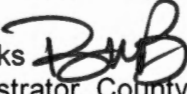




Interoffice Memorandum

September 26, 2023

TO: Mayor Jerry L. Demings
Commissioner Nicole Wilson, District 1
Commissioner Christine Moore, District 2
Commissioner Mayra Uribe, District 3
Commissioner Maribel Gomez Cordero, District 4
Commissioner Emily Bonilla, District 5
Commissioner Michael "Mike" Scott, District 6

FROM: Byron W. Brooks 
County Administrator, County Administration

CONTACT PERSON: **Lucas Daniel Boyce**
Assistant to the County Administrator, County Administration
(407) 836-5379

SUBJECT: October 10 – Work Session Item
Language Access Title VI Nondiscrimination

Title VI of the Civil Rights Act of 1964 mandates that no person in the United States shall, on the grounds of race, color, or national origin, be excluded from participating in, be denied the benefits of, or be subjected to discrimination. This includes availability and access to language services for individuals who are Limited English Proficient (LEP). Therefore, it is the policy of the Orange County Board of County Commissioners (BCC) that the County shall, "protect and safeguard the right and opportunity of all individuals to be free from all forms of discrimination, including discrimination based on national origin."

In 2021, Orange County enlisted the services of a consultant, HDR, to assist with ongoing efforts to implement our nondiscrimination policy and comply with federal law. The result of this collaborative partnership was the development of a detailed Title VI LEP Policy and Plan, which was adopted by the BCC on April 5, 2022.

During the discussion agenda portion of the BCC meeting held on March 21, 2023, Commissioner Bonilla provided a commissioner's report and proposed a Title VI LEP Nondiscrimination Administrative Regulation. On October 10, 2023, staff will facilitate a work session to present detailed analysis and information on our current efforts, which will include a comprehensive gap analysis and highlight ongoing initiatives to ensure Orange County's services, programs, and activities are available and accessible to LEP residents.

C: Jeffrey Newton, County Attorney