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Baker-Polito Administration Announces New Measures to Further Promote Diversity and Inclusion Within the Executive Branch

FOR IMMEDIATE RELEASE:

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Executive Office for Administration and Finance

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BOSTON — The Baker-Polito Administration today announced several new measures to support continued efforts to promote diversity and inclusion within the Executive Branch workforce. Included in today's announcement is a new demographics dashboard for state agency workforce information, and a Memorandum of Understanding (MOU) with the Affinity Leadership Consortium (ALC) which will help increase the available pool of qualified diverse applicants for employment by the Commonwealth. Governor Baker also signed an Executive Order to reinforce protections and requirements that ensure non-discrimination and equal opportunities for all Executive Branch employees.

Since taking office, the Baker-Polito Administration has focused on ensuring equity and fairness and empowering all 43,000 employees within the Executive Branch. Over the past five years, the overall percentage

of diverse employees within the Executive Branch has increased by 14% and the percentage of females in the workforce has increased by nearly 3% to 53%.

“Our administration continues to support a culture of inclusion that values and promotes diversity and equal opportunity for all individuals,” **said Governor Charlie Baker.** “These new measures build upon our ongoing efforts to ensure healthy, respectful, and inclusive workplaces and help create greater accountability and shared responsibility for achieving diversity goals at all levels of the Executive Branch.”

“We recognize the importance of freedom and diversity in the workplace and continue to put in place new protections to safeguard these rights,” **said Lieutenant Governor Karyn Polito.** “By improving diversity management practices and nurturing the development of our employees, we can strengthen our ability to provide excellent customer service to diverse citizens and businesses across Massachusetts.”

“These diversity and inclusion initiatives will help further the Baker-Polito Administration’s commitment to fair, equitable, and inclusive workspaces which empower individuals from all backgrounds,” **said Secretary of Administration and Finance Michael J. Heffernan**. “We appreciate the hard work and dedication of the Human Resources Division in spearheading these efforts and look forward to the work they will do to further ensure the Executive Branch continues to benefit from an inclusive work culture.”

“The Executive Branch is continuing to lead by example through promoting inclusion and diversity in all aspects of employment, programs, and activities,” **said Chief Diversity Officer Sandra Borders.** “Implementing these new initiatives will help ensure that equal opportunity and diversity are safeguarded and reflected in state workplaces, decisions, services, and contracts.”

“We continue to find technologically innovative ways to be more transparent with the residents of Massachusetts - this dashboard represents that dedication,” **said Representative Carlos González (D – Springfield), Chairman of the Massachusetts Black and Latino Legislative Caucus**. “We thank the Governor for his efforts to work with the Caucus to identify ways we can increase diversity within our State and government.”

“Diversity, equity and inclusion in the Commonwealth’s workforce continue to be a priority and topic for discussion at the Massachusetts Black & Latino Legislative Caucus quarterly meetings with the Governor,” **said Representative Russell Holmes (D – Mattapan).** “The components of the strategy launched today will focus on workforce diversity and specifically were enhanced by candid discussions with MBLLC and the Governor. The new demographics dashboard launched today will provide greater awareness of state agency workforce information and is extremely important to create systems and practices that will be long lasting.”

New Measures to Further Promote Diversity and Inclusion in the Commonwealth’s Workforce:

State Agency Demographic Dashboard: The new dashboard launched today contains information regarding the demographic makeup of Executive Branch secretariats and agencies, with the goal of increasing transparency and accountability as the Administration continues to prioritize efforts to promote diversity and inclusion. Data will be updated in April, July, October, and January, after the close of each fiscal quarter. This information is already published on an annual basis in the Office of Diversity and Equal Opportunity’s **Annual Report** (/doc/office-of-diversity-and-equal-opportunity-odeo-annual-report-fy2019-0/download), and the new dashboard will make it easier to access the most recent information.

Click here to view the dashboard (/diversitydashboard).

Memorandum of Understanding: The Administration today announced a new Memorandum of Understanding signed with the Affinity Leadership Consortium (ALC) to help meet the employment needs of Executive Branch Agencies and ensure a steady stream of diverse talent for the Commonwealth. This new, collaborative partnership will allow the sharing of Executive Branch job opportunities as well as the referral of qualified applicants who meet minimum entrance requirements. It will also ensure referred candidates who have applied for posted positions are interviewed or provided with specific feedback on ways to strengthen future applications.

Executive Order: Governor Baker also signed an Executive Order that reinforces several protections and safeguards such as directing all Executive Branch agencies to develop and implement affirmative action and diversity plans to identify and eliminate barriers in the workplace and ensure diversity and equal opportunity in all facets of state employment. The Order elevates the Chief Diversity Officer position within the Human Resources Division, expands the responsibilities of secretariat and agency Diversity Directors and Diversity Officers, and reaffirms the centralized Investigations Center of Expertise (COE). The Order also highlights the Commonwealth's commitment to ensuring that equal opportunity and diversity are protected and promoted in all state, state-assisted, and state-regulated programs, policies, activities, contracts, and services.

Click here to read the Executive Order
(/executive-orders/no-592-advancing-workforce-diversity-inclusion-equal-opportunity-non)

The Commonwealth of Massachusetts is committed to creating and sustaining a work culture that is welcoming, inclusive, and mutually respectful to all its employees regardless of race, color, age, creed, religion, national origin, ethnicity, pregnancy or pregnancy-related condition, sex, gender identity or expression, sexual orientation, genetics, veteran, or disability status. Greater transparency allows for greater participation.

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