



OFFICE OF MAYOR KEITH WILSON
City of Portland

**COMPLIANCE WITH FEDERAL)
NONDISCRIMINATION LAWS)**

**Executive Order to City Employees to Comply
with Federal Law "EO-2025-01"**

WHEREAS, the City of Portland believes in, and is committed to, the rule of law and the protection of all persons' civil rights; and

WHEREAS, federal nondiscrimination laws like the Civil Rights Act of 1964 remain fundamental to ensuring that all Portlanders can continue to access City programs and services free from discrimination based on their protected class status; and

WHEREAS, recent statements and actions by the Trump administration have created uncertainty with respect to the ability of many states and local governments to access funding appropriated by Congress by attempting to make such funding contingent upon certain certifications; and

WHEREAS, the City is a party to litigation in *San Francisco et. al. v. Trump* and *King County, et. al. v. Turner, et. al.*, that challenges the Trump administration's overstepping in immigration enforcement and its attempts to interfere with the City's legal diversity, equity, and inclusion work; and

WHEREAS, the City of Portland has been and remains committed to complying with federal nondiscrimination laws.

THEREFORE, pursuant to my authority under the Portland City Charter, City Code, and any other applicable law, I hereby Order as follows:

1. Compliance with Federal Law. Notwithstanding any conflicting provision of City Code, City ordinance, City resolution or bureau policy, and notwithstanding any contrary City or bureau practice, City employees, programs, and services are required and directed to comply with all applicable federal civil-rights and nondiscrimination laws, including but not limited to the Civil Rights Act of 1964. By complying with these laws, City programs and services will provide services, programs, and benefits without regard or preference based on protected class status, consistent with our ongoing commitment to complying with federal nondiscrimination laws.

2. Actions Required. The City Administrator or their designee will work with City Bureaus and Offices to review programs and services for ongoing and continued compliance with this Executive Order,



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including without limitation, undertaking disparity studies as appropriate to identify historical discriminatory actions taken by the City that continue to need remedy and repair.

IT IS SO ORDERED: Dated this 31st day of July, 2025.

City of Portland, Oregon

By: _____

Keith Wilson, Mayor

APPROVED AS TO FORM:

Robert Taylor, City Attorney