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Title: State Employment Committee Meeting Minutes

Date: May 7, 1976

Location: LGBT-001 Joseph W. Burns Collection

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MINUTES OF THE STATE EMPLOYMENT
COMMITTEE OF THE GOVERNOR'S COUNCIL
FOR SEXUAL MINORITIES
- MAY 7, 1976

Present:

Jean Becker - (717) 783-1143
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I. INTERACTIVE MANAGEMENT PROCEDURES FOR AFFIRMATIVE ACTION AND COMPLIANCE MANUAL (IMPACT MANUAL)

A. The Manual

1. The Impact Manual is published by the Office of Administration (OA) to direct state agencies as to how to devise and carry out an affirmative action program designed to operate for the next three years.
2. The main thrust of the affirmative action plan is to provide goals and timetables for the hiring of minorities who are members of one of the protected classes (Black, female, etc) indicated in the Manual.
3. A revised version of the Impact Manual has been prepared and is awaiting Secretary Wade's approval which should come within the next two weeks.
4. Discrimination on the basis of sexual or affectional preference or orientation is not prohibited. Sexual or affectional preference or orientation is not defined as a protected class in the revised Impact Manual.

B. Suggested Action

1. Include in the Impact Manual sexual or affectional preference or orientation as a protected class on the basis of the Governor's Executive Order.
2. The main affirmative action desired is consciousness-raising (CR). Many, if not most, sexual minorities have not come out, thereby making it impossible to set up goals and timetables. Our first concern should be to educate the state agencies about sexual minorities.

3. Tony should be asked to get in touch with Terry Spaar and/or Secretary Wade to have sexual minorities included as a protected class and to have consciousness-raising plans required for all state agencies.

Tony should be asked to send copies of any correspondence on this matter to the State Employment Committee.

II. SHOULD THE STATE EMPLOYMENT COMMITTEE SEEK TO BECOME AN IN-HOUSE COMMITTEE OF THE OFFICE OF ADMINISTRATION?

A. Advantages

1. OA is the largest state agency dealing with personnel and has the most clout. Directives issued to state agencies would (almost certainly) be implemented by state agencies; recommendations from the Council may well be ignored.

The state affirmative action program is within OA and we could tie into it more easily from within.

2. Possible reimbursement of expenses for Committee members.

B. Disadvantages

1. Possible/probable problems in getting union support since the unions and OA view themselves as being on the opposite sides of the table.
2. Possible friction with other state agencies involved in personnel, particularly Civil Service.
3. If Secretary Wade is not strongly behind the Council and its purposes, the Committee may be prevented from achieving the Council's goals.

C. Alternatives-In-House Committee of Lt. Governor

1. Only possible if the Lt. Governor is supportive.

2. Advantages:

a. Would not have the same kind of friction with unions as OA would have.

b. No inter-agency friction.

c. Possible reimbursement of expenses for Committee members.

3. Disadvantages - Nothing major if the Lt. Governor supports the Council.

D. State Employment Committee's Recommendations

Wait and see how OA receives the request for inclusion of sexual minorities in Impact Manual. OA's action on this question would indicate where it stands vis-a-vis the Council. If the request is denied, the Committee recommends that it not seek to become an in-house OA Committee. The Council should then investigate the possibility of the Committee coming within the Lt. Governor's office. If it would not be feasible for the Committee to be under the Lt. Governor's office, the Committee should remain a Council committee as it is now.

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