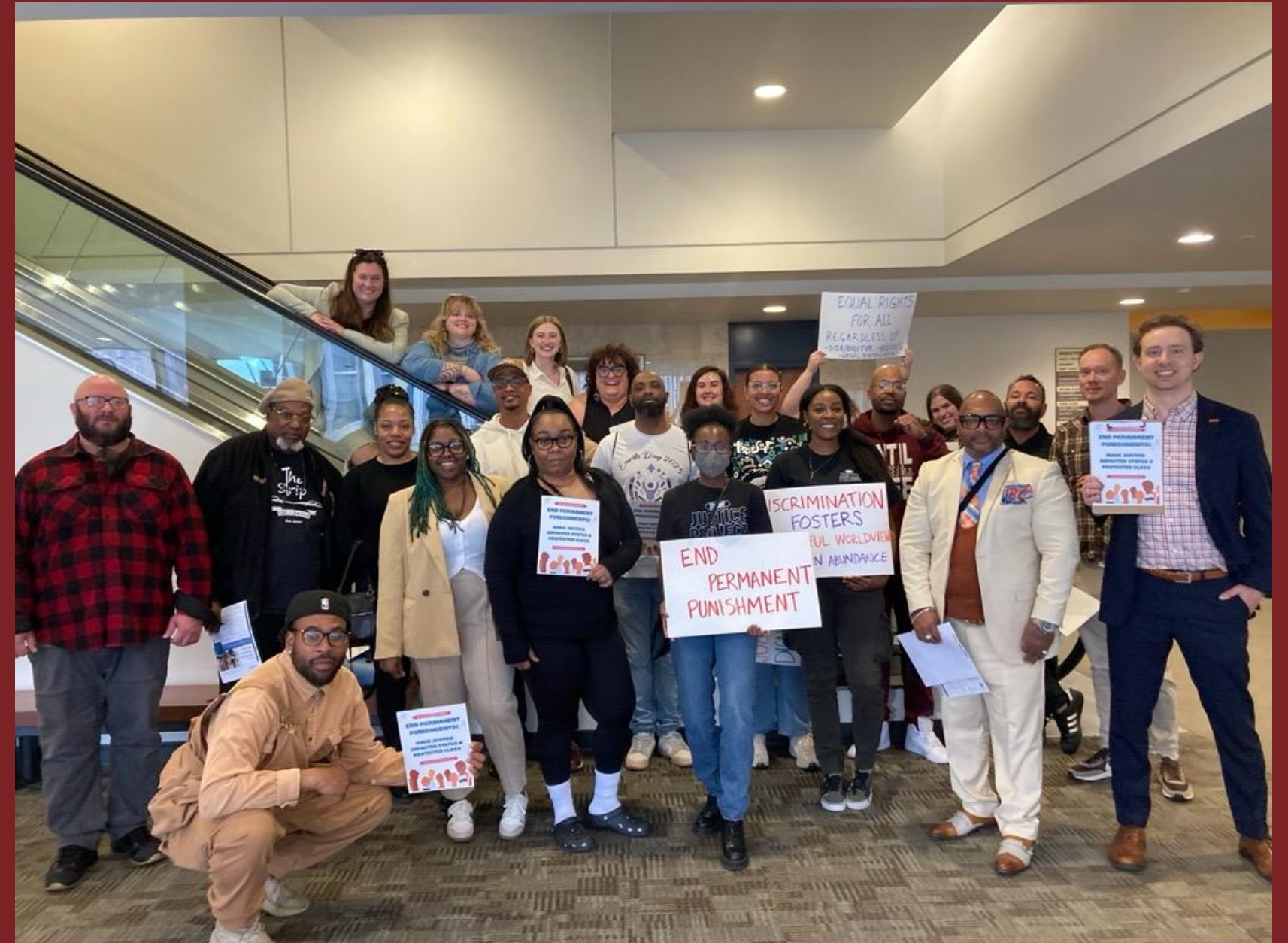


OCTOBER 22, 2025

Making Justice-Impacted Status a Protected Class in St. Paul

St. Paul City Council – Public Safety & Community Wellness Committee



Justice Equity Coalition

CORE COMMITTEE



Maurice Ward

Founder & CEO, JIIVE (he/him)



