

**EXECUTIVE ORDER 94-7
PROVIDING FOR THE ESTABLISHMENT OF
THE GOVERNOR'S TASK FORCE ON THE GLASS CEILING**

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, *Minnesota Milestones*, the state's 30-year plan developed in 1992, calls for a future in which people of all cultures, races, and ethnic backgrounds are valued and respected; communities are safe, friendly, and caring; all citizens have the economic means to maintain a reasonable standard of living; and people with disabilities have the opportunity to participate in society; and

WHEREAS, *Tomorrow's Labor Force - The Next 30 Years*, a report prepared by Minnesota Planning officials, shows that the days of rapid labor force growth are over in Minnesota with the growth rate decreasing to two percent between the years 2010 and 2020 and with people of color and women making up a larger share of the state's labor force; and

WHEREAS, impediments to progress in the workforce for women, people of color, and people with disabilities are partly due to what has become known as the "glass ceiling;" and

WHEREAS, the U.S. Department of Labor defines the "glass ceiling" as the artificial barriers based on attitudinal or organizational bias that prevent qualified individuals from advancing upward in their organizations; and

WHEREAS, Minnesota's economic and competitive strength in the international marketplace will be enhanced by a commitment to examine and break through the barriers that prevent all people from achieving their potential;


NOW, THEREFORE, I hereby order that:

The Governor's Task Force on the Glass Ceiling be established. The task force shall consist of a chair and nine members to be appointed by the Governor. The task force shall deliver a report and recommendations to the Governor and the Legislature by January 1, 1995. Minnesota Planning will provide staff support for the task force.

The Glass Ceiling Task Force shall study the manner in which organizations in Minnesota fill management decision-making positions, the practices used to foster the necessary qualifications for advancement, and the compensation and reward programs currently used in the workplace.

Pursuant to Minnesota Statutes 1992, 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 1992, Section 4.035, subd. 3.

IN TESTIMONY WHEREOF, I have set my hand this fourteenth day of September
1994.



ARNE H. CARLSON
Governor

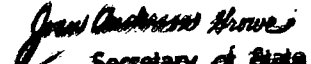
Filed According to Law:



JOAN ANDERSON GROWE
Secretary of State

STATE OF MINNESOTA
DEPARTMENT OF STATE
FILED

SEP 20 1994


Secretary of State