

PASSED

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO.  
07-10-31-11

IN THE MATTER OF AMENDING CHAPTER 2 OF  
THE LANE MANUAL TO REVISE THE COUNTY  
DIVERSITY POLICY (LM 2.390)

The Board of County Commissioners of Lane County orders as follows:

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

**REMOVE THIS SECTION**

2.390  
as located on page 2-31 through 2-32  
(a total of 2 pages)

**INSERT THIS SECTION**

2.390  
as located on page 2-31 through 2-32  
(a total of 2 pages)

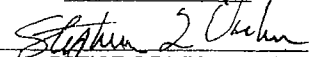
Said section is attached hereto and incorporated herein by reference. The purpose of this substitution and addition is to revise the County diversity policy (LM 2.390).

Adopted this 31st day of October 2007.

  
\_\_\_\_\_  
Chair, Lane County Board of Commissioners

APPROVED AS TO FORM

Date 10-25-2007 Lane County



OFFICE OF LEGAL COUNSEL

**2.386 Elected Officials' Transition Policy.**

The public need requires that newly elected County officials be adequately oriented and prepared in order to achieve an orderly assumption of office. Therefore, the following transition policy shall apply to each newly elected County Commissioner, Sheriff, Assessor and District Attorney:

(1) Orientation. After the election results have been certified, each Department of the County shall present to the newly elected official an overview of the functions of and programs administered by the Department, if so desired by that official. The content of the presentations shall acquaint each newly elected official with the full scope of County operations in an organized fashion. The County Administrator shall coordinate the Department presentations.

(2) Staff Support. During the period between the election and taking office, there shall be provided staff support for each newly elected official as required during the transition period. Such support shall include office space, materials and supplies and clerical assistance as arranged by the County Administrator.

(3) Reimbursement for Expenses. There shall be provided reimbursement for expenses incurred in transition activities deemed necessary by each newly elected official an amount not to exceed \$100 per month, transportation from the Motor Pool as may be necessary for such activities and such liability and workers' compensation coverage as is needed to protect County liability for such transition activities.

(4) Outgoing Commissioners shall provide complete files and case histories on pending or unfinished business to incoming Commissioners, and generally provide for a smooth transition. *(Revised by Order No. 98-9-9-9, Effective 9.9.98)*

**DIVERSITY POLICY****2.390 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 2.390 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:

(1) ensuring that all County services, programs and activities are provided to its diverse communities in ways that are sensitive to and responsive to cultural differences, including accessibility for persons with disabilities;

(2) 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;

(3) demonstrating a commitment to workplace diversity through implementation of affirmative action plans and development of cultural sensitivity and cultural competency among other employees; and,

(4) ensuring that all County boards, commissions, and committees are reflective of the diversity of the Lane County population. *(Revised by Order No. 94-6-1-; Effective 6.1.94; 95-11-28-1, 11.28.95; 04-11-10-11; 11.10.04)*

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Bold indicates material being added  
~~Strikethrough~~ indicates material being deleted

## LEGISLATIVE FORMAT

2.386 Lane Manual

2.390-2.390

### **2.386 Elected Officials' Transition Policy.**

The public need requires that newly elected County officials be adequately oriented and prepared in order to achieve an orderly assumption of office. Therefore, the following transition policy shall apply to each newly elected County Commissioner, Sheriff, Assessor and District Attorney:

(1) Orientation. After the election results have been certified, each Department of the County shall present to the newly elected official an overview of the functions of and programs administered by the Department, if so desired by that official. The content of the presentations shall acquaint each newly elected official with the full scope of County operations in an organized fashion. The County Administrator shall coordinate the Department presentations.

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## DIVERSITY POLICY

### **2.390 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 2.390 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.** ~~If we are to succeed, each of us must embrace the value of diversity as being critical to the achievement of our mission.~~ The more success-fully 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.

(1) Policy. Lane County will demonstrate its commitment to diversity through the way in which it provides County services, through its employment practices, through

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**LEGISLATIVE  
FORMAT**

~~2.390-2.386~~

Lane Manual

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its funding decisions, and through its appointments to County boards, commissions and committees by:

(1) ~~(a)~~—ensuring that all County services, programs and activities are provided to its diverse communities in ways that are sensitive to and responsive to cultural differences, including accessibility for persons with disabilities;

(2) ~~(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;

(3) ~~(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,

(4) ~~(d)~~—ensuring that all County boards, commissions, and committees are reflective of the diversity of the Lane County population.

~~(2) The diversity policy contained in LM 2.390 is intended to be an expression of intent and aspiration on the part of the Lane County Board 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. It is not intended to be, nor shall it be used as a basis for anyone demanding a right or making a claim against Lane County or its employees. (Revised by Order No. 94-6-1-; Effective 6.1.94; 95-11-28-1, 11.28.95; 04-11-10-11; 11.10.04)~~