Human Rights & Equal Economic Opportunity

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Human Rights Division 2012 Activities Report

The Human Rights Division of the Department of Human Rights and Equal Economic Opportunity (HREEO) is primarily responsible for investigating complaints of discrimination. In addition to investigating discrimination complaints, Human Rights Specialists perform outreach to the community and interest groups, receive training to expand their skills, and are responsible for special projects assigned by the Director or the Mayor's office.

INVESTIGATIONS

Investigations are a core function of the Human Rights Division.

2012 Case Status:

- **74 New Cases Opened**
- **80 Cases Closed***

2012 Case Outcomes:

- **Total Settlement Amount: $47,599**
- **5 Probable Cause (6%)$5,000**
- **8 PDSAs** (10%) $42,599**
- **59 No Probable Cause (74%)**
- **3 Administratively Closed (4%)**
- **3 Withdrawn (4%)**
- **2 Other*** (2%)**

Case Investigation Time: 269 Days
Calculated from date case is assigned to date of case summary. Sec. 183.20(e) requires a final administrative disposition within 365 days of receipt of charge.

Human Rights Specialists conduct intakes to assist the Complainant in filing a charge of discrimination.

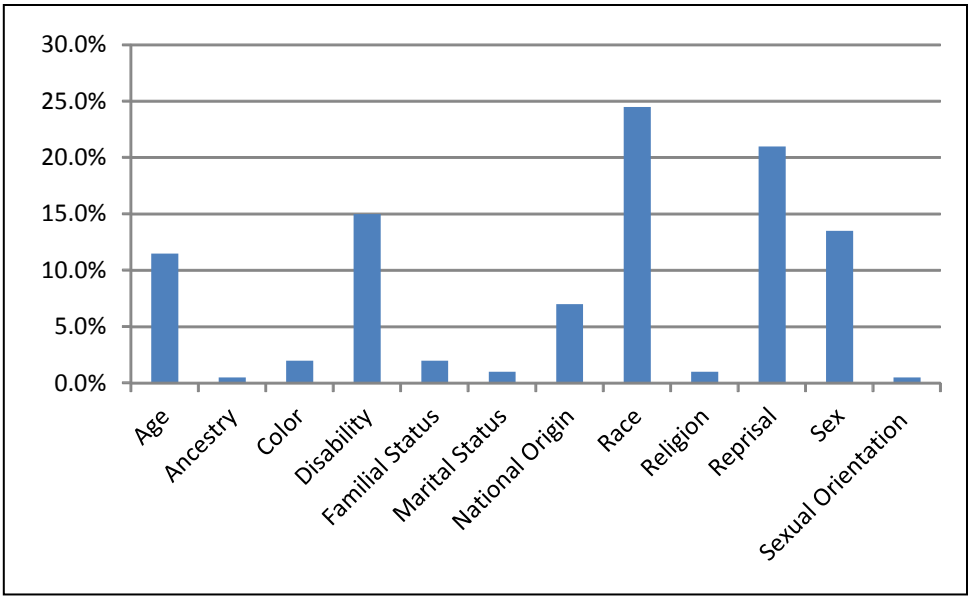
Charges Include:
Areas of Discrimination can include:

- **Employment (89% in 2012),**
- **Real property (11% in 2012),**
- **Public Accommodations,**
- **Public Services,**
- **Education,**
- **Credit Discrimination, and**
- **Business Discrimination.**

