



AGENDA COVER MEMO

Memorandum Date:

Order Date:

TO: Board of County Commissioners

DEPARTMENT: County Administration Office

PRESENTED BY: Public Information Officer Devon Ashbridge

AGENDA ITEM TITLE: DISCUSSION: Opportunities to cease honoring General Joseph Lane as the namesake of Lane County, Oregon

I. MOTION

II. AGENDA ITEM SUMMARY

This is an update on and discussion of opportunities to cease honoring General Joseph Lane as the namesake of Lane County, Oregon, as well as a proposed format for a community-based task force to provide further recommendations to the Lane County Board of Commissioners.

III. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

The Board of County Commissioners created an assignment on June 16, 2020 for staff to return to the Board with a work session looking into the renaming of Lane County, the creation of an educational opportunity for local students, and recommendations for a task force.

B. Policy Issues

Relevant policy may include the Lane County Charter, Lane Manual, Lane Code and Oregon Revised Statutes.

C. Board Goals

Vibrant Communities is a strategic priority area in Lane County's Strategic Plan. Within that priority, Equity has been identified as a key initiative. Items 2c1 and 2c3

in the Strategic Plan call for Lane County to “normalize the understanding of and acceptance for all people” and “operationalize greater service to, understanding of, and acceptance for all people we serve,” respectively. Honoring an historical figure who does not represent modern day values for equity, respect and equality works against acceptance for all Lane County residents.

D. Financial and/or Resource Considerations

The financial considerations vary greatly depending upon the direction commissioners choose to pursue.

Financial consideration for Renaming

There would be a considerable financial effect on Lane County Government, other governmental or non –profit agencies (such as Lane Transit District, South Lane Fire District, Lane Fire Authority, Lane Electric Co-Op, Blachly-Lane Electric Co-Op, Lane Community College, Lane Regional Air Pollution Agency, Lane County Circuit Court, Food for Lane County, Lane Arts Council, United Way of Lane County, State of Oregon departments such as Oregon Vital Records, Lane Council of Governments, etc.), and numerous local businesses.

Costs associated with renaming would include a widespread community input process regarding a new logo, design and trademarking of a new logo, and replacing every item on which the current logo or printed name is found.

In addition to financial costs, there would be significant staff time costs to put several of these changes in place. The replacement of signs and vehicle wraps is time-consuming and would require re-directing staff time away from more routine work.

Financial Considerations for Rededication

In contrast to renaming, rededication can be accomplished with minimal financial effect on Lane County and local businesses and other governmental agencies. There would be staff time needed to document the rededication information in local publications and with the appropriate state or federal agencies.

E. Health Implications

While there are no direct physical health implications, it is reasonable to anticipate that the recognition of the importance of not continuing to honor historical figures that represent pro-slavery values may improve the mental health of many residents.

F. Analysis

The analysis is organized into four sections below: historical context of General Joseph Lane, requirements for the renaming or rededication of Lane County,

proposed structure for a task force, and proposed educational opportunities.

Historical Context

Due to the current COVID-19 pandemic, access to original source documents that would normally be used for this type of research proved impossible. In lieu of accessing these resources, staff used transcripts of the source documents created by a local historian in Medford, Oregon, among other online resources.

Joseph Lane, commonly referred to as either Jo Lane or General Lane, lived from 1801 to 1881. Joseph Lane was born in North Carolina on December 14, 1801 to John and Elizabeth Street Lane. Nine years later the family moved to Kentucky. After reaching adulthood, Lane relocated to Indiana and served in both houses of the legislature from 1822 to 1846. With the beginning of the Mexican War in 1846, he received the commission of colonel in the 2nd Indiana Volunteers. He attained the rank of major-general in 1847 before his discharge in 1848. President James K. Polk appointed Lane to be governor of the new Oregon Territory in 1848. After a hazardous midwinter journey, he arrived at Oregon City in March 1849 to begin his duties. These duties included traveling to Walla Walla country to secure the surrender of five Cayuse Native Americans accused in relation to the Whitman Massacre. The Cayuse were later convicted and hanged. Lane served as governor until June 1850 after which he served as delegate to Congress until Oregon became a state in 1859. He served first as Oregon senator from 1859 to 1861 and ran as a Democratic candidate for vice president on the unsuccessful Breckenridge ticket in 1860. Lane's pro-slavery Southern sympathies limited his political career in the 1860s. He spent the rest of his life on his land claim in the Umpqua Valley where he took no active part in politics.ⁱ

Did Joseph Lane own slaves?

