



Board of Supervisors Memorandum

December 1, 2020

**Resolution Declaring Racial and Ethnic Health Inequities and Income Inequality
in Pima County to be Public Health Crisis**

Background

The County's data and statistic section of the COVID-19 website includes regular reports on the demographics of COVID-19 cases, as well as an interactive map that enables anyone interested to view COVID-19 case data, by zip code, census tract, jurisdiction, and school district. While the data fluctuates, what we see for the report dated November 13, is that Hispanics and Native Americans in Pima County are experiencing disproportionately higher rates of hospitalizations, and Hispanics continue to have disproportionately higher rates of COVID-19, than non-Hispanic Whites. This should not be surprising as we continue to see, year after year, grave health disparities between different racial/ethnic and low income populations, not only in Pima County of course, but across the state and the nation. This current pandemic has once again elevated this issue.

Attachment 1 is a resolution, largely developed by the Pima County District 5 Supervisor Villegas's office, based on facts and data, and informed by similar resolutions and proclamations adopted by over 50 counties across the nation. Supervisor Villegas serves on the County's Board of Health, and initiated this discussion at the Board of Health's October 28 meeting. At their November 18th meeting, the Board of Health considered and unanimously recommended the Resolution in the form attached, after input from the Pima County Health Department and my office, and review by the County Attorney's office. During discussion of the item, Pima County Health Department Director Dr. Theresa Cullen noted in particular the disparity in life expectancy in Pima County based on race and ethnicity.

Resolution

As I stated in my August 24 COVID-19 update to the Board of Supervisors, with public health agencies at the forefront of this response we have a unique opportunity to refocus our public health agency and provide the necessary resources to address long standing public health disparities, as well as improve readiness for future public health emergencies. We will not be starting from scratch. Our Health Department was an early partner of the Government Alliance on Race and Equity, a national network of governmental organizations working to achieve racial equity through access to resources, mentors and technical assistance. In addition, our Health Department recently appointed a Health Equity Program Manager and established an internal Health Equity Committee to develop a plan and review Health Department policies from a health-equity-in-all-policies approach. They have also been successful in implementing the Racial and Ethnic Approaches to Community Health program

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(REACH), a grant funded initiative of the CDC to reduce chronic diseases disproportionately impacting Native Americans and Hispanics.

Pima County is also an active member of the National Association of Counties (NACO), and continues to look to NACO as a resource on a variety of issues. NACO is currently soliciting and making available resolutions and proclamations focused on acknowledging the racial drivers of health inequities, and supporting policies and initiatives to improve these inequalities. Attachment 2 includes brief summaries from 50 counties that have taken similar actions over the past year and a half, including links to each resolution or proclamation. What many of them have in common is a recognition of the complexity and historical nature of this issue, the role of data and public health agency expertise, and the fact that so many other disciplines must have a role to be successful.

The attached resolution recognizes this issue as a public health crisis, the need to develop long-term comprehensive and community wide strategy, but also the need to get County departments thinking about their role in addressing this issue now. Public health professionals have long recognized a person's health is often less determined by their genes, and more by where they live, their access to safe and affordable housing, educational opportunities, family income, transportation options, access to healthy food, nearby parks and recreational opportunities, etc. However, time and time again, we see that racial and ethnic minorities, and lower income populations, continue to have higher rates of poverty, continue to lack safe and affordable housing, and continue to have lower graduation rates and educational proficiencies. These are not typically issues addressed directly by public health agencies; hence the need for a multi-departmental effort.

Throughout this pandemic, our public health agency's relationships with other county departments has grown out of necessity. To address racial and ethnic health inequities, as well as income inequality, will require a multi-departmental, multi-disciplinary efforts, driven by data and the expertise of the Health Department, and guided by the Board of Health. Multi-departmental efforts are not new to Pima County. The Economic Development Plan, Sustainable Action Plan for County Operations, and Pima Prospers, are perfect examples.

