

HIRE MINNESOTA



[HIRE Minnesota Video](#)

(Emmy-nominated production by MBTV)

http://blackmusicamerica.com/ummg/about_us.htm



Minnesota's alarmingly high employment disparities

- In 2010, the Black unemployment rate was 3.6 times higher than the White unemployment rate
- Even when controlling for education and work experience, Black Twin Cities residents are three times more likely to be unemployed
- In Minneapolis, the employment gap between White and Black workers is 25 percent



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For 20 Straight Years, MnDOT has failed to meet its hiring goals of 11% people of color and 6% women.

The purpose of HIRE Minnesota is to ensure that investments in job creation lift people out of poverty and reduce racial disparities.

We are a coalition of organizations and activists who have brought together over 70 organizations and thousands of people over the last three years to fight for economic justice.

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There are a number of opportunities to bring real change to our region:

- Investments in major infrastructure and other development
- the development of new transitways
- and new leaders in government

But if we don't transform the way our state's resources are allocated – with an ***explicit emphasis on equity***– we will continue to widen an already alarming unemployment and wealth gap in low-income communities and communities of color.

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Combining the resources and networks of many advocacy, social service agency and vo-tech job training centers, **HIRE MN** drew 2000 people to four *Town Hall Forums* in the first 6 months of 2009.



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At the State
Legislature ...



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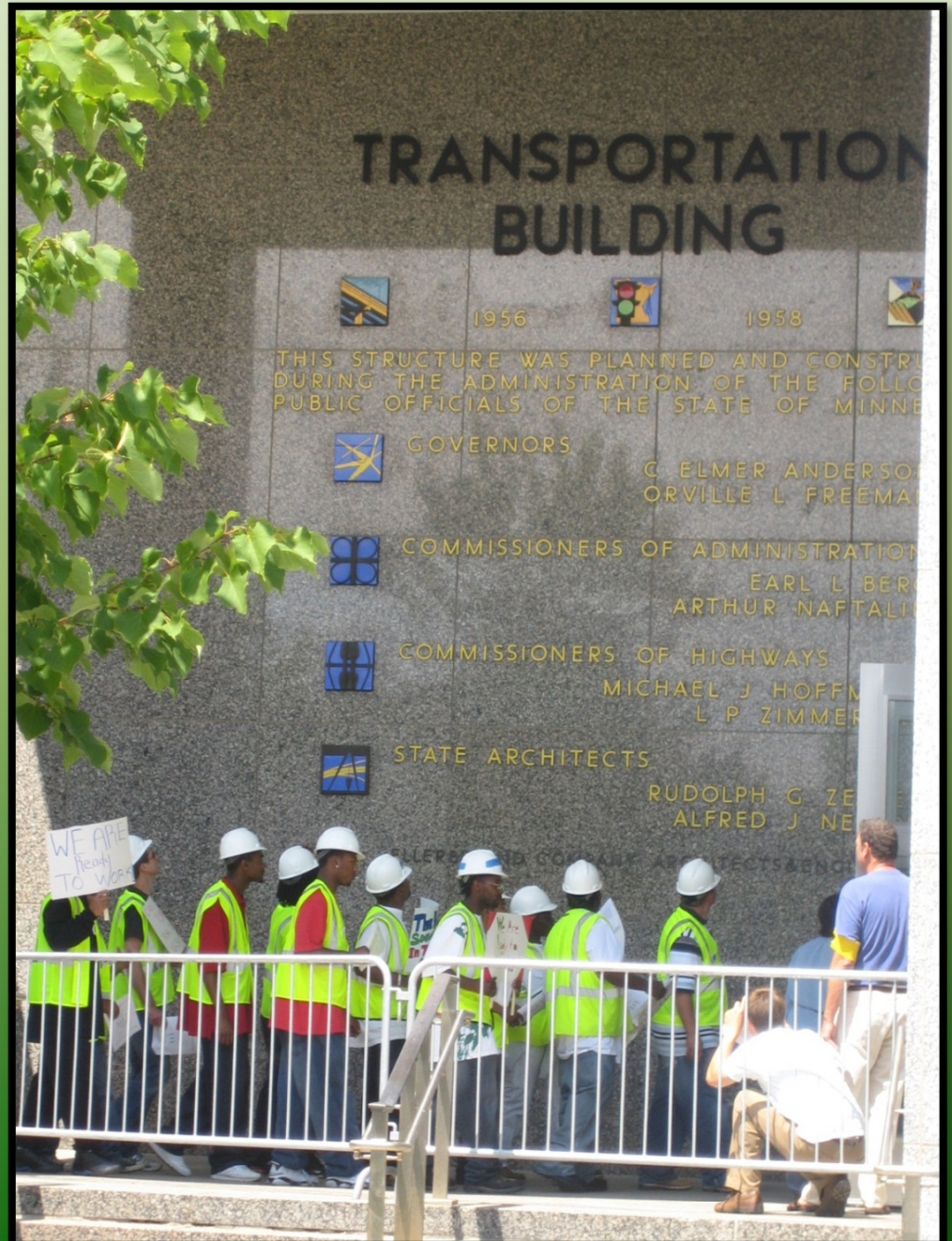
**We Removed The
Abstractions
From The Issue**



2010 Bonding
Equity bill
hearing

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At MnDOT Headquarters ...



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At MnDOT
Contractor Work
Sites ...

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So What Have We
Accomplished?



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MnDOT Hiring Goals:

An increase from 6.1% to 8.5% people of color and from 3.3% to 4.5% women on MnDOT Workforce

That's 150 new jobs for people of color and 80 new jobs for women





Met Council Hiring Goals:

Met Council sets goal to hire 18% people of color and 6% women for the build out of the Central Corridor Light Rail Project.

Both major contractors are exceeding the goal for women. One is meeting the goal for people of color and the other is very close.



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Department of Human Rights

We caught the attention of local officials, and secured the support of elected officials.

We launched a campaign to preserve the Minnesota Department of Human Rights. We were able to secure the support of key legislators and Governor Mark Dayton.



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In the Long Run ...

This isn't just a campaign, it's a broader movement.

It's about systemic reform across the board, not just one agency.



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Sullivan Principles for Minnesota

1. Develop and implement training programs that prepare, in substantial numbers, people of color for supervisory, administrative, clerical, and technical jobs.
2. Establish lasting funding streams for job training and placement programs that are connected to all development work



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Sullivan Principles for Minnesota

3. Create and publicize a diversity plan including specific implementation guidelines to increase and maintain diversity in Minnesota's workforce
4. Hire ex-offenders who have paid their debt and have demonstrated the necessary qualifications to do the job
5. Eliminate laws, practices and policies that impede social, economic, and political justice



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