



# 2024 Legislative Summary

Office on the Economic Status of Women

The **2024 Minnesota Legislative session** generated a wealth of new legislation that will have an impact on the economic status of women in Minnesota. Out of the 4,318 bills introduced, 51 made it across the Governor's desk and into law. In tandem with 2023's session, this session's bills tackled a variety of issues, from clean energy projects, to voting rights, to child protection, and much more.

Several bills passed into law with nearly unanimous, bipartisan support. The **Minnesota African American Family Preservation Act** aims to keep families together when using child protection services. This Act establishes specific protections for African American children and other disproportionately represented children in the child welfare system. Additionally, this Act aims to prevent the separation of children from their families and support family reunification wherever possible, to avoid inflicting further trauma on these families. The bill passed 117-5 in the House and 41-26 in the Senate.



Photo by A.J. Olmscheid

The **Uniform Parentage Act/“Logan’s Law”** aims to give clarity to the process of assisted reproduction by providing legal avenues for determining parentage and protecting the rights of parents. Previously, Minnesota law did not have clear guidelines to legal parenthood for families who use assisted reproductive services, nor were there legal protections to surrogacy agreements. This lack of a legal foundation left many parents forced to engage in lengthy and costly adoption processes to become the legal guardians of their own children. With the new Parentage Act, these obstacles should be lessened.

Another major stride in the pursuit of closing the pay gap, the **Omnibus Labor and Policy** bill features a requirement that employers disclose salary ranges in job postings. Commonly referred to as "pay transparency", this small change has been shown to help reduce gender and race wage gaps by supporting effective salary negotiation and highlighting discriminatory pay and hiring practices for women and people of color. This requirement has the potential to have a big impact on the pay gap in Minnesota, and is an essential step towards achieving pay equity.

This Legislative Summary provides further information on these bills and many other bills that became law this session. The majority of the overview text comes from the [House of Representatives New Laws page](#). For more information, links to the law and the bills themselves are provided.



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**Office on the Economic Status of Women**  
Minnesota Legislative Coordinating Committee

**WOMEN'S ECONOMIC SECURITY ACT**

In Case You Missed It  
**Women's Economic Security Act (WESA) 10-Year Anniversary Event**

The Office on the Economic Status of Women co-hosted the WESA event on May 13, 2024.

The event included panels and speakers discussing WESA and its impact on the lives of Minnesota women and their families.

Materials and a recording of the event are available at [www.dli.mn.gov/WESA](http://www.dli.mn.gov/WESA)

**10 Years Later: Minnesota Security Act in Numbers 2024**

Increasing Women's Labor Force Participation

WESA expanded family leave, provided reasonable accommodation employees, and allowed more flexible use of sick and safe time to care for children. The result: Minnesota women with children increased their labor force participation.

**Full-Time Labor Force Participation by Gender & Parenthood**

2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021

Men without children under 12  
Men with children under 12  
Women without children under 12  
Women with children under 12

Full-time, year-round women ages 25-45

Reducing the Gender Pay Gap

## Taxes - Dependents

**Law:** [Chapter 76](#)

**Bill:** [HF2757](#) / [SF2405](#)

**Overview:** Updates the additional standard deduction for dependents from \$1,100 to \$1,200 to account for inflation adjustments since 2019. Effective retroactively for tax year 2023 and later. (Art. 1, Sec. 3)

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## Health and Human Services - Midwifery

**Law:** [Chapter 77](#)

**Bill:** [SF3546](#) / [HF3387](#)

**Overview:** Authorizes a licensed traditional midwife to obtain and possess vitamin K, maternal RhoGAM treatment, postpartum antihemorrhagic drugs under emergency situations, local anesthetic, oxygen, and a prophylactic eye agent for such purposes.