Paul Sullivan

Organizer, ACLU-MN (they/them)



Nelle Rivers

Campaign Impact & Learning
Coordinator, NJP (they/them)



Danielle Matthias

Director of Policy & Advocacy,
MFF (she/her)

Justice Equity Coalition

SHARED VALUES STATEMENT & COALITION PARTNERS

JEC Shared Values Statement

- All individuals have the right to be forgiven for past mistakes
- All individuals have the right to live free from sanctions in excess of those imposed by our criminal legal system through due process.
- The prevalence of de facto sanctions imposed by society upon Justice Impacted individuals necessitates the creation of laws to protect these individuals from societal sanction without due process.





St. Paul, Minnesota - Code of Ordinances / PART II - LEG

VERSION: OCT 3, 2025 (CURRENT) ▼

- ▶ TITLE XVI - PARKS AND PARKWAYS
- ▶ Title XVII - TREES
- ▼ Title XVIII - HUMAN RIGHTS
 - ▼ Chapter 183. - Human Rights
 - Sec. 183.01. - Declaration of policy.
 - Sec. 183.02. - Definitions.
 - Sec. 183.03. - Prohibited acts in employment.
 - Sec. 183.0301. - Disclosure of medical information.
 - Sec. 183.031. - Employment exemptions.
 - Sec. 183.04. - Affirmative action requirements in employment.
 - Sec. 183.041. - Prohibited acts regarding set-aside.
 - Sec. 183.05. - Prohibited acts in education.
 - Sec. 183.051. - Education exemptions.
 - Sec. 183.06. - Prohibited acts in real property.
 - Sec. 183.061. - Real property

Defining “Justice Impacted Status”

Per Minneapolis Code of Ordinances Title 7 Section 183.01 (passed May 1, 2025):


“Justice-impacted status: The state of having a criminal record or history, including any arrest, charge, conviction, period of incarceration, or past or current probationary status.”



Passage & Implementation in Minneapolis

Protected areas:

- Business
- Education
- Employment
- Housing
- Labor union membership
- Lending
- Professional organizations
- Public accommodations (e.g. a shop, a gym, etc.)
- Public services (e.g. City police, City housing inspectors, etc.)


City of Minneapolis


Ordinance No. 2025-022 File No. 2024-00563


Author: Chavez Notice: May 9, 2024 1st Reading: May 23, 2024 Committee: PHS

Public Hearing: Apr 23, 2025 2nd Reading: May 1, 2025 Passage: May 1, 2025 Publication: MAY 09 2025

RECORD OF COUNCIL VOTE				
COUNCIL MEMBER	AYE	NAY	ABSTAIN	ABSENT
Payne	X			
Chughtai	X			
Wonsley	X			
Rainville	X			
Vetaw	X			
Ellison	X			
Osman	X			
Cashman	X			
Jenkins	X			
Chavez	X			
Koski	X			
Chowdhury	X			
Palmisano	X			

MAYOR ACTION
☒ APPROVED ☐ VETOED


MAYOR
MAY 05 2025
DATE

Certified an official action of the City Council
ATTEST: 
CITY CLERK

Presented to Mayor: MAY 01 2025 Received from Mayor: MAY 05 2025



Protected Class Ordinances Across America

- Atlanta, GA (PASSED)
- Gainesville, FL (PASSED)
- Minneapolis, MN (PASSED)
- Baltimore, MD
- Durham, NC
- New York City, NY
- Boston, MA
- Nashville, TN
- New Orleans, LA
- Miami, FL



