



COUNTY OF SAN DIEGO

BOARD OF SUPERVISORS

1600 PACIFIC HIGHWAY, ROOM 335, SAN DIEGO, CALIFORNIA 92101-2470

AGENDA ITEM

COUNTY OF SAN DIEGO
2021 JAN -8 AM 8:09
CLERK OF THE BOARD
OF SUPERVISORS

DATE: January 12, 2021

08

TO: Board of Supervisors

SUBJECT

FRAMEWORK FOR OUR FUTURE: DECLARING RACISM A PUBLIC HEALTH CRISIS (DISTRICTS: ALL)

OVERVIEW

This Board Letter includes early actions for this newly constituted Board to publicly and openly acknowledge that racism is a public health crisis. Changes in our institutional systems must occur for the County of San Diego to be anti-racist and combat historic inequities.

As represented in this resolution titled, "Resolution of the Board of Supervisors of the County of San Diego Declaring Racism a Public Health Crisis," there are historic health, social, economic, and criminal justice disparities, as well as bold actions that can be taken to substantially transform our county values, policies, practices, and community engagement to be more inclusive, responsive and anti-racist.

In declaring racism as a public health crisis, we are acknowledging that racism underpins health inequities throughout the region and has a substantial correlation to poor outcomes in multi-facets of life. As the public health agency for the region, the County has a responsibility to tackle this issue head on in order to improve the overall health of our residents. The public health and racist implications of County policies extends beyond those decisions in County Public Health Services to all departments. The measures proposed in this Board Letter will ensure that we are making decisions that promote health equity, are based on equity data, and engage our communities in a participatory process.

We strongly urge your support for the recommendations in this letter to infuse equity as a core principle of the Board of Supervisors and within the overall operations of the County of San Diego at every level.

SUBJECT: FRAMEWORK FOR OUR FUTURE: DECLARING RACISM A PUBLIC HEALTH CRISIS (DISTRICTS: ALL)

RECOMMENDATION(S)

SUPERVISOR NATHAN FLETCHER AND SUPERVISOR NORA VARGAS

- 1.) Approve resolution titled “Resolution of the Board of Supervisors of the County of San Diego Declaring Racism a Public Health Crisis.”
- 2.) Direct the Chief Administrative Officer (CAO) to:
 - a.) Create a process to solicit community input to identify county policies and practices that lead to or perpetuate racial or ethnic disparity, with the goal of catalyzing change for just, safe and healthier communities,
 - b.) Revise the statement of values, mission, vision, and strategic plan to represent equity and inclusion as a core principle of the County of San Diego and Board of Supervisors,
 - c.) Incorporate a section titled *Equity Impact Statement* in the Board Letter template for all county departments to identify and determine a systematic approach with standardized guidelines to express the equity impact of recommended actions,
 - d.) Enhance data collection capabilities to identify racial disparities among programs and services that are meant to improve health, social, economic, educational and criminal justice circumstances, and prioritize funding proportional to need when possible.
 - e.) Return to the Board of Supervisors within 90 days with an action plan to implement the direction above and identify the resources needed to achieve these requests.

FISCAL IMPACT

There is no fiscal impact associated with this action. There may be future fiscal impacts associated with final recommendations which would need to be approved by the Board.

BUSINESS IMPACT STATEMENT

N/A

ADVISORY BOARD STATEMENT

N/A

BACKGROUND

Our society must treat racism as the public health issue it is if we are going to improve health for all. The COVID-19 pandemic is disproportionately impacting the lives of Black/African-Americans, Indigenous, Latinx, Asian American & Pacific Islander and all other people of color. This impact, coupled with the lasting negative consequences of racism that include economic

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instability, poverty, barriers to education, and overrepresentation in the criminal justice system, undermines our region's public health.

This Board Letter includes early actions for this newly constituted Board to publicly and openly acknowledge that racism exists, racism has many significant negative consequences, and changes in our institutional systems must occur in order to combat historic inequities. As represented in this resolution titled, "Resolution of the Board of Supervisors of the County of San Diego Declaring Racism a Public Health Crisis," there are historic disparities as well as bold actions that can be taken to symbolically and substantially adjust our county values, policies, procedures, practices, and community engagement to be more inclusive and responsive.

