



Please reply to:

400 North Flagler Drive, Suite #1402
West Palm Beach, Florida 33401
rand-hoch@usa.net
(561) 358-0105

June 15, 2016

Rand Hoch
President & Founder
WEST PALM BEACH

Jessica Blackman
Vice President
PALM BEACH GARDENS

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Secretary
WEST PALM BEACH

Daniel S. Hall
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Matthew McWatters
PALM BEACH GARDENS

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P.O. Box 267
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Florida 33402
561.586.0203
pbchr@aol.com
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Governor Rick Scott
The Capitol
400 S. Monroe St.
Tallahassee, Florida 32399-0001

Re: Executive Order on Equal Opportunity in State Employment and Contracting Opportunities

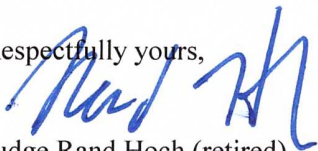
Dear Governor Scott:

Shortly after your election in 2010, the Palm Beach County Human Rights Council ("PBCHRC") requested that you issue a comprehensive Executive Order addressing equal opportunity in state employment. However, when you issued Executive Order 11-04 "Reaffirming Commitment to Diversity in Government", PBCHRC was deeply disappointed that you did not include all of the protected classifications we had suggested. Following your re-election in 2014, PBCHRC renewed our request.

In light of last Sunday's massacre of LGBT and allied people at Pulse in Orlando, PBCHRC is again requesting you to update Executive Order 11-04. This executive action would help the healing process by making a clear statement that LGBT Floridians and other minorities are entitled to equal rights with regard to state employment and contracting in your administration.

Thank you for your consideration.

Respectfully yours,


Judge Rand Hoch (retired)
President and Founder

RH:r

enclosures: PBCHRC's December 6, 2010 letter w/draft executive order
Executive Order 11-04
The text of PBCHRC's November 21, 2014 letter w/draft executive order

copies to: PBCHRC Board of Directors



PALM BEACH COUNTY

HUMAN RIGHTS COUNCIL

The Palm Beach County Human Rights Council, Inc. is dedicated to ending discrimination based on sexual orientation, gender identity, and gender expression. The Council promotes equality through education, advocacy, direct action, impact litigation and community outreach.

Please reply to:

**400 North Flagler Drive, Suite #1402
West Palm Beach, Florida 33401
(561) 804-9399
rand-hoch@usa.net**

RAND HOCH
FOUNDER & PRESIDENT

DEIDRE NEWTON
VICE PRESIDENT

DANIEL S. HALL
TREASURER

RAE FRANKS
SECRETARY

MICHAEL BAKST

JAMIE T. FOREMAN

W. TRENT STEELE

December 6, 2010

Governor-elect Rick Scott
The Scott Transition Team
300 S.E. 2nd Street
Ft. Lauderdale, Florida 33301

Re: Executive Order on Equal Opportunity in State Employment

Dear Governor-elect Scott:

On behalf of the Board of Directors of the Palm Beach County Human Rights Council ("the Council"), I am writing to request that your first executive order address equal opportunity in state employment.

By doing so on the day you take office, you will assure all Floridians that the State of Florida is committed to providing equal employment opportunity in state government to all qualified individuals regardless of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity or expression, genetic information, pregnancy or marital status.

Over the years, similar directives have been issued by the governors at least 30 states, including Alaska, Arizona, California, Colorado, Connecticut, Delaware, Hawaii, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Montana, New Jersey, New Mexico, New York, Ohio, Oregon, Pennsylvania, Rhode Island, Vermont, Virginia, Washington and Wisconsin.

Enclosed please find a draft which your staff may want to utilize as a model.

P.O. Box 267
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FLORIDA 33402

561.845.6545

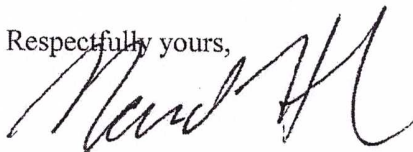
WWW.PBCHRC.ORG

Governor-elect Rick Scott
December 6, 2010
page two ---

If your staff has any questions or needs more information, please feel free to contact me directly.

Best wishes for a Merry Christmas, a Happy New Year and a successful administration.

Respectfully yours,

A handwritten signature in black ink, appearing to read "Rand H", written over the closing "Respectfully yours,".

Judge Rand Hoch (retired)
President and Founder

RH:r

enclosure

copies w/out enclosure to: Board of Directors, PBCHRC

STATE OF FLORIDA

OFFICE OF THE GOVERNOR EXECUTIVE ORDER NUMBER 11-1

WHEREAS, this nation and state were founded on the principle of freedom and equality;
and

WHEREAS, Congress enacted the landmark Title VII of the Civil Rights Act of 1964, making equal employment opportunity without discrimination the law of the land; and

WHEREAS, the 1972 amendment to the Civil Rights Act extended these provisions to all governmental agencies; and

WHEREAS, numerous federal and state laws, regulations and executive orders prohibit discrimination in employment against any person based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity or expression, genetic information, pregnancy or marital status in Florida's civil service system; and

WHEREAS, the Florida labor force is comprised of skilled and talented workers from all segments of the state's richly diverse population, enabling the state to lead the nation in innovation; and

WHEREAS, this work force diversity is of great value in building a more inclusive and qualified state civil service whose highest principle is duty to an equally diverse public; and

WHEREAS, this administration is strongly committed to ensuring equality of employment opportunity in all aspects of employment where every person can enjoy to their fullest capability the birthrights of our democracy.

NOW, THEREFORE, I, RICK SCOTT, as Governor of Florida, by virtue of the authority vested in me by the laws and Constitution of the State of Florida, do hereby promulgate the following Executive Order effective to January 4, 2011.

