0	0.00	73	0	0.00
HIBBING TECHNICAL COLLEGE	256	0	0.00	4	0	0.00	153	0	0.00	3	0	0.00	96	0	0.00
HIGHER EDUC FACILITIES AUTHTY	3	0	0.00	2	0	0.00	. 0	0	0.00	0	0	0.00	1	0	0.00
HIGHER EDUCATION COORDINATING	56	5	8.93	15	0	0.00	21	5	23.81	2	0	0.00	18	0	0.00
HOUSING FINANCE AGENCY	163	10	6.13	15	1	6.67	84	5	5.95	12	0	0.00	52	4	7.69
HUMAN RIGHTS DEPARTMENT	63	12	19.05	3	1	33.33	31	7	22.58	8	2	25.00	21	2	9.52
HUMAN SERVICES - AH GWAH CHING	333	0	0.00	3	0	0.00	48	0	0.00	28	0	9.00	254	0	0.00
HUMAN SERVICES - ANOKA RTC	512	9	1.76	4	0	0.00	151	4	2.65	32	1	3.13	325	4	1.23
HUMAN SERVICES - BRAINERD RTC	692	1	0.14	· 9	0	0.00	142	1	0.70	38	0	0.00	503	0	0.00
HUMAN SERVICES - CAMBRIDGE RTC	473	3	0.63	5	0	0.00	49	0	0.00	43	1	2.33	376	2	0.53
HUMAN SERVICES - CENTRAL OFFIC	1,558	46	2.95	94	3	3.19	945	21	2.22	115	2	1.74	404	20	4.95
HUMAN SERVICES - FARIBAULT RTC	718	23	3.20	8	0	0.00	50	1	2.00	54	0	0.00	606	22	3.63
HUMAN SERVICES - FERGUS FALLS	566	1	0.18	5	0	0.00	130	0	0.00	43	0	0.00	388	1	0.26
HUMAN SERVICES - MOOSE LAKE RT	470	0	0.00	3	0	0.00	63	0	0.00	32	0.	0.00	372	0	0.00
HUMAN SERVICES - ST. PETER RTC	757	2	0.26	8	0	0.00	209	0	0.00	57	0	0.00	÷ 483	2	0.41
HUMAN SERVICES - WILLMAR RTC	616	0	0.00	10	0	0.00	136	0	0.00	52	0	0.00	418	0	0.00
HUTCHINSON TECHNICAL COLLEGE	108	0	0.00	2	0	0.00	69	0	0.00	4	0	0.00	3 3	0	0.00

GOAL UNIT:	ALL			MA	MANAGERS			ESSIONA	LS	SUPE	RVISOI	RS	OTHER			
- Pen			%	TOTAL/G		%	TOTAL/		%	TOTAL/C		%	TOTAL/GROUP		%	
INDIAN AFFAIRS COUNCIL	-11.9	Salaton and O	0.00	2	0	0.00	4	0	0.00	0	0	0.00	. 1	0	0.00	
INVER HILLS COMMUNITY COLLEGE	174	2	1.15	16	0	0.00	65	0	0.00	4	0	0.00	89	2	2.25	
INVESTMENT BOARD	25	2	8.00	9	1	11.11	11	1	9.09	2	0	0.00	3	0	0.00	
IRON RANGE RESOURCE & REHAB BD	150	0	0.00	5	0	0.00	25	0	0.00	14	0	0.00	106	0	0.00	
LABOR AND INDUSTRY DEPARTMENT	419	25	5.97	26	3	11.54	180	8	4.44	23	1	4.35	190	13	6.84	
LABOR INTERPRETIVE CENTER	1	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00	
LAKEWOOD COMMUNITY COLLEGE	328	5	1.52	20	0	0.00	194	4	2.06	6	0	0.00	108	1	0.93	
LAW ENFORCEMENT PROG COMM COL	53	2	3.77	2	0	0.00	48	2	4.17	0	0	0.00	3	0	0.00	
MANKATO STATE UNIVERSITY	651	6	0.92	25	2	8.00	213	3	1.41	24	0	0.00	389	1	0.26	
MANKATO TECHNICAL COLLEGE	186	0	0.00	7	0	0.00	110	0	0.00	7	0	0.00	62	0	0.00	
MARRIAGE & FAMILY THERAPY BD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00	
MEDIATION SERVICES BUREAU	24	1	4.17	5 .	0	0.00	13	1	7.69	0	0	0.00	6	0	0.00	
MEDICAL PRACTICES BOARD	30	1	3.33	2	0	0.00	10	0	0.00	4	0	0.00	14	1	7.14	
METROPOLITAN STATE UNIVERSITY	240	11	4.58	16	0	0.00	112	4	3.57	9	0	0.00	103	7	6.80	
MILITARY AFFAIRS - METRO	114	1	0.88	2	0	0.00	8	0	0.00	3	0	0.00	101	1	0.99	
MILITARY AFFAIRS - NON METRO	203	0	0.00	1	0	0.00	24	0	0.00	25	0	0.00	153	0	0.00	
MINNEAPOLIS COMMUNITY COLLEGE	235	27	11.49	14	1	7.14	124	13	10.48	8	1	12.50	89	12	13.48	
MINNEAPOLIS TECHNICAL COLLEGE	169	19	11.24	4	0	0.00	92	3	3.26	9	0	0.00	64	16	25.00	
MNSCU SYSTEM OFFICE	175	7	4.00	53	1	1.89	63	2	3.17	6	0	0.00	53	4	7.55	
MOORHEAD STATE UNIVERSITY	363	2	0.55	14	2	14.29	98	0	0.00	13	0	0.00	238	0	0.00	
MUNICIPAL BOARD	4 .	0	0.00	2	0	0.00	.0	0	0.00	0	0	0.00	· 2	0	0.00	
NATURAL RESOURCES DEPT-METRO	846	10	1.18	67	0	0.00	359	4	1.11	101	1	0.99	319	5	1.57	
NATURAL RESOURCES DEPT-OUTSTAT	2,600	1	0.04	28	1	3.57	683	0	0.00	208	0	0.00	1,681	0	0.00	
NORMANDALE COMMUNITY COLLEGE	220	8	3.64	15	0	0.00	82	6	7.32	9	0	0.00	114	2	1.75	
NORTH HENNEPIN COMMUNITY COLLE	172	6	3.49	12	2	16.67	39	1	2.56	7	0	0.00	114	3	2.63	
NORTHEAST METRO TECH COLLEGE	179	4	2.23	3	0	0.00	107	3	2.80	4	0	0.00	65	1	1.54	
NORTHLAND COMMUNITY COLLEGE	42	0	0.00	2	0	0.00	21	0	0.00	2	0	0.00	17	0	0.00	
NORTHWEST TC - BEMIDJI TECH	48	0	0.00	4	0	0.00	11	0	0.00	3	0	0.00	30	0	0.00	
NORTHWEST TC - MOORHEAD TC	87	0	0.00	3	0	0.00	34	0	0.00	2	0	0.00	48	0	0.00	

State of Minnesota, Department of Employee Relations Count of State Employees by Protected Group and Goal Unit

GROUP: AFRICAN AMERICAN GOAL UNIT:	ALL			MANA	MANAGERS			PROFESSIONALS			ERVISOF	RS 25	OTHER			
	TOTAL/GROUP		%	TOTAL/GRO	UP	%	TOTAL/C	ROUP	%	TOTAL/GROUP		%	TOTAL/C	ROUP	%	
NORTHWEST TC - WADENA TECH COL	45	0	0.00	2	0	0.00	18	0	0.00	3	0	0.00	22	0	0.00	
NORTHWEST TC-DETROIT LAKES TC	47	0	0.00	3	0	0.00	21	0	0.00	1	0	0.00	22	0	0.00	
NORTHWEST TC-E GRAND FORKS TC	157	1	0.64	5	0	0.00	90	1	1.11	4	0	0.00	58	0	0.00	
NURSING BOARD	30	0	0.00	1	0	0.00	6	0	0.00	2	0	0.00	21	0	0.00	
NURSING HOME ADMINISTRATORS BD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00	
OMBUDSMAN FOR CORRECTIONS	9	2	22.22	2	1	50.00	5	1	20.00	0	0	0.00	2	0	0.00	
OMBUDSPERSON FOR FAMILIES	4	1	25.00	0	0	0.00	4	1	25.00	0	0	0.00	0	0	0.00	
OMBUSDMAN MENTAL HEALTH/RETARD	21	1	4.76	2	0	0.00	14	1	7.14	2	0	0.00	3	- 0	0.00	
OPTOMETRY BOARD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00	
PEACE OFFICERS STANDARDS/TRNG	15	2	13.33	2	0	0.00	7	1	14.29	0	0	0.00	6	1	16.67	
PHARMACY BOARD	15	0	0.00	1	0	0.00	8	0	0.00	1	0	0.00	5	0	0.00	
PINE TECHNICAL COLLEGE	95	0	0.00	3	0	0.00	62	0	0.00	3	0	0.00	27	0	0.00	
PLANNING:STRATEGIC&LONG RANGE	81	0	0.00	8	0	0.00	48	0	0.00	7	0	0.00	18	0	0.00	
POLLUTION CONTROL AGENCY	811	15	1.85	25	0	0.00	556	7	1.26	74	0	0.00	156	8	5.13	
PSYCHOLOGY BOARD	9	1	11.11	1	1	100.00	2	0	0.00	0	0	0.00	6	0	0.00	
PUBLIC SAFETY DEPT-METRO	1,094	41	3.75	32	1	3.13	192	10	5.21	126	3	2.38	744	27	3.63	
PUBLIC SAFETY DEPT-OUTSTATE	211	2	0.95	0	0	0.00	0	0	0.00	26	0	0.00	185	2	1.08	
PUBLIC SAFETY-LAW ENFORCEMENT	512	3	0.59	0	0	0.00	0	0	0.00	0	0	0.00	512	3	0.59	
PUBLIC SERVICE DEPARTMENT	127	3	2.36	14	0	0.00	52	1	1.92	15	0	0.00	46	2	4.35	
PUBLIC UTILITIES COMMISSION	55	2	3.64	8	0	0.00	29	2	6.90	6	0	⊸ິ0.00≛	12	0	0.00	
RACING COMMISSION	8	0	0.00	. 1	0 .	0.00	0	0 .	0.00	0	. 0	0.00	7	0	0.00	
RED WING TECHNICAL COLLEGE	54	0	0.00	2	0	0.00	34	0	0.00	2	0	0.00	16	0	0.00	
REVENUE DEPARTMENT - SEASONAL	18	1	5.56	0	0	0.00	0	0	0.00	0	0	0.00	18	1	5.56	
REVENUE DEPT (EXCEPT SEASONAL)	1,175	31	2.64	31	0	0.00	648	18	2.78	88	1	1.14	408	12	2.94	
ROCHESTER COMMUNITY COLLEGE	183	2	1.09	9	0	0.00	80	1	1.25	6	0	0.00	88	1	1.14	
ROCHESTER TECHNICAL COLLEGE	118	0	0.00	2	0	0.00	86	0	0.00	2	0	0.00	28	0	0.00	
SECRETARY OF STATE	68	5	7.35	4	1	25.00	13	0	0.00	6	0	0.00	45	4	8.89	
SENTENCING GUIDELINES COMMISSI	7	0	0.00	0	0	0.00	4	0	0.00	1	0	0.00	2	0 .	0.00	
SOCIAL WORK BOARD	10	1	10.00	1	0	0.00	4	0	0.00	0	0	0.00	5	1	20.00	

GOAL UNIT:	ALL			MAì	MANAGERS			ESSIONA	LS	SUPE	RVISOR	SS	OTHER			
***		TOTAL/GROUP		TOTAL/G		%	TOTAL/		%	TOTAL/C		%	TOTAL/		%	
SOIL AND WATER RESOURCES BD	-* 60	0	0.00	2	0	0.00	39	0	0.00	6	0	0.00	13	0	0.00	
SOUTHWEST STATE UNIVERSITY	169	0	0.00	14	0	0.00	39	0	0.00	8	0	0.00	108	0	0.00	
SOUTHWEST TC - CANBY TECH COL	48	0	0.00	2	0	0.00	26	0	0.00	3	0	0.00	17	0	0.00	
SOUTHWEST TC - PIPESTONE TC	67	0	0.00	2	0	0.00	39	0	0.00	2	0	0.00	24	0	0.00	
SOUTHWEST TC-GRANITE FALLS TC	83	0	0.00	3	0	0.00	49	0	0.00	5	0	0.00	26	0	0.00	
SOUTHWEST TC-JACKSON TECH COL	126	0	0.00	4	0	0.00	58	0	0.00	2	0	0.00	62	0	0.00	
SPANISH SPEAKING PEOPLE COUNC	3	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	1	0	0.00	
ST. CLOUD STATE UNIVERSITY	571	2	0.35	28	1	3.57	149	1	0.67	24	0	0.00	370	0	0.00	
ST. CLOUD TECHNICAL COLLEGE	155	0	0.00	6	0	0.00	72	0	0.00	6	0	0.00	71	0	0.00	
ST. PAUL TECHNICAL COLLEGE	365	12	3.29	10	1	10.00	230	3	1.30	9	0	0.00	116	8	6.90	
STAPLES TECHNICAL COLLEGE	71	0	0.00	4	0	0.00	25	0	0.00	4	0	0.00	38	0	0.00	
STATE AUDITOR	112	1	0.89	15	0	0.00	68	1	1.47	16	0	0.00	13	0	0.00	
STATE LOTTERY	206	9	4.37	13	0	0.00	88	5	5.68	22	0	0.00	83	4	4.82	
STATE TREASURER	12	0	0.00	3	0	0.00	2	0	0.00	2	0	0.00	5	0	0.00	
STATE UNIV BD OFFICE - JAPAN	4	0	0.00	3	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00	
TAX COURT	7	0	0.00	1	0	0.00	3	0	0.00	1	0	0.00	2	0	0.00	
TEACHERS RETIREMENT ASSOCIATIO	57	0	0.00	3	0	0.00	18	0	0.00	9	0	0.00	27	0	0.00	
THIEF RIVER FALLS TECH COLLEGE	89	2	2.25	2	0	0.00	54	2	3.70	3	0	0.00	30	0	0.00	
TRADE AND ECONOMIC DEVEL DEPT	228	2	0.88	26	0	0.00	95	1	1.05	11	0	0.00	96	1	1.04	
TRANSPORTATION - CENTRAL OFFIC	1,153	45	3.90	0	0	0.00	388	16	4.12	122	2	1.64	643	27	4.20	
TRANSPORTATION - DISTRICT 1	353	. 0	0.00	0	. 0	0.00	19	. 0	0.00	24	0	0.00	310	0	0.00	
TRANSPORTATION - DISTRICT 2	199	0	0.00	0	0	0.00	6	0	0.00	14	0	0.00	179	0	0.00	
TRANSPORTATION - DISTRICT 3	354	0	0.00	0	0	0.00	15	0	0.00	23	0	0.00	316	0	0.00	
TRANSPORTATION - DISTRICT 4	230	0	0.00	0	0	0.00	11	0	0.00	18	0	0.00	201	0	0.00	
TRANSPORTATION - DISTRICT 6	352	1	0.28	0	0	0.00	12	0	0.00	25	0	0.00	315	1	0.32	
TRANSPORTATION - DISTRICT 7	274	2	0.73	0	0	0.00	8	0	0.00	24	0	0.00	242	2	0.83	
TRANSPORTATION - DISTRICT 8	192	1	0.52	0	0	0.00	10	0	0.00	9	0	0.00	173	1	0.58	
TRANSPORTATION - METRO DISTRIC	1,209	30	2.48	0	0	0.00	70	3	4.29	62	0	0.00	1,077	27	2.51	
TRANSPORTATION DEPT-ENGINEERS	591	8	1.35	0	0	0.00	409	8	1.96	181	0	0.00	1	0	0.00	

GROUP: AFRICAN AMERICAN GOAL UNIT:		ATT		MA	NIACED	n	PROI	EE GGTONT A		SUPF	PYTOOT	10	0	THE	
GOAL UNIT:	TOTAL/		 %	TOTAL/C		%	TOTAL/		%	TOTAL/C		%	TOTAL/		
TRANSPORTATION DEPT-STATEWIDE	145	1	0.69	141	1	0.71	0	0	0.00	0	0	0.00	4	0	0.00
VETERANS BENEFITS AND SERVICES	35	2	5.71	5	0	0.00	12	1	8.33	2	0	0.00	16	1	6.25
VETERANS HOME - HASTINGS	82	1	1.22	3	0	0.00	15	0	0.00	7	0	0.00	57	1	1.75
VETERANS HOME - LUVERNE	142	2	1.41	1	0	0.00	22	0	0.00	7	0	0.00	112	2	1.79
VETERANS HOME - MINNEAPOLIS	481	70	14.55	5	0	0.00	104	4	3.85	31	0	0.00	341	66	19.35
VETERANS HOME - SILVER BAY	129	1	0.78	1	0	0.00	18	0	0.00	8	0	0.00	102	1	0.98
VETERINARY MEDICINE BOARD	2	0	0.00	0	0	0.00	1	0	0.00	0	0	0.00	1	0	0.00
WILLMAR COMMUNITY COLLEGE	59	0	0.00	4	0	0.00	19	0	0.00	2	0	0.00	34	0	0.00
WILLMAR TECHNICAL COLLEGE	159	1	0.63	5	0	0.00	100	1	1.00	4	0	0.00	50	0	0.00
WINONA STATE UNIVERSITY	353	5	1.42	17	1	5.88	113	2	1.77	13	0	0.00	210	2	0.95
WINONA TECHNICAL COLLEGE	76	0	0.00	3	0	0.00	44	0	0.00	5	0	0.00	24	0	0.00
WORKERS COMP COURT OF APPEALS	22	0	0.00	5	0	0.00	10	0	0.00	0	0	0.00	7	0	0.00
WORTHINGTON COMMUNITY COLLEGE	38	0	0.00	4	0	0.00	15	0	0.00	1	0	0.00	18	0	0.00
ZOOLOGICAL GARDENS BD	247	3	1.21	11	0	0.00	41	0	0.00	11	1	9.09	184	2	1.09
TOTAL FOR AFRICAN AMERICAN	42,664	912	2.14	1,634	45	2.75	15,119	316	2.09	3,101	38	1.23	22,810	513	2.25

