



CITY OF SAINT PAUL DEPARTMENT OF

*Human Rights & Equal
Economic Opportunity*

2014 ANNUAL REPORT



OUR MISSION

HREEO champions *justice* and *equity* by *confronting* issues of *discrimination* and providing innovative avenues for *accessibility* and *economic opportunities* for all residents and businesses.



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Message From the Mayor

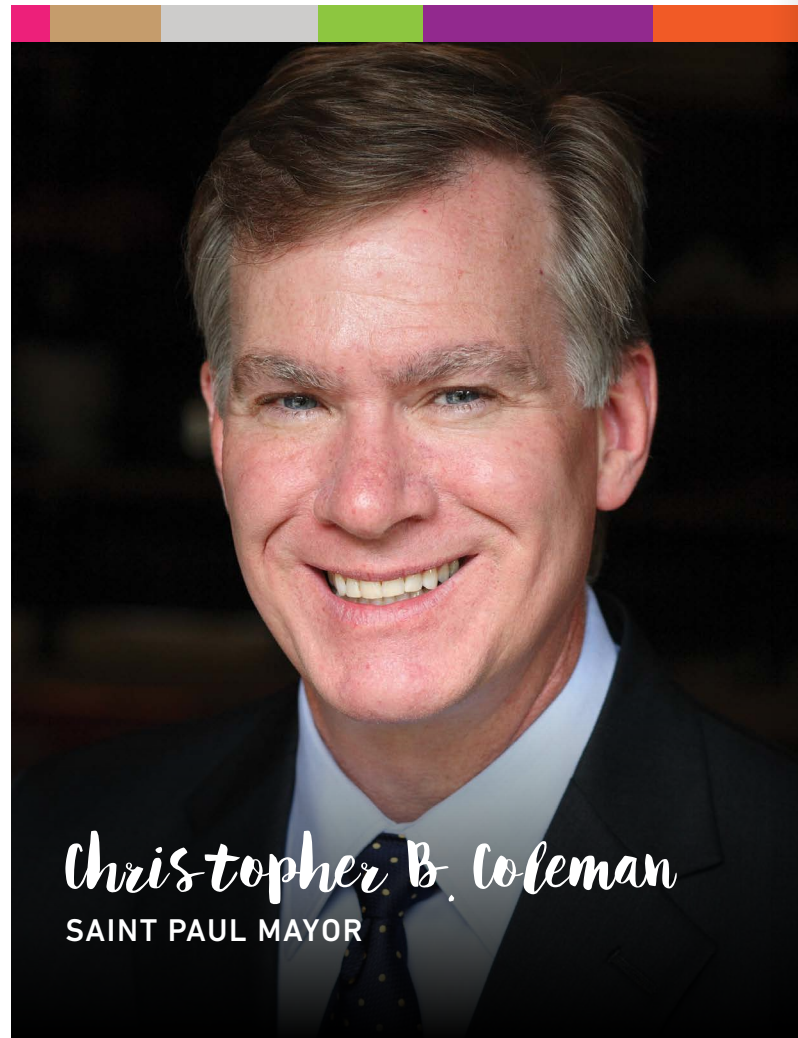
Five years have passed since the City of Saint Paul made the forward-thinking decision to establish the Department of Human Rights and Equal Economic Opportunity (HREEO). Recognizing the growing economic and employment disparities faced by individuals of color, low-income residents, and small business owners, the city determined to strategically improve the participation of all businesses and residents in local economic opportunities. I am proud to say the decision to create HREEO has been exceptionally rewarding for the City of Saint Paul and its residents.

In five short years, HREEO and the Saint Paul Fire Department have grown the Emergency Medical Services (EMS) Academy into a nationally recognized program; graduating nearly 200 low-income Saint Paul youth in 10 EMS Academy classes to date. HREEO has increased the participation of local small, women, and minority-owned businesses on city and development contracting opportunities by over 400% since 2009. Workforce inclusion of women and minorities on construction projects has never been higher. Human Rights investigators have new authority to settle federal Fair Housing discrimination claims, ensuring all residents have access to safe and affordable housing. From improving economic and employment opportunities to preventing discrimination, the equity efforts led by HREEO are visible throughout the community.

Under the strong leadership of Director Jessica Kingston, HREEO continues to tackle many serious issues while carrying out its mission to champion equity and provide opportunities for all business

and residents. The following 2014 HREEO Annual Report is a snapshot of those efforts, and it is my honor to present the Department of Human Rights and Equal Economic Opportunity (HREEO) 2014 Annual Report.

Sincerely,



Christopher B. Coleman
SAINT PAUL MAYOR

Director's Message

I have had the absolute pleasure of leading the incredibly talented staff of the Department of Human Rights and Equal Economic Opportunity since October 2012. In that time, the department has focused on technology advancements and enriching the goals of the department, which have become the building blocks of HREEO. A culture dedicated to professional growth, learning, and equity has led to improved economic opportunities for local residents and businesses, new tools to confront discrimination, and quality service for our customers. I hope the chosen summaries provide an understanding of all we accomplished in 2014 and the great things HREEO will achieve in 2015.

Technology and process improvements remain a keystone in HREEO's foundation for growth. The City of Saint Paul's procurement portal, www.stpaulbids.com provided greater visibility for bidding opportunities, especially for local small businesses. The rollout of www.stpaulbids.com and growth of the city's Vendor Outreach Program led to \$75 million more contract dollars going to local small, women, and minority-owned vendors compared to 2013. Streamlined processes and strategic partnerships with the local organized construction trades improved wage enforcement and the participation of women and minorities on city construction projects. Most importantly, HREEO staff continued to engage Saint Paul businesses, workforce-development agencies, residents, and communities of color to ensure all community voices were heard and equitably represented.

