



R20-93

**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

1 **WHEREAS**, on September 15, the Mono County Board of Supervisors, during a
2 presentation titled “Moving Towards Equity,” affirmed the need to recognize racial disparity and
3 to work for equity in county government and our communities.

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

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

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

- 13 • The County Administrative Officer and County staff are directed to develop a workplan
14 that includes committing adequate financial resources toward Justice, Equity, Diversity,
15 and Inclusion work, the formation of a Justice, Equity, Diversity, and Inclusion (JEDI)
16 Commission that would guide this effort, recognizing that the burden of education and
17 transformation must not be placed solely on communities of color.
- 18 • Consider County membership in the Government Alliance on Race and Equity (GARE),
19 which is a national network of local government agencies working to achieve racial
20 equity and advance opportunities for all. Membership could include contracting with
21 GARE for training and consulting.
- 22 • Participate in regularly scheduled trainings for the Board of Supervisors and other
23 elected officials, county staff and the public on topics including workplace biases and
24 how to mitigate them, and understanding racism; these trainings should be meaningful,
25 thoughtful, and data-driven education efforts aimed at understanding, addressing, and
26 dismantling racism, and how racism affects public health, family stability, housing, early
27 education, economic development, public safety, and the delivery of human services.
- 28 • Collaborate with the County’s law and justice agencies, NGOs, partner organizations
29 and the community to ensure public confidence that public safety is administered
30 equitably by supporting the Community Advisory Committee recently established by
31 Mono County Sheriff’s Office.
- 32 • 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.

- 1 • Identify specific activities to enhance diversity within the County Government
2 workforce.
- 3 • Support local, regional, state, and federal initiatives that advance efforts to dismantle
4 systemic racism and reduce inequity.
- 5 • Encourage community participation in efforts to amplify issues of racism and engaging
6 actively and authentically with communities of color throughout the County.
- 7 • Invite other local government agencies, NGOs, and partner organizations in the region
8 to also adopt resolutions affirming that racism is a public health crisis and to work
9 together toward equity.
- 10 • Report back to the board and community starting in January 2021 on these activities,
11 including the formation and seating of the JEDI Commission and a midyear budget
12 adjustment to reflect funding commitment.


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

16 **AYES:** Supervisors Corless, Gardner, Kreitz, Peters, and Stump.

17 **NOES:** None.

18 **ABSENT:** None.

19 **ABSTAIN:** None.

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22 _____
23 Stacy Corless, Chair
24 Mono County Board of Supervisors

25 **ATTEST:**

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

30 **APPROVED AS TO FORM:**

31 
32 _____
33 Stacey Sirron (Oct 19, 2020 08:52 PDT)
34 County Counsel