

EXECUTIVE ORDER NO. 265

WHEREAS, creating a more diverse, equitable, and inclusive environment within State government has been and continues to be a core tenet of my Administration; and

WHEREAS, the impact of creating such an environment is felt beyond the four walls of any government building, and by fostering a stronger culture of inclusivity within government, we can influence workplaces across New Jersey; and

WHEREAS, we are in a moment in history in which there is a heightened awareness of the importance of diversity, the necessity of equity, and the need to foster greater inclusion and belonging, particularly for historically marginalized and underserved groups; and

WHEREAS, as we prioritize adopting more inclusive language, addressing unconscious bias and structural racism, welcoming individuals from varied and diverse backgrounds, creating spaces in which those from marginalized and underserved groups feel valued and accepted, and building agencies' capacities to ensure equity, it is imperative that there be a centralized point of contact to provide guidance and ensure the active implementation of these goals; and

WHEREAS, to that end, I am establishing an Office of Diversity, Equity, Inclusion, and Belonging in the Office of the Governor to coordinate these efforts across each State agency; and

WHEREAS, this new office will work toward increasing the presence of historically underrepresented groups in government and across the State in order to achieve a more equitable, stronger, and fairer New Jersey;

NOW, THEREFORE, I, PHILIP D. MURPHY, Governor of the State of New Jersey, by virtue of the authority vested in me by the Constitution and by the Statutes of this State, do hereby ORDER and DIRECT:

1. There is hereby established, in the Office of the Governor, the Office of Diversity, Equity, Inclusion, and Belonging ("the Office"), which shall coordinate the policymaking processes of State agencies with respect to strengthening diversity, equity, inclusion, and belonging amongst those employed by the State; coordinate advice to the Governor on these matters; ensure that policy decisions and programs impacting diversity, equity, inclusion, and belonging are consistent with the Governor's goals and that those goals are being effectively pursued, and monitor implementation of the Governor's policies concerning diversity, equity, inclusion, and belonging.

2. The Office shall be led by a Director who shall be appointed by and serve at the pleasure of the Governor and who shall be under the immediate supervision and direction of the Governor's Chief Policy Advisor. The Director may hire staff as may be necessary to carry out the provisions of this Order, subject to the availability of funds and approval by the Governor's Chief of Staff, and may conduct the work of the Office in any manner, including through committees or other collaborative groups, as appropriate.

3. The Office shall:

- a. Develop and oversee a Statewide equity capacity-building infrastructure for all State agencies, personnel, and recipients of State funds, and this infrastructure may include recommended protocols,

tools, and training resources to improve equity within their organizations;

- b. Provide direction and guidance to diversity officers and offices within the Executive Branch of State government, and, to the extent practicable, to diversity officers and offices of non-governmental entities receiving State funds;
- c. Develop a high-level accountability structure to support the work toward improving diversity, equity, inclusion, and belonging in the State by conducting assessments of such policies, monitoring the progress of those policies, and supporting the development of new policies;
- d. Oversee the placement of anti-discrimination statements and goals in public policy or guidance documents issued by State agencies;
- e. Establish a strategic plan for measurable outcomes in implementation and growth in these areas, and, to the extent necessary, convene stakeholders such as State partners, personnel, contractors, and subject matter experts toward that end;
- f. Develop recommendations for the formation of policies that support diversity, equity, inclusion, and belonging in non-governmental entities; and
- g. Issue guidelines to effectuate any of the aforementioned duties.

4. The Director may call upon any State agency to provide information or other assistance as the Director deems necessary to discharge the duties under this Order. Each State agency shall, to the extent not inconsistent with law, cooperate fully with any

such request and with the Director generally, within the limits of each agency's statutory authority, and shall furnish such assistance on as timely a basis as is necessary to accomplish the purpose of this Order.

5. For purposes of this Order, "State agency" means any of the principal departments in the Executive Branch of State Government, and any division, board, bureau, office, commission, or other instrumentality within or created by such department, and any independent State authority, commission, instrumentality, or agency over which the Governor exercises executive authority, as determined by the Attorney General.

6. Nothing in this Order shall be construed to confer any legal rights upon entities whose activities are regulated by State agencies; be construed to create a private right of action on behalf of any such regulated entities; or be used as a basis for legal challenge to rules, approvals, permits, licenses, or other action or inaction by a State agency. Nothing in this Order shall be construed to supersede any federal, State, or local law.

7. This Order shall take effect immediately.

GIVEN, under my hand and seal this
28th day of September,
Two Thousand and Twenty-one,
and of the Independence of
the United States, the Two
Hundred and Forty-Sixth.

[seal]

/s/ Philip D. Murphy

Governor

Attest:

/s/ Parimal Garg

Chief Counsel to the Governor