Ordinance passed



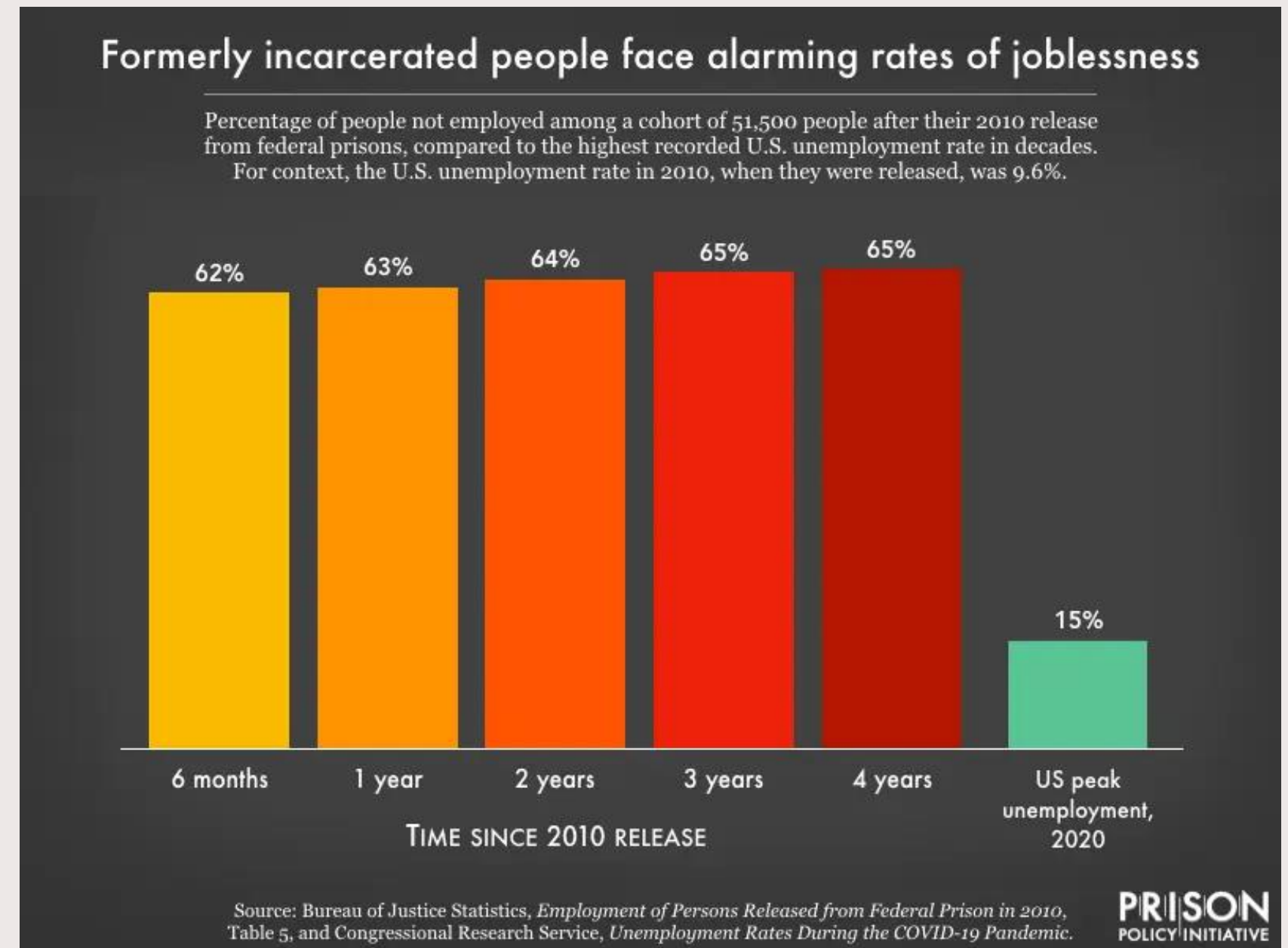
Ordinance in progress



Why is this necessary?

Protecting a vulnerable population

- 65% of formerly incarcerated individuals are unemployed at 4 years post-release (Prison Policy Initiative, 2022)
- Formerly incarcerated individuals are 10 times more likely to be homeless (ibid, 2018)
- Barriers to employment, housing, education & more are often a hidden “second sentence” for Justice-Impacted individuals
- Haphazardly applied, discrimination against Justice-Impacted individuals severely limits reintegration and worsens recidivism (Othering & Belonging Institute, 2019)



Testimony

FROM TWIN CITIES JUSTICE-IMPACTED INDIVIDUALS



Maurice Ward

Founder & CEO, JIIVE (he/him)



