

Agency Overview - 2025

Commissioner Lucero



Minnesota civil rights overview

Agency overview

Governor Walz and Lieutenant Governor Flanagan's 2025 Budget

About Minnesota's Civil Rights Laws

Minnesota's strong civil rights tradition





Minnesota has a long history of preventing discrimination

1885: The Minnesota
Equal Accommodations
Act was signed into law
prohibiting public
businesses from
discrimination because of
race.

SEC. 6176. Civil rights.— That all persons within the jurisdiction of the state of Minnesota shall be entitled to the full and equal enjoyment of the accommodations, advantages, facilities and privileges of inns, public conveyances on land or water, theatres and places of public amusements, restaurants and barber shops, subject only to the conditions and limitations established by law and applicable alike to all citizens of every race and color, regardless of any previous condition of servitude.

1885, ch. 224: "An act to protect all citizens in their civil and legal rights." Approved March 7th.

SEC. 6177. Penalties.— That any person who shall violate the foregoing section by denying to any citizen, except for reasons by law applicable to citizens of every race and color, and regardless of any previous condition of servitude, the full enjoyment of any of the accommodations, advantages, facilities or privileges in said section enumerated, or by aiding or inciting such denial, shall for every such offense be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined not less than one hundred nor more than five hundred dollars, or shall be imprisoned not less than thirty days nor more than one year.

1885, ch. 224, § 2.



Strengthening Anti-Discrimination Law

1973

1983

1993

2024

Prohibited source of income discrimination in housing, employment, and education.

to provide reasonable accommodations to persons with disabilities.

We became the first state to prohibit discrimination on the bases of both sexual orientation and gender identity.

Minnesotans with intermittent health conditions like diabetes or epilepsy, or who have cancer in remission, now have protections from disability discrimination.

Enforcing the Minnesota Human Rights Act



Investigate, Mediate, Conciliate, Litigate, and Monitor Discrimination Cases



Issue and Monitor
Workforce and
Equal Pay
Certificates



3,500

Workforce Certificates



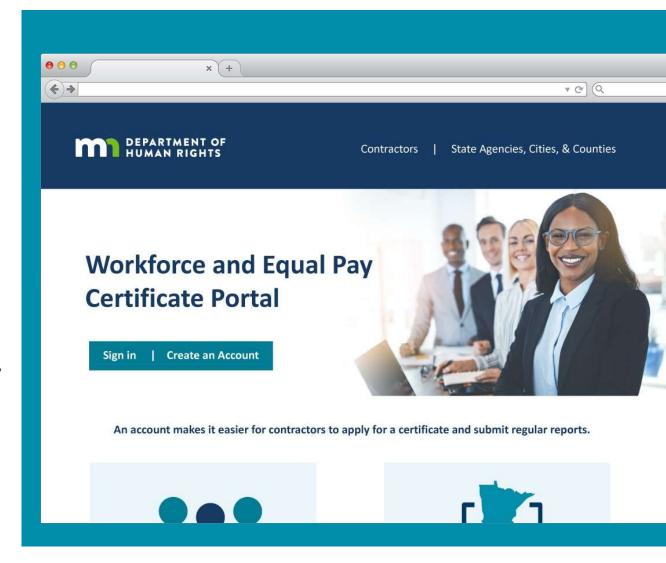
1,500

Equal Pay Certificates

Example of MDHR Supporting Minnesota Businesses

Portal

- **Improve experience** for 3,500 businesses
- Streamline procurement process for state agencies
- Improve operational efficiency for our staff
- Goal: launch in November or December



Good Faith Efforts - Plan to Meet Workforce Goals

about the racial and gender diversity of your current workforce in the construction trades, including how many employees you have in each of rades in your permanent team. (Word Count: 150)

pecific strategies are you using to retain women, people of color, and Indigenous people in the trades? Provide examples like skill

Minnesota Department of Human Rights Workforce Certificate of Compliance Affirmative Action Plan (AAP) Template

WHAT YOU NEED TO KNOW

This is a template for developing an Affirmative Action Plan (AAP) that meets the requirements of the Minnesota Human Rights Act Minn. Stat. \$383A.30 and its related Minnesota Administrative Rules

