



Request for City Council Committee Action from the Department of Civil Rights

Date: May 2, 2012

To: Council Member Don Samuels, CHAIR
Public Safety, Civil Rights, and Health

Subject: 2011 Annual Report- Commission on Civil Rights

Recommendation: The Minneapolis Department of Civil Rights respectfully requests that the City Council receive and file the Minneapolis Civil Rights Commission 2011 Annual Report.

Previous Directives: None

Department Information

Prepared by: Lee Zutz, Commission Liaison (612) 673-2091
Approved by: Velma J. Korb, Director (612) 673-3027 *JKorb*
Presenters in Committee: Michael K. Browne, Assistant Director (612) 673-2426; Emily Froehle, Chair, Commission on Civil Rights

Financial Impact: None

Supporting Information:

The annual report was prepared by the Civil Rights Commission, and it provides statistical information related to the actions of the Minneapolis Commission on Civil Rights for the year 2011.

**CITY OF MINNEAPOLIS
COMMISSION ON CIVIL RIGHTS**



**2011 ANNUAL REPORT
TO THE MAYOR AND CITY COUNCIL
May 2, 2012**



Department of Civil Rights

Velma J. Korbelt

Director

350 South 5th Street - Room 239

Minneapolis MN 55415-1369

Office 612 673-3012

Fax 612 673-2599

TTY 612 673-2157

May 2, 2012

Council Member Don Samuels
Chair, Public Safety, Civil Rights & Health Committee
350 South 5th Street
Minneapolis, MN 55415

Re: 2011 Annual Report – Commission on Civil Rights

Dear Chair Samuels:

The Minneapolis Department of Civil Rights submits the 2011 Commission Annual Report, on behalf of the Minneapolis Commission on Civil Rights (MCCR), summarizing the resolution of civil rights complaints. Attached you will find the documents detailing the Commission's activities during the period of January 1, 2011 through December 31, 2011.

Highlights of complaint activity are as follows:

- The number of cases reviewed by the Commission increased by 6% from the previous year.
- Of the 64 cases reviewed, over half of the complaints involved employment discrimination.
- 59% of the cases were related to racial discrimination.

If you have any questions or concerns, please do not hesitate to contact me.

Yours very truly,

MICHAEL K. BROWNE

Assistant Director of Civil Rights

(612) 673-2426

Attachments:
MKB/LLZ



I. Introduction

The purpose of this report is to inform elected officials and the community about the statistical information and the actions related to the Minneapolis Commission on Civil Rights throughout the 2011 calendar year.

II. Overview

The Commission was first established by ordinance in 1947, and then re-established in 1975 for the purpose of carrying forward the policies of the City in the field of human relations, to promote civil rights, and to enforce the provisions of the Minneapolis Civil Rights Ordinance.

The Commission consists of 21 volunteer members, all of whom are persons known to favor the principles of equal opportunity, nondiscrimination, and the objectives of the Minneapolis Civil Rights Ordinance.

III. Summary of 2011 Commission Activities

The Minneapolis Commission on Civil Rights cosponsored the annual essay contest to honor the memory of Reverend Dr. Martin Luther King, Jr. The first place essay winners were notified in January and had their essays entered into the League of Minnesota Human Rights Commissions' state wide essay contest honoring the Reverend Dr. Martin Luther King, Jr.

Additionally, the Commission drafted and adopted a resolution opposing an amendment to the Minnesota Constitution banning same sex marriage. The resolution was signed by former Commission Chair Scott Flaherty on November 21, 2011.

In August of 2011, several members of the Commission hosted a radio program dedicated to the Commission and its goals. The show aired on KFAI Radio. The Commission has scheduled another radio program in 2012.

The Contract Compliance Committee (CCC) of the Commission continued to educate the Commission concerning the City's women and minority owned contract business goals. Members of the Commission participated in a discussion with contractors hosted by the Department about the 2010 study conducted concerning the state of minority and women owned businesses in Minneapolis, including the facilitation of small group discussions focused on business community feedback.

Throughout the year, the Commission reviewed 64 complaints of discrimination that the Minneapolis Civil Rights Department determined to have "Probable Cause" and "No Probable Cause." The Commission also reviewed "Dismissal" determinations made by the Department that were appealed.

IV. Case Statistics

As shown in Figure 1 below, the Commission made a determination on a total of 64 cases in the year 2011, an increase of 7 cases over the previous year.