Working with the Government Alliance for Race and Equity also provided HREEO with the opportunity



Jessi Kingston

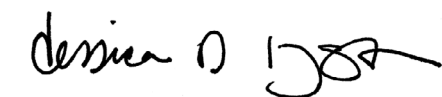
DIRECTOR, HUMAN RIGHTS AND
EQUAL ECONOMIC OPPORTUNITY

to learn and share racial equity best practices from jurisdictions across the country.

Advancing equity and combating disparities in opportunities will continue to be a major call of action in 2015, and HREEO staff spent considerable time developing tools to confront discrimination and bias.

We welcome all business, community stakeholders, and individuals to join us in our goals to make Saint Paul equitable, accessible, and inclusive of all businesses and residents. I invite you to visit our webpage, www.stpaul.gov/hreeo to learn more.

Sincerely,





Human Rights & Equal Economic Opportunity Commission

The HREEO Commission is responsible for monitoring and advising the department on promoting justice, equity, and confronting discriminatory practices occurring within the City of Saint Paul. In addition, the HREEO Commission is able to hear and determine discrimination complaints under the Saint Paul Human Rights Ordinance.

In 2014, the commission drafted and adopted rules of procedure for human rights cases brought before the commission. The rules of procedure for contested discrimination cases were adopted in early December 2014 and are available on the HREEO Commission web page.

The HREEO Commission also welcomed the Council on American-Islamic Relations of Minnesota (CAIR-MN) to a commission meeting in November. Lori Saroya and Ellen Longfellow, from CAIR-MN, presented on current discriminatory issues faced by American-Muslims within Minnesota, as well as ways the commission can partner with CAIR-MN to confront and prevent discrimination from occurring within our communities.

ABOUT THE HREEO COMMISSION

The HREEO Commission is composed of a maximum 21 Saint Paul residents and stakeholders. In 2014, 17 individuals sat on the HREEO Commission. If individuals are interested in applying to be a HREEO Commission member, please contact the Human Rights Division at **(651) 266-8969**, or visit **www.stpaul.gov/hreeo**.



Human Rights

The Human Rights Division enforces the City of Saint Paul's Human Rights Ordinance through investigating complaints of discrimination in the areas of employment, housing, public accommodations, public services, education, business, and access to credit. The division also hosts numerous outreach and training seminars to educate individuals and businesses about human rights and responsibilities. The Human Rights Division is a community leader in cultivating anti-discriminatory practices through creative partnerships and effective community engagement.

HUMAN RIGHTS OUTREACH, COMMUNITY ENGAGEMENT, AND TRAINING

In 2014, the Human Rights Division partnered with several public and private agencies to host training and human rights outreach events. Human Rights staff joined the federal Equal Employment Opportunity Commission (EEOC), the Department of Housing and Urban Development (HUD), the Minnesota Department of Human

Rights, and the Minneapolis Department of Civil Rights to coordinate housing, fair employment practices, and civil rights initiatives. Additionally, the division led legal seminars to educate employers on "ban the box" legislation, which prohibits employers from inquiring on an applicant's criminal record on hiring applications. Human Rights also worked with the Minnesota Campaign for Achievement Now (MinnCann), Minnesota Homeownership Center, Minnesota Justice Foundation, Southern Minnesota Regional Legal Services, neighborhood associations, and other non-profit organizations to promote and protect civil rights.

Human Rights staff also serves as the City of Saint Paul's Americans with Disabilities Act (ADA) Coordinator. The ADA Coordinator is the main contact for individuals requesting accommodation to a city program, service, or activity. The ADA Coordinator assists the relevant city department in reviewing and responding to the request. A city-wide ADA committee also meets quarterly to ensure city staff is aware of the city's ADA responsibilities, and works to proactively anticipate and remove barriers to accessibility.

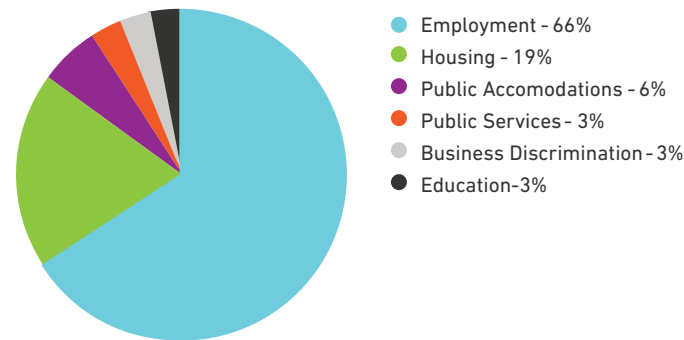
Additionally, Human Rights staff is the city's liaison to the Mayor's Advisory Committee for People with Disabilities (MACPD). The MACPD is a panel of community members that advises the mayor and city on issues related to the disability community. The MACPD ensures the disability community has access to facilities and services, like CHS Field and the Central Corridor Light Rail Transit Line, and advocates for the employment of people with disabilities.