Most planning efforts of this scale take time, as they should, and will require community input and professional expertise. In the meantime, we need to encourage thought and dialog at all levels the County, as it is going to take a different way of thinking to make a difference. If approved by the Board, I will direct the Health Department and other County departments and employees to begin considering more intentionally their role in addressing these race and income based health inequities.

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Recommendation

I recommend the Board approve Resolution No. ___ Declaring Racial and Ethnic Health Inequities and Income Inequality in Pima County to be Public Health Crisis.

Sincerely,



C.H. Huckelberry
County Administrator

CHH/dr – November 23, 2020

Attachments

- c: Jan Leshar, Chief Deputy County Administrator
Dr. Francisco Garcia, MD, MPH, Deputy County Administrator & Chief Medical Officer, Health and Community Services
Carmine DeBonis, Deputy County Administrator for Public Works
Dr. Terry Cullen, Public Health Director, Pima County Health Department
Paula Mandel, Deputy Director, Pima County Health Department
Erica Smith, Division Manager, Pima County Health Department
Jess Seline, Health Equity Program Manager, Pima County Health Department
Nicole Fyffe, Executive Assistant to the County Administrator

ATTACHMENT 1

RESOLUTION NO. 2020-_____

A RESOLUTION OF THE PIMA COUNTY BOARD OF SUPERVISORS DECLARING RACIAL AND ETHNIC HEALTH INEQUITIES AND INCOME INEQUALITY IN PIMA COUNTY TO BE A PUBLIC HEALTH CRISIS

WHEREAS, the COVID-19 pandemic has highlighted and exacerbated racial and social health inequities nationally and locally by disproportionately impacting communities of color; and

WHEREAS, Hispanic, Native American and African American communities in Pima County are experiencing higher rates of COVID-19 cases, hospitalizations, and more recently deaths, when compared to White communities;¹ and

WHEREAS, low-income communities in Pima County (defined by census tracts and zip codes) are experiencing disproportionately higher case numbers of COVID-19;² and

WHEREAS, this COVID-19 demographic data is reflective of historic health inequities nationally and locally across racial and ethnic groups, as well as across income levels; and

WHEREAS, African Americans and Native Americans in Pima County have higher rates of premature death and higher child and infant mortality rates than Hispanics, Asians and Whites;³ and

WHEREAS, Native Americans lose an average of 16.8 years of life expectancy due to these factors followed by 10.05 years lost for African Americans, and 8.93 years lost for Hispanics, compared to an average of 1.14 years gained for Whites (using an average life expectancy of 75);⁴ and

WHEREAS, African Americans in Pima County experienced disproportionately higher rates of death due to cardiovascular disease (490.7 cases per 100,000 people) from 2016-2018 compared to Whites (370.9 people per 100,000 people);⁵ and

WHEREAS, African Americans, Hispanics and Native Americans in Pima County have higher rates of preventable hospital stays, and lower rates of mammography screenings and flu vaccinations, than Asians and Whites;⁶ and

¹ Pima County COVID-19 Case Demographics Reports.

<https://webcms.pima.gov/cms/One.aspx?portalId=169&pageId=578441>

² Pima County COVID-19 Data Dashboard.

<https://www.arcgis.com/apps/opsdashboard/index.html#/426baca70718453a9f63a4f85e545d8b>

³ County Health Rankings and Road Maps Program.

<https://www.countyhealthrankings.org/app/arizona/2020/rankings/pima/county/outcomes/overall/snapshot>

⁴ Pima County 2019 Death Certificate.

⁵ <https://nccd.cdc.gov/DHDSPAtlas/Reports.aspx>

⁶ County Health Rankings and Road Maps Program.