Yes, Joseph Lane owned at least one slave. He was given a Modoc Native American boy, approximately 10 years old, in 1850 by “Chief Jo” of the “Rogue River Indians.” The boy had been captured in a battle between the two tribes.ⁱⁱ

Did Joseph Lane own slaves after slavery became illegal?

No, though he did hold an “apprenticeship” over Peter Waldo. Peter was a young child whose father had passed and mother could not be found. Prior to becoming a ward of the state, Peter was assigned an apprenticeship under James A. Abbott until the age of 21 by the County Court of Josephine County. Abbott transferred this apprenticeship via power of attorney to Lane in 1864. This type of apprenticeship is often recognized as a legalized form of slavery.ⁱⁱⁱ

Did Joseph Lane advocate for slavery?

With limited access to source documents this is difficult to answer. Many resources reference his pro-slavery stance, but accessing the sources cited for those references proved difficult due to current closures.

Did Joseph Lane advocate for secession?

With limited access to source documents this is difficult to answer. Many resources reference his sympathies toward secessionists due to his southern roots, but accessing the sources cited for those references proved difficult due to current closures.

Did Joseph Lane participate in violence against Native Americans?

Yes, Joseph Lane led actions of violence against Native Americans. Joseph Lane was appointed by President James Polk as the first Territorial Governor of Oregon. Part of his duties as Governor was to organize the government, protect white settlers and settlements, and manage “Indian Affairs.”^{iv}

Due to current challenges in accessing source documents, additional time and research is necessary to thoroughly assess the history of Joseph Lane. Joseph Lane was born over 200 years ago and dissecting his life has proven difficult given the short timeline and lack of access to documentation.

Renaming and Rededication Requirements

The power to rename Lane County is held solely by Lane County voters. Chapter 202 of Oregon Revised Statutes discusses the process for combining existing and creating new counties, including the requirement that the name goes before the electorate. It does not specifically address renaming an existing county.

Further, as a Home Rule county, Lane County claims the right to name itself under its home rule charter. Chapter 1, Section 1 of the Lane County Home Rule Charter states “The name of the county as it operates under this charter shall continue to be Lane County.” Changes to the Charter must be approved by Lane County voters. The charter cannot be changed without a vote of the electorate.

The power to rededicate Lane County can be exercised by either the Board of County Commissioners or Lane County voters. For the purpose of this discussion, rededication means keeping the name “Lane County” while renouncing the legacy of General Joseph Lane and selecting a different person with the name of Lane to serve as the namesake of the county.

Oregon Revised Statutes do not address the rededication of county names. Rededication can be accomplished by Board Order or by a vote of the electorate.

Renaming existing counties has not been a common practice in the United States for many decades. Two recent examples include Miami-Dade County in Florida and Oglala Lakota County in South Dakota.

Miami-Dade County was known as Dade County until 1997.^v Voters approved the change to Miami-Dade County. Five previous name changes had been

declined by voters over the years, including two for the name Miami-Dade.^{vi}

It does not appear that renaming Dade County was intended to address concerns regarding the values of its namesake, Francis L. Dade, who was killed serving as a major during the Second Seminole War, but rather in recognition of Miami as its most recognizable and marketable city.

South Dakota's Oglala Lakota County is the most recent example of a county name change that staff was able to identify. Prior to 2015, Oglala Lakota County was known as Shannon County after Peter Shannon, chief justice of the Dakota Territory Supreme Court. Shannon was known for negotiating a number of land deals with Native American tribes that ultimately transferred land away from Native Americans.^{vii}

Voters approved the name change, which was then ratified by the State. Oglala Lakota County is entirely encompassed within the Pine Ridge Indian Reservation.

An interesting difference between Oglala Lakota County and most other counties in the United States is its lack of administration. The county contracts with nearby Fall River County for its auditor, treasurer and registrar of deeds services. It does appear to have an elected commission.^{viii}

Rededication of counties in the United States does occur. The frequency of occurrence is difficult to establish due to the ability for most counties, staff believes, to rededicate without a vote of their electorate.

A well-known example of rededication is Washington's King County. King County was originally named in honor of William Rufus DeVane King who was vice president to Franklin Pierce, the 14th president of the United States. King was a Southern slave owner. On February 24, 1986, the King County Council voted 5 to 4 to rededicate the county to honor Nobel Prize winner and civil rights leader Martin Luther King, Jr.