GROUP: AMERICAN INDIAN/ALASKA NATIVE

GOAL UNIT:	ALL		MANAGERS			PROFESSIONALS			SUPE		OTHER				
·	TOTAL/GROUP		%	TOTAL/GRO	OUP	<u>%</u>	TOTAL/C	ROUP	%	TOTAL/C	ROUP	%	TOTAL/G	ROUP	9
ACCOUNTANCY BOARD		man 1	20.00	1	0	0.00	1	0	0.00	0	0	0.00	3	1	33.3
ADMINISTRATION DEPARTMENT	872	10	1.15	50	0	0.00	257	4	1.56	62	1	1.61	503	5	0.9
ADMINISTRATIVE HEARING OFFICE	93	1	1.08	3	0	0.00	49	0	0.00	3	0	0.00	38	1	2.6
AGRICULTURE DEPT - DULUTH	17	0	0.00	0	0	0.00	1	0	0.00	1	0	0.00	15	0	0.0
AGRICULTURE DEPT - METRO	407	2	0.49	20	0	0.00	198	0	0.00	45	0	0.00	144	2	1.3
AGRICULTURE DEPT - OUTSTATE	81	0	0.00	1	0	0.00	5	0	0.00	8	0	0.00	67	0	0.0
ALBERT LEA TECHNICAL COLLEGE	55	0	0.00	1	0	0.00	35	0	0.00	1	0	0.00	18	0	0.0
ALEXANDRIA TECH COLLEGE	227	2	0.88	6	0	0.00	112	1	0.89	8	0	0.00	101	1	0.99
AMATEUR SPORTS COMMISSION	10	0	0.00	1	0	0.00	4	0	0.00	0	0	0.00	5	0	0.0
ANIMAL HEALTH BOARD	33	1	3.03	1	0	0.00	8	0	0.00	6	0	0.00	18	1	5.5
ANOKA-HENNEPIN TECH COLLEGE	229	0	0.00	8	0	0.00	137	0	0.00	7	0	0.00	77	0	0.0
ANOKA-RAMSEY COMMUNITY COLLEGE	177	2	1.13	14	0	0.00	81	0	0.00	6	0	0.00	76	2	2.6
ARCHITECT ENGINEER LAND SURVEY	9	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	7	0	0.0
ARROWHEAD COMM COLL - HIBBING	65	4	6.15	5	0	0.00	35	4	11.43	2	0	0.00	23	0	0.0
ARROWHEAD COMM COLL - ITASCA	66	4	6.06	3	0	0.00	32	2	6.25	2	0	0.00	29	2	6.9
ARROWHEAD COMM COLL - RAINY RI	48	2	4.17	2	0	0.00	28	1	3.57	1	0	0.00	17	1	5.8
ARROWHEAD COMM COLL - VERMILLI	76	0	0.00	4	0	0.00	45	0	0.00	1	0	0.00	26	0	0.0
ARROWHEAD COMM COLLEGE - MESAB	49	2	4.08	2	0	0.00	26	2	7.69	1	0	0.00	20	0	0.0
ARROWHEAD COMMUNITY COLLEGE	17	1	5.88	1	0	0.00	6	1	16.67	1	0	0.00	9	0	0.0
ARTS BOARD	16	0	0.00	1	0	0.00	9	0	0.00	1	0	0.00	5	0	0.0
ASIAN PACIFIC COUNCIL	4	0	0.00	1	0 .	0.00	2	0 .	0.00	0	0	0.00	1	0	0.0
ATTORNEY GENERAL'S OFFICE	515	5	0.97	57	0	0.00	333	5	1.50	7	0	0.00	118	0	0.0
USTIN COMMUNITY COLLEGE	72	0	0.00	2	0	0.00	38	0	0.00	2	0	0.00	30	0	0.0
USTIN TECHNICAL COLLEGE	113	0	0.00	3	0	0.00	65	0	0.00	5	0	0.00	40	0	0.0
BARBER BOARD	2	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	2	0	0.0
BEMIDJI STATE UNIVERSITY	306	12	3.92	12	1	8.33	131	2	1.53	9	1	11.11	154	8	5.1
BLACK MINNESOTANS COUNCIL	6	0	0.00	2	0	0.00	2	0	0.00	0	0	0.00	2	0	0.0
OXING BOARD	2	0	0.00	0	0	0.00	1	0	0.00	0	0	0.00	1	0	0.0
RAINERD COMMUNITY COLLEGE	56	3	5.36	6	0	0.00	13	1	7.69	5	0	0.00	32	2	6.2

Department of Employee Relatio

State of Minnesota, Department of Employee Relations Count of State Employees by Protected Group and Goal Unit

GROUP: AMERICAN INDIAN/ALASKA NATIVE

GROUP: AMERICAN INDIAN/ALASKA N GOAL UNIT:	ALL			MANAGERS			PROFESSIONALS			SUPI			OTHER		
	TOTAL/	GROUP	<u>%</u>	TOTAL/GR	OUP	<u>%</u>	TOTAL/C	ROUP	<u>%</u>	TOTAL/C	ROUP	<u>%</u>	TOTAL/O	ROUP	<u>%</u>
BRAINERD TECHNICAL COLLEGE	71	0	0.00	2	0	0.00	44	0	0.00	4	0	0.00	21	0	0.00
CAPITOL AREA ARCHITECTURE/PLAN	5	0	0.00	1	0	0.00	2	0	0.00	0	0	0.00	2	0	0.00
CENTER FOR ARTS EDUCATION	89	0	0.00	5	0	0.00	55	0	0.00	2	0	0.00	27	0	0.00
CHILDREN, FAMILIES & LEARNING	455	9	1.98	29	0	0.00	239	4	1.67	29	3	10.34	158	2	1.27
CHIROPRACTORS BOARD	5	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	3	0	0.00
COMM COLLEGES - DULUTH CENTER	30	3	10.00	2	0	0.00	12	1	8.33	1	0	0.00	15	2	13.33
COMM COLLEGES - FOND DU LAC CE	61	16	26.23	3	2	66.67	43	13	30.23	1	0	0.00	14	1	7.14
COMMERCE DEPARTMENT	259	3	1.16	16	0	0.00	148	1	0.68	28	0	0.00	67	2	2.99
CORR - MCF WILLOW RIVER/MOOSE	301	7	2.33	5	0	0.00	39	2	5.13	33	0	0.00	224	5	2.23
CORRECTIONS - MCF FARIBAULT	368	5	1.36	4	0	0.00	54	0	0.00	35	0	0.00	275	5	1.82
CORRECTIONS - MCF LINO LAKES	509	13	2.55	4	0	0.00	81	3	3.70	51	0	0.00	373	10	2.68
CORRECTIONS - MCF OAK PARK HGT	332	7	2.11	6	1	16.67	50	1	2.00	33	0	0.00	243	5	2.06
CORRECTIONS - MCF RED WING	169	0	0.00	4	0	0.00	41	0	0.00	17	0	0.00	107	0	0.00
CORRECTIONS - MCF SAUK CENTRE	113	1	0.88	4	1	25.00	28	0	0.00	8	0	0.00	73	0	0.00
CORRECTIONS - MCF SHAKOPEE	180	2	1.11	4	0	0.00	31	0	0.00	20	1	5.00	125	1	0.80
CORRECTIONS - MCF ST. CLOUD	428	5	1.17	5	0	0.00	62	1	1.61	44	0	0.00	317	4	1.26
CORRECTIONS - MCF STILLWATER	545	14	2.57	5	0	0.00	64	2	3.13	64	1	1.56	412	11	2.67
CORRECTIONS - MCF THISTLEDEW C	56	2	3.57	2	0	0.00	17	0	0.00	5	0	0.00	32	2	6.25
CORRECTIONS DEPT(CO) METRO	306	9	2.94	40	0	0.00	119	4	3.36	32	1	_3.13 _{.≪}	115	4	3.48
CORRECTIONS-CENT OFF NON-METRO	229	7	3.06	1	0	0.00	127	5	3.94	17	0	0.00	84	2	2.38
DAKOTA COUNTY TECH COLLEGE	316	4	1.27	11	0	0.00	191	2	1.05	. 9	0	0.00	105	2	1.90
DENTISTRY BOARD	8	0	0.00	1	0	0.00	3	0	0.00	1	0	0.00	3	0	0.00
DIETETICS & NUTRITION BOARD	3	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	2	0	0.00
DISABILITY COUNCIL	10	0	0.00	1	0	0.00	5	0	0.00	0	0	0.00	4	0	0.00
DULUTH TECHNICAL COLLEGE	150	1	0.67	7	0	0.00	74	1	1.35	5	0	0.00	64	0	0.00
ECONOMIC SECURITY - METRO	1,310	15	1.15	69	0	0.00	707	9	1.27	106	2-	1.89	428	4	0.93
ECONOMIC SECURITY - OUTSTATE	555	10	1.80	0	0	0.00	324	8	2.47	45	1	2.22	* 186	1	0.54
EDUC: FARIBAULT RESIDENT ACADE	270	1	0.37	2	0	0.00	76	1	1.32	9	0	0.00	183	0	0.00
ELECTRICITY BOARD	21	0	0.00	2	0	0.00	0	0	0.00	1	0	0.00	<u>_</u> 18	0	0.00

GROUP: AMERICAN INDIAN/ALASKA NATIVE

GOAL UNIT:	TOTAL/		<u>%</u>	MAN TOTAL / GR		AS	PROF	ESSIONA GROUP	LS %	SUPE TOTAL / G		.S	OT TOTAL/O		%
EMPLOYEE RELATIONS - EXAM MONI	-× 34 -	1	2.94	0	0	0.00	0	0	0.00	0	0	0.00	34	1	2.94
EMPLOYEE RELATIONS DEPT-OTHER	297	0	0.00	16	0	0.00	98	0	0.00	25	0	0.00	158	0	0.00
ENVIRONMENTAL ASSISTANCE OFFIC	74	0	0.00	3	0	0.00	55	0	0.00	6	0	0.00	10	0	0.00
ETHICAL PRACTICES BOARD	9	0	0.00	2	0	0.00	2	0	0.00	1	0	0.00	4	0	0.00
FARIBAULT TECHNICAL COLLEGE	75	0	0.00	1	0	0.00	38	0	0.00	2	0	0.00	34	0	0.00
FERGUS FALLS COMMUNITY COLLEGE	56	1	1.79	3	0	0.00	25	0	0.00	2	0	0.00	26	1	3.85
FINANCE DEPARTMENT	172	1	0.58	32	0	0.00	97	1	1.03	13	0	0.00	30	0	0.00
GAMBLING CONTROL BOARD	37	0	0.00	2	0	0.00	20	0	0.00	2	0	0.00	13	0	0.00
GOVERNOR'S OFFICE	68	0	0.00	14	0	0.00	23	0	0.00	0	0	0.00	31	0	0.00
HEALTH DEPARTMENT	1,173	3	0.26	45	0	0.00	662	0	0.00	134	0	0.00	332	3	0.90
HENNEPIN TECH COL DISTRICT OFF	104	2	1.92	1	0	0.00	74	2	2.70	4	0	0.00	25	0	0.00
HENNEPIN TECH COLLEGE - NORTH	191	1	0.52	7 .	0	0.00	98	0	0.00	5	0	0.00	81	1	1.23
HENNEPIN TECH COLLEGE - SOUTH	208	1	0.48	5	0	0.00	124	0	0.00	6	0	0.00	73	1	1.37
HIBBING TECHNICAL COLLEGE	256	2	0.78	4	0	0.00	153	1	0.65	3	0	0.00	96	1	1.04
HIGHER EDUC FACILITIES AUTHTY	3	0	0.00	2	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
HIGHER EDUCATION COORDINATING	56	1	1.79	15	0	0.00	21	1	4.76	2	0	0.00	18	0	0.00
HOUSING FINANCE AGENCY	163	3	1.84	15	0	0.00	84	2	2.38	12	0	0.00	52	1	1.92
HUMAN RIGHTS DEPARTMENT	63	4	6.35	3	0	0.00	31	2	6.45	8	0	0.00	21	2	9.52
HUMAN SERVICES - AH GWAH CHING	333	9	2.70	3	0	0.00	48	2	4.17	28	1	3.57	254	6	2.36
HUMAN SERVICES - ANOKA RTC	512	4	0.78	4	0	0.00	151	0	0.00	32	0	0.00	325	4	1.23
HUMAN SERVICES - BRAINERD RTC	692	14	2.02	9	0	0.00	142	4	2.82	38	1	2.63	503	9	1.79
HUMAN SERVICES - CAMBRIDGE RTC	473	5	1.06	5	0	0.00	49	0	0.00	43	1	2.33	376	4	1.06
HUMAN SERVICES - CENTRAL OFFIC	1,558	22	1.41	94	1	1.06	945	13	1.38	115	2	1.74	404	6	1.49
HUMAN SERVICES - FARIBAULT RTC	718	5	0.70	8	1	12.50	50	0	0.00	54	0	0.00	606	4	0.66
HUMAN SERVICES - FERGUS FALLS	566	6	1.06	5	0	0.00	130	2	1.54	43	0	0.00	388	4	1.03
HUMAN SERVICES - MOOSE LAKE RT	470	15	3.19	3	0	0.00	63	0	0.00	32	0	0.00	372	15	4.03
HUMAN SERVICES - ST. PETER RTC	757	3	0.40	8	0	0.00	209	0	0.00	57	0	0.00	483	3	0.62
HUMAN SERVICES - WILLMAR RTC	616	5	0.81	10	0	0.00	136	1	0.74	52	0	0.00	418	4	0.96
HUTCHINSON TECHNICAL COLLEGE	108	0	0.00	2	0	0.00	69	0	0.00	4	0	0.00	33	0	0.00

GROUP: AMERICAN INDIAN/ALASKA N GOAL UNIT:	ALL			MA	MAGEI	D C	PD OE	ESSION	ALS	SUP	ЕВУЛОО!	De	0	THER	
GOAL GIVIT.			%	TOTAL/C		%	TOTAL/		%	TOTAL/		%	TOTAL/		%
INDIAN AFFAIRS COUNCIL	7	7	100.00	2	2	100.00	4	4	100.00	0	0	0.00	1	1	100.00
INVER HILLS COMMUNITY COLLEGE	174	2	1.15	16	0	0.00	65	0	0.00	4	0	0.00	89	2	2.25
INVESTMENT BOARD	25	0	0.00	9	0	0.00	11	0	0.00	2	0	0.00	3	0	0.00
IRON RANGE RESOURCE & REHAB BD	150	0	0.00	5	0	0.00	25	0	0.00	14	0	0.00	106	0	0.00
LABOR AND INDUSTRY DEPARTMENT	419	5	1.19	26	0	0.00	180	2	1.11	23	0	0.00	190	3	1.58
LABOR INTERPRETIVE CENTER	1	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
LAKEWOOD COMMUNITY COLLEGE	328	1	0.30	20	0	0.00	194	1	0.52	6	0	0.00	108	0	0.00
LAW ENFORCEMENT PROG COMM COL	53	0	0.00	2	0	0.00	48	0	0.00	0	0	0.00	3	0	0.00
MANKATO STATE UNIVERSITY	651	1	0.15	25	0	0.00	213	1	0.47	24	0	0.00	389	0	0.00
MANKATO TECHNICAL COLLEGE	186	0	0.00	7	0	0.00	110	0	0.00	7	0	0.00	62	0	0.00
MARRIAGE & FAMILY THERAPY BD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
MEDIATION SERVICES BUREAU	24	0	0.00	5	0	0.00	13	0	0.00	0	0	0.00	6	0	0.00
MEDICAL PRACTICES BOARD	30	0	0.00	2	0	0.00	10	0	0.00	4	0	0.00	14	0	0.00
METROPOLITAN STATE UNIVERSITY	240	5	2.08	16	0	0.00	112	3	2.68	9	0	0.00	103	2	1.94
MILITARY AFFAIRS - METRO	114	1	0.88	2	0	0.00	. 8	0	0.00	3	0	0.00	101	1	0.99
MILITARY AFFAIRS - NON METRO	203	3	1.48	1	0	0.00	24	0	0.00	25	0	0.00	153	. 3	1.96
MINNEAPOLIS COMMUNITY COLLEGE	235	5	2.13	14	0	0.00	124	3	2.42	8	0	0.00	89	2	2.25
MINNEAPOLIS TECHNICAL COLLEGE	169	2	1.18	4	0	0.00	92	0	0.00	9	0	0.00	64	2	3.13
MNSCU SYSTEM OFFICE	175	2	1.14	53	2	3.77	63	0	0.00	6	0	0.00	53	0	0.00
MOORHEAD STATE UNIVERSITY	363	3	0.83	14	0	0.00	98	1	1.02	13	0	0.00	238	2	0.84
MUNICIPAL BOARD	4	0	0.00	2	0	0.00	0	0 .	0.00	0	0	0.00	2	. 0	0.00
NATURAL RESOURCES DEPT-METRO	846	13	1.54	67	0	0.00	359	2	0.56	101	2	1.98	319	9	2.82
NATURAL RESOURCES DEPT-OUTSTAT	2,600	53	2.04	28	0	0.00	683	11	1.61	208	2	0.96	1,681	40	2.38
NORMANDALE COMMUNITY COLLEGE	220	1	0.45	15	0	0.00	82	0	0.00	9	0	0.00	114	1	0.88
NORTH HENNEPIN COMMUNITY COLLE	172	0	0.00	12	0	0.00	39	0	0.00	7	0	0.00	114	0	0.00
NORTHEAST METRO TECH COLLEGE	179	2	1.12	3	0	0.00	107	0	0.00	x 4	0_	0.00	65	2	3.08
NORTHLAND COMMUNITY COLLEGE	42	2	4.76	2	0	0.00	21	1	4.76	2	1	50.00	~ 17	0	0.00
NORTHWEST TC - BEMIDJI TECH	48	2	4.17	4	0	0.00	11	1	9.09	3	0	0.00	30	1	3.33
NORTHWEST TC - MOORHEAD TC	87	1	1.15	3	0	0.00	34	1	2.94	2	0	0.00	_48	0	0.00

