



Irene Gomez-Bethke Papers.

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DEPARTMENT EMPLOYEE RELATIONS - 3RD FLOOR  
520 LAFAYETTE ROAD

STATE OF MINNESOTA

*Office Memorandum*

TO: All Hispanic State Employees

DATE: 10/27/86

FROM: Elsa Vega-Perez  
Hispanic Exchange Network

PHONE: 296-8272

SUBJECT: Establishment of a State of Minnesota Hispanic Exchange Network (H.E.N.)  
Staff Directory

The purpose of the newly-formed Hispanic State employees organization is to encourage support and share resources within State employment. There are approximately 230 potential H.E.N. participants.

The Hispanic Exchange Network met on June 5, 1986. Seven Hispanic employee groups discussed their ideas and came to an end result of three priorities for the group. The three priority concerns are: 1) a directory/newsletter; 2) quarterly meetings; and 3) career development/employment opportunities.

Since the creation of the Hispanic Exchange Network, we wish to proceed and develop a Hispanic State Employee Staff Directory.

In an effort to develop communications and resources in the Hispanic and non-Hispanic communities and help support the establishment of this staff directory, please participate and fill out the attached form and return to:

Hispanic Exchange Network  
c/o Equal Opportunity Division  
Department of Employee Relations  
Third Floor, 520 Lafayette Road  
St. Paul, Minnesota 55155

## Attachment

P.S: This form has a H.E.N. return address on the back. Refer to the sample below in filling out your form.

## S A M P L E

Hispanic Exchange Network Directory

Name: Bartolo Martinez, Jr.

Class Title: Personnel Officer, Senior

Agency: Dept. of Employee Relations, Classification Division

Work Address: 3rd Floor, 520 Lafayette Road  
St. Paul, MN 55155

Telephone Number: 296-8271

Hobbies: racquetball, enjoy Latin music

Interests: human rights, affirmative action, employment issues &amp; concerns

Special Skills: job counseling, resume writing, bilingual services

D R A F T

Hispanic Exchange Network Directory

1987

Please fill out the personal information below and return to the address on the back of this page. GRACIAS!

Name:

Class Title:

Agency:

Work Address:

Telephone Number:

Areas of interest

Hobbies:

Interests:

Special Skills:

Hispanic Exchange Network  
c/o Equal Opportunity Division  
Department of Employee Relations  
Third Floor, 520 Lafayette Road  
St. Paul, Minnesota 55155

①

H.R. Dept.  
Oct 7, 86

Mr / Chair and members of the Senate Com-  
on Gov. operational and the Judiciary  
Thank you for allowing me to testify on the H.R.D.  
I am here before you today because I can  
no longer remain quiet. I am here to tell you  
of my experience as Commissioner of H.R.  
and to set the record straight ~~for~~ for  
the facts to be recorded in history!

I present to you 2 different  
perspectives on the H.R. Dept of Mn.

1. My own as a professional.

2. Issues related to the organization.

Both are critical for this committee  
to have a knowledge of -

In the 13 mos. that I was Commissioner  
of H.Rights. my dept was laid siege  
by Four external investigations.

1. 1983 Legislature mandated a  
Study by the Management Analysis  
Division in the Dept. of Administration

2. The Gov. appointed a Blue Ribbon  
Task Force

3. The Legislative Audit Commission  
updated its 1983 report of the Dept.

4. The WCCO TV - 1 Team investigated

2 the agency. Except for Lac's analysis, all of the investigations began in the summer of 1983 and culminated in reports in Jan. 1984. It appears approximately, around 75 people + 25 mos: last Yet in spite of that, I was able to redirect the course at the dept. of Human Rights.

⑤ → accomplishments were;

6 If Please retain the Dept as it has been reorganized!

HRD Needs for the future -

1. Separate Agency from Attorney General office.

2. Human Rights Council - History of Advisory.

\* 3. Emphasize Educational Component Natl. Trend

4. Work with ~~proposedly~~ ~~existing~~ protected classes council of the State of Minnesota to do educational workshops - Human Rights. Culturally Correct -

5. Continuing the agreements between the Dept and the cities of Mpls. and St. Paul.

6. Volunteer Attorney Program.

7. The training program for pled and enforced enforcement officers.

Mediation is an informal process in which trained mediator helps parties involved in a dispute to reach a mutually satisfactory settlement - an effort ~~to that can~~ to avoid costly, time consuming investigation and litigation.

I advocate adequate allocations of resources to the department, not enough to make amendments to the H.R. Act without adequate resources to enforce the law -

I advocate a program of education outreach and prevention by the staff and an Advisory Council and a Coordinating Council (protected classes from State) on Human Rights -

The problems with the Dept are not insurmountable - One of the problems must also be addressed is politicizing the department. ~~The staff I found to~~

I found this staff to be loyal, hardworking and beleaguered. State employees must be made to feel proud of the job they do and the department they work for.

Joint Hearing of Senate Committees on  
Governmental Operations and Judiciary  
Tuesday, October 7, 1986  
1:00 p.m. Room 15 Capitol

Persons Testifying:

✓ Bill Davis, Chairman  
Minneapolis Civil Rights Commission

✓ Carol Johnson, President  
League of Minnesota Human Rights Commissions

Victor Propes, Executive Director  
Council on Black Minnesotans

Jose Trejo, Director  
Spanish Speaking Affairs Council

Ray Skinaway, Staff Assistant  
Indian Affairs Council

Albert DeLeon, Director  
Council on Asian-Pacific Minnesotans

Lia Ozols  
Les Soeurs

Margot Imdieke ✓  
Council for the Handicapped

Curtis Chong  
National Federation of the Blind

P. Diane Cummisford

Irene Gomez Bethke  
Former Human Rights Commissioner

Linda Johnson  
Former Human Rights Commissioner