

Governor Cooper signed Executive Order No. 24, which prohibits discrimination in for employees of his administration and employees of state contractors and ensures executive agencies do not discriminate. Here are the facts about the Governor's non-discrimination executive order.

What does the executive order do?

The executive order prohibits discrimination in the Governor's administration on the basis of race, color, ethnicity, sex, National Guard or veteran status, sexual orientation, and gender identity or expression. It also will require certain state contractors to put in place non-discrimination protections for their workers. Lastly, it will ensure that the State provides all members of the public with equal access to state services without discrimination.

How many people will this affect?

Executive agencies have more than 55,000 employees and contract with more than 3,000 vendors who employ thousands of North Carolinians.

How much are these contracts worth?

Preliminary estimates indicate this executive order could impact up to \$1.5 billion worth of executive agency contracts.

Is this contractor policy unique to North Carolina?

The federal government has had a similar rule in place for years. More than twenty states – including Virginia and Montana – and more than forty localities – including Atlanta and Dallas – also have policies like this for their contractors.

Will this increase government contract costs?

Not according to the available data. More than forty localities have adopted similar rules, and resistance to these non-discrimination rules has been virtually non-existent. Almost no contractors declined to bid on a contract after having these rules explained. None of the localities that have adopted similar non-discrimination policies have reported increased expenses.

How is this different than previous non-discrimination executive orders?

This order requires executive agency contractors to have protections for their workers. And there will be real enforcement of anti-discrimination policies in hiring and promotions.