

2012 Annual Report



Human Rights & Equal Economic Opportunity



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



Human Rights & Equal Economic Opportunity

HREEO 2012 Annual Report

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Message from the Mayor

It has been four years since the Human Rights and Equal Economic Opportunity (HREEO) department was created. Over this time, it has proven a substantial contributor to the economic welfare of the City of Saint Paul and a tool for improving the lives of our residents through fairer opportunities for everyone. HREEO's hard work and admirable commitment to better our community resulted in the noticeable growth and improvement of conditions in Saint Paul, despite the sluggish economy and difficult economic times in the last few years. I am very proud of all of HREEO's accomplishments. HREEO is an important part of what makes Saint Paul the most livable city in America.



Under the strong and visionary leadership of newly-appointed Director Jessica Kingston, HREEO has tackled many serious issues while carrying out its mission. Providing equal economic opportunities is one of the cornerstones of my policies, and HREEO's efforts in doing so have proven to be fruitful. HREEO's accomplishments range from solving cases to increasing minimal quota of minorities hired for the city's construction projects, adjusting local policies and working with federal agencies, and expanding the relationship with the Department of Housing and Urban Development. I am thrilled to see that this department grows and matures more and more every year since its creation, and I am looking forward to its future work as we champion equity, diversity, and inclusion.

It is my honor to present the Department of Human Rights and Equal Economic Opportunity's 2012 Annual Report. This summary of programs, services, activities, and achievements demonstrates the ways in which HREEO has made a positive difference in our community and how effective its work has been. I look forward to many more years of extraordinary work to come.

Sincerely,

A handwritten signature in black ink that reads "Christopher B. Coleman". The signature is fluid and cursive, written in a professional style.

Christopher B. Coleman
Mayor



The Most Livable
City in America

Director's Message

The year of 2012 was marked with transition in the Department of Human Rights and Equal Economic Opportunity (HREEO). I joined this incredibly talented team on October 2, 2012, with enthusiasm, intentionality, and a great deal of energy.

My passion for diversity, equality, and inclusion of all perspectives played a key role these first three months as I focused on:

1. Shaping the culture of HREEO;
2. Growing our workforce and business development opportunities;
3. Building out our processes to better align our Contract & Analysis Services (procurement) and River Print activities; and
4. Becoming better acquainted with our partners and the great work and support they provide.



HREEO's partnerships span a vast section of the community including the HREEO Commission, the business community, local governmental departments, and community based organizations.

As we focus on 2013 and beyond, HREEO will emphasize championing justice and equity by confronting issues of discrimination and providing innovative avenues for accessibility and economic opportunities for all residents and businesses. We will achieve these goals by consistently delivering quality service, being a voice and advocate within the City of Saint Paul and the metropolitan area, building relationships throughout the community, and enforcing laws. Our expanded relationship with the Department of Housing and Urban Development (HUD) will help combat housing discrimination issues. Our inclusion efforts around key projects such as the Lowertown Ballpark and the Schmidt Brewery will ensure residents and businesses benefit from Saint Paul contracting dollars. I am especially excited about the Emergency Medical Services Academy, construction skills training classes, and capacity building classes for small, minority, and women owned businesses.

We welcome you to join HREEO's efforts. Whether through communicating with us by e-mail or getting updates from our webpage, my team and I are committed to recognizing the input of those wanting to improve life in Saint Paul. Please visit our webpage, www.stpaul.gov/hreeo, to learn more.

Equipped with a new mission, dedicated leadership, and challenging opportunities, HREEO is positioning itself for great things.

A handwritten signature in black ink, appearing to read 'Jessi Kingston'.

Jessi Kingston
Director

Contract & Analysis Services



Contract and Analysis Services Deputy Director Sam Powers

The Contract and Analysis Services (CAS) Division of HREEO strives to be a world class procurement organization for the City of Saint Paul, Ramsey County, Saint Paul Regional Water Services, and the Saint Paul Port Authority. CAS ensures the city, county, and other agencies use the best resources available to get the most value for city and county expenditures.

