

# STATE OF MINNESOTA

## Executive Department



## Governor Tim Walz

### Executive Order 23-12

#### **Providing Equitable, Inclusive, and Effective Government for All**

#### **Rescinding Executive Order 19-01 and Executive Order 21-13**

**I, Tim Walz, Governor of the State of Minnesota,** by the authority vested in me by the Constitution and applicable statutes, issue the following Executive Order:

Equity and inclusion are top priorities of our administration. In recent years, Minnesota faced numerous challenges that revealed and exacerbated inequities in our state. While we have made significant strides toward a more equitable and inclusive Minnesota, our work is not finished. We remain committed to creating a Minnesota where every individual can thrive no matter their background or identities.

In my first executive order, Executive Order 19-01, I established the One Minnesota Council on Diversity, Inclusion, and Equity (“One Minnesota Council”). The One Minnesota Council is focused on ensuring that those who are most affected by state government decisions are involved and centered in the decision-making process.

To build on the work of the One Minnesota Council, I issued Executive Order 21-13, creating the Governor’s Community Council on Inclusion and Equity (“Community Council”). Under Executive Order 21-13, the Chief Inclusion Officer led the Community Council, which consisted of community members impacted by systemic inequities. It collaborated with the One Minnesota Council and state agency equity practitioners to develop a long-range plan with recommendations for a more equitable, inclusive, and effective state government.

On March 29, 2023, I appointed the State of Minnesota’s first Chief Equity Officer. The Chief Equity Officer is tasked with cultivating and engaging all communities through an equitable and accessible lens, using formal and informal power structures to empower those who have been historically marginalized and left out of government. The Chief Equity Officer gathers input from community members and formulates recommendations for state leaders on budget, policy, and executive actions targeted at eliminating disparities. The Chief Inclusion Officer continues to advance statewide strategies to incorporate diversity, equity, inclusion, and accessibility into all aspects of state government in order to improve retention and make the State of Minnesota an employer of choice.

I am issuing this order to implement the long-range plan that was developed through the collaboration of the One Minnesota Council, the Community Council, and state agency equity practitioners. The Chief Equity Officer, Chief Inclusion Officer, state employees, and community members will collaborate to achieve these important goals.

For these reasons, I order as follows:

**1. Governor's One Minnesota Council on Diversity, Inclusion, and Equity**

- a. The Governor's One Minnesota Council on Diversity, Inclusion, and Equity is continued.
- b. The members of the One Minnesota Council are:
  - i. The Governor, or his designee, who will serve as the Chair of the One Minnesota Council.
  - ii. The Chief Equity Officer and the Chief Inclusion Officer, who will serve as Vice-Chairs of the One Minnesota Council.
  - iii. The Governor's Deputy Chief of Staff for Public Engagement.
  - iv. Up to 11 additional members directly appointed by the Governor from state agencies:
    1. Three commissioners.
    2. Four deputy commissioners or assistant commissioners.
    3. Four equity practitioners.
- c. The Office of Inclusion will facilitate, staff, and provide administrative support to the One Minnesota Council.
- d. In consultation with state boards, commissions, and external partners across Minnesota, the One Minnesota Council will serve as a space for equity practitioners and agency leaders to collaborate and implement effective, inclusive, and equitable practices for the State to address disparities and inequities in our community.
- e. The Office of Inclusion will continue to work with state agency equity and inclusion practitioners to support progress on agency-specific equity plans and the implementation of the long-range plan.
- f. The One Minnesota Council will monitor and advise on the implementation of legislative policies and state programs that are aimed at decreasing inequities and removing institutional barriers.

- g. The work of the One Minnesota Council will involve the full Governor’s Cabinet, as their strong and visible leadership is critical to establishing and achieving the One Minnesota Council’s inclusion and equity goals. The One Minnesota Council will collaborate with the Community Council to ensure voices from the community are included in the process.
- h. Beginning in 2024, the One Minnesota Council will prepare and present an annual report to the Governor outlining the status and implementation of the long-range plan. The One Minnesota Council will submit its annual report by December 31.

**2. Governor’s Community Council on Inclusion and Equity**

- a. The Governor’s Community Council on Inclusion and Equity is continued.
- b. The members of the Community Council are:
  - i. The Chief Equity Officer and the Chief Inclusion Officer, who will serve as Co-Chairs of the Community Council.
  - ii. The Governor’s Deputy Chief of Staff for Public Engagement, who will serve as the Vice Chair of the Community Council.
  - iii. Up to 12 additional members appointed by the Governor. The Governor will seek representation from members of communities most impacted by disparities, inequities, and systemic racism in our state.
- c. The Governor’s Office of Equity, Opportunity, and Accessibility will facilitate, staff, and provide administrative support to the Community Council.
- d. The Community Council will continue to advise and collaborate with the One Minnesota Council and the Governor’s Office of Equity, Opportunity, and Accessibility to ensure the implementation of equitable practices for the State of Minnesota to address disparities, inequities, and systemic racism in Minnesota communities.
- e. The Community Council will act in an advisory capacity to the Governor’s Office of Equity, Opportunity, and Accessibility; the Office of Inclusion; state agencies; and agency equity practitioners to implement equitable, inclusive, and effective practices for the State to address disparities, inequities, and systemic racism in our communities.
- f. The Community Council will review the One Minnesota Council’s annual report on the status and implementation of the long-range plan.

**3. Executive Orders 19-01 and 21-13 are rescinded.**

This Executive Order is effective fifteen days after publication in the State Register and filing with the Secretary of State. It will remain in effect until rescinded by proper authority or until it expires in accordance with Minnesota Statutes 2022, section 4.035, subdivision 3.

A determination that any provision of this Executive Order is invalid will not affect the enforceability of any other provision of this Executive Order. Rather, the invalid provision will be modified to the extent necessary so that it is enforceable.

Signed on September 29, 2023.



---

**Tim Walz**  
Governor

Filed According to Law:



---

**Steve Simon**  
Secretary of State

Filed September 29, 2023  
Office of the Minnesota  
Secretary of State  
Steve Simon