

*Before the Board of Supervisors in and for the
County of Monterey, State of California*

Resolution No. 21-096

Adopt Resolution Declaring Racism)
a Public Health Crisis in Monterey County)
and pledging to promote equity, inclusion)
and diversity in housing, employment,)
economic development, health care, and)
public safety in Monterey County)

WHEREAS, throughout the history of the United States and Monterey County, racism has manifested itself as discrimination and oppression directed toward people of color; and

WHEREAS, the killings of Ahmaud Arbery, Breonna Taylor, and George Floyd, recent incidents that do not stand alone in our nation, have galvanized governmental entities around the country to assess the impact of racism on people of color, including in, but not limited to, the areas of housing, education, employment, public safety, and physical and mental health; and

WHEREAS, race is a social construct, with no basis in biology, yet racism has unjustly persisted throughout our country’s history based on flawed ideas that have developed around perceived differences in human beings based on appearance and color; and

WHEREAS, racism is a social system with multiple dimensions, including individual racism, that is internalized or interpersonal, and systemic racism, that is institutional and structural. Systemic racism unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and depletes the strength of the whole society; and

WHEREAS, racism results in the structuring of opportunity and assigning of value based solely on skin color and other physical characteristics, which creates unfair disadvantages to some individuals and communities and unfair advantages to other individuals and communities, therefore preventing society as a whole from achieving its full potential; and

WHEREAS, the United States Centers for Disease Control and Prevention recognizes that discrimination negatively impacts physical and behavioral health outcomes; and

WHEREAS, long-standing systemic health and social inequities have put many people identifying as people of color at increased risk of infection, severe illness, and death from COVID-19; and

WHEREAS, the Mission of Monterey County Health Department is to enhance, promote, and protect the health of Monterey County individuals, families, communities, and environment; and

WHEREAS, the Monterey County Health Department’s Core Values are Integrity, Respect, Innovation, Health Equity, and Excellence; and

WHEREAS, the Board of Supervisors has five Strategic Initiatives, one of which is to improve health and quality of life through County supported policies, programs, and services; promoting access to equitable opportunities for healthy choices and healthy environments in collaboration with communities; and

WHEREAS, racism creates disparate outcomes in many areas of life that serve as the elemental foundation of the County's Strategic Initiatives, including housing, education, employment and the economy, public safety and criminal justice, and physical and behavioral health; and

WHEREAS, racism has given rise to geographic segregation that disproportionately exposes people of color to lead poisoning, poor air quality, inadequate nutrition, deficient public transportation, inadequate educational and economic opportunities, and under-resourced recreational and healthcare facilities; and

WHEREAS, specific physical and behavioral health conditions stemming from racism include depression, anxiety, anger, diabetes, hypertension, stroke, heart attack, maternal death, premature birth, respiratory diseases, and autoimmune diseases; and

WHEREAS, Latino/a/Latinx people account for 60 percent, White people account for 28 percent, and Black people account for 2 percent of the County's population; and

WHEREAS, 27 percent of Monterey County's Black residents rate their health as very good or excellent compared to 50 percent of Latino/a/Latinx and 55 percent of White residents in Monterey County; and

WHEREAS, the Black and Latino/a/Latinx homeownership rate in Monterey County is 38 and 39 percent, respectively, but is 60 percent for Whites in the County; and

WHEREAS, in Monterey County, only 21 percent of Latino/a/Latinx and 37 percent of Black students compared to 43 percent of White students are socially and emotionally prepared by our systems for kindergarten; and

WHEREAS, in Monterey County, 32 percent of Latino/a/Latinx and 44 percent of Black students compared to 67 percent of White 8th grade students are proficient in English/Language Arts; and

WHEREAS, in Monterey County, 10 percent of Latino/a/Latinx and 11 percent of Black compared to five (5) percent of White 7th and 8th grade students are suspended from school; and

WHEREAS, in Monterey County, the juvenile felony rate is 562/100,000 for Latino/a/Latinx youth and 2,528/100,000 for Black youth compared to 275/100,000 for White youth; and

WHEREAS, helping people process the trauma of past injustice and create new narratives based upon equity, fairness, and equal justice can have healing effects, both mentally, emotionally, and physically; and

WHEREAS, the County Health Executives of California, County Behavioral Health Directors Association of California, County Welfare Directors Association, and California Association of Public Hospitals and Health Systems and several California cities and counties have adopted resolutions declaring racism a public health crisis and commit to policy reform to support improved health for people of color; and

WHEREAS, the Board of Supervisors has adopted resolutions acknowledging historical injustices on people of color in Monterey County;

NOW, THEREFORE, BE IT RESOLVED THAT, the Board of Supervisors of the County of Monterey affirm that racism is a public health crisis that results in disparities in family stability, health and mental wellness, education, employment, economic development, public safety, criminal justice, and housing.