In 2012, CAS sought to address customer satisfaction by improving customer service and providing the results every department of the city and county expects. To improve customer service, a restructured leadership team focused on developing strategies that are both realistic and achievable.

The procurement highlights from 2012 include projects such as successfully contracting and breaking ground for the construction of the Penfield, which was the city's first development contract awarded by using the "best value" method. Publicly-bid projects are typically awarded to the lowest qualified bidder. By using the "best value" approach on the Penfield, the city was able to consider factors other than price, such as past experience, safety records, and value-engineering ideas to determine the

2012 CAS Contracting

- 1,184 Requisitions managed by CAS
- 305 Bids
- 788 Quotes
- 347 Contract Renewals

awarded prime contractor. The Penfield "best value" award method was also featured in the October issue of *Governing* magazine.

CAS also experienced success using the "design-build" approach on the upcoming Lowertown Ball Park. The Lowertown Ball Park was the first development project for which the city used a "design-build" approach. Additionally, contracts were executed for art work at the new Union Depot, contracts for the renovation of the Japanese Gardens and the Gorilla Forest Habitat at the Como Zoo were awarded, new city ambulances were purchased, and numerous other contracts for goods and services were finalized.

The Penfield project





The Japanese Gardens at Como Zoo

COMET

CAS has also been heavily involved in the development of the city's new enterprise resource planning (ERP) system, City Operations Modernization and Enterprise Transformation (COMET). COMET is a major city initiative to integrate cutting edge business systems into the city's procurement processes. COMET will result in a state-of-the-art procurement module utilized to manage the contracting activity of the city. The new ERP system will improve efficiencies and streamline procurement processes. One of the interesting features of COMET allows a project manager to prepare and submit a procurement requisition, then electronically follow the requisition through the procurement process. CAS is committed to process improvements such as COMET in order to better serve all internal and external stakeholders.



River Print

River Print is a unit of CAS and 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 is dedicated to meeting the printing, copying, and mailing needs of its customers. Located at 375 Jackson Street, River Print strives to provide the highest quality print products and services at the lowest possible cost to customers.

In 2012, River Print saw revenues increase by 2.2%. Revenue increases were driven by several key print projects such as printing the Ramsey County election materials for the November local and national elections. River Print staff also completed cross-training of new printing equipment to boost efficiency and customer satisfaction.



Contract and Analysis Services 2013

Looking forward to 2013, CAS and River Print will focus on improving procurement efficiencies. Both CAS and River Print will continue to play integral roles in the further development of COMET. The migration to COMET will help CAS and River Print become world-class operations by allowing customers to experience more efficient order processing and invoicing.

CAS is also excited for numerous procurement activities forecasted for 2013. Several Public Works projects, as well as city and county construction projects such as the Payne Maryland Recreation Center, will be advertised by CAS in 2013. River Print is also conducting ongoing strategy planning and market analysis to continue to be in position for growth.

Interested businesses and residents can view all CAS contracting opportunities on Demandstar (www.demandstar.com). By accessing Demandstar, businesses and residents can view detailed information about upcoming projects, post responses, and submit bids.

Contract Compliance



Contract Compliance
& Human Rights
Deputy Director
Readus Fletcher

The Contract Compliance Division of HREEO leverages the city's law enforcement responsibilities to ensure the entire community benefits from city public contracting dollars. Contract Compliance monitors compliance and enforces city, state, and federal laws regarding prevailing wage, business inclusion, and workforce inclusion.

Contract Compliance strives to be a compliance leader in our region through community outreach, capacity building programs, and by partnering with other compliance enforcement agencies in the Twin Cities metro area. Contract Compliance also partners with the non-profit and philanthropic communities, industry trade groups, and other stakeholders to increase access to city contracting opportunities for businesses and residents.