GROUP: AMERICAN INDIAN/ALASKA NATIVE

GOAL UNIT:		- ALL		MANA			PROF			SUPI			OT		
	TOTAL/O	ROUP	<u>%</u>	TOTAL/GRO	OUP	%	TOTAL/C	ROUP	%	TOTAL/C	ROUP	%	TOTAL/C	ROUP	%
NORTHWEST TC - WADENA TECH COL	-× 45	0	0.00	2	0	0.00	18	0	0.00	3	0	0.00	22	0	0.00
NORTHWEST TC-DETROIT LAKES TC	47	3	6.38	3	0	0.00	21	1	4.76	1	0	0.00	22	2	9.09
NORTHWEST TC-E GRAND FORKS TC	157	4	2.55	5	1	20.00	90	2	2.22	4	0	0.00	58	1	1.72
NURSING BOARD	30	0	0.00	1	0	0.00	6	0	0.00	2	0	0.00	21	0	0.00
NURSING HOME ADMINISTRATORS BD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.0
OMBUDSMAN FOR CORRECTIONS	9	1	11.11	2	0	0.00	5	1	20.00	0	0	0.00	2	0	0.0
OMBUDSPERSON FOR FAMILIES	4	1	25.00	0	0	0.00	4	1	25.00	0	0	0.00	0	0	0.0
OMBUSDMAN MENTAL HEALTH/RETARD	21	0	0.00	2	0	0.00	14	0	0.00	2	0	0.00	3	0	0.00
OPTOMETRY BOARD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
PEACE OFFICERS STANDARDS/TRNG	15	0	0.00	2	0	0.00	7	0	0.00	0	0	0.00	6	0	0.00
PHARMACY BOARD	15	0	0.00	1	0	0.00	8	0	0.00	1	0	0.00	5	0	0.00
PINE TECHNICAL COLLEGE	95	0	0.00	3 -	0	0.00	62	0	0.00	3	0	0.00	27	0	0.0
PLANNING:STRATEGIC&LONG RANGE	81	0	0.00	8	0	0.00	48	0	0.00	7	0	0.00	18	0	0.0
POLLUTION CONTROL AGENCY	811	6	0.74	25	0	0.00	556	4	0.72	74	2	2.70	156	0	0.0
PSYCHOLOGY BOARD	9	0	0.00	1	0	0.00	2	0	0.00	0	0	0.00	6	0	0.0
PUBLIC SAFETY DEPT-METRO	1,094	8	0.73	32	0	0.00	192	1	0.52	126	1	0.79	744	6	0.8
PUBLIC SAFETY DEPT-OUTSTATE	211	3	1.42	0	0	0.00	0	0	0.00	26	0	0.00	185	3	1.6
PUBLIC SAFETY-LAW ENFORCEMENT	512	6	1.17	0	0	0.00	0	0	0.00	0	0	0.00	512	6	1.1
PUBLIC SERVICE DEPARTMENT	127	0	0.00	14	0	0.00	52	0	0.00	15	0	0.00	46	0	0.00
PUBLIC UTILITIES COMMISSION	55	0	0.00	8	0	0.00	29	0	0.00	6	0	0.00	12	0	0.00
RACING COMMISSION	8	0	0.00	. 1	.0	0.00	0	. 0	0.00	0	0	0.00	7	0	0.0
RED WING TECHNICAL COLLEGE	54	0	0.00	2	0	0.00	34	0	0.00	2	0	0.00	16	0	0.0
REVENUE DEPARTMENT - SEASONAL	18	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	18	0	0.0
REVENUE DEPT (EXCEPT SEASONAL)	1,175	9	0.77	31	0	0.00	648	1	0.15	88	0	0.00	408	8	1.96
ROCHESTER COMMUNITY COLLEGE	183	0	0.00	9	0	0.00	80	0	0.00	6	0	0.00	88	0	0.00
ROCHESTER TECHNICAL COLLEGE	118	2	1.69	2	0	0.00	86	1	1.16	2	1	50.00	28	0	0.0
SECRETARY OF STATE	68	1	1.47	4	0	0.00	13	0	0.00	6	0	0.00	45	1	2.22
SENTENCING GUIDELINES COMMISSI	7	0	0.00	0	0	0.00	4	0	0.00	1	0	0.00	2	0	0.0
SOCIAL WORK BOARD	10	0	0.00	1	0	0.00	4	0	0.00	0	0	0.00	5	0	0.00

GROUP: AMERICAN INDIAN/ALASKA : GOAL UNIT:		ALL		MA	NAGERS		PROF	ESSION A	2.TA	SUPI	ERVISORS	·	O	THER -	
	TOTAL/		%	TOTAL/C		%	TOTAL/G		<u>%</u>	TOTAL/C		%	TOTAL/C		
SOIL AND WATER RESOURCES BD	60	0	0.00	2	0	0.00	39	0	0.00	6	0	0.00	13	0	0.00
SOUTHWEST STATE UNIVERSITY	169	1	0.59	14	1	7.14	39	0	0.00	8	0	0.00	108	0	0.00
SOUTHWEST TC - CANBY TECH COL	48	0	0.00	2	0	0.00	26	0	0.00	3	0	0.00	17	0	0.00
SOUTHWEST TC - PIPESTONE TC	67	0	0.00	2	0	0.00	39	0	0.00	2	0	0.00	24	0	0.00
SOUTHWEST TC-GRANITE FALLS TC	83	0	0.00	3	0	0.00	49	0	0.00	5	0	0.00	26	0	0.00
SOUTHWEST TC-JACKSON TECH COL	126	0	0.00	4	0	0.00	58	0	0.00	2	0	0.00	62	0	0.00
SPANISH SPEAKING PEOPLE COUNC	3	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	1	0	0.00
ST. CLOUD STATE UNIVERSITY	571	1	0.18	28	0	0.00	149	0	0.00	24	0	0.00	370	- 1	0.27
ST. CLOUD TECHNICAL COLLEGE	155	1	0.65	6	0	0.00	72	1	1.39	6	0	0.00	71	0	0.00
ST. PAUL TECHNICAL COLLEGE	365	5	1.37	10	0	0.00	230	4	1.74	9	0	0.00	116	1	0.86
STAPLES TECHNICAL COLLEGE	71	0	0.00	4	0	0.00	25	0	0.00	4	0	0.00	38	0	0.00
STATE AUDITOR	112	0	0.00	15	0	0.00	68	0	0.00	16	0	0.00	13	0	0.00
STATE LOTTERY	206	0	0.00	13	0	0.00	88	0	0.00	22	0	0.00	83	0	0.00
STATE TREASURER	12	0	0.00	3	0	0.00	2	0	0.00	2	0	0.00	5	0	0.00
STATE UNIV BD OFFICE - JAPAN	4	0	0.00	3	0	0.00	. 0	0	0.00	0	0	0.00	1	0	0.00
TAX COURT	7	0	0.00	1	0	0.00	3	0	0.00	1	0	0.00	2	0	0.00
TEACHERS RETIREMENT ASSOCIATIO	57	0	0.00	3	0	0.00	18	0	0.00	9	0	0.00	27	0	0.00
THIEF RIVER FALLS TECH COLLEGE	89	1	1.12	2	0	0.00	54	1	1.85	3	0	0.00	30	0	0.00
TRADE AND ECONOMIC DEVEL DEPT	228	0	0.00	26	0	0.00	95	0	0.00	11	0	0.00	96 [.]	0	0.00
TRANSPORTATION - CENTRAL OFFIC	1,153	12	1.04	0	0	0.00	388	2	0.52	122	1	0.82	643	9	1.40
TRANSPORTATION - DISTRICT 1	353	10	2.83	.0	0	0.00	· 19	0	0.00	24	1	4.17	310	9	2.90
TRANSPORTATION - DISTRICT 2	199	8	4.02	0	0	0.00	6	1	16.67	14	0	0.00	179	7	3.91
TRANSPORTATION - DISTRICT 3	354	4	1.13	0	0	0.00	15	0	0.00	23	0	0.00	316	4	1.27
TRANSPORTATION - DISTRICT 4	230	12	5.22	0	0	0.00	11	1	9.09	18	1	5.56	201	10	4.98
TRANSPORTATION - DISTRICT 6	352	2	0.57	0	0	0.00	12	0	0.00	25	0	0.00	315	2	0.63
TRANSPORTATION - DISTRICT 7	274	1	0.36	. 0	0	0.00	8	0	0.00	24	. 1	4.17	242	0	0.00
TRANSPORTATION - DISTRICT 8	192	1	0.52	0	0	0.00	10	0	0.00	9	0	0.00	173	1	0.58
TRANSPORTATION - METRO DISTRIC	1,209	12	0.99	0	0	0.00	70	0	0.00	62	0	0.00	1,077	12	1.11
TRANSPORTATION DEPT-ENGINEERS	591	1	0.17	0	0	0.00	409	0	0.00	181	1	0.55	1	0	0.00

GROUP: AMERICAN INDIAN/ALASKA NATIVE

GOAL UNIT:	ALIVE	ALL		MA	NAGER	.S	PROI	FESSIONA	LS	SUPI	ERVISOI	RS	O	THER	
****	TOTAL/	GROUP	%	TOTAL/C	ROUP	%	TOTAL/	GROUP	%	TOTAL/0	GROUP	%	TOTAL/	GROUP	<u>%</u>
TRANSPORTATION DEPT-STATEWIDE	145	0	0.00	141	0	0.00	0	0	0.00	0	0	0.00	4	0	0.00
VETERANS BENEFITS AND SERVICES	35	2	5.71	5	1	20.00	12	1	8.33	2	0	0.00	16	0	0.00
VETERANS HOME - HASTINGS	82	0	0.00	3	0	0.00	15	0	0.00	7	0	0.00	57	0	0.00
VETERANS HOME - LUVERNE	142	0	0.00	1	0	0.00	22	0	0.00	7	0	0.00	112	0	0.00
VETERANS HOME - MINNEAPOLIS	481	11	2.29	5	1	20.00	104	1	0.96	31	1	3.23	341	8	2.35
VETERANS HOME - SILVER BAY	129	3	2.33	1	0	0.00	18	1	5.56	8	0	0.00	102	2	1.96
VETERINARY MEDICINE BOARD	2	0	0.00	0	0	0.00	1	0	0.00	0	0	0.00	1	0	0.00
WILLMAR COMMUNITY CÓLLĒGE	59	0	0.00	4	0	0.00	19	0	0.00	2	0	0.00	34	0	0.00
WILLMAR TECHNICAL COLLEGE	159	1	0.63	5	0	0.00	100	1	1.00	4	0	0.00	50	0	0.00
WINONA STATE UNIVERSITY	353	4	1.13	17	0	0.00	113	2	1.77	13	0	0.00	210	2	0.95
WINONA TECHNICAL COLLEGE	76	0	0.00	3	0	0.00	44	0	0.00	5	0	0.00	24	0	0.00
WORKERS COMP COURT OF APPEALS	22	0	0.00	5 .	0	0.00	10	0	0.00	0	0	0.00	7	0	0.00
WORTHINGTON COMMUNITY COLLEGE	38	0	0.00	4	0	0.00	15	0	0.00	1	0	0.00	18	0	0.00
ZOOLOGICAL GARDENS BD	247	4	1.62	11	0	0.00	41	0	0.00	11	0	0.00	184	4	2.17
TOTAL FOR AMERICAN INDIAN/ALASKA NATIVE	2,664	546	1.28	1,634	15	0.92	15,119	171	1.13	3,101	31	1.00	22,810	329	1.44

GROUP: ASIAN/PACIFIC ISLANDER GOAL UNIT:		. ATT		MA	NAGEI	PS	PROF	SSSION A	AT S	SUP)	rpvisoi	29	OT	HED	
——————————————————————————————————————	TOTAL/C		%	TOTAL/G		%	TOTAL/G		%	TOTAL/		%	TOTAL/G		%
ACCOUNTANCY BOARD	5	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	3	0	0.00
ADMINISTRATION DEPARTMENT	872	9	1.03	50	0	0.00	257	5	1.95	62	0	0.00	503	4	0.80
ADMINISTRATIVE HEARING OFFICE	93	1	1.08	3	0	0.00	49	1	2.04	3	0	0.00	38	0	0.00
AGRICULTURE DEPT - DULUTH	17	0	0.00	0	0	0.00	1	0	0.00	1	0	0.00	15	0	0.00
AGRICULTURE DEPT - METRO	407	7	1.72	20	0	0.00	198	4	2.02	45	1	2.22	144	2	1.39
AGRICULTURE DEPT - OUTSTATE	81	0	0.00	1	0	0.00	5	0	0.00	8	0	0.00	67	0	0.00
ALBERT LEA TECHNICAL COLLEGE	55	0	0.00	1	0	0.00	35	0	0.00	1	0	0.00	18	0	0.00
ALEXANDRIA TECH COLLEGE	227	1	0.44	6	0	0.00	112	0	0.00	8	0	0.00	101	1	0.99
AMATEUR SPORTS COMMISSION	10	0	0.00	1	0	0.00	4	0	0.00	0	0	0.00	5	0	0.00
ANIMAL HEALTH BOARD	33	0	0.00	1	0	0.00	8	0	0.00	6	0	0.00	18	0	0.00
ANOKA-HENNEPIN TECH COLLEGE	229	2	0.87	8	0	0.00	137	2	1.46	7	0	0.00	77	0	0.00
ANOKA-RAMSEY COMMUNITY COLLEGE	177	2	1.13	14	0	0.00	81	2	2.47	6	0	0.00	76	0	0.00
ARCHITECT ENGINEER LAND SURVEY	9	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	7	0	- , 0.00
ARROWHEAD COMM COLL - HIBBING	65	0	0.00	5	0	0.00	35	0	0.00	2	0	0.00	23	0	0.00
ARROWHEAD COMM COLL - ITASCA	66	0	0.00	3	0	0.00	32	0	0.00	2	0	0.00	29	0	0.00
ARROWHEAD COMM COLL - RAINY RI	48	1	2.08	2	0	0.00	28	1	3.57	1	0	0.00	17	0	0.00
ARROWHEAD COMM COLL - VERMILLI	7 6	0	0.00	4	0	0.00	45	0	0.00	1	0	0.00	26	0	0.00
ARROWHEAD COMM COLLEGE - MESAB	49	0	0.00	2	0	0.00	26	0	0.00	1	0	0.00	20	0	0.00
ARROWHEAD COMMUNITY COLLEGE	17	0	0.00	1	0	0.00	6	0	0.00	1	0	0.00	9	0	0.00
ARTS BOARD	16	0	0.00	1	0	0.00	9	0	0.00	1	0	0.00	5	0	0.00
ASIAN PACIFIC COUNCIL	4	3.	75.00	1	1	100.00	2	· 1	50.00	0	0	0.00	1	1	100.00
ATTORNEY GENERAL'S OFFICE	515	6	1.17	57	0	0.00	333	6	1.80	7	0	0.00	118	0	0.00
AUSTIN COMMUNITY COLLEGE	72	0	0.00	2	0	0.00	38	0	0.00	2	0	0.00	30	0	0.00
AUSTIN TECHNICAL COLLEGE	113	0	0.00	3	0	0.00	65	0	0.00	5	0	0.00	40	0	0.00
BARBER BOARD	2	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	2	0	0.00
ВЕМІДЛІ STATE UNIVERSITY	306	4	1.31	12	0	0.00	131	4	3.05	9	-0	0.00	154	0	0.00
BLACK MINNESOTANS COUNCIL	6	0	0.00	2	0	0.00	2	0	0.00	0	0	0.00	2	0 .	0.00
BOXING BOARD	2	0	0.00	0	0	0.00	1	0	0.00	0	0	0.00	1	0	0.00
BRAINERD COMMUNITY COLLEGE	56	0	0.00	6	0	0.00	13	0	0.00	5	0	00,0	₹32	0	0.00

GROUP: ASIAN/PACIFIC ISLANDER

GROUP: ASIAN/PACIFIC ISLANDER GOAL UNIT:		- ALL	**********	MAN	AGERS	S	PROF	ESSIONA	LS	SUPF	RVISOR	S	ОТ	HER	
	TOTAL/		%	TOTAL/GR		%	TOTAL/C		%	TOTAL/C	ROUP	%	TOTAL/G		%
BRAINERD TECHNICAL COLLEGE	- 471	2 -	2.82	2	0	0.00	44	2	4.55	4	0	0.00	21	0	0.00
CAPITOL AREA ARCHITECTURE/PLAN	5	0	0.00	1	0	0.00	2	0	0.00	0	0	0.00	2	0	0.00
CENTER FOR ARTS EDUCATION	89	1	1.12	5	0	0.00	55	1	1.82	2	0	0.00	27	0	0.00
CHILDREN, FAMILIES & LEARNING	455	1	0.22	29	0	0.00	239	1	0.42	29	0	0.00	158	0	0.00
CHIROPRACTORS BOARD	5	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	3	0	0.00
COMM COLLEGES - DULUTH CENTER	30	1	3.33	2	0	0.00	12	0	0.00	1	0	0.00	15	1	6.67
COMM COLLEGES - FOND DU LAC CE	61	2	3.28	3	0	0.00	43	2	4.65	1	0	0.00	14	0	0.00
COMMERCE DEPARTMENT	259	7	2.70	16	0	0.00	148	6	4.05	28	0	0.00	67	1	1.49
CORR - MCF WILLOW RIVER/MOOSE	301	1	0.33	5	0	0.00	39	0	0.00	33	0	0.00	224	1	0.45
CORRECTIONS - MCF FARIBAULT	368	1	0.27	4	0	0.00	54	1	1.85	35	0	0.00	275	0	0.00
CORRECTIONS - MCF LINO LAKES	509	1	0.20	4	0	0.00	81	1	1.23	51	0	0.00	373	0	0.00
CORRECTIONS - MCF OAK PARK HGT	332	2	0.60	6 .	0	0.00	50	0	0.00	33	0	0.00	243	2	0.82
CORRECTIONS - MCF RED WING	169	0	0.00	4	0	0.00	41	0	0.00	17	0	0.00	107	0	0.00
CORRECTIONS - MCF SAUK CENTRE	113	3	2.65	4	0	0.00	28	0	0.00	8	0	0.00	73	3	4.11
CORRECTIONS - MCF SHAKOPEE	180	5	2.78	4	0	0.00	31	1	3.23	20	1	5.00	125	3	2.40
CORRECTIONS - MCF ST. CLOUD	428	4	0.93	5	0	0.00	62	0	0.00	44	0	0.00	317	4	1.26
CORRECTIONS - MCF STILLWATER	545	0	0.00	5	0	0.00	64	0	0.00	64	0	0.00	412	0	0.00
CORRECTIONS - MCF THISTLEDEW C	56	0	0.00	2	0	0.00	17	0	0.00	5	0	0.00	32	0	0.00
CORRECTIONS DEPT(CO) METRO	306	6	1.96	40	0	0.00	119	3	2.52	32	0	0.00	115	3	2.61
CORRECTIONS-CENT OFF NON-METRO	229	1	0.44	1	0	0.00	127	1	0.79	17	0	0.00	84	0	0.00
DAKOTA COUNTY TECH COLLEGE	316	3	0.95	· 11	.0	0.00	191	. 2	1.05	9 ·	0	0.00	105	1	0.95
DENTISTRY BOARD	8	0	0.00	1	0	0.00	3	0	0.00	1	0	0.00	3	0	0.00
DIETETICS & NUTRITION BOARD	3	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	2	0	0.00
DISABILITY COUNCIL	10	0	0.00	1	0	0.00	5	0	0.00	0	0	0.00	4	0	0.00
DULUTH TECHNICAL COLLEGE	150	3	2.00	7	0	0.00	74	2	2.70	5	0	0.00	64	1	1.56
ECONOMIC SECURITY - METRO	1,310	23	1.76	69	2	2.90	707	17	2.40	106	0	0.00	428	4	0.93
ECONOMIC SECURITY - OUTSTATE	555	0	0.00	0	0	0.00	324	0	0.00	45	0	0.00	186	0	0.00
EDUC: FARIBAULT RESIDENT ACADE	270	2	0.74	2	0	0.00	76	1	1.32	9	0	0.00	183	1	0.55
ELECTRICITY BOARD	21	0	0.00	2	0	0.00	0	0	0.00	1	0	0.00	18	0	0.00

