



Proclamation

WHEREAS: The State of Minnesota has had a formal commitment to equal opportunity since 1972; and

WHEREAS: Discrimination means unfair treatment, whether intentional or unintentional, based on protected characteristics; and

WHEREAS: Equal Employment Opportunity is a non-discrimination policy, the policy of basing all personnel decisions solely on individual merit of applicants and employees related to the specific job qualifications without regard to protected characteristics; and

WHEREAS: Affirmative action emphasizes the positive, active steps needed to bring about change rather than a passive attitude of simple non-discrimination; and

WHEREAS: In 1987 the Governor and the Legislature again strengthened the state's affirmative action program by increasing the number of protected group candidates referred to in agencies with disparities in their workforces for hiring consideration; and

WHEREAS: To monitor the state's affirmative action program the Governor has appointed an Affirmative Action Council, which meets at least four times a year and includes the Lieutenant Governor (Chair), Attorney General, Commissioner of Human Rights, Commissioner of Employee Relations and the State Director of Equal Opportunity; and

WHEREAS: The Department of Employee Relations/Equal Opportunity Division and the statewide Affirmative Action Committee endeavor to provide the first statewide conference on affirmative action for state employees;

NOW, THEREFORE, I, Rudy Perpich, Governor of the State of Minnesota, do hereby proclaim September 16 and 17 to be

AFFIRMATIVE ACTION IN STATE GOVERNMENT DAYS

In Minnesota.

STATE OF MINNESOTA
DEPARTMENT OF STATE

FILED
SEP 17 1987

Joan Anderson Howe
Secretary of State

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Minnesota to be affixed at the State Capitol this eighth day of September in the year of our Lord one thousand nine hundred and eighty-seven, and of the State the one hundred twenty-ninth.

Rudy Perpich
GOVERNOR

Joan Anderson Howe
SECRETARY OF STATE

#37592

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