

Office of Governor Patrick J. Lucey
State Capitol Building
Madison, Wisconsin 53702

PRESS RELEASE

For Release:
Thursday, May 18, 1972

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EXECUTIVE ORDER NO. 39

WHEREAS, the Wisconsin State Legislature has recently ratified the 29th Amendment to the United States Constitution assuring equal rights for all women; and

WHEREAS, recent United States Supreme Court cases have ruled unconstitutional any statutes which arbitrarily discriminate against women; and

WHEREAS, there is increasing evidence that women are not accorded the full rights of citizenship; and

WHEREAS, there is a growing awareness of the need to take affirmative steps to assure equal rights for women.

NOW, THEREFORE, I, PATRICK J. LUCEY, Governor of the State of Wisconsin, do hereby order:

- (1) that the head of each state department, board and commission examine and assess those statutes over which he has administrative responsibility to determine whether either that statute, or the procedures by which it is administered, might arbitrarily discriminate against women and to take or recommend appropriate steps to remedy such discrimination.
- (2) that there be created in the State Bureau of Personnel an Affirmative Action Unit to direct affirmative actions in the employment and assignment of women and minorities throughout the state service of Wisconsin. The unit, under the direction of the Director of Personnel, will review the affirmative action plans including goals and timetables of all state departments; closely coordinate all plans for departmental implementation of affirmative action; provide leadership and guidance to departments and direct departments to comply with all aspects of affirmative action; receive, analyze and transmit to the Governor periodic progress reports for all departments; convene departmental Affirmative Action officers regularly;

continuously review State personnel policies, including fringe benefits and recommend to the appropriate agency whatever changes are required to assure that they not discriminate in any way;

- (3) that the Secretary of each State department and head of each board and commission shall designate a departmental Affirmative Action officer who shall report directly to the Secretary or head. The Affirmative Action officer shall develop and implement a realistic affirmative action program of employing women and minorities within each Department and at all employment levels with the goal of attaining numbers of such employees proportionate to their labor force participation; and shall develop specific goals and timetables based on an analysis of departmental deficiencies and determined in cooperation with approval of the Affirmative Action unit in the State Bureau of Personnel;
- (4) that the head of each state department, board and commission shall be responsible for the active encouragement of women and minorities in applying for promotions, and shall promote the requisite training at all levels which will qualify women and minorities for appointment and advancement in a climate of true equal employment opportunity; that departments shall also be responsible for thorough dissemination and posting of information on grievance procedures. Departments shall evidence willingness to discuss problems, provide counseling for employees who feel aggrieved, and shall encourage the resolution of employee problems;
- (5) that departments shall be responsible for thorough dissemination of Affirmative Action policy within the department. Externally, all recruitment sources and prospective employees shall be likewise informed of these policies and practices.
- (6) that departments are encouraged to appoint women and minorities whenever feasible to examining boards, committees and advisory boards, so as to effectuate a balance on them similar to that being urged for the overall work force.

IN TESTIMONY WHEREOF, I have here-
unto 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 seven-
teenth day of May in the
year of our Lord one thousand
nine hundred and seventy-two.

PATRICK J. LUCEY
GOVERNOR

By the Governor:

Secretary of State