2014 HUMAN RIGHTS BY THE NUMBERS

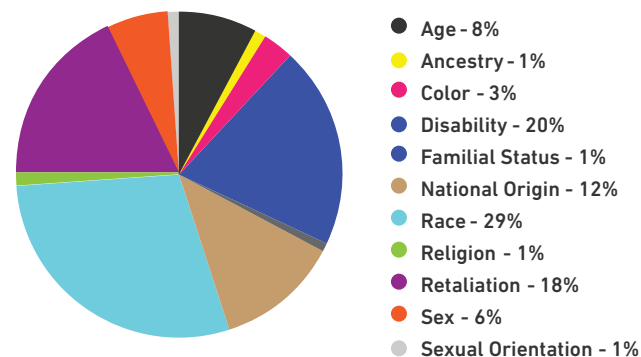
- \$20,599 collected for individuals filing discrimination complaints through the division
- 61 discrimination complaints received, 60 discrimination complaints resolved
- 262 days-average case investigation time

The following charts show 2014 areas of discrimination, and basis of discrimination.

Areas of Discrimination



Basis of Discrimination



HUMAN RIGHTS COMPLAINT INVESTIGATION PROCESS

The Human Rights Division is a neutral, fact-finding agency, which does not represent either party during an investigation. Following an investigation, Human Rights investigators work to include anti-discriminatory policies and practices into settlement agreements. When discrimination is found to have occurred, investigators have legal authority to enforce civil damages.

The Human Rights Division was created to provide a more efficient way for individuals to file discrimination complaints without having to pursue costly litigation or burden the judicial system. The division can determine there is probable cause that discrimination occurred, that no probable cause existed, and mediate settlements.

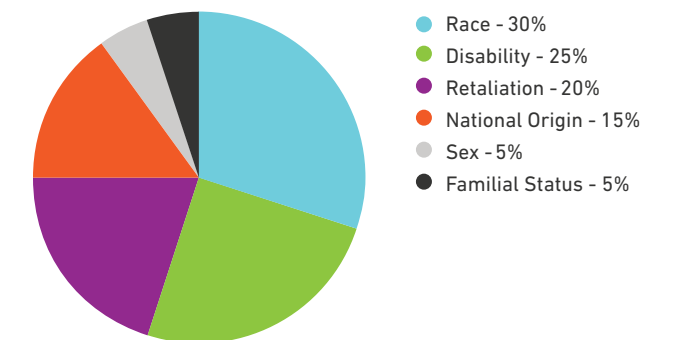
HUD FAIR HOUSING ACT

In 2014, Saint Paul Human Rights investigators built upon HUD Fair Housing trainings to further HREEO as a HUD Fair Housing Assistance Partner (FHAP). FHAP is administered by HUD's Office of Fair Housing and Equal Economic Opportunity and allows local agencies to enforce fair housing laws that are similar to the Fair Housing Act. Human Rights investigators completed the five-week Fair Housing Assistance Program Investigator Course at the National Fair Housing Training Academy in Washington D.C., and utilized FHAP capacity building funds to hear housing discrimination complaints recognizable under the jurisdiction of the Fair Housing Act.

In 2014, the Human Rights Division finalized the procedures necessary for HREEO Commissioners to hear complaints brought under the Fair Housing Act. The new hearing procedures give HREEO added authority to prevent housing discrimination, as the division is now able to litigate housing probable cause cases that do not reach settlement.

As a FHAP agency, Human Rights investigators handled 11 fair housing discrimination cases in 2014. No probable cause was determined in 72% of the cases, 10% of cases were predetermination settlement agreements, and 18% were administratively closed. Housing discrimination cases have been steadily increasing, and the growing FHAP partnership gives the city stronger authority to combat housing discrimination issues.

Fair Housing Act Areas of Discrimination



For questions, or to speak with a Human Rights investigator, please:

- call (651) 266-8963 or (651) 266-8977 (TTY)
- email hrightscomplaints@stpaul.gov
- or visit www.stpaul.gov/humanrights

Procurement

HREEO is home to the City of Saint Paul and Saint Paul Regional Water Services' public purchasing authority. The Procurement Division partners with city departments to draft, advertise, and negotiate contracts the city enters for the purchase of goods and services. The division ensures the city gets the best value, resources, and pricing for its expenditures. In 2014, the Procurement Division built upon extensive 2013 technology improvements to focus efforts on vendor and staff training, increasing community outreach, and promoting equitable purchasing practices.

2014 PROCUREMENT BY THE NUMBERS

- 150+ solicitations advertised
- 450+ contracts managed
- 4,000+ purchase orders processed
- \$164 million+ in total contract dollars managed
- \$3.5 million savings in comparison to department budget estimates

In January 2014, the city launched a new online procurement database, www.stpaulbids.com (StPaulBids). Designed to improve communication between the city and vendors, StPaulBids is the new system for city bidding opportunities and purchase orders.

To increase supplier familiarity with StPaulBids, as well as to engage new vendors, the Procurement Division hosted two StPaulBids training sessions for interested businesses in January, 2014.



The trainings demonstrated how businesses can respond to city solicitations on StPaulBids, how businesses can utilize disadvantaged businesses on public projects, and the documents needed for responsive bid submittals. The launch and transition to StPaulBids, tremendously heightened the visibility of the Procurement division within the City of Saint Paul and the greater government purchasing community.

The Procurement division also initiated conversations and trainings with other city partners to better plan, understand, and advertise upcoming projects and purchases. The improved purchasing process aligned city Contract Compliance, Finance, and the Office of Technology operations into a consistent purchasing process. The enhanced procurement practices provided better efficiency, pricing, and clarity in city purchases.

