

Governor Phil Murphy

Governor Murphy Signs Executive Order Establishing Equity and Sustainability Advisory Council to Develop Policy for State Workforce

02/21/2023

Order Also Requires Each Principal Cabinet Department to Appoint a Chief Diversity Officer

TRENTON – To expand on this Administration's efforts to promote diversity, equity, inclusion, and belonging in New Jersey's State workforce, Governor Phil Murphy today signed Executive Order No. 319, which establishes an Equity and Sustainability Advisory Council and requires each of the principal Cabinet departments to designate a senior-level employee to perform the functions of Chief Diversity Officer and serve as a liaison to the Council. The Governor announced the signing of the Executive Order at his and First Lady Tammy Murphy's annual Black History Month Celebration at Drumthwacket surrounded by prominent community and faith leaders, state legislators, and activists.

The Equity and Sustainability Advisory Council is charged with developing a Statewide Equity Infrastructure Policy to achieve increased equity within the State government workforce. The Council will have the ability to request a State agency to provide information or other assistance necessary to meet its obligations under the Executive Order, including but not limited to, data regarding the measures, activities, and benchmarks relied upon to effectuate the goals of the Statewide Equity Infrastructure Policy.

"Diversity, equity, inclusion, and belonging is essential to the success of any organization, especially that of our State workforce which serves the residents of the most diverse State in the nation," **said Governor Murphy**. "It takes all of us, working together, to improve the lives of the people of our state. Through this Executive Order, the Equity and Sustainability Advisory Council will support the Administration's ongoing commitment to position New Jersey as the State of Opportunity, one where the state workforce, and the programs and services they oversee, better reflect the diverse population they serve."

"With today's Executive Order, the Murphy Administration is advancing our goal of achieving greater diversity, equity, and inclusion across state agencies in the hopes that people working in New Jersey state government can feel a sense of belonging," **said Lt. Governor Sheila Oliver**. "We are optimistic that by establishing an equity infrastructure, more people from all walks of life will find increased opportunities to work for and with state government for the betterment of the public being served."

Council leadership will include the Director of the Governor's Office of Diversity, Equity, Inclusion, and Belonging, the Chair/CEO of the Civil Service Commission, the Attorney General, and the Treasurer, or their designees, and any additional State employees the Governor sees fit to designate to a leadership role.

"I am incredibly grateful to Governor Murphy for strengthening our capacity to create greater equity across state government," **said Jayné Johnson, Director of the Governor's Office of Diversity, Equity, Inclusion, and Belonging**. "As the principal departments assess their employees' needs, evaluate their workplace culture, identify opportunity gaps, and measure the impact of programs and services, the Equity and Sustainability Advisory Council will work with the departments to develop a statewide strategic plan that improves outcomes and aligns the equity work across state government."

"I look forward to working with Governor Murphy's Office of Equity, Diversity, Inclusion, and Belonging and all its constituents as a member of the Equity and Sustainability Advisory Council. It is an honor to contribute to the development and oversight of the statewide equity capacity building infrastructure for all State agencies. It is the council's priority to bridge the opportunity gap and attract diverse talents using our greatest efforts in diverse mentorship, recruitment, and career development within the State civil service system," **said Allison Chris Myers, Acting Civil Service Commission Chair/Chief Executive Officer**. "This council is a vital tool to help make Governor Murphy's goal of creating a stronger and fairer New Jersey even more achievable. More importantly, it contributes to developing a stronger and fairer civil service workforce that reflects the rich diversity in this State."

"I applaud Governor Murphy for establishing the Equity and Sustainability Advisory Council, which reflects the Administration's commitment to prioritizing diversity, equity, inclusion, and belonging across State government," **said Attorney General Platkin**. "Today's announcement galvanizes and empowers all of our State agencies to develop a more diverse, equitable, and inclusive work environment and better serve the nine million people of New Jersey—one of the most diverse states in the country. We look forward to sharing the experience, insights, and successes of the Office of the Attorney General as a member of this Advisory Council."

"I commend Governor Murphy for his tireless efforts to promote diversity, equity and inclusion in New Jersey and I'm honored to have a seat on the new Equity and Sustainability Advisory Council," **said New Jersey State Treasurer Elizabeth Muoio**. "By promoting equity and inclusion within our state government, Governor Murphy is setting an example to be followed in both the public and private sectors and one that will have lasting benefits to underserved communities in New Jersey and beyond."

Heads of each cabinet department will also be required to appoint a Chief Diversity Officer or an equivalent senior-level official to serve as a liaison to the Advisory Council and the Civil Service Commission's Diversity Council, and to administer the department's diversity, equity, inclusion, and belonging initiatives and programs.

For a copy of Executive Order No. 319, click here (<https://nj.gov/infobank/eo/056murphy/pdf/EO-319.pdf>).



Governor Phil Murphy

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