Section 1.

Equal employment opportunity for all individuals is the policy of the State of Florida in all its activities. All state officials, managers and supervisors shall vigorously enforce this policy.

Section 2.

All state agencies, departments, boards, and commissions shall recruit, appoint, train, evaluate and promote state personnel on the basis of merit and fitness, without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity or expression, genetic information, pregnancy or marital status or other non-job-related factors.

Section 3.

All state agencies, departments, boards and commissions shall have clear, written directives to carry out this policy and to guarantee equal employment opportunity, without retaliation or reprisal, at all levels of state government.

Section 4.

All state agencies, departments, boards and commissions shall regularly review their employment practices to ensure equality of opportunity in employment. Such actions include the use of inclusive recruitment, properly validated selection procedures and the elimination of non job-related and discriminatory practices.

Section 5.

All state agencies, departments, boards and commissions shall fully comply with all constitutional and civil service statutory and regulatory requirements to administer and enforce this policy.

Section 6.

The Department of Management Services shall provide statewide leadership, coordination, technical guidance and enforcement regarding efforts to fully achieve equal employment opportunity and non-discriminatory employment practices within the state civil service.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Florida to be affixed, at Tallahassee, the Capitol, this 4th day of January, 2011.

GOVERNOR

ATTEST:

SECRETARY OF STATE

OFFICE OF THE GOVERNOR EXECUTIVE ORDER NUMBER 11-04

Reaffirming Commitment to Diversity in Government

WHEREAS, the Florida Constitution provides that all natural persons, female and male alike, are equal before the law and that no person shall be deprived of any right because of race or national Origin; and

WHEREAS, it is vitally important to respect these principles in all aspects of state government, and it is of particular importance to respect these principles in state employment and contracting;

NOW, THEREFORE, I, RICK SCOTT, as Governor of Florida, by virtue of the authority vested in me by Article IV, Section (1)(a) of the Florida Constitution, and all other applicable laws, do hereby promulgate the following Executive Order, to take immediate effect:

Section 1. I hereby reaffirm the policy of non-discrimination in government employment established in Executive Order 99-281. It shall be the policy of my administration to prohibit discrimination in employment based on race, gender, creed, color, or national origin, and to ensure equal opportunity for all individuals currently employed in, and individuals seeking employment in, my administration. I hereby prohibit the enforcement or adoption of any and all employment policies and practices in the Office of the Governor, and agencies under the direction of the Governor, that discriminate on the basis of race, gender, creed, color, or national origin.

It has been, and shall continue to be, the policy of my administration to seek out for hiring, retention, and promotion, the highest quality candidates for my administration regardless of race, gender, creed, color, or national origin.

Section 2. I hereby reaffirm the policy of non-discrimination in government contracting established in Executive Order 99-281. It shall be the policy of my administration to encourage competition and ensure state contracting opportunities are provided without discrimination based on race, gender, creed, color, or national origin.

Please reply to:

**400 North Flagler Drive, Suite #1402
West Palm Beach, Florida 33401**

November 21, 2014

Governor Rick Scott
The Capitol
400 S. Monroe St.
Tallahassee, Florida 32399-0001

Re: Executive Order on Equal Opportunity in State Employment

Dear Governor Scott:

On behalf of the Board of Directors of the Palm Beach County Human Rights Council ("the Council"), I want to congratulate you on your re-election

After your election in 2010, the Council sent a letter to your transition team requesting that you issue an Executive Order addressing equal opportunity in state employment. (A copy of our December 6, 2010 letter is enclosed)

While the Council was pleased that you issued Executive Order 11-04 on your first day as Governor, we were disappointed that it did not include all of the requested classifications (*i.e.*, race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity or expression, pregnancy and marital status). Therefore we are renewing our request and have drafted an updated executive order for your review.

Should you have any questions or needs more information, please feel free to contact me directly.

Thank you for your consideration and best wishes for the holidays.

Respectfully yours,

Judge Rand Hoch (retired)
President and Founder

RH:r

enclosures

copies w/enclosures to: Board of Directors, Palm Beach County Human Rights Council

OFFICE OF THE GOVERNOR EXECUTIVE ORDER NUMBER 15-_____

Reaffirming Commitment to Diversity in Government

WHEREAS, the Florida Constitution provides that all natural persons, female and male alike, are equal before the law and that no person shall be deprived of any right because of race or national Origin; and

WHEREAS, it is vitally important to respect these principles in all aspects of state government, and it is of particular importance to respect these principles in state employment and contracting;

NOW, THEREFORE, I, RICK SCOTT, as Governor of Florida, by virtue of the authority vested in me by Article IV, Section (1)(a) of the Florida Constitution, and all other applicable laws, do hereby promulgate the following Executive Order, to take immediate effect:

Section 1. I hereby reaffirm the policy of non-discrimination in government employment established in Executive Order 11-04. It shall be the policy of my administration to prohibit discrimination in employment based on race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity or expression, pregnancy or marital status, and to ensure equal opportunity for all individuals currently employed in, and individuals seeking employment in, my administration. I hereby prohibit the enforcement or adoption of any and all employment policies and practices in the Office of the Governor, and agencies under the direction of the Governor, that discriminate on the basis of race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity or expression, pregnancy or marital status.

It has been, and shall continue to be, the policy of my administration to seek out for hiring, retention, and promotion, the highest quality candidates for my administration regardless of race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity or expression, pregnancy or marital status.

Section 2. I hereby reaffirm the policy of non-discrimination in government contracting established in Executive Order 11-04. It shall be the policy of my administration to encourage competition and ensure state contracting opportunities are provided without discrimination based on race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity or expression, pregnancy or marital status.