Proposed Task Force Structure

The task force would be charged to assist the County in determining after whom to **rename/rededicate** Lane County, including:

- Advising the Board on matters relating to **renaming/rededicating** Lane County.
- Soliciting input from other community groups throughout Lane County, as appropriate.
- Conducting educational opportunities for Lane County youth as directed by the Board.
- Proactive research on people for whom to **rename/rededicate** Lane County.
- A task force final report to the Board of Commissioners that includes research and final recommendations for the **renaming/rededicating** of Lane County.

The task force will have a maximum of 11 members and not fewer than 7 members, selected and appointed by the Board as follows:

- Five members who each represent one of the five Commissioner districts
- Up to five at-large members
- One County Commissioner nominated by the Board Chair and approved by the Board.

Task force members should be reflective of the population the County serves including their ability to represent diverse identities and experiences, such as:

- Representatives from community groups advocating for underrepresented populations or are a part of an underrepresented community (LGBT community, racial and ethnic minorities, mental health community, economically disadvantaged communities, people experiencing disabilities, etc.).
- Rural Lane County with geographic representation from the Willamette Valley, the Coast, South Lane County, and Cascade foothills.
- Eugene/Springfield metro-area representatives.
- Tribal Governments representatives.
- At least one member with experience in historical research

Task force membership should encompass diverse representation that includes people of different racial and/or ethnic backgrounds, identities, abilities, and perspectives who:

- Bring a connection to, relationship with, and advocacy for specific communities;
- Have a professional background, community leadership, or other relevant experience in equity issues; or
- Have experience across multiple dimensions of diversity.

Task force members should live within the geographical boundaries of Lane County and be at least 18 years of age.

More detailed proposal information is available in Attachments B and C.

Proposed Educational Opportunities

The Board of Commissioners expressed interest in creating an educational component for youth as part of this process.

Given that teachers are under an incredible amount of pressure to adapt their curriculum to an online format and support students in unprecedented ways, an extracurricular educational opportunity seems most appropriate.

The County could set up a scholarship opportunity for high school juniors and seniors across Lane County schools (public, private and home) to be conducted in late fall of 2020.

The task force, once it has narrowed down its options for renaming or rededication, could solicit research projects in which students research the option and provide an argument for or against. The top three submissions could receive \$2,500, \$2,000 and \$1,500 scholarships, respectively, to put toward their future education.

The task force could be responsible for determining the parameters of the program and selecting the scholarship recipients for approval by the Board of Commissioners.

A scholarship encourages youth participation, assists the task force with its work, and does not strain already limited teacher or school resources.

G. Alternatives/Options

Option 1: Direct staff to move ahead with a task force focused on making recommendations regarding renaming Lane County as outlined in this document.

Option 2: Direct staff to move ahead with a task force focused on making recommendations regarding rededication of Lane County as outlined in this document.

Option 3: Do not pursue further action regarding this item.

IV. RECOMMENDATION

Staff recommends the Board make a decision regarding whether the task force should pursue renaming options or rededication options. Staff further recommends that the Board approve – with or without changes – the materials in Attachment B and Attachment C to allow staff to move forward with assembling the task force.

V. TIMING/IMPLEMENTATION

Addressing the historical context of Lane County's namesake and determining whether and how to make changes that reflect our community's current values and expectations is a significant task. Adequate time must be allowed to solicit applications for a diverse task force, conduct community outreach, create and conduct the educational program requested by the Board, and create a thorough, thoughtful and actionable final report for commissioners to consider. Another factor in the timing of this process is the County's ongoing focus on responding to the COVID-19 pandemic and the reduction in the availability of staff time to lead non-COVID-19-related efforts. In the current environment, it is reasonable to expect a final report by the task force to the Board no later than March 2021.

VI. FOLLOW-UP

If the Board provides direction to proceed with the proposed task force and approves of the attached bylaws and application packet, staff will begin accepting applications and return to the Board with a proposal for task force appointees in September.