In 2012, the leadership of the Contract Compliance Division in the compliance community was shown in many ways. The division created unique capacity-building programs such as the ProBid Construction Bidding and Estimating courses and the Construction Partnership Program. New compliance tools and processes were innovated to improve communication between the division and other city departments. Contract Compliance team members presented and attended numerous local compliance and networking events such as the Association of Women Contractors Annual Gala and the American Subcontractors Association.

For a more detailed look at the achievements of our Contract Compliance Division, please visit: www.stpaul.gov/hreeo. There you will find detailed descriptions of enforcement and monitoring activities, community engagement activities, and the most recent reporting results for the enforcement of prevailing wage, business inclusion, and workforce inclusion.



Cossetta's Alimentari project achieved 6.13% women workforce inclusion and 15.44% minority workforce inclusion

Workforce Inclusion

The City of Saint Paul requires all employers, with city contract awards greater than \$50,000, to file an Affirmative Action Plan. In addition, developers and general contractors have the responsibility to ensure that city assisted construction projects achieve an employment utilization goal of 6% females and 32% minorities. Prior to May 1, 2012, the goal for minorities was 11%. Each subcontractor hired to work on the project must also demonstrate good faith efforts to achieve project goals.

More than \$437 million in construction projects were monitored for minority and women inclusion. 158 construction projects were monitored that include city funding awards from \$50,000 to \$75 million. A total of 1,191,035 hours of labor were performed on these projects, with minority work hours accounting for 15.59% of this total, and female work hours totaling 4.8%.

Prevailing Wage Enforcement

In 2012, Contract Compliance completed the process of taking over full responsibility for the city's enforcement and monitoring of local and state prevailing wage laws. Previously, each city department was responsible for monitoring local and state prevailing wage requirements. The prevailing wage team is now responsible for enforcing all prevailing wage requirements on all applicable city construction and development projects.

In partnership with many stakeholders, Contract Compliance re-wrote the city's prevailing wage ordinance (Saint Paul Legislative Code Section 82.07). The ordinance amendment strengthens prevailing wage provisions by extending prevailing wage requirements to all city and Housing and Redevelopment Authority construction projects, as well as clearly defining prevailing wage remedies and penalties for violations.

As a complement to existing construction on-site audits, Contract Compliance created a new type of prevailing wage audit: the Principal Place of Business audit. By having compliance officers do random "spot-check" audits that compare businesses' payrolls to the payroll information submitted to the city, the Principal Place of Business audit ensures the accuracy of electronically submitted data and serves as a deterrent to any willful, intentional uploading of fraudulent certified payroll data.

In 2012, the prevailing wage team began monitoring 118 new projects totaling \$329,016,386 and conducted 70 on-site visits to construction projects. Compliance officers ordered and collected \$38,103 in restitution payments owed to underpaid workers and \$51,967 in penalties against contractors for violating prevailing wage laws.

The Schmidt's Brewery, and Pioneer-Endicott are large redevelopment projects with prevailing wage requirements



Kendall's Hardware awarded 32.6% of all contracts to SBEs, 14.6% to MBEs, and 32.75% to WBEs. A total of 85.7% (\$1,754,597) was awarded to CERT certified businesses.

Business Inclusion

The City of Saint Paul's Vendor Outreach Program (VOP) is a business inclusion program aimed at increasing access of minority-owned (MBE), women-owned (WBE), and small business enterprises (SBE) to city contracting opportunities. The Vendor Outreach Program requires the city to establish goals for contracting with WBEs, MBEs, and SBEs on city construction projects, Housing and Redevelopment Authority (HRA) development projects, and professional services. The standard business inclusion goal is 25%. This is broken down to 5% MBE, 10% WBE, and 10% SBE. The total dollar amount of contracts awarded was \$128,270,727, of which \$47,902,611 was awarded to certified VOP contractors.

