

Income and Poverty

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In 2014, Black Minnesotans' wages decreased by \$4,500 while poverty increased by five points to 38%. African Americans are tied for the highest unemployment in the state, but rank the highest in the poverty and child poverty rate. American Indians are tied for the highest unemployment rate, and rank second highest in the poverty rate, child poverty rate, and the percent of uninsured individuals. Additionally, Hispanics and Asians also have a substantial poverty and child poverty rate. However, Hispanics have the highest number of uninsured individuals. All race/ethnicities have a median household income lower than Whites (\$64,800) with the exception of Asians (\$67,900). The median household income relative to Whites is \$21,200 - \$37,800 less for other race/ethnicities (except Asian).

Select 2014 Findings by Racial and Ethnic Group, Minnesota

| Race/Ethnicity | Median Household Income (2014 dollars) | Unemployment Rate (+16) | Poverty Rate | Child Poverty Rate | Uninsured |
|------------------------|----------------------------------------|-------------------------|--------------|--------------------|-----------|
| All MN | \$61,500 | 5% | 12% | 15% | 6% |
| American Indian | \$32,800 | 13% | 32% | 41% | 19% |
| Asian | \$67,900 | 6% | 14% | 19% | 6% |
| Black/African American | \$27,000 | 13% | 38% | 45% | 10% |
| Hispanic (of any race) | \$42,000 | 8% | 23% | 29% | 25% |
| Two or more races | \$43,600 | 10% | 21% | 20% | 9% |
| White, non-Hispanic | \$64,800 | 4% | 8% | 9% | 4% |

Source: US Census Bureau – ACS; Minnesota State Demographic Center

The State Demographer published information that further sheds light on economic disparities within different cultural groups. This becomes evident when breaking down wages relative to Asian populations. However, the data does not paint a full picture when examining other groups indicated because the survey did not have a satisfactory survey response size. This is indicated in the chart below by the “-” symbol.

Median Earnings Among Full-Time, Year Round Workers, Ages 16 - 64

| Cultural Group | Earnings for full-time, year round worker |
|--------------------------|-------------------------------------------|
| Dakota | - |
| Ojibwe | \$35,800 |
| Asian Indian | \$80,400 |
| Chinese | \$62,500 |
| Filipino | \$35,500 |
| Hmong | \$32,800 |
| Korean | \$45,900 |
| Lao | - |
| Vietnamese | \$40,300 |
| African-American | \$38,300 |
| Ethopian | - |
| Liberian | - |
| Somali | - |
| Mexican | \$28,900 |
| Puerto Rican | - |
| Russian | - |
| White | \$50,000 |
| All Minnesotans, 16 - 64 | \$48,000 |

Source: American Community Survey; Minnesota State Demographer

Note: All data are approximate and contain error margins around them.

Part I: What Factors Lead to Consistent Poverty?

In many ways Minnesota is better off than the rest of the nation, but this has not extended to Minnesota's populations of color. Minnesota has some of the worst racial disparities in the nation. "*Minnesota's poverty rate for persons of color is statistically higher than the national average (26% compared to 23%), while our poverty rate for non-Hispanic whites is statistically lower (8% compared to 11%).*" (Minnesota Compass)

"Poverty rates are especially high among African Americans (38%), American Indians (32%), and Hispanics (23%). Looking at specific racial and ethnic groups, only African Americans are statistically higher than the nation as a whole; Minnesota's poverty rate for African Americans is now 11 percentage points higher than the national rate for African Americans." (Minnesota Compass)

Disparate Earnings

According to the Minnesota State Demographer, in 50% of African American households, there is only one earner (those reporting any wage, salary or business income in the past year, regardless of their current employment status). Households with two earners often have higher overall income than those with one earner, and they are less vulnerable to a spell of unemployment.

In a recent newspaper article published by the Star Tribune, the State Demographer said the shift to low wage jobs has been particularly hard on African American Minnesotans. Based on the American Community Survey data, jobs held by Black Minnesotans are much less likely to be in well-paying occupations and are much more likely to be in lesser paying service occupations.

The Minnesota Department of Employment and Economic Development (DEED) recently reported a total of 98,000 job vacancies. Statewide, the Health Care & Social Assistance industry has the most job vacancies, followed by Accommodation & Food Service, Retail Trade, and Educational Services. Statewide, there were 1.2 unemployed people for each vacancy. This ratio is the third lowest on record (the ratio was 1.1 six months ago). DEED found that much of the job growth has been in low wage jobs (median wage \$12.99 an hour).

The State Demographer has reported that an annual average of more than 180,000 Minnesotans ages 16 to 64 were unemployed during the past five years of data. Ojibwe, African Americans, Ethiopians, Liberians, and Somali adults have elevated rates of unemployment, roughly 2 to 3 times higher than Asian Indian, Chinese, Filipino, Lao, Vietnamese, and White Minnesotans.

Support and Investments in Small Businesses

"Minnesota should be very proud of its work to improve the climate for business success. We have done much to grow our economy and to create jobs and economic opportunity. As the racial demographics shift in our country and in Minnesota, minority businesses will increasingly play a greater role in our success story. It is only by making key investments in business development supports that minority communities will thrive." - Metropolitan Economic Association (MEDA)

As MEDA reports, it is widely understood that business ownership can help people of color achieve greater social mobility. Studies naturally find that business ownership produces wealth creation. Focusing policies and resources to help entrepreneurs of color succeed will have the added benefit of significantly impacting the racial employment gap. It has been well documented that

organizations that work with entrepreneurs of color hire people of color at higher rates than white-owned businesses.

Insufficient asset creation is one of the main reasons that so many entrepreneurs of color fail to thrive. An article published by MEDA cited a report issued by the Minority Business Development Agency as proof of the constraints minority face. The report found that depressed levels of wealth creates barriers for business development because minority entrepreneurs have a limited amount of collateral to obtain business loans (see the section on homeownership).

Additionally, minority business are more likely to be denied access to capital. In a CNBC story published in May 2014, an economist from the Small Business Administration of Advocacy is quoted as saying there is, "...empirical evidence that they [minorities] have been disproportionately denied access to capital when they apply for it." The reasons for this are complex, but experts believe that minorities, especially immigrants, may not have relationships with banks and many times have no financial education on how to access and build credit.

