

# MINNESOTA'S



## COVID-19 RECOVERY BUDGET

### MINNESOTA DEPARTMENT OF HUMAN RIGHTS

As the state's civil rights enforcement agency, the Minnesota Department of Human Rights investigates charges of discrimination, oversees equity and inclusion compliance in state contracting, and conducts statewide education and outreach.

The Walz-Flanagan budget adds needed capacity to the Department's investigative unit, increases discrimination protections for Minnesotans accessing affordable housing, updates Workforce and Equal Pay Certificate fees, and includes an operating adjustment to fund the underlying costs of the agency. This biennial budget allows the Department to continue its critical role in helping Minnesotans live with dignity and joy, free from discrimination.

### Civil Rights are Essential to Building a Thriving Minnesota



#### Increasing the Department's Investigative Capacity

Minnesotans deserve a strong civil rights agency to turn to if they experience discrimination. This targeted investment enables the Department to hire additional investigators to help ensure that investigations of discrimination are done efficiently and effectively.



#### Preventing Source of Income Discrimination in Housing

All Minnesotans deserve fair and equal access to housing. In partnership with Minnesota Housing, the Department would enforce a policy proposal (HF835) that prohibits source of income discrimination against Minnesotans who access financial support, such as federal housing choice vouchers, to help afford housing.



#### Adjusting Workforce and Equal Pay Certificate Fees

Contractors obtain the Department's certificates for large state projects as their commitment to increase career opportunities for people of color and Indigenous people and ensure equal pay for equal work. The Department's certificate fees have not been adjusted since their respective inceptions in 2003 and 2014. To keep fees in proportion to administrative processing costs, the budget adjusts the fee from \$150 to \$250, for a four-year certificate.



#### Operating Adjustment

The Department's operating adjustment funds the underlying growth of costs to the agency, which includes costs such as employee compensation, insurance, internet and IT services, and rent.