



Commission on Inclusion

Commission on Inclusion Executive Order No. 24



Commission on Inclusion

Purpose

Advise and identify policies and practices that promote inclusion and address discrimination, harassment, and retaliation based on Prohibited Grounds across the Executive Branch

Goal

Leverage diversity and foster inclusion to deliver the best public Service

Objectives

- Advise the Governor on practices and policies that enable D & I practices
- Provide strategies that promote economic efficiency, accountability, attract, grow, and retain an excellent workforce
- Identify trends and actions that create a competitive advantage for state government and NC
- Raise awareness

Office of State Human Resources (OSHR)

Agency Purpose

Employee Overview

Nancy Astrike, Employee Relations Manager

OSHR Roles and Responsibilities

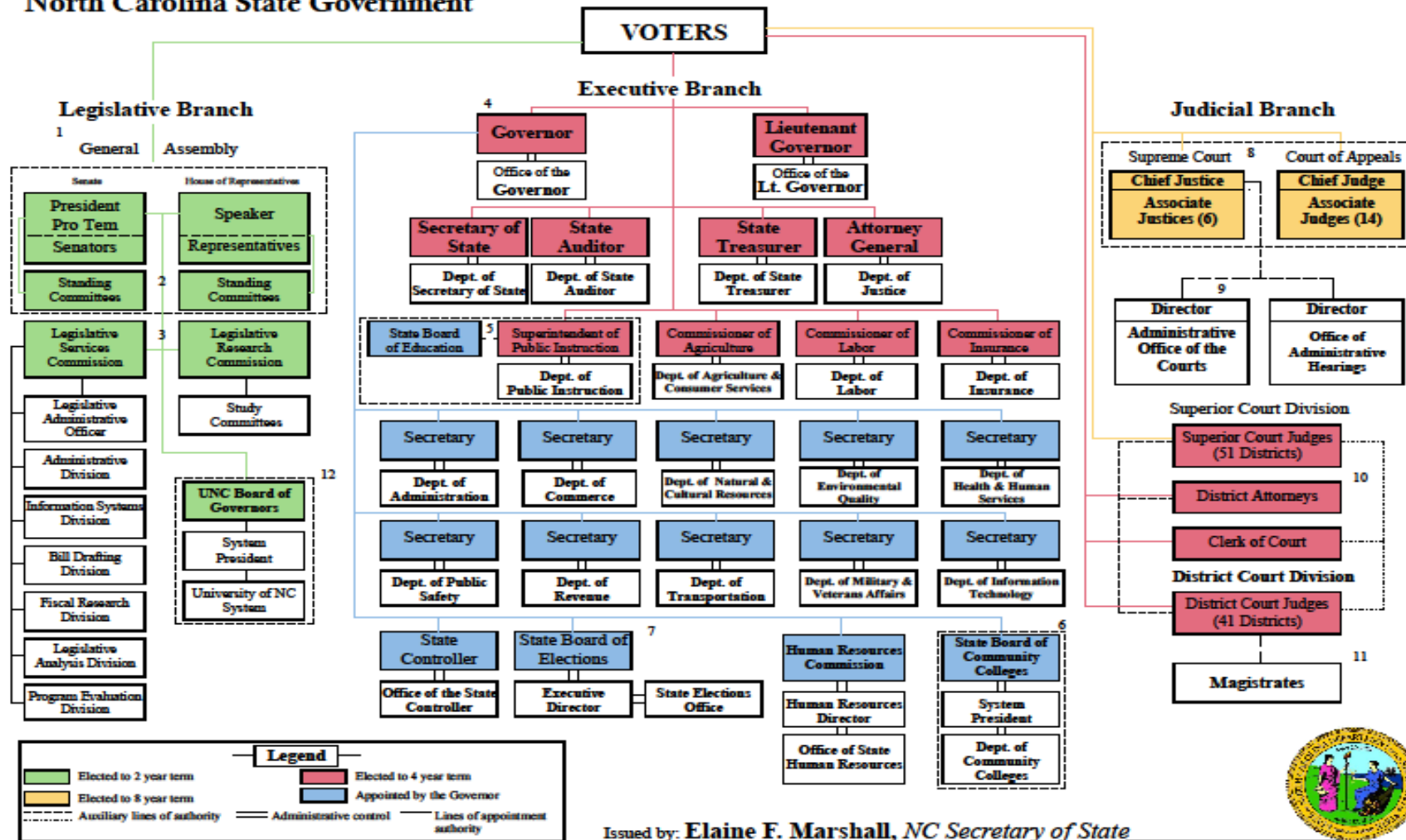
- ▶ Serve as the "Center of Human Resources Collaboration and Facilitation" for the State of North Carolina.
- ▶ Focus on statewide programs and policies to allow state government to attract, retain, develop, and motivate a high-performing, diverse workforce.
- ▶ Administer the State Human Resources Act with accountability to the Governor and the State Human Resources Commission.