Lack of Adequate Education

- ***Quality Preschool Programs***

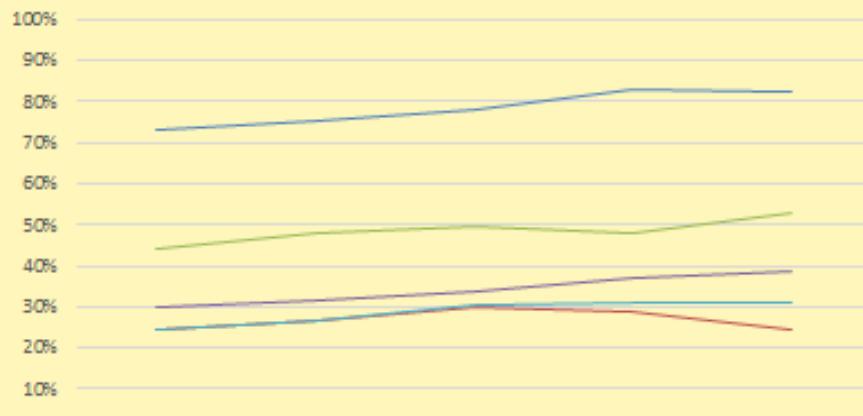
- Since the early parts of this century, studies have shown the benefits of early education program investments (The Federal Reserve estimates those to be \$16 to \$1 in Minnesota). However, as a state, Minnesota has a patchwork of programs and a recent national study showed that only 15% of Minnesota 4-year-olds are enrolled in a public preschool programs. National studies tell us that quality preschool programs could increase Minnesota's graduation rate for students of color.
According to ReadyNation, graduation rates for students who attend pre-school can increase by as much as 44%. The National Institute for Early Education Research study of three programs showed that in a Chicago study, high school graduation rates for program students increased from 39% to 50%. In the Perry Preschool program (Ypsilanti, MI) high school graduation rates increased from 45% to 66% percent and in the Abecedarian child care center (Chapel Hill, N.C.) program graduation rates increased from 51% to 67%.

- ***Elementary***

- A persistent gap remains between the statewide assessment scores of white and non-white students in grades 3 to 5.
- Although their test scores are not the only indicators of academic success, the scores do help determine what needs to be done to ensure students are advancing toward proficiency in math and reading.
- We need to close the test score gap for students in grades 3 to 5 to ensure they are prepared for the rigors of middle and high school, and ultimately the world beyond E-12 education.

Minneapolis Public Elementary Schools

Minneapolis Public School District Grades 3-5
Mathematics All Accountability, Enrolled October 1

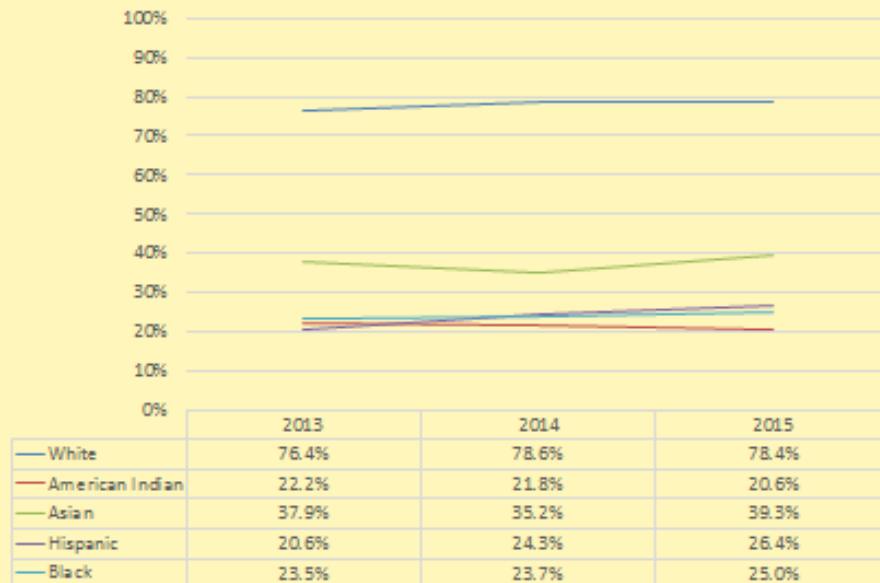


Minnesota Department of
Education

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Minneapolis Public School District Grades 3-5
Reading All Accountability, Enrolled October 1



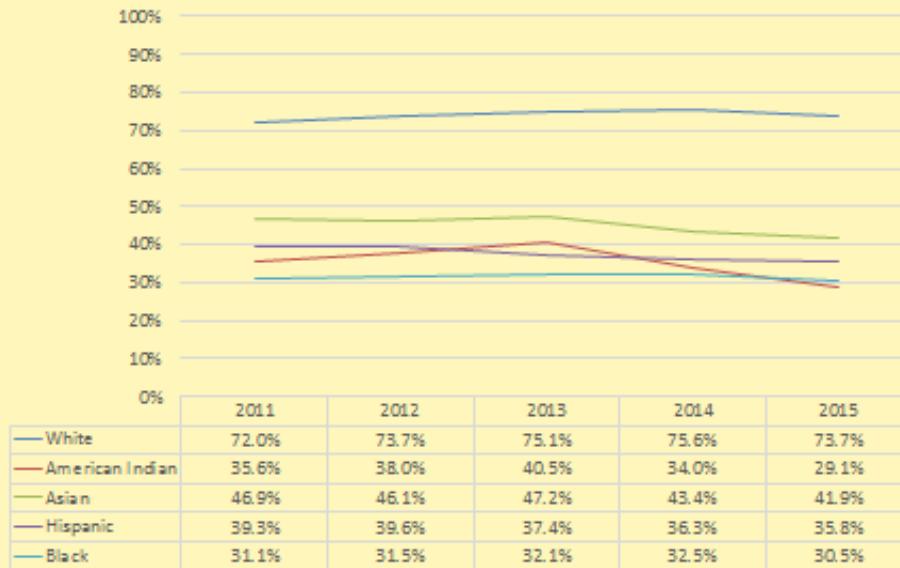
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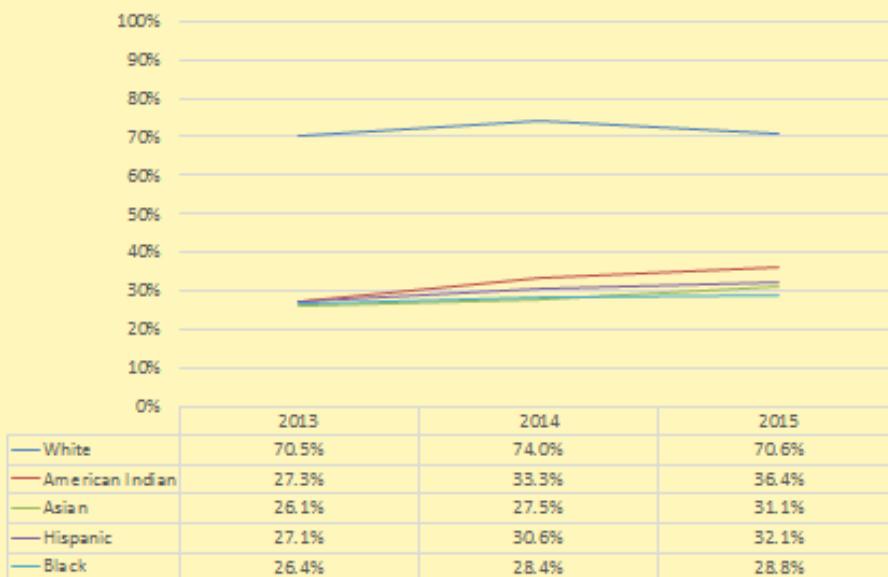
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St. Paul Public Elementary Schools

