

# STATE OF MINNESOTA

## EXECUTIVE DEPARTMENT



**MARK DAYTON**  
**GOVERNOR**

### **Executive Order 16-01**

#### **Establishing the Diversity and Inclusion Council; Rescinding Executive Order 15-02**

**I, Mark Dayton, Governor of the State of Minnesota**, by virtue of the authority vested in me by the Constitution and applicable statutes, do hereby issue this Executive Order:

**Whereas**, the State of Minnesota must be a leader in its commitment to equal employment opportunities, equal contracting opportunities and full participation in civic life for all Minnesotans;

**Whereas**, the State of Minnesota has a responsibility to ensure that all Minnesotans have an opportunity to work for the State of Minnesota, to do business with the State of Minnesota and have the opportunity to fully participate in the development of policy within our vibrant democracy;

**Whereas**, diversity and inclusion are core values of the State of Minnesota and a priority of the Dayton Administration;

**Whereas**, the State of Minnesota can only fully recognize its potential when all Minnesotans are provided the opportunity to realize their full potential; and

**Whereas**, the State of Minnesota is committed to being a leader across the United States on issues of diversity and inclusion.

**Now, Therefore**, I order that:

1. The Diversity and Inclusion Council ("Council") be established.
2. The Governor shall serve as the Chair of the Council.
3. The Governor's Director of Diversity will serve as the Chair of the Council on behalf of the Governor.

4. The Commissioner of the Department of Human Rights shall serve as the Vice-Chair of the Council.
5. The Council shall include the other following members:
  - a. Commissioner of Administration;
  - b. Commissioner of Employment and Economic Development;
  - c. Commissioner of Education;
  - d. Commissioner of Health;
  - e. Commissioner of Higher Education;
  - f. Commissioner of Human Services;
  - g. Commissioner of Management and Budget;
  - h. Chair of the Metropolitan Council;
  - i. Commissioner of Minnesota Housing;
  - j. Commissioner of Transportation;
  - k. Chancellor of the Minnesota State Colleges and Universities;
  - l. President of the University of Minnesota;
  - m. Secretary of State, by invitation.
6. The Council should involve all of the Commissioners that comprise the Governor's Cabinet in their work, as their visible strong leadership is critical to improving diversity in recruiting, retaining, and promoting state employees, in state contracting, and civic engagement in the State of Minnesota.
7. The Council will work to study, educate, and develop recommendations for best practices in the area of diversity and inclusion in recruiting, retaining, and promoting state employees, in state contracting, and civic engagement for administrative agencies that comprise the Governor's Cabinet.
8. The Council shall work in consultation with the agencies' Affirmative Action Officers, Minnesota Council on Latino Affairs, Council on Asian-Pacific Minnesotans, Council for Minnesotans of African Heritage, Minnesota Indian Affairs Council, Minnesota State Council on Disability, the office on the Economic Status of Women and other legislative commissions, joint agencies or boards deemed appropriate.
9. The Council shall consult with and solicit advice from private businesses, governmental entities, and nonprofits regarding best practices in the area of diversity and inclusion in recruiting and retaining employees and in contracting.
10. The Council shall have the following duties:

- a. The Council will recommend best practices in the area of diversity and inclusion in recruiting, retaining, and promoting state employees, in state contracting, and civic engagement.
  - b. The Council will develop a long range plan that will identify barriers to success, metrics for measuring progress, and recommendations for agencies to achieve their goals in the area of diversity and inclusion in employment, state contracting and civic engagement.
  - c. The Council will prepare a report to the Governor and the Legislature by July 1 of 2015, and by January 1 of each year thereafter. The report shall identify specific recommendations and changes, if appropriate, in law or administrative rules.
11. The Council's duties will support the state's affirmative action program and its implementation throughout the state's agencies.
12. The following committees will report to the Council:
- a. Employment Practices Committee chaired by the Commissioner of Minnesota Management and Budget;
  - b. Contracting Practices Committee chaired by the Commissioner of Administration; and
  - c. Civic Engagement Practices Committee chaired by the Commissioner of Human Rights.

This Executive Order is effective fifteen days after publication in the State Register and filing with the Secretary of State, and shall remain in effect until rescinded by proper authority or until it expires in accordance with Minnesota Statute, section 4.035, subdivision 3.

**In Testimony Whereof**, I have set my hand on this 24th day of February, 2016.



**Mark Dayton**  
Governor

Filed According to Law:



**Steve Simon**  
Secretary of State