Office of State Human Resources

Organizational Chart of North Carolina State Government

2016



Employee Statistics

for the month of May 2018					
Total # of Employees	Total Agency Employees	Total University Employees	Average Salary	Average Age	Average Years of Service
81,148	58,763 (72%)	22,412 (28%)	\$47,426	47	11

Employee Statistics

Ethnicity	Number of Employees	Percent of Total State Employees
African American	24,358	30.0%
Asian	1,869	2.3%
Hispanic	1,705	2.1%
Multinational	247	0.3%
Native American	1,173	1.4%
Pacific Islander	33	0.0%
White	49,819	61.4%
Ethnicity Not Given	1,944	2.4%

Gender	Number of Employees	Percent of Total State Employees
Female	41,231	51%
Male	39,917	49%

Employee Statistics

Years of Service	Number of Employees	Percent of Total State Employees
Less than 2 years	12,567	15%
2 to 4	13,610	17%
5 to 9	13,852	17%
10 to 14	15,271	19%
15 to 19	10,883	13%
20 to 29	12,841	16%
30+	2,124	3%

Education	Number of Employees	Percent of Total State Employees
Less than High School	2,080	3%
High School Graduate	31,025	38%
Associate	8,772	11%
Bachelor	20,805	26%
Advanced Degree	8,793	11%
Certifications	307	0%

Age	Number of Employees	Percent of Total State Employees
Less than 20	46	0.1%
20-29	9,073	11.2%
30-39	15,972	19.7%
40-49	21,526	26.5%
50-59	23,771	29.3%
60-69	10,006	12.3%
70 or more	754	0.9%

Job Categories	Number of SHRA Employees	Percent of Total State Employees
Administrative Support	6,460	11.0%
Agricultural, Environmental & Scientific	2,228	3.8%
Corrections	12,284	20.9%
Education & Training	580	1.0%
Engineering	2,944	5.0%
Executive	112	0.2%
Financial & Business Management	2,282	3.9%
Human Resources	632	1.1%
Human Services	3,339	5.7%
Information Communication & Media	346	0.6%
Information Technology	2,257	3.8%
Institutional Support Services	1,261	2.1%
Law Enforcement & Public Safety	3,120	5.3%

Employee Statistics

Executive Order No. 24

Munashe Magarira
Associate General Counsel, Office of the Governor

Executive Order No. 7034
Works Progress Administration



Government

- ▶ What does Government do?
- ▶ What are the branches of government?

Separation of Powers

- ▶ What is it?
 - ▶ Each branch of government has its own, separate duties
- ▶ Why do we have it?
 - ▶ Because the framers said so?





Executive Branch

- ▶ Its duties and powers
 - ▶ How do they compare to the legislature?
- ▶ Its limitations
 - ▶ Generally?
 - ▶ Under the North Carolina constitution?
 - ▶ What are cabinet agencies?
 - ▶ What is the Council of State?

Executive Order No. 24 in Brief

- ▶ Establishes goals for how certain, marginalized groups *should* be treated by *the State*
- ▶ Imposes equality of access requirements on cabinet agencies when those agencies provide public services
- ▶ Requires two cabinet agencies to provide formal guidelines that interpret how the Executive Order will impact state government employment and state contracting in the short term and the long term
- ▶ Establishes a Commission on Inclusion to advise the Governor on what more can be done for marginalized groups

Treatment of Marginalized Groups



- ▶ State should not do the following:
 - ▶ Discriminate;
 - ▶ Harass; or
 - ▶ Retaliate
- ▶ What does that mean?
 - ▶ In employment?
 - ▶ In state contracting?



Guidance

OSHR Guidance

Sets guidelines about what the executive order requires regarding state government employment

- Example: Grievance process

DOA Guidance

Sets guidelines about what the executive order requires regarding state contracting

- Example: Contract form terms and conditions?

Commission on Inclusion

- ▶ As a group, provide the Governor and the Secretary of Administration with advice on issues relevant to the Executive Order:
 - ▶ On what specifically?
 - ▶ Limitations?
 - ▶ Individual Statements
 - ▶ Exceptions?

General Limitations of Executive Order No. 24

- ▶ Subject to certain exceptions, the Executive Order does not and cannot impose duties on:
 - ▶ Private businesses
 - ▶ Local governments
 - ▶ Non-cabinet agencies



Questions?

Munashe.Magarira@nc.gov

(919) 814-2039

Purchase and Contract

Marqueta Welton

Deputy Secretary, NC Department of Administration

Questions?

Odessa McGlown

State Purchasing Officer, NC Department of Administration

odessa.mcglown@doa.nc.gov

(919)-807-4500