<https://www.countyhealthrankings.org/app/arizona/2020/rankings/pima/county/outcomes/overall/snapshot>

WHEREAS, poverty rates in Pima County for 2018 were 23.6 percent for Hispanics, 28.1 percent for African Americans, 38.5 percent for Native Americans and 15.1 percent for Whites;⁷ and

WHEREAS, public health research and practice have long recognized racism, discrimination and income inequality as fundamental causes of health inequities; and

WHEREAS, systemic racism and poverty negatively impact the social factors that determine a person's health, including access to safe and affordable housing, active recreational opportunities, well-paying jobs, quality early childhood education, clean air and water, and health care and health insurance; and

WHEREAS, over 50 counties across the nation have adopted resolutions focused on acknowledging the racial drivers of health disparities, and supporting policies and initiatives to reduce these inequities;⁸ and

WHEREAS, the United States Office of Disease Prevention and Health Promotion, the American Academy of Pediatrics, the American Medical Association, the American College of Physicians, the National Partnership for Woman and Families, the American Public Health Association and the National Academies of Sciences, Engineering, and Medicine, have recognized that racial discrimination negatively impacts health outcomes; and

WHEREAS, the Pima County Health Department is undertaking strategic planning to define the organizational structure and resources necessary to reduce community health inequities and respond to new public health challenges, as guided by U.S. Centers for Disease Control and Prevention's Public Health 3.0 and Healthy People 2030 (that recognize health agencies as community conveners across disciplines).

NOW, THEREFORE, BE IT RESOLVED that the Pima County Board of Supervisors hereby declares racial and ethnic health inequities and income inequality in Pima County to be a public health crisis, and

1. Directs the County Administrator to support a county-wide strategy to address health inequities, including:
 - a. Expanding the Health Department's Health Equity Program to include other County departments that provide services impacting the health of individuals and families.
 - b. Expanding the Healthy Pima membership to include more representation from communities experiencing health inequities and from those advocating for improvements.

⁷ ACS 2018. <https://mapazdashboard.arizona.edu/health-social-well-being/poverty-rate>

⁸ <https://www.naco.org/county-resources-race-equity-and-inclusion>

- c. Continuing the Health Department’s Racial and Ethnic Approaches to Community Health program (REACH), a grant funded initiative of the CDC to reduce chronic diseases disproportionately impacting Native Americans and Hispanics.
 - d. Collecting, analyzing and reporting public health data by age, race, ethnicity, gender, disability, neighborhood, and other sociodemographic characteristics, including adding such data to the Healthy Pima Community Health Assessments.
 - e. Ensuring equity in the COVID-19 pandemic response and recovery.
2. Pledges to promote health equity through all Board of Supervisors policies and budgeting, to enhance the delivery of human and social services, economic development and public safety.
 3. Promotes policies that are well recognized to improve public health for adults and children from communities of color.
 4. Advocates locally, regionally, and nationally for relevant policies that improve health in communities of color and low-income communities.
 5. Advocates for economic development projects and opportunities designed to increase employment and income opportunities as a modality to reduce and eventually eliminate income inequality.
 6. Supports the expansion of continuing education, job training and workforce development programs as a pathway to economic self-sufficiency and stability for Pima County residents.

Passed and adopted by the Board of Supervisors of Pima County, Arizona, this ____ day of _____, 2020.

Ramón Valadez, Chairman
Pima County Board of Supervisors

ATTEST:

APPROVED AS TO FORM:

Julie Castañeda, Clerk of the Board



Andrew Flagg, Deputy County Attorney

ATTACHMENT 2

NACO'S COUNTY DECLARATIONS ON DIVERSITY, EQUITY AND INCLUSION

<https://www.naco.org/county-resources-race-equity-and-inclusion>

COUNTY DECLARATIONS

On May 20, 2019, Milwaukee County became the first county in the country to declare racism a public health crisis. Citing the City of Milwaukee's highly segregated structure and resultant health disparities among its racial populations, [Milwaukee County resolved](#) to assess internal policy and procedures to ensure racial equity is a core element, increase diversity across the county workforce and leadership, advocate for policies that improve health in communities of color, and encourage other local, state and national entities to recognize racism as a public health crisis. Since then, at least 50 counties have developed and passed their own resolutions to formally express the county lawmaking body's opinion on the issue and articulate intent to take specific actions.

CALIFORNIA

Los Angeles County: On July 21, the [Los Angeles County Board of Supervisors passed](#) an antiracist policy agenda directing immediate action to develop a strategic plan, evaluate existing policies and commission an annual report on the State of Black Los Angeles County.

