

Budget for One Minnesota



Opportunity for All in Minnesota

All Minnesotans deserve to live happy and fulfilling lives, free of discrimination. Minnesota has a unique opportunity to live its values by creating a strong Minnesota where we all can thrive by confronting disability, race, sex, and other disparities through partnerships with local communities.

To create meaningful change, it is imperative to make a proactive effort to reduce discrimination and bias in education, employment, and housing. The Minnesota Department of Human Rights (MDHR) does this work every day through civic engagement, public education, and addressing specific cases of discrimination as they arise. Minnesota can choose to live up to its vision of One Minnesota where indigenous communities, people of color, people with disabilities, recent immigrants, and others all have access to opportunities.

MDHR, with its mission to build a strong and thriving Minnesota by eliminating discrimination, is uniquely positioned to be involved in this effort and to collaborate deeply with communities in this work. Minnesota will not thrive as a state without a comprehensive approach that ensures meaningful opportunities for all.

Governor Walz's Budget creates a path to One Minnesota with an investment to significantly increase the Minnesota Department of Human Rights' ability to provide services to all Minnesotans in all of Minnesota's communities.

MDHR Transformational Budget - A Path to One Minnesota



Regional Offices

Minnesota can help to reduce disability, race, sex, and other disparities proactively through greatly expanding education statewide on issues of diversity and inclusion.

Governor Walz's proposed budget would allow MDHR to open new regional offices in Bemidji, Duluth, Rochester, and Worthington, while adding capacity to the Department's existing St. Cloud office.

MDHR serves all 87 counties in Minnesota and has investigated charges in over 80 of the 87 counties in the state since 2011. Regional offices will ensure that the Department has consistent statewide reach, which is particularly critical as greater Minnesota becomes increasingly diverse. By establishing new regional offices in Bemidji, Duluth, Rochester, and Worthington, MDHR can build lasting relationships that serve as a connection to regional communities and the Minnesotans facing discrimination from employers, landlords, schools, universities, and others in the community.



Civic Engagement and Supporting Local Community

Creating a One Minnesota with prosperous and fully inclusive communities for indigenous communities, people of color, people with disabilities, recent immigrants, and others can only be achieved through meaningful engagement.

Governor Walz's proposal would allow MDHR to maintain and enhance civic engagement work by providing funding for an existing grant funded Civic Engagement Coordinator position, adding one additional civic engagement position, and creating a micro-grant program that would fund local entities that are doing this work.



Increasing Housing and Employment Opportunities for Community Members with Criminal Records

Through education and outreach with landlords, employers, service providers, and the community, MDHR can help organizations better understand how to create opportunities for people with criminal backgrounds that provide a second chance at housing and employment. This portion of Governor Walz's budget includes funding for two full-time staff who would work with employers, landlords, and the community to better understand issues of criminal records, risk, and recidivism. This investment is a commitment to ensuring opportunities for people with a criminal history to secure employment and housing so that they can participate fully in society and create prosperity for themselves, their families, and their communities. This stability also makes communities safer by reducing recidivism.

MDHR's Transformational Budget is funded at \$2,025,000 in FY2020 and \$2,175,000 in FY2021.

Maintain Operations at Current Levels



Operating Adjustment

This proposal addresses rising salary, rent, and IT costs that would help us maintain services for Minnesotans. Each year, the cost of doing business rises. This includes employer-paid health care contributions, FICA, Medicare, and salary and compensation-related cost increases. Additional operating costs, like rent and lease, fuel and utilities, and IT and legal services also grow. This cost growth puts pressure on the agency's operating budgets that remain flat from year to year. The cost increase proposed is \$182,000 in FY2020, and \$379,000 in FY2021.



OnBase Updates

Funds would also be used to maintain MDHR's primary workflow and data software system. This proposal would keep MDHR's OnBase system up-to-date and operating at the current version. This helps ensure cybersecurity. The estimated costs to maintain OnBase is \$75,000 annually in both FY2020 and FY2021.