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## Bonding - Capital Investment

**Law:** [Chapter 88](#)

**Bill:** [HF3631](#) / [SF4307](#)

**Overview:** Adjusting dates to previous appropriations to [Isuroon](#) and [YWCA St. Paul](#), allowing reimbursement for costs paid for specific projects by each entity after June 1, 2023 and July 1, 2023 respectively. (Art. 1, Secs. 23, 31)

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## Civil Law - Parenting Time, Spousal Support, Antenuptial/Postnuptial agreements, Assisted Reproduction Rights

**Law:** [Chapter 101](#)

**Bill:** [HF3204](#) / [SF2759](#)

**Overview:**

*Parenting Time*

Addition of a public policy statement related to Parenting Time. Requires the court to consider the child's best interest and not the parent's gender to determine custody. (Art. 1, Secs. 1-10)

*Spousal Support (Alimony)*

Adjustments to the amount of maintenance, duration of maintenance.

In considering a spousal maintenance order, also known as alimony, the court must consider the earnings, seniority, benefits, and other employment opportunities forgone by the spouse seeking maintenance to support the other spouse or children. The need and ability of each spouse to prepare for retirement and the anticipated time of retirement must also be considered.

The law specifies that spousal maintenance orders may be transitional or indefinite, rather than temporary or permanent, as determined by the length of marriage. If the marriage is less than five years, the courts must presume no maintenance should be awarded. For marriages of at least five years and less than 20 years, it is presumed that transitional maintenance should be awarded for a duration of no longer than one-half the length of the marriage. For marriages of at least 20 years, it is presumed that indefinite spousal maintenance should be awarded.

The law specifies conditions that make the terms of an existing spousal maintenance order unreasonable and unfair and therefore subject to court modification. If a party retires, spousal maintenance may be modified. (Art. 2, Secs. 2-5, 7).

#### *Antenuptial and postnuptial agreements*

Terms related to antenuptial, or prenuptial, contracts will become gender neutral. Contracts signed at any time between two people are valid, regardless of the existing statutory language on gender.

The law specifies procedural and substantive fairness requirements of an antenuptial agreement that make it valid and enforceable, including that each party provides a reasonably accurate description of all material facts of their income, and good faith estimates of the value of their property, as well as the basis for these disclosures.

A postnuptial agreement made at the time of a marriage dissolution will be valid and enforceable if it meets the same procedural and substantive fairness requirements of an antenuptial agreement.

A postnuptial agreement will be valid and enforceable only if at the time of its execution each spouse is represented by separate legal counsel. (Art. 3, Secs. 1-2)

#### *Assisted Reproduction*

“Assisted reproduction” is defined as a method of causing pregnancy other than sexual intercourse, but not including a pregnancy under a surrogacy agreement.

The law establishes a number of definitions, rules, regulations, rights, and obligations regarding assisted reproduction, including orders of parentage, parental status of donors, ensuring an intended parent has the same rights and responsibilities as a parent who gave birth to a child

using assisted reproduction, consent to assisted reproduction, spouse’s dispute of parentage, effect of dissolution, withdrawal of consent, and specifies the legal parenthood status of an individual who dies during the period between the transfer of a gamete or embryo and the birth of the child. (Art. 4, Secs. 1-9) This section was frequently referred to as both “Logan’s Law” (original bills were [HF3567](#) / [SF3504](#) ) and the Parentage Act/Uniform Parentage Act.

## Employment – Minors appearing in Internet content creation

**Law:** [Chapter 103](#)

**Bill:** [HF3488](#) / [SF3496](#)

**Overview:** Provides regulations, compensation requirements, and enforcement provisions related to minor children appearing on the Internet on platforms where the content generates compensation.

The law defines “content creator” as a person who creates and posts videos online for compensation, on their own or with a company, but excludes minors creating content. Content creators showing minors appearing incidentally in a video that depicts a public event are not subject to the law.

The law will apply when at least 30% of the content creator’s compensated video content produced within a 30-day period included the likeness, name, or photograph of any minor.

A trust account and payment for the content created using the minor’s likeness will be required, and the trust must be maintained until the minor reaches age 18.

Records must be kept on minors who appear in at least 30% of the content creator's videos when the content creator's videos generate income. The records must include the minor's name, the amount of compensation generated, and how much was paid into the minor's trust account. Records must be readily accessible to the minor and the minor may request the content with their likeness be deleted any time after they turn 13.

Children under 14 will be prohibited from working in content creation, so they cannot appear in more than 30% of the videos, but if they do appear, they are entitled to 100% of the profits.

The law specifies that minors aged 14 to 18 can produce their own content and are entitled to the profits.