VII. ATTACHMENTS

Attachment A: Research resources regarding General Joseph Lane

Attachment B: Proposed task force bylaws

Attachment C: Proposed task force application packet

ⁱ <https://sos.oregon.gov/blue-book/Pages/explore/notable/lane.aspx>

ⁱⁱ <http://truwe.sohs.org/files/homejolane.html>

ⁱⁱⁱ <http://truwe.sohs.org/files/homejolane.html>

^{iv} <http://truwe.sohs.org/files/homejolane.html>

^v <https://www.wlrn.org/post/miami-dade-broward-case-being-mindful-when-renaming-counties#stream/0>

^{vi} <https://www.sun-sentinel.com/news/fl-xpm-1997-11-15-9711150484-story.html>

^{vii} <https://www.argusleader.com/story/davidmontgomery/2014/11/05/shannon-county-name-change/18534269/>

^{viii} <http://oglalalakota.sdcounties.org/about-3/>

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO:

In The Matter of Opportunities to Cease
Honoring General Joseph Lane as the
Namesake of Lane County, Oregon.

WHEREAS, the Board of Commissioners recognizes the importance of historical context and equity in relation to place names; and

WHEREAS, the Board of Commissioners recognizes the troubling history of General Joseph Lane and that the honoring of that history no longer represents modern day values for equity, respect and equality for all Lane County residents.

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

1. Lane County staff will solicit applications for a diverse task force, conduct community outreach, create and conduct the educational program requested by the Board, and create a thorough, thoughtful and actionable final report for commissioners to consider regarding the **renaming/rededication** of Lane County using the materials included in attachments B and C.

ADOPTED this 25th day of August, 2020.

Heather Buch, Chair
Lane County Board of Commissioners

ATTACHMENT A

Resources:

- [Biography from Biographical Directory of the United States Congress](#)
- [The career of Joseph Lane, frontier politician \(UO\)](#)
- [Oregon Secretary of State biography](#)
- [Southern Oregon History- Joseph Lane](#)

Resources not available due to COVID-19:

- [Joseph Lane Papers \(UO\)](#)
- [Joseph Lane Autobiography \(UO\)](#)
- [Biography of Joseph Lane \(UO\)](#)
- [Indiana University microfilm \(UO\)](#)
- [General Joseph Lane \(UO\)](#)
- [Biography of Joseph Lane \(UO\)](#)
- [Breckinridge and Lane campaign documents \(UO\)](#)
- [The public career of Joseph Lane in Oregon \(UO\)](#)
- [Remarks of Hon. Joseph Lane, of Oregon, on the Indian war in Oregon \(UO\)](#)
- [Speech of Hon. Joseph Lane, of Oregon, on the Suppression of Indian hostilities in Oregon \(UO\)](#)

ATTACHMENT B

Lane County **Renaming/Rededication** Task Force Bylaws

ARTICLE I: NAME

The name of the Task Force is the Lane County **Renaming/Rededication** Task Force.

ARTICLE II: PURPOSE

The purpose of the Lane County **Renaming/Rededication** Task Force is to advise the Lane County Board of Commissioners (Board) on policy decisions regarding the naming of Lane County. The task force may provide input to the Board regarding related agenda items or may propose new policy directives.

The task force is charged to assist the County in determining after whom to **rename/rededicate** Lane County.

The task force's charge includes:

- Advising the Board on matters relating to **renaming/rededicating** Lane County.
- Soliciting input from other community groups throughout Lane County, as appropriate.
- Conducting educational opportunities for Lane County youth as directed by the Board.
- Proactive research on people for whom to **rename/rededicate** Lane County.
- A task force final report to the Board of Commissioners that includes research and final recommendations for the **renaming/rededicating** of Lane County.

A staff liaison will assist with coordinating the application process, setting meeting dates, assembling of materials and other tasks as needed to support the task force in its work.

ARTICLE III: DECISION MAKING

Section 3.1 Process

Task force meetings will be organized to allow member participation, discussion, and decision-making. The task force will work with County staff to anticipate and provide the information needed for Board decisions.

Section 3.2 Function

The task force will focus on a pre-approved work plan, which will include three to five priorities identified and approved by the Board of Commissioners. The task force will work to develop measurable, time specific objectives to achieve the goals outlined in the work plan.

The task force will retain flexibility and maintain the ability to respond to changes as they emerge.

ARTICLE IV: MEMBERSHIP

Section 4.1 Task Force Composition

The task force will have a maximum of 11 members and not fewer than 7 members, selected and appointed by the Board as follows:

- Five members who each represent one of the five Commissioner districts

- Up to five at-large members
- One County Commissioner nominated by the Board Chair and approved by the Board.

Each appointed member will have one vote. The members will be appointed based on a submitted application to serve on the task force. The Board may give preference to applicants who represent community groups that advocate for underrepresented people, applicants who are themselves part of an underrepresented community, or applicants who would help bring a variety of opinions and backgrounds to the task force.