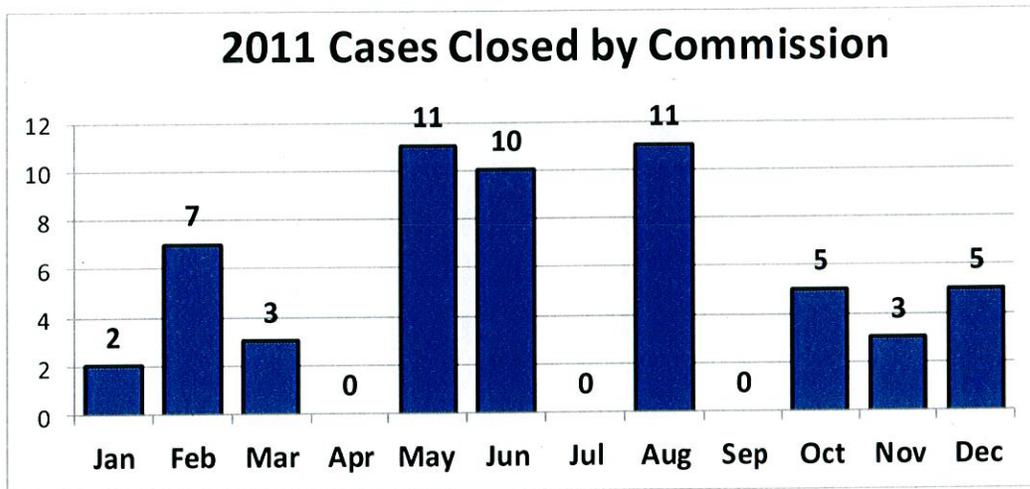


Figure 1: 2011 Cases Closed by Commission

Figure 2 illustrates that of the total 64 cases reviewed, over half of the complaints involved employment discrimination. The next largest category was public service discrimination, which totaled 13 cases. The remainder of the cases involved: public accommodation, employment, real estate, and credit and lending discrimination.

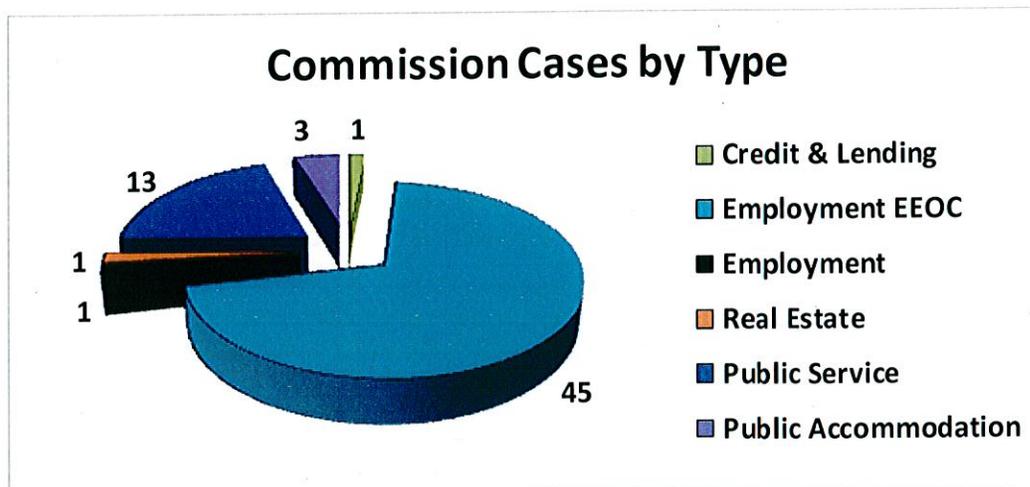


Figure 2: Commission Cases by Type

Nearly 60% of the 64 claims reviewed were related to racial discrimination, which equates to 38. Second to race, is disability which comprises of 8 cases, followed closely by gender discrimination of 6 cases. Other allegations of discrimination reviewed include: age, color, familial status, national origin, religion, and reprisal.