The minor, or an adult previously depicted as a minor, can sue for damages if the law is violated.

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## Transportation – State Government Pay Equity Act

**Law:** [Chapter 104](#)

**Bill:** [HF3436](#) / [SF3944](#)

**Overview:** A new law updates and clarifies various transportation policies and procedures, including an addition to the State Government Pay Equity Act to help the highway patrol recruit troopers by offering contracts comparable to other law enforcement agencies.

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## Civil Law - Human Rights

**Law:** [Chapter 105](#)

**Bill:** [HF4109](#) / [SF4201](#)

**Overview:**

A new law clarifies protections within the Minnesota Human Rights Act, including:

- ensures people with episodic disabilities are covered by disability protections;
- allows parties to a claim of discrimination filed with the Department of Human Rights to use alternative dispute resolution, including mediation, to attempt to resolve the matter;
- extends the deadline for the department to make a determination on a discrimination claim;
- extends credit discrimination protections to include familial status;
- clarifies exemptions for religious organizations; and
- requires district courts hearing discrimination lawsuits brought by the department to order a civil penalty against a party guilty of discrimination, and requires them to pay a party who has suffered from the discrimination damages.

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## Environment and Natural Resources – Legacy Funds

**Law:** [Chapter 106](#)

**Bill:** [HF4124](#) / [SF5116](#)

**Overview:** Grant dollars (\$251,000) for the Dakota County Historical Society to design and build exhibits at the [Lawshe Memorial Museum](#) (original bills were [HF3388](#) / [SF3862](#)).

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## Education – Literacy and Health and Safety

**Law:** [Chapter 109](#)

**Bill:** [SF3567](#) / [HF3782](#)

**Overview:** Omnibus Education Policy Bill.

### *Literacy*

Enacted in a 2023 law, Minnesota’s Reading to Ensure Academic Development Act — or READ Act — aims to have every child, beginning in kindergarten, read at or above grade level every year and to support multilingual learners and students receiving special education services in achieving their individualized reading goals.

The new law makes largely clarifying and technical changes to the program, including language that:

- makes the purpose of the state literacy goal to “meet grade level proficiency”;
- increases the number of screenings for kindergarten through grade 3 students from two times to three times each school year;
- requires a school district to use only evidence-based literacy interventions in the 2025-26 school year;
- requires a district to include information about structured literacy training for teachers and other staff and Read Act funding uses in its local literacy plan;
- clarifies the types of teachers and staff who must receive training from the district;
- authorizes the Education Department to partner with one or more higher education institutions to conduct reviews of curriculum and intervention materials; and
- requires the Professional Educator Licensing and Standards Board to conduct an audit of approved teacher training programs to evaluate whether they meet subject matter standards for

reading. A report is due to the Legislature by Aug. 1, 2026 (Art. 4, Secs. 5-8, 10-11, 13, 16, 19).

### *Health and Safety*

The Minnesota State High School League must provide school coaches with eating disorder prevention education resources (original bills were [SF 3771](#) / [HF3660](#)).

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## Employment – Salary Ranges on Job Postings and Minimum Wage

**Law:** [Chapter 110](#)

**Bill:** [SF3852](#) / [HF3947](#)

**Overview:** Omnibus Labor and Industry Policy Bill

### *Salary Ranges on Job Postings*

Effective Jan. 1, 2025, employers must disclose in each job posting the starting salary range or fixed pay rate and a general description of all benefits and other compensation, which can include health or retirement benefits (original bills were [HF3587](#) / [SF 3725](#)).

### *Minimum Wage*

Also taking effect at the start of 2025, the law moves the definition of large and small employers from the “minimum wage statute” to the “general definitions” section contained in the Minnesota Fair Labor Standards Act. It also modifies several minimum wage provisions by removing the distinctions between large and small employers, for hotels and resorts with summer work travel exchange employees, and minor employees of large employers.

Effective Aug. 1, 2024, it allows the Department of Labor and Industry to adjust the minimum wage rates by the lesser of the inflation-based

percentage or 5%. As result of these changes, the large employer minimum wage rate, currently set at \$10.85, as adjusted annually, will become the minimum wage rate applicable to most employers starting Jan. 1, 2025, unless the training wage rate for employees under age 20 or another specific statutory rate applies.

