

Morrow County Non-Discrimination Language Access Plan

Overview

Morrow County intends for all its residents to enjoy the services and amenities of this community and will strive to make reasonable accommodations for individuals who speak English less than very well.

The County has prepared this Language Access Plan (“LAP” or “Plan”), to ensure meaningful access to services, programs, and activities on the part of persons who have limited English proficiency (LEP persons).

According to World Population Review, “In 2024, 64.72% of Morrow County, Oregon residents speak only English, while 35.28% speak other languages. The non-English language spoken by the largest group is Spanish, which is spoken by 33.66% of the population”. This data will be reviewed on an intermittent basis, to assess current needs.

The government of Morrow County has a diverse array of departments that provide numerous services for the community. Each department has its own set of needs and procedures to serve the LEP community. Some departments are more robust than others in terms of the policies and procedures they have in place. Most departments have an employee or access to an employee who speaks Spanish.

Various departments are highly involved in outreach or community-involvement. Those departments have qualified Interpreters, bilingual staff, or access to language lines or transcript interpreting services. In some cases when appointments can be scheduled, arrangements are made in advance for an interpreter to accompany the constituent or to provide a staff member or outside agency employee to assist. Not all departments can meet the on-demand needs of LEP persons. To address this deficiency, various departments have informal agreements in place with other internal departments whom have the necessary resources to provide assistance with language access.

The County intends to address language services using a variety of strategies that are consistent with current resources constraints. These may include;

- Continue to make hiring of English/Spanish bi-lingual employees in public-facing departments a priority.
- Expand the use of on-demand translation services, written or verbal. Especially in public meetings with vital information.
- More intentional examination of printed materials that warrant translation.
- Partner with external or State Agencies to improve resources.

Beyond these various improvements, the County would have to expend resources that would substantially exceed the benefits. Regarding offering translation and interpretation services, written or verbal, to languages other than Spanish, the factual and anecdotal evidence does not indicate significant expenditures are justified.