An affirmative action plan approved by the commissioner and a workforce certificate of compliance An animated account pain approved by are commissioned and a advanced commissioner is required to do business with the State of Minnesota prior to bidding or submitting a proposal for a contract/agreement for goods or services in excess of \$190,000. See also

A business certified to be in compliance with affirmative action plan requirements of a local human A business certified to be in compliance with affirmative action plan requirements of a local human rights agency or the foldrall golvenment, is deemed in be in substantial compliance with Mirmesota Star § 363-4, 36. However, amendments to such a plan may be necessary to address the employment of persons with disabilities protected under Minnesota Stat. § 363-4, 08.

Workforce Certificate Application Form

is people. Tell us about your trainings, policies, and procedures related to ending sexual harassment, as ual employment opportunity, and similar efforts. (Word Count: 150)

Prime Contractor Monthly Report

is report is required by Minn. Statute §763A. Failure to report may result in cancellation, termination, or suspension of the contrast, and the routractor may be declared ineligible for further state construct

ples of all Sub-contractor Monthly Reports along with their Monthly Report to compliance midnig state micus or to the MOHR address

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**AI/AN: American Indian/Alaskan Netwe; A: Asian; 8, Black or African American; II: Hispanic or Latino; NH/OP; Native H

Non-Blnary/fransgender: Anyone who identifies with a gender not assigned at birth

Minnesota Department of Human Rights Annual Compliance Report

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Total Employees - Beginning of Reporting Period (All employees we the first day of the reporting period.) People of Color & Indigenous People (PUCI) People of Color & Job Group Hispani Hawaiian people who Color & can Indigenou Indiani s People Alaska or African Americ an Indian/ Alaska Hispa Hawaiian or Other Pacific Of Other Pacific African people who Identity as More than Disabiliti Americ

Total & Employees at the beginning of the reporting period who chose to NDT self-identify seatgender

Total & Employees at the beginning of the reporting period who chose to NDT self-identify race:

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Investigate, Mediate, Conciliate, Litigate, and Monitor Discrimination Cases

Minnesota Human Rights Act

Unlawful discrimination is prohibited in:

Because of:

Employment

Disability

Sex (including pregnancy

Race/Color

Age

Sexual Orientation

Gender Identity

National Origin

Public Assistance support

Housing

Disability

Sex (including pregnancy

Race/Color

Sexual Orientation

Gender Identity

National Origin

Public Assistance support

Open to the Public

Disability

Sex (including pregnancy

Race/Color

Sexual Orientation

Gender Identity

National Origin

Schools

Disability

Sex (including pregnancy

Race/Color

Age

Sexual Orientation

Gender Identity

National Origin

Public Assistance support



Cases come from Minnesotans directly. And they come from all over Minnesota.





MDHR supports Minnesotans by conducting a neutral fact-finding investigation or mediation.



Minnesotans can only file cases allowed by statute (363A).

mn.gov/mdhr



Minnesotans file with MDHR if they believe they were unlawfully discriminated, harassed, and/or retaliated against.



After investigation, MDHR issues a finding under 363A.



