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Tim Longmeyer
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MEMORANDUM

TO: Cabinet Secretaries
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Personnel Executive

FROM: Tim Longmeyer, Personnel Cabinet Secretary *TML*

RE: Executive Branch Affirmative Action Plan

DATE: November 15, 2013

Equal Employment Opportunity is more than just a legal requirement, it is a moral imperative. In order to serve effectively the people of our Commonwealth, it is essential that we enhance our workforce diversity and foster inclusive workplace cultures. The Executive Branch Affirmative Action Plan supports this Administration's continued commitment to maintaining workplaces that are free from harassment and discrimination to assure employees feel valued, respected and supported.

The Executive Branch Affirmative Action Plan reaffirms existing guidelines to ensure that all employees and applicants, without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, ancestry, age, disability, genetic information, political affiliation or veteran status, are afforded equal employment opportunities within the Executive Branch. It also establishes Executive Branch hiring goals for minorities and females. These goals are based upon the most recent 2010 Kentucky Census data and help ensure that the Commonwealth strives to have a workplace which is reflective of society.

The Affirmative Action Plan originated in 1984 with the issuance of Executive Order 84-549 by Governor Martha Layne Collins. Statewide goals at that time were based on the results of the 1980 Kentucky Census. The 1988 General Assembly confirmed and strengthened affirmative action efforts by mandating the Affirmative Action Plan for state government via KRS 18A.138. Since 1988, each administration has reaffirmed its commitment to affirmative action efforts by setting goals which reflect the society it serves, while also capturing updated equal employment efforts within the Affirmative Action Plans. These equal employment efforts include the denouncement of sexual harassment, inclusion of policy statements regarding the Americans with Disabilities Act, and other updates to state and federal law.

Thus, Kentucky has long-recognized that a diverse and inclusive workforce enables state government to better serve an increasingly diverse community, while also being a desired place of employment. The Commonwealth has made many strides in equal opportunities in the workplace. However, we remain committed to evaluating our current processes and setting new goals for the future.

Thank you for your continued commitment and diligent work to remove any barriers for meaningful equal opportunity within state government.



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