St. Paul Public School District Grades 3-5
Mathematics All Accountability, Enrolled October 1

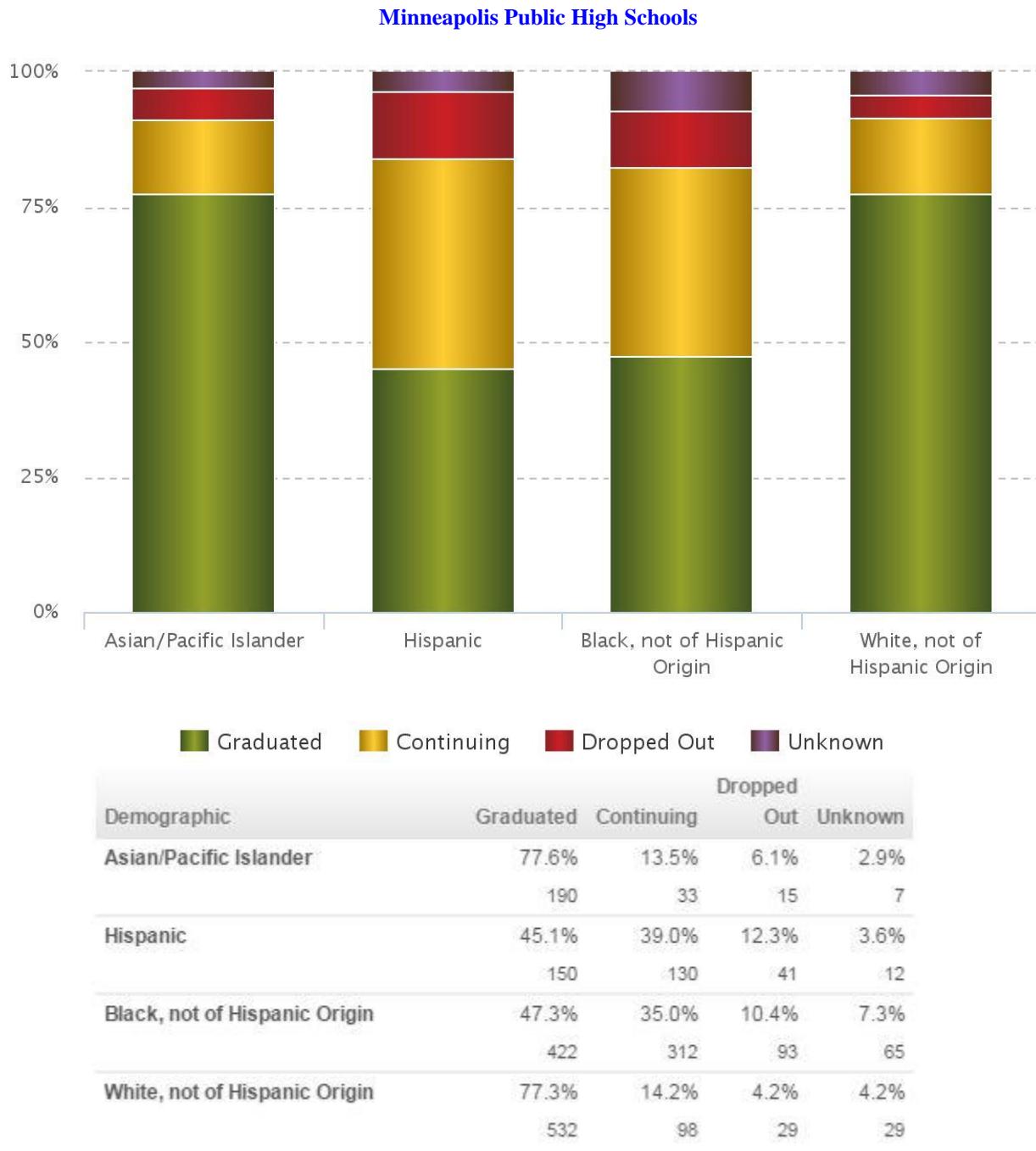


St. Paul Public Schools Grade 3-5
Reading All Accountability, Enrolled October 1

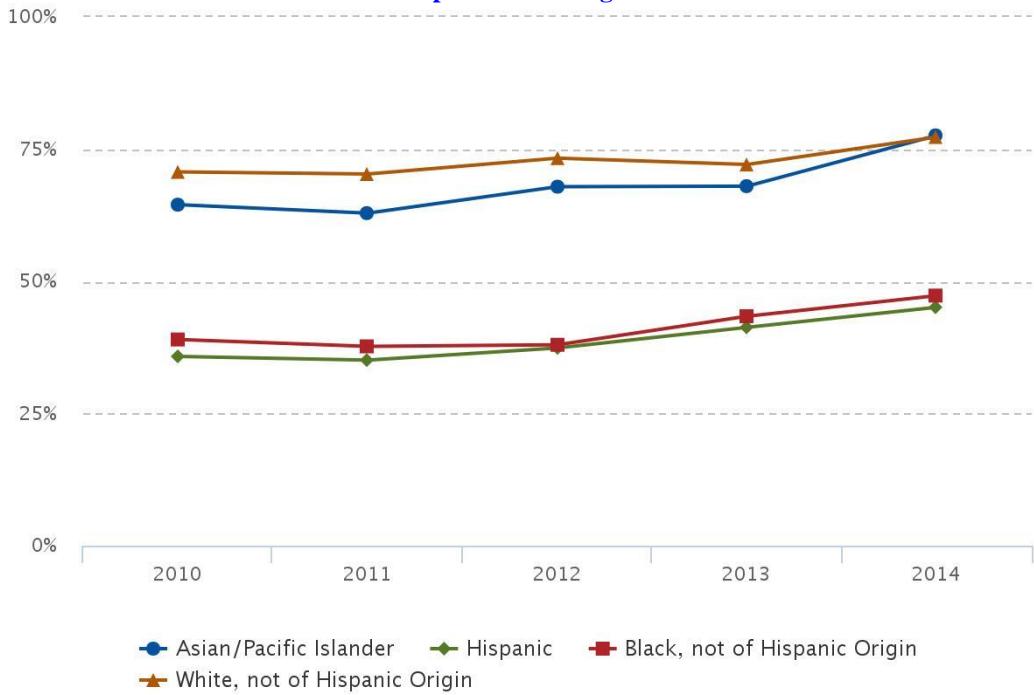


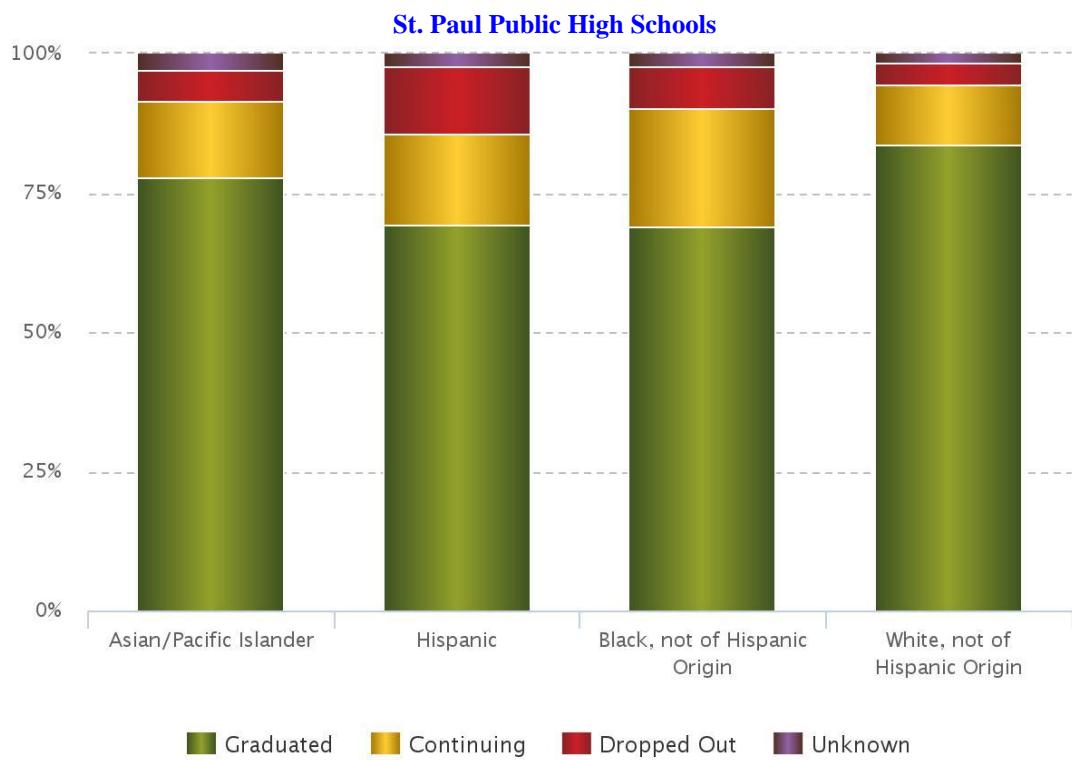
- ***High School***

- In Minnesota, roughly 3,246 total students dropped out of High School in 2014—a 5% rate. In 2014, 8.7% of black students dropped out, as did 10.9% of Hispanic students. Not only is this trend devastating for students, it is also a drag on Minnesota's economy.



Minneapolis Public High Schools

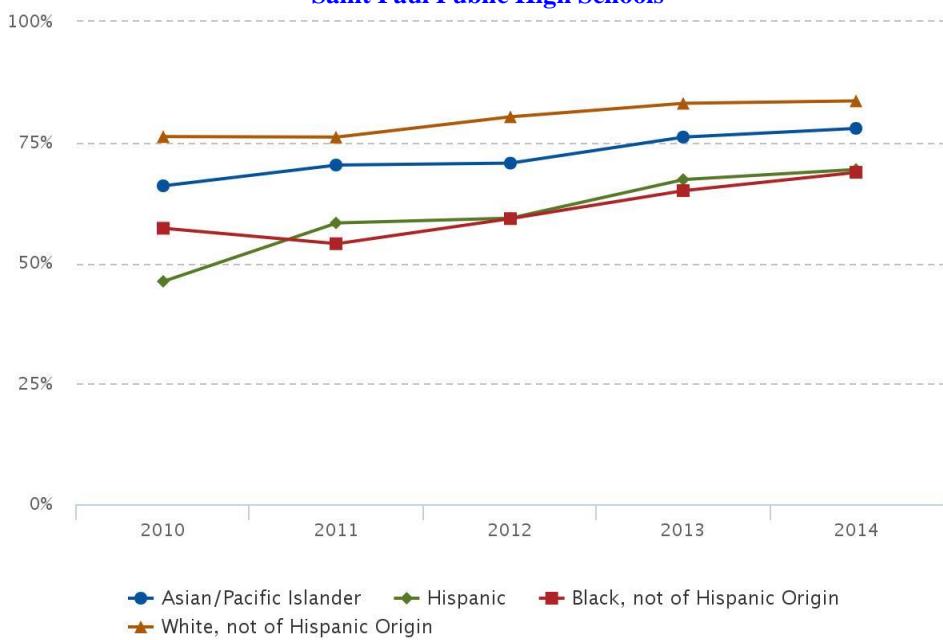




| Demographic | Dropped | | | |
|-------------------------------|-----------|------------|-------|---------|
| | Graduated | Continuing | Out | Unknown |
| Asian/Pacific Islander | 77.9% | 13.6% | 5.5% | 3.1% |
| Hispanic | 69.4% | 16.3% | 11.9% | 2.4% |
| Black, not of Hispanic Origin | 68.8% | 21.3% | 7.6% | 2.3% |
| White, not of Hispanic Origin | 83.6% | 10.7% | 4.1% | 1.7% |

Source: Minnesota Department of Education

Saint Paul Public High Schools



School Contact Information

Source: Minnesota Department of Education

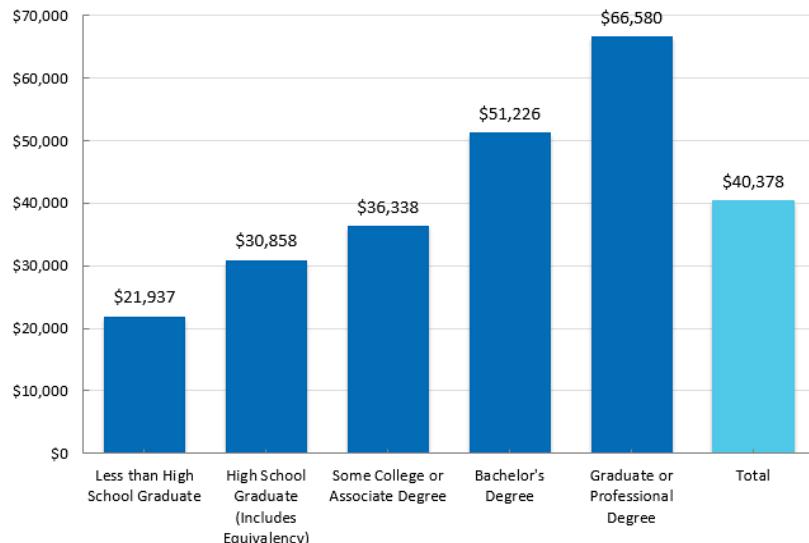
According to the Alliance for Excellent Education, increasing Minnesota's high school graduation rate by seven percentage points would bring to the state an increase of:

- \$62 million in annual earnings
- \$44 million in annual spending
- \$157 million in increased home sales
- \$6.3 million in increased auto sales
- 500 new jobs annually
- \$82 million in annual gross state product
- \$7.6 million annually in state/local tax revenue

- ***Educational Attainment***

- According to the Minnesota State Demographic Center, about 23,800 black adults between age 25 and 64 have not earned a high school diploma or equivalent. This results in narrow employment prospects and limited earnings potential, which limits their opportunities for a wage sufficient to support a family outside of poverty. These adults are at a much higher risk of unemployment, poverty, and the need for public assistance. 43% of Minnesotans between 25 and 64 who do not have a high school diploma are either unemployed or not participating in the labor force.
- It is a well-known fact that adults who attain a four-year college degree or higher educational attainment experience economic outcomes superior to those with less education including lower unemployment, higher immediate and lifetime earnings, and greater employment stability, advancement potential, and likelihood of receiving employment benefits. Unemployment among Minnesotans 25 to 64 who held a bachelor's or higher degree was 3% during 2010-2014, compared to 7% for those with only a high school diploma and 13% for those without a high school diploma.

