

**Union Proposal #1  
Equity Proposals**

PREAMBLE

This Agreement is made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2021 by and between the State of Minnesota, hereinafter referred to as the Employer, and the Minnesota Association of Professional Employees (MAPE), hereinafter referred to as the Association.

The Employer and the Association affirm that this Agreement ~~has as its purpose the establishment of~~ establishes rates of pay, hours of work, and other conditions of employment; ~~the establishment of~~ creates an equitable and peaceful procedure for the resolution of differences without interference or disruption of efficient operations of any department; requires us to interact with each other with mutual dignity and respect; acknowledges the need to actively address the implementation and maintenance of equity, diversity, and inclusion practices; creates the expectation that we actively and consistently confront the racism inherent in our institutions; and ~~to~~ expresses the full and complete understanding of the parties relative to all terms and conditions of employment covered by this Agreement.

If the parties mutually agree during the term of this Agreement, the Agreement may be modified by additional provisions relating to specific conditions covering the terms of employment stated herein. Any Agreement which is to be included as a part of this Agreement must so indicate, must be reduced to writing, and must be signed by the parties to this Agreement.

This preamble is intended as a policy statement and is not grievable under Article 9 of this Agreement.

---

**ARTICLE: XX [NEW] EQUITY, DIVERSITY AND INCLUSION**

**Section 1. Equity, Diversity, and Inclusion statement.** The Employer and Association recognize that equity, diversity, and inclusion are essential core values and top priorities of the state workforce. The Employer and Association shall willfully practice anti-racism, actively removing equity barriers and creating an environment where all employees have the opportunity to thrive. This article provides guiding principles and the means to review policies and programs that promote the representation and participation of historically disenfranchised persons.

**Section 2. Guiding Principles.**

- **Agency Participation:** The Employer acknowledges diversity, inclusion, and equity are connected to our mission and critical to ensure the well-being of our staff and the communities we serve;
- **Employee Participation:** All employees shall uphold a diverse, inclusive, and equitable workplace where all individuals feel valued and respected;
- **Human Resource Participation:** Pledge to create a workforce that is representative of the people that we serve by increasing diversity throughout the workforce by 30% by the year 2025;
- **Metrics:** Ensure diversity and inclusion of all persons by creating measurable objectives that set a benchmark for our diversity, inclusion, and equity efforts and provide data in a shareable format;
- **Training:** Develop an equity framework in order to become more intentional at the creation and implementation of new and/or updated equitable policies and practices;

- Accountability Reporting: Acknowledge and dismantle any inequities within our current policies, systems, programs, and services, and continually update and report progress.

### **Section 3. Definitions.**

Within this contract, the following definitions apply:

- Anti- Racism: an action against racial hatred, bias, systemic racism, and the oppression of marginalized groups. Anti-racism is the practice of identifying and opposing racism by making conscious efforts and deliberate actions to provide equitable opportunities for all people on an individual, institutional, and systemic level.
- Equity: Fair treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of historically disenfranchised groups. The principle of equity acknowledges that there are historically under-served and under-represented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.
- Diversity: Includes but is not limited to race, color, ethnicity, nationality, religion, socioeconomic status, veteran status, education, marital status, language, age, gender, gender expression, gender identity, sexual orientation, mental or physical ability, genetic information, and learning styles.
- Inclusion: Bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy-making that shares power and ensures equal access to opportunities and resources.
- Equity Framework: is the ability to identify and remove systematic structural barriers to create equal opportunity for all to thrive.

**Section 4. Accountability for Equity, Diversity and Inclusion practices in State Service.** See Appendix I entitled "Equity, Diversity, and Inclusion Committee".

---

APPENDIX I: AFFIRMATIVE ACTION COMMITTEE

APPENDIX I - ~~AFFIRMATIVE ACTION COMMITTEE~~ Equity, Diversity, and Inclusion Committee

Both the Employer and Association understand the benefits of an equitable, diversified, and inclusive workplace. The Committee commits to practicing anti-racism, and shall review current practices and policies which have been identified as racist policy and practice. This committee will work together to address anti-discrimination, sexual harassment, and equity, diversity, and inclusion in the State workforce. The committee will focus on the creation, implementation, and maintenance of equitable practices and policy throughout all State Agencies. The committee will be charged with fostering an atmosphere to hold all parties accountable to the creation and maintenance of an equitable, diversified, and inclusive workplace.

The Committee shall be composed of up to eight (8) persons designated by the Employer and up to eight (8) persons designated by the Association.

The Committee shall meet as determined by the parties no less than quarterly during each fiscal year.

