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**Racial/Ethnic Diversity of County Boards and Commissions Review  
2<sup>nd</sup> Follow-Up Assessment  
April 2025**

The Washington County Auditor's Office published this audit in November 2022.

**Purpose:** To assess the effectiveness of County efforts to diversify the membership of County boards and commissions (boards). The objective was to determine whether the membership of County boards on December 31, 2021, was more racially/ethnically diverse than the membership of boards on December 31, 2018, and to examine relationships between changes in board governance and increases in board diversity.



**Assessment:** The County has implemented five of the eight recommendations and two are still in progress. The Auditors' Office closed one recommendation. The Office will follow-up on the status of the in-progress recommendations in July 2026. The County Administrator's Office will has requested a delay in future status updates due to capacity constraints stemming from the budget process.

| Audit Recommendations                                                                                                                                                                                                                        | Status      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| 1. The Board should clarify the language of the Equity Resolution to define the concept of diversity more clearly.                                                                                                                           | In Progress |
| 2. The County should clarify its goals for board and commission diversity.                                                                                                                                                                   | In Progress |
| 3. To increase the racial/equity diversity of board membership, the County should reduce White membership and increase the number of board members from all other race/ethnicity groups.                                                     | Implemented |
| 4. To increase racial/equity proportionality of board membership, the County should reduce the proportions of Black and White membership and increase the proportions of Hispanic, Native American, Pacific Island and multi-racial members. | Implemented |

**Racial/Ethnic Diversity of County Boards and Commissions Follow-Up (Continued)**

| <b>Audit Recommendations</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>Status</b> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| 5. To increase the racial/ethnic diversity of board membership, the County should continue to provide the BCC with the race/ethnicity of board applicants.                                                                                                                                                                                                                                                                                                                                                                          | Implemented   |
| 6. The County should continue its efforts to increase racial/ethnic diversity by revising membership provisions in board bylaws.                                                                                                                                                                                                                                                                                                                                                                                                    | Implemented   |
| 7. County Counsel should monitor upcoming U.S. Supreme Court decisions and advise the BCC whether and how it can continue to consider race/ethnicity in making board appointments.                                                                                                                                                                                                                                                                                                                                                  | Closed        |
| 8. The County should encourage applicants for County boards to share additional information regarding their identification with "any group that is societally, socially or economically disadvantaged and is considered a protected class by federal or state law" so that it may more effectively fulfill its commitment to "dismantling long-standing systems, programs, policies and practices that may have historically created obstacles to the success of ... [other marginalized groups]" in appointments to County boards. | Implemented   |

For more information about the original 2022 report, please visit the Washington County Auditor's Office [website](#).