GOAL UNIT:	************	ALL		MAN	JAGER	S	PROF	ESSIONA	I.S	SUP	ERVISO	RS	O	HER	
	TOTAL/		%	TOTAL/G		<u>%</u>	TOTAL/		%	TOTAL/		%	TOTAL/C		%
EMPLOYEE RELATIONS - EXAM MONI	34	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	34	0	0.00
EMPLOYEE RELATIONS DEPT-OTHER	297	5	1.68	16	0	0.00	98	3	3.06	25	0	0.00	158	2	1.27
ENVIRONMENTAL ASSISTANCE OFFIC	74	0	0.00	3	0	0.00	55	0	0.00	6	0	0.00	10	0	0.00
ETHICAL PRACTICES BOARD	9	0	0.00	2	0	0.00	2	0	0.00	1	0	0.00	4	0	0.00
FARIBAULT TECHNICAL COLLEGE	75	0	0.00	1	0	0.00	38	0	0.00	2	0	0.00	34	0	0.00
FERGUS FALLS COMMUNITY COLLEGE	56	0	0.00	3	0	0.00	25	0	0.00	2	0	0.00	26	0	0.00
FINANCE DEPARTMENT	172	3	1.74	32	0	0.00	97	3	3.09	13	0	0.00	30	. 0	0.00
GAMBLING CONTROL BOARD	37	0	0.00	2	0	0.00	20	0	0.00	2	0	0.00	13	0	0.00
GOVERNOR'S OFFICE	68	2	2.94	14	0	0.00	23	0	0.00	0	0	0.00	31	2	6.45
HEALTH DEPARTMENT	1,173	33	2.81	45	0	0.00	662	26	3.93	134	0	0.00	332	7	2.11
HENNEPIN TECH COL DISTRICT OFF	104	0	0.00	1	0	0.00	74	0	0.00	4	0	0.00	25	0	0.00
HENNEPIN TECH COLLEGE - NORTH	191	0	0.00	7	0	0.00	98	0	0.00	5	0	0.00	81	0	0.00
HENNEPIN TECH COLLEGE - SOUTH	208	1	0.48	5	0	0.00	124	1	0.81	6	0	0.00	73	0	. 0.00
HIBBING TECHNICAL COLLEGE	256	0	0.00	4	0	0.00	153	0	0.00	3	0	0.00	96	0	0.00
HIGHER EDUC FACILITIES AUTHTY	3	0	0.00	2	0	۰ 00.0	. 0	0	0.00	0	0	0.00	1	0	0.00
HIGHER EDUCATION COORDINATING	56	0	0.00	15	0	0.00	21	0	0.00	2	0	0.00	18	0	0.00
HOUSING FINANCE AGENCY	163	5	3.07	15	0	0.00	84	4	4.76	12	0	0.00	52	1	1.92
HUMAN RIGHTS DEPARTMENT	63	3	4.76	3	0	0.00	31	3	9.68	8	0	0.00	21	0	0.00
HUMAN SERVICES - AH GWAH CHING	333	0	0.00	3	0	0.00	48	0	0.00	28	0	∞ 0.00 ًد	254	0	0.00
HUMAN SERVICES - ANOKA RTC	512	8	1.56	4	0	0.00	151	1	0.66	32	0	0.00	325	7	2.15
HUMAN SERVICES - BRAINERD RTC	692	1 .	0.14	9	0	0.00	142	0	0.00	38	0	0.00	503	1	0.20
HUMAN SERVICES - CAMBRIDGE RTC	473	8	1.69	5	1	20.00	49	1	2.04	43	1	2.33	376	5	1.33
HUMAN SERVICES - CENTRAL OFFIC	1,558	36	2.31	94	1	1.06	945	28	2.96	115	1	0.87	404	6	1.49
HUMAN SERVICES - FARIBAULT RTC	718	5	0.70	8	0	0.00	50	0	0.00	54	0	0.00	606	5	0.83
HUMAN SERVICES - FERGUS FALLS	566	4	0.71	5	0	0.00	130	1	0.77	43	0	0.00	388	3	0.77
HUMAN SERVICES - MOOSE LAKE RT	470	0	0.00	3	0	0.00	63	0	0.00	32	0:-	0.00	372	0	0.00
HUMAN SERVICES - ST. PETER RTC	757	9	1.19	8	0	0.00	209	1	0.48	57	0	0.00	483	8	1.66
HUMAN SERVICES - WILLMAR RTC	616	1	0.16	10	0	0.00	136	0	0.00	52	0	0.00	418	1	0.24
HUTCHINSON TECHNICAL COLLEGE	108	0	0.00	2	0	0.00	69	0	0.00	4	0	0.00	-3 3	0	0.00

GROUP: ASIAN/PACIFIC ISLANDER ----- ALL ---------- MANAGERS --------- PROFESSIONALS ---------- SUPERVISORS ---------- OTHER --GOAL UNIT: TOTAL/GROUP % TOTAL / GROUP % TOTAL / GROUP % TOTAL / GROUP % TOTAL / GROUP % -32-0.00 INDIAN AFFAIRS COUNCIL 7 --- 0 0.00 2 0 0.00 4 0 0 0 0.00 1 0 0.00 0 3.08 0 0.00 89 0 0.00 INVER HILLS COMMUNITY COLLEGE 174 2 1.15 16 0.00 65 2 4 0.00 0 0.00 0 0.00 0 0.00 INVESTMENT BOARD 25 0 9 0.00 11 0 2 3 IRON RANGE RESOURCE & REHAB BD 150 0 0.00 5 0 0.00 25 0 0.00 14 0 0.00 106 0 0.00 0 2.22 23 0 0.00 190 0.53 LABOR AND INDUSTRY DEPARTMENT 5 26 180 4 1 419 1.19 0.00 LABOR INTERPRETIVE CENTER 0 0.00 0 0 0.00 0 0 0.00 0 0 0.00 1 0 0.00 1 0 0.52 0.00 3.70 LAKEWOOD COMMUNITY COLLEGE 328 5 1.52 20 0.00 194 1 6 0 108 4 LAW ENFORCEMENT PROG COMM COL 0 0 0 0 0.00 3 0 0.00 53 0.00 2 48 0.00 0 0.00 MANKATO STATE UNIVERSITY 1 0 0.00 651 6 0.92 25 4.00 213 4 1.88 24 389 1 0.26 0 0.00 7 0.00 MANKATO TECHNICAL COLLEGE 186 0 0.00 7 0.00 110 0 0 62 0 0.00 0 0.00 0 0 0 0.00 0 0.00 0 0.00 MARRIAGE & FAMILY THERAPY BD 2 1 0.00 0 1 0 0 0 MEDIATION SERVICES BUREAU 24 0 0.00 5 0.00 13 0 0.00 0.00 6 0.00 MEDICAL PRACTICES BOARD 0 0.00 2 0 0.00 10 0 0.00 0 0.00 14 0 0.00 30 0.00 METROPOLITAN STATE UNIVERSITY 240 9 3.75 16 1 6.25 112 7 6.25 9 0 103 1 0.97 MILITARY AFFAIRS - METRO 0 0.00 2 0 0.00 8 0 0.00 3 0 0.00 101 0 0.00 114 0 0 0.00 25 0 0.00 153 1 0.65 MILITARY AFFAIRS - NON METRO 203 1 0.49 1 0.00 24 MINNEAPOLIS COMMUNITY COLLEGE 235 12 5.11 14 1 7.14 124 8 6.45 8 0 0.00. 89 3 3.37 0 0 3 MINNEAPOLIS TECHNICAL COLLEGE 169 6 3.55 4 0.00 92 3 3.26 0.00 64 4.69 MNSCU SYSTEM OFFICE 0.57 53 0 0.00 63 0 0.00 6 0 0.00 53 1 1.89 175 1 MOORHEAD STATE UNIVERSITY 363 1 0.28 14 0 0.00 98 0 0.00 13 0 0.00 238 1 0.42 0 MUNICIPAL BOARD 4 0 0.00 2 0 0.00 0 0 0.00 0 0 0.00 2 0.00 11 2 0.63 13 0 359 3.06 101 0 0.00 319 NATURAL RESOURCES DEPT-METRO 846 1.54 67 0.00 2 0.12 NATURAL RESOURCES DEPT-OUTSTAT 2 0.08 28 0 0.00 683 0 0.00 208 0 0.00 1,681 2,600 0 82 4.88 9 0 0.00 114 7 6.14 NORMANDALE COMMUNITY COLLEGE 220 11 5.00 15 0.00 4 3 8.33 39 0.00 0 0.00 114 2 1.75 NORTH HENNEPIN COMMUNITY COLLE 172 1.74 12 1 0 0 0.00 0 3 0 0.00 NORTHEAST METRO TECH COLLEGE 179 3 1.68 3 0.00 107 2.80 65 0 0.00 2 0 0.00 21 0 0.00 2 0 0.00 17 0 0.00 NORTHLAND COMMUNITY COLLEGE 42 NORTHWEST TC - BEMIDJI TECH 0 0.00 4 0 0.00 11 0 0.00 3 0 0.00 30 0 0.00 48 0 O 0.00 0.00 48 0.00 NORTHWEST TC - MOORHEAD TC 87 0 0.00 3 0.00 34 0

GROUP: ASIAN/PACIFIC ISLANDER GOAL UNIT:		- ALL		MA	NAGER	S	PROF	ESSION <i>A</i>	ALS	SUPI	ERVISO	RS	ОТ	HER	
	TOTAL/		<u>%</u>	TOTAL/C		%	TOTAL/O		%	TOTAL/		%	TOTAL/C		%
NORTHWEST TC - WADENA TECH COL	45	0	0.00	2	0	0.00	18	0	0.00	3	0	0.00	22	0	0.00
NORTHWEST TC-DETROIT LAKES TC	47	0	0.00	3	0	0.00	21	0	0.00	1	0	0.00	22	0	0.00
NORTHWEST TC-E GRAND FORKS TC	157	1	0.64	5	0	0.00	90	0	0.00	4	0	0.00	58	1	1.72
NURSING BOARD	30	0	0.00	1	0	0.00	6	0	0.00	2	0	0.00	21	0	0.00
NURSING HOME ADMINISTRATORS BD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
OMBUDSMAN FOR CORRECTIONS	9	0	0.00	2	0	0.00	5	0	0.00	0	0	0.00	2	0	0.00
OMBUDSPERSON FOR FAMILIES	4	1	25.00	0	0	0.00	4	1	25.00	0	0	0.00	0	0	0.00
OMBUSDMAN MENTAL HEALTH/RETARD	21	0	0.00	2	0	0.00	14	0	0.00	2	0	0.00	3	0	0.00
OPTOMETRY BOARD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
PEACE OFFICERS STANDARDS/TRNG	15	0	0.00	2	0	0.00	7	0	0.00	0	0	0.00	6	0	0.00
PHARMACY BOARD	15	0	0.00	1	0	0.00	8	0	0.00	1	0	0.00	5	0	0.00
PINE TECHNICAL COLLEGE	95	1	1.05	3	0	0.00	62	0	0.00	3	0	0.00	27	1	3.70
PLANNING:STRATEGIC&LONG RANGE	81	2	2.47	8	0	0.00	48	1	2.08	7	0	0.00	18	1	5.56
POLLUTION CONTROL AGENCY	811	21	2.59	25	0	0.00	556	16	2.88	74	2	2.70	156	3	1.92
PSYCHOLOGY BOARD	9	0	0.00	1	0	0.00	. 2	0	0.00	0	0	0.00	6	0	0.00
PUBLIC SAFETY DEPT-METRO	1,094	17	1.55	32	0	0.00	192	6	3.13	126	0	0.00	744	11	1.48
PUBLIC SAFETY DEPT-OUTSTATE	211	0	0.00	0	0	0.00	0	0	0.00	26	0	0.00	185	0	0.00
PUBLIC SAFETY-LAW ENFORCEMENT	512	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	512	0	0.00
PUBLIC SERVICE DEPARTMENT	127	1	0.79	14	0	0.00	52	0	0.00	15	0	_0.00	46	1	2.17
PUBLIC UTILITIES COMMISSION	55	1	1.82	8	0	0.00	29	1	3.45	6	0	0.00	12	0	0.00
RACING COMMISSION	8	0 .	0.00	1	0	0.00	0	.0	0.00	0	0.	0.00	7 .	0	0.00
RED WING TECHNICAL COLLEGE	54	0	0.00	2	0	0.00	34	0	0.00	2	0	0.00	16	0	0.00
REVENUE DEPARTMENT - SEASONAL	18	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	18	0	0.00
REVENUE DEPT (EXCEPT SEASONAL)	1,175	27	2.30	31	1	3.23	648	19	2.93	88	0	0.00	408	7	1.72
ROCHESTER COMMUNITY COLLEGE	183	1	0.55	9	0	0.00	80	1	1.25	6	0	0.00	88	0	0.00
ROCHESTER TECHNICAL COLLEGE	118	3	2.54	2	0	0.00	86	1	1.16	** 2	0	0.00	28	2	7.14
SECRETARY OF STATE	68	0	0.00	4	0	0.00	13	0	0.00	6	0	0.00	45	0	0.00
SENTENCING GUIDELINES COMMISSI	7	0	0.00	0	0	0.00	4	0	0.00	1	0	0.00	2	0	0.00
SOCIAL WORK BOARD	10	0	0.00	1	0	0.00	4	0	0.00	0	0	0.00	_ 5	0	0.00

GROUP: ASIAN/PACIFIC ISLANDER

GOAL UNIT:	*********	ALL		MAN	JAGER	S	PROF	ESSIONA	LS	SUPE	RVISOI	RS	O	THER	
	TOTAL/		%	TOTAL/GI		%	TOTAL/C	3ROUP	%	TOTAL/C	ROUP	%	TOTAL/C	ROUP	%
SOIL AND WATER RESOURCES BD	- 60	0_	0.00	2	0	0.00	39	0	0.00	6	0	0.00	13	0	0.00
SOUTHWEST STATE UNIVERSITY	169	0	0.00	14	0	0.00	39	0	0.00	8	0	0.00	108	0	0.00
SOUTHWEST TC - CANBY TECH COL	48	0	0.00	2	0	0.00	26	0	0.00	3	0	0.00	17	0	0.00
SOUTHWEST TC - PIPESTONE TC	67	0	0.00	2	0	0.00	39	0	0.00	2	0	0.00	24	0	0.00
SOUTHWEST TC-GRANITE FALLS TC	83	0	0.00	3	0	0.00	49	0	0.00	5	0	0.00	26	0	0.00
SOUTHWEST TC-JACKSON TECH COL	126	0	0.00	4	0	0.00	58	0	0.00	2	0	0.00	62	0	0.00
SPANISH SPEAKING PEOPLE COUNC	3	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	1	0	0.00
ST. CLOUD STATE UNIVERSITY	571	7	1.23	28	0	0.00	149	5	3.36	24	0	0.00	370	2	0.54
ST. CLOUD TECHNICAL COLLEGE	155	1	0.65	6	0	0.00	72	0	0.00	6	0	0.00	71	1	1.41
ST. PAUL TECHNICAL COLLEGE	365	7	1.92	10	0	0.00	230	3	1.30	9	1	11.11	116	3	2.59
STAPLES TECHNICAL COLLEGE	71	0	0.00	4	0	0.00	25	0	0.00	4	0	0.00	38	0	0.00
STATE AUDITOR	112	4	3.57	15	0	0.00	68	3	4.41	16	0	0.00	13	1	7.69
STATE LOTTERY	206	3	1.46	13	0	0.00	88	1	1.14	22	0	0.00	83	2	2.41
STATE TREASURER	12	0	0.00	3	0	0.00	2	0	0.00	2	0	0.00	5	0	0.00
STATE UNIV BD OFFICE - JAPAN	4	2	50.00	3	1	33.33	0	0	0.00	0	0	0.00	1	1	100.00
TAX COURT	7	0	0.00	1	0	0.00	3	0	0.00	1	0	0.00	2	0	0.00
TEACHERS RETIREMENT ASSOCIATIO	57	1	1.75	3	0	0.00	18	0	0.00	9	0	0.00	27	1	3.70
THIEF RIVER FALLS TECH COLLEGE	89	0	0.00	2	0	0.00	54	0	0.00	3	0	0.00	30	0	0.00
TRADE AND ECONOMIC DEVEL DEPT	228	9	3.95	26	0	0.00	95	7	7.37	11	0	0.00	96	2	2.08
TRANSPORTATION - CENTRAL OFFIC	1,153	26	2.25	0	0	0.00	388	11	2.84	122	1	0.82	643	14	2.18
TRANSPORTATION - DISTRICT 1	353	. 0 .	0.00	0 .	0 .	0.00	19 .	0	0.00	24	. 0	0.00	310	0	0.00
TRANSPORTATION - DISTRICT 2	199	0	0.00	0	0	0.00	6	0	0.00	14	0	0.00	179	0	0.00
TRANSPORTATION - DISTRICT 3	354	3	0.85	0	0	0.00	15	0	0.00	23	0	0.00	316	3	0.95
TRANSPORTATION - DISTRICT 4	230	0	0.00	0	0	0.00	11	0	0.00	18	0	0.00	201	0	0.00
TRANSPORTATION - DISTRICT 6	352	2	0.57	0	0	0.00	12	0	0.00	25	0	0.00	315	2	0.63
TRANSPORTATION - DISTRICT 7	274	2	0.73	0	0	0.00	8	0	0.00	24	0	0.00	242	2	0.83
TRANSPORTATION - DISTRICT 8	192	1	0.52	0	0	0.00	10	0	0.00	9	0	0.00	173	1	0.58
TRANSPORTATION - METRO DISTRIC	1,209	8	0.66	0	0	0.00	70	0	0.00	62	0	0.00	1,077	8	0.74
TRANSPORTATION DEPT-ENGINEERS	591	18	3.05	0	0	0.00	409	18	4.40	181	0	0.00	1	0	0.00

State of Minnesota, Department of Employee Relations Count of State Employees by Protected Group and Goal Unit

