

STATE OF MINNESOTA

Executive Department



RECEIVED

JAN 3 2022

President of the Senate

Governor Tim Walz

NOTICE OF APPOINTMENT

Rebecca Lucero

Because of the special trust and confidence I have in your integrity, judgment, and ability, I have appointed you to the office of:

Commissioner

Minnesota Department of Human Rights

Effective: January 2, 2023

Expires: January 4, 2027

This appointment carries with it all rights, powers, duties, and emoluments granted by law and pertaining to this position until this appointment is superseded or annulled by me or other lawful authority or by any law of this State.

Signed and sealed January 2, 2023.



Handwritten signature of Tim Walz in black ink.

Tim Walz
Governor

Handwritten signature of Steve Simon in black ink.

Steve Simon
Secretary of State

Reappointment

Filed on January 2, 2023
Office of the Minnesota
Secretary of State,
Steve Simon

REBECCA LUCERO

540 Fairview Ave N #201
Saint Paul, MN 55108

- Civil rights attorney with two decades of leadership experience in government and nonprofits.
- Extensive legislative experience including negotiating budgets and testifying in front of the legislature.
- Experienced organizing, building coalitions, and fostering joyful, meaningful, change-oriented relationships.
- Responsible for thoughtfully advancing issues of racial justice through an equity framework and teaching cultural competence.
- Strong tradition of collaboration in creative and innovate ways.
- Proven ability to describe complex concepts simply.

RELEVANT EXPERIENCE

Minnesota Department of Human Rights, St. Paul, MN

Commissioner of Human Rights (1/2019 – present)

- Serve as a cabinet member and top advisor on civil rights for Governor Tim Walz and Lt. Governor Peggy Flanagan.
- Oversee the Minnesota Department of Human Rights, its staff, and its \$12 million biennium budget.
- Transformed the Agency into a strategic civil rights enforcement agency instead of a claims processing department.
- Led the Agency to utilize never or rarely used tools from the MN Human Rights Act such as implementing a temporary restraining order to require immediate policy change where irreparable harm was occurring to Black, Indigenous, and other people of color.
- Launched a high-profile civil rights investigation into the City of Minneapolis and the Minneapolis Police Department immediately following the murder of George Floyd that resulted in early and unprecedented public safety changes. Issued comprehensive findings that detailed a 10-year pattern or practice of race discrimination. Now in productive negotiations for a court-enforceable agreement to address this pattern of race-based policing with a sustained and coordinated approach.
- Lead the Agency's strategic litigation and settlement work to support a state free from sexual harassment and assault by reaching agreements with schools and workplaces that require them to put in place robust policies and to enforce those policies.
- Led the Agency's work to advance LGBTQ+ rights in Minnesota, including making schools safer and more welcoming at a time when transgender, non-binary, and genderqueer youth are being criminalized across the country by joining a lawsuit that resulted in a landmark decision when the Minnesota Court of Appeals ruled that all Minnesota schools must allow students to use locker rooms and bathrooms that align with their gender identity so that they can fully participate in school.
- Serve as spokesperson to the press on Minnesota's key civil rights issues and the Agency's impactful work highlighted in the media throughout the state, country, and internationally. Participate in press conferences with the Governor and Lt. Governor.
- Lead the agency's efforts on budget negotiations and public policy changes including testifying in front of the state legislature and leading engagement efforts with local and national civil rights partners and community groups.
- Co-chaired with Lt. Gov. Flanagan and directed Governor Walz's Community Resiliency and Recovery Work Group to respond to COVID-19 with a racial equity lens to proactively address racial opportunity gaps in the state's recovery efforts. Minnesota was recognized as a leader in publicly tracking the intersectionality of race/ethnicity and COVID to help identify targeted responses.
- Launched the discrimination helpline to begin the work to better track and respond to incidents of hate, bias, and discrimination.
- Formalized the mediation program to allow parties, where appropriate, to reach a voluntary, mutually beneficial resolution.