## Business and Commerce – Student Loan Protections and Insurance

**Law:** [Chapter 114](#)

**Bill:** [SF4097](#) / [HF4077](#)

**Overview:** Omnibus Commerce Policy Bill

### *Student Loan Protections*

Strengthens protections for students taking out student loans, including that servicers must make several disclosures to borrowers on income-driven repayment programs. (Art. 3, Secs. 14-24)

### *Insurance*

A health plan must cover medically necessary gender-affirming care or require treatment of medically necessary care that is defined in the law as “health care services appropriate in terms of type, frequency, level, setting, and duration to the enrollee’s diagnosis or condition and diagnostic testing and preventative services. Medically necessary care must be consistent with generally accepted practice parameters as determined by health care providers in the same or similar general specialty as typically manages the condition, procedure, or treatment at issue and must: (1) help restore or maintain the enrollee’s health; or (2) prevent deterioration of the enrollee’s condition.”

A nonprofit or a closely held for-profit religious organization will be exempt from covering gender-affirming care based on religious

objections. If the exempt organization provides partial coverage, requires the notice to specify services not covered. (Art. 1, Secs. 7-8)

## Education – Minnesota Indian Family Preservation Act, Housing and Homelessness, Child Care, and Parents with Disabilities

**Law:** [Chapter 115](#)

**Bill:** [HF5237](#) / [SF5252](#)

**Overview:** Education Supplemental Budget Bill

### *Minnesota Indian Family Preservation Act*

Makes technical and conforming changes to the Minnesota Indian Family Preservation Act, and modifies definitions, requirements for appointment of counsel, and child placement case procedures involving American Indian children (Art. 17. Secs. 1-56).

### *Housing and Homelessness*

The law requires the state to identify emergency shelter needs for transgender adults experiencing homelessness, conduct a site analysis, and develop a shelter plan. Propel Nonprofits, who will perform the study for \$150,000, must submit a report by March 1, 2025.

The Wilder Foundation is provided \$150,000 to study “the statewide numbers and unique needs of pregnant and parenting youth experiencing homelessness; and best practices in supporting pregnant and parenting homeless youth within programming, emergency shelter, and housing settings.” A report is due the Department of Human Services by Dec. 31, 2025. (Art. 14, Sec. 1; Art. 22, Sec. 2)

## Child Care

Provisions in this article include a requirement that the Department of Children, Youth and Families implement a new weighted risk system that creates a tiered enforcement framework for all child care centers and providers to reflect the level of risk a violation poses to children. Once that system is in place, the current child care “fix-it tickets” will expire.

## Parents with Disabilities

Effective Aug. 1, 2024, a court cannot deny a prospective adoptive parent the ability to proceed with an adoption due to the prospective parent's disability; nor can a petition be filed alleging that a child needs protection or services on the basis of a parent's disability.

Additionally, a court should not deny a parent parenting time with their children because a parent has a disability unless the parent has specific behaviors that would endanger the health or safety of the child. The parent should be given an opportunity to use supportive services to alleviate concerns. (Art. 18, Secs. 24-25, 32, 47)

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## Environment and Natural Resources – Packaging Waste and Cost Reduction Act Equity Study

**Law:** [Chapter 116](#)

**Bill:** [HF3911](#) / [SF3887](#)

**Overview:** The “Packaging Waste and Cost Reduction Act,” is a statewide extended producer responsibility program. This includes a workplace conditions and equity study.

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## Family – African American Family Preservation Act

**Law:** [Chapter 117](#)

**Bill:** [SF716](#) / [HF912](#)

**Overview:** Establishes the “Minnesota African American Family Preservation”, intended to provide protections to keep more Minnesota families together. Establishes new requirements for how social services agencies and courts are to serve African American and other children disproportionately represented in the child protection system.

Requires responsible social services agencies to undertake “active efforts” to try to prevent out-of-home placements, such as working to locate the child’s noncustodial or non-adjudicated parent or relatives before a removal, continuously involving a child's family in all services, and considering an African American or a disproportionately represented child's family's social and cultural values at all times.

