

THE GOVERNOR

Title 4—ADMINISTRATION

PART I. GOVERNOR'S OFFICE

[4 PA. CODE CH. 1]

[EXECUTIVE ORDER NO. 2008-06, AS AMENDED]

Office of Diversity Management

April 15, 2010

Whereas, the commonwealth is committed to creating a culture of inclusion that values and promotes diversity and equal opportunity in all aspects of commonwealth employment, business, and service;

Whereas, diversity and a culture of inclusion generally means to the commonwealth the presence and participation of individuals from various races, religions, ethnic and national origins, socio-economic backgrounds, genders, abilities, and beliefs;

Whereas, commonwealth offices under the Governor's jurisdiction invest significant resources to create and support diversity efforts;

Whereas, historically, the commonwealth's efforts to recruit, retain, and contract with diverse individuals and businesses have been largely decentralized, lacking a comprehensive enterprise-wide strategic plan;

Whereas, an effective enterprise diversity management policy requires coordinated implementation of diversity policies, programs, initiatives, structures, and strategies related to all aspects of commonwealth work, including employment, procurement, and communications;

Whereas, effective strategic diversity management practices will further enhance commonwealth employee productivity and customer service, nurture the development of employees at all levels, and strengthen the state's economy by increasing the pool of diverse employees, citizens, and businesses; and

Whereas, although the commonwealth has a Chief Diversity Officer, no central coordination of diversity efforts currently exists to govern, evaluate, encourage, and monitor agency diversity planning, investment, and effectiveness. Therefore, it is imperative to establish an Office of Diversity Management to facilitate an effective, coordinated diversity strategy that leverages best practices and resources across commonwealth agencies.

Now, Therefore, I, Edward G. Rendell, Governor of the Commonwealth of Pennsylvania, by virtue of the authority vested in me by the Constitution of the Commonwealth of Pennsylvania and other laws of the commonwealth, do hereby establish the Office of Diversity Management, the Governor's Executive Diversity Council, and the Governor's Diversity Planning Council, all as hereinafter set forth, in order to ensure that diversity management strategies and best practices are considered, implemented, and evaluated across commonwealth agencies.



Governor

Fiscal Note: 2010-1. No fiscal impact; (8) recommends adoption.

Annex A

TITLE 4. ADMINISTRATION

PART I. GOVERNOR'S OFFICE

CHAPTER 1. AGENCY OPERATION AND ORGANIZATION

Subchapter RR. OFFICE OF DIVERSITY MANAGEMENT

§ 1.521. Office of Diversity Management.

The Office of Diversity Management (Office) shall be managed by the Chief Diversity Officer, an executive-level position within the Office of Administration, who shall report directly to the Governor or the Governor's designee. The Chief Diversity Officer shall consult with the Governor's Executive Diversity Council on matters related to diversity strategies implementation; advise the Secretary of Administration on matters related to equal employment opportunity, recruitment, placement, retention, and other workforce and workplace-related issues; and advise agencies and offices on procurement and contracting issues, as they may relate to diversity management and planning.

(1) *Responsibilities.* The Office shall create a coordinated Commonwealth-wide, strategic approach to diversity management and:

(i) Develop, design and implement a strategic plan to accomplish the Commonwealth's diversity vision, mission and goals.

(ii) Identify acceptable measures, coordinate and guide diversity efforts, and establish clear direction and expectations for diversity management efforts in this Commonwealth.

(iii) Incorporate diversity management best practices into Commonwealth agency policies, practices, structures, goals and objectives.

(iv) Coordinate the minority participation data of all purchasing and contracting agencies under the Governor's jurisdiction.

(v) Prepare an annual report to the Legislature.

(2) *Authority.* Existing policies and practices of agencies under the Governor's jurisdiction shall be subject to the advice, direction and guidance of the Chief Diversity Officer so that they comply with Commonwealth-wide diversity objectives promulgated by the Office. Agencies under the Governor's jurisdiction shall participate in diversity planning, policy development and implementation. The Chief Diversity Officer may appoint, from time to time, ad hoc advisory groups and committees to assist with matters related to diversity management and inclusion, to engage public discussion, or to accomplish the responsibilities of the Office.

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