



PRESS RELEASE

GOVERNOR REAFFIRMS STATE'S COMMITMENT TO EQUAL OPPORTUNITY IN STATE EMPLOYMENT

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Sacramento, CA - Governor Schwarzenegger has signed AB 124, a bill authored by Assemblyman Mervyn Dymally and sponsored by the California State Personnel Board, to help ensure that the California State Civil Service provides equal employment opportunity for all prospective and current state civil service employees and remains vigilant against employment discrimination.

The passage of AB 124 was essential to send a message to state departments. California remains committed to equal employment opportunity, despite the passage of Proposition 209 which amended the California Constitution to eliminate preferences in state employment, and the appellate court decision in Connerly v. State Personnel Board, which eliminated goals and timetables for employment of minorities and women under the state's affirmative action program.

While cleaning up existing statutes to comply with the dictates of Proposition 209 and recent court decisions, AB 124 makes clear that state departments and agencies still have an obligation to collect statistical data on the composition of their workforces, and to identify, report and analyze the underutilization of racial, gender, and ethnic groups. The statistical information is necessary to insure that underutilization of any group is not attributable to discrimination, that outreach programs for attracting, promoting and retaining state employees are broad and inclusive, and that selection procedures are job-related.

AB 124 clearly defines the roles and responsibilities of the State Personnel Board and each state department to insure that equal employment opportunity exists not only in law, but in practice within the civil service.

For more information about the State Personnel Board and its duties and responsibilities, please visit our website at www.spb.ca.gov.

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