Other provisions:

- declares a preference for transfer of permanent legal and physical custody to a relative or noncustodial parent;
- limits the court’s ability to terminate parental rights for African American or other disproportionately represented children;
- modifies circumstances and timelines for petitions for reestablishment of the legal parent and child relationship;
- promotes stability and security by establishing minimum standards to prevent arbitrary and unnecessary removal of children from their families;
- gives training in cultural competency to people working in the child welfare system; and
- establishes a number of reporting, compliance and oversight requirements.

The new requirements are to be implemented initially through a phase-in program in Hennepin and Ramsey counties, developed by the



Department of Human Services, effective Jan. 1, 2025. A working group will provide guidance and oversight for the phase-in program and provide an interim report and implementation plan.

The two counties will split a \$5 million General Fund appropriation to pay for those efforts. Best practices learned during the phase-in implementation could then help guide the statewide rollout beginning in 2027.

Other appropriations include \$2.37 million in fiscal year 2025 for the department to implement the act, followed by a base appropriation of \$3.25 million in 2026 and \$3.11 million in 2027; and \$1 million to the department for a grant program.

## Housing – Tenants Rights

**Law:** [Chapter 118](#)

**Bill:** [SF3492](#) / [HF3591](#)

**Overview:** A new tenant-landlord law protects renters by amending housing lease provisions, allowing tenants to organize to improve living conditions, and providing further protection for victims of domestic and sexual violence.

Victims of domestic abuse, criminal sexual conduct, sexual extortion, or harassment who are renters have previously been allowed to provide advance notice that they may need to terminate their lease if they fear further violence from a person who knows where they live. New provisions will allow tenants to state the advance date they will terminate their lease, to share this notice via any written communication method they regularly use with the landlord, and to confirm they are not terminating their lease until the date stated in their notice, even if they have vacated the property.

Additionally, the new law mandates a tenant’s right to call for police or emergency assistance about domestic abuse or any other conduct, including mental health or health crises, and prohibiting landlords from imposing a penalty for the same, and further declaring that no local ordinance or rule shall apply if it requires a tenant to be evicted after a specified number of calls for police or emergency assistance in response to domestic abuse or any other conduct, including mental health or health crises.

## Economic Development – Appropriations and Cosmetology Licensing

**Law:** [Chapter 120](#)

**Bill:** [SF5289](#) / [HF5205](#)

**Overview:** Omnibus Jobs, Economic Development and Supplemental Appropriations Bill

### *Appropriations*

Appropriations include a \$200,000 grant to the Coalition of Asian American Leaders to support Asian Minnesotan women entrepreneurs and Asian-owned businesses. Additionally, \$1,000,000 from the workforce development fund for a grant to [WomenVenture](#) for supporting childcare providers. (Art. 1, Sec. 2)

### *Cosmetology Licensing*

Effective July 1, 2025, a person applying for an individual license to practice as a cosmetologist, hair technician, manager, or instructor must successfully complete training on the properties of the hair and all hair types and textures, including coil, curl, or wave patterns, hair strand thicknesses, and volumes of hair; and have experience providing services

to individuals with hair of all types and textures, including coil, curl, or wave patterns, hair strand thicknesses, and volumes of hair.

Among the 600 total hours of training for hair technicians in hair cutting and styling and chemical hair services must, beginning Aug. 1, 2025, include training in services to individuals who have all hair types and textures, including coil, curl, or wave patterns, hair strand thicknesses, and volumes of hair. (Art. 3, Secs. 1-2, 4).

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## Public Safety – Appropriations, Victim Notice and End-of-confinement review process, Predatory Offender Registration Process, Home Day Care Restrictions Prohibited, Safe at Home

**Law:** [Chapter 123](#)

**Bill:** [HF5216](#) / [SF5337](#)

### Overview:

#### *Appropriations*

- \$50,000 for a task force domestic violence and firearms;
- \$50,000 for a violence against Latina women report (original bills were [SF4413](#) / [HF4387](#)). (Art.1, Sec.4)

#### *Victim Notice and End-of-confinement Review Process*

Ensures that victim-identifying supporting documentation submitted by medical service provider to sexual assault exam payment program is classified private data; providing consistent definition of crime victim in statutes (original bills were [SF3999](#) / [HF4019](#)).

