



AGENDA COVER MEMO

Memorandum Date: September 25, 2025

Order Date: September 30, 2025

TO: Board of County Commissioners

DEPARTMENT: Various

PRESENTED BY: Civil Rights Compliance Team (Steve Mokrohisky, County Administrator; Greg Rikhoff, Assistant County Administrator; Mallory Beebe, Deputy County Counsel; Eve Gray, Health & Human Services Director; Dan Hurley, Public Works Director; Alana Holmes, Chief Human Resources Officer; Latiffe Amado, Equity Officer; Ryan McBride, Human Resources Talent Manager)

AGENDA ITEM TITLE: ORDER/ In the Matter of Amending Lane Manual Chapter 2 to Update the Diversity Policy (LM 2.055).

I. MOTION

Move to approve Order Number 25-09-30-XX in the matter of updating Lane Manual, Chapter 2, Section 2.055 “Diversity Policy.”

II. AGENDA ITEM SUMMARY

This agenda item is to update chapter 2, section 2.055 of the Lane Manual to reflect Lane County’s ongoing commitment to equity while modifying and clarifying language to better reflect and define the County’s equity work.

III. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

1. On May 24, 1994, the Board passed Board Order 94-6-1-1 adopting a Diversity Policy into the Lane Manual.
2. On November 28, 1995, the Board Passed Board Order 95-11-28-1 making “housekeeping changes in Chapter 2” of the Lane Manual. The changes made to the diversity policy under this revision were minor renumbering of sections.
3. On November 10, 2004, the Board Passed Board Order 04-11-10-11 to “redefine diversity differences in the County Diversity Policy” in the

Lane Manual resulting in minimal administrative changes to specify race, sex, color and national origin to the listed differences to be valued and respected.

4. On October 31, 2007, the Board Passed Board Order 07-10-31-11 to “revise the County diversity policy” with minimal administrative adjustments and adding gender identity and veteran’s status to the listed differences to be valued and respected.
5. On September 12, 2017, the Board passed Board Order 17-09-12-01 approving widespread administrative updates to Chapter 2 of Lane Manual. Changes to the diversity policy were administrative and included removing sexual orientation from the definitions in 2.055.395.

B. Policy Issues

The objective of this update is to define the County’s equity work and to remove outdated and legally problematic language.

C. Board Goals

This update to Lane Manual aligns with the Lane County Strategic Plan’s goal of Vibrant Communities which includes the objective of ‘Inclusive Community Support.’ This update, which defines the County’s equity work, supports the objective to “Ensure all people who reside in the community have a meaningful voice in decision-making and fair access to County services and support. This includes actively addressing barriers to participation, so everyone has the opportunity to be heard and supported.”

D. Financial and/or Resource Considerations

None.

E. Health Implications

There are no health implications.

F. Analysis

The Civil Rights Compliance Team has reviewed this policy as part of an overall review of Lane County policies and practices around equity and compliance with federal anti-discrimination law. This particular policy was adopted by the Board into the Lane Manual in 1994 but received very few minor modifications since. The Civil Rights Compliance Team recommends updating this section of Lane Manual to reflect how Lane County defines and values what equity means to our organization as we work to serve the community and to make equity work compliant with existing federal law.

G. Alternatives/Options

1. Adopt the proposed updates to Lane Manual chapter 2, section 2.055.
2. Reject the motion and provide further direction to the Civil Rights Compliance Team.

IV. RECOMMENDATION

The Civil Rights Compliance Team recommends adoption and approval of the proposed updates to Lane Manual chapter 2, section 2.055. This recommendation is based on the fact that the current policy is outdated, that it does not reflect the current approach to equity work, and to ensure compliance with federal law.

V. TIMING/IMPLEMENTATION

If the Board chooses to adopt the changes to Lane Manual section 2.055, the changes will be made in Lane Manual within 10 business days.

VI. FOLLOW-UP

The Lane Manual will be updated as indicated if passed by the Board.

VII. ATTACHMENTS

See attached redline version of Lane Manual section 2.055.

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 25-09-30-XX

IN THE MATTER OF AMENDING LANE
MANUAL CHAPTER 2 TO UPDATE THE
DIVERSITY POLICY (*LM 2.055*)

WHEREAS, certain changes to Lane Manual Chapter 2 are required to update outdated language in the section titled, "Diversity Policy".

