



## LEGISLATIVE EQUITY OFFICE

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Senator Kate Lieber, Co-Chair  
Representative Tawna Sanchez, Co-Chair  
Joint Committee on Ways and Means

Dear Co-Chairs Lieber and Sanchez:

This letter and its attachment responds to the Committee's request for reduction options relating to the 2026 rebalance plan. As you know, the Legislative Equity Office (LEO) is a nonpartisan office created by statute. The LEO is committed to promoting, sustaining, and ensuring an inclusive, safe, and welcoming environment for all who regularly work at the State Capitol and conduct legislative business. The statute, found at ORS 173.900 et seq. mandates the office:

- Enforce Legislative Branch Personnel Rule 27 through investigations;
- Conduct regular culture and climate surveys to ascertain the alignment between stated legislative branch policies and goals relating to workplace culture and standards of behavior and actual beliefs and experiences of those who work in the legislative branch or regularly interact with the legislative branch;
- Establish the Capitol Leadership Team to assist and support the office in developing mandatory trainings;
- Develop and deliver annual trainings to all members, staff, lobbyists, etc. on a variety of issues, specifically discrimination, harassment and retaliation.
- Contract with individuals unaffiliated with the Legislative Branch to perform certain services.
- Provide an annual report including recommendations to the Joint Conduct Committee.

To mitigate the impact of General Fund reductions on core services and positions, the Legislative Equity Office has prioritized utilizing anticipated reversions from the 2023-25 biennium to help achieve the reduction targets. As you are familiar, statute requires legislative and judicial branch agencies to retain any remaining General Fund balances, typically referred to as reversions, from the previous biennium for the payment of expenses for the next biennium.

Thank you for your consideration.

/s/ Bor Yang

Legislative Equity Officer

## 2025-27 Biennium

Target (5%)	-	-	-	
Difference	107,578	-	-	