In addition to customary purchases, Procurement staff advertised and solicited several noteworthy 2014 city purchases. Procurement partnered with the Office of Technology and Communications to purchase Microsoft Office 365G. The cloud computing system, designed for governments, promotes more efficient collaboration between city employees. Procurement also negotiated a new contract for city office supplies with a local woman-owned business. The city saved approximately \$97,000 with the new vendor, and demonstrated the ability of Procurement to save the city money while concentrating on equitable purchasing efforts.

OTHER NOTABLE 2014 CITY PURCHASES

- Highland and Sun Ray Library renovation projects
- Ford Site RFP for Energy and Sustainability study
- Emerald Ash Borer Tree Treatment contract
- Highland Park Water Tank painting
- Highland Park Library Nine Book Bin Sorter
- Stinson Play Area improvements
- Prince Street (Lowertown) improvements
- Como Zoo Hoof Stock Building upgrades
- Xcel Energy Center Scoreboard purchase consultation
- Saint Paul Fire Department emergency all terrain vehicles
- Como Pavilion Restaurant Request for Proposals (RFP) and proposal evaluation team

If an individual or business is interested in available contracting opportunities, or doing business with the city, please:

- visit www.stpaulbids.com
- or call (651) 266-8900

- Como Historic Streetcar Pedestrian Bridge preservation and renovation

RIVER PRINT

River Print, a division of HREEO, is the printing operation for the City of Saint Paul, Ramsey County, Saint Paul Regional Water Services, and other nonprofit and government agencies. River Print provides the highest quality print products and services at the lowest possible cost to customers.

2014 RIVER PRINT BY THE NUMBERS

- 3,451 work orders
- \$1,298,000 in revenues
- 3.5% revenue increase in 2014

In 2014, River Print built upon technology improvements to advance efficiency and customer service. River Print's online print store, www.riverprint.net, launched several updates and enhancements, which resulted in shorter customer billing cycles, better reporting, and improved inventory control systems.

River Print staff worked with an outside business consultant to assess equipment, staffing, pricing strategies, and shop design to continue River Print's growth. Many of the consultant's recommendations have already been successfully implemented, including the replacement of an aging color copier with a new high speed digital color copier.

For questions and print orders, please:

- visit www.stpaul.gov/riverprint
 - or call (651) 266-2878
- River Print is located at 375 Jackson Street, West Tower – Suite B1. Saint Paul, MN 55101.

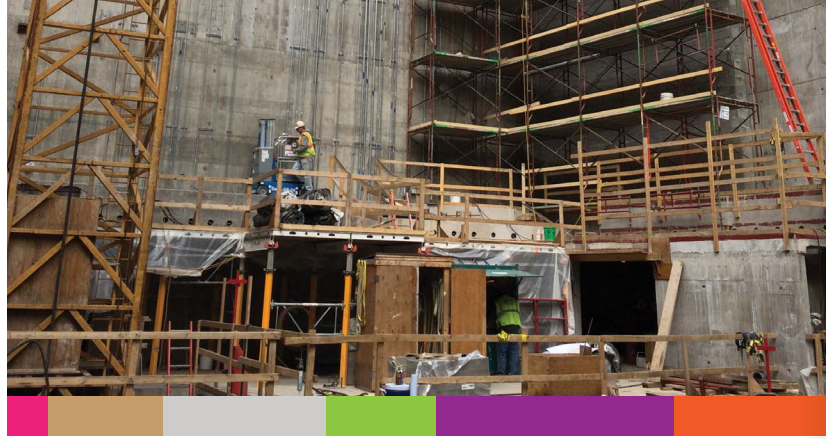
Contract Compliance & Business Development

The Contract Compliance Division administers city compliance with a variety of federal, state, and city legal requirements. The division is responsible for wage and labor laws on construction projects, ensuring vendors doing business with the city employ minorities and women, the use and inclusion of low-income businesses and residents, and the city's Minority Business Development and Retention (MBDR) programs that advance and utilize small, minority-owned, and women-owned businesses on city contracting opportunities.

The Contract Compliance Division partners with numerous construction trade unions and community development organizations to promote compliance and workforce and business equity on city contracts.

LABOR STANDARDS

The Labor Standards team is responsible for enforcing labor, employment, and prevailing wage related requirements on applicable city construction projects. Prevailing wages are minimum construction wage rates, set by the U.S. Department of Labor and the Minnesota Department of Labor and Industry, which apply to individuals working on publically assisted projects. The Labor Standards team ensures individuals employed under the construction contract are paid no less than the local prevailing wage for corresponding work on similar projects in the area.



To facilitate compliance, the Labor Standards staff trains, partners, and communicates with community development centers, large and small contractors, private developers, local building and construction trade union representatives, and federal and state labor investigators.

The Labor Standards team provides legal recommendations to city staff and attorneys, and reviews contract specifications. Prevailing wage compliance enforcement includes the examination and collection of compliance documents, investigation of prevailing wage complaints and violations, construction site visits to interview workers, and the enforcement of prevailing wage restitution and liquidated damages.