- SBE Contract Awards* – \$47,902,611 (37.3%)
- MBE Contract Awards – \$7,647,839 (6%)
- WBE Contract Awards – \$19,668,304 (15.3%)

** To be certified as a minority- or women-owned business enterprise (MBE or WBE), the entity must also be certified as a small business enterprise (SBE). The SBE percentage reflects the total inclusion of small, minority-, and women-owned businesses.*

Contract Compliance also has a leadership role in supporting business inclusion efforts through the CERT collaborative. CERT is a regional certification partnership that includes Saint Paul, Ramsey County, and Hennepin County. The CERT Program promotes market growth, increases the competitiveness of certified businesses, and generates job opportunities for participating minority-owned, women-owned, and small business enterprises. At the close of 2012, the list of CERT businesses included 1,632 SBEs, of which 584 are minority-owned businesses and 873 are women-owned business enterprises.

HUD Section 3 Enforcement

The HUD Section 3 programs seek to foster community development by opening economic opportunities to local low-income residents on city construction projects. Section 3 monitors contracting and hiring goals on HUD-funded projects. Section 3 requires that 10% of construction contracts and 3% of non-construction contracts should be awarded to Section 3 certified businesses. Section 3 also requires that at least 30% of all new hire opportunities should be filled with certified Section 3 residents.

The city awarded \$106,421,677 on Section 3 construction projects. The city more than doubled the 10% contracting goal, awarding more than \$27 million (26% of all contract awards) to Section 3 businesses. Additionally, Section 3 projects generated 79 new hire opportunities, and 31% of those positions were filled with Section 3 residents. The city also awarded \$1.9 million (4.9%) of non-construction contracts to Section 3 business concerns.

At the close of 2012, there were 292 Section 3 businesses certified in the city's database with 69 businesses having been newly certified in 2012. The city's Section 3 certified resident list added 293 members, bringing the list total to 1,105.

Contract Compliance 2013

2013 promises to be a busy year for the Contract Compliance Division with many large, high-profile projects seeing significant progress. The Penfield, West Side Flats, and Schmidt Brewery projects are all underway, and major projects such as the Payne Maryland Recreation Center and Lowertown Ball Park are set to begin in 2013. With the increase in construction and development opportunities, there will be a need for a similar increase in outreach events and capacity building. Contract Compliance outreach efforts help connect MBE/WBE/SBE and HUD Section 3 businesses to city contracting opportunities and connect women and minorities to construction career opportunities.

Contract Compliance also plans to continue to analyze city reporting systems and procedures. The division's goal is to increase transparency by producing timely reports, while maintaining the accuracy and integrity of our enforcement and monitoring work. The division also plans to continue to partner with local compliance agencies, in an effort to share information and create regional efficiencies.

The East Side Commons project awarded 35% of construction contracts and 7% of all non-construction contracts to Section 3 companies. 32% of all new hires on the project were Section 3 residents.



Human Rights

The Human Rights Division enforces the City of Saint Paul's Human Rights Ordinance (Section 183.01) and leads educational efforts to help prevent discriminatory practices from occurring within our community. With the high employment and educational disparities documented in the Twin Cities, championing equity is more important than ever.

Mission

The vision of the Human Rights Division is to be a community leader by cultivating anti-discriminatory practices through creative partnerships and effective community engagement.

The Human Rights Division impartially and thoroughly investigates claims of discrimination that take place in the City of Saint Paul free of charge. The Human Rights Division is a service to both the charging party – the individual alleging discrimination and respondent – those accused of discrimination such as landlords, businesses, and other institutions. The division seeks to educate all parties about their rights and responsibilities and incorporates policy changes into settlement agreements to promote fair and anti-discriminatory practices. The division investigates complaints of discrimination in the areas of employment, housing, public accommodations, public services, education, business, and credit. The Saint Paul Human Rights Division has strong working relationships with other government offices such as the Equal Employment Opportunity Commission (EEOC), Department of Housing and Urban Development (HUD), the Minnesota Human Rights Department, and Minneapolis Civil Rights Department.

The Human Rights Division is a diverse team with four bilingual investigators. If an individual believes s/he has been discriminated against, s/he should contact the Human Rights Office to discuss whether there is a basis to file a charge of discrimination.