GROUP: ASIAN/PACIFIC ISLANDER GOAL UNIT:	***********	ALL		MA	NAGER	S	PROI	FESSIONA	ALS	SUPE	RVISOF	RS	O	THER	***********	
	TOTAL/	GROUP	%	TOTAL/O	ROUP	%	TOTAL/	GROUP	%	TOTAL/G	ROUP	%	TOTAL/	GROUP	%	_
TRANSPORTATION DEPT-STATEWIDE	145	2	1.38	141	2	1.42	0	0	0.00	0	0	0.00	4	0	0.00	
VETERANS BENEFITS AND SERVICES	35	1	2.86	5	0	0.00	12	1	8.33	2	0	0.00	16	0	0.00	
VETERANS HOME - HASTINGS	82	0	0.00	3	0	0.00	15	0	0.00	7	0	0.00	57	0	0.00	
VETERANS HOME - LUVERNE	142	0	0.00	1	0	0.00	22	0	0.00	7	0	0.00	112	0	0.00	
VETERANS HOME - MINNEAPOLIS	481	8	1.66	5	0	0.00	104	3	2.88	31	1	3.23	341	4	1.17	
VETERANS HOME - SILVER BAY	129	0	0.00	1	0	0.00	18	0	0.00	8	0	0.00	102	0	0.00	
VETERINARY MEDICINE BOARD	2	0	0.00	0	0	0.00	1	0	0.00	0	0	0.00	1	0	0.00	
WILLMAR COMMUNITY COLLEGE	59	0	0.00	4	0	0.00	19	0	0.00	2	0	0.00	34	0	0.00	
WILLMAR TECHNICAL COLLEGE	159	0	0.00	5	0	0.00	100	0	0.00	4	0	0.00	50	0	0.00	
WINONA STATE UNIVERSITY	353	4	1.13	17	0	0.00	113	3	2.65	13	0	0.00	210	1	0.48	
WINONA TECHNICAL COLLEGE	76	0	0.00	3	0	0.00	44	0	0.00	5	0	0.00	24	0	0.00	
WORKERS COMP COURT OF APPEALS	22	0	0.00	5	0	0.00	10	0	0.00	0	0	0.00	7	0	0.00	
WORTHINGTON COMMUNITY COLLEGE	38	0	0.00	4	0	0.00	15	0	0.00	1	0	0.00	18	0	0.00	
ZOOLOGICAL GARDENS BD	247	4	1.62	11	0	0.00	41	1	2.44	11	0	0.00	184	3	1.63	
TOTAL FOR ASIAN/PACIFIC ISLANDER	42,664	498	1.17	1,634	13	0.80	15,119	288	1.90	3,101	9	0.29	22,810	188	0.82	

GROUP: HISPANIC

GOAL UNIT:		- ALL		MAN	JAGERS	S	PROFI	ESSIONA	LS	SUPE	RVISOR	S	O	THER	************
	TOTAL/C	GROUP	%	TOTAL/GI	ROUP	%	TOTAL/G	ROUP	%	TOTAL/C	ROUP	%	TOTAL/C	ROUP	%
ACCOUNTANCY BOARD	- X 5	0	0.00	1	0	0.00	· 1	0	0.00	0	0	0.00	3	0	0.00
ADMINISTRATION DEPARTMENT	872	14	1.61	50	0	0.00	257	1	0.39	62	1	1.61	503	12	2.39
ADMINISTRATIVE HEARING OFFICE	93	2	2.15	3	0	0.00	49	0	0.00	3	0	0.00	38	2	5.26
AGRICULTURE DEPT - DULUTH	17	0	0.00	0	0	0.00	1	0	0.00	1	0	0.00	15	0	0.00
AGRICULTURE DEPT - METRO	407	3	0.74	20	0	0.00	198	0	0.00	45	0	0.00	144	3	2.08
AGRICULTURE DEPT - OUTSTATE	81	0	0.00	1	0	0.00	5	0	0.00	8	0	0.00	67	0	0.00
ALBERT LEA TECHNICAL COLLEGE	55	0	0.00	1	0	0.00	35	0	0.00	1	0	0.00	18	0	0.00
ALEXANDRIA TECH COLLEGE	227	0	0.00	6	0	0.00	112	0	0.00	8	0	0.00	101	0	0.00
AMATEUR SPORTS COMMISSION	10	0	0.00	1	0	0.00	4	0	0.00	0	0	0.00	5	0	0.00
ANIMAL HEALTH BOARD	33	0	0.00	1	0	0.00	8	0	0.00	6	0	0.00	18	0	0.00
ANOKA-HENNEPIN TECH COLLEGE	229	2	0.87	8	0	0.00	137	2	1.46	7	0	0.00	77	0	0.00
ANOKA-RAMSEY COMMUNITY COLLEGE	177	4	2.26	14	0	0.00	81	2	2.47	6	0	0.00	76	2	2.63
ARCHITECT ENGINEER LAND SURVEY	9	1	11.11	1	0	0.00	1	0	0.00	0	0	0.00	7	1	14.29
ARROWHEAD COMM COLL - HIBBING	65	0	0.00	5	0	0.00	35	0	0.00	2	0	0.00	23	0	0.00
ARROWHEAD COMM COLL - ITASCA	66	0	0.00	3	0	0.00	32	0	0.00	2	0	0.00	29	0	0.00
ARROWHEAD COMM COLL - RAINY RI	48	0	0.00	2	0	0.00	28	0	0.00	1	0	0.00	17	0	0.00
ARROWHEAD COMM COLL - VERMILLI	76	0	0.00	4	0	0.00	45	0	0.00	1	0	0.00	26	0	0.00
ARROWHEAD COMM COLLEGE - MESAB	49	0	0.00	2	0	0.00	26 .	0	0.00	1	0	0.00	20	0	0.00
ARROWHEAD COMMUNITY COLLEGE	17	0	0.00	1	0	0.00	6	0	0.00	1	0	0.00	9	0	0.00
ARTS BOARD	16	0	0.00	1	0	0.00	9	0	0.00	1	0	0.00	5	0	0.00
ASIAN PACIFIC COUNCIL	4	. 0	0.00	1 .	0	0.00	2.	0	0.00	0	0	0.00	1	. 0	0.00
ATTORNEY GENERAL'S OFFICE	515	7	1.36	57	0	0.00	333	6	1.80	7	0	0.00	118	1	0.85
AUSTIN COMMUNITY COLLEGE	72	2	2.78	2	0	0.00	38	0	0.00	2	0	0.00	30	2	6.67
AUSTIN TECHNICAL COLLEGE	113	3	2.65	3	0	0.00	65	3	4.62	5	0	0.00	40	0	0.00
BARBER BOARD	2	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	2	0	0.00
ВЕМІДЛІ STATE UNIVERSITY	306	1	0.33	12	0	0.00	131	1	0.76	9	0	0.00	154	0	0.00
BLACK MINNESOTANS COUNCIL	6	0	0.00	2	0	0.00	2	0	0.00	0	0	0.00	2	0	0.00
BOXING BOARD	2	0	0.00	0	0	0.00	1	0	0.00	0	0	0.00	1	0	0.00
BRAINERD COMMUNITY COLLEGE	56	0	0.00	6	0	0.00	13	0	0.00	5	0	0.00	32	0	0.00

Department of Employee Relation

GROUP:	HISPANIC
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GROUP: HISPANIC GOAL UNIT:		ALL	W	MANA	GERS	S	PROF	ESSIONA	J.S	SUPI	ERVISOR	S	ОТ	HER -	
	TOTAL/		%	TOTAL/GRO		%	TOTAL/O		%	TOTAL/		%	TOTAL/G		
BRAINERD TECHNICAL COLLEGE	71	1	1.41	2	0	0.00	44	0	0.00	4	0	0.00	21	1	4.76
CAPITOL AREA ARCHITECTURE/PLAN	5	0	0.00	1	0	0.00	2	0	0.00	0	0	0.00	2	0	0.00
CENTER FOR ARTS EDUCATION	89	0	0.00	5	0	0.00	55	0	0.00	2	0	0.00	27	0	0.00
CHILDREN, FAMILIES & LEARNING	455	6	1.32	29	2	6.90	239	1	0.42	29	0	0.00	158	3	1.90
CHIROPRACTORS BOARD	5	0	0.00	1	0	0.00	1	0	0.00	0	0	0.00	3	0	0.00
COMM COLLEGES - DULUTH CENTER	30	0	0.00	2	0	0.00	12	0	0.00	1	0	0.00	15	0	0.00
COMM COLLEGES - FOND DU LAC CE	61	0	0.00	3	0	0.00	43	0	0.00	1	0	0.00	14	0	0.00
COMMERCE DEPARTMENT	259	5	1.93	16	0	0.00	148	1	0.68	28	0	0.00	67	- 4	5.97
CORR - MCF WILLOW RIVER/MOOSE	301	5	1.66	5	0	0.00	39	0	0.00	33	0	0.00	224	5	2.23
CORRECTIONS - MCF FARIBAULT	368	4	1.09	4	0	0.00	54	1	1.85	35	0	0.00	275	3	1.09
CORRECTIONS - MCF LINO LAKES	509	9	1.77	4	0	0.00	81	0	0.00	51	1	1.96	373	8	2.14
CORRECTIONS - MCF OAK PARK HGT	332	4	1.20	6	0	0.00	50	1	2.00	33	0	0.00	243	3	1.23
CORRECTIONS - MCF RED WING	169	0	0.00	4	0	0.00	41	0	0.00	17	0	0.00	107	0	0.00
CORRECTIONS - MCF SAUK CENTRE	113	0	0.00	4	0	0.00	28	0	0.00	. 8	0	0.00	73	0	0.00
CORRECTIONS - MCF SHAKOPEE	180	2	1.11	4	0	0.00	31	0	0.00	20	0	0.00	125	2	1.60
CORRECTIONS - MCF ST. CLOUD	428	2	0.47	5	0	0.00	62	1	1.61	44	0	0.00	317	1	0.32
CORRECTIONS - MCF STILLWATER	545	11	2.02	5	0	0.00	64	2	3.13	64	0	0.00	412	9	2.18
CORRECTIONS - MCF THISTLEDEW C	56	0	0.00	2	0	0.00	17	0	0.00	5	0	0.00	32	0	0.00
CORRECTIONS DEPT(CO) METRO	306	7	2.29	40	1	2.50	119	1	0.84	32	0	0.00	115	5	4.35
CORRECTIONS-CENT OFF NON-METRO	229	2	0.87	1	0	0.00	127	2	1.57	17	0	⊸°0.00 ·*	84	0	0.00
DAKOTA COUNTY TECH COLLEGE	316	· 2	0.63	11	0	0.00	191	0	0.00	9	0	0.00	105	2	1.90
DENTISTRY BOARD	8	0 -	0.00	1	0	0.00	3	0	0.00	1	0	0.00	3	0	0.00
DIETETICS & NUTRITION BOARD	3	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	2	0	0.00
DISABILITY COUNCIL	10	0	0.00	1	0	0.00	5	0	0.00	0	0	0.00	4	0	0.00
DULUTH TECHNICAL COLLEGE	150	1	0.67	7	0	0.00	74	1	1.35	5	0	0.00	64	0	0.00
ECONOMIC SECURITY - METRO	1,310	23	1.76	69	0	0.00	707	14	1.98	106	0	0.00	428	9	2.10
ECONOMIC SECURITY - OUTSTATE	555	10	1.80	0	0	0.00	324	8	2.47	45	0	0.00	186	2	1.08
EDUC: FARIBAULT RESIDENT ACADE	270	0	0.00	2	0	0.00	76	0	0.00	9	0	0.00	183	0	0.00
ELECTRICITY BOARD	21	0	0.00	2	0	0.00	0	0	0.00	1	0	0.00	18	0	0.00

GROUP: HISPANIC

GROUP: HISPANIC GOAL UNIT:		ALL		MAN	AGER	S	PROF	ESSIONA	LS	SUPE	RVISOR	S	OT	HER	
196	TOTAL/	GROUP	%	TOTAL/GR		%	TOTAL/	3ROUP	%	TOTAL/G	ROUP	%	TOTAL/G	ROUP	%
EMPLOYEE RELATIONS - EXAM MONI	-W34	Sagarage O	0.00	0	0	0.00	0	0	0.00	0	0	0.00	34	0	0.00
EMPLOYEE RELATIONS DEPT-OTHER	297	6	2.02	16	1	6.25	98	3	3.06	25	0	0.00	158	2	1.27
ENVIRONMENTAL ASSISTANCE OFFIC	74	0	0.00	3	0	0.00	55	0	0.00	6	0	0.00	10	0	0.00
ETHICAL PRACTICES BOARD	9	0	0.00	2	0	0.00	2	0	0.00	1	0	0.00	4	0	0.00
FARIBAULT TECHNICAL COLLEGE	75	0	0.00	1	0	0.00	38	0	0.00	2	0	0.00	34	0	0.00
FERGUS FALLS COMMUNITY COLLEGE	56	0	0.00	3	0	0.00	25	0	0.00	2	0	0.00	26	0	0.00
FINANCE DEPARTMENT	172	1	0.58	32	0	0.00	97	1	1.03	13	0	0.00	30	0	0.00
GAMBLING CONTROL BOARD	37	0	0.00	2	0	0.00	20	0	0.00	2	0	0.00	13	0	0.00
GOVERNOR'S OFFICE	68	3	4.41	14	1	7.14	23	2	8.70	0	0	0.00	31	0	0.00
HEALTH DEPARTMENT	1,173	15	1.28	45	1	2.22	662	9	1.36	134	1	0.75	332	4	1.20
HENNEPIN TECH COL DISTRICT OFF	104	0	0.00	1	0	0.00	74	0	0.00	4	0	0.00	25	0	0.00
HENNEPIN TECH COLLEGE - NORTH	191	1	0.52	7 -	0	0.00	98	0	0.00	5	0	0.00	81	1	1.23
HENNEPIN TECH COLLEGE - SOUTH	208	0	0.00	5	0	0.00	124	0	0.00	6	0	0.00	73	0	0.00
HIBBING TECHNICAL COLLEGE	256	0	0.00	4	0	0.00	153	0	0.00	3	0	0.00	96	0	0.00
HIGHER EDUC FACILITIES AUTHTY	3	0	0.00	2	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
HIGHER EDUCATION COORDINATING	56	2	3.57	15	0	0.00	21	2	9.52	2	0	0.00	18	0	0.00
HOUSING FINANCE AGENCY	163	3	1.84	15	0	0.00	84	2	2.38	12	0	0.00	52	1	1.92
HUMAN RIGHTS DEPARTMENT	63	5	7.94	3	0	0.00	31	3	9.68	8	0	0.00	21	2	9.52
HUMAN SERVICES - AH GWAH CHING	333	1	0.30	3	0	0.00	48	0	0.00	28	0	0.00	254	1	0.39
HUMAN SERVICES - ANOKA RTC	512	5	0.98	4	0	0.00	151	1	0.66	32	0	0.00	325	4	1.23
HUMAN SERVICES - BRAINERD RTC	692	1	0.14	9	.0	0.00	142	. 0	0.00	38	.0	0.00	503	. 1	0.20
HUMAN SERVICES - CAMBRIDGE RTC	473	2	0.42	5	1	20.00	49	0	0.00	43	0	0.00	376	1	0.27
HUMAN SERVICES - CENTRAL OFFIC	1,558	20	1.28	94	0	0.00	945	12	1.27	115	0	0.00	404	8	1.98
HUMAN SERVICES - FARIBAULT RTC	718	6	0.84	8	0	0.00	50	0	0.00	54	1	1.85	606	5	0.83
HUMAN SERVICES - FERGUS FALLS	566	0	0.00	5	0	0.00	130	0	0.00	43	0	0.00	388	0	0.00
HUMAN SERVICES - MOOSE LAKE RT	470	4	0.85	3	0	0.00	63	1	1.59	32	0	0.00	372	3	0.81
HUMAN SERVICES - ST. PETER RTC	757	3	0.40	8	0	0.00	209	0	0.00	57	0	0.00	483	3	0.62
HUMAN SERVICES - WILLMAR RTC	616	4	0.65	10	0	0.00	136	0	0.00	52	0	0.00	418	4	0.96
HUTCHINSON TECHNICAL COLLEGE	108	0	0.00	2	0	0.00	69	0	0.00	4	0	0.00	33	0	0.00

GROUP: HISPANIC GOAL UNIT:		ALL	*********	MA	NAGER	S	PROF	ESSIONA	2.Ts	SUPI	ERVISO	RS	O]	HER	
	TOTAL/		%	TOTAL/G		%	TOTAL/C		%	TOTAL/		%	TOTAL/C		%
INDIAN AFFAIRS COUNCIL	7	0	0.00	2	0	0.00	4	0	0.00	0	0	0.00	1	0	0.00
INVER HILLS COMMUNITY COLLEGE	174	7	4.02	16	1	6.25	65	1	1.54	4	0	0.00	89	5	5.62
INVESTMENT BOARD	25	0	0.00	9	0	0.00	11	0	0.00	2	0	0.00	3	0	0.00
IRON RANGE RESOURCE & REHAB BD	150	0	0.00	5	0	0.00	25	0	0.00	14	0	0.00	106	0	0.00
LABOR AND INDUSTRY DEPARTMENT	419	8	1.91	26	0	0.00	180	2	1.11	23	0	0.00	190	6	3.16
LABOR INTERPRETIVE CENTER	1	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
LAKEWOOD COMMUNITY COLLEGE	328	4	1.22	20	0	0.00	194	2	1.03	6	0	0.00	108	2	1.85
LAW ENFORCEMENT PROG COMM COL	53	2	3.77	2	0	0.00	48	2	4.17	0	0	0.00	3	0	0.00
MANKATO STATE UNIVERSITY	651	7	1.08	25	0	0.00	213	5	2.35	24	0	0.00	389	2	0.51
MANKATO TECHNICAL COLLEGE	186	3	1.61	7	0	0.00	110	2	1.82	7	0	0.00	62	1	1.61
MARRIAGE & FAMILY THERAPY BD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
MEDIATION SERVICES BUREAU	24	0	0.00	5	0	0.00	13	0	0.00	0	0	0.00	6	0	0.00
MEDICAL PRACTICES BOARD	30	0	0.00	2	0	0.00	10	0	0.00	4	0	0.00	14	0	0.00
METROPOLITAN STATE UNIVERSITY	240	10	4.17	16	1	6.25	112	2	1.79	9	0	0.00	103	7	6.80
MILITARY AFFAIRS - METRO	114	4	3.51	2	0	0.00	. 8	0	0.00	3	0	0.00	101	4	3.96
MILITARY AFFAIRS - NON METRO	203	0	0.00	1	0	0.00	24	0	0.00	25	0	0.00	153	. 0	0.00
MINNEAPOLIS COMMUNITY COLLEGE	235	6	2.55	14	0	0.00	124	6	4.84	8	0	0.00	89	0	0.00
MINNEAPOLIS TECHNICAL COLLEGE	169	4	2.37	4	0	0.00	92	3	3.26	9	1	11.11	64	0	0.00
MNSCU SYSTEM OFFICE	175	4	2.29	53	3	5.66	63	0	0.00	6	0	_0.00	53	1	1.89
MOORHEAD STATE UNIVERSITY	363	2	0.55	14	0	0.00	98	0	0.00	13	0	0.00	238	2	0.84
MUNICIPAL BOARD	4	1 .	25.00	2	0 .	0.00	0	0	0.00	0	0	0.00	2	1	50.00
NATURAL RESOURCES DEPT-METRO	846	16	1.89	67	0	0.00	359	2	0.56	101	0	0.00	319	14	4.39
NATURAL RESOURCES DEPT-OUTSTAT	2,600	7	0.27	28	0	0.00	683	1	0.15	208	0	0.00	1,681	6	0.36
NORMANDALE COMMUNITY COLLEGE	220	2	0.91	15	0	0.00	82	2	2.44	9	0	0.00	114	0	0.00
NORTH HENNEPIN COMMUNITY COLLE	172	0	0.00	12	0	0.00	39	0	0.00	7	0	0.00	114	0	0.00
NORTHEAST METRO TECH COLLEGE	179	0	0.00	3	0	0.00	107	0	0.00	1c4	0,_	0.00	65	0	0.00
NORTHLAND COMMUNITY COLLEGE	42	0	0.00	2	0	0.00	21	0	0.00	2	0	0.00	~ 17	0	0.00
NORTHWEST TC - BEMIDJI TECH	48	2	4.17	4	0	0.00	11	0	0.00	3	0	0.00	30	2	6.67
NORTHWEST TC - MOORHEAD TC	87	6	6.90	3	0	0.00	34	3	8.82	2	0	0.00	_48	3	6.25

