

**EXECUTIVE ORDER REAFFIRMING A COMMITMENT TO A QUALITY AND
DIVERSIFIED WORK FORCE**

WHEREAS, it is crucial to the State of Illinois that State government attract and retain a quality and diversified work force; and

WHEREAS, the development and implementation of a program for recruitment of a diversified work force will increase employment of personnel in minority classifications; and

WHEREAS, the citizens of Illinois deserve a State government that assures all citizens of Illinois that their employment needs will be addressed.

Therefore, I, George H. Ryan, hereby order the following:

- I. The Department of Human Rights, in conjunction with the Department of Central Management Services, the Department of Employment Security, and other State agencies, shall develop a recruitment plan designed to achieve the goal of attaining a diversified work force in State government.
- II. Each agency shall designate a management level person responsible for coordinating recruitment efforts. This individual shall work in concert with representatives from the Department of Human Rights, Department of Central Management Services, and the Department of Employment Security to insure that all populations are reached during efforts to recruit and fill vacancies.
- III. The Department of Human Rights shall be responsible for monitoring and assessing State agencies in their efforts to attain the goal of a diversified work force and for preparing quarterly reports to the Governor on progress toward that goal.
- IV. The Department of Human Rights and the Department of Central Management Services shall conduct training on effective recruitment as needed and/or requested.
- V. All agency heads shall inform key management staff (Human Resource Officers, Hiring Officers, Recruiters, etc.) of the commitment to attain a diversified work force in State government.

This Executive Order Number 15 (1999) shall be effective upon filing with the Secretary of State.

GEORGE H. RYAN
Governor

October 8, 1999