

EXECUTIVE ORDER NO. 37

Providing for the establishment of
an Affirmative Action Program in all
state agencies.

STATE OF MINNESOTA
DEPARTMENT OF STATE
FILED

JUL 2 8 1972

Arden J. Erdahl
Secretary of State

I, Wendell R. Anderson, Governor of the State of Minnesota, by virtue of the authority vested in me by the Constitution and applicable statutes, hereby issue this Executive Order:

WHEREAS, the State of Minnesota is committed by the State Act Against Discrimination and the Governor's Code of Fair Practices to actively promote equal opportunity employment in the State of Minnesota;

WHEREAS, the State of Minnesota is committed by the Federal Equal Employment Act of 1972 to formulate an Affirmative Action Program to provide equal employment opportunity in all positions of government employment;

WHEREAS, the State of Minnesota has a responsibility to insure the optimum use of the state's manpower resources and the human development of state employees;

NOW, THEREFORE, I order that each department of state government immediately establish an Affirmative Action Program to remove all barriers to equal employment opportunity in all areas of state employment. This order includes, but is not limited to, the following areas: recruitment, selection, benefits, promotion, transfer, layoff, return from layoff, compensation, and employee development programs, including apprenticeship and training programs.

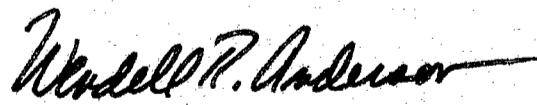
1. Each department of state government will designate a staff member as Equal Opportunity Officer in charge of Affirmative Action for that agency. Each department will notify the Commissioner of Human Rights and the Director of the Department of Civil Service of its designated officer not later than August 5, 1972.
2. An Equal Opportunity Executive Committee will be established immediately to supervise the development of Affirmative Action in all state agencies. The Committee will be composed of one representative each from the Governor's Office, the Department of Administration, the State Planning Agency, and the Department of Civil Service. It will be chaired by the Commissioner of Human Rights.

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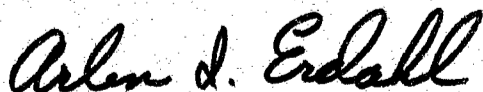
3. A Director of Equal Opportunity will be appointed by the Governor to monitor the progress of Affirmative Action in all state agencies. The Director of Equal Opportunity will work in cooperation with the Equal Opportunity Officer in each department of state government. The Director of Equal Opportunity will be employed by the State Planning Agency and report to the chairman of the Equal Opportunity Executive Committee and its members.
4. Each department of state government will prepare an Affirmative Action Program based on the guidelines established by the Equal Opportunity Executive Committee, delineated in the "Model Affirmative Action Program for All State Agencies", and a set of "Methods for the Implementation of State Affirmative Action Programs." Each department will submit its Affirmative Program to the Director of Equal Opportunity not later than September 5, 1972. The Director, together with the Equal Opportunity Executive Committee, shall be responsible for insuring that each program complies with state guidelines.
5. Each department of state government will file a brief report with the Director of Equal Opportunity not later than September 22, 1972 regarding its progress in the area of equal opportunity during 1972.

This Order shall be effective on July 28th, 1972.

IN TESTIMONY WHEREOF, I hereunto set my hand on this 28th day of July, 1972.


Wendell R. Anderson

Filed according to Law:


Arlen I. Erdahl
Secretary of State

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