Section 4.2 Membership Requirements

Task force members must live within the geographical boundaries of Lane County and be at least 18 years of age.

Section 4.3 Terms

The appointed task force members will serve until the task force completes its work plan. Upon completion of the work plan, the task force will disband.

Section 4.4 Officers

The officers of the task force will be a chairperson and a vice-chairperson or co-chair, elected at the first meeting of the task force. Those people will serve in those roles for the duration of the task force unless removed by a majority vote of the task force.

- Chair
 - The Chair of the task force will be elected by majority vote of the task force, and is responsible for:
 - Setting dates and times for regular and special meetings of the task force.
 - Prepare items for meetings of the task force.
 - Preside over meetings of the task force and utilize Robert's Rules of Order.
 - The Chair will be the official spokesperson of the task force.
- Vice-Chair/Co-Chair
 - The Vice-Chair/Co-Chair of the task force will exercise the duties and responsibilities of the Chair of the task force when the Chair is unable to exercise them, or when requested by the Chair.

Section 4.5 Attendance

Members must attend meetings regularly and participate actively. A member who has more than two consecutive unexcused absences from meetings may be recommended for removal by the task force. An unexcused absence is defined as failure to attend a meeting without notifying the Chair, the Chair's designee, or County staff prior to the beginning of the meeting and does not provide a reasonable explanation for the absences. Recommendation for removal will be provided by the task force to the Board for a final determination.

Section 4.6 Removal

For good cause, such as unexcused absences, failure to attend four or more consecutive meetings regardless of notice, failure to participate, or other good and substantial reasons, the task force may by majority vote of the members present at any regular meeting recommend that the Board declare a vacancy and appoint a replacement.

Section 4.7 Representation

Task force members should be reflective of the population the County serves. Members will be recommended for appointment considering their ability to represent diverse identities and experiences, such as:

- Representatives from community groups advocating for underrepresented populations or are a part of an underrepresented community (LGBT community, racial and ethnic minorities, mental health community, economically disadvantaged communities, people experiencing disabilities, etc.).
- Rural Lane County with geographic representation from the Willamette Valley, the Coast, South Lane County, and Cascade foothills.
- Eugene/Springfield metro-area representatives.
- Tribal Governments representatives.

Task force membership should encompass diverse representation that includes people of different racial and/or ethnic backgrounds, identities, abilities, and perspectives who:

- Bring a connection to, relationship with, and advocacy for specific communities;
- Have a professional background, community leadership, or other relevant experience in equity issues; or
- Have experience across multiple dimensions of diversity.

No fewer than three members of the task force will reside outside of the Eugene-Springfield metro area.

Section 4.9 No Salary

All members will serve without compensation.

ARTICLE V: MEETINGS OF MEMBERS

Section 5.1 Quorum and Action

A quorum of the task force will consist of a simple majority of the currently appointed membership.

Decision-making will be subject to a majority vote of the members present, provided that a quorum has been established.

Section 5.2 Regular Meetings

The task force must hold no fewer than four meetings and may schedule additional meetings as determined by the Chair or Vice Chair/Co-Chair.

Section 5.3 Participation by Telecommunication

Meetings of the task force must provide telecommunication access for members to attend, especially in light of COVID-19-related restrictions.

Section 5.4 Public Comment

The task force is not required to include public comment during meetings. If public comment is offered, limits of time and rules for public comment must be specified by the Chair at the beginning of each meeting. Additionally, the Chair will have discretion to limit public testimony as necessary to facilitate the orderly conduct of the task force's business.

ARTICLE VI: COMMUNICATION AND REPRESENTATION

Serving on the task force does not prohibit members from speaking in an individual capacity or participating in government as members of the general public. In so doing, members must make it clear that they are speaking or acting in their individual capacity and not on behalf of the task force, the Board, or the County. The Chair is the official spokesperson of the task force.

ATTACHMENT C

Interest Form for Lane County Renaming/Rededication Task Force

The purpose of this form is to obtain information for use in making selections to the Lane County Renaming/Rededication Task Force. Please email the completed form to publicinformation@lanecountyor.gov.

Purpose

The task force is charged to assist the County in determining after whom to **rename/rededicate** Lane County. The task force's charge includes:

- Advising the Board on matters relating to **renaming/rededicating** Lane County.
- Soliciting input from other community groups throughout Lane County, as appropriate.
- Conducting educational opportunities for Lane County youth as directed by the Board.
- Proactive research on people for whom to **rename/rededicate** Lane County.
- A task force final report to the Board of Commissioners that includes research and final recommendations for the **renaming/rededicating** of Lane County.