Riverside County: On August 4, the [Riverside County Board of Supervisors resolved](#) to assert that racism is a public health crisis and to actively seek to increase diversity across the County workforce and in leadership positions. The Board further pledged to support the creation of a Riverside County task force and develop initiatives and programs to fight systemic racism and implicit bias in all aspects of community life.

San Bernardino County: On June 23, [San Bernardino County resolved](#) to actively participate in the dismantling of racism and identified nine key actions, including "studying and evaluating existing County policies and practices through a lens of racial equity and [to] support policies that prioritize health in an equitable way."

San Bernardino County: On June 23, [San Bernardino County resolved](#) to actively participate in the dismantling of racism and identified nine key actions, including "studying and evaluating existing County policies and practices through a lens of racial equity and [to] support policies that prioritize health in an equitable way."

Santa Clara County: On June 23, the [Santa Clara County Board of Supervisors resolved](#) to support efforts to address public health disparities due to racial inequities throughout Santa Clara County.

Santa Cruz County: On August 18, the [Santa Cruz County Board of Supervisors resolved](#) to assert that racism is a public health crisis affecting society and will assess internal policies and procedures to ensure racial equity is a core element of the County. The resolution includes 11 actions, such as promoting community engagement, training all elected officials and staff on racial biases in the workplace and how to mitigate them, and securing resources to accomplish their goals.

Yolo County: On July 21, the [Yolo County Board of Supervisors affirmed](#) that racism creates health inequities and resolved to endeavor to erase the damage of racism by ensuring meaningful progress in improving inequalities in physical and mental health, education, employment, public safety, the judicial system and housing.

COLORADO

Denver County: On June 8, the [Council of the City and County of Denver proclaimed](#) acknowledgement that the effects of intergenerational racism are a public health crisis and to support agency work plans to address and correct embedded policies that discriminate and perpetuate racism.

Jefferson County: On June 16, the [Jefferson County Board of Health resolved](#) to request Jefferson County Public Health to assess internal policies, develop policy platforms that address systemic racism, and enhance data collection and analyses that produce a justice-informed community health improvement plan.

FLORIDA

Hillsborough County: On September 16, the [Hillsborough County Board of County Commissioners resolved](#) to assert that racism is a public health crisis affecting the County and identified 10 key actions for enhancing equity and diversity, including continuing to advocate locally and through NACo for relevant policies that improve health in Black communities.

GEORGIA

DeKalb County: On June 15, [the Governing Authority of DeKalb County passed](#) a resolution declaring racism as a public health crisis. Under this resolution, the Chief Executive Officer and the Board of Commissioners has committed to progress as an equity and justice-oriented organization and support, promote and advocate for policies that improve health in communities of color. The Governing Authority will also assess progress and capitalize on opportunities to further advance racial equity.

ILLINOIS

Cook County: On July 25, 2019, the [Cook County Board of Commissioners resolved](#) to support efforts to address public health disparities due to racial inequities throughout Cook County to include recommending “solutions to overcome racism.”

INDIANA

Marion County: On June 8, the [City County Council of Indianapolis and Marion County resolved](#) to proactively engage in the dismantling of racism and identified seven core actions, including a call

to all city and county elected officials and departments “to continue, with urgency, the review of policies and procedures for the purposes of eradicating implicit and explicit racial bias and develop instead policies and procedures that build racial equity.”

St. Joseph County: On July 15, the [St. Joseph County Board of Health resolved](#) to engage in frank and open discussions of race and the impact of board decisions on racial inequities and seek greater diversity in board membership. The resolution also commits the board to holding the County’s Department of Health accountable through tangible actions, including using data to identify and reduce health disparities and recruit, hire and deploy community health workers of color with “lived experience” to strengthen relationships between the Department and the communities it serves.

MARYLAND

Anne Arundel County: In November 2019, [County Executive Steuart Pittman’s administration declared](#) its plan to treat racism as a public health issue to include “establishing mechanisms to research and better understand racism and discrimination in the county.”