GROUP: HISPANIC

GROUP: HISPANIC GOAL UNIT:		- ALL		MANA	AGER	S	PROFI	ESSIONA	LS	SUPE	RVISOR	S	ОТ	HER	
	TOTAL/	GROUP	%	TOTAL/GRO	OUP	%	TOTAL/G		%	TOTAL/G	ROUP	%	TOTAL/C	ROUP	%
NORTHWEST TC - WADENA TECH COL	- 45	0	0.00	2	0	0.00	18	0	0.00	3	0	0.00	22	0	0.00
NORTHWEST TC-DETROIT LAKES TC	47	0	0.00	3	0	0.00	21	0	0.00	1	0	0.00	22	0	0.00
NORTHWEST TC-E GRAND FORKS TC	157	0	0.00	5	0	0.00	90	0	0.00	4	0	0.00	58	0	0.00
NURSING BOARD	30	1	3.33	1	0	0.00	6	0	0.00	2	0	0.00	21	1	4.76
NURSING HOME ADMINISTRATORS BD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
OMBUDSMAN FOR CORRECTIONS	9	0	0.00	2	0	0.00	5	0	0.00	0	0	0.00	2	0	0.00
OMBUDSPERSON FOR FAMILIES	4	1	25.00	0	0	0.00	4	1	25.00	0	0	0.00	0	0	0.00
OMBUSDMAN MENTAL HEALTH/RETARD	21	0	0.00	2	0	0.00	14	0	0.00	2	0	0.00	3	0	0.00
OPTOMETRY BOARD	2	0	0.00	1	0	0.00	0	0	0.00	0	0	0.00	1	0	0.00
PEACE OFFICERS STANDARDS/TRNG	15	0	0.00	2	0	0.00	7	0	0.00	0	0	0.00	6	0	0.00
PHARMACY BOARD	15	0	0.00	1	0	0.00	8	0	0.00	1	0	0.00	5	0	0.00
PINE TECHNICAL COLLEGE	95	1	1.05	3 .	0	0.00	62	1	1.61	3	0	0.00	27	0	0.00
PLANNING:STRATEGIC&LONG RANGE	81	1	1.23	8	0	0.00	48	1	2.08	7	0	0.00	18	0	0.00
POLLUTION CONTROL AGENCY	811	10	1.23	25	0	0.00	556	6	1.08	74	0	0.00	156	4	2.56
PSYCHOLOGY BOARD	9	0	0.00	1	0	0.00	2	0	0.00	0	0	0.00	6	0	0.00
PUBLIC SAFETY DEPT-METRO	1,094	21	1.92	32	0	0.00	192	3	1.56	126	1	0.79	744	17	2.28
PUBLIC SAFETY DEPT-OUTSTATE	211	1	0.47	0	0	0.00	0	0	0.00	26	0	0.00	185	1	0.54
PUBLIC SAFETY-LAW ENFORCEMENT	512	3	0.59	0	0	0.00	0	0	0.00	0	0	0.00	512	3	0.59
PUBLIC SERVICE DEPARTMENT	127	2	1.57	14	0	0.00	52	1	1.92	15	0	0.00	46	1	2.17
PUBLIC UTILITIES COMMISSION	55	0	0.00	8	0	0.00	29	0	0.00	6	0	0.00	12	0	0.00
RACING COMMISSION	8	0	0.00	1	0	0.00	0	0 .	0.00	0	0	0.00	7	. 0	0.00
RED WING TECHNICAL COLLEGE	54	0	0.00	2	0	0.00	34	0	0.00	2	0	0.00	16	0	0.00
REVENUE DEPARTMENT - SEASONAL	18	1	5.56	0	0	0.00	0	0	0.00	0	0	0.00	18	1	5.56
REVENUE DEPT (EXCEPT SEASONAL)	1,175	14	1.19	31	1	3.23	648	2	0.31	88	1	1.14	408	10	2.45
ROCHESTER COMMUNITY COLLEGE	183	1	0.55	9	0	0.00	80	1	1.25	6	0	0.00	88	0	0.00
ROCHESTER TECHNICAL COLLEGE	118	0	0.00	2	0	0.00	86	0	0.00	2	0	0.00	28	0	0.00
SECRETARY OF STATE	68	1	1.47	4	0	0.00	13	0	0.00	6	0	0.00	45	1	2.22
SENTENCING GUIDELINES COMMISSI	7	0	0.00	0	0	0.00	4	0	0.00	1	0	0.00	2	0	0.00
SOCIAL WORK BOARD	10	0	0.00	1	0	0.00	4	0	0.00	0	0	0.00	5	0	0.00

CDOID	TTTOD	ABITO
GROUP:	HISP.	AINIL

GROUP: HISPANIC GOAL UNIT:	TOTAL/		%	MANA TOTAL / GRO		.S%	PROFI TOTAL / C		ALS	SUPE TOTAL / C		.S %	OT TOTAL / O		
SOIL AND WATER RESOURCES BD	60	0	0.00	2	0	0.00	39	0	0.00	6	0	0.00	13	0	0.00
SOUTHWEST STATE UNIVERSITY	169	4	2.37	14	2	14.29	39	0	0.00	8	0	0.00	108	2	1.85
SOUTHWEST TC - CANBY TECH COL	48	0	0.00	2	0	0.00	26	0	0.00	3	0	0.00	17	0	0.00
SOUTHWEST TC - PIPESTONE TC	67	0	0.00	2	0	0.00	39	0	0.00	2	0	0.00	24	0	0.00
SOUTHWEST TC-GRANITE FALLS TC	83	0	0.00	3	0	0.00	49	0	0.00	5	0	0.00	26	0	0.00
SOUTHWEST TC-JACKSON TECH COL	126	0	0.00	4	0	0.00	58	0	0.00	2	0	0.00	62	0	0.00
SPANISH SPEAKING PEOPLE COUNC	3	3	100.00	1	1	100.00	1	1	100.00	0	0	0.00	1	1	100.00
ST. CLOUD STATE UNIVERSITY	571	1	0.18	28	0	0.00	149	0	0.00	24	0	0.00	370	- 1	0.27
ST. CLOUD TECHNICAL COLLEGE	155	1	0.65	6	1	16.67	72	0	0.00	6	0	0.00	71	0	0.00
ST. PAUL TECHNICAL COLLEGE	365	8	2.19	10	1	10.00	230	5	2.17	9	0	0.00	116	2	1.72
STAPLES TECHNICAL COLLEGE	71	0	0.00	4	0	0.00	25	0	0.00	4	0	0.00	38	0	0.00
STATE AUDITOR	112	1	0.89	15	1	6.67	68	0	0.00	16	0	0.00	13	0	0.00
STATE LOTTERY	206	4	1.94	13	0	0.00	88	2	2.27	22	1	4.55	83	1	1.20
STATE TREASURER	12	0	0.00	3	0	0.00	2	0	0.00	2	0	0.00	5	0	0.00
STATE UNIV BD OFFICE - JAPAN	4	0	0.00	3	0	0.00	. 0	0	0.00	0	0	0.00	1	0	0.00
TAX COURT	7	0	0.00	1	0	0.00	3	0	0.00	1	0	0.00	2	0	0.00
TEACHERS RETIREMENT ASSOCIATIO	57	1	1.75	3	0	0.00	18	0	0.00	9	0	0.00	27	1	3.70
THIEF RIVER FALLS TECH COLLEGE	89	0	0.00	2	0	0.00	54	0	0.00	3	0	0.00	30	0	0.00
TRADE AND ECONOMIC DEVEL DEPT	228	1	0.44	26	0	0.00	95	0	0.00	11	0	0.00	96	1	1.04
TRANSPORTATION - CENTRAL OFFIC	1,153	20	1.73	0	0	0.00	388	4	1.03	122	0	0.00	643	16	2.49
TRANSPORTATION - DISTRICT 1	353	1	0.28	0	0	0.00	19	0	0.00	24	0	0.00	310	1	0.32
TRANSPORTATION - DISTRICT 2	199	3	1.51	0	0	0.00	6	0	0.00	14	0	0.00	179	3	1.68
TRANSPORTATION - DISTRICT 3	354	0	0.00	0	0	0.00	15	0	0.00	23	0	0.00	316	0	0.00
TRANSPORTATION - DISTRICT 4	230	1	0.43	0	0	0.00	11	0	0.00	18	0	0.00	201	1	0.50
TRANSPORTATION - DISTRICT 6	352	6	1.70	0	0	0.00	12	0	0.00	25	0	0.00	315	6	1.90
TRANSPORTATION - DISTRICT 7	274	1	0.36	0	0	0.00	8	0	0.00	24	0	0.00	242	1	0.41
TRANSPORTATION - DISTRICT 8	192	3	1.56	0	0	0.00	10	0	0.00	9	0	0.00	173	3	1.73
TRANSPORTATION - METRO DISTRIC	1,209	22	1.82	0	0	0.00	70	0	0.00	62	1	. 1.61	1,077	21	1.95
TRANSPORTATION DEPT-ENGINEERS	591	5	0.85	0	0	0.00	409	4	0.98	181	1	0.55	1	0	0.00

GROUP: HISPANIC

GOAL UNIT:		ALL		MANAGERS		PROI	FESSIONA	LS				O			
400	TOTAL/	GROUP	%	TOTAL/	3ROUP	%	TOTAL/	GROUP	%	TOTAL/C	ROUP	<u>%</u>	TOTAL/	GROUP	<u>%</u>
TRANSPORTATION DEPT-STATEWIDE	145	1	0.69	141	1	0.71	0	0	0.00	0	0	0.00	4	0	0.00
VETERANS BENEFITS AND SERVICES	35	1	2.86	5	0	0.00	12	0	0.00	2	0	0.00	16	1	6.25
VETERANS HOME - HASTINGS	82	1	1.22	3	0	0.00	15	0	0.00	7	0	0.00	57	1	1.75
VETERANS HOME - LUVERNE	142	2	1.41	1	0	0.00	22	0	0.00	7	0	0.00	112	2	1.79
VETERANS HOME - MINNEAPOLIS	481	7	1.46	5	0	0.00	104	1	0.96	31	0	0.00	341	6	1.76
VETERANS HOME - SILVER BAY	129	0	0.00	1	0	0.00	18	0	0.00	8	0	0.00	102	0	0.00
VETERINARY MEDICINE BOARD	2	0	0.00	0	0	0.00	1	0	0.00	0	0	0.00	1	0	0.00
WILLMAR COMMUNITY CÓLLEGE	59	1	1.69	4	0	0.00	19	0	0.00	2	0	0.00	34	1	2.94
WILLMAR TECHNICAL COLLEGE	159	2	1.26	5	0	0.00	100	1	1.00	4	0	0.00	50	1	2.00
WINONA STATE UNIVERSITY	353	1	0.28	17	0	0.00	113	1	0.88	13	0	0.00	210	0	0.00
WINONA TECHNICAL COLLEGE	76	1	1.32	3	0	0.00	44	1	2.27	5	0	0.00	24	0	0.00
WORKERS COMP COURT OF APPEALS	22	0	0.00	5 .	0	0.00	10	0	0.00	0	0	0.00	7	0	0.00
WORTHINGTON COMMUNITY COLLEGE	38	0	0.00	4	0	0.00	15	0	0.00	1	0	0.00	18	0	0.00
ZOOLOGICAL GARDENS BD	247	2	0.81	11	0	0.00	41	0	0.00	11	1	9.09	184	1	0.54
TOTAL FOR HISPANIC	42,664	473	1.11	1,634	20	1.22	15,119	153	1.01	3,101	11	0.35	22,810	289	1.27

ACCOUNTANCY BOARD ADMINISTRATION DEPARTMENT ADMINISTRATIVE HEARING OFFICE AGRICULTURE DEPT - DULUTH AGRICULTURE DEPT - METRO AGRICULTURE DEPT - OUTSTATE ALBERT LEA TECHNICAL COLLEGE ALEXANDRIA TECH COLLEGE AMATEUR SPORTS COMMISSION	5 872 93 17 407 81 55	3 383 61 4 144	60.00 43.92 65.59 23.53	1 72 6	20.00 ·8.26	0 60	0.00 6.88	0	0.00
ADMINISTRATIVE HEARING OFFICE AGRICULTURE DEPT - DULUTH AGRICULTURE DEPT - METRO AGRICULTURE DEPT - OUTSTATE ALBERT LEA TECHNICAL COLLEGE ALEXANDRIA TECH COLLEGE	93 17 407 81	61 4	65.59			60	6 88		
AGRICULTURE DEPT - DULUTH AGRICULTURE DEPT - METRO AGRICULTURE DEPT - OUTSTATE ALBERT LEA TECHNICAL COLLEGE ALEXANDRIA TECH COLLEGE	17 407 81	4		6			0.00	4	0.46
AGRICULTURE DEPT - METRO AGRICULTURE DEPT - OUTSTATE ALBERT LEA TECHNICAL COLLEGE ALEXANDRIA TECH COLLEGE	407 81	•	23.53		6.45	10	10.75	1	1.08
AGRICULTURE DEPT - OUTSTATE ALBERT LEA TECHNICAL COLLEGE ALEXANDRIA TECH COLLEGE	81	144		0	0.00	5	29.41	0	0.00
ALBERT LEA TECHNICAL COLLEGE ALEXANDRIA TECH COLLEGE			35.38	17	4.18	26	6.39	0	0.00
ALEXANDRIA TECH COLLEGE	55	24	29.63	1	1.23	2	2.47	0	0.00
	33	34	61.82	0	0.00	0	0.00	0	0.00
AMATEUR SPORTS COMMISSION	227	106	46.70	3	1.32	0	0.00	8	3.52
	10	5	50.00	0	0.00	0	0.00	0	0.00
ANIMAL HEALTH BOARD	33	13	39.39	2	6.06	1	3.03	0	0.00
ANOKA-HENNEPIN TECH COLLEGE	229	118	51.53	5	2.18	0	0.00	0	0.00
ANOKA-RAMSEY COMMUNITY COLLEGE	E 177	109	61.58	10	5.65	6	3.39	0	0.00
ARCHITECT ENGINEER LAND SURVEY	9	8	88.89	1	11.11	0	0.00	0	0.00
ARROWHEAD COMM COLL - HIBBING	65	37	56.92	4	6.15	3	4.62	0	0.00
ARROWHEAD COMM COLL - ITASCA	66	51	77.27	4	6.06	1	1.52	0	0.00
ARROWHEAD COMM COLL - RAINY RIVE	ER 48	30	62.50	4	8.33	0	0.00	0	0.00
ARROWHEAD COMM COLL - VERMILLIO	N 76	39	51.32	1	1.32	2	2.63	0	0.00
ARROWHEAD COMM COLLEGE - MESAB	I 49	26	53.06	2	4.08	3	6.12	0	0.00
·ARROWHEAD COMMUNITY COLLEGE	17	14	82.35	1	5.88	0	0.00	0	0.00
ARTS BOARD	16	13	81.25	1	6.25	0	0.00	0	0.00
ASIAN PACIFIC COUNCIL	4	2	50.00	3	7.5.00	0	0.00	0	0.00
ATTORNEY GENERAL'S OFFICE	515	334	64.85	29	5.63	36	6.99	39	7.57
AUSTIN COMMUNITY COLLEGE	72	44	61.11	2	2.78	0	0.00	0	0.00
AUSTIN TECHNICAL COLLEGE	113	60	53.10	3	2.65	0	0.00	0	0.00
BARBER BOARD	2	1	50.00	0	0.00	0	0.00	0	0.00
BEMIDJI STATE UNIVERSITY	306	155	50.65	18	5.88	7	2.29	3	0.98
BLACK MINNESOTANS COUNCIL	6	4	66.67	5	83.33	1	16.67	0	0.00
BOXING BOARD	2	1	50.00	0	0.00	1	50.00	0	0.00
BRAINERD COMMUNITY COLLEGE	56	37	66.07	3	5.36	6	10.71	0	0.00
BRAINERD TECHNICAL COLLEGE	71	39	54.93	3	4.23	0	0.00	0	0.00
CAPITOL AREA ARCHITECTURE/PLAN *	5	4	80.00	. 0	0.00	0	0.00	0	0.00
CENTER FOR ARTS EDUCATION	89	55	61.80	2	2.25	0	0.00	4	4.49
CHILDREN, FAMILIES & LEARNING	455	327	71.87	36	7.91	23	5.05	0	0.00
CHIROPRACTORS BOARD	5	4	80.00	0	0.00	0	0.00	0	0.00
COMM COLLEGES - DULUTH CENTER	30	23	76.67	7	23.33	0	0.00	0	0.00
COMM COLLEGES - FOND DU LAC CE	61	22	36.07	18	29.51	0	0.00	0	0.00
COMMERCE DEPARTMENT	259	127	49.03	23	8.88	16	6.18	0	0.00