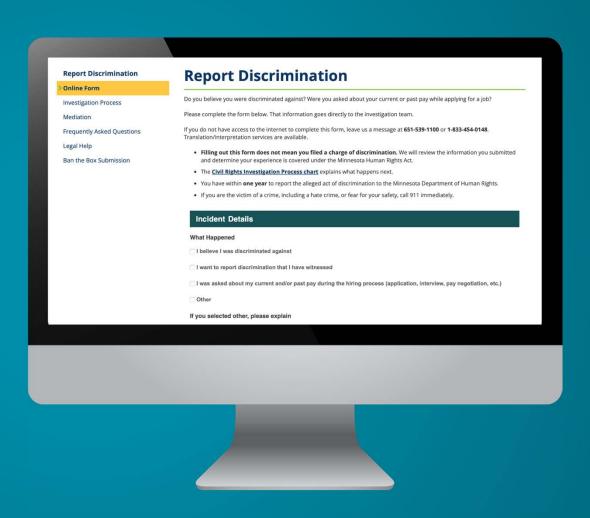


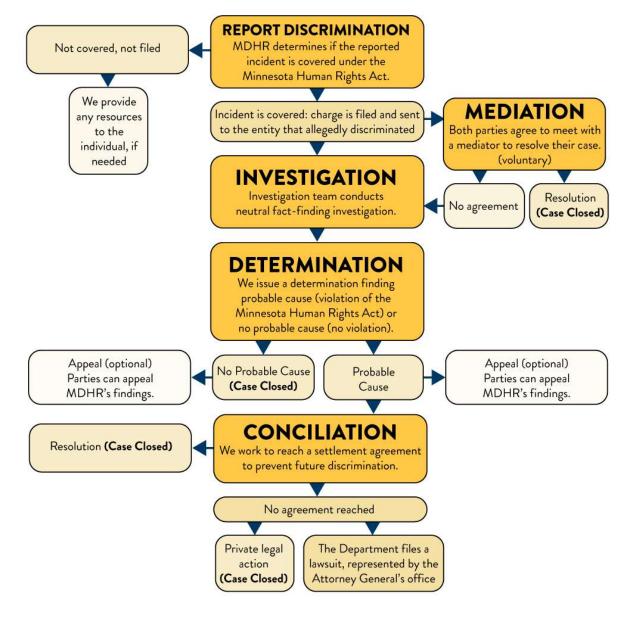
Minnesotans most commonly report discrimination on the bases of disability, sex, and race.

First step in neutral investigation

Connect with the investigation team on an alleged MHRA violation:

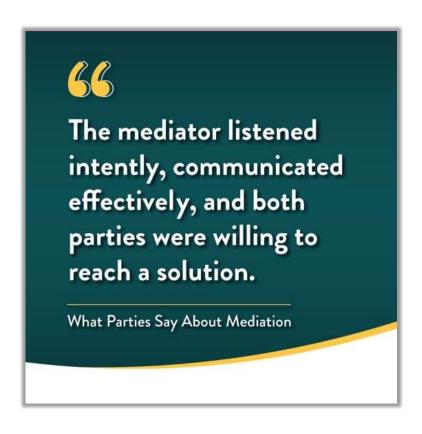
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We conduct neutral and comprehensive investigations.

MDHRs Alternative Dispute Resolution Program



Benefits



Neutral space for disputing parties to mutually communicate

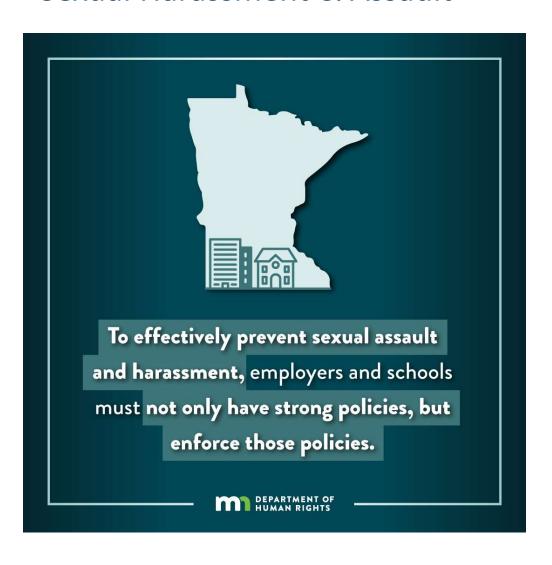


Reach agreements that work for everyone



Saves time and money

Sexual Harassment & Assault



- McDonald's
- Home Depot
- Renaissance Festival
- Paramount Auto Service
- Bruening Rock
- Ramsey County
- Red Cabin Custard
- Minnesota Sword Club
- Sheridan Printing

Education

Children deserve the

opportunity to thrive,

socially and academically,

in school.