Minnesota Council of Nonprofits, St. Paul, MN

Public Policy Director (12/2016 – 1/2019)

- Served on senior leadership team. Serve on policy board sub-committees for Independent Sector, National Council of Nonprofits, and MN Council of Foundations. Co-chair MCN Board sub-committee on Inclusion and Equity.
- Responsible for developing, implementing, and evaluating MCNs public policy and broader advocacy efforts.
- Advanced tax conformity bills to protect nonprofits which were included in the final bill presented to the governor.
- Successfully blocked minimum wage proposal that would have paid people with a criminal record differently in Minneapolis.
- Sat on the Saint Paul Minimum Wage Committee formed by the Citizen's League to help craft the final ordinance.
- Responsible for guiding and developing MCN's strategic priority of inclusion and equity. Implemented an equity framework for cross-department collaboration resulting in actionable change in policies and practices.
- Served as a public face for MCN. Engage w/ media: interviews, quotes, background. Speak at local/national events, conferences/conventions.
- Participated in strategic planning, grant writing, funder reports, and managing program budgets. Supervise policy and I&E teams.

RECEIVED

JAN 3 2022

President of the Senate

Twin Cities Habitat for Humanity, St. Paul, MN

Policy and Advocacy Manager (8/2013 – 12/2016)

- Successfully helped pass a \$100M bonding bill for Homes for All in 2015; prevented a \$5M cut to the Challenge Fund in 2016.
- Developed strategy and organizational positions to advance policy related to Habitat for Humanity at every level of government.
- Gave dynamic community presentations and trainings on housing policy, engagement, and the legislative processes overall.
- Provided advocacy tools for over 170 nonprofits in Homes for All Coalition across the state.
- Created Habitat Housing Heroes! Write copy for all advocacy communication pieces: postcards, blogs, one pagers, etc.
- Thoughtfully engaged with media. Interviewed for tv news, provide quotes, and background for stories, etc.
- Participated in strategic planning, grant writing, reporting to funders, and managing program budgets. Supervise policy team.
- Helped form Inclusion Action Equity Team and a separate group for people of color to advance a more equitable community.

Office of Congressman Keith Ellison, Minneapolis, MN

Senior Community Representative (8/1/2011 – 8/2013)

- Represented Congressman on housing, consumer protection, civil rights, LGBT, and financial services matters.
- Brought together a coalition of advocates to save the HUD Multi-family Minneapolis office.
- Successfully prevented foreclosures as part of constituent casework. Oversaw junior staff, supervised interns.

Minnesota Department of Employment and Economic Development, St. Paul, MN

Administrative Law Judge - Unemployment (3/2010 – 7/31/2011)

- Conducted over a thousand hearings between employees and employers contesting decisions about unemployment benefits.
- Took evidence and examined witnesses to ensure that all relevant facts were clearly and fully developed.
- Wrote and issued decisions for each case based on the evidence and arguments of law.

Schaefer Law Firm, LLC, Minneapolis, MN

Civil Rights Employment Attorney (4/2008 - 3/2010)

- Primarily represented employees against their employers for discrimination based on a protected class status. Also worked on a civil rights police case and represented clients in unemployment cases.

Legal Aid Society of Minneapolis, Minneapolis, MN

Attorney and Mansfield Fellow Law Clerk (6/2006 - 12/2007)

- Represented clients in the consumer protection department to save their homes from mortgage fraud and unlawful evictions. Worked to protect SSDI and SSI.

LICENSES, EDUCATION, AND RELEVANT COMMUNITY EXPERIENCE

United States District Court, Eighth Circuit, admitted October 2008

Minnesota Bar, admitted October 2007 (inactive status in good standing)

University of Minnesota Law School, Minneapolis, MN

JD, Concentration in Labor & Employment 2007

- Minnesota Justice Foundation 2006 Student of the Year Award
- Workers Rights Clinic Student Director UMN Law School

Grinnell College, Grinnell, IA

BA, Political Science 2003

Relevant Community Experience

- Volunteer with Open Arms of Minnesota
- Served on Board for Gender Justice, Governance Chair
- James P. Shannon Leadership Institute and Wilder's Community Equity Pathways participant
- Volunteered as an attorney through VLN at St. Stephan's
- Volunteered with Bolder Options

RECEIVED

JAN 3 2022

President of the Senate