

To my neighbors and fellow Minnesotans,
I'd like to share about some very important legislation going through our government RIGHT NOW that affects YOU and YOUR FAMILY directly.. I'd like to encourage you to think all the way through this and consider how you should respond.

The Minnesota Human Rights Act (MHRA) prohibits discrimination in employment, housing, public accommodations, public services, education, credit, and business based on protected class, such as: race, religion, disability, national origin, sex, marital status, familial status, age, sexual orientation, and gender identity.

The Act was passed in 1973. Gender identity was added in 2023.

Exemptions to this act exist for various scenarios. For example, private schools may just exist for one sex. Religious institutions were given an exemption in 1993 for giving preference to members of their denomination, for employment in matters of sexual orientation and from performing civil unions in violation of its religious beliefs.

This exemption was not expanded to include gender identity in 2023. (Mn.gov)

This is seen by some as a violation of freedom of religion because it implies that it cannot exclude someone from employment that believes something opposite of the institution (that humans are either male or female).

Others argue that this is not a violation of religious freedom, that it's expanding protected freedoms to a newly defined group of individuals. However, when coupled with the following piece of proposed legislation, we start to see that the freedoms of religious groups are being threatened.

A constitutional amendment is being proposed that would read,
" All persons shall be guaranteed equal rights under the laws of this state. The state shall not discriminate against any person in intent or effect on account of race, color, national origin, ancestry, disability or sex, including but not limited to, pregnancy, pregnancy outcomes, and reproductive freedom, gender identity and gender expression or sexual orientation."
(Reviser.mn.gov)

Where is religion or creed? Marital or family status? Age?
Why doesn't the constitutional amendment re-affirm ALL the protected classes defined in the human rights act?

This proposed amendment will go to voters as a Yes/No question (reviser.mn.gov). It will ask if you support this change. Sounds discriminatory to say "No", doesn't it? However, isn't the amendment itself discriminatory by not including the other protected classes?

Maybe you aren't religious, maybe you don't like religion. However, if we say that it's okay for our government to shut down the freedom of religious groups to live according to their beliefs,

what's to stop the expansion of that to YOU, if you happen to disagree with the governmental majority?

Evelyn Beatrice Hall once wrote, "I disagree with what you say but I will defend to the death your right to say it." Our military servicemen and servicewomen have lived this saying since the birth of our country. Will YOU protect your neighbors, even if they disagree with you?