The adoption of this resolution will demonstrate this Board's commitment to lead with the needed change, becoming a more racially equitable and justice-oriented agency in service to all communities within our County.

On May 19, 2020, the Board approved the creation of a community-oriented Leon L. Williams San Diego County Human Relations Commission. Subsequently on June 23, 2020, the Board created the Office of Equity and Racial Justice. These two bold actions were steps in the right direction. Over the past six months, these agencies nominated commissioners, created bylaws, defined roles and responsibilities for both entities, and hired staff for the Office of Equity and Racial Justice. With these administrative steps now complete, the Board is ready to take this next step and provide concrete actions that we would like them to prioritize.

The Board of Supervisors needs to engage the community as we take inventory of our policies and practices using an equity lens. This is the only way to address systemic racism, implicit bias, and institutionalize equity as a core principle of the Board of Supervisors and the operations of the County of San Diego. These actions will further the health, wellness and equity of all San Diegans.

We strongly encourage you to support the attached resolution, and direct the Chief Administrative Officer (CAO) to conduct a community engagement process, incorporate equity in the County's value statements and plans, develop a data driven process to determine how the proposed Equity Impact Statement should be construed and evaluated for board letters, and improve data collection capabilities to show racial disparities and direct county resources proportional to demonstrated need when possible. If approved, the CAO will return to the Board in 90 days with feedback from listening sessions and recommendations for action related to the other action items in this letter.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

Today's proposed actions support the Live Well San Diego Initiative in the County's Strategic Plan, and its vision for San Diego that is Building Better Health, Living Safely, Thriving, by supporting and empowering communities of color.

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Respectfully submitted,



NATHAN FLETCHER
Supervisor, Fourth District



NORA VARGAS
Supervisor, First District

ATTACHMENT(S)
RESOLUTION

SUBJECT: FRAMEWORK FOR OUR FUTURE: DECLARING RACISM A PUBLIC HEALTH CRISIS (DISTRICTS: ALL)

AGENDA ITEM INFORMATION SHEET

REQUIRES FOUR VOTES: Yes No

WRITTEN DISCLOSURE PER COUNTY CHARTER SECTION 1000.1 REQUIRED
 Yes No

PREVIOUS RELEVANT BOARD ACTIONS:
N/A

BOARD POLICIES APPLICABLE:
N/A

BOARD POLICY STATEMENTS:
N/A

MANDATORY COMPLIANCE:
N/A

ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION NUMBER(S):
N/A

ORIGINATING DEPARTMENT: Fourth and First Board of Supervisors Districts

OTHER CONCURRENCE(S): N/A

CONTACT PERSON(S):

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Resolution No.:

Meeting Date: January 12, 2021

**RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SAN DIEGO
DECLARING RACISM A PUBLIC HEALTH CRISIS**

WHEREAS, it is the mission of the County of San Diego to efficiently provide public services that build strong and sustainable communities; and

WHEREAS, one of the County of San Diego's most critical roles is promoting public health, which protects the health of people and the communities where they live, learn, work and play; and

WHEREAS, throughout San Diego County's history, systemic racism has had lasting generational effects on groups including Black/African-Americans, Indigenous, Latinx, Asian American & Pacific Islander and ~~other~~ all people of color; and

WHEREAS, anti-Black racism dehumanizes and marginalizes Black/African-American people and also affects communities of color by privileging those with lighter skin; and

WHEREAS, structural racism is at the root of many of our systems and institutions that have never been equitable for all; and

WHEREAS, racism, including unconscious and conscious bias, causes persistent racial discrimination in Criminal Justice, Housing, Social Capital, Voter Suppression, Education, Transportation, Employment, Food Access, Mental Health and Health Behaviors, Socioeconomic Status, Environmental Exposure, Access to Health Services, and Public Safety; and

WHEREAS, racism also intersects with other forms of prejudice and oppression to increase adverse outcomes, including discrimination based on immigration status, gender and sexual orientation, and mental and physical abilities; and

WHEREAS, disproportionately higher rates of chronic disease, shorter life expectancy, maternal and infant mortality, and health inequities for Black/African Americans and other racial groups are widely recognized and documented, yet continue to persist throughout San Diego County; and

