

**STATE OF MINNESOTA**



**Department of  
Administration**

**MANAGEMENT  
ANALYSIS  
DIVISION**

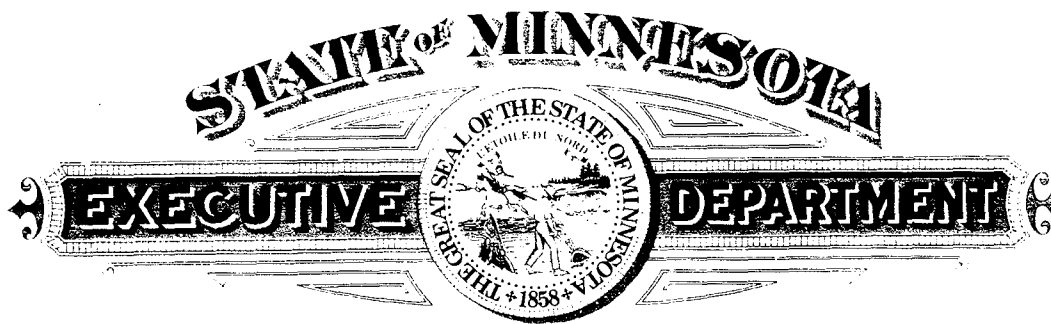
DATE: May 7, 1991  
TO: Interested Parties  
FROM: Terry L. Bock, *Terry L. Bock* Assistant Commissioner  
Department of Administration  
SUBJECT: Executive Order #91-14

Enclosed is a copy of Executive Order #91-14, signed by the Governor on May 3, 1991.

Executive Order #91-14 provides for a state affirmative action council.

TLB/kgj  
Enclosures

KJ\EXEC\EXECORDER



EXECUTIVE ORDER 91-14  
PROVIDING FOR A STATE  
AFFIRMATIVE ACTION COUNCIL

I, ARNE H. CARLSON, GOVERNOR OF THE STATE OF MINNESOTA, by virtue of the authority vested in me by the Constitution and the applicable statutes, do hereby issue this Executive Order:

WHEREAS, the State of Minnesota has been a leader in its commitment to equal employment opportunity throughout state government; and

WHEREAS, the State of Minnesota is directed by federal law and by state law to formulate an affirmative action program to provide equal employment opportunity in state government; and

WHEREAS, the State of Minnesota has the responsibility to ensure that the workforce is reflective of the diversity of the state's population; and

WHEREAS, affirmative action will be monitored at the highest levels of state government;

NOW, THEREFORE, I order that:

1. There is hereby created an Affirmative Action Council to develop a long range plan and recommendations to implement the State's Affirmative Action Program and equal opportunity bidding procedures and to advise the Governor and the Legislature on equal opportunity.
2. The council shall be composed of the following:
  - a. Lieutenant Governor.
  - b. Commissioner of Human Rights - responsible for the enforcement of the state's Human Rights Act.
  - c. Commissioner of Employee Relations - responsible for maintaining an efficient and effective merit-based personnel management system.
  - d. Commissioner of Jobs and Training - responsible for providing employment information and applicant referral services to assist in meeting labor force needs.
  - e. Commissioner of Administration - responsible for bidding and managing all state contracts for purchase of supplies, equipment, services and construction projects.
3. The Lieutenant Governor shall serve as chairperson of the council.
4. The purpose of the council is to create a management team to analyze, make recommendations and monitor the state's affirmative action program and the state procurement program assuring equal access to protected groups under M.S. 43A.19 and M.S. 473.143.

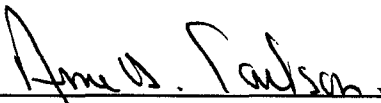
5. Duties of the council:

- a. The council shall develop a long range plan which will include action steps and goals in order to implement the state's Affirmative Action Program, to assure equal access to contracting opportunities, to identify issues needing attention by the state, and to make policy recommendations to the Governor and monitor the achievement of goals.
- b. The council shall work in cooperation with the Spanish Speaking Affairs Council, the Council on Black Minnesotans, the Council on Asian-Pacific Minnesotans, the Indian Affairs Council, the State Council on Disability, and the Commission on the Economic Status of Women, and will be advised by members of the Statewide Affirmative Action Committee and others as deemed appropriate in order to develop an understanding of the diversity of the issues at hand.
- c. The council shall conduct an identification of present affirmative action and procurement programs and will conduct an assessment of protected group participation in these programs.
- d. The council shall prepare a report assessing the performance of state government and the operating agencies in the area of affirmative action and contracting. The report shall also include the identification of barriers to the full utilization of all protected groups with specific recommendations for changes in policy and procedures to assure better access.

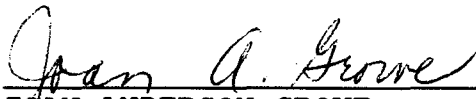
- e. Administrative Provisions: The Department of Employee Relations shall provide staff support as needed for the council to fulfill its duties.

Pursuant to Minnesota Statutes 1990, Section 4.035, subd. 2, this Order shall be effective fifteen (15) 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 it expires in accordance with Minnesota Statutes 1990, Section 4.035, subd. 3.

IN TESTIMONY WHEREOF, I have set my hand this third day of May, 1991.

  
\_\_\_\_\_  
ARNE H. CARLSON  
Governor

Filed According to Law:

  
\_\_\_\_\_  
JOAN ANDERSON GROWE  
Secretary of State

STATE OF MINNESOTA  
DEPARTMENT OF STATE  
FILED

MAY 3 1991

  
Secretary of State