Victim Notice and End-of-confinement review process requires the commissioner of corrections shall make a good faith effort to notify the

victim of the end-of-confinement review process and that the victim has a right to submit written input for consideration at the end-of-confinement review hearing (original bills were [SF4093](#) / [HF3599](#)). (Art. 2, Secs. 1-15)

#### *Predatory Offender Registration Process*

Modifies registration and verification process for individuals required to register as predatory offenders (original bills were [SF4852](#) / [HF4020](#)).

Requires that a custodian of a petitioner's minor children receive notice of any order for protection, hearing on an order for protection, and cancellation or modification of an order for protection (original bills were [SF4120](#) / [HF4101](#)). (Art. 7, Sec 1-8)

#### *Home Day Care Restrictions*

Prohibits home owner associations from restricting licensed family child care (original bills were [SF4499](#) / [HF4425](#)). (Art.15, Secs. 7-9)

#### *Safe At Home*

Modifies certain Safe At Home provisions: in order to be an eligible person, the individual must reside or intends to reside in Minnesota within 60 days (original bills were [SF4737](#) / [HF 5013](#)). (Art. 15, Secs.1-3)

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## Higher Education – Campus Sexual Harassment and Violence Misconduct Policy, Protections for Pregnant and Parenting Students

**Law:** [Chapter 124](#)

**Bill:** [HF4024](#) / [SF4003](#)

**Overview:** Funding provided in the amount of \$500,000 for the kids on campus initiative. (Art. 1, Sec. 6).

Makes various changes to existing statute requiring postsecondary institutions to adopt policies on sexual misconduct (effective Aug. 1, 2025). (Art. 2, Sec.4).

Creates a new requirement for postsecondary institutions to designate an employee as a “navigator” to assist parenting students, and creates new protections for pregnant and parenting students at public postsecondary institutions. (Art. 2, Sec. 5)

## Health and Human Services – Appropriations and Personal Care Assistance

**Law:** [Chapter 125](#)

**Bill:** [SF5335](#) / [HF5280](#)

**Overview:** Omnibus Human Services Supplemental Appropriations

Appropriations in the amount of \$650,000 to [Isuroon](#) for a linguistically and culturally specific training pilot project with the commissioner of human services. (Art. 8, Sec. 2).

Additionally, the law makes several changes to state-provided and governed disability services, including: reimbursing parents and spouses for providing personal care assistant services. (Art. 1, Sec. 45)

## Health and Human Services – Appropriations

**Law:** [Chapter 127](#)

**Bill:** [SF5335](#) / [HF5280](#)

**Overview:** Mega Omnibus

Stillbirth Prevention Grant. \$210,000 in fiscal year 2025 is for a grant to [Healthy Birth Day, Inc.](#), to operate a stillbirth prevention through tracking fetal movement pilot program.

Grant to Chosen Vessels Midwifery Services. \$263,000 in fiscal year 2025 is for a grant to [Chosen Vessels Midwifery Services](#) for a program to provide education, support, and encouragement for African American mothers to breastfeed their infants for the first year of life or longer. Chosen Vessel Midwifery Services must combine the midwife model of care with the cultural tradition of mutual aid to inspire African American women to breastfeed their infants and to provide support to those who do.

American Indian Birth Center Planning Grant. \$368,000 in fiscal year 2025 is for a grant to the [Birth Justice Collaborative](#) to plan for and engage the community in the development of an American Indian-focused birth center to improve access to culturally centered prenatal and postpartum care with the goal of improving maternal and child health outcomes. The Birth Justice Collaborative must report to the commissioner on the plan to develop an American Indian-focused birth center.

Grant to Birth Justice Collaborative for African American-Focused Homeplace Model. \$263,000 in fiscal year 2025 is for a grant to the [Birth Justice Collaborative](#) for planning and community engagement to develop a replicable African American-focused Homeplace model. The model's purpose must be to improve access to culturally centered healing and care during pregnancy and the postpartum period, with the goal of improving maternal and child health outcomes. The Birth Justice Collaborative must report to the commissioner on the needs of and plan to develop an African American-focused Homeplace model in Hennepin County. The report must outline potential state and public partnerships and financing strategies and must provide a timeline for development. (Art. 67 Sec. 3)