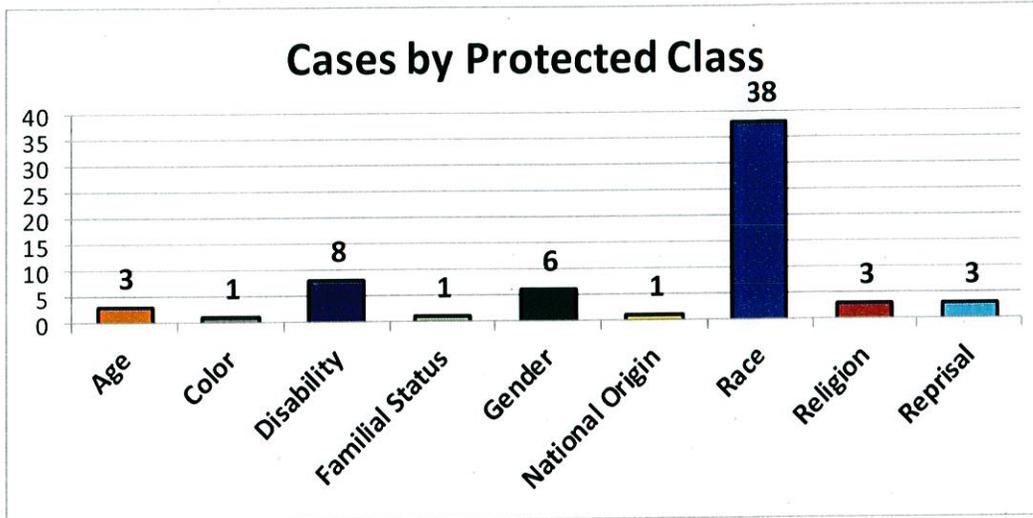


Figure 3: Cases by Protected Class

Figure 4, illustrates that nearly half of the Commission's 2011 caseload was comprised of reviews of the determination of Dismissal. The commission affirmed 23 of the Department's No Probable Cause determinations, settled 7, and resolved 3 Probable Cause cases.

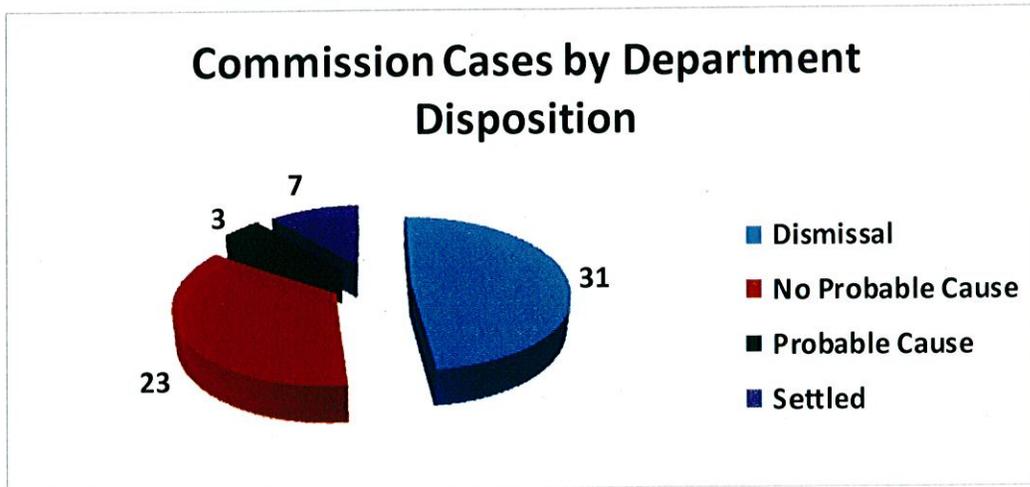


Figure 4: Commission Cases by Department Disposition

V. OUTLOOK FOR 2012

2011 was a very positive year for the Commission in the area of case management. The Commission looks forward to continuing to efficiently manage its case load in 2012.

With an efficient case management system in place, the Commission will have the opportunity to focus on community outreach and education in 2012. In January of 2012, the Commission welcomed several new members to the body. In the early part of the year, the Commission will discuss and set goals concerning educational efforts to targeted civil rights related issues of importance to the Commission and community.

The Commission proudly passed a resolution in 2011 opposing the proposed same sex marriage ban amendment which voters will consider in 2012 and looks forward to promoting the message contained in that resolution. The Standards and Procedures Committee will work in conjunction with the Commission as a whole, as well as the Department, to improve and update the language of the ordinance.

Sincerely,

A handwritten signature in blue ink, appearing to read 'E. J. Froehle', followed by a long horizontal line extending to the right.

Emily J. Froehle-Chair
Minneapolis Commission on Civil Rights