Membership Qualifications

The task force will have a maximum of 11 members and not fewer than 7 members as follows:

- Five members who each represent one of the five Commissioner districts
- Up to five at-large members
- One County Commissioner nominated by the Board Chair and approved by the Board.

Lane County staff will collect and evaluate applications before presenting a suggested roster of task force members to the Board of County Commissioners for approval.

The 11 task force members should be reflective of the population the County serves. Members will be recommended for appointment considering their ability to represent diverse identities and experiences, such as:

- Representatives from community groups advocating for underrepresented populations or are a part of an underrepresented community (LGBT community, racial and ethnic minorities, mental health community, economically disadvantaged communities, people experiencing disabilities, etc.).
- Rural Lane County representatives.
- Tribal Governments representatives.
- Eugene/Springfield metro-area representatives.
- Hospitality or travel industry representatives.
- A historian or person specializing in historical research

Task force members should encompass diverse representation that includes people of different racial and/or ethnic backgrounds, identities, abilities, and perspectives who:

- Bring a connection to, relationship with, and advocacy for specific communities;
- Have a professional background, community leadership, or other relevant experience in equity issues; or
- Have experience across multiple dimensions of diversity.

Membership Requirements

Task force members must live within the geographical boundaries of Lane County and be at least 18 years of age.

Applicant Information

Name: _____
First Middle Initial Last

Address: _____
Street City Zip

Phone: _____

Email address: _____

Note: Information in this section consisting of home addresses and phone numbers may be exempt from disclosure per ORS 192.502(3).

Are you at least 18 years of age? Yes ___ No ___

How long have you lived in Lane County? _____ Years _____ Months

Have you ever worked for Lane County Government? Yes _____ No _____

Signature of Applicant Date

NOTE: If you are not selected at this time, your application will be kept on file and will be reconsidered if vacancies occur during the lifespan of the task force.

References

Please list two references below that are knowledgeable about skills, experience, and/or perspectives related to serving on the Lane County **Renaming/Rededication** Task Force. References will be contacted as needed.

Reference 1:

Name: _____

Title/Organization: _____

Relationship: _____

Phone Number: _____

Email address: _____

Reference 2:

Name: _____

Title/Organization: _____

Relationship: _____

Phone Number: _____

Email address: _____

Application Questions

Please respond to each of the following questions in 250 words or fewer.

- Please describe your interest in serving on the Lane County **Renaming/Rededication** Task Force.
- How do you feel you personally can represent the Lane County community on the task force? What life or professional experience will you bring to the task force that will help us ensure that we have a diversity of voices represented?
- How do you recommend Lane County balance acknowledging local and state history with representing the current values of the wider Lane County community?
- In what City or rural area do you reside?
- Do you or your family have business relationships with Lane County Government? If so, please identify.

Optional Information

Lane County asks that you voluntarily provide the following information. The County will use this information to assist in making sure the skills and experience of the members of the task force reflect a reasonably broad spectrum of the community. Lane County is committed to reflecting diverse cultures on its task forces/committees and does not discriminate against any person on the basis of gender, race, color, national origin, religion, disability, or age in employment or in admission, treatment, or participation in its programs, services, and activities.

There is no legal obligation to provide this information. Completion of this section is entirely voluntary. Providing this information will help ensure member appointments represent a broad cross-section of the community.

Age:

- Under 25
- 26-45
- 46-65
- 65+
- Prefer not to answer

Race:

- African-American/African/Black
- Native American or Alaskan Native
- Asian
- Hawaiian/Pacific Islander
- Hispanic/Latina(o)
- Caucasian
- Multi-racial
- Other (please self-identify)
- Prefer not to answer

Gender: Female Male Other Prefer not to answer

Disability: *Do you have a long-lasting or chronic condition (physical, visual, auditory, cognitive or mental, emotional, or other) that substantially limits one or more of your major life activities (your ability to see, hear, or speak; to learn, remember, or concentrate)?*

No Yes If yes, please specify: _____ Prefer not to answer

Household Income:

What was your total household income before taxes during the past 12 months?

- Less than \$25,000
- \$25,000 to \$34,999
- \$35,000 to \$49,999
- \$50,000 to \$74,999
- \$75,000 to \$99,999
- \$100,000 to \$149,999
- \$150,000 or more
- Prefer not to answer