



STATE OF WASHINGTON
OFFICE OF THE GOVERNOR

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EXECUTIVE ORDER 12-02

**SUPERSEDING EXECUTIVE ORDER 93-07
WORKFORCE DIVERSITY AND INCLUSION**

WHEREAS, Washington State is committed to developing and maintaining a high performing public workforce that provides access, meaningful services, and improved outcomes for all citizens. Our state is unique. Our history and geography place us at the crossroads of domestic and international trade. We are immigrants and indigenous peoples, farmers and financiers, and soldiers and software engineers. Our diversity is enriched by hundreds of cultural traditions, ranges of faith, types of families, expressions of personal identities, personal abilities and talents, and professional and personal experiences. The ever increasing diversity of our population and workforce defines who we are as a people, and drives the public's expectations; and

WHEREAS, all Washingtonians share a collective aspiration to build a better future for current and future generations. As such, it is the policy of Washington State to proactively build a diverse, inclusive, and culturally competent workforce by eliminating barriers to growth and opportunity, allowing each employee to contribute his or her full measure of talent, and building our capacity to deliver innovative, effective, and culturally relevant services to all the people of Washington.

NOW, THEREFORE, I, Christine O. Gregoire, Governor of the state of Washington, by virtue of the power vested in me by the Constitution and statutes of the state of Washington, do hereby order and direct as follows:

1. The Office of the State Human Resource (HR) Director

The State HR Director will serve as the Governor's Chief Diversity Officer with responsibility for establishing diversity policies and strategies as part of Washington's overall talent management framework. To this end, the Office of the State HR Director shall:

- (a) In collaboration with agencies and institutions, develop priorities, goals, and strategies for creating a diverse, inclusive, and culturally competent workforce;
- (b) Establish both internal and external committees to advise state government on workforce diversity policy and strategy, including convening cross agency/institution work groups to develop and coordinate enterprise-wide diversity and inclusion initiatives;
- (c) Establish streamlined agency, institution, and statewide workforce diversity reporting requirements;
- (d) Review, evaluate, and approve agency and institution workforce diversity plans, policies, and strategies; and
- (e) Develop and deliver an annual report to the Governor on the state's progress towards creating a diverse, inclusive, and culturally competent workforce.

2. General Government Agencies

All cabinet agencies, boards and commissions, and other agencies that report to the Governor are responsible for developing and maintaining a high performing workforce that improves outcomes for customers, delivers culturally responsive services, and reflects the diversity of the communities it serves. To this end, each agency, board and commission shall:

- (a) Designate a staff member to oversee and implement workforce diversity strategies;
- (b) Maintain current policies on diversity, inclusion, and equal opportunity, which include supervisors' and employees' specific responsibilities for promoting diversity, inclusion, and equal employment opportunity;
- (c) Deliver training to supervisors and employees on diversity, inclusion, and equal employment opportunity, including the competencies necessary to provide culturally responsive services;
- (d) Develop and implement diversity recruitment, hiring, development, and retention strategies, including strategies to build a diverse cadre of mid and senior level managers; and
- (e) Submit reports on the effectiveness of workforce diversity strategies in accordance with requirements outlined by the Office of the State HR Director.

All other elected officials, institutions of higher education, agencies, boards and commissions are invited to follow the provisions of this Executive Order.

This Executive Order, which supersedes Executive Order 93-07, shall take effect immediately.

Signed and sealed with the official seal of the state of Washington, on this 20th day of June, 2012, at Olympia, Washington.

By:

/s/

Christine O. Gregoire
Governor

BY THE GOVERNOR:

/s/

Secretary of State