

**OFFICE OF THE GOVERNOR**

**EXECUTIVE ORDER #193**

**Relating to the Creation of the Task Force on the  
Glass Ceiling Initiative**

WHEREAS, women and minorities have made significant employment gains at the entry level and the first levels of management. Yet, women and minorities have not experienced similar gains into the mid and senior levels of management, notwithstanding increased experience, credentials, overall qualifications, and a greater attachment to the workforce; and

WHEREAS, impediments to progress in the workforce for women and minorities is partly due to what has become known as the "glass ceiling;" and

WHEREAS, the United States Department of Labor has concluded that the "glass ceiling" is most clearly defined as artificial barriers based on attitudinal or organizational bias that prevent qualified individuals from advancing upward in their organizations into management level positions; and

WHEREAS, few private or public organizations can afford glass ceilings in a global marketplace that grows increasingly more competitive, and organizations need to promote the best people, regardless of gender;

NOW, THEREFORE, I, TOMMY G. THOMPSON, Governor of the State of Wisconsin, by the authority vested in me by the Constitution and the laws of this State, and specifically by Wisconsin Statute section 14.019, do hereby:

1. Establish the Task Force on the Glass Ceiling Initiative to:
  - \* Study the manner in which organizations in Wisconsin fill management decision-making positions, the developmental and skill-enhancing practices used to foster the necessary qualifications for advancement into such positions, and the compensation programs and reward structures currently utilized in the workplace.
  - \* Focus greater attention on the importance of eliminating artificial barriers to the advancement of women and minorities to management and decision-making positions in Wisconsin's workforce.
  - \* Provide findings about the existence and effect of the "Glass Ceiling" on Wisconsin private and public organizations and provide recommendations to the Governor not later than October 15, 1993, and subsequently make a public presentation to the state in Winter 1993.

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AUG 11 1993

REFERENCE BUREAU

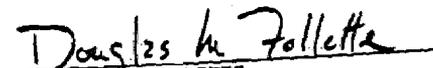
2. The Task Force shall include individuals from Wisconsin private and public sectors and shall be selected by the Governor.
3. Direct the Wisconsin Housing and Economic Development Authority to provide the staff resources and other expenses relating to the Task Force.



IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Wisconsin to be affixed. Done at the Capitol in the City of Madison this fifth day of August in the year one thousand nine hundred and ninety-three.

  
TOMMY G. THOMPSON  
Governor

By the Governor:

  
DOUGLAS L. FOLLETTE  
Secretary of State

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