A RESOLUTION OF THE MONO COUNTY BOARD OF SUPERVISORS
RECOGNIZING RACISM AS A PUBLIC HEALTH CRISIS AND
AFFIRMING MONO COUNTY’S COMMITMENT TO BUILDING
RACIAL EQUITY AND REDUCING DISPARITY

WHEREAS, throughout our nation’s history, institutional and structural racism and
injustice have led to deep and persistent racial disparities across all sectors and have had lasting
negative consequences for Mono County; and

WHEREAS, racism results in the structuring of opportunity and assigning of value based
solely on skin color and other physical characteristics, which unfairly disadvantages some
individuals and communities while providing systemic advantages to other individuals and
communities, therefore preventing societies as a whole from achieving their full potential; and

WHEREAS, numerous studies have shown that institutional and structural racism is the
root cause of health disparities and social inequities that impact many aspects of life, including
housing, education, employment and the economy, public safety and criminal justice, and
physical and mental health; and

WHEREAS, Mono County is the current and ancestral homelands of indigenous people,
and racist laws, practices, and historic violence have led to the displacement, and in many cases,
the death, of indigenous peoples, the suppression of indigenous cultures, languages, and
spirituality, and inequities in socioeconomic opportunities and health; and

WHEREAS, the COVID-19 pandemic has disproportionately impacted Latinx residents
of Mono County; and

WHEREAS, the May 25, 2020 killing of George Floyd, along with other incidents of
police violence, sparked a nationwide movement to address racism and disparity in law
enforcement that both the Board of Supervisors and Mono County Sheriff’s Office recognize as
legitimate; and

WHEREAS, there is a relationship between health and economic disparities, and thus
racism, and global climate change because persons with limited resources are disproportionately
affected by extreme weather and deteriorating environmental quality; and
**WHEREAS**, on September 15, the Mono County Board of Supervisors, during a presentation titled “Moving Towards Equity,” affirmed the need to recognize racial disparity and to work for equity in county government and our communities.

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

**BE IT FURTHER RESOLVED**, that the Mono County Board of Supervisors finds that racism is a public health crisis affecting our entire society, and the Board wishes to assess internal policies and procedures to ensure racial equity is a core element of the County; and

**BE IT FURTHER RESOLVED**, that the following actions result from these declarations:

- The County Administrative Officer and County staff are directed to develop a workplan that includes committing adequate financial resources toward Justice, Equity, Diversity, and Inclusion work, the formation of a Justice, Equity, Diversity, and Inclusion (JEDI) Commission that would guide this effort, recognizing that the burden of education and transformation must not be placed solely on communities of color.

- Consider 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. Membership could include contracting with GARE for training and consulting.

- Participate in regularly scheduled trainings for the Board of Supervisors and other elected officials, county staff and the public on topics including workplace biases and how to mitigate them, and understanding racism; these trainings should be meaningful, thoughtful, and data-driven education efforts aimed at understanding, addressing, and dismantling racism, and how racism affects public health, family stability, housing, early education, economic development, public safety, and the delivery of human services.

- Collaborate with the County’s law and justice agencies, NGOs, partner organizations and the community to ensure public confidence that public safety is administered equitably by supporting the Community Advisory Committee recently established by Mono County Sheriff’s Office.

- Study and evaluate existing County policies and practices through a lens of racial equity to promote and support policies that prioritize health in an equitable way, especially for people of color, by mitigating exposure to adverse childhood experiences (ACES) and promoting healthy, resilient communities.
• Identify specific activities to enhance diversity within the County Government workforce.

• Support local, regional, state, and federal initiatives that advance efforts to dismantle systemic racism and reduce inequity.

• Encourage community participation in efforts to amplify issues of racism and engaging actively and authentically with communities of color throughout the County.

• Invite other local government agencies, NGOs, and partner organizations in the region to also adopt resolutions affirming that racism is a public health crisis and to work together toward equity.

• Report back to the board and community starting in January 2021 on these activities, including the formation and seating of the JEDI Commission and a midyear budget adjustment to reflect funding commitment.

PASSED, APPROVED and ADOPTED this 13th day of October 2020, by the following vote, to wit:


NOES: None.

ABSENT: None.

ABSTAIN: None.

Stacy Corless, Chair
Mono County Board of Supervisors

ATTEST:

APPROVED AS TO FORM:

Queenie Barnard (Oct 19, 2020 08:44 PDT)
Clerk of the Board

Stacey Simon (Oct 19, 2020 08:52 PDT)
County Counsel