WHEREAS, according to the Centers for Disease Control and Prevention (CDC), California Black infants are nearly three times more likely to die during their first year of life and nearly 60 percent are more likely to be born prematurely; and

WHEREAS, according to CDC, nationally Black birthing people are over three times more likely to die from pregnancy-related causes than white birthing people; and

WHEREAS, according to Voice of San Diego analysis, Black/African-American children in San Diego County are three times as likely to be suspended from school than their white peers; and

WHEREAS, according to a Campaign Zero report focused on the San Diego Police Department and San Diego Sheriff Department has shown Black/African-Americans in San Diego County are being stopped, searched, and used force against at higher rates than white people; and

WHEREAS, according to a report of the National Transgender Discrimination Survey, Black/African-American transgender people live in extreme poverty, with 34 percent reporting a household income of less than \$10,000 per year. More than twice the rate for transgender people of all races (15 percent), four times the general Black population rate (9 percent), and eight times the general U.S. population rate (4 percent); and

WHEREAS, the COVID-19 pandemic has exacerbated racial and social inequities by disproportionately impacting ~~the Latinx community in particular as well as other~~ communities of color; and

WHEREAS, San Diego County has made efforts to address health and social inequities that exist, through the work of various programs and initiatives with a special emphasis by Public Health Services to thread Health Equity throughout all their work, but it is not enough; and

WHEREAS, continued and unnecessary loss of Black lives including Breonna Taylor, Alfred Olango, Miles Hall, George Floyd, Ahmaud Arbery, and so many others, calls upon the County to be visible in our outrage, and, more importantly, in our resolve to work for change; and

NOW, THEREFORE, BE IT RESOLVED, the Board of Supervisors of the County of San Diego asserts that racism is an urgent public health crisis affecting our entire community; and

BE IT FURTHER RESOLVED, the County of San Diego commits to working to end racism and being intentional in our efforts to heal the harms that this organization has perpetuated; and

BE IT FURTHER RESOLVED, the County of San Diego supports community efforts to amplify and address issues of racism and engage actively and authentically with communities of color in our county in conjunction with the Human Relations Commission; and

BE IT FURTHER RESOLVED, the County of San Diego supports the creation of a County Racial Equity Action Plan and other efforts to address equity in internal policies, procedures, and programs across the County enterprise; and

BE IT FURTHER RESOLVED, the County of San Diego will align and build on health equity efforts within departments across all business groups; and

BE IT FURTHER RESOLVED, the Board of Supervisors of the County of San Diego does hereby support the efforts to achieve racial equity and a just San Diego County.

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, JANUARY 12, 2021**

MINUTE ORDER NO. 8

SUBJECT: FRAMEWORK FOR OUR FUTURE: DECLARING RACISM A PUBLIC HEALTH CRISIS (DISTRICTS: ALL)

OVERVIEW

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RECOMMENDATION(S)

CHAIR NATHAN FLETCHER AND VICE-CHAIR NORA VARGAS

1. Approve resolution titled “Resolution of the Board of Supervisors of the County of San Diego Declaring Racism a Public Health Crisis.”
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 - a. Create a process to solicit community input to identify county policies and practices that lead to or perpetuate racial or ethnic disparity, with the goal of catalyzing change for just, safe and healthier communities,
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- e. Return to the Board of Supervisors within 90 days with an action plan to implement the direction above and identify the resources needed to achieve these requests.

FISCAL IMPACT

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BUSINESS IMPACT STATEMENT

N/A

ACTION:

ON MOTION of Supervisor Vargas, seconded by Supervisor Fletcher, the Board of Supervisors took action as recommended, adopting Resolution No. 21-004, entitled: RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SAN DIEGO DECLARING RACISM A PUBLIC HEALTH CRISIS.

AYES: Vargas, Anderson, Lawson-Remer, Fletcher, Desmond

State of California)
County of San Diego) §

I hereby certify that the foregoing is a full, true and correct copy of the Original entered in the Minutes of the Board of Supervisors.

ANDREW POTTER
Clerk of the Board of Supervisors



Signed
by Marvice Mazyck, Chief Deputy