The Human Rights Division is available via telephone at 651-266-8966 or 651-266-8977 (TTY), email at brightscorplaints@stpaul.gov, or via an inquiry on our website at www.stpaul.gov/humanrights.

Highlights

In 2012, the Human Rights Division amended the Human Rights Ordinance to align with the federal Fair Housing Act. Having consistency with the Fair Housing Act allowed the division to become a Fair Housing Assistance Partner (FHAP) with HUD, which brings federal protection to cross-filed housing cases. Being a FHAP also increases resources for outreach, education, and training. The Fair Housing Partnership provides new protection for Saint Paul residents and allows the Human Rights division to aggressively confront discriminatory housing practices. As part of the FHAP agreement, the Human Rights staff was honored to have a successful visit from HUD Assistant Secretary John Trasviña on June 11, 2012 to formalize the relationship.

Human Rights also amended Saint Paul's Human Rights Ordinance to clarify the definitions of gender identity and sexual orientation. Gender identity and sexual orientation were already protected under the ordinance, but the new definitions eliminate any potential ambiguities.

Gordon Patterson, Deputy Director Readus Fletcher, HUD Assistant Secretary John Trasviña, Jamie Pedraza, Mayor Chris Coleman, and PED Director Cecile Bedor



Human Rights Investigations

In 2012, Human Rights investigators opened 74 new cases and closed 80 cases. Seventy-four percent of determinations were found to have no probable cause, 6% were found to have probable cause, 10% were settled before Pre-Determination Settlement Agreements (PDSA), and 10% were administratively closed, withdrawn, referred to the EEOC, or lacked jurisdiction. Between PDSAs and settled probable cause cases, there was a total settlement amount of \$47,599.

The majority (89%) of cases handled by the Human Rights Division in 2012 were related to an allegation of employment discrimination. Since 2009, 80-85% of all Saint Paul Human Rights investigations involve work place discrimination. Discrimination in the area of housing was the next most frequent type of case investigated in 2012. In previous years, allegations of discrimination in the area of public accommodation were more common than in 2012. Human Rights led outreach efforts helped contribute to the decline in public accommodation issues as local businesses became more knowledgeable about making reasonable public accommodations for the disability community.

In 2012, the basis for alleging a complaint of discrimination included race, sex, disability, age, retaliation, national origin, sexual orientation, and marital status. The most common basis for a discrimination claim handled by the Human Rights Division was race. Nearly 25% of all 2012 claims were based on race. Retaliation was second, followed by disability, sex, and national origin. This is a similar pattern that Human Rights has observed since 2009.



HREEO Commission meeting

Saint Paul Human Rights & Equal Economic Opportunity Commission

The HREEO Commission is comprised of 21 Saint Paul residents and stakeholders who monitor and advise on the functions of HREEO. The HREEO Commission is empowered to foster contracting and business opportunities for women, minorities, and small businesses. The HREEO Commission continues to have strong alliances with community organizations to combat issues of civil and economic inequities facing residents of Saint Paul and community stakeholders.

In 2012, the HREEO Commission passed a resolution opposing the Voter ID Amendment because of its potential for voter disenfranchisement. The HREEO Commission also passed a resolution against the Marriage Amendment.

The HREEO Commission also began working toward establishing procedures for hearing complaints of discrimination brought before the HREEO Commission. The commission has authority under Chapter 183 of the Saint Paul Legislative Code to be an authority for hearing probable cause cases.

“The commission, through its various committees, is working to further advance the mission of HREEO. The commission is looking forward to playing a more active role in carrying out the mission of the department and engaging the community in efforts to achieve justice and equity,” said HREEO Commission Chair, JaPaul Harris.

HREEO Commission meetings are open to the public. For more information about the HREEO Commission, please visit www.stpaul.gov/hreeo.

