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**Office of the Governor**



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**Executive Order No. 13-99**

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EXECUTIVE ORDER CONTINUING 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 gender; 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 1999 shows that although significant progress has been made toward women moving into management jobs, women remain concentrated at the low end of professional and managerial positions; and

WHEREAS, the ICCW has been effectively utilized in the past to identify issues facing women state employees; and

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

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

4 1. Continue the Interdepartmental Coordinating Committee  
5 for Women.

6 2. Instruct each agency director as follows:

7 A. To call for representatives from the agency who  
8 are willing to serve on the ICCW; and

9 B. To select on an annual or biennial basis at least  
10 one agency representative and an alternate to  
11 implement ICCW's recommendations and to notify my  
12 office of the appointees' names; and

13 C. To provide for and encourage the active  
14 participation of agency representative(s) and  
15 alternate(s); and

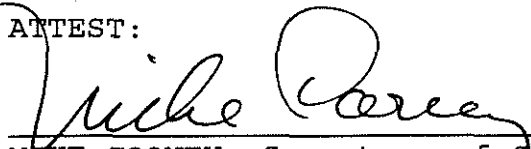
16 D. To notify my office within 30 days after  
17 resignation of the agency's representative with  
18 the name of the replacement representative.

19 This order is effective immediately.

20  
21 GIVEN under my hand and the GREAT  
22 SEAL of the State of Montana,  
23 this 7<sup>th</sup> day of September, 1999.

24   
25 \_\_\_\_\_  
26 MARC RACICOT, Governor

27 ATTEST:

28   
29 \_\_\_\_\_  
30 MIKE COONEY, Secretary of State