2014 LABOR STANDARDS BY THE NUMBERS

- 230 projects monitored totaling \$849,416,937 in estimated total development costs
- Over \$57,917,783 in employee wages reported, earned by 6,800+ workers, totaling 1,097,574+ labor hours
- 500+ contractors monitored for wage and labor compliance
- \$50,547 in restitution and back wages collected for 167 underpaid workers

WORKFORCE INCLUSION - AFFIRMATIVE ACTION

The City of Saint Paul Human Rights Ordinance requires contractors and suppliers that have been awarded or entered a contract with the city for \$50,000 or more, in a 12 month period, to have a registered Affirmative Action Program. The Affirmative Action Program documents a business' policies and procedures to prohibit discrimination and promote equal employment opportunities for women, minorities, and people with disabilities.

Developers and contractors have a statutory and contractual responsibility to strive to meet minority and female workforce inclusion goals on both city and city Housing and Redevelopment (HRA) construction projects. Applicable contractors are required to demonstrate "good-faith efforts" on construction projects in achieving the 32% minority and 6% female workforce inclusion goals set by the Minnesota Department of Human Rights.

2014 AFFIRMATIVE ACTION BY THE NUMBERS

- 460,582 hours worked by minorities on construction projects
- 112,627 hours worked by females on construction projects
- 317 Affirmative Action Programs reviewed and approved

In 2014, more than 153 construction projects, totaling over \$662 million, were monitored for workforce inclusion. Minority workforce



inclusion totaled 18.91% of total labor hours, which was a 2% increase from 2013. Female workforce inclusion was 4.62% in 2014, equaling 57,238 more hours worked by females on city construction and development projects compared with 2013.

Although workforce inclusion goals were not met as a whole in 2014, the city did achieve high minority and female inclusion on a number of major projects. Generally, higher minority and female participation is achievable on larger projects due to the wider range of services and labor opportunities that large projects offer. Major projects are managed by sizeable general contractors with staff dedicated to securing and promoting minority and female workforce participation.

MAJOR PROJECT	MINORITY PARTICIPATION (32% GOAL)	FEMALE PARTICIPATION (6% GOAL)
CHS Field (Lowertown Ballpark)	28.37%	8.47%
Ordway McKnight Theater	26.66%	7.94%
180 Degrees Youth Shelter	30.39%	6.51%
Episcopal Homes (Midway Pointe)	22.00%	6.37%



*As of 12/1/2014

HUD SECTION 3

The Section 3 program (Section 3) is both a workforce and business inclusion program. Section 3 requires recipients of certain HUD financial assistance, to the greatest extent possible, provide job training, employment, and contracting opportunities for low income residents and businesses. To meet Section 3 requirements, the city engages local community and business development organizations to maximize the participation of low-income businesses and residents.

With funding assistance from the city's MBDR program, Section 3 partners with many capacity building programs to provide job training and business development opportunities. Along with the development programs highlighted below, Section 3 regularly works with the Metropolitan Economic Development Association (MEDA),

MEDA's Construction Partnering Program (CPP), Association of Women Contractors (AWC), Latino Economic Development Center (LEDC), Twin Cities RISE!, and Saint Paul College.

GOODWILL-EASTER SEALS

"Building Innovation" is a unique collaboration between HREEO, the Saint Paul Housing and Redevelopment Authority (HRA), Goodwill-Easter Seals, Saint Paul College, and Urban Homeworks, which combines construction training with building affordable homes in the Frogtown neighborhood. The Goodwill-Easter Seals construction course includes 12 weeks of classroom and hands-on instruction, which prepares participants for careers in the construction trades. The program targets income qualified women and people of color who face various obstacles to gainful employment. At the conclusion of the

program, participants graduate with OSHA 10 safety certification, Lead Abatement Worker certification, and 36 Continuing Education Units from Saint Paul College.

"This partnership builds upon our commitment to breaking down barriers to homeownership and employment, and in doing so, further promotes equity in Saint Paul," said Mayor Chris Coleman at the project open house in October.

Last year, the "Building Innovation" program completed and sold its first home. The construction of the house included 57 Building Innovation construction training participants and required more than 3,800 hours to build the two-story, single-family home. Of the participants, 98% were certified as Section 3 low-income with the city, 13% were women, and 80% were people of color. Over 30% of business contracting opportunities were awarded to small, women, and minority-owned businesses. Three additional homes in the Frogtown area are scheduled to be constructed in 2015 through the "Building Innovation" program.

RAMSEY COUNTY WORKFORCE SOLUTIONS

Ramsey County Workforce Solutions (RCWS) serves the business community and job-seekers by providing workforce-related services. Section 3 and RCWS expanded its partnership in 2014 by incorporating Section 3 certification into RCWS' Construction Hiring Connection applications and streamlining the Section 3 income certification process. Construction Hiring Connection helps construction companies find qualified workers to meet diversity hiring goals. For more information, visit www.co.ramsey.mn.us/workforce.

PROBID, LLC

ProBid is a small business development training and consulting service. Section 3 connects low income, minority-owned, and women-owned businesses selling construction related services to ProBid for training. A total of 43 businesses were trained on registering with StPaulBids: Including 33 minority-owned; 16 women-owned; and 8 Section 3 certified businesses.

ProBid also provided its respected bidding and estimating course. A total of 34 Section 3, small, women-owned, and minority-owned businesses learned about Saint Paul construction projects, successful bidding and estimating strategies, and received technical assistance. For more information, visit www.probidtraining.com.



DRIVEN TO SUCCEED

The YWCA and Section 3 Commercial Driver’s License (CDL) Training Program, “Driven to Succeed”, puts individuals on the road to financial stability by helping participants earn a Commercial Driver’s License (CDL). After successfully completing training, participants are qualified for good paying jobs in transportation and highway-heavy construction projects. The program serves low-income residents from the Twin-Cities metro area. In 2014, 10 participants completed the “Driven to Succeed” program, and 9 secured immediate employment. The classes are ongoing – more information can be found at www.ywcaofstpaul.org/employment.

