



EXECUTIVE ORDER #59

Relating to Diversity, Equity, and Inclusion in State Government

WHEREAS, the Constitution of the State of Wisconsin guarantees equality and the protection of certain inherent rights, tasking the government with the responsibility of securing and defending these rights;

WHEREAS, while Wisconsin has historically been a leader and pioneer in the fight for equality and equal opportunity, more can and must be done to ensure that the Wisconsin state government protects against discrimination, promotes diversity, and advances equity and inclusion;

WHEREAS, individual and systemic racism, discrimination, and bias perpetuates and exacerbates disparities in access to economic opportunities, employment, education, housing, and health care;

WHEREAS, we must intentionally address and dismantle individual and systemic racism, discrimination, and bias through thoughtful and ongoing implementation of culturally responsive and equitable policies and practices;

WHEREAS, to ensure the prosperity, health, and wellbeing of every Wisconsinite, state employees at every level of state government must do their part to recognize, respect, and represent individuals from historically underrepresented and under-resourced communities;

WHEREAS, a diverse state workforce is necessary for the proper and effective operation of the State of Wisconsin and the executive branch;

WHEREAS, in addition to our constitutional and statutory obligations to ensure equal opportunity for all Wisconsinites, this administration is committed to ongoing and comprehensive efforts to remove barriers, promote diversity, and build a culture of inclusion and respect;

WHEREAS, in Executive Order #1, I charged the executive branch with developing policies and practices aimed at preventing discrimination, sexual harassment, or harassment of any individual on the basis of age, race, religion, ethnicity, disability, sex, physical condition, developmental disability, military or veteran status, sexual orientation, gender identity or expression, national origin, marital or familial status, genetic information, or political affiliation; and

WHEREAS, equity and inclusion shall be the guiding principles and core values for every state workplace, program, activity, service, contract, and decision.

NOW, THEREFORE, I, TONY EVERS, Governor of the State of Wisconsin, by the authority vested in me by the Constitution and the Laws of the State, hereby order the following:

1. The Department of Administration's Division of Personnel Management, Bureau of Equity and Inclusion shall:
 - a. Provide support and monitoring of agency equity and inclusion plans to ensure consistency in the development, effective implementation, and progress of plans.
 - b. Review and evaluate all affirmative action and equal employment opportunity programs and policies, and address opportunities for improvement for strengthening such programs and policies where necessary.
 - c. Develop and offer professional development and training for all state agencies that will help improve employees' skills and competency in managing affirmative action, equity, inclusion, and diversity issues.
 - d. Collaborate with state agencies to collect and analyze relevant data to assess the implementation of this Executive Order.
2. The State Council on Affirmative Action shall:
 - a. Assist and advise state agencies and government officials regarding the development and implementation of agency equity and inclusion action plans aimed at promoting affirmative action, equity, inclusion, and diversity in state government.
 - b. Facilitate strategies for agencies to reach diverse candidates, including developing tools to measure effectiveness and integrating equity and inclusion into full-cycle recruitment and retention initiatives.
 - c. Champion and advocate for the state's equity and inclusion initiatives, policies, and programs.
 - d. Develop communication channels with racial and ethnic minority and women's groups and organizations to ensure that information about the state's employment opportunities is widely disseminated.
3. Each state agency shall develop an equity and inclusion action plan to implement strategies that will comply with equal employment opportunity and affirmative action requirements, build an infrastructure and culture committed to equity and inclusion, and incorporate equity and inclusion throughout the agency's work and public service. Each agency shall use the Department of Administration's Division of Personnel Management, Bureau of Equity and Inclusion and the State Council on Affirmative Action as resources in developing and implementing these plans. Each equity action plan shall do the following:
 - a. Develop a clear and transparent agency-wide plan that identifies and prioritizes goals, deliverables, accountabilities for results, and feasible expectations.
 - b. Identify and address barriers impacting employee recruitment and retention efforts.
 - c. Establish benchmarking best practices, analyze demographic and turnover trends, and plan for anticipating and responding to staffing changes, priorities, and trends.
 - d. Assess internal workplace processes and policies to ensure they are equitable, culturally responsive, and promote inclusion.

- e. Identify, design, and implement methods for collaborative idea generation, relationship building, partnership, and sharing of resources to collectively move efforts forward.
 - f. Ensure appropriate data collection processes, metrics and reporting tools are put in place to identify inequities and ensure progress.
 - g. Expand professional development opportunities and provide resources that raise awareness, build knowledge and understanding, and encourage and promote an inclusive culture.
4. The Department of Administration shall develop and provide mandatory equity and inclusion training for all state agency employees. The training shall aim to build a culture of equity and inclusion in all state workplaces, increase cultural awareness and understanding of systemic racism and disparities, and advance the objectives outlined by this executive order. The training shall be developed in consultation with the Department of Administration's Bureau of Equity and Inclusion and the State Council on Affirmative Action. All agency employees shall complete the training by December 31 of 2020. The training shall be provided to all new employees during orientation.
 5. The Governor, Lieutenant Governor, and all cabinet agency secretaries shall attend annually at least one professional training or conference related to equity, inclusion, or diversity.
 6. To advance progress toward meeting Wisconsin's supplier diversity goals, the Department of Administration's Director of Supplier Diversity shall assess and improve current procurement and contract processes and develop new relationships and strategies to create and foster opportunities for businesses owned or operated by racial and ethnic minorities, women, and veterans.
 7. The Governor's Advisory Council on Equity and Inclusion ("Advisory Council") shall be created, pursuant to Section 14.019 of the Wisconsin Statutes. The Advisory Council shall advise the Governor, Lieutenant Governor, and Department of Administration Secretary on statewide equity and inclusion, including ways to improve equity and inclusion for Wisconsinites across the state and in all sectors. The Governor shall appoint the members of the Advisory Council to serve at the pleasure of the Governor. The Advisory Council shall be staffed by the Department of Administration.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great seal of the State of Wisconsin to be affixed. Done at the Capitol in the City of Madison this twelfth day of November in the year of two thousand nineteen.

TONY EVERS
Governor

By the Governor:

DOUGLAS LA FOLLETTE
Secretary of State