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**State of Montana
Office of the Governor**



Executive Order No. 2-93

Executive Order Re-establishing the
Interdepartmental Coordinating Committee of Women (ICCW)

12 WHEREAS, the Constitution of the State of Montana
13 prohibits the State or any person from discriminating against
14 any person in the exercise of his or her civil rights on the
15 account of sex; and

16 WHEREAS, I am committed to bringing about full and equal
17 employment opportunity for all Montanans; and

18 WHEREAS, equal employment opportunity begins in state
19 government; and

20 WHEREAS, the State's Equal Employment Opportunity report
21 of 1991 demonstrates that women continue to be heavily
22 concentrated in lower-paying, non-management and non-policy
23 making positions; and

24 WHEREAS, the State's Equal Employment Opportunity report
25 of 1991 also shows that although some progress has been made
26 toward women moving into management jobs, women remain
/ concentrated at the low end of professional and managerial

1 positions; and

2 WHEREAS, the ICCW has been effectively utilized in the
3 past to identify problems of women state employees; and

4 WHEREAS, the goal of the ICCW is to promote the full
5 participation of women at all levels of state government.

6 NOW, THEREFORE, I, MARC RACICOT, by the authority vested
7 in me by Article VI, Section 4 of the Montana Constitution,
8 and Section 2-15-201, MCA, do hereby:

9 1. Re-establish the Interdepartmental Coordinating
10 Committee for Women.

11 2. Instruct each agency director as follows:

12 A. To call for representatives from your agency
13 who are willing to serve on the ICCW; and

14 B. To annually select at least one agency
15 representative and an alternate with whom you
16 can effectively work to implement ICCW's
17 recommendations; and

18 C. To provide for and encourage the active
19 participation of agency representative(s) and
20 alternate(s); and

21 D. To notify my office by no later than September
22 30, 1993 of your designated representative(s)
23 and alternate(s) to ICCW, and by no later than
24 December 1 of each year thereafter.

25 This order is effective immediately.
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GIVEN under my hand and the
GREAT SEAL of the State of
Montana, this 28th day of
February, in the year of our
LORD, One Thousand, Nine
Hundred and Ninety-Three.

Marc Racicot
MARC RACICOT, Governor

ATTEST:

Mike Cooney
MIKE COONEY, Secretary of State