

Corrected copy

STATE OF COLORADO

EXECUTIVE CHAMBERS

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Roy Romer
Governor

EXECUTIVE ORDER

EQUAL EMPLOYMENT OPPORTUNITY IN STATE GOVERNMENT

WHEREAS, the State of Colorado must dedicate itself to the principle that all citizens regardless of race, ethnicity, sex, age, religion, or mental or physical disability are treated equally under the law;

WHEREAS, the State of Colorado should be a model of equal employment opportunity for the public and private sectors;

WHEREAS, the Personnel Board of the State of Colorado has determined that systemic discrimination against women and minorities has existed and continues to exist in the state personnel system and has taken action pursuant to Article XII, Section 14, of the Colorado Constitution to remedy the effects of that discrimination;

WHEREAS, members of minority groups, women, and persons with disabilities continue to be underrepresented in employment in state government in proportion to the percentages of qualified minorities, women, and persons with disabilities in the labor force;

WHEREAS, the underrepresentation of these groups is due to historical, social, and economic patterns of discrimination;

WHEREAS, the state workforce should reflect the diversity of the population of the State of Colorado;

WHEREAS, the State of Colorado must continue to take positive steps toward the elimination of any discrimination and its vestiges, and assure that all citizens, regardless of race, ethnicity, sex, age, religion, or physical or mental disability, have an equal opportunity to compete for and obtain employment with the State of Colorado;

NOW THEREFORE, I, Roy Romer, Governor of the State of Colorado, under the authority vested in me under the constitution and laws of the State of Colorado, ORDER:

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1. The head of each principal department is directed to eliminate any vestiges of discrimination in the employment practices of the department, including, but not limited to selection, promotion, training, and appraisal.
2. The head of each principal department is directed to take necessary action to recruit and hire members of protected groups with the goal that the percentages of minorities and women within each department of state government reflect at least the percentage of qualified persons from that group in the workforce in the State of Colorado.
3. The head of each principal department shall annually, no later than October 1 of each year, report to the Governor and the executive director of the Department of Personnel on the following:
 - (a) An annual plan for the reduction or elimination of any underutilization of women and minorities within their respective departments;
 - (b) Specific efforts to be undertaken by the department to recruit and hire minorities, women, and persons with disabilities;
 - (c) In each job category where underutilization exists, each department head shall annually report to the executive director of the Department of Personnel each occasion when an appointing authority within that department appoints a member of an underrepresented protected class and the number of times during the preceding year the appointing authority has had an opportunity to appoint a member of an underrepresented protected class and has chosen not to do so;
 - (d) A plan for assuring that providing equal employment opportunity and achieving affirmative action goals are part of every appointing authority's performance plan and annual performance appraisal.
4. The executive director of the Department of Personnel shall annually recommend to the Governor for commendation the appointing authority in state government who has made the most progress toward achieving equal employment opportunity.
5. The executive director of the Department of Personnel shall report to me no later than November 1, 1987, and annually thereafter, on effective methods to assure that state employment is free from discrimination, including mechanisms intended to achieve equal employment opportunity and specific methods for encouraging employment of persons with disabilities.
6. This order supercedes the Executive Order relating to Equal Employment Opportunity and Affirmative Action issued on April 16, 1975, but shall not supercede the March 16, 1978 Executive Order nor the fiscal rules on state contracting.

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7. Copies of this Executive Order shall be distributed to all state departments and agencies and shall be displayed in prominent locations in their offices and facilities, particularly those locations to which the public has access.

GIVEN under my hand and the Executive Seal of the State of Colorado, this 7th day of August 1987.


Roy Romer
Governor

