



EXECUTIVE DEPARTMENT



EXECUTIVE ORDER NO. 26

WHEREAS, the State of Wisconsin has a tradition which recognizes that each individual person provides a vital resource to the state; and

WHEREAS, there is evidence that members of racial and ethnic minority groups, women and persons with disabilities are underrepresented and/or unequally distributed in the current state government work force; and

WHEREAS, the State of Wisconsin has the responsibility to insure equality of employment opportunity within state government for all persons; and

WHEREAS, these responsibilities can be met only by aggressive affirmative efforts to recruit, hire, train, promote, and retain persons historically excluded from the full range of employment opportunities and responsibilities within state government; and

WHEREAS, the Legislature has declared in Chapter 230, of the Wisconsin Statutes, that the State of Wisconsin shall take affirmative action to correct the present effects of past discrimination; and

WHEREAS, the previous attempts to address the under-utilization of historically excluded persons have been limited by lack of accountability, specificity, flexibility, and by personnel system constraints; and

WHEREAS, this administration is absolutely committed to the removal of discriminatory barriers to and within state service;

NOW, THEREFORE, I, LEE SHERMAN DREYFUS, Governor of the State of Wisconsin, do hereby order the pursuit of an Affirmative Action Program designed to correct work force imbalances and to eliminate the present effects of past discrimination in employment. This program shall include the following actions:

- (1) The Secretary of the Department of Employment Relations shall assess, codify, and make both comprehensible and equitable department administrative rules, procedures and policies which relate to employment in order to promote and enhance achievement of a balanced work force in Wisconsin State government.
- (2) The Affirmative Action Council, established by Section 230.46 of the Wisconsin Statutes, shall monitor and evaluate the state's affirmative action program and report to me not less than annually.

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- (3) The head of each state department, board, commission, agency and educational institution shall be responsible for preparing an affirmative action plan. The Secretary of the Department of Employment Relations shall review, comment, and approve or disapprove agency plans and forward them with commentary to the Governor. Agency plans shall set goals and outline steps for incorporating affirmative action principles into agency policy and procedures.
- (4) The head of each state department, board, commission, agency and educational institution shall be responsible for effective compliance with their affirmative action plan so that equal employment opportunity may become a reality in this state. Equal employment opportunity includes affirmative action policies and practices dealing with, but not limited to the following areas: recruitment, selection, hiring, training, transfer, layoff, return from layoff, compensation and fringe benefits, promotion and retention of ethnic and racial minority persons, women and persons with disabilities.
- (5) Each department, board, commission, agency and educational institution with 50 or more employees shall create an Affirmative Action Advisory Committee(s) whose responsibility it will be to advise on programs to ensure equality of opportunity for all its employees, applicants and clients.
- (6) In each department, board, commission, agency and educational institution, the person designated Affirmative Action Officer shall have direct access to the agency head for the purpose of consulting with, reporting to, or advising on Affirmative Action program matters.
- (7) In order that the Program shall have identifiable resources to accomplish specific, measurable results, affirmative action and equal opportunity activities shall be an integral part of the operating budget of all agencies.
- (8) The success of the state's Affirmative Action program depends upon the degree to which agency heads take the lead in promoting true equal employment opportunity. Affirmative Action programming will be a recurring agenda item at cabinet meetings. At least one cabinet meeting annually shall be devoted solely to affirmative action. All agency heads are encouraged to explore and implement innovative personnel policies in order to enhance their efforts. The Department of Employment Relations shall provide necessary technical assistance.



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- (9) The Secretary of the Department of Employment Relations shall monitor and evaluate agency progress toward the stated affirmative action goals and shall make recommendations to the agency head and the Governor for additional actions to assure sufficient progress in implementing the agency plan.
- (10) The Secretary of the Department of Employment Relations shall annually prepare and submit to the Governor a summary of state affirmative action program accomplishments, plans for the future and recommended actions.

I am hereby directing the Secretary of the Department of Employment Relations to prepare procedures for the full implementation of this order.



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 25th day of September in the year of our Lord one thousand nine hundred and seventy-nine.

Lee Sherman Dreyfus
 LEE SHERMAN DREYFUS

By the Governor:

Vel R. Phillips
 VEL R. PHILLIPS
 Secretary of State

STATE OF WISCONSIN
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VEL PHILLIPS
 SECRETARY OF STATE