Montgomery County: On June 16, the [Montgomery County Council passed](#) a resolution declaring racism as a public health crisis. Through this declaration, the council has committed to becoming an equity and justice-oriented organization dedicated to understanding the impacts of racism in its past work and promoting racial equity and social justice through advocacy and policy.

MICHIGAN

Genesee County: On June 10, the [Genesee County Board of Commissioners branded](#) racism as a public health crisis. The Board of Commissioners joined the Genesee County Health Board in its public health declaration and pledged that the county health department will pursue policies targeted at improving health in the Black community and other communities of color.

Washtenaw County: On July 1, [the Washtenaw County Board of Commissioners adopted](#) a resolution declaring racism as a public health crisis. The resolution makes the Commission responsible for enacting policies that include increasing the budget for the Public Health Department and Office of Racial Equity, setting and reviewing the county budget through a racial equity frame, increasing the number of Community Advisory Board for Law Enforcement (CABLE) members and working with the Sheriff’s Office to ensure an anti-racist and holistic approach to public safety.

Ingham County: On June 9, the [Ingham County Board of Commissioners adopted](#) a resolution [declaring](#) racism as a public health crisis in the county. Through this resolution, the county is recommitting its full attention to addressing the quality of life and health for Black Ingham County residents by advocating for policies that improve health in the Black community and assessing current and proposed laws and policies to promote health for people of color within the county.

Kalamazoo County: On June 16, the [Kalamazoo County Board of Commissioners resolved](#) to recommit its “full attention to improving the quality of life and health of Black Kalamazoo residents” through policy advocacy and the assessment of current and proposed laws and practices.

Wayne County: On July 2, [the Wayne County Commission adopted](#) a resolution decrying racism as a public health crisis. The county’s adopted resolution outlines plans that will help bring change to the county, including enhancing diversity, upholding anti-racism principles and encouraging ongoing racial equality training for employees, partners and contractors.

MINNESOTA

Hennepin County: On June 23, [the Hennepin County Board of Commissioners declared](#) racism as a public health crisis that affects all of Hennepin County. As a part of its resolution, the County Board has directed the Hennepin County Administration to develop an implementation timeline for actions that will be taken by the county that will address health-related disparities and outcomes in the county.

Olmsted County: On August 4, the [Olmsted County Board of Commissioners recognized](#) that inequity associated with race and racism is a public health issue; they further resolved to direct the Olmsted County Public Health Services Advisory Board and the Olmsted County Human Rights Commission to jointly study and investigate this issue with special emphasis on the services the County provides.

NORTH CAROLINA

Olmsted County: On August 4, the [Olmsted County Board of Commissioners recognized](#) that inequity associated with race and racism is a public health issue; they further resolved to direct the Olmsted County Public Health Services Advisory Board and the Olmsted County Human Rights Commission to jointly study and investigate this issue with special emphasis on the services the County provides.

Durham County: On June 8, the [Durham Board of County Commissioners resolved](#) to work towards achieving racial equity, including working “to progress as an equity and justice-oriented organization, with the Board of Commissioners and its staff leadership continuing to identify specific activities to further enhance diversity and to ensure antiracism principles across Board of Commissioners leadership, staffing and contracting.”

Mecklenburg County: On June 16, [Mecklenburg County resolved](#) to treat racism with the “urgency and funding of a public health crisis.” The county will seek to “promote racial equity through policies approved by the Board of Commissioners and will encourage other local, state and national entities to recognize racism as a public health crisis as well.”

New Hanover County: On July 13, [the New Hanover County Board of Commissioners approved](#) a resolution that declares racism as a public health crisis. The resolution calls on county officials to research, analyze and make meaningful changes to dismantle systemic racism. Additionally, the county will promote racial equity through policies approved by the Board of Commissioners.

Pitt County: On August 3, the [Pitt County Board of Commissioners resolved](#) to acknowledge that racism can form the basis for a public health crisis affecting the entire Pitt County and should be treated with the urgency and funding of a public health crisis. The Board encourages other local, state and national entities to recognize racism as a public health crisis as well.

