



AGENDA COVER MEMO

Memorandum Date: July 26, 2023

Order Date: August 8, 2023

TO: Board of County Commissioners

DEPARTMENT: County Administration

PRESENTED BY: Latiffe Amado, Equity Manager & Shayna Higashi, Equity Program Analyst

AGENDA ITEM TITLE: ORDER/ In the Matter of Acknowledging Pride Month to Further Support Our Vision Where Lane County is the Best County in Which All Can Live, Work, and Play.

I. MOTION

Move approval of the attached order acknowledging Pride Month and furthering Lane County's vision where Lane County is the best county in which all can live, work, and play.

II. AGENDA ITEM SUMMARY

The purpose of this item is to codify the statement acknowledging Pride Month presented at the June 6, 2023, Board meeting by the chair of the Board of County Commissioners. The Board requested that this statement be codified into a Board order at that same meeting and this item addresses that request.

III. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

June 6, 2023, the Board requested that the Pride statement be codified into a Board order – [video link to Board meeting](#).

The Board also requested Staff include the history of previous relevant orders and resolutions – weblinks to previous orders and resolutions are included below:

- [ORDER AND RESOLUTION 21-04-21-01/In the Matter of Approving and Adopting a Resolution Acknowledging Racism as a Public Health Crisis](#)
- [ORDER / RESOLUTION 20-02-11-11/ In the Matter of Approving a Resolution Denouncing White Nationalism in Lane County](#)

B. Policy Issues

No new policies are being recommended. Instead, this reinforces existing policies for employees and the broader community.

C. Board Goals

This order is aligned with Lane County's vision, "Lane County is the best County in which all can live, work, and play." We use this opportunity to demonstrate our commitment towards building more equitable outcomes for all members of our community.

This order is aligned with Lane County's purpose, "To improve lives." Improving lives requires that we affirm and care for all members of our community and simultaneously build systems to improve lives.

This order is aligned with Lane County's values, "Integrity, excellence, equity and respect." Integrity in upholding and frequently communicating our stated values, excellence in having all levels of leadership modeling organizational values, and equity and respect by holding ourselves and our community accountable.

D. Financial and/or Resource Considerations

There are no significant financial and/or resource considerations for this item.

E. Health Implications

The 2020 U.S. Census Bureau data shows that at least 10.5% of Oregonians identified as LGBTQ. We know that people who identify as LGBTQIA2S+ are at higher risk of being targeted in incidents and crimes of hate and bias compared to non-LBGTQI2S+ identifying individuals. According to data from the FBI, Oregon ranks eighth in the nation for the highest number of anti-LGBTQIA2S+ hate crimes.

We know from our own Lane County Suicide report from 2000-2020 that people who identify as LGBTQIA2S+ have higher rates of suicide. Research also shows that LGBTQIA2S+ people with multiple intersecting identities (such as race/ethnicity, gender-identity, and age) are at even greater risk for contemplating or attempting suicide.

F. Analysis

We recognize that acknowledging and celebrating the LGBTQIA2S+ community is an important first step and that our work continues to ensure that we have equitable outcomes and experiences for all individuals.

G. Alternatives/Options

Option 1: Approve the Board Order as proposed.

Option 2: Adjust and approve the Board Order with adjustments.

Option 3: Do not approve the Board Order.

IV. RECOMMENDATION

Staff recommend approval of the Board Order as outlined in Option 1 above.

V. TIMING/IMPLEMENTATION

If approved by the Board, implementation would begin immediately.

Staff have intentionally brought this order forward in August to coincide with Eugene's annual Pride celebration.

VI. FOLLOW-UP

Board of County Commissioners will review the Department of Justice's Bias Hotline data starting in 2024 following the release of the 2023 report.

VII. ATTACHMENTS

Board Order

Attachment A: Pride Statement

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 23-08-08-06

In the Matter of Acknowledging Pride Month to Further Support Our Vision Where Lane County is the Best County in Which All Can Live, Work, and Play.

WHEREAS, the Pride Month celebration commemorates the courageous individuals who ignited the Stonewall Riots of 1969, a pivotal moment in the LGBTQIA2S+ rights movement, and

WHEREAS, in 2019, the Oregon legislature passed SB 577, which updated Oregon's bias crime laws (formerly called intimidation), defined the new legal term bias incidents, created a victim-centered response hotline for reporting bias, required law enforcement to refer all victims of bias incidents to support services, and streamlined data collection about bias occurring in Oregon.