Americans with Disabilities Act Coordinator

Human Rights Investigator, Alyssa Wetzels-Moore, also serves as the City of Saint Paul’s Americans with Disabilities Act (ADA) Coordinator. The ADA Coordinator is responsible for implementing Title II of the Americans with Disabilities Act. Title II requires that reasonable accommodations must be provided so the city’s programs, services, and activities are accessible to the public. The ADA Coordinator serves as the first point of contact for someone who wishes to request an accommodation to a city program, service, or activity. The ADA Coordinator then works with the relevant department(s) to review and respond to the accommodation request. The ADA Coordinator also receives and investigates grievances filed against a city department alleging a failure to provide access.

A city-wide ADA committee meets quarterly to ensure that departments and staff are aware of their responsibilities, that excellent customer service is provided to individuals seeking accommodations, and to be proactive in anticipating and removing any barriers to accessibility.

Human Rights Partners

Mayor's Advisory Committee for People with Disabilities

The Saint Paul Mayor's Advisory Committee for People with Disabilities (MACPD) is a group of dedicated community members that advises the mayor, city council, and city departments on challenges facing people with disabilities in Saint Paul. The vision of the MACPD is to make Saint Paul a barrier-free community with equal opportunity for all residents with disabilities to fully participate in city life, services, and government.

The MACPD set its 2012 goals to include voter outreach events, address transportation issues, and relationship building. The MACPD made significant progress toward accomplishing all three goals. The MACPD was especially proud of the voter outreach and education event held on June 19, 2012. The MACPD was joined by Mayor Chris Coleman, Claire Wilson from the Minnesota Secretary of State's Office, who covered voter accessibility options, and Christian Knights from the Courage Center, who discussed rides to the polls for people with disabilities.

The MACPD also hosted eight guest speakers at its 2012 committee meetings including City Council Presi-



HREEO MACPD liaison Alyssa Wetzel-Moore with Mayor Chris Coleman and MACPD Co-Chair Jim Thayer at the Voter Outreach and Education event

dent Kathy Lantry; Brian Tourtelotte from Parks and Recreation to discuss the Payne Maryland project; Janine Valento from Ramsey County Elections; Darryl Paulson with Advocating Change Together; Susan Hoyt from the Metropolitan Council to discuss Thrive MSP 2040; and Monica Beeman from Public Works.

The MACPD reminds residents of the Residential Emergency Response Information Form, available for anyone in Ramsey County who may need special emergency assistance. The form is filed with the Ramsey County Emergency Commu-

nications Center, and in the event of an emergency, the information would be available to emergency responders to provide special assistance. The form can be found at www.co.ramsey.mn.us/ecc/index.htm.

"The MACPD is looking forward to discussing transportation accessibility, providing accessibility advice on city projects including the Lowertown Ball Park, continuing to explore the creation of employment opportunities for people with disabilities, and planning a community meeting to educate people with disabilities and their families on the resources and information available to them," said current MACPD Co-Chairs, Jim Thayer and Mark Hughes, when asked about the 2013 MACPD agenda.

MACPD Voter Education and Outreach Event for Disability Community



Socially Responsible Investment Fund

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

The fund is part of the city's Minority Business Development and Retention initiative administered by HREEO and the Office of Financial Services. The City of Saint Paul continuously holds \$10 million dollars in certificates of deposit (CDs) designated to the SRIF. In 2012, CDs were held at Park Midway Bank, University Bank (of the Sunrise Community Banks family), and Western Bank. These three banks have a successful track record of investing loan dollars to support community development. In 2012, the SRIF earned interest in the amount of \$68,441.10 at the participating banks. The three banks originated 138 business and home loans amounting to \$19,716,881 in Invest Saint Paul targeted areas.