GOAL UNIT	ALL EMPLOYEES	— WO TOTAL	MEN — %	– MINC TOTAL	RITY – %	- DISAB TOTAL	ILITY – %	— MISSI TOTAL	NG — <u>%</u>
CORR - MCF WILLOW RIVER/MOOSE	301	108	35.88	15	4.98	16	5.32 *	0	0.00
CORRECTIONS - MCF FARIBAULT	368	158	42.93	13		43	11.68	0	0.00
CORRECTIONS - MCF LINO LAKES	509	194	38.11	73	14.34	38	7.47	2	0.39
CORRECTIONS - MCF OAK PARK HEIG	HTS 332	110	33.13	21	6.33	43	12.95	0	0.00
CORRECTIONS - MCF RED WING	169	52	30.77	10	5.92	12	7.10	0	0.00
CORRECTIONS - MCF SAUK CENTRE	113	44	38.94	5	4.42	19	16.81	0	0.00
CORRECTIONS - MCF SHAKOPEE	180	129	71.67	19	10.56	27	15.00	0	0.00
CORRECTIONS - MCF ST. CLOUD	428	103	24.07	16	3.74	43	10.05	0	0.00
CORRECTIONS - MCF STILLWATER	545	143	26.24	43	7.89	53	9.72	1	0.18
CORRECTIONS - MCF THISTLEDEW C	56	17	30.36	2	3.57	1	1.79	1	1.79
CORRECTIONS DEPT(CO) METRO	306	167	54.58	44	14.38	25	8.17	0	0.00
CORRECTIONS-CENT OFF NON-METRO	229	110	48.03	11	4.80	8	3.49	3	1.31
DAKOTA COUNTY TECH COLLEGE	316	157	49.68	13	4.11	3	0.95	0	0.00
DENTISTRY BOARD	3	8	100.00	0	0.00	0	0.00	0	0.00
DIETETICS & NUTRITION BOARD	3	3	100.00	0	0.00	0	0.00	1	33.33
DISABILITY COUNCIL	10	5	50.00	0	0.00	4	40.00	0	0.00
DULUTH TECHNICAL COLLEGE	150	75	50.00	6	4.00	0	0.00	2	1.33
ECONOMIC SECURITY - METRO	1,310	751	57.33	96	7.33	144	10.99	1	0.08
ECONOMIC SECURITY - OUTSTATE	555	302	54.41	21	3.78	70	12.61	2	0.36
EDUC: FARIBAULT RESIDENT ACADE	MY 270	203	75.19	3	1.11	49	18.15	1	0.37
ELECTRICITY BOARD	21	10	47.62	0	0.00	1	4.76	0	0.00
EMPLOYEE RELATIONS - EXAM MONI	TOR 34	28	82.35	1	2.94	0	0.00	1	2.94
EMPLOYEE RELATIONS DEPT-OTHER	297	197	66.33	22	7.41	19	6.40	1	0.34
ENVIRONMENTAL ASSISTANCE OFFIC	E 74	35	47.30	3	4.05	2	2.70	0	0.00
ETHICAL PRACTICES BOARD	9	7	77.78	0	0.00	0	0.00	0	0.00
FARIBAULT TECHNICAL COLLEGE	75	42	56.00	0	0.00	2	2.67	0	0.00
FERGUS FALLS COMMUNITY COLLEG	E 56	38	67.86	1	1.79	2	3.57	0	0.00
FINANCE DEPARTMENT	172	86	50.00	7	4.07	14	8.14	1	0.58
GAMBLING CONTROL BOARD	37	23	62.16	0	0.00	3	8.11	1	2.70
GOVERNOR'S OFFICE	68	41	60.29	6	8.82	1	1.47	0	0.00
HEALTH DEPARTMENT	1,173	800	68.20	98	8.35	74	6.31	2	0.17
HENNEPIN TECH COLLEGE DISTRICT	OFFICE 104	46	44.23	7	6.73	0	0.00	0	0.00
HENNEPIN TECH COLLEGE - NORTH	191	129	67.54	3	1.57	1	0.52	3	1.57
HENNEPIN TECH COLLEGE - SOUTH	208	101	48.56	3	1.44	1	0.48	1	0.48
HIBBING TECHNICAL COLLEGE	256	91	35.55	2	0.78	2	0.78	0	0.00
HIGHER EDUC FACILITIES AUTHTY	3	2	66.67	0	0.00	0	0.00	0	0.00
HIGHER EDUCATION COORDINATING	56	37	66.07	8	14.29	5	8.93	1	1.79

GOAL UNIT	ALL EMPLOYEES	WO	MEN	– MINO TOTAL	ORITY - %	DISAB TOTAL	ILITY – %	— MISSI TOTAL	NG %
HOUSING FINANCE AGENCY	163	109	66.87	21	12.88	9	5.52	0	0.00
HUMAN RIGHTS DEPARTMENT	63	39	61.90	24	38.10	11	17.46	0	0.00
HUMAN SERVICES - AH GWAH CHING	333	226	67.87	10	3.00	23	6.91	. 0	0.00
HUMAN SERVICES - ANOKA RTC	512	358	69.92	26	5.08	36	7.03	0	0.00
HUMAN SERVICES - BRAINERD RTC	692	449	64.88	17	2.46	66	9.54	0	0.00
HUMAN SERVICES - CAMBRIDGE RTC	473	343	72.52	18	3.81	47	9.94	0	0.00
HUMAN SERVICES - CENTRAL OFFIC	1,558	1,033	66.30	124	7.96	116	7.45	0	0.00
HUMAN SERVICES - FARIBAULT RTC	718	503	70.06	39	5.43	43	5.99	1	0.14
HUMAN SERVICES - FERGUS FALLS	566	383	67.67	11	1.94	20	3.53	0	0.00
HUMAN SERVICES - MOOSE LAKE RTC	470	300	63.83	19	4.04	30	6.38	0	0.00
HUMAN SERVICES - ST. PETER RTC	757	453	59.84	17	2.25	34	4.49	0	0.00
HUMAN SERVICES - WILLMAR RTC	616	406	65.91	10	1.62	35	5.68	1	0.16
HUTCHINSON TECHNICAL COLLEGE	108	61	56.48	0	0.00	2	1.85	1	0.93
INDIAN AFFAIRS COUNCIL	7	5	71.43	7	100.00	0	0.00	0	0.00
INVER HILLS COMMUNITY COLLEGE	174	115	66.09	13	7.47	5	2.87	0	0.00
INVESTMENT BOARD	25	12	48.00	2	8.00	0	0.00	0	0.00
IRON RANGE RESOURCE & REHAB BD	150	53	35.33	0	0.00	2	1.33	1	0.67
LABOR AND INDUSTRY DEPARTMENT	419	251	59.90	43	10.26	34	8.11	2	0.48
LABOR INTERPRETIVE CENTER	1	1	100.00	0	0.00	0	0.00	0	0.00
LAKEWOOD COMMUNITY COLLEGE	328	215	65.55	15	4.57	2	0.61	1	0.30
LAW ENFORCEMENT PROG COMM COLI	LEGE 53	23	43.40	4	7.55	0	0.00	0	0.00
MANKATO STATE UNIVERSITY	651	403	61.90	20	3.07	5	0.77	11	1.69
MANKATO TECHNICAL COLLEGE	186	105	56.45	3	1.61	0	0.00	0	0.00
MARRIAGE & FAMILY THERAPY BOARD	2	1	50.00	0	0.00	0	0.00	0	0.00
MEDIATION SERVICES BUREAU	24	11	45.83	1	4.17	0	0.00	0	0.00
MEDICAL PRACTICES BOARD	30	23	76.67	1	3.33	1	3.33	0	0.00
METROPOLITAN STATE UNIVERSITY	240	145	60.42	35	14.58	8	3.33	2	0.83
MILITARY AFFAIRS - METRO	114	22	19.30	6	.5.26	1	0.88	0	0.00
MILITARY AFFAIRS - NON METRO	203	46	22.66	4	1.97	6	2.96	2	0.99
MINNEAPOLIS COMMUNITY COLLEGE	235	155	65.96	50	21.28	6	2.55	3	1.28
MINNEAPOLIS TECHNICAL COLLEGE	169	87	51.48	· 31	18.34	0	0.00	0	0.00
MNSCU SYSTEM OFFICE	175	108	61.71	14	8.00	4	2.29	1	0.57
MOORHEAD STATE UNIVERSITY	363	234	64.46	8	2.20	2	0.55	3	0.83
MUNICIPAL BOARD	4	4	100.00	1	25.00	0	0.00	0	0.00
NATURAL RESOURCES DEPT-METRO	846	344	40.66	52	6.15	42	4.96	3	0.35
NATURAL RESOURCES DEPT-OUTSTATE	2,600	516	19.85	63	2.42	89	3.42	4	0.15
NORMANDALE COMMUNITY COLLEGE	220	139	63.18	22	10.00	13	5.91	0	0.00
								-	

GOAL UNIT EM	ALL IPLOYEES	WO TOTAL	MEN —	MINO TOTAL	ORITY - %	– DISAB TOTAL	ILITY – %	— MISSI TOTAL	NG — <u>%</u>
NORTH HENNEPIN COMMUNITY COLLEG	E 172	125	72.67	9	5.23	10	5.81 *	0	0.00
NORTHEAST METRO TECH COLLEGE	179	97	54.19	9	₹ 5.03	0	0.00	0	0.00
NORTHLAND COMMUNITY COLLEGE	42	27	64.29	2	4.76	0	0.00	. 0	0.00
NORTHWEST TC - ВЕМІДЛ ТЕСН	48	31	64.58	4	[™] 3 8.33	0	0.00	0	0.00
NORTHWEST TC - MOORHEAD TC	87	59	67.82	7	8.05	0	0.00	0	0.00
NORTHWEST TC - WADENA TECH COL	45	32	71.11	0	0.00	0	0.00	0	0.00
NORTHWEST TC-DETROIT LAKES TC	47	31	65.96	3	6.38	0	0.00	0	0.00
NORTHWEST TC-E GRAND FORKS TC	157	80	50.96	6	3.82	0	0.00	0	0.00
NURSING BOARD	30	28	93.33	1	3.33	0	0.00	0	0.00
NURSING HOME ADMINISTRATORS BOAR	2D 2	- 2	100.00	0	0.00	0	0.00	0	0.00
OMBUDSMAN FOR CORRECTIONS	9	6	66.67	3	33.33	0	0.00	0	0.00
OMBUDSPERSON FOR FAMILIES	4	3	75.00	4	100.00	0	0.00	0	0.00
OMBUSDMAN MENTAL HEALTH/RETARD	21	10	47.62	1	4.76	1	4.76	0	0.00
OPTOMETRY BOARD	2	2	100.00	0	0.00	0	0.00	0	0.00
PEACE OFFICERS STANDARDS/TRNG	15	10	66.67	2	13.33	0	0.00	0	0.00
PHARMACY BOARD	15	8	53.33	0	0.00	0	0.00	0	0.00
PINE TECHNICAL COLLEGE	95	61	64.21	2	2.11	0	0.00	0	0.00
PLANNING: STRATEGIC & LONG RANGE	81	39	48.15	3	3.70	3	3.70	0	0.00
POLLUTION CONTROL AGENCY	811	376	46.36	52	6.41	74	9.12	7	0.86
PSYCHOLOGY BOARD	9	9	100.00	1	11.11	0	0.00	1	11.11
PUBLIC SAFETY DEPT-METRO	1,094	613	56.03	87	7.95	93	8.50	0	0.00
PUBLIC SAFETY DEPT-OUTSTATE	211	108	51.18	6	2.84	18	8.53	0	0.00
PUBLIC SAFETY-LAW ENFORCEMENT	512	39	7.62	12	2.34	44	8.59	1	0.20
PUBLIC SERVICE DEPARTMENT	127	55	43.31	6	4.72	17	13.39	0	0.00
PUBLIC UTILITIES COMMISSION	55	27	49.09	3	5.45	2	3.64	0	0.00
RACING COMMISSION	8	7	87.50	0	0.00	0	0.00	0	0.00
RED WING TECHNICAL COLLEGE	54	28	51.85	0	0.00	1	1.85	0	0.00
REVENUE DEPARTMENT - SEASONAL	18	12	66.67	2	11.11	0	0.00	0	0.00
REVENUE DEPT (EXCEPT SEASONAL)	1,175	654	55.66	81	6.89	113	9.62	1	0.09
ROCHESTER COMMUNITY COLLEGE	183	106	57.92	4	2.19	8	4.37	2	1.09
ROCHESTER TECHNICAL COLLEGE	118	57	48.31	5	4.24	0	0.00	0	0.00
SECRETARY OF STATE	68	51	75.00	7	10.29	3	4.41	0	0.00
SENTENCING GUIDELINES COMMISSI	7	6	85.71	0	0.00	0	0.00	0	0.00
SOCIAL WORK BOARD	10	9	90.00	1	10.00	0	0.00	0	0.00
SOIL AND WATER RESOURCES BOARD	60	18	30.00	0	0.00	2	3.33	0	0.00
SOUTHWEST STATE UNIVERSITY	169	105	62.13	5	2.96	0	0.00	0	0.00
SOUTHWEST TC - CANBY TECH COLLEGE	E 48	39	81.25	0	0.00	9	0.00	0	0.00

GOAL UNIT	ALL EMPLOYEES	WOI TOTAL	MEN — %	- MINO TOTAL	ORITY – %	– DISAB TOTAL	ILITY – %	— MISSI TOTAL	NG
SOUTHWEST TC - PIPESTONE TC	67	39	58.21	0	0.00	0	0.00	0	0.00
SOUTHWEST TC-GRANITE FALLS TC	83	58	69.88	0	0.00	0	0.00	0	0.00
SOUTHWEST TC-JACKSON TECH COLL	EGE 126	67	53.17	0	0.00	0	0.00	. 0	0.00
SPANISH SPEAKING PEOPLE COUNCIL	3	3	100.00	3	100.00	0	0.00	0	0.00
ST. CLOUD STATE UNIVERSITY	571	332	58.14	11	1.93	0	0.00	5	0.88
ST. CLOUD TECHNICAL COLLEGE	155	95	61.29	3	1.94	1	0.65	0	0.00
ST. PAUL TECHNICAL COLLEGE	365	177	48.49	32	8.77	9	2.47	0	0.00
STAPLES TECHNICAL COLLEGE	71	44	61.97	0	0.00	1	1.41	0	0.00
STATE AUDITOR	112	60	53.57	6	5.36	7	6.25	0	0.00
STATE LOTTERY	206	102	49.51	16	7.77	20	9.71	0	0.00
STATE TREASURER	12	5	41.67	0	0.00	2	16.67	0	0.00
STATE UNIV BD OFFICE - JAPAN	4	2	50.00	2	50.00	0	0.00	0	0.00
TAX COURT	7	6	85.71	0	0.00	0	0.00	0	0.00
TEACHERS RETIREMENT ASSOCIATION	N 57	37	64.91	2	3.51	1	1.75	0	0.00
THIEF RIVER FALLS TECH COLLEGE	89	43	48.31	3	3.37	1	1.12	0	0.00
TRADE AND ECONOMIC DEVEL DEPT	228	142	62.28	12	5.26	13	5.70	1	0.44
TRANSPORTATION - CENTRAL OFFICE	1,153	446	38.68	103	8.93	61	5.29	5	0.43
TRANSPORTATION - DISTRICT 1	353	49	13.88	11	3.12	19	5.38	4	1.13
TRANSPORTATION - DISTRICT 2	199	26	13.07	11	5.53	13	6.53	0	0.00
TRANSPORTATION - DISTRICT 3	354	41	11.58	7	1.98	17	4.80	0	0.00
TRANSPORTATION - DISTRICT 4	230	27	11.74	13	5.65	22	9.57	0	0.00
TRANSPORTATION - DISTRICT 6	352	41	11.65	11	3.13	18	5.11	6	1.70
TRANSPORTATION - DISTRICT 7	274	39	14.23	6	2.19	28	10.22	0	0.00
TRANSPORTATION - DISTRICT 8	192	30	15.63	6	3.13	16	8.33	0	0.00
TRANSPORTATION - METRO DISTRICT	1,209	185	15.30	72	5.96	63	5.21	0	0.00
TRANSPORTATION DEPT-ENGINEERS	591	63	10.66	32	5.41	21	3.55	0	0.00
TRANSPORTATION DEPT-STATEWIDE	145	22	15.17	4	2.76	7	4.83	1	0.69
VETERANS BENEFITS AND SERVICES	35	16	45.71	6	17.14	7	20.00	1	2.86
VETERANS HOME - HASTINGS	82	45	54.88	2	2.44	9	10.98	0	0.00
VETERANS HOME - LUVERNE	142	134	94.37	4	2.82	0	0.00	0	0.00
VETERANS HOME - MINNEAPOLIS	481	289	60.08	96	19.96	28	5.82	2	0.42
VETERANS HOME - SILVER BAY	129	98	75.97	4	3.10	5	3.88	0	0.00
VETERINARY MEDICINE BOARD	2	1	50.00	0	0.00	0	0.00	0	0.00
WILLMAR COMMUNITY COLLEGE	59	41	69.49	1	1.69	2	3.39	0	0.00
WILLMAR TECHNICAL COLLEGE	159	84	52.83	4,	2.52	2	1.26	0	0.00
WINONA STATE UNIVERSITY	353	222	62.89	14	' 3.97	18	5.10	0	0.00
WINONA TECHNICAL COLLEGE	76	45	59.21	1	1.32	0	0.00	0	0.00

GOAL UNIT	. ALL	WO	MEN	- MINC	RITY -	DISABI	LITY	MISSI	NG
	EMPLOYEES	TOTAL	%	TOTAL	%	TOTAL	<u>%</u>	TOTAL	%
WORKERS COMP COURT OF APPEALS	22	16	72.73	0	0.00	0	0.00	0	0.00
WORTHINGTON COMMUNITY COLLEC	38 38	23	60.53	0	0.00	0	0.00	0	0.00
ZOOLOGICAL GARDENS BOARD	247	120	48.58	13	5.26	13	5.26	. 0	0.00
STATEWIDE TOTALS	42,664	20,979	49.17	2,429	5.69	2,439	5.72	157	0.37

