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**Minnesota Department of Human Rights**

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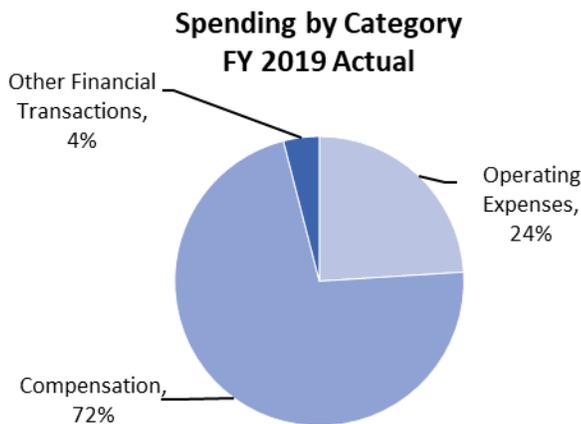
**AT A GLANCE**

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

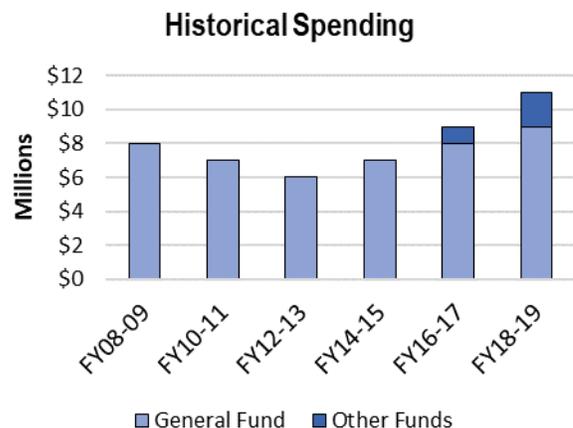
**PURPOSE**

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

**BUDGET**



Source: Budget Planning & Analysis System (BPAS)



Source: Consolidated Fund Statement

The Department’s budget primarily comes from the State’s General Fund, with a small amount of additional revenue generated from issuing Equal Pay and Workforce certificates to state contractors and fees from educational offerings. The Department receives approximately \$200,000 annually under a workshare agreement with the Equal Employment Opportunity Commission (EEOC), as payment for investigation of employment discrimination cases. Most of the Department’s expenses (over 90%) are payroll, rent, and IT expenses.

## STRATEGIES

The work of the Department falls into three broad areas:

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

## RESULTS

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Dates</i>
Quantity	Case settlements that Changed Policies and Procedures to Prevent Discrimination (Mediations, Conciliation Agreements and Settlements)	47	41	2018 to 2019
Quantity	Number of Discrimination Cases Mediated	60	67	2018 to 2019
Quality	Workforce Certificate Response Within 15 days	100%	100%	2018 to 2019

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The Minnesota Department of Human Rights is authorized under Minnesota Statutes, Chapter 363A

<https://www.revisor.mn.gov/statutes/?id=363A>

Ban the Box for Private Employers and MDHR’s jurisdiction is authorized under Minnesota Statutes, Chapter 364

<https://www.revisor.mn.gov/statutes/cite/364>

# Human Rights

# Agency Expenditure Overview

(Dollars in Thousands)

	Actual FY18	Actual FY19	Actual FY20	Estimate FY21	Forecast Base	
					FY22	FY23
<b><u>Expenditures by Fund</u></b>						
1000 - General	4,085	4,883	4,513	5,500	5,116	5,116
2000 - Restrict Misc Special Revenue	433	319	203	278	169	173
2001 - Other Misc Special Revenue	10		71			
2403 - Gift	2		11	15		
3000 - Federal	350	509	410	222	196	200
<b>Total</b>	<b>4,880</b>	<b>5,711</b>	<b>5,207</b>	<b>6,015</b>	<b>5,481</b>	<b>5,489</b>
Biennial Change				631		(252)
Biennial % Change				6		(2)

## **Expenditures by Program**

Human Rights Enforcement	4,880	5,711	5,207	6,015	5,481	5,489
<b>Total</b>	<b>4,880</b>	<b>5,711</b>	<b>5,207</b>	<b>6,015</b>	<b>5,481</b>	<b>5,489</b>