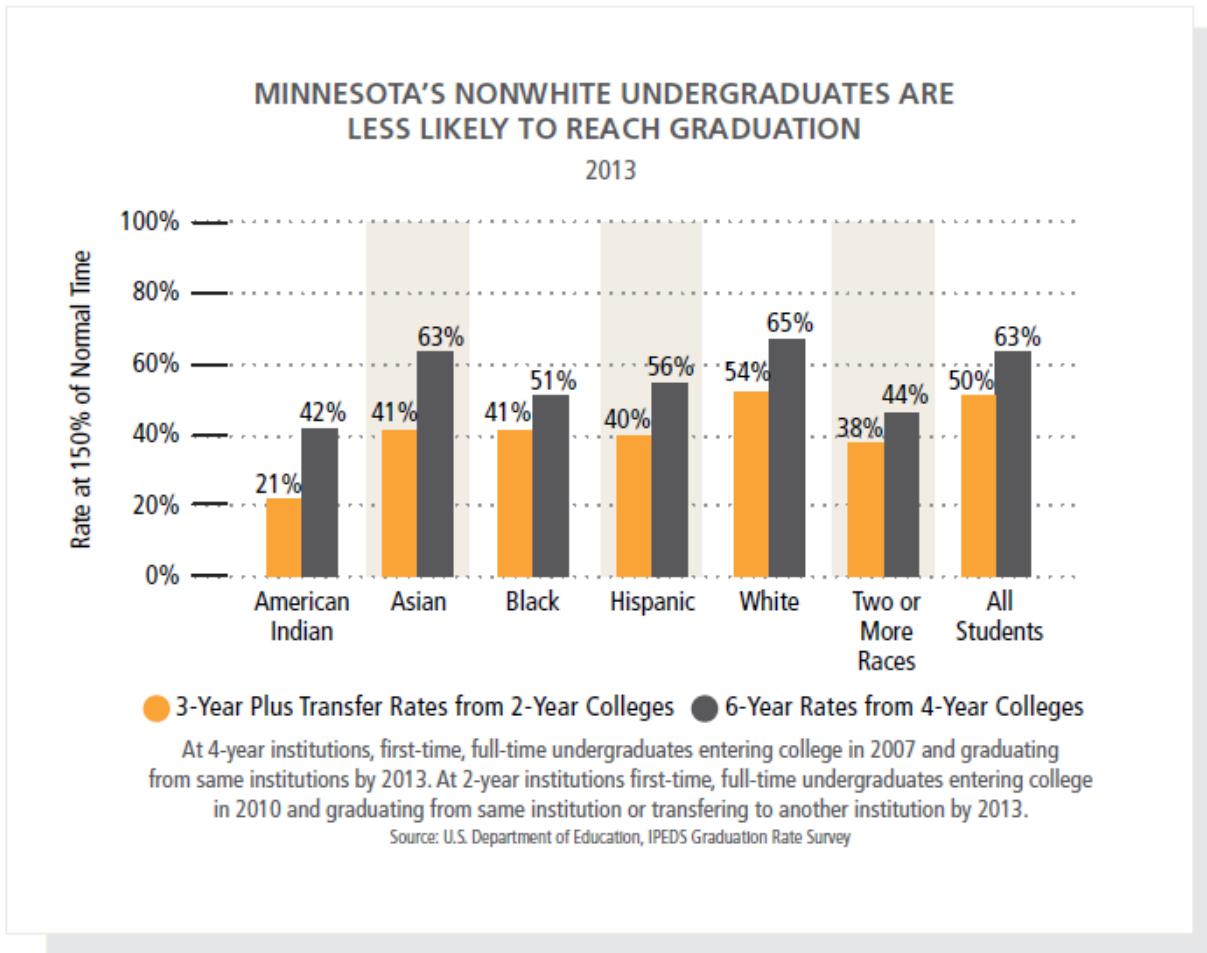
Median Income Increases with Educational Attainment: Minnesotans Age 25 and Older, 2014



Source: U.S. Census Bureau, 2014 American Community Survey 1-Year Estimates
Note: "Some College" also includes those who completed one- or two-year certificate programs.

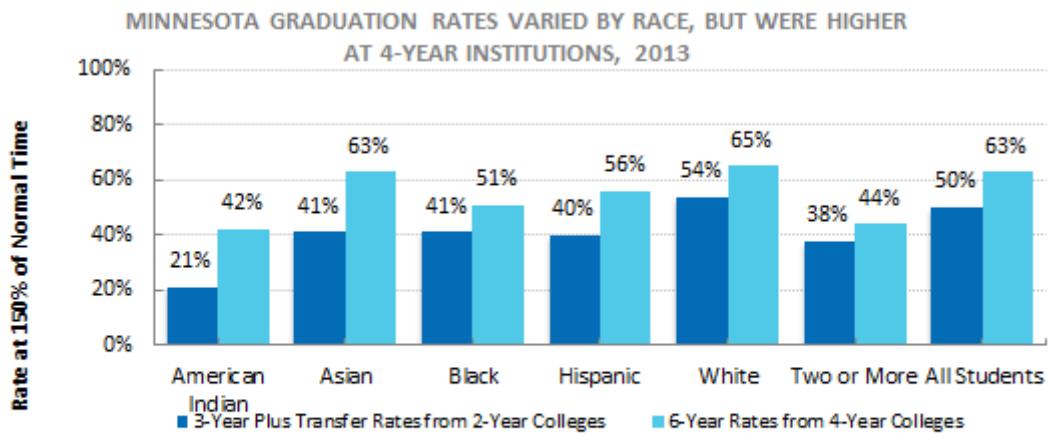
- ***Higher Education Attainment***

- “While Minnesota has a relatively high overall college participation rate compared to other states, there were notable differences in participation by race and ethnic categories. Asian and Hispanic high school graduates enrolled in Minnesota postsecondary institutions at rates higher than other populations. White high school graduates had the next highest participation rate, followed by Black and American Indian high school graduates.” - *Minnesota Measures 2015, A Report on Higher Education Performance*, Minnesota Office of Higher Education, p.14-15.