UNDERCONSTRUCTION

Section 3 continued to provide hands-on experience in construction apprenticeship careers by partnering with the UnderConstruction program. Working with the Department of Labor and Industry and the local Building and Construction Trades unions, the program offers summer construction internships for area high school students. Over eight weeks, students performed carpentry, cement masonry and roofing duties and built garages in the Frogtown area of Saint Paul. Last year, the Section 3 program sponsored 24 low-income Saint Paul youth to participate in the UnderConstruction program. Since completing the program, nine individuals have been placed with construction contractors and one student is currently continuing his construction education at Saint Paul College. More information can be found at www.doli.state.mn.us/APPR/underconstruction.

NEIGHBORHOOD DEVELOPMENT CENTER

The Section 3 Program continued to collaborate with the Neighborhood Development Center (NDC) to provide entrepreneurship training to low-income businesses. In 2014, a total of 15 Section 3 business owners completed the NDC entrepreneurship training. Four companies also received working capital loans to develop their business. For more information, visit www.ndc-mn.org.



2014 SECTION 3 BY THE NUMBERS

SECTION 3 REQUIREMENT	SECTION 3 GOALS	SECTION 3 ACHIEVED
Percentage of contract dollars awarded to Section 3 Businesses	10%	17%
Dollars contracted to Section 3 businesses	\$22,404,507	\$38,902,658
Percentage of Section 3 Resident “New Hires”	30%	37%
Hours worked by Section 3 Residents	10,314	16,441

* Section 3 monitored 202 construction projects worth \$224,045,068 in total contract cost.

City of Saint Paul Vendor Outreach Program & Central (CERT) Program

The City of Saint Paul’s Vendor Outreach Program (VOP) is a business inclusion program that increases the participation of small business enterprises (SBE), women-owned businesses enterprises (WBE), and minority-owned business enterprises (MBE) on city contracting opportunities. VOP gives the city legal authority to require that contractors utilize small, women, and minority-owned business enterprises (S/W/MBEs) on city projects.

The Central Certification (CERT) Program is a regional partnership between the City of Saint Paul, Hennepin County, and Ramsey County, with Saint Paul as the lead agency. The CERT collaborative promotes market growth, increases the competitiveness of certified businesses, and generates job opportunities for S/W/MBEs. VOP and City of Saint Paul ordinance requires suppliers and contractors to solicit certified businesses from CERT. In 2014, over 1,300 certified local small,

women-owned, and minority-owned businesses were represented in the CERT database, making CERT the largest small business certification database in the state.

In 2014, the CERT Program partnered with the Federal Reserve Bank of Minneapolis to host two outreach events. "Expanding Access to Credit: The Possibilities" included a panel discussion bringing together a local lender, a Community Development Financial Institution (CDFI), a large general contractor, and a small business owner. The panel discussed ways for businesses to gain and increase access to credit, as well as potential obstacles small businesses may face while working on large scale construction projects. Additionally, the CERT Program partnered with the Federal Reserve Bank of Minneapolis to host a business resource and networking fair.

For the first time, the CERT program held workshops that provided small businesses seeking CERT certification the opportunity to work one-on-one with a CERT specialist in submitting a CERT application. The CERT workshops help remove the potential frustration and barrier of completing the online application process. In 2015, the CERT program will host monthly CERT workshops the fourth Wednesday of each month at the Saint Paul Rondo Library to assist businesses seeking CERT certification.

In 2014, CERT expanded its local reach to include additional CERT members. New subscribers span the private and nonprofit sectors, colleges and universities, and other public entities. Subscribers financially further the mission of CERT by providing development and business opportunities to local small businesses.

NEW CERT SUBSCRIBERS IN 2014 INCLUDE:

- Minnesota Council on Foundations
- Saint Paul Port Authority
- Knutson Construction
- Minnesota Sports Facilities Authority
- Minneapolis Public Schools
- University of Minnesota
- McGough Construction
- Ever-Green Energy