AGENCY	TOTAL EMPLOYEES	#WOMEN	WOMEN%	#MINORITY	MINORITY%	#DISABLED	DISABLED%
ADMINISTRATION DEPT	92	36	39.13	7	7.61	4	4.35
ADMINISTRATIVE HEARINGS	4	3	75.00	. 1	25.00	1	25.00
AGRICULTURE DEPT	16	4	25.00	1	6.25	. 0	0.00
AMATEUR SPORTS COMM	1	0	0.00	0	0.00	0	0.00
ATTORNEY GENERAL	21	20	95.24	0	0.00	1	4.76
CENTER FOR ARTS EDUCATION	2	0	0.00	0	0.00	0	0.00
CHILDREN, FAMILIES & LEARNING	G 36	26	72.22	2	5.56	0	0.00
COMMERCE DEPT	14	6	42.86	2	14.29	1	7.14
CORRECTIONS - CENTRAL OFFIC	CE 55	32	58.18	0	23.64	2	3.64
CORRECTIONS - MCF LINO LAKE	ES 55	27	49.09	0	21.82	2	3.64
CORRECTIONS - MCF STILLWAT	ER 42	19	45.24	0	7.14	2	4.76
CORRECTIONS - MCF OAK PARK	HEI 17	9	52.94	0	5.88	1	5.88
CORRECTIONS - MCF SHAKOPER	E 13	12	92.31	0	7.69	1	7.69
CORRECTIONS - MCF RED WING	13	10	76.92	0	7.69	1	7.69
CORRECTIONS - MCF SAUK CEN	TRE 6	6	100.00	. 0	0.00	1	16.67
CORRECTIONS - THISTLEDEW C.	AMP 4	3	75.00	0	0.00	0	0.00
CORRECTIONS - MCF FARIBAUL	T 13	5	38.46	0	0.00	3	23.08
CORRECTIONS - MCF ST. CLOUD	9	6	66.67	0	11.11	0	0.00
CORRECTIONS - MCF WILLOW R	/MOO 11	5	45.45	0	9.09	0	0.00
CORRECTIONS DEPT	238	134	56.30	33	13.87	. 13	5.46
ECONOMIC SECURITY DEPT	58	37	63.79	, 9	15.52	5	8.62
ELECTRICITY BOARD	4	2	50.00	0	0.00	0	0.00
EMPLOYEE RELATIONS DEPT	22	14	63.64	1	4.55	1	4.55
ENVIRONMENTAL ASSISTANCE	8	3	37.50	0	0.00	0	0.00
FARIBAULT ACADEMIES	6	3	50.00	0	0.00	2	33.33
FINANCE DEPT	20	7	35.00	2	10.00	0	0.00
HEALTH DEPT	94	63	67.02	16	17.02	2	2.13
HIGHER EDUCATION SERVICES OF	FF 1	1	100.00	0	0.00	0	0.00
HOUSING FINANCE AGENCY	11	8	72.73	2	18.18	1	9.09
DHS - CENTRAL OFFICE	133	93	69.92	0	10.53	10	7.52
DHS - ANOKA-METRO RTC	24	19	79.17	. 0	4.17	1	4.17
DHS - FERGUS FALLS RTC	9	7	77.78	0	0.00	0	0.00
MN SEXUAL PSYCH PERS TRTM	T CTR 74	42	56.76	0	1.35	4	5.41
DHS 4ST. PETER RTC	14	11	78.57	. 0	7.14	0	0.00
DHS - WILLMAR RTC	18	15	83.33	, 0	5.56	0	0.00
DHS - CAMBRIDGE RTC	36	27	75.00	0	5.56	1	2.78
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AGENCY EMPLO	TOTAL DYEES	#WOMEN	WOMEN%	#MINORITY	MINORITY%	#DISABLED	DISABLED%
DHS - FARIBAULT RTC	40	27	67.50	0	22.50	Ò	0.00
DHS - BRAINERD RTC	47	32	68.09	0 =	4.26	1	2.13
DHS - AH-GWAH-CHING NRSNG HOME	15	. 9	60.00	0,	0.00	1	6.67
HUMAN SERVICES DEPT	410	282	68.78	31	7.56	_/ 18	4.39
INVESTMENT BOARD	1	0	0.00	1	100.00	<i>//</i> o	0.00
IRON RANGE RESOURCES & REHAB	2	2	100.00	0	0.00	0	0.00
LABOR & INDUSTRY DEPT	28	17	60.71	3	10.71	0	0.00
LEGISLATIVE AUDITOR	11	7	63.64	0	0.00	0	0.00
LOTTERY	17	7	41.18	3	17.65	1	5.88
MEDICAL PRACTICE BOARD	7	4	57.14	0	0.00	0	0.00
MILITARY AFFAIRS DEPT	5	1	20.00	0	0.00	0	0.00
MINN STATE RETIREMENT SYSTEM	1	1	100.00	0	0.00	0	0.00
BEMIDJI STATE UNIVERSITY	5	4	80.00	0	0.00	-0	0.00
MANKATO STATE UNIVERSITY	11	7	63.64	0	0.00	0	0.00
MOORHEAD STATE UNIVERSITY	4	3	75.00	0	0.00	0	0.00
ST CLOUD STATE UNIVERSITY	9	8	88.89	0	0.00	0	0.00
WINONA STATE UNIVERSITY	7	4	57.14	0	0.00	0	0.00
MNSCU BOARD OFFICE	9	4	44.44	0	11.11	1	11.11
BRAINERD COMMUNITY COLLEGE	1	1	100.00	0	0.00	0	0.00
FERGUS FALLS COMMUNITY COLLEGE	1	0	0.00	0	0.00	0	0.00
WILLMAR COMMUNITY COLLEGE	1	1	100.00	0	0.00	0	0.00
ROCHESTER COMMUNITY COLLEGE	2	2	100.00	0	0.00	0	0.00
NORTHLAND COMMUNITY COLLEGE	2	1	50.00	0	0.00	0	0.00
MINNEAPOLIS COMMUNITY COLLEGE	4	3	75.00	0	50.00	0	0.00
ANOKA RAMSEY COMMUNITY COLLEG	E 1	1	100.00	0	100.00	0	0.00
NORTH HENNEPIN COMM COLL	4	3	75.00	0	0.00	0	0.00
LAKEWOOD COMMUNITY COLLEGE	5	5	100.00	0	0.00	0	0.00
NORMANDALE COMMUNITY COLLEGE	4	3	75.00	0	0.00	0	0.00
INVER HILLS COMMUNITY COLLEGE	5	2	40.00	0	0.00	1	20.00
DULUTH COMMUNITY COLLEGE	1	1	100.00	0	0.00	0	0.00
SOUTHWEST STATE UNIVERSITY	2	2	100.00	0	50.00	0	0.00
METROPOLITAN STATE UNIVERSITY	8	6	75.00	0	25.00	0	0.00
MINNEAPOLIS TECHNICAL COLLEGE	3	1	33.33	0	0.00	0	0.00
ANOKA TECHNICAL COLLEGE	7	4	57.14	0	0.00	0	0.00
ALEXANDRIA TECHNICAL COLLEGE	3	2	66.67	0	0.00	0	0.00
SAINT PAUL TECHNICAL COLLEGE	6	4	66.67	0	0.00	0	0.00

AGENCY	TOTAL EMPLOYEES	#WOMEN	WOMEN%	,#MINORITY	MINORITY%	#DISABLED	DISABLED%
DULUTH TECHNICAL COLLEGE	3	0	0.00	0	0.00	0	0.00
SAINT CLOUD TECHNICAL COLI	LEGE 6	1	16.67	0	0.00	0	0.00
NORTHEAST METRO TECHNICA	L COLL 2	0	0.00	0	0.00	.0	0.00
DAKOTA COUNTY TECHNICAL	COLL 5	3	60.00	0	20.00	0	0.00
HENNEPIN NORTH TECHNICAL	COLL 2	1	50.00	0	0.00	0	0.00
HENNEPIN SOUTH TECHNICAL (COLL 1	0	0.00	0	0.00	0	0.00
SOUTHWESTERN TECH COLL CA	ANBY 3	3	100.00	0	0.00	0	0.00
SOUTHWESTERN TC GRANITE F	FALLS 1	1	100.00	0	0.00	0	0.00
SOUTHWESTERN TECH COLL JA	ACKSON 1	0	0.00	0	0.00	0	0.00
RED WING/WINONA TC WINONA	A 1	0	0.00	0	0.00	0	0.00
NORTHWEST TECH COLL BEMI	DЛ 2	1	50.00	0	0.00	0	0.00
NORTHWEST TECH COLL DET L	AKES 1	1	100.00	0	0.00	0	0.00
NORTHWEST TECH COLL MOOF	RHEAD 2	0	0.00	. 0	0.00	0	0.00
THIEF RIVER FALLS TECH COLL	. 3	1	33.33	0	0.00	0	0.00
NORTHWEST TECH COLLEGE W	ADENA 2	2	100.00	0	0.00	0	0.00
SOUTH CENTRAL TC ALBERT LI	EA 1	0	0.00	0	0.00	0	0.00
SOUTH CENTRAL TC MANKATO	6	4	66.67	0	0.00	0	0.00
HUTCHINSON WILLMAR TC HU	TCH 3	3	100.00	0	0.00	0	0.00
HUTCHINSON WILLMAR TC WIL	LMAR 6	5	83.33	0	0.00	0	0.00
RIVERLAND TECH COLL FARIBA	AULT 5	2	40.00	0	0.00	2	40.00
RIVERLAND TECH COLL ROCHE	ESTER 2	1	50.00	0	0.00	0	0.00
MN ST COLLEGES & UNIVERSITIE	ES 163	101	61.96	8	4.91	4	2.45
NATURAL RESOURCES DEPT	90	43	47.78	3	3.33	2	2.22
NURSING BOARD	4	4	100.00	0	0.00	0	0.00
OMBUD FOR MENTAL HEALTH &	MR 2	1	50.00	0	0.00	0	0.00
PEACE OFFICERS BOARD (POST)	1	1	100.00	. 0	0.00	0	0.00
PHARMACY BOARD	1	0	0.00	0	0.00	0	0.00
PLANNING, STRATEGIC & L R	5	4	80.00	0	0.00	0	0.00
POLLUTION CONTROL AGENCY	53	29	54.72	3	5.66	1	1.89
PUBLIC EMPLOYEES RETIRE ASSO	OC 1	0	0.00	0	0.00	0	0.00
PUBLIC SAFETY DEPT	₹ 79	37	46.84	. 10	12.66	8	10.13
PUBLIC SERVICE DEPT	11	5	45.45	. 0	0.00	0	0.00
PUBLIC UTILITIES COMM	3	2	66.67	1	33.33	1	33.33
REVENUE DEPT	130	80	61.54	6	4.62	4	3.08
SECRETARY OF STATE	. 9	7	77.78	, 1	11.11	1	11.11
STATE AUDITOR	10	7	70.00	0	0.00	0	0.00
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AGENCY E	TOTAL EMPLOYEES	#WOMEN	WOMEN%	#MINORITY	MINORITY%	#DISABLED	DISABLED%
STATE TREASURER	1	1	100.00	0	0.00	*O	0.00
TEACHERS RETIREMENT ASSOC	7	6	85.71	1	14.29	0	0.00
TRADE & ECON DEVELOPMENT DEP	T 20	7	35.00	1,00		3	15.00
TRANSPORTATION DEPT	214	44	20.56	14	6.54	_{/.} 6	2.80
VETERANS AFFAIRS DEPT	3	2	66.67	1	33.33	// 0	0.00
VETERANS' HOME - MINNEAPOLIS	69	37	53.62	0	47.83	2	2.90
VETERANS' HOME - HASTINGS	6	2	33.33	0	16.67	i 0	0.00
VETERANS' HOME - SILVER BAY	16	13	81.25	0	6.25	0	0.00
VETERANS' HOME - LUVERNE	14	13	92.86	0	0.00	0	0.00
VETERANS' HOME BOARD	2	1	50.00	0	0.00	0	0.00
VETERANS HOME BOARD	107	66	61.68	35	32.71	2	1.87
WATER & SOIL RESOURCES BOARD	5	1	20.00	0	0.00	0	0.00
WORKERS COMP COURT OF APPEAL	S 1	1	100.00	0	0.00	0	0.00
ZOOLOGICAL BOARD	22	9	40.91	3	13.64	0	0.00
TOTAL FOR ALL AGENCIES	2,072	1,146	55.31	201	9.70	82	3.96

AGENCY EM	TOTAL PLOYEES	#WOMEN	WOMEN%	#MINORITY	MINORITY%	#DISABLED	DISABLED%
ACCOUNTANCY BOARD	3	1	33.33	1	33.33	0	0.00
ADMINISTRATION DEPT	161	93	57.76	29	18.01	7	4.35
ADMINISTRATIVE HEARINGS	13	9	69.23	2	15.38	.2	15.38
AGRICULTURE DEPT	66	30	45.45	4	6.06	1	1.52
AMATEUR SPORTS COMM	2	1	50.00	0	0.00	0	0.00
ANIMAL HEALTH BOARD	2	2	100.00	. 0	0.00	0	0.00
ARCHITECTURE, ENGINEERING BOARD) 4	4	100.00	0	0.00	0	0.00
ARTS BOARD	3	2	66.67	1	33.33	0	0.00
ASIAN-PACIFIC COUNCIL	1	1	100.00	1	100.00	0	0.00
ATTORNEY GENERAL	107	78	72.90	10	9.35	1	0.93
AUTO THEFT PREVENTION BOARD	1	1	100.00	0	0.00	0	0.00
BLACK MINNESOTANS COUNCIL	4	3	75.00	, 3	75.00	0	0.00
BUREAU OF MEDIATION SERVICES	3	2	66.67	0	0.00	0	0.00
CAPITOL AREA ARCHITECT	1	1	100.00	0	0.00	0	0.00
CENTER FOR ARTS EDUCATION	24	11	45.83	2	8.33	0	0.00
CHILDREN, FAMILIES & LEARNING	106	86	· 81.13	13	12.26	7	6.60
COMMERCE DEPT	53	26	49.06	7	13.21	2	3.77
CORRECTIONS DEPT	586	269	45.90	77	13.14	29	4.95
COURT OF APPEALS	30	20	66.67	. 4	13.33	0	0.00
DISABILITY COUNCIL	3	0	0.00	0	0.00	1	33.33
ECONOMIC SECURITY DEPT	236	174	73.73	23	9.75	11	4.66
ELECTRICITY BOARD	2	1	50.00	0	0.00	1	50.00
EMERGENCY MEDICAL SERVICES BOA	RD 18	8	44.44	. 0	0.00	2	11.11
EMPLOYEE RELATIONS DEPT	56	35	62.50	8	14.29	8	14.29
ENVIRONMENTAL ASSISTANCE	16	10	62.50	· 1	6.25	0	0.00
ETHICAL PRACTICES BOARD	1	1	100.00	0	0.00	0	0.00
FARIBAULT ACADEMIES	8	7	87.50	0	0.00	0	0.00
FINANCE DEPT	36	18	50.00	1	2.78	2	5.56
GAMBLING CONTROL BOARD	1	1	100.00	0	0.00	0	0.00
GOVERNORS OFFICE	54	38	70.37	5	9.26	1	1.85
HEALTH DEPT	224	176	78.57	32	14.29	13	5.80
HIGHER EDUCATION SERVICES OFFICE	E 19	12	63.16	9	47.37	1	5.26
HOUSING FINANCE AGENCY	18	11	61.11	2	11.11	1	5.56
HUMAN RIGHTS DEPT	20	6	30.00	6	30.00	2	10.00
HUMAN SERVICES DEPT	912	580	63.60	; 99	10.86	46.	5.04
INTERGOV INFO SYSTEMS ADV CNCL	1	0	0.00	0	0.00	0	0.00

AGENCY	TOTAL EMPLOYEES	#WOMEN	WOMEN%	#MINORITY	MINORITY%	#DISABLED	DISABLED%
INVESTMENT BOARD	2	1	50.00	0	0.00	§0	0.00
IRON RANGE RESOURCES & REHAB	163	68	41.72	1.	0.61	0	0.00
LABOR & INDUSTRY DEPT	68	. 46	67.65	17	25.00	5	7.35
LEGISLATIVE AUDITOR	13	8	61.54	2	15.38	, 0	0.00
LOTTERY	27	17	62.96	3	11.11	<i>∯</i> o	0.00
MEDICAL PRACTICE BOARD	4	3	75.00	0	0.00	0	0.00
MILITARY AFFAIRS DEPT	63	26	41.27	0	0.00	0	0.00
MINN STATE RETIREMENT SYSTEM	10	10	100.00	1	10.00	0	0.00
MN ST COLLEGES & UNIVERSITIES	2,571	1,193	46.40	140	5.45	27	1.05
NATURAL RESOURCES DEPT	1,279	459	35.89	85	6.65	14	1.09
NURSING BOARD	3	3	100.00	0	0.00	1	33.33
OMBUD FOR MENTAL HEALTH & M	R 4	3	75.00	1	25.00	0	0.00
PEACE OFFICERS BOARD (POST)	9	6	66.67	1	11.11	0	0.00
PHARMACY BOARD	5	3	60.00	0	0.00	0	0.00
PLANNING, STRATEGIC & L R	32	18	56.25	3	9.38	2	6.25
POLLUTION CONTROL AGENCY	117	70	59.83	8	6.84	6	5.13
PSYCHOLOGY BOARD	1	1	100.00	0	0.00	0	0.00
PUBLIC DEFENSE BOARD	57	27	47.37	9	15.79	0	0.00
PUBLIC EMPLOYEES RETIRE ASSOC	8	7	87.50	4	50.00	0	0.00
PUBLIC SAFETY DEPT	250	118	47.20	35	14.00	10	4.00
PUBLIC SERVICE DEPT	6	1	16.67	1	16.67	0	0.00
PUBLIC UTILITIES COMM	8	4	50.00	2	25.00	0	0.00
RACING COMMISSION	3	3	100.00	0	0.00	0	0.00
REVENUE DEPT	143	91	63.64	24	16.78	10	6.99
SECRETARY OF STATE	19	18	94.74	6	31.58	0	0.00
SOCIAL WORK BOARD	4	2	50.00	1	25.00	0	0.00
SPANISH SPEAKING PEOPLE COUNC	EL 1	1	100.00	1	100.00	0	0.00
STATE AUDITOR	22	19	86.36	1	4.55	0	0.00
STATE TREASURER	3	2	66.67	0	0.00	1	33.33
SUPREME COURT	110	93	84.55	6	5.45	1	0.91
TAX COURT	2	1	50.00	1	50.00	0	0.00
TEACHERS RETIREMENT ASSOC	11	11	100.00	3	27.27	0	0.00
TRADE & ECON DEVELOPMENT DE	PT 47	34	72.34	3	6.38	1	2.13
TRANSPORTATION DEPT	669	217	32.44	119	17.79	18	2.69
TRIAL COURTS	212	140	66.04	14	6.60	1	0.47
VETERANS AFFAIRS DEPT	3	1	33.33	1	33.33	1	33.33

AGENCY I	TOTAL EMPLOYEES	#WOMEN	WOMEN%	#MINORITY	MINORITY%	#DISABLED	DISABLED%
VETERANS HOME BOARD	167	64	38.32	21	12.57	55	32.93
VOYAGEUR'S NATIONAL PARK	1	1	100.00	0	0.00	0	0.00
WATER & SOIL RESOURCES BOARD	6	2	33.33	0	0.00	.0	0.00
WORKERS COMP COURT OF APPEAL	S 1	1	100.00	0	0.00	0	0.00
WORLD TRADE CENTER BOARD	5	4	80.00	1	20.00	0	0.00
ZOOLOGICAL BOARD	97	42	43.30	6	6.19	1	1.03
TOTAL FOR ALL AGENCIES	9,021	4,557	50.52	861	9.54	292	3.24