



March 30, 2022

Chair Jamie Becker-Finn  
House Judiciary Finance and Civil Law  
**Re: DE Amendment to HF 1405 (Becker-Finn)**

Chair Becker-Finn and Members,

The Council for Minnesotans of African Heritage writes to thank you for the inclusion of the following bill provisions in the DE amendment of HF 1404 (Becker-Finn):

**CROWN Act** – The CROWN Act prohibits hair discrimination as a form of racial discrimination in Minnesota’s human rights law. The issue is of vital importance to people of African heritage and other BIPOC communities in Minnesota, across the country, and beyond.

**Nondiscrimination in Access to Transplants** – This proposal aligns our practices of organ transplant access and allocation with our principles of civil rights and equal protection in Minnesota. The proposal prohibits racial discrimination in transplantation and post-transplantation services.

**Preventing Pay Discrimination Act** – This measure prevents employers from requesting a job applicant’s pay history, a practice that feeds patterns of gender- and race-based pay discrimination.

The discriminatory issues addressed by the preceding three measures have a tremendous impact the experiences and life chances of people of African heritage in Minnesota. Our state’s efforts to address these issues head-on will improve equal opportunity and human rights here. Our Council and community partners also understand that these steps to advance equity also contribute positively to the long-term growth and viability of the Minnesota economy.

Sincerely,

Linda Sloan | Executive Director  
Theodore Rose | Legislative and Policy Director  
Council for Minnesotans of African Heritage

*The Minnesota Legislature empowered the Council for Minnesotans of African Heritage to ensure that people of African heritage fully and effectively participate in and equitably benefit from the political, social, and economic resources, policies and procedures of the State of Minnesota. Generally, the Council is charged with the responsibility of:*

- *Advising the Governor and the Legislature on issues confronting People of African Heritage;*
- *Advising the Governor and the Legislature on statutes, rules, and revisions to programs to ensure that Black people have access to benefits and services provided to people in Minnesota;*
- *Serving as a liaison to the federal government, local government units and private organizations on matters relating to People of African Heritage in Minnesota;*
- *Implementing programs designed to solve problems of People of African Heritage when authorized by statute, rule or order; and*
- *Publicizing the accomplishments of People of African Heritage and their contributions to the state.*