



## Agency Overview

Tuesday, January 19, 2021

# Introductions



**Rebecca Lucero**  
Commissioner



**Eric Armacanqui**  
Government Relations Director

# Building a Thriving Minnesota



**Our vision:** Create a world where everyone can lead lives full of dignity and joy.

**Our mission:** Make Minnesota discrimination free.

**Our goals:**

1. Create a more equitable Minnesota.
2. Create a more inclusive culture.
3. Identify and eliminate discrimination.

# A Small Agency Fulfilling a Big Mission



**45  
Employees**

**\$10 million  
Biennial  
Budget**

**All 87  
counties**

# Minnesota Department of Human Rights

## Minnesota Department of Human Rights

- We are the state's civil rights enforcement agency.
- We are charged with **upholding the civil rights of all Minnesotans** under the Minnesota Human Rights Act.
- Our civil rights law **prohibits discrimination** on the basis of all **protected class statuses**.

"Discrimination threatens the rights and privileges of the inhabitants of this state and menaces the institutions and foundations of democracy."  
– Minnesota Human Rights Act


We are responsible for enforcing and implementing the Minnesota Human Rights Act.

**Three primary duties:**

1. Investigate charges of discrimination
2. Equity and inclusion for state contracting
3. Educate to reduce discrimination and disparate outcomes

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# Protecting the Civil Rights of Minnesotans



## Disability Discrimination

An employer repeatedly denied Laura, a veteran with a service-related disability, from bringing her service animal to work.

The settlement agreement required the company to change their service animal policy and pay Laura for lost wages and damages.



# Protecting the Civil Rights of Minnesotans (cont.)

## Racial Discrimination

A senior living facility assigned Jameisha, a Black woman, to work with a resident who repeatedly racially harassed her. Jameisha reported this to her supervisor, but nothing changed. The senior living facility also unlawfully fired Jameisha because of her race.

The settlement agreement required the employer to address and prevent future racial discrimination and pay Jameisha for lost wages and damages.



**I was blatantly ignored when I raised concerns about being racially harassed. I was ignored again when I was fired because of my race.**

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**Jameisha**

# Protecting the Civil Rights of Minnesotans (cont. 2)

## Sex Discrimination

A 16-year-old seasonal lifeguard's supervisor sexually assaulted her at a closed beach. He then drove her in a county vehicle to purchase Plan B emergency contraceptive.

The lifeguard reported the sexual assault to two other supervisors and neither took action.

The following summer, the County rehired the lifeguard and assigned her to work with the supervisor who assaulted her. She then reported the assault to a third supervisor who acted.

The settlement agreement required the County to update its policies to ensure that incidents of sexual harassment are addressed promptly after they are reported and provide sexual harassment prevention training to all lifeguard supervisors.

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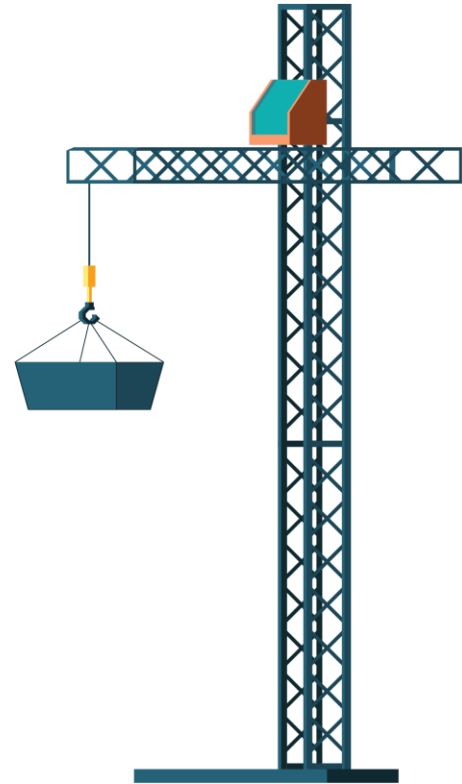
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# Equity & Inclusion for State Contracting

We work with contractors on state-funded projects to intentionally create career opportunities for Black and Indigenous communities, communities of color, and women.


We also ensure that employers are paying men and women the same rate for the same job.

- State of Minnesota
- Minnesota Sports Facilities Authority
- Metropolitan Council
- Metropolitan Airports Commission
- Metropolitan Mosquito Control District



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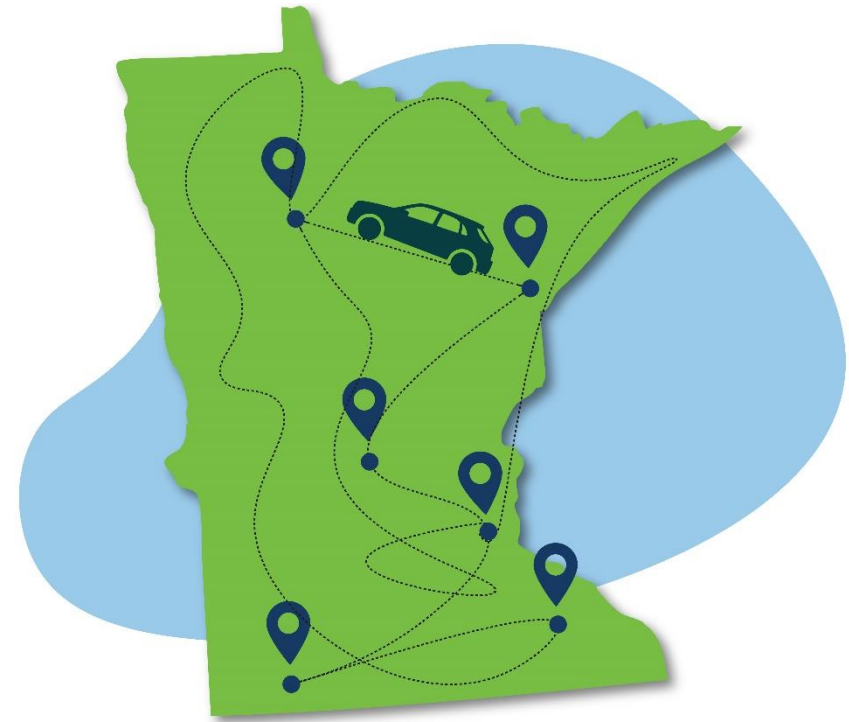
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# Education and Outreach

We collaborate with individuals, communities, employers, and others in to provide education about discrimination, disparities, and creating a more equitable Minnesota.

- Human Rights Commissions
- Statewide Events
- Webinars
- Publications and Technical Assistance
- Presentations with Partners



# Additional Work

- Ban the Box for Private Employers
- Interagency Work
  - Children's Cabinet
  - Interagency Council on Homelessness
  - Olmstead Subcabinet
  - Community Resiliency & Recovery Work Group



# The Department's Work During COVID-19

**We continue to protect and educate Minnesotans about their civil rights.**

- Worked alongside other agencies to provide information about housing and worker protections.
- Provided information on reasonable accommodations.
- Investigate alleged incidents of discrimination.





# Thank you!