- Humphrey School
- Charter School in Vadnais Heights
- West Lutheran

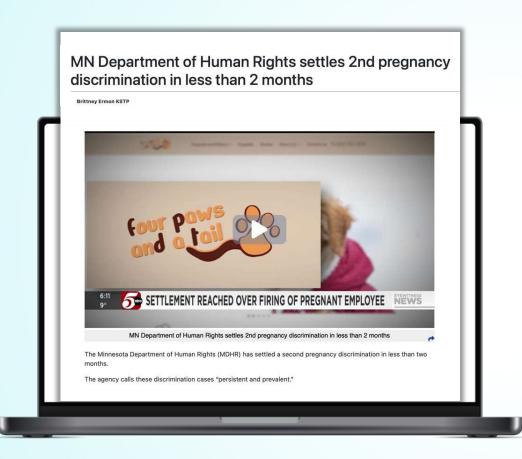




Reasonable Accommodation



Pregnancy Discrimination



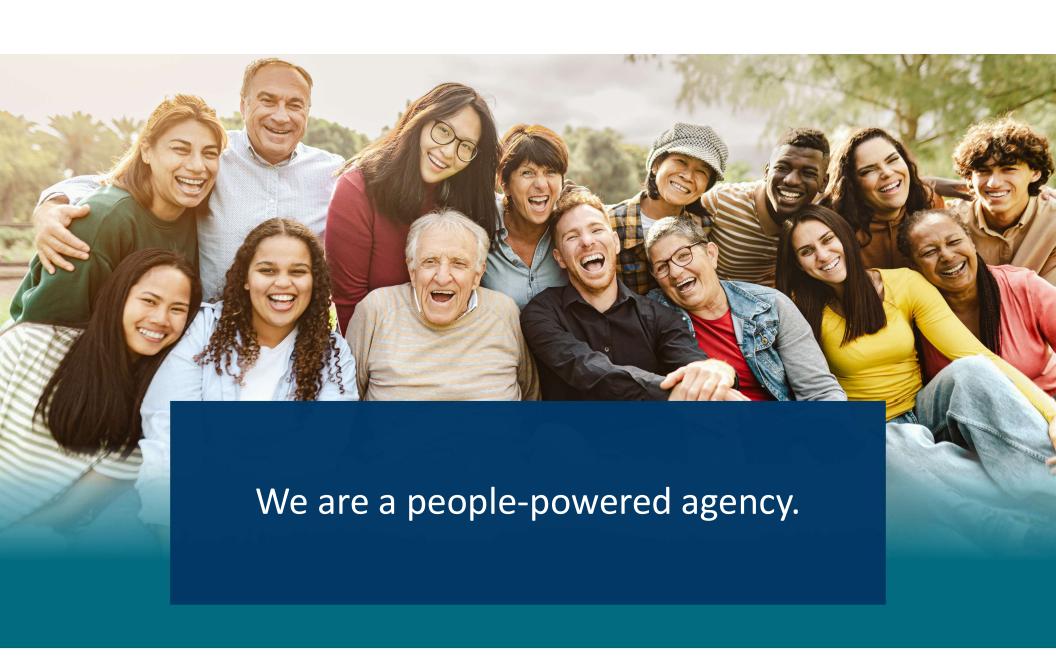


Consent decree with the City of Minneapolis and Minneapolis Police Department

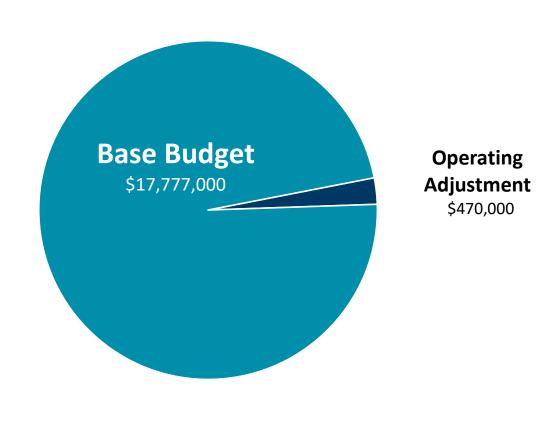


The Minnesota Department of Human Rights is laser-focused on nothing less than transformational change for the City and MPD.

Under the state consent decree, the City and MPD have begun to make foundational changes.



Biennium Budget Request & Base Budget (FY 26 & 27)





Thank you!