## **Expenditures by Category**

Compensation	3,762	4,105	4,164	4,483	4,483	4,487
Operating Expenses	1,114	1,346	1,039	1,523	989	993
Capital Outlay-Real Property		5	1	4	4	4
Other Financial Transaction	4	255	3	5	5	5
<b>Total</b>	<b>4,880</b>	<b>5,711</b>	<b>5,207</b>	<b>6,015</b>	<b>5,481</b>	<b>5,489</b>

## **Full-Time Equivalents**

	43.56	44.88	45.58	47.50	46.60	45.10
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# Human Rights

# Agency Financing by Fund

(Dollars in Thousands)

	Actual FY18	Actual FY19	Actual FY20	Estimate FY21	Forecast Base	
					FY22	FY23
<b>1000 - General</b>						
Balance Forward In		313		385		
Direct Appropriation	4,392	4,588	4,911	5,131	5,131	5,131
Transfers Out	17	17	13	16	15	15
Cancellations		1				
Balance Forward Out	290		386			
<b>Expenditures</b>	<b>4,085</b>	<b>4,883</b>	<b>4,513</b>	<b>5,500</b>	<b>5,116</b>	<b>5,116</b>
Biennial Change in Expenditures				1,045		219
Biennial % Change in Expenditures				12		2
Full-Time Equivalents	37.60	37.89	39.14	43.70	42.80	41.30

## 2000 - Restrict Misc Special Revenue

Balance Forward In	751	647	615	572	414	365
Receipts	259	287	159	120	120	120
Transfers In	0					
Transfers Out	0		0			
Balance Forward Out	576	615	572	414	365	312
<b>Expenditures</b>	<b>433</b>	<b>319</b>	<b>203</b>	<b>278</b>	<b>169</b>	<b>173</b>
Biennial Change in Expenditures				(272)		(139)
Biennial % Change in Expenditures				(36)		(29)
Full-Time Equivalents	3.31	2.68	1.78	1.50	1.80	1.80

## 2001 - Other Misc Special Revenue

Receipts	10		71			
Balance Forward Out			0			
<b>Expenditures</b>	<b>10</b>		<b>71</b>			
Biennial Change in Expenditures				61		(71)
Biennial % Change in Expenditures						

## 2403 - Gift

Balance Forward In		0	0	15		
Receipts	2		19			
Transfers In			7			
Balance Forward Out		0	16			

# Human Rights

# Agency Financing by Fund

(Dollars in Thousands)

	Actual FY18	Actual FY19	Actual FY20	Estimate FY21	Forecast Base	
					FY22	FY23
<b>Expenditures</b>	<b>2</b>		<b>11</b>	<b>15</b>		
Biennial Change in Expenditures				24		(26)
Biennial % Change in Expenditures						(100)

## 3000 - Federal

Balance Forward In	766	619	354	115	80	71
Receipts	201	225	171	187	187	187
Balance Forward Out	617	335	115	80	71	58
<b>Expenditures</b>	<b>350</b>	<b>509</b>	<b>410</b>	<b>222</b>	<b>196</b>	<b>200</b>
Biennial Change in Expenditures				(226)		(236)
Biennial % Change in Expenditures				(26)		(37)
Full-Time Equivalents	2.65	4.31	4.66	2.30	2.00	2.00

(Dollars in Thousands)

	FY21	FY22	FY23	Biennium 2022-23
<b>Direct</b>				
<b>Fund: 1000 - General</b>				
FY2021 Appropriations	5,131	5,131	5,131	10,262
Forecast Base	5,131	5,131	5,131	10,262
<b>Dedicated</b>				
<b>Fund: 2000 - Restrict Misc Special Revenue</b>				
Planned Spending	278	169	173	342
Forecast Base	278	169	173	342
<b>Fund: 2403 - Gift</b>				
Planned Spending	15			
Forecast Base	15			
<b>Fund: 3000 - Federal</b>				
Planned Spending	222	196	200	396
Forecast Base	222	196	200	396
<b>Revenue Change Summary</b>				
<b>Dedicated</b>				
<b>Fund: 2000 - Restrict Misc Special Revenue</b>				
Forecast Revenues	120	120	120	240
<b>Fund: 3000 - Federal</b>				
Forecast Revenues	187	187	187	374