Furthermore, based upon this affirmation, the County will actively participate in the dismantling of racism by:

- Building and strengthening alliances with other organizations who are confronting racism, and encouraging other agencies to recognize racism as a crisis, including County membership in the Government Alliance on Race and Equity (GARE), which is a national network of local government agencies working to achieve racial equity and advance opportunities for all.
- Continuing a partnership with Towards a Racially Equitable Monterey County, to support and encourage a healing informed governing for racial equity practice across and within Monterey County by coordinating an ecosystem of institutions including philanthropy, government, and resident organizing.
- Working with community partners to establish health and racial equity as part of the County Mission, Vision, and Goals.
- Continuing to have mandated staff training on implicit bias, cultural humility, and racial equity to encourage equity in the workplace and create a space for addressing how historic practices led to current systemic issues.
- Continuing to implement the strategies in the County's Disparate Impacts of COVID-19 Report.
- Promoting equity through policies to be considered by the Board of Supervisors and enhancing meaningful, thoughtful, and data-driven education efforts aimed at understanding, addressing, and dismantling racism and how racism affects public health, family stability, early education, economic development, public safety, and the delivery of human services.
- Advocating through the California State Association of Counties and the National Association of Counties for relevant policies that improve health outcomes in communities of color, and supporting local, regional, state, and federal initiatives that advance efforts to dismantle systemic racism.
- Hereby encouraging each of the twelve incorporated cities and towns within Monterey County to also adopt resolutions affirming that racism is a public health crisis that results in disparities in family stability, health and mental wellness, education, employment, economic development, public safety, criminal justice, and housing.
- Identifying and encouraging mechanisms for effective trainings of all justice partners that address education in systemic racism and implicit bias.
- Supporting efforts to improve workforce diversity in the justice arena be more reflective of the communities served and a desire to promote justice-related careers to our communities of color.
- Developing communication tools for building a shared narrative around criminal justice reform.
- Identifying and encouraging mechanisms for effective trainings of all justice partners that address education in systemic racism and implicit bias.
- Developing practical policy solutions and communication tools for building a shared narrative around criminal justice reform.
- Identifying specific activities to enhance diversity with the County Government workforce and support the implementation of the County's Equal Opportunity Plan.
- Implementing competency-based interviewing to further eliminate bias in the hiring process.
- Providing internships and career fairs as a pipeline for youth of color to have equity in career exposure and employment networking opportunities in their job pursuits.

- Expanding and actively have employment outreach to continuously improve workforce diversity through recruitment strategies that seek people of color in collaboration with associations and educational institutions that have strong diversity representation and commitment.
- Providing implicit bias training specific to recruitment processes for hiring managers and screeners to establish equity in evaluating applicant qualifications.
- Supporting community efforts to amplify issues of racism and engaging actively and authentically with communities of color throughout our County to address historical impacts of structural and institutional racism in Monterey County.
- Supporting the establishment of Employee Resource Groups, also known as Affinity Groups, and encourage and support employee participation.
- Supporting the Equal Opportunity and Civil Rights Advisory Commission, the Commission on the Status of Women, and the Commission on Disabilities in their efforts for a more just and equitable County for all of its residents.
- Pledging to advocate for relevant policies that will improve health and wellness among people of color.
- Pledging to encourage other local, state, and federal entities to recognize racism as a public health crisis.

PASSED AND ADOPTED on this 6th day of April 2021, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Askew and Adams

NOES: None

ABSENT: None

(Government Code 54953)

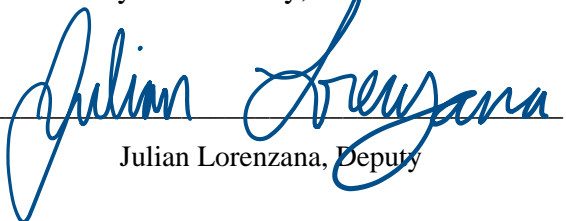
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting April 6, 2021.

Dated: February 3, 2022

File ID: CR 21-036

Agenda Item No.: 3

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California


Julian Lorenzana, Deputy