



Commonwealth of Kentucky  
Governor Ernie Fletcher's Communications Office

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**GOVERNOR ERNIE FLETCHER SIGNS EXECUTIVE ORDER  
ENHANCING STATE'S AFFIRMATIVE ACTION PLAN**

*Plan will create most diversified administration in state's history*

**FRANKFORT, Ky.** - Governor Ernie Fletcher signed an executive order today to enhance the government's affirmative action plan during his 9<sup>th</sup> annual Diversity Day program. The plan is designed to ensure all Kentuckians have equal opportunity to gain employment within state government.

"Updating the commonwealth's affirmative action plan equalizes the playing field for all Kentuckians who wish to serve this great state," said Governor Fletcher. "We will hold agencies accountable for following the plan. My administration has set diversity as a priority."

Managers and other personnel professionals will receive mandatory training regarding diversity and the updated affirmative action plan. The training will emphasize ways to reach affirmative action goals along with the established accountability procedures for complying with the plan.

Personnel Cabinet Secretary Erwin Roberts believes this is an opportunity for state government. "The commonwealth's largest employer is setting an example for the rest of the state to follow suit," said Secretary Roberts. "By giving all applicants a chance to share their abilities and culture, our state will be better prepared to serve all the people of the commonwealth."

Governor Fletcher raised the state's minority employment goal from 7.5% to 10% in July, 2005, to demonstrate his commitment to affirmative action. The executive order affirms his commitment to vigorously support equal employment opportunity in all areas of state government and to ensure freedom from discrimination based on race, color, national origin, gender, age, religion, veteran status and disability in accordance with state and federal laws.

The order further directs all state departments and agencies continue to improve the employment opportunities for under represented groups in all job categories and to encourage private industry and business to join with state government in continuing efforts to eradicate all forms of employment discrimination.

The Office of Human Resource Planning & Diversity Initiatives will oversee the implementation of the Affirmative Action Plan.

"The world is dynamic and every changing," Governor Fletcher said. "Kentucky must rely upon the strength of its diversity to be able to compete in a global society."

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