EXECUTIVE ORDER 72-07

Substantial progress has been achieve in implementing the state policy of encouraging members of minority groups to obtain employment in state government, as has been described in previous executive orders and directives. However, additional progress must occur with respect not only to minority employment but also with respect to the employment opportunities for women, and those persons disadvantaged by age or handicap.

Issues which have been identified include:

The rate of retention of minority employees must be improved.

A disproportionate number of minority and women employees are employed at lower salary levels and the number of minority and women employees in administrative and policy positions should be increased.

Impediments to employment because of handicap or age need to be eliminated.

NOW, THEREFORE, I, Daniel J. Evans, Governor of the state of Washington, by virtue of the power vested in me,

-Reaffirm my commitment to attain equal employment rights for members of racial minority groups by establishing a minimum statewide goal for employment of minorities which is approximately proportionate to each minority's population in the state;

-Further direct that affirmative action be taken to accelerate the promotion to professional, supervisory, administrative, and policy positions of members of racial minority groups and women; and

-Direct that a major effort be undertaken to insure the equitable administration of all state personnel actions as they relate to handicap or age.

A. To substantiate this commitment, I am hereby issuing the following instructions to be followed by each state agency to achieve equal employment opportunities, and to develop a state work force that is truly representative of the citizens of this state. The Director, Secretary or President of each state agency shall:

1. Develop a policy statement reflecting your agency's commitment to insure that equal employment opportunities exist within your agency.

2. Establish an affirmative action plan for your agency for the hiring and upgrading in employment of women and members of minority groups. Your plan shall include specific goals and objectives with target dates and supportive systems.

3. Appoint a responsible policy-making official, at the Vice President, Deputy Director, Assistant Director or equivalent level, who will be responsible for the development and implementation of your affirmative action plan.

B. To assist you in the development and implementation of your affirmative action plan, I have assigned the following responsibilities:

1. The Department of Personnel and the Higher Education Personnel Board shall:

a. Provide constituent agencies with guidelines and assistance for establishing and implementing an affirmative action plan.

b. Develop a reporting system for monitoring and evaluating the progress of each agency and higher education institution toward achieving its goals.

2. The Human Rights Commission shall:

a. Evaluate affirmative action guidelines to insure equity and compliance with federal and state regulations and law.

b. Enforce Chapter 49.60 RCW to insure compliance with the content and spirit of this Executive Order.

3. The Office of the Governor will be responsible for reviewing and assessing the affirmative action progress reports submitted by the Department of Personnel and the Higher Education Personnel Board and will obtain the advice and counsel on overall progress of affirmative action in state government from those advisory commissions concerned with minority and women's issues and state policy development.

C. Please submit the name of your designated responsible affirmative action official to the Department of Personnel or the Higher Education Personnel by September 15, 1972. It is requested that agency affirmative action plans, including numerical goals, objectives and target dates be received by the Department of Personnel or the Higher Education Personnel Board by December 15, 1972, for review and approval. Those affirmative action plans which are not in compliance with the approved guidelines, as determined by the appropriate Personnel Board, must be resubmitted no later than February 15, 1973.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the State of Washington to be affixed at Olympia this 20th day of August A.D., Nineteen hundred and seventy-two.

Daniel J. Evans
Governor of Washington

BY THE GOVERNOR:

Secretary of State