

PASSED

BEFORE THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO.

09-11-10-1

IN THE MATTER OF AMENDING CHAPTER 3  
OF LANE MANUAL TO REVISE THE MEMBER-  
SHIP FOR THE COMMISSION FOR THE AD-  
VANCEMENT OF HUMAN RIGHTS (LCCAHR)  
(LM 3.540)

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

Lane Manual Chapter 3 is hereby amended by removing, substituting and adding the following section:

**REMOVE THIS SECTION**

3.540

as located on page 3-70 through 3-71  
(a total of 2 pages)

**INSERT THIS SECTION**

3.540

as located on page 3-70  
(a total of 1 page)

Said section is attached hereto and incorporated herein by reference. The purpose of this substitution and addition is to revise the membership for the Lane County Commission for the Advancement of Human Rights (LM 3.540).

Adopted this 10th day of November 2009.



Chair, Lane County Board of Commissioners

APPROVED AS TO FORM

Date 11/4/09 Lane County

  
OFFICE OF LEGAL COUNSEL

**3.540 Lane County Commission for the Advancement of Human Rights (LCCAHR).**

The protection of human rights is a primary responsibility of the County, based on the inalienable rights and inherent worth of all people. In light of that recognition, the LCCAHR shall:

Advise the Board of County Commissioners on the status of civil and human rights in the County, and provide the Board of County Commissioners and County departments community input and feedback regarding human rights and affirmative action; provide community education and outreach concerning human rights programs within Lane County; recommend, support, and assist in development of programs and seminars on human rights, cultural diversity, equal opportunity, and affirmative action; develop and publicize a system to assist persons in seeking resolution of harassment and discrimination complaints and recommend appropriate action; recommend policies and actions to improve access to County services and employment opportunities, and for overcoming cultural, linguistic and physical barriers which limit accessibility; provide an annual report to the Board of County Commissioners on the progress and condition of human rights in Lane County (including past activities, future goals and the number, type, and resolution of complaints); hold at least three (3) Commission meetings outside the Eugene/Springfield area utilizing city council meetings, community forums, and joint meetings with the Commissioner of the District in which the meetings are held; develop a work plan annually for the upcoming year; affirm, encourage, and promote programs and services designed to effectuate the spirit and intent of laws prohibiting discrimination and that recognize and value the cultural diversity of Lane County.

The LCCAHR may take positions on human rights issues as a commission and speak to the public solely on behalf of the LCCAHR. The members shall not take positions on behalf of the County without prior written approval. Positions can be distinguished by a clarifying comment on all written statements and a signature by the chair. Unless approved by the Board, positions taken by LCCAHR do not necessarily reflect the views or positions of the County or the Board of Commissioners. All such written statements must be copied to County Counsel.

**STAFFING:** County Administration, with collaborations with the Human Resources Department, and Department of Children and Families. The Board recognizes that dedicated staff is necessary to support the LCCAHR, track and report on complaints, act as liaison within the County organization, oversee grant writing, monitoring, and interns, and otherwise assist and provide administrative support to the LCCAHR.

**MEETS:** Monthly. Video-conferencing should be made available as possible to ensure county-wide involvement.

**NONMANDATED**

**MEMBERSHIP:** (7): Consists of 7 members comprised of five (5) individual commissioner appointees and two (2) at-large appointees nominated by the individual commissioner appointees, but appointed by the Board as a whole.

No more than two (2) County employees may serve on the Commission.

**TERM:** At the will of the appointing Commissioner(s), but for no longer than 4 years without reappointment. *(Revised by Order No. 00-8-16-1, Effective 8.17.00; 02-8-28-15, 8.28.02; 05-10-12-3, 10.12.05; 06-11-29-4, 11.29.06; 07-10-24-8, 10.24.07; 09-4-29-1, 4.29.09)*

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**STAFFING:** County Administration, with collaborations with the Human Resources Department, and Department of Children and Families. The Board recognizes that dedicated staff is necessary to support the LCCAHR, track and report on complaints, act as liaison within the County organization, oversee grant writing, monitoring, and interns, and otherwise assist and provide administrative support to the LCCAHR.

**MEETS:** Monthly, with Commissioners attending commission meetings held in their district. In any case, one (1) Commissioner liaison should attend all commission meetings. Video-conferencing should be made available as possible to ensure county-wide involvement.

**NONMANDATED**

**MEMBERSHIP: (74):** Consists of ~~74~~ members comprised of five (5) individual commissioner appointees and ~~two six (26)~~ at-large appointees ~~nominated by, selected based on the individual commissioner appointees, but appointed by the Board as a whole. criteria listed below and after a careful screening process involving applications and reference checking.~~

~~For Commissioner appointees: After requesting nominees from within their respective districts to city officials, including mayors and other community members, each County Commissioner appoints one member to represent the Commissioner's district, with that appointee residing within the Commissioner's district whenever possible. Each Commissioner appointee is expected to report back to the appointing Commissioner to help keep lines of communication open between the Board and the LCCAHR.~~

~~Criteria for all appointments:~~

- ~~(a) Agreement with the mission of the LCCAHR~~
- ~~(b) Ability to attend the meetings~~
- ~~(c) Experience and expertise in human rights and/or community relations~~
- ~~(d) Group process and conflict resolution training, skills and experience~~

At right margin indicates changes  
**Bold** indicates material being added  
Strikethrough indicates material being deleted  
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**LEGISLATIVE  
FORMAT**  
3.540

~~(e) Special sensitivity to marginalized groups~~  
~~(f) Preference given to candidates who represent minority communities, protected classes or other groups subject to human rights abuses~~  
~~Associate Members (non voting) should be recruited to increase representation from as many groups as possible.~~

No more than two (2) County employees may serve on the Commission.

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