

**Secretary of State**

**EXECUTIVE ORDER 99-9**

**Establishing a Governor's Diversity Advisory Council**

**WHEREAS**, the State of Arizona is dedicated to the philosophy and practice of equal economic and employment opportunity for all citizens, prohibiting discrimination based on race, color, sex, religion, national origin, age, disability, or veteran status, except when any of these factors is an existing bona fide occupational qualification; and

**WHEREAS**, diversity is recognized as a key business strategy directly related to enhanced productivity and profitability; and

**WHEREAS**, as the largest employer in Arizona, it is incumbent on the State to fully embrace the responsibility of incorporating the "best business practices" philosophy into all areas of State government; and

**WHEREAS**, in order to create a prosperous and harmonious community there must be an environment that promotes respect and inclusion;

**NOW, THEREFORE**, I, Jane Dee Hull, Governor of the State of Arizona, by virtue of the authority vested in me by the Arizona Constitution and the laws of the State, do hereby order the establishment of an Advisory Council to recommend policies and programs which will impact the State's business strategies, programs, and employment practices consistent with the Governor's commitment to diversity. This Council is to be known as the Governor's Diversity Advisory Council.

1. The Council shall initially be comprised of no less than 16 members.

2. The Chair and members shall be appointed by, and serve at the pleasure of, the Governor.
3. Members shall not send alternates or proxies to represent them at Council meetings.
4. The Council shall make recommendations to the Governor on matters relating to the State's recognition of and commitment to diversity.
5. The Governor's Office of Equal Opportunity shall serve as the coordinating entity for the Council.
6. The Governor's Diversity Advisory Council shall be reviewed no later than June 30, 2003 to determine appropriate action for its continuance, modification, or termination.

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Arizona.

**Jane Dee Hull**  
**Governor**

**DONE** at the Capitol in Phoenix on this Ninth day of July in the Year One Thousand Nine Hundred and Ninety-Nine and of the Independence of the United States of America the Two Hundred and Twenty-third.

**ATTEST:**  
**Betsey Bayless**  
**Secretary of State**