- “Enrollment of students of color has grown by 11 percentage points over the past ten years, from 13% to 24%. During that same period, the percentage of white students has decreased by 11 percentage points.
- Even though the number of undergraduates of color has increased, they are not enrolled in the same type of institutions equally. In fall 2013, American Indian, Asian, Black and Hispanic undergraduates attended two-year institutions at rates higher than Whites. Of enrolled Black students, 71% attended two-year institutions compared to four-year institutions, the highest percent of all racial/ethnic groups. Students of

color earn a smaller percentage of associate and bachelor degrees than White students as a result." -- Minnesota Measures 2015, a Report on Higher Education Performance, Minnesota Office of Higher Education, p. 30.



First-time, full-time undergraduates entering college in 2007 at Minnesota 4-year institutions and 2010 at Minnesota 2-year institutions and graduating from the same institution, or transferring to another institution (2-year colleges only) by 2013.

Source: U.S. Department of Education, IPEDS Graduation Rate Survey

- "Students of color earned 19% of all undergraduate awards in 2012-2013. Among all White students earning an undergraduate award, 49% earned a bachelor's degree. In general, lower percentages of students of color earned bachelor's degrees, although 48% of Asian students earned a bachelor's degree." - *Minnesota Measures 2015, a Report on Higher Education Performance*, Minnesota Office of Higher Education, p. 62.
- This disparity in degrees earned can have lasting implications for the state. "According to The College Board, 'During a 40-year full-time working life, the median earnings of bachelor's degree recipients without an advanced degree are 65% higher than the median earnings of high school graduates.' Disparities in educational attainment affect intergenerational poverty. As the Minnesota population becomes more racially diverse, these disparities will have a greater impact on the state's economic stability." - *Minnesota Measures 2015, A Report on Higher Education Performance*, Minnesota Office of Higher Education, p. 62

If you don't have adequate education, how will you ever compete for higher paying jobs to get you and your family out of poverty?

Learning English as a Second Language

About two-thirds of Minnesota's black population is foreign-born and arrived in Minnesota in the past 15 years. The State Demographer has reported that there are more than 100,000 Minnesotans who speak English less than "very well." Those who are children in need additional assistance to succeed in school. Adults with limited English proficiency have limited prospects for employment and advancement.

To ease the language barrier, the Legislature in 2015 increased funding for English Language Learners instruction, meaning that students who need an additional year (from 6 to 7) will have extra time to continue working on their language skills. However, much more work needs to be done to ensure those learning English are successful.

Lack of Quality Housing and Wealth Opportunities

There is a structural inequity in housing with 75% of the white population in Minnesota owns their own home, while 21% of African American, 45% of Hispanic/Latinos, 47% of American Indians, 54% Asian Pacific Islanders own homes. For those who own their home, economic recession resulted in an increase of home foreclosures in all of the state's communities.

However, communities of color were disproportionately impacted. This resulted in bad credit and little to no opportunity to build wealth and purchase a home again. In a recent report published by the Minnesota Homeownership Center, the found that "years of lost home values and economic downturn have had disproportionate impacts on homeowners of color and erased more than 20 years of work to close the homeownership gap in the process."

To magnify just how far reaching the impacts and disparities are, the report by the Homeownership Center found a 2006 home buyer in North Minneapolis would still need to see their home value increase by 85% to return it to the purchase price compared to affluent neighborhoods that have seen home values nearly fully rebound.

The economic impact is compounded when taking into account that communities of color "...are more dependent on their homes as a primary source of household wealth. As a result, Hispanics saw their wealth drop from \$122,649 in 2005 to \$73,026 in 2009. The drop occurred largely because, Hispanics generally gain 65% of their household wealth from homeownership. Among Black households, the value of assets fell from \$95,000 in 2005 to just over \$73,000 in 2009, again largely due to Black families pulling 59% of their household wealth from homeownership." (Homeownership Center)

Beyond the safety, security and other outcomes of stable housing the lack of homeownership or a significant loss in home equity has a compounding impact when individuals are trying to start a business. In an article of the published by the Federal Reserve Bank of Minneapolis, Gary Cunningham, President of the Metropolitan Economic Development Association (MEDA) indicated that home equity is one of the main sources of financing for small businesses. Mr. Cunningham said, "When you're an entrepreneurial person who wants to start a business, the assets you have make such a big difference."

Access to Healthcare

The percent of Minnesota's population that is nonwhite and/or Latino is projected to grow from 14% in 2005 to 25% in 2035. African-American (108%), Asian and Pacific Islander (113.5%), Hispanic (181%), and mixed race (99.8%) households are each expected to increase by at least 99% from 2005 to 2035.

However, these populations are not receiving or accessing the care needed to obtain health outcomes. Minnesota has some of the worst health disparities in the United States, despite having a nation-leading health care system. According to the Advancing Health Equity Report (MDH, 2014), the rate of HIV/AIDS among African-Americans is nearly 16 times higher than among whites, African-American and Hispanic women are more likely to be diagnosed with late-stage breast cancer than white women, and most staggering, African-American and American Indian babies in their first year of life die at twice the rate of white babies.

Additionally, there is a higher rate of disability among certain communities. Statewide about 12% of Minnesotans ages 45-64 have one or more disabilities. The African American community experiences a much higher disability rate at 31% for this age group. Even more alarming is the high percentage of African Americans ages 18 to 44 who have one or more disabilities, 14%, which is over two times the statewide average, 6%. It is no coincidence that groups experiencing the greatest disparities in health outcomes also experience the greatest inequities in the social and economic conditions, which are such strong predictors of health.

Given these and other health disparities, many families lose income because they lack access paid sick and family leave. Employees in low-wage occupations are least likely to have access to paid sick leave and are the least able to forego wages to take time off to recover when sick, visit their healthcare provider, or care for others who may be sick. This compounds the challenges the economic problems low wage workers face while at the same time exasperating the health concerns of their families or themselves.

High Mass Incarceration Rates

According to data from the Minnesota Sentencing Guidelines Commission on the racial composition of the state's offender population, people of color disproportionately make up Minnesota's incarcerated population. For every white person incarcerated in a state prison there are 11.7 people who identify as American Indian, 9.6 people who identify as Black, and 2.1 people who identify as Hispanic.

Additionally, these disparities can also be illustrated by comparing the racial composition of the entire state to the racial composition of those sentenced for felony offenses in 2014. Despite Minnesota's 2014 population being comprised with 82% of people who identify as white, 58% of felony offenders in the same year identified as White, Non-Hispanic. This can be compared to individuals identifying as American Indian who make up 1% of Minnesota's population but 8% of felony offenders. Additionally, people identifying as Black made up 6% of Minnesota's population, but 26% of the prison population. Finally, Minnesotans identifying as White, Hispanic made up 4% of the state's population but 5% of the felony offenders.