~~The Committee shall study.~~

### **Section 1. Agency participation in Equity, Diversity and Inclusion efforts**

The committee will review best practices and policies, make recommendations to the employer, and collectively resolve issues, including but not limited to:

- Agency participation in Equity, Diversity, and Inclusion initiatives;
- Agency best practices for executing Equity, Diversity, and Inclusion initiatives;
- Provide agencies with Equity, Diversity, and Inclusion roadmaps for implementation and maintenance of equitable practices and policies;
- Review Agency organization for appropriate Equity, Access and Inclusion (EAI) Department representation. Resolve vacant positions in EAI areas and secure funding to cover expanding staffing needs and program support;
- Review best practices, policy, and report outcomes for accessibility and accommodation monitoring including, but not limited to assisting those who have a disability and or participants in the Connect 700 program;
- Review best practices, policy, and report outcomes for Employee Resource Groups (Statewide and Agency- led);

### **Section 2. Employee participation in Equity, Diversity and Inclusion efforts**

The committee will review best practices and policies, make recommendations to the employer, and collectively resolve issues, including but not limited to:

- Ensure employees not designated to an Equity, Access and Inclusion Department are allotted time to work on equity, diversity, and inclusion items as requested by the employer, agency, or Appointed Authority. Employees who volunteer to work on equity, diversity, and inclusion efforts at an agency will have their workload adjusted to ensure the employee is not unfairly burdened by tasks that would impede their normal work performance, such as modified metrics to off-set the time worked on these items;
- Staff at all agencies will have their position descriptions updated to make equity work part of their assigned duties.
- Designate paid time for union representatives to work with employee concerns on equity, diversity, and inclusion;

### **Section 3. Statewide Human Resource Analysis**

The committee will review best practices and policies, make recommendations to the employer, and collectively resolve issues, including but not limited to:

- Conduct a review of each agency's Human Resources Hiring Policy. Create updated hiring processes and workflow with equity, diversity, and inclusion in practice; the following shall be part of the review, including but not limited to:

- Determine to how job postings are provided to historically disadvantaged communities
- Provide an application process that utilizes blind resume review (withholding names or other identifiers of race, ethnicity, gender, etc.)
- Job postings must list alternate work/life experience that can be used in lieu of education requirements
- Create equity criteria that must be applied to all position descriptions before posting
- Diversify decision makers in the hiring process;

#### **Section 4. Metrics and data sharing**

The committee will review best practices and policies, make recommendations to the employer, and collectively resolve issues, including but not limited to:

- Affirmative action plans will be gathered and analyzed;
- Affirmative action goals and objectives, including specific procedures to promote achievement of hiring goals and protection of goals in the event of layoff;
- Gather and share data, including labor market statistics to determine if protected class individuals are available for employment or exist in present State employment;
- Creation of a dashboard that will collect and display each Agency's diversity data (a summary of each agency's Affirmative Action Plan). The creation of the dashboard shall provide a sort-by view, including but not limited to:
  - Gender/gender identity, BIPOC, Individuals with accessibility needs, Regions of Minnesota (Southeast, Northwest, Metro, etc.)
  - Percentage of total hires from identified groups, average length of retention for identified groups, average compensation for identified groups, percentage of leadership positions (broken down by manager/supervisor level, director level, Commissioner level) for identified groups,
  - Data must be exportable as .csv or similar
  - The dashboard must be housed and accessible on the Employer's main web page

#### **Section 5. Training provided and training needs**

The committee will review best practices and policies, make recommendations to the employer, and collectively resolve issues, including but not limited to:

- Review current statewide and agency training on anti-discrimination, sexual harassment and equity, diversity, and inclusion topics. The committee will review offered trainings to ensure they meet the following conditions including, but not limited to:

- Training shall be provided by the employer annually;
- Trainings remain at “no cost” for employees;
- Employees are allowed to attend anti-discrimination, sexual harassment and equity, diversity, and inclusion based trainings without interference;
- Training content shall increase an employees’ awareness of the types and effects of discrimination, sexual harassment, and the importance of equity, diversity, and inclusion in the workplace;
- Resources shall be made readily available to employees to determine if they have been subjected to discrimination or sexual harassment ;
- The committee shall review agency training schedules to determine if they meet a standard of educational development of all employees.
- If an agency lacks resources to provide sufficient training to their employees, the committee will bring this disparity to the employer and Association for resolution;

### **Section 6. Accountability Reporting**

A report of findings will be provided to the employer and Association no later than the end of this contract period, June 30, 2023 and the end of each contract period following here-after.

- ~~Proposed solutions to existing problems brought to the Committee for review and~~
- ~~discussion;~~
- ~~Measures to provide maximum cooperation with goals and objectives determined by the Committee;~~
- ~~Sexual harassment training;~~
- ~~Possible methods of increasing employees’ awareness of the types and effects of discrimination and the resources available to them to determine if they have been the object of discrimination;~~
- ~~Work with ACCESS (Alliance for Collaboration and Cooperation in Employment and State Services), the Diversity Action Council and the Office of Diversity to develop statewide anti-discrimination and diversity training; and~~
- ~~Other affirmative action issues of mutual concern.~~