



# State of Iowa

## Executive Department

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

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### EXECUTIVE ORDER NUMBER SEVEN

- WHEREAS, this administration is committed to recruiting and maintaining a diverse state workforce that is representative of the community at large, and possesses a diverse set of traits and skills that will enhance the quality of services provided to Iowa residents; and
- WHEREAS, it is the policy of this state to provide equal employment opportunities within state government to all persons, regardless of individual characteristics; and
- WHEREAS, the State of Iowa is directed by state and federal law to formulate an affirmative action program that is designed to remedy the effects of past and present practices, policies, or other barriers to equal employment opportunity, wherever those remedies are appropriate; and
- WHEREAS, Executive Order Number 46 was enacted on December 21, 1982, and reaffirmed under Executive Order Number 44 on April 30, 1992 to enhance the affirmative action efforts of state government, within the State of Iowa, by coordinating resources, assigning responsibilities, and requiring progress reviews; and
- WHEREAS, Iowa Code section 19A.1(3) created the Iowa Department of Personnel, and designated an affirmative action task force to exist within the department, pursuant to executive order, or its successor; and
- WHEREAS, the department of personnel is responsible, under Iowa Code section 19B.3, for the administration of equal opportunity and affirmative action efforts throughout state government in the recruitment, appointment, assignment and advancement of personnel by state agencies; and
- WHEREAS, Iowa Code section 19B.4 requires each state agency, including the state board of regents and its institutions, to develop annual affirmative action plans with goals and timetables, and submit each plan to the department of personnel for review; and
- WHEREAS, the Iowa Department of Management shall oversee the Iowa Department of Personnel in the implementation of the state's affirmative action program under Iowa law, and communicate the status of the implementation program with the Governor's Office; and
- WHEREAS, this administration is committed to the implementation and monitoring of the state's affirmative action program at the highest levels of state government.

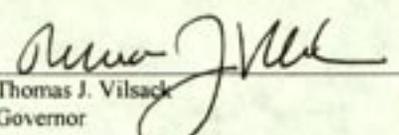
**NOW, THEREFORE, I, THOMAS J. VILSACK, Governor of the State of Iowa, by the power vested in me by the laws and the constitution of the State of Iowa do hereby order that:**

- I. Executive Order Number 44, enacted on April 30, 1992, shall be rescinded.
- II. I reaffirm the policy of the State of Iowa to provide equal opportunity in state employment to all employees. To that end, I proclaim that an individual shall not be denied access to state employment opportunities because of race, creed, color, religion, national origin, gender, gender identity, sexual orientation, age, marital status, or physical or mental disability.
- III. I reaffirm the policy of administering an affirmative action program, within state government, that is designed to remedy past and present practices, policies and other barriers that limit the effective recruitment, employment, appointment, assignment and advancement of persons within ethnic and racial minority groups. Under this administration, state government shall dedicate itself to the task of creating and maintaining a pool of qualified candidates, from racial and ethnic minority groups, as well as groups of persons with disabilities, for recruitment, appointment, assignment and advancement to all positions within state government.
- IV. The Task Force for Equal Opportunity in Employment shall be created pursuant to Iowa Code section 19A.1(3), and shall function as the successor to all preceding task forces. 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 and affirmative action goals.

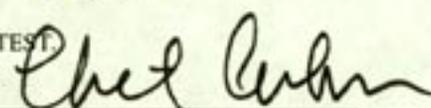
- V. Members on the Task Force for Equal Opportunity in Employment shall be appointed by the Governor.
- VI. The Lieutenant Governor, or other Governor's designee, shall chair the Task Force for Equal Opportunity in Employment. The task force will be charged with the tasks listed below.
- A. The task force shall design and implement a system to advise the department of personnel as it identifies problems that may limit the employment opportunities, within state government, for certain classes of people.
- B. The task force shall design and implement 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 and affirmative action policies, for review by the Governor, within one (1) year following the date that the task force first convenes. 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 also define the suggested future role of the task force in the implementation of the state's equal opportunity and affirmative action policies. The comprehensive report shall assess the following items:
1. the employment rates and patterns for all classes of people within state government over past fifteen (15) years;
  2. specific barriers that may limit employment and promotion opportunities, within state government, for certain classes of people;
  3. the success of equal opportunity and affirmative action policies previously implemented by the state;
  4. the status of state and federal laws;
  5. the likelihood that the state's equal opportunity policy, alone, can assure the full utilization of all classes of people within state government.
- The comprehensive report may include any additional information that the task force deems to be important and relevant.
- VII. The task force shall hold regular meetings at a centralized location.
- VIII. 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 at Des Moines on this the 14<sup>th</sup> day of September in the year of our Lord one thousand nine hundred and ninety-nine.

  
Thomas J. Vilsack  
Governor

ATTEST

  
Chester J. Culver  
Secretary of State