



February 28, 2023

Dear Members of House Judiciary Finance and Civil Law Committee,

Minnesota Council of Nonprofits (MCN) is the largest statewide association of nonprofits in the country, representing over 2,300 member organizations across the state. Through MCN, nonprofits join together across interest areas to work on issues of common interest to all. MCN works to inform, promote, connect, and strengthen individual nonprofits and the nonprofit sector.

We are writing to show support for HF1625. As a statewide association of employers, we believe that HF1625 will help close wage disparities for women and people of color. There are clear wage disparities that need to be addressed in both Minnesota and nationally. Gender and race wage inequities continue when future salaries are anchored to their past pay.

This bill would not place an undue burden on employers. Asking about past pay is not necessary, as employers should make a salary offer based on the applicant's skills, lived experience, and experience. In 2020, MCN, in conjunction with other key nonprofit job board providers and allies launched a new initiative on our highly trafficked job board requiring employers to provide a numeric salary figure or range in their postings. This was part of a concerted effort to help lead Minnesota's nonprofit sector into a more transparent, trust-based, and equitable employment environment in 2020 and beyond. By setting and communicating clear salary ranges up front, nonprofits remove an unnecessary barrier to attracting the best candidates, regardless of race, ethnicity, age, gender, or ability.

This important bill would help close racial and gender wage disparities. If you have any questions, please contact Ileana Mejia, public policy advocate, at 651-757-3072 or imejia@minnesotanonprofits.org. Thank you for your continuing partnership as we work together to serve the communities of Minnesota.

Sincerely,

Handwritten signature of Marie Ellis in cursive.

Marie Ellis
Public Policy Director

Handwritten signature of Ileana Mejia in cursive.

Ileana Mejia
Public Policy Advocate