Noteworthy 2012 measures taken by these participating banks include:

1. First mortgage financing on 1–4 family residences for a nonprofit that provides affordable home ownership for families in Saint Paul.
2. Established a line of credit for operating cash flow needs to a neighborhood Asian grocery store impacted by light rail construction.
3. Financed improvements to an abandoned building that now holds a Chinese restaurant.
4. Provided seasonal lines of credit to a high school to assist in the cash flow shortfalls caused by the 40% state hold-back of education funds.
5. Financed the purchase of a commercial real estate property so that a veterinary center could relocate and expand in Saint Paul.
6. Provided a line of credit to allow a small business to maintain and improve commercial real estate property, which holds small business tenants and employs approximately 67 people.
7. Financed a Saint Paul nonprofit to purchase single family homes to provide affordable home ownership options.
8. Increased \$806,143 of financing to allow for the completion of a \$14,237,161 expansion project which was anticipated to create 132 new jobs in addition to the 125 current employees.
9. Providing a maximum letter of credit obligation exposure of \$4,000,000 for affordable housing projects.

Human Rights 2013

2013 is expected to be a very busy year for the Human Rights Division. With the division's new HUD capacity building funds, the division has the opportunity for a new level of visibility. Human Rights is in the process of creating a more comprehensive outreach strategy that will include more community meetings, one-on-one meetings, landlord and tenant education, and education for employers and employees. The division is also planning an educational advertisement campaign in bus stops, community newspapers, and radio.

Please join the Human Rights Division in helping make Saint Paul the most livable city for all residents.



DIVERSE COMMUNITIES PROSPER
Saint Paul Human Rights

Saint Paul EMS Academy



EMS Academy students in training at the EMS Academy

2012 was an exciting and busy year for the Saint Paul EMS Academy. Two EMS Academy classes graduated in 2012, the Basic Life Support Ambulance Transport Service was launched, and the EMS Academy, which resides in Saint Paul Fire Station 51, was rechristened "Freedom House."

What is the EMS Academy?

The EMS (Emergency Medical Services) Academy is an intensive 240-hour Emergency Medical Technician (EMT) certification and firefighter awareness program. The goal of the EMS Academy is to build an EMS workforce that is reflective of the diverse population of Saint Paul. Recruitment is targeted to low-income Saint Paul youth of diverse ethnicities, gender, and linguistic ability.

In 2012, the spring and summer classes completed their training and graduated from the EMS Academy. The spring and summer EMS Academy classes marked the fifth and sixth graduating classes since the first EMS Academy class graduated in 2009. At the time of this publication, 96 students have graduated from the EMS Academy, and more than half of Academy graduates are currently employed in a related medical field or are studying to further their emergency medical services career.

The next EMS Academy class is scheduled to begin in June of 2013.

EMS Academy Launches Basic Life Support Transport Service

In July, the EMS Academy and the Saint Paul Fire Department launched the Basic Life Support (BLS) Transport Service. The BLS Transport Service is a specialized non-emergency inter-facility transport service dedicated to citizens of Saint Paul who are medically required to have ambulance transportation (such as for kidney dialysis or chemotherapy appointments). The BLS Transport Service is a unique service for residents of Saint Paul and is a continuation of the nationally recognized EMS Academy.

The BLS ambulance is staffed by two registered Emergency Medical Technicians that are graduates of the EMS Academy. BLS Emergency Medical Technicians receive 8 additional weeks of ambulance operations training. Proceeds generated from the BLS ambulance service will eventually be used to fund future EMS Academy classes.

Residents can contact the BLS dedicated dispatch at 651-300-2424 to schedule transportation services.

Fire Chief Tim Butler and the EMS Academy announces launch of BLS Transport Service





Original Freedom House members at Freedom House re-naming ceremony

Fire Station 51 Renamed “Freedom House”

In April 2012, the EMS Academy, HREEO, Deputy Mayor Paul Williams, and the Saint Paul Fire Department officially re-named Saint Paul Fire Station 51, “Freedom House.” The renaming was in recognition of the Pittsburgh Freedom House Ambulance Service. From 1967-1975, the Freedom House Ambulance Service employed some of the first paramedics in the country who were pioneers in the field of emergency medicine.

The keynote speakers at the renaming ceremony featured members of the original Freedom House Ambulance Service, Walter Brown, Darnella Williams, and George McCleary III. The original Freedom House speakers encouraged EMS Academy students to take advantage of the personal and professional opportunities provided by the EMS Academy. George McCleary summarized his experience at the original Freedom House stating, “The vital part of what I learned from Freedom House was to help my fellow man.”