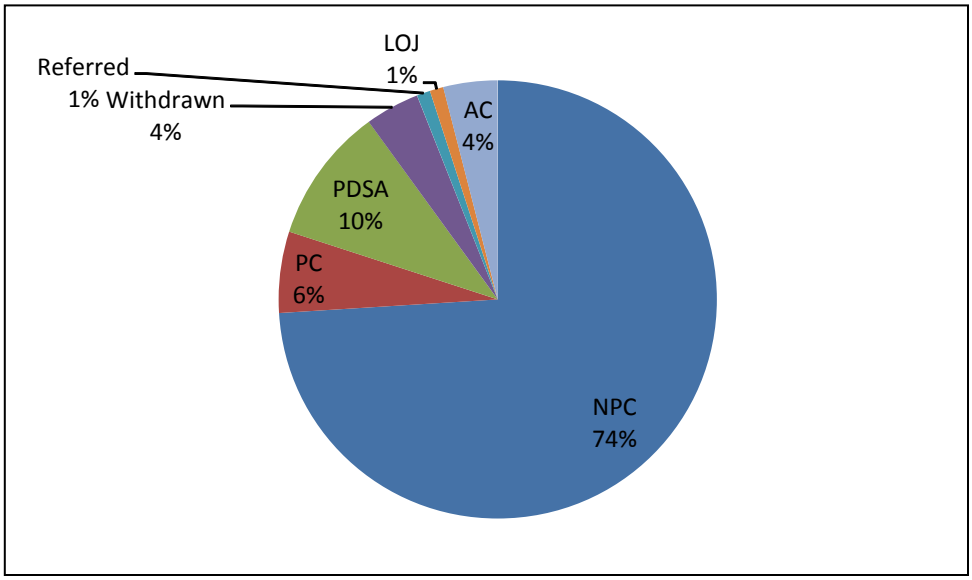
The Basis for Discrimination consist of one or more of the thirteen protected classes listed in Chapter 183 of the Saint Paul Legislative Code.

* Includes cases opened in previous years.
** Pre-Determination Settlement Agreements
*** 1 Lack of Jurisdiction, 1 Referred to EEOC.

Cases by Basis



2012 Charge Outcomes



HIGHLIGHTS

- **Became a Fair Housing Assistance Program with the Dept. of Housing and Urban Development**
- **A successful visit from HUD Assistant Secretary John Trasviña to formalize the relationship**
- **Amended the Human Rights Ordinance to achieve substantial equivalence with the Fair Housing Act and to clarify the definitions of Gender Identity and Sexual Orientation**
- **Voter Outreach and Education Event hosted by the Mayor's Advisory Committee for People with Disabilities**
- **HREEO Commission passed resolution opposing the Voter ID Amendment**

SPECIAL PROJECTS

At the request of the Director or Mayor's Office, Human Rights Specialists have worked on the following projects and/or served in the following areas:

- **Staff Liaison to the Human Rights and Equal Economic Opportunity Commission**
- **Mayor's Advisory Committee for People with Disabilities**
- **Saint Paul and Ramsey County Black History Month Committee**
- **ADA Coordinator to Coordinate Title II Compliance**
- **Accommodations Coordinator**
- **Responding to Data Practice Requests**
- **Human Resources Liaison**
- **Sustainable Cities Workforce integration and economic equity seminars in Baltimore, MD.**
- **FBI Civil Rights Advisory Group**
- **Charitable Giving Campaign**

OUTREACH

In 2012, the Human Rights Division increased the visibility of the Department and informed the Community about its rights through outreach efforts including the following:

- **Panelist at Upper Midwest Employment Law Institute**
- **Hubbs Center Presentation to Adult Education Students**
- **Immigrant Community Round Table**
- **MSBA Employment Law Section Dinner**
- **Asian/Pacific Islanders Economic Summit**
- **Presentation to "You Be the Change" Participants**
- **SMRLS 2012 Fall Appreciation Event**
- **Twin Cities Rise! Workshop Presenter**
- **Hallie Q. Brown Family Fun Day**
- **La Familia Family Festival**
- **Rondo Days**
- **Fair housing training for New Landlords**
- **Ward One Beach Party**
- **Martin Luther King, Jr. Day Celebration**
- **Co-chair in monthly meetings on workforce integration and economic development convened by the Twin Cities African American Leadership Forum**
- **Housing Link Meeting on Fair Housing**
- **Minnesota American Indian Chamber of Commerce Annual Awards Banquet**
- **Meeting with University of Minnesota Humphrey Institute International Fellows**
- **Meeting with OutFront Minnesota regarding language on Gender Identity and Sexual Orientation**
- **Community Conversation with Saint Paul EMS Academy & the Local Government Innovation Awards**
- **Panelist on Women in the Legal Profession by University of St. Thomas Women's Law Student Association**

CONFERENCES

Human Rights Specialists have attended the following conferences to improve knowledge and build relationships: 4th World Conference on Remedies to Racial and Economic Inequality, Opportunity Saint Paul Conference on Poverty and Disparities, FBI Election Crimes Conference, Human Rights Symposium, 2012 Minnesota Justice Forum on Collateral Consequence of Criminal Records, EEOC Fair Employment Practices Agencies Annual Training Conference