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS** as follows:

Lane Manual Chapter 2 is amended by removing, substituting and adding the following sections:

REMOVE THIS SECTION

2.055

INSERT THIS SECTION

2.055

If any section, subsection, sentence, clause, phrase, or portion of this Order or the referenced Lane Manual provisions are for any reason held invalid or unconstitutional by any court or administrative agency of competent jurisdiction, such portion is deemed a separate, distinct, and independent provision, and such holding does not affect the validity of the remaining portions.

Said sections are attached hereto and incorporated herein by reference. The purpose of this revision is to remove outdated language that is no longer applicable or legally viable.

ADOPTED this 30th day of September, 2025.

David Loveall, Chair
Lane County Board of Commissioners

Lane Manual

2.055 – DIVERSITY POLICY EQUITY DEFINED

2.055.390 – Diversity Is a Key to the Future Success of Lane County.

~~We are charged with providing effective government services in an increasingly competitive and diverse environment. The diversity policy contained in LM 2.055.390 is intended to be an expression of intent and aspiration on the part of the Lane County Board of Commissioners and is to be used to guide the County government in benefiting from and being responsive to the changing population that provides both the County's workforce and its customer base. The more successfully we are able to conduct our business in a diverse community the more diverse our presence must be in that community.~~

~~Diversity transcends race and gender, affirmative action and Equal Employment Opportunity. It means respecting and valuing differences, such as those based on age, disability, race, sex, religion, color, national origin, language, ethnicity, socio-economic status, sexual orientation, gender identity, veteran's status, and political beliefs. In order to collaborate successfully with the diverse communities we serve, the County must be cognizant and respectful of our differences both in the community and the worksite. Most importantly, all in the County must rethink our approach to diversity. No longer are such issues just matters of social policy or historical reciprocity. Diversity, and the respect and understanding of the integrity and worth of all cultures, peoples and lifestyles is today and will continue to be simply good business.~~

~~Policy. Lane County will demonstrate its commitment to diversity through the way in which it provides County services, through its employment practices, through its funding decisions, and through its appointments to County boards, commissions and committees by:~~

- ~~A. Ensuring that all County services, programs and activities are provided to its diverse communities in ways that are sensitive to and responsive to differences, including accessibility for persons with disabilities;~~
- ~~B. Ensuring that all County funded services are provided, and funding decisions are made, in a manner that recognizes, addresses and is reflective of the cultural diversity of the communities served;~~
- ~~C. Demonstrating a commitment to workplace diversity through implementation of affirmative action plans and development of cultural sensitivity and cultural competency among other employees; and,~~
- ~~D. Ensuring that all County boards, commissions, and committees are reflective of the diversity of the Lane County population.~~

~~Equity supports the promise that all people should have the opportunity to pursue their goals, contribute to our shared future and belong. It recognizes that different people face different barriers, and that policy choices can exacerbate or reduce those barriers. Equity means striving to create policies, structures, and systems that reduce the barriers faced by individuals and communities.~~

~~Lane County's equity work is rooted in the principle that all people are entitled to the opportunity to participate in and access public programs, services, and resources, and that no person be given differential treatment-- preferential or detrimental-- based on their race, national origin, religion, sex, sexual orientation, gender identity, language, ability, or age, in compliance with state and federal antidiscrimination laws and the Equal Protection Clause of the 14th Amendment to the United States Constitution.~~

(Order 94-6-1-1, 6.1.94; Order 95-11-28-1, 11.28.95; Order 04-11-10-11; 11.10.04; Order 07-10-31-11, 10.31.07; Order 17-09-12-01, 9.12.17)

~~2.055.395 — Definitions.~~

The following definitions apply to LM 2.055.390:

——“~~Cultural Diversity~~” means ~~differences in race, ethnicity, language, nationality, or religion among various groups within a community or organization.~~

——“~~Cultural Sensitivity~~” means ~~demonstrating sensitivity to cultural differences and similarities, and effectiveness in using cultural symbols (e.g., language) to communicate a message.~~

——“~~Diversity~~” means ~~a broad definition that includes a wide range of individuals with unique needs and talent beyond the observable differences of race, gender, and age, but the additional characteristics of marital status, sexual orientation, family status, political affiliation, education or socioeconomic status, and disabilities.~~

——“~~Workplace Diversity~~” means ~~recognition of the variety of differences among workers across many different dimensions, including but not limited to race, culture, age, or gender, and the different perspectives and values that may be inherent in those differences. Valuing diversity implies a philosophy while managing diversity involves the translation of the philosophy of valuing diversity into organizational goals and objectives.~~

(~~Order 95-11-28-1, 11.28.95; Order 17-09-12-01, 9.12.17~~)

2.055 – EQUITY DEFINED

2.055.390 –

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