

1 A CONCURRENT RESOLUTION establishing the Gender Issues in State
2 Government Task Force.

3 WHEREAS, there is currently a worldwide social and cultural campaign to raise
4 awareness about sexual discrimination and harassment that has led both women and men
5 to publicly report their experiences of widespread sexual discrimination and harassment;
6 and

7 WHEREAS, the prevalence of the reporting of sexual harassment in state
8 government has risen substantially over the years; and

9 WHEREAS, sexual harassment takes a toll not only on women but also is
10 frequently directed toward men or can take the form of harassment based on sexual
11 orientation or gender identity; and

12 WHEREAS, sexual harassment too often is combined with and exacerbated by
13 harassment or discrimination based on race, ethnicity, religion, disability status, or age,
14 and therefore requires an intersectional approach; and

15 WHEREAS, the members of the Kentucky General Assembly recognize it is critical
16 that this conversation continue in a productive and meaningful manner and that
17 appropriate changes be made to protect those victimized by sexual discrimination and
18 harassment;

19 NOW, THEREFORE,

20 ***Be it resolved by the House of Representatives of the General Assembly of the***
21 ***Commonwealth of Kentucky, the Senate concurring therein:***

22 ➔Section 1. The Legislative Research Commission shall establish the Gender
23 Issues in State Government Task Force to study gender-related policies as well as gender-
24 based bias in Kentucky.

25 ➔Section 2. The duties of the task force shall include but are not limited to:

26 (1) Creating and administering a climate survey on safe workplace environment,
27 sexual harassment, and workplace safety, modeling the survey after the instrument used

1 on college campuses to measure the prevalence of sexual harassment and misconduct;

2 (2) Assessing individuals' understanding of policies and services available to
3 victims;

4 (3) Administering the climate survey to the entire legislature and legislative staff
5 and making the climate survey available to the staff of the executive and judicial branches
6 of state government; and

7 (4) Conducting a gender bias survey of all state programming and initiatives to
8 ensure that initiatives and spending are used equitably by men and women.

9 ➔Section 3. The Gender Issues in State Government Task Force shall be
10 composed of the following members, diverse in gender, race, and political party, with
11 final membership of the task force being subject to the consideration and approval of the
12 Legislative Research Commission:

13 (1) Two members appointed by the Speaker of the House of Representatives, one of
14 whom shall be designated by the Speaker of the House as a co-chair of the task
15 force;

16 (2) One member of the House of Representatives appointed by the Minority Floor
17 Leader of the House of Representatives;

18 (3) Two members of the Senate appointed by the President of the Senate, one of whom
19 shall be designated by the President of the Senate as a co-chair of the task force;

20 (4) One member of the Senate appointed by the Minority Floor Leader of the Senate;

21 (5) The secretary of the Personnel Cabinet or his or her designee;

22 (6) The executive director of the Personnel Board or his or her designee;

23 (7) The executive director of the Executive Branch Ethics Commission or his or her
24 designee;

25 (8) The executive director of the Legislative Ethics Commission or his or her designee;

26 (9) One member of the Kentucky Association of Sexual Assault Programs submitted by
27 the organization;

1 (10) One member of the Attorney General's Survivors Council submitted by the
2 organization; and

3 (11) Three employees in supervisory positions and three employees in frontline positions
4 from a list submitted by the Kentucky Association of State Employees.

5 ➔Section 4. The task force shall meet monthly during the 2019 Interim of the
6 General Assembly. The task force shall submit findings and recommendations to the
7 Legislative Research Commission for referral to the appropriate committee or committees
8 by December 1, 2019. The findings of the task force shall also be made publicly available
9 in order to develop targeted trainings and to address gaps in service by state agencies.

10 ➔Section 5. Provisions of this Resolution to the contrary notwithstanding, the
11 Legislative Research Commission shall have the authority to alternatively assign the
12 issues identified herein to an interim joint committee or subcommittee thereof and to
13 designate a study completion date.