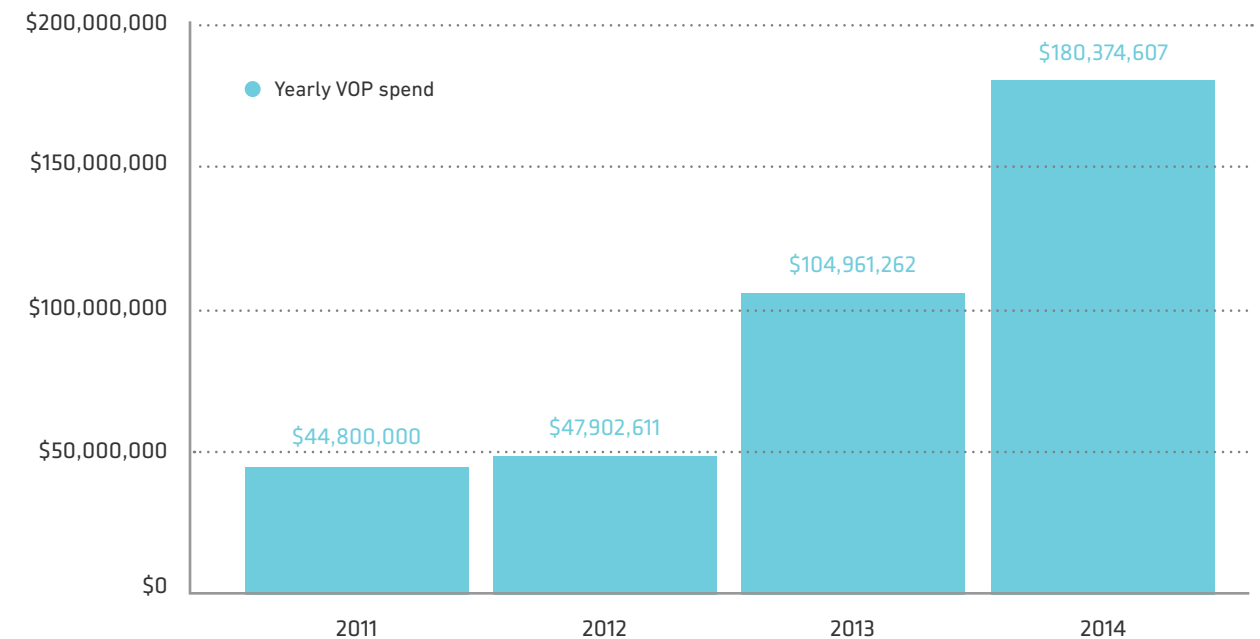
Increased CERT outreach, the addition of new private sector CERT subscribers, improved communication between the city and its vendors, and greater enforcement of VOP requirements, has led the city to increase the amount of dollars awarded to S/W/MBEs by 58% in 2014 - amounting to \$75 million more dollars awarded to S/W/MBEs than in 2013.



2014 VENDOR OUTREACH PROGRAM BY THE NUMBERS

VOP BUSINESS INCLUSION GOALS	PARTICIPATION GOALS	VOP PARTICIPATION ACHIEVED	TOTAL DOLLARS AWARDED TO CERT VENDORS
Minority-owned Business Enterprise (MBE)	5%	5.35%	\$23,365,829
Woman-owned Business Enterprise (WBE)	10%	17.5%	\$77,546,836
Small Business Enterprise (SBE)	10%	18.19%	\$79,461,942
Vendor Outreach Program 2014 Totals	25%	41.29%*	\$180,374,607

* based off of \$436.8 MM total 2014 VOP business opportunity



SOCIAL RESPONSIBLE INVESTMENT FUND

The goal of the Socially Responsible Investment Fund (SRIF) is to promote commercial lending opportunities by local banks to small, women-owned, and minority-owned businesses, housing initiatives, community development corporations, and low-income communities in Invest in Saint Paul (ISP) areas.

The City of Saint Paul continuously holds 10 million dollars in certificates of deposit (CD) designated to SRIF. In 2014, CDs were held at Sunrise Banks and Western Bank, which both have successful track records of investing loan dollars to support community development. In 2014, the CDs earned \$36,216.44 in total interest. Participating banks originated 135 business and home loans amounting to approximately \$17.1 million invested in ISP targeted areas.

TWO NOTEWORTHY MEASURES INCLUDE:

- 1 Providing a line of credit to a nonprofit dedicated to neighborhood revitalization. One building at time, abandoned spaces have turned into homes for families.
- 2 Providing financing for improvements for a locally-owned franchise store. The majority of jobs at the store are open to low-income residents.



Saint Paul Emergency Medical Services Academy

The Saint Paul Emergency Medical Services Academy (EMS Academy) provides an opportunity for low-income, minority, and women youth of Saint Paul to receive Emergency Medical Technician (EMT) training. The EMS Academy places participants on a meaningful vocational track and assists students break the cycle of poverty.

The EMS Academy is the product of a unique collaboration between government and nonprofit agencies. The Saint Paul Fire Department, in partnership with HREEO, manages the EMS Academy along with support from the Department of Parks and Recreation. Inver Hills Community College and Saint Paul Public School's Ronald M. Hubbs Center for Lifelong Learning provide the class instruction. Wrap-around services are available from Community Action Partnership of Ramsey and Washington Counties, Southern Minnesota Regional Legal Services and Camphor Fiscally Fit.

According to the National Registry of EMTs, 74% of paramedics and EMTs currently serving in the emergency medical workforce are Caucasian and 76% are male. Saint Paul has large Hmong, Somali, and Hispanic populations that are not adequately represented in the EMT workforce in either hospitals or on ambulances. Having EMTs that speak the language and understand the cultures of local populations allows for more effective patient care. Emergency Medical Services is also a rapidly expanding field, and as more jobs for EMTs and paramedics are created, it is necessary to fill positions with multilingual and culturally knowledgeable candidates.

2014 EMS ACADEMY BY THE NUMBERS

- 175 EMS Academy graduates since 2009
- 87 EMS Academy graduates employed by BLS Transport Service
- 80% of EMS Academy graduates are people of color
- 1,474 patient transports completed by the BLS Ambulance Service

BUILDING AN EMERGENCY MEDICAL TECHNICIAN

The EMS Academy consists of three main components, the Introduction to EMS, EMT-Basic, and the Basic Life Support Transport Service.

INTRODUCTION TO EMS

The Intro to EMS course is free of charge and taught by instructors from Saint Paul Public School's Ronald M. Hubbs Center for Lifelong Learning. The Intro to EMS course provides training in medical terminology, anatomy, and physiology. The course is ideal for students wanting to improve study skills, learn the process for EMT certification, or get a head start on the academics of the EMT Basic course.

