

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF IOWA

EXECUTIVE ORDER NUMBER EIGHTEEN

WHEREAS, Iowa Code § 19B.2 states that “it is the policy of this state to provide equal employment opportunity within state government to all persons;” and

WHEREAS, Executive Order Number Seven was issued on September 14, 1999 to memorialize the philosophy of this administration that discrimination against any executive branch applicant or employee by executive branch personnel, for any reason, will not be tolerated; and

WHEREAS, Through court order, Executive Order Number Seven has been declared to be null and void, and of no effect; and

WHEREAS, as the Chief Executive Magistrate for the State of Iowa, I intend to implement the state’s equal employment opportunity policy, within state government, to the fullest extent allowable under state law; and

WHEREAS, the Iowa Department of Personnel is the central agency responsible for state personnel management, including oversight of the state’s merit employment policy, as well as its equal opportunity, affirmative action and workforce diversity efforts throughout state government; and

WHEREAS, state law establishes the Equal Opportunity in Employment Task Force created pursuant to executive order, or its successor; and

WHEREAS, this administration will remain committed to the full implementation of the state’s equal employment opportunity, affirmative action, and workforce diversity programs by ensuring that this policy is followed by each agency within the executive branch.

NOW, THEREFORE, I, THOMAS J. VILSACK, Governor of the State of Iowa, by the power vested in me under the laws and the constitution of the State of Iowa do hereby order that:

- I. Executive Order Number Seven, issued on September 14, 1999, shall be rescinded. In its place, this Executive Order Number EIGHTEEN, shall be enacted and followed by all state agencies within the executive branch of government to the fullest extent allowable under the law.
- II. I reaffirm the policy of the State of Iowa to provide equal opportunity in state employment to all persons. The director of each state agency within the executive branch of government will be responsible for assisting with the implementation of this policy, along with the other provisions outlined in this Order to the fullest extent allowable under the law. Annually, as part of the report mandated by Chapter 19B.5, the director of the Iowa Department of Personnel shall submit a report to this office describing any observations made by the department regarding the implementation of this policy by executive branch agencies.
- III. I reaffirm the policy of the State of Iowa to effectively administer affirmative action and workforce diversity programs within state government. The state’s affirmative action programs shall have as its purpose to remedy any past or present discriminatory practices to the fullest extent allowable under the law. The state’s workforce diversity program shall identify and seek to dismantle all policies, practices, or other barriers that limit the effective recruitment, employment, appointment, assignment, or advancement of all persons who are otherwise qualified to serve within the executive branch of state

government. The state's diversity program shall be implemented to the fullest extent allowable under the law.

- IV. I direct the Iowa Department of Personnel to create and administer the state's workforce diversity program. The workforce diversity program shall promote a work environment that values the contribution that each employee can make and creates an inclusive work environment where awareness of, and respect for, those employee differences are promoted. Further, the workforce diversity program shall be managed in a manner that contributes to the business objectives of the state. The director shall report the progress of the state's workforce diversity program to this office in its annual report to this office.
- V. The Task Force for Equal Opportunity in Employment shall be created pursuant to Iowa Code § 19A.1(3). The task force will be established to: (a) advise the department of personnel as it identifies problems that may impede the state's progress toward the full utilization of state residents and the diversification of the state's workforce; (b) monitor the state's progress toward achieving its affirmative action goals; and (c) make recommendations to the Governor on initiatives that are designed to help the state meet its equal opportunity, workforce diversity, and affirmative action goals.
- VI. Members on the Task Force for Equal Opportunity in Employment shall be appointed by the Governor.
- VII. The Lieutenant Governor, or Governor's designee, shall chair the Task Force for Equal Opportunity in Employment. The task force will be charged with the tasks listed below.
 - A. The task force shall design a system to advise the department of personnel as it identifies problems that may limit equal employment opportunities or workforce diversity within state government.
 - B. The task force shall design a system to monitor the state's progress toward achieving its affirmative action goals.
 - C. The task force shall prepare a comprehensive report on the status of the state's equal opportunity, affirmative action, and diversity policies, for review by the Governor by April 30, 2001. The report shall contain the recommendations of the task force for reassessing the state's equal opportunity and affirmative action policies in light of current legal and demographic trends. The report shall assess the following items:
 - 1. the employment rates and patterns for people within state government over the past fifteen years;
 - 2. specific barriers that may limit employment and promotion opportunities within state government for all persons;
 - 3. the success of equal opportunity and affirmative action policies previously implemented by the state;
 - 4. the status of state and federal equal employment and affirmative action laws;
 - 5. the likelihood that the state's equal opportunity affirmative action and diversity policies, on their own, can assure the full utilization of all persons within state government.

The comprehensive report may include any additional information that the task force deems to be important and relevant.

- VIII. The task force shall hold regular meetings at a centralized location.
- IX. The Iowa Department of Personnel shall provide staff support to the task force, as needed, to enable the task force to fulfill its responsibilities.

IN TESTIMONY WHEREOF, I have hereunto subscribed my name and caused the Great Seal of Iowa to be affixed. Done in Des Moines, Iowa, this 28th day of March in the year of our Lord Two Thousand One.

Thomas J. Vilsack
Governor

ATTEST:

Chester J. Culver
Secretary of State