The EMS Academy also featured a film screening of the Freedom House documentary “Street Saviors.” The documentary screening was accompanied by a community panel discussion addressing obstacles minorities face in entering the emergency medical field. The Saint Paul EMS Academy aspires to continue the Freedom House tradition of providing emergency medical training opportunities and services to all individuals within our community.

The EMS Academy is a partnership of the Saint Paul Department of Human Rights and Equal Economic Opportunity, the Saint Paul Fire Department, Saint Paul Parks and Recreation, Saint Paul Public Schools Hubbs Center, Inver Hills Community College, and the Community Action Partnership of Ramsey and Washington Counties. For more information regarding the EMS Academy, Basic Life Support Transport Service, or upcoming EMS Academy classes, visit www.ehs.net/emsacademy or www.facebook.com/emsacademy.

2012 HREEO Outreach Events



The Department of Human Rights & Equal Economic Opportunity strives to maximize its community engagement and education efforts. In 2012, HREEO staff attended and hosted numerous community outreach events. The following section provides a snapshot of 2012 community engagement events.



Section 3 Administrator David Gorski with local contractors at the Minnesota Minority Supplier Diversity Conference



Mayor Chris Coleman visiting the EMS Academy to encourage students to seize the opportunities offered by the Academy



Human Rights Specialist Lao Yang educating attendees at Rondo Days



Senior CAS Buyer Susan Feuerherm with Deputy Director Readus Fletcher at Susan's retirement party. Sue Feuerherm retired in 2012 after 25 years with the city

University of Minnesota Humphrey Institute International Fellows. Saint Paul Police Sergeant John Wuorinen, Muhammad Tahir – Senior Superintendent of Police for the National Highways and Motorway Police, Pakistan, Muhammad Quarish Khan – Police Chief for District Nowshera at Khyber Pakhtunkhwa, Pakistan, Jun Sup Han – Seoul Metropolitan Police Agency, and Gessner Rivas, Human Rights Specialist





† HREEO staff attending the EMS Academy's Community Conversation event

Mayor Chris Coleman presenting at 2012 Black History Month event →



† Vendor Outreach Program Administrator Reggie Evans discussing contracting opportunities with attendees at the Minnesota Minority Supplier Diversity Conference



↔ HREEO staff at the Small and Disadvantaged Business Opportunity Council Procurement Fair



† Human Rights Specialist Alyssa Wetzel-Moore with Minnesota Department of Human Rights Commissioner Kevin Lindsay at the Upper Midwest Employment Law Institute

- Association of Women Contractors Annual Gala
- American Subcontractors Association Outreach Event
- Comunidades Latinas Unidas En Servicio (CLUES) Job Fair
- Public Works Contractor Compliance Workshop
- Payne-Maryland Recreation Center Vendor Outreach Event
- Twin Cities Rise! Workshop
- Hubbs Center Adult Education Students Conference
- Hallie Q. Brown Family Fun Day
- Immigrant Community Round Table
- La Familia Family Festival
- Minnesota State Bar Association Employment Law Dinner
- Asian/Pacific Islanders Economic Summit
- New Landlord Fair Housing Training
- “You Be the Change” Participants
- Ward One Beach Party
- Southern Minnesota Regional Legal Services Fall Appreciation Event
- Martin Luther King, Jr., Day Celebration
- Twin Cities African American Leadership Forum for Workforce Integration and Economic Development
- Housing Link on Fair Housing
- Minnesota American Indian Chamber of Commerce Annual Awards Banquet
- OutFront Minnesota Outreach on Gender Identity and Sexual Orientation
- University of St. Thomas Women’s Law Student Association presentation on “Women in the Legal Profession”



DIVERSE COMMUNITIES PROSPER

Saint Paul Human Rights &
Equal Economic Opportunity



Human Rights & Equal Economic Opportunity

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