EMT BASIC

The EMT-Basic class is led by nationally ranked Inver Hills Community College EMS instructors and the Saint Paul Fire Department. The class is offered twice per year, is between 10-14 weeks in length, and welcomes students between the ages of 18-24 in the summer and 18-30 in the winter. All EMS Academy students are residents of Saint Paul and qualify as low-income. Upon

successful completion of the EMT-Basic class, graduates earn 9 college credits from Inver Hills Community College and students are certified to take the national EMT licensing exam.

BASIC LIFE SUPPORT AMBULANCE TRANSPORT SERVICE

The Basic Life Support (BLS) Ambulance Transport Service is a non-emergency EMS transport service staffed by EMS Academy graduates. Working on the BLS Ambulance Service provides graduates with an opportunity to earn an hourly wage while gaining valuable field experience. Revenue generated by the BLS Ambulance Service supports the EMS Academy.

For more information about the EMS Academy, please visit www.facebook.com/EMSAcademy, or watch the EMS Academy promotional video on Youtube, "Saint Paul EMS Academy Promo."



HREEO 2014 Outreach, Equity, & Community Engagement Events

50th ANNIVERSARY OF THE CIVIL RIGHTS ACT - SUMMER OF CIVIL RIGHTS

The City of Saint Paul joined the City of Minneapolis to celebrate the 50th anniversary of the signing of the Civil Rights Act of 1964. The Civil Rights Act is a landmark piece of legislation that protected citizens from being discriminated against based upon race, color, religion, sex, or national origin. July 2, 2014 marked the 50th anniversary of the passing of the Civil Rights Act, and numerous events were held throughout the Twin Cities to recognize the importance of the monumental legislation. The Summer of Civil Rights kicked off on June 24th on the State Capitol grounds, and was followed by several events that honored past civil rights leaders and activists who laid the foundation for the modern day civil rights movement in Minnesota.

GOVERNMENT ALLIANCE ON RACIAL EQUITY

In 2014, the City of Saint Paul became an active member of the Government Alliance on Race and Equity, a national network of government agencies working to achieve racial equity and advance opportunities for all. HREEO played an active role by co-hosting a regional conference of government and community leaders focused on promoting racial equity. The convening, led by the Government Alliance on Race and Equity, brought together nearly 600 people, including representatives from ten governmental jurisdictions and more than 40 community-based organizations. The agencies collaborated to focus on strategies for achieving

racial equity in areas such as housing, employment, education, and the environment.

HREEO presented in two workshops. "Operating in Accordance with our Values – Improving Access to Government Contracting" highlighted the efforts of the city to further equitable purchasing practices. HREEO also presented on "Accessing Government Jobs," which discussed the pathways to careers in emergency medicine and firefighting created by the EMS Academy.

"The disparities in both opportunities and outcomes for residents of color make racial equity a regional issue," Saint Paul Mayor Chris Coleman said.

"One we can only address through thoughtful collaboration among government, community organizations, school systems, employers and individuals."

HREEO 2014 OUTREACH AND COMMUNITY ENGAGEMENT EVENTS

- Genocide Awareness Month – "Rescuing the Children" event honoring international victims of genocide
- Holocaust Remembrance Event featuring Sam Rafowitz
- Pride Fest
- Police-Community Relations forum at Macalester College
- Racial Equity in the Judicial System - Legal Rights Center of Minneapolis
- Hamline Law School Public Interest Expo
- Fair Housing Implementation Council
- African American Leadership Council
- YWCA Sweet Success
- "I'm Loving Me," event for teenage health Juneteenth

- Rondo Day
- MN Workforce Inclusion forum at Minneapolis Convention Center
- American Indian Roundtable
- Skyway Governance Committee
- 24th Annual Martin Luther King Holiday Breakfast
- MEDA Annual Recognition Luncheon
- Martin Luther King, Jr. Day Celebration: "Lifting Every Voice, Dreaming as We Strive"
- State Economic Competitiveness Summit
- "Everybody In" implementation committee
- Minnesota Sports Facilities Authority - Stadium Equity Oversight Committee
- Twin Cities Local Initiatives Support Corp (LISC) Community Investment Committee
- 2014 Minnesota Department of Human Rights Symposium
- YWCA Business Advisory Committee
- Fair Housing Implementation Council
- Midwest Minority Supplier Development Council (MMSDC) Board of Directors
- Association of Women Contractors Annual Awards Event
- Minnesota Black Chamber of Commerce Annual Award Ceremony
- Neighborhood Development Center Annual Entrepreneur Awards
- Saint Paul Public Schools Foundation - Informational Gathering Celebration
- Minnesota African American Museum 60th Anniversary Celebration
- Metropolitan Economic Development Association (MEDA)'s Annual Recognition
- 8th Annual CAIR-MN Ramadan Fundraising Dinner on Civil Rights-CAIR Minnesota
- Convening on Racial Equity
- Equal Employment Opportunity Commission (EEOC)/Fair Employment Practices Agencies (FEPA) Conference
- International Association of Official Human Rights Agencies (IAOHRA) Conference
- 15th Annual Small and Disadvantaged Business Opportunities Council (SADBOC) Government Procurement Fair
- North Central Minority Supplier Development Council (NCMSDC) Midwest Business Opportunity Fair
- City of Saint Paul/Ramsey County Black History Month Planning Committee





The Most Livable
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