

**STATE OF MONTANA  
OFFICE OF THE GOVERNOR  
EXECUTIVE ORDER No. 17-2019**

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**EXECUTIVE ORDER CONTINUING THE  
INTERAGENCY COMMITTEE FOR CHANGE BY WOMEN**

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**WHEREAS**, the Constitution of the State of Montana prohibits the State or any person from discriminating against any person in the exercise of his or her rights on account of gender;

**WHEREAS**, Montana state government is committed to its leadership role in the establishment of policies of nondiscrimination and equal employment opportunity;

**WHEREAS**, while the State has made extraordinary strides in improving employment opportunities and economic independence in Montana, we still have not closed the wage gap despite the passage of the Equal Pay Act in 1970;

**WHEREAS**, it is necessary to be vigilant in examining and eradicating the legal economic and social barriers that impede women from obtaining the same economic opportunities as men;

**WHEREAS**, narrowing the wage gap for Montana women will boost their earning potential, strengthen working families, and open opportunities for a whole new generation of women in the workforce; and

**WHEREAS**, having a committee dedicated to identifying ways to improve state government will assist in our mission to end economic and institutional barriers for women and fulfill equal employment opportunity in Montana state government.

**NOW, THEREFORE, I, STEVE BULLOCK**, Governor of the State of Montana, by the authority vested in me under the Constitution and the laws of the State of Montana, do hereby continue the Interagency Committee for Change by Women (ICCW), as follows:

**PURPOSE**

ICCW exists to create positive change for all state employees by promoting the full participation of women in state government.

**DUTIES**

1. Coordinate education opportunities for state employees including, but not limited to:
  - a. Mentoring opportunities for state employees; and
  - b. Coordinating educational seminars and provide information for state employees.
2. Recognize leaders in the state, private and public sectors for helping women advance in the workplace with the Excellence in Leadership Awards.

3. Organize the annual “Take Your Kids to Work Day” for state employees.
4. Track legislation that impacts the ICCW mission and family interest of state employees.
5. Coordinate and share reports and information with the Governor’s Equal Pay for Equal Work Task Force on equal pay issues as they relate to the State of Montana’s employees.

### **COMPOSITION AND ORGANIZATION**

1. Each state agency director will appoint representatives and an alternate representative, as outlined in Section 2 below, to the Committee. Agencies and offices not under the jurisdiction of the Governor shall be invited to participate, as outlined in Section 2 below. Representatives and alternates shall be allowed work time to attend Committee meetings and attend to activities related to service, in coordination with their supervisors and unless pressing agency needs dictate otherwise.
2. Each state agency shall have a minimum of one voting representative and at least one alternate, appointed by the agency director. The quantity of agency representatives will be based on overall agency personnel to include:
  - a. Agencies of less than 500 employees will have one (1) voting member and one (1) alternate;
  - b. Agencies with 500-1,000 employees will have two (2) voting members and one (1) alternate; and
  - c. Agencies with 1,000-1,500 employees will have three (3) voting members and one (1) alternate.
3. Agency representatives shall be appointed for a two-year term.
4. Officers will be elected by the Committee on an annual basis. Elected officers are immediately given voting privileges and do not count against an agency’s voting members.
5. The ICCW is administratively attached to the Montana Department of Administration.

### **COMPENSATION AND REIMBURSEMENT**

ICCW members will be considered on work-time when attending meetings and ICCW sponsored events for up eight hours a month for officers and four hours a month for members. If an officer or member needs to spend more than the allotted hours a month on an ICCW project or event, they must have prior approval from their supervisor to do so.

1. Two elected officers must sign an ICCW check for the purposes of payment or reimbursement to an individual.

2. An individual seeking reimbursement from ICCW cannot be one of the two elected officers signing the check. The Treasurer must be one of two people signing the check, unless it is the Treasurer being reimbursed.
3. Each subcommittee may submit a budget at the beginning of the year for pre-approval. All non-budgeted subcommittee expenses must receive pre-approval prior to making purchases.

**DURATION**

This Order is effective retroactively to October 1, 2019 and will expire or be renewed by October 1, 2021.



GIVEN under my hand and the Great Seal of the State of Montana, this 1<sup>st</sup> day of October, 2019.

  
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STEVE BULLOCK, Governor

ATTESTED:

  
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COREY STAPLETON, Secretary of State  
*deputy*