

**INCORPORATED COUNTY OF LOS ALAMOS CODE ORDINANCE NO. 02-383**

**AN ORDINANCE AMENDING THE CODE OF ORDINANCES OF THE INCORPORATED COUNTY OF LOS ALAMOS BY REPEALING CHAPTER 8, BOARDS AND COMMISSIONS, AN ARTICLE XIV, IN ITS ENTIRETY AND REPLACING IT WITH PROVISIONS TO CREATE AN INCLUSIVITY BOARD**

**WHEREAS**, the 2026 Council Strategic Leadership Plan contains an objective “to promote inclusion, access, and belonging through events and training, facility planning, and expanded opportunities and services for diverse needs and interests;” and

**WHEREAS**, County Council’s Inclusivity Task Force’s recommendations included to “develop a standing board to continue inclusivity work;” and

**WHEREAS**, County Council took action to direct the establishment of a standing board to serve as the central point of contact for public input on inclusivity issues and provide recommendations to County Council regarding inclusivity within the community.

**THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE INCORPORATED COUNTY OF LOS ALAMOS, that:**

**Section 1.** Article I, Section 8-4 is amended as follows:

**Sec. 8-4. - Standing advisory boards or commissions; terms of existence.**

(a) The following standing boards or commissions are hereby continued or established although not all are governed by the provisions of this chapter: arts in public places board; board of public utilities; historic preservation advisory board; labor management relations board; library board; lodger's tax advisory board; parks and recreation board; personnel board; planning and zoning commission; environmental sustainability board; transportation board; valuation protests board, and the ~~[variance]~~ inclusivity board.

(b) All standing boards and commissions will continue to function indefinitely, unless specifically discontinued by the county council or as otherwise provided by county ordinance. Boards or commissions shall be terminated only by express action of the county council. A board or commission may be assigned more than one task concurrently, but the absence of one or more assigned tasks at any time shall not affect the board or commission's continuing status.

**Section 2.** Article XIV, of Chapter 8 of the Code of the Incorporated County of Los Alamos, is repealed in its entirety and replaced as follows:

**ARTICLE XIV. – Inclusivity Board.**

**Sec. 8-294. – Purpose.**

The inclusivity board is established to serve as the central point of contract for public input on inclusivity issues and provide recommendations to the county council regarding inclusivity within the community. Inclusivity as determined for this purpose of this board, includes race, culture, sexual orientation/gender identity, income, physical/mental ability, gender, age, and

other traits as appropriate. Organization-specific diversity recruitment is not considered within the scope of this board.

**Sec. 8-295. – Membership, terms and qualifications.**

The inclusivity board shall consist of seven members and shall represent a broad, diverse range of perspectives, experiences, and backgrounds within the community.

Members shall serve for staggered two-year terms beginning on July 1 and ending on June 30, except that three members on the initial board shall only serve for one-year terms.

**Sec. 8-296. – Duties and responsibilities.**

The inclusivity board shall provide recommendations to the county council and shall have the following functions, responsibilities and duties:

- (1) Gather and provide citizen input to staff and council on inclusivity-related matters within the community. For this purpose, the board shall gather public input in ways appropriate to the circumstances, which may include public hearings dedicated to specific topics, outreach, or other engagement methods;
- (2) Identify opportunities to promote a sense of belonging and inclusion within the community;
- (3) Review and provide recommendations on policies, programs, or initiatives related to inclusivity when requested by the county council or county manager;
- (4) Review emerging trends, best practices, trainings, speakers, and community needs related to inclusivity and provide recommendations to the county council;
- (5) Coordinate with other boards as appropriate on inclusivity issues and/or activities;
- (6) Perform such additional related duties as may be assigned by the county council or requested by the county manager; and
- (7) Provide recommendations to the county council on ways to promote a sense of belonging for community members and to support inclusive practices within the community.

**Section 3. Effective Date.** This Ordinance shall become effective thirty (30) days after publication of its notice of adoption.

**Section 4. Severability.** Should any section, paragraph, clause or provision of this ordinance, for any reason, be held to be invalid or unenforceable, the invalidity or unenforceability of such section, paragraph, clause or provision shall not affect any of the remaining provisions of this ordinance.

**Section 5. Repealer.** All ordinances or resolutions, or parts thereof, inconsistent herewith are hereby repealed only to the extent of such inconsistency. This repealer shall not be construed to revive any ordinance or resolution, or part thereof, heretofore repealed.

**ADOPTED** this 30<sup>th</sup> day of June 2026.

**COUNCIL OF THE INCORPORATED COUNTY  
OF LOS ALAMOS**

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**Randall T. Ryti,  
Council Chair**

**ATTEST: (Seal)**

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**Michael D. Redondo,  
Los Alamos County Clerk**