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**State of Montana  
Office of the Governor**



**Executive Order No. 3-94**

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EXECUTIVE ORDER AMENDING EXECUTIVE ORDER NO. 2-93 AND  
RE-ESTABLISHING THE INTERDEPARTMENTAL COORDINATING  
COMMITTEE OF WOMEN (ICCW)

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

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

WHEREAS, equal employment opportunity begins in state government; and

WHEREAS, the State's Equal Employment Opportunity report of 1993 demonstrates that women continue to be heavily concentrated in lower-paying, non-management and non-policy making positions; and

WHEREAS, the State's Equal Employment Opportunity report of 1993 also shows that although some progress has been made 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 issues facing women state employees; and

4 WHEREAS, the goal of the ICCW is to create positive  
5 change for all state employees by promoting the full  
6 participation of women in state government.

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

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

12 2. Instruct each agency director as follows:

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

15 B. To annually select at least one agency  
16 representative and an alternate with whom you  
17 can effectively work to implement ICCW's  
18 recommendations and to notify my office prior  
19 to May 1st of the appointees' names; and

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

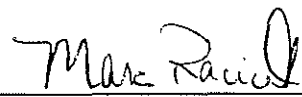
23 D. To notify my office within 30 days after  
24 resignation of your department's  
25 representative with the name of your  
26 replacement representative.

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This order is effective immediately.

GIVEN under my hand and the  
GREAT SEAL of the State of  
Montana, this 28<sup>th</sup> day of  
March, 1994.

  
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MARC RACICOT, Governor

ATTEST:

  
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MIKE COONEY, Secretary of State