

RESOLUTION NO. 2022-20

**RESOLUTION BY THE EXECUTIVE COMMITTEE VALUING AND SETTING FORTH
COMMITMENT TO PROMOTING DIVERSITY AND INCLUSION IN RACINE COUNTY**

To the Honorable Members of the Racine County Board of Supervisors:

WHEREAS, the founding principles of our nation set forth the fundamental ideals of diversity, equality, and inclusion; the basic right of people to life, liberty and the pursuit of happiness; and equal protection as expressed in the United States Constitution; and

WHEREAS, disparities in education, employment, health, housing, income, justice, and transportation are often starkest within residents of color and marginalized groups; and

WHEREAS, Racine County recognizes that racism profoundly impacts the social and health status of children, adolescents, emerging adults, and their families, and values the multifaceted ways purposefully embracing diversity enables the County to be a more welcoming and inclusive place to live, work, learn, worship, and enjoy life; and

WHEREAS, the County is committed to good governance, quality customer service, nondiscrimination, equal employment opportunity, equal pay, safe and healthy environments in which to live, work, and learn, and cultural awareness; and

WHEREAS, the County does not discriminate in public accommodations; the County welcomes all people to its places of work and service. Everyone should feel safe and welcome at County public facilities and events; and

WHEREAS, the County promotes diversity and inclusion by calling upon the knowledge and experience of its employees and community members to identify and eliminate barriers and encourage collaboration, flexibility, and fairness so that all individuals are able to participate and contribute to their full potential; and

WHEREAS, the County recognizes the value of supporting and participating in training opportunities as they pertain to best practices in diversity awareness, equity, workplace harassment prevention, employment law, disability awareness, and fair housing; and

WHEREAS, the County recognizes the need to eliminate disparities and create an inclusive culture that values and celebrates the diversity of the County's residents and employees; and

WHEREAS, the County will lead the delivery of its services to every resident with humility and openness, and will fortify investments in disparity reduction efforts where momentum and success are recognized in the form of improved opportunities for growth, development, and access to resources; and

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4 **WHEREAS**, the County recognizes the need to address long-standing systems,
5 programs, policies, and practices that may have historically created needless obstacles to the
6 success of people of color, members of ethnic communities, and other marginalized groups; and

7 **WHEREAS**, the County rejects and condemns hate-based activity or conduct directed to
8 harm a person due to a person's race, class, or religious beliefs; and

9 **WHEREAS**, the County is taking a deliberative approach to diversity, equity, and
10 inclusion and will proceed and analyze data with care and thoughtfulness, mindful that this is a
11 journey with a long continuum requiring long-term and ongoing commitment from this and future
12 boards; and

13 **WHEREAS**, we acknowledge the diligent efforts and commitment to improving diversity,
14 inclusion, and effectiveness provided by County frontline employees and leadership staff,
15 including the County Diversity Office; and

16 **NOW, THEREFORE, BE IT RESOLVED** by the Racine County Board of Supervisors
17 that Racine County formally reaffirms that it will:

- 18 1. Commit to:
- 19 a. Fostering, supporting, and strengthening diversity and inclusion in the
20 County's programs, practices, policies, and community development
21 initiatives; and
 - 22 b. Continuing to develop its understanding of the inequities that long-standing
23 policies, programs, and practices may cause and develop strategies that
24 mitigate personal bias and prejudice; and
 - 25 c. Promoting community efforts to amplify issues of racism that engage actively
26 and authentically with communities of color; and
 - 27 d. Continuing to provide the leadership to make Racine County more equitable
28 and inclusive to all marginalized groups; and
 - 29 e. Working toward integrating approaches that focus on stabilizing and
30 strengthening families and preventing harm rather than only responding to it
31 to improve outcomes for children and families and aim to reduce
32 disproportionate representation in the child protection system; and
 - 33 f. Ensuring that we spend the public's dollars in a way that maximizes benefit
34 for the community and provides improved access for all suppliers and
35 contractors; and
 - 36 g. Developing a consistent methodology for data collection, reporting, and
37 analysis related to race/ethnicity for public health data in order to improve
38 transparency with the publishing of reports and to inform recommendations to
39 decisionmakers; and
 - 40 h. Allocating and providing the resources needed to advance diversity and
41 inclusion in Racine County, and ensuring the County's Diversity Office is
42 resourced to support and achieve the goals of this resolution by seeking input
43 from and providing resources to communities of color and local units of
44 government and public/private entities with similar objectives; and

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- i. Implementing effective training to help employees gain awareness, development skills, and be positioned to apply the training in their work and provision of services;
- j. Developing workforce training programs that provide economic empowerment and career advancement opportunities for our employees and those we serve; and
- k. Structuring our organization in furtherance of the strategic plan developed by the County’s Diversity Office to model services, practices, and engagement approaches that meet the needs of all residents; and
- l. Developing and refining workforce pathways and training programs that promote recruitment, employment, hiring, training and retention opportunities for communities of color and other disparately impacted communities in Racine County; and
- m. Supporting projects, programs, and solutions that use innovative strategies to reduce disparities, improve outcomes, and empower members of historically marginalized populations.

Respectfully submitted,

EXECUTIVE COMMITTEE

1st Reading _____

2nd Reading _____

BOARD ACTION

Adopted _____

For _____

Against _____

Absent _____

Thomas E. Roanhouse, Chairman

Tom Kramer, Vice-Chairman

Robert N. Miller, Secretary

VOTE REQUIRED: Majority

Prepared by: _____
Corporation Counsel Tom Hincz

Donald J. Trottier

Melissa Kaprelian

Scott Maier

Fabi Maldonado

1 Resolution No. 2022-20
2 Page Four

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Jason Eckman

8 **The foregoing legislation adopted by the County Board of Supervisors of**
9 **Racine County, Wisconsin, is hereby:**

10 **Approved:** _____

11 **Vetoed:** _____

12

13 **Date:** _____,

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16 **Jonathan Delagrave, County Executive**