It is well-established that felony offenders face many additional consequences besides the time they are incarcerated. They are more likely to be homeless as many landlords will not rent to offenders. Offenders are more likely to be unemployed as many businesses will not hire people with criminal records. Many offenders are prohibited from being employed in certain career fields and are barred

access to institutions of higher education. Felony offenders are unable to vote in elections and are therefore disenfranchised from electing the individuals who oversee their children's education and represent them at all levels of government. All of this drives two conclusions: first, that offenders disproportionately live in poverty and are denied many of the basic elements necessary to ensure economic prosperity; second, people of color are disproportionately being denied access these essential elements of economic prosperity because they are incarcerated at higher rates than their white peers.

Structural Racism and Internal Biases

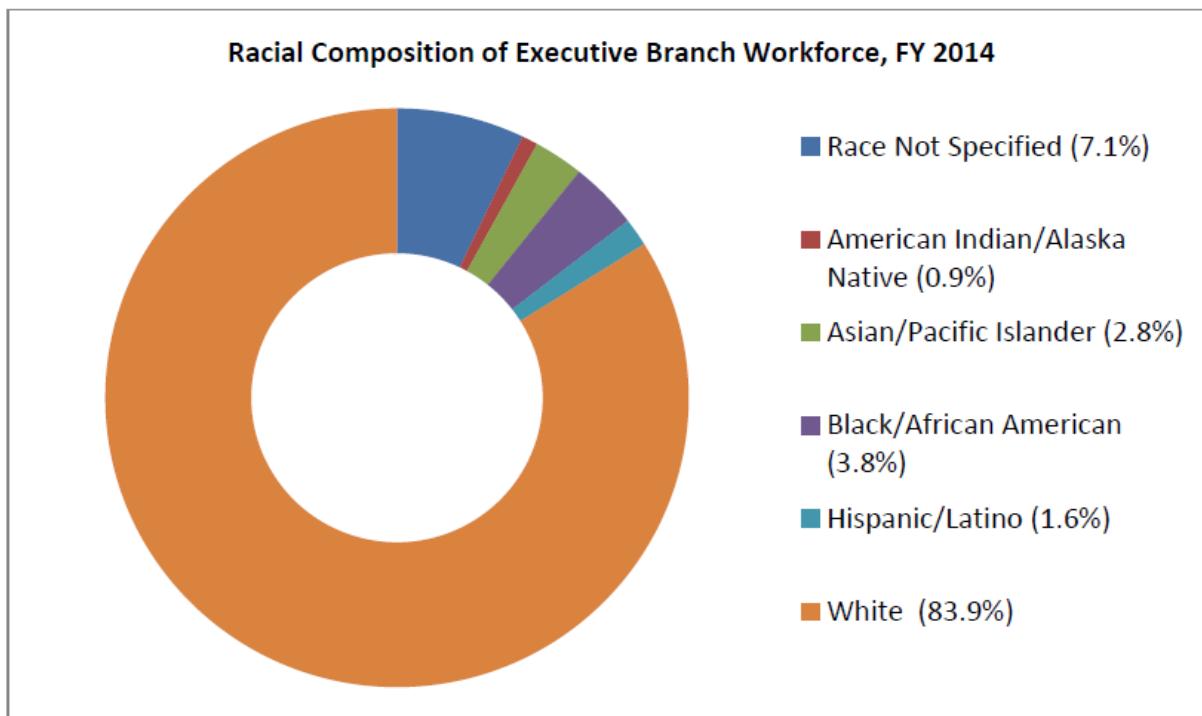
Researchers have tried to focus in on why Black Minnesotans born in Minnesota are surpassed economically by other African Immigrants. It is believed that this phenomenon is, in part, a result of employer bias because some employers have stereotypes about the work ethic of African-Americans, while seeing immigrants as strivers with a positive attitude.

As reported by the Advancing Health Equity Report released by the Minnesota Department of Health in February 2014, Structural racism is embedded in American society and plays a major role in determining the success and wellness of certain populations. It routinely leads to an advantage for white people while still producing adverse outcomes and inequities for communities of color and American Indians. The difficulty with addressing structural racism is that it often operates without intent, and has been built into long-standing systems within government and the private sector.

Part II: Employment in Minnesota

Demographics of the State Executive Branch Workforce

The majority of Minnesota executive branch employees are white, about 84%, with 9% racial/ethnic minorities, although significant racial variation exists by agency. Overall, smaller agencies (those with fewer than 200 employees) are less diverse than the state percentage, with only 7% minority employees. MNsure is the most racially diverse among larger agencies with over 24% of its staff comprised of racial or ethnic minorities. The Department of Veterans is second with over 15% minority hires and the Department of Administration is third with 14.5% minority employees. The Departments of Military Affairs and Natural Resources have the least racial diversity among the larger state agencies.