WHEREAS, recent data from the FBI reveals that Oregon ranks eighth in the nation for the highest number of anti-LGBTQIA2S+ hate crimes, with an alarming increase since 1996, and these hate crimes have had a profound negative impact on the LGBTQIA2S+ population, impeding their ability to enjoy the same quality of life as their fellow community members, and

WHEREAS, the Lane County Suicide report from 2000-2020 highlights the immense challenges faced by LGBTQIA2S+ individuals, including discrimination, rejection, fear, and harassment, which have detrimental effects on their mental health and overall well-being, and

WHEREAS, the experiences of LGBTQIA2S+ individuals are shaped not only by their sexual orientation or gender identity, but also by the intersecting factors of race, ethnicity, socioeconomic status, and more, and

WHEREAS, the goal is to build a community where every person can live authentically, thrive, and be embraced for who they are, and

WHEREAS, it is the duty of the Board of County Commissioners to promote justice, compassion, love, acceptance, and understanding in Lane County, and

WHEREAS, the Board of County Commissioners requested to codify the statement acknowledging Pride Month presented at the June 6, 2023, Board meeting, and

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

1. The Board of County Commissioners seeks to demonstrate our commitment toward building more equitable outcomes for all community members, affirm and care for all community members, and both uphold and recommunicate our stated values by formally supporting the Pride Month statement attached as Attachment A.

2. The Board of County Commissioners commits to reviewing the Department of Justice Bias Hotline Data on an annual basis.

ADOPTED this 8th day of August, 2023.

Pat Farr, Chair
Lane County Board of Commissioners

Pride 2023 Board of County Commissioners Statement

As we gather here today to commemorate Pride Month, let us take a moment to reflect on the profound significance of this celebration. Pride Month traces its roots back to the brave individuals who sparked the Stonewall Riots of 1969, a pivotal moment in the LGBTQIA2S+ rights movement. Their courageous resistance against injustice and discrimination paved the way for progress, ushering in an era that recognized the fundamental human rights of all individuals, regardless of their sexual orientation or gender identity.

While we acknowledge the indelible legacy of the LGBTQIA2S+ community and their tireless advocacy, we must also confront the harsh reality that much work remains ahead of us. Recent data from the FBI unveils a troubling truth – Oregon ranks eighth in the nation for the highest number of anti-LGBTQIA2S+ hate crimes, with a distressing increase of over a third since 1996. These hate crimes have inflicted a profound toll on the LGBTQIA2S+ population, hindering their ability to experience the same quality of life as their fellow community members. Our own Lane County Suicide report from 2000-2020 serves as a poignant reminder of the immense challenges faced by LGBTQIA2S+ individuals. The discrimination, rejection, fear, and harassment they endure have deeply detrimental effects on their mental health and overall well-being.

To truly honor Pride Month, we must go beyond acknowledgment and take meaningful action. This starts with fostering a culture of belonging that embraces diversity and rejects "othering." By doing so, we can create a stronger community that cherishes the inherent value of every individual. Additionally, we remain dedicated to fighting for transgender equality, recognizing the unique challenges they face. We must amplify their voices, break down barriers, and ensure our county is an inclusive haven for all. Within our organization and services, we persist in championing gender-affirming care. By recognizing and respecting transgender and non-binary identities, we create an environment where they feel genuinely supported. Studies show that gender-affirming care saves lives by promoting mental well-being among gender-diverse populations.

Finally, let us also approach our work with a lens of intersectionality, which is the term to describe people's overlapping identities and experiences. It is vital to acknowledge that the experiences of LGBTQIA2S+ individuals are shaped not only by their sexual orientation or gender identity but also by the intersecting factors of race, ethnicity, socioeconomic status, and more.

Let's embrace this opportunity to celebrate LGBTQIA2S+ visibility while remaining acutely aware of the persistent challenges that lie ahead. Together, let us build a community where every person can live authentically, thrive, and be embraced for who they are. May we stand united in our pursuit of a more just, compassionate Lane County, where love, acceptance, and understanding prevail.