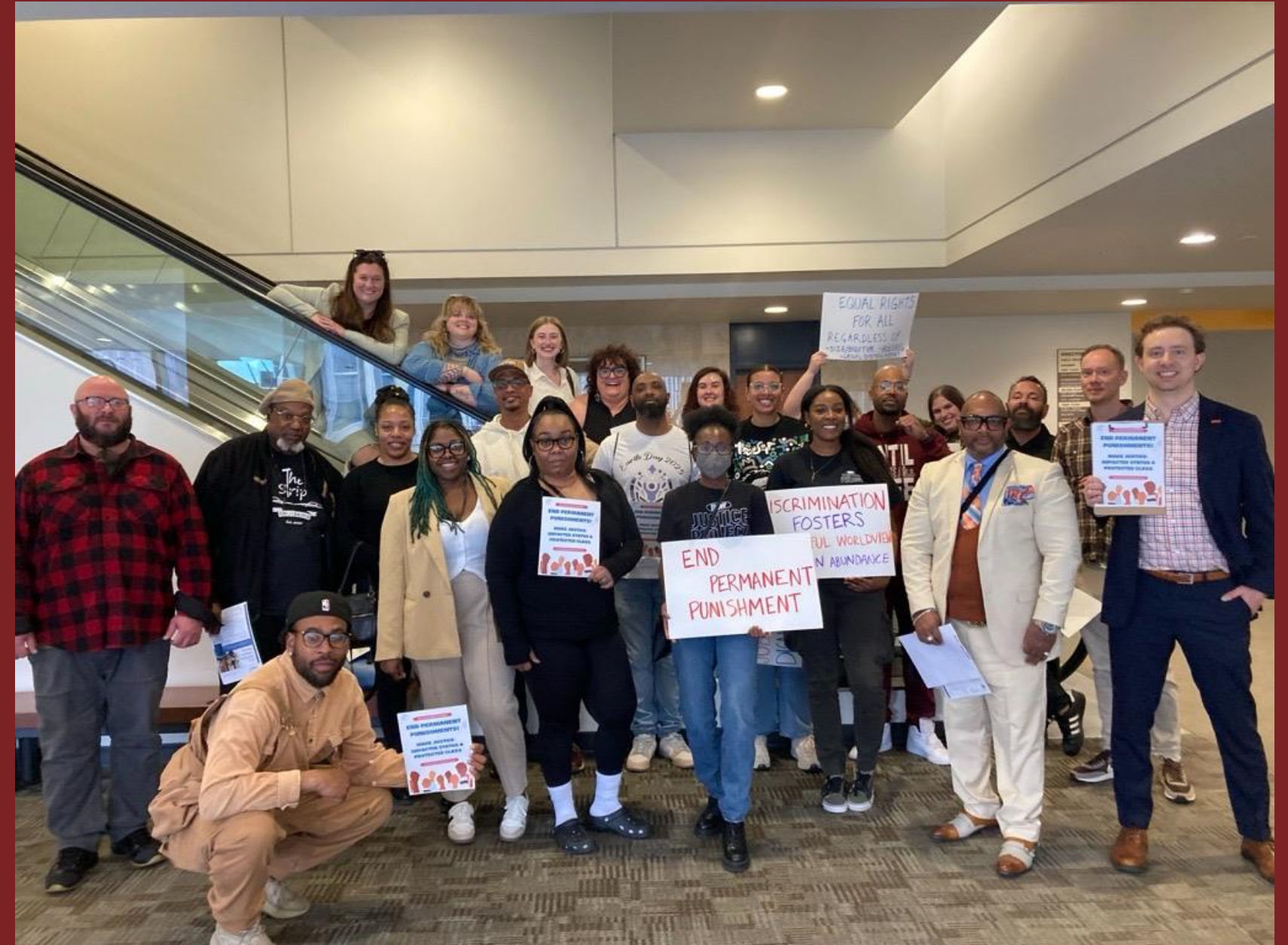
Alessandra Elarae

Smart Justice Fellow, ACLU-MN
(she/they)

OCTOBER 22, 2025

Questions?

St. Paul City Council – Public Safety &
Community Wellness Committee



JUSTICE EQUITY COALITION (JEC)