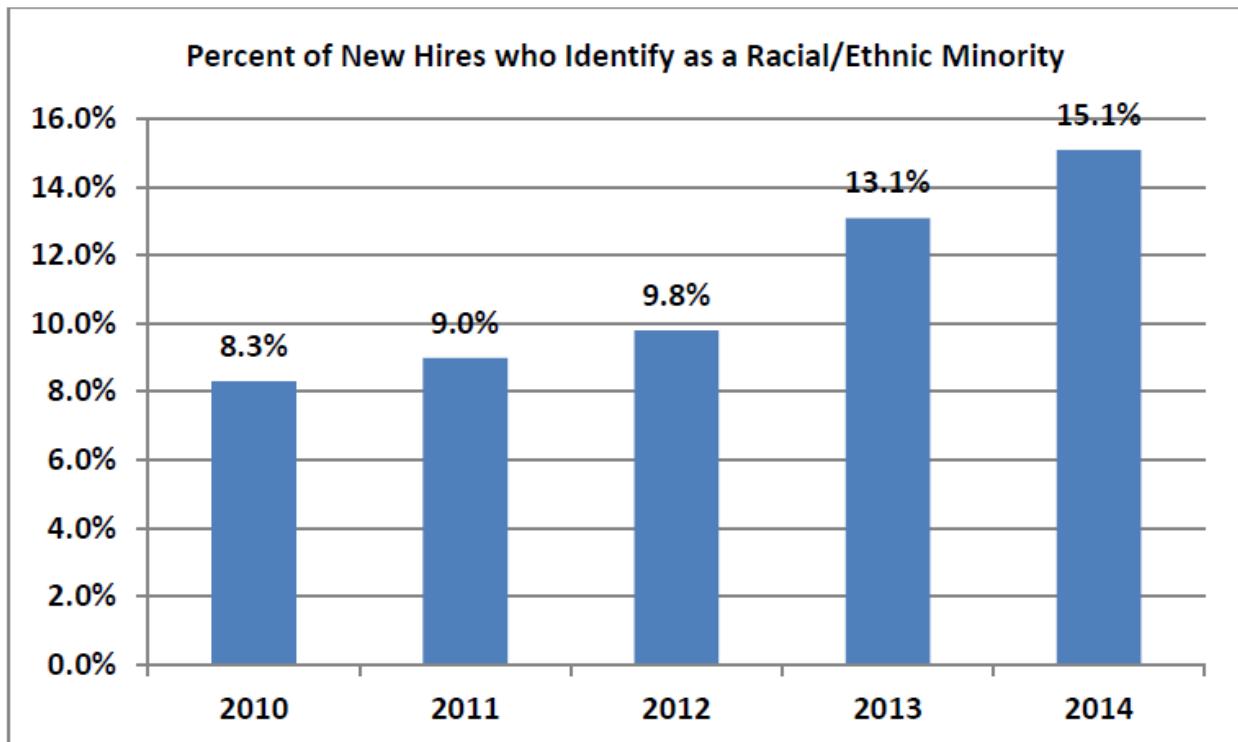


| | Racial/Ethnic Minorities | White | Race Not Specified | Female/Male Ratio | Persons with Disabilities | Veterans |
|-----------------------------------------|--------------------------|--------------|--------------------|--------------------|---------------------------|-------------|
| Human Services Dept. | 11.6% | 82.9% | 5.4% | 68.7%/31.3% | 4.3% | 5.5% |
| Transportation Dept. | 7.8% | 87.5% | 4.6% | 21.9%/78.1% | 3.6% | 11.4% |
| Corrections Dept. | 6.6% | 92.1% | 1.2% | 39.1%/60.9% | 6.6% | 14.2% |
| Natural Resources Dept. | 2.9% | 92.8% | 4.3% | 39.6%/60.4% | 3.0% | 6.0% |
| Mn.IT Services | 13.5% | 81.5% | 5.0% | 38.0%/62.0% | 4.9% | 9.2% |
| Public Safety Dept. | 7.3% | 88.6% | 4.1% | 43.2%/56.8% | 4.6% | 12.1% |
| Revenue Dept. | 13.1% | 80.6% | 6.3% | 59.6%/40.4% | 4.2% | 4.4% |
| Health Dept. | 9.4% | 88.2% | 2.4% | 73.6%/26.4% | 4.2% | 3.1% |
| Employment & Economic Development Dept. | 11.7% | 85.6% | 2.7% | 67.5%/32.5% | 8.6% | 7.6% |
| Veteran's Affairs Dept. | 15.1% | 49.8% | 35.1% | 70.5%/29.5% | 4.7% | 9.3% |
| Pollution Control Agency | 6.4% | 90.7% | 2.9% | 46.0%/54.0% | 3.7% | 4.1% |
| Agriculture Dept. | 6.0% | 80.6% | 13.5% | 50.2%/49.8% | 2.4% | 6.9% |
| Labor and Industry Dept. | 9.0% | 86.2% | 4.7% | 45.0%/55.0% | 8.6% | 9.5% |
| Administration Dept. | 14.5% | 79.4% | 6.0% | 38.9%/61.1% | 4.7% | 9.4% |
| Education Dept. | 7.8% | 86.5% | 5.7% | 79.7%/20.3% | 6.2% | 3.1% |
| Commerce Dept. | 8.6% | 85.1% | 6.3% | 46.4%/53.6% | 6.3% | 7.5% |
| MN Zoological Garden | 3.8% | 93.9% | 2.3% | 61.7%/38.3% | 1.7% | 4.1% |
| Military Affairs Dept. | 2.4% | 64.8% | 32.7% | 23.6%/76.4% | 2.1% | 30.6% |
| Attorney General | 7.7% | 91.7% | 0.6% | 61.7%/38.3% | 3.2% | 4.2% |
| MN State Academies | 0.0% | 71.3% | 28.7% | 76.4%/23.6% | 20.6% | 1.0% |
| MN Management & Budget | 11.6% | 85.3% | 3.2% | 70.5%/29.5% | 6.0% | 4.4% |
| Housing Finance Agency | 10.0% | 54.3% | 35.7% | 71.7%/28.3% | 5.7% | 4.3% |
| Lottery | 7.1% | 62.5% | 30.4% | 51.8%/48.2% | 6.0% | 7.1% |
| MNsure | 24.3% | 70.3% | 5.4% | 60.8%/39.2% | 1.4% | 2.0% |
| All Other Agencies | 7.3% | 65.7% | 27.0% | 61.5%/38.5% | 3.0% | 4.3% |
| Total Executive Branch | 9.1% | 83.9% | 7.1% | 50.3%/49.7% | 4.7% | 8.3% |

Minnesota Management and Budget, State of Minnesota Workforce Report 2014, pg. 13

Executive Branch Hiring Trends

The percentage of new hires who identify as a racial or ethnic minority at state agencies has consistently increased over the past five years from a low of 8.3% in 2010 to a high of 15.1% in 2014. However, employees are not required to provide demographic information and approximately 12% of new hires chose not to provide personal demographic data. Finally, the percentage of new hires who identify as racial or ethnic minority in the state workforce is greater than the percentage of minorities in the overall state workforce by 6% according to the MMB Workforce Report.



MN Dept. of Administration

This information is not yet available, but will be made available soon.

MN Dept. of Transportation

MnDOT contract awards for trunk highway, professional/technical, and federally funded State Aid construction projects

| State Fiscal Year 2015 Awarded Contracts Total - \$1,324,166,053 | | |
|------------------------------------------------------------------|------------------------|--------------------------|
| Ethnicity | Total Contract Amounts | Percent of Total Awarded |
| Asian-Pacific Am./ Subcontinent Asian American | \$7,852,733 | .59% |
| Black Am./African American | 1,916,425 | .14% |
| Hispanic American | 3,414,484 | .26% |
| Native Am./Indigenous Am. | 881,279 | .07% |
| Total | \$14,064,921 | 1.06% |

The chart above is a preliminary report on the contract awards in the Targeted Group Business (TGB) and Disadvantaged Enterprise (DBE) programs at MnDOT during state fiscal year 2015.

- The Office of Civil Rights tracks information on contracts awarded to women and minority owned small businesses. These contracts are not necessarily performed or paid in fiscal year 2015 but may occur in subsequent years.
- This information is based on construction and professional/technical contracts, however, it does not include other types of procurement;
- A final version of this report or information about MnDOTs actual expenditures may be prepared with additional time.

Structural racism in policing

An ongoing national conversation has highlighted how communities in different parts of the country are policed. While statistics from any number of municipalities could be evaluated, disparities in policing can be found in a December 2015 report released by Metro Transit. This recent analysis concluded that Native American people and Black people were arrested and cited at the highest rates for low level transit offenses. For every White person cited for a transit offense, 5.33 Native American and 4.85 Black people were cited. For every white person arrested for a transit offense, 8.61 Native American and 6.89 Black people were arrested. The report notes that conclusions cannot be drawn about whether bias exists in police enforcements based on these data alone. Enforcements would need to be compared to known baseline incident rates by racial group in order to detect bias in enforcement, which are not readily available statistics. However, clearly Native American and Black people are cited and arrested for low-level transit offenses at a much higher rate than White people. Regardless of the cause of this trend the effect is that Native American and Black people in particular have more of their money and freedom taken from them, which adversely affects their ability to lead prosperous lives.