Wake County: On July 6, the [Wake County Board of Supervisors resolved](#) to recognize the integral role of racism in the founding of our country and in large health disparities in the county today. The county committed to promoting policies as a board that focus on diversity, inclusion and equity and encouraged other government entities to follow suit.

NEBRASKA

Douglas County: On June 17, the [Douglas County Board of Health declared](#) that racism has resulted in a “health divide” with increased premature death rates, infant mortality rates and other overwhelmingly negative consequences in communities of color. The county committed to establishing an Office of Health Equity and Racial Justice, supporting policies that prioritize the health of communities of color and reassessing internal policies and procedures through a lens of inclusivity and health equity.

Lancaster County: On September 8, the [Lincoln-Lancaster County Board of Health resolved](#) that the Lincoln-Lancaster County Health Department will ensure the consistent collection, analysis and reporting of disaggregated data for all public health efforts with data visualization and description of said data.

OHIO

Franklin County: On May 19, the [Franklin County Board of Commissioners declared](#) their commitment to identifying opportunities to work to enhance diversity and antiracism principles, advocating for relevant policies and emphasizing racial equity training among staff, leadership, community partners and others.

Lorain County: On June 17, the [Lorain County commissioners unanimously voted](#) to declare racism a public health crisis and pledged to participate in a joint-county working group, advocate, train and continue to identify steps to reduce the long-term impact of racism on health disparities.

Montgomery County: On June 11, the [Montgomery County Board of County Commissioners resolved](#) to declare racism a public health crisis, identifying it as a root cause of poor health outcomes and other social determinants. The Board also reaffirmed a number of targeted action

items, including directing economic development resources toward minority communities and developing a new “Career and Innovation Center.”

Cuyahoga County: On July 7, the [Cuyahoga County resolved](#) to commit resources in all areas of its government to address racism and its resulting disparities and request a status report from the County Equity Commission and County Citizens Advisory Council by the end of the year.

Summit County: On June 16, the [Summit County Council Committee-of-the-Whole resolved](#) to declare racism a public health crisis and establish this year a Special Review Committee to identify action steps in promoting racial equity in the county.

Hamilton County: On July 16, the [Hamilton County Board of County Commissioners resolved](#) to declare racism a public health crisis and outline tangible next steps including engagement with racial justice work, examination of current institutions including health and providing implicit bias training to officers through the county sheriff’s office.

PENNSYLVANIA

Allegheny County: On May 5, the [Allegheny County Council recognized](#) racism as a public health crisis and committed itself to building partnerships with entities confronting racism and continuing to create internal policies and assessments focused on race equity.

Erie County: On September 8, the [Erie County Council resolved](#) to commit to openly and honestly address racism to eliminate disparity in healthcare, healthy food, safe and affordable housing, well-paying jobs and business ownership opportunities, quality transportation, educational opportunities and safe places to be active.

TENNESSEE

Shelby County: On June 23, the [Shelby County commissioners recognized](#) racism as a pandemic, aligning themselves with the chief executive officers of three of Tennessee’s largest hospitals, and committed their body to enacting policies that will strive to eradicate the effects of systemic racism against Black people.

TEXAS

Dallas County: On June 16, the [Dallas County Commissioners Court affirmed](#) their dedication to promote equity through policy, advocacy and community partnerships and committed to instituting racial equity training among Court leadership and staff.

Harris County: On June 30, the [Harris County commissioners](#) declared racism a public health crisis and resolves to develop policies, programs and services aimed at dismantling systemic racism, develop strong partnerships with organizations and residents impacted by racism to dismantle racism and protect the health and well-being of its residents and ensure complete and regular

availability of race and ethnicity data to document racial and ethnic inequities and reach sustainable solutions.

WASHINGTON

Spokane County: On August 6, the [Spokane Regional Health District's Board of Health resolved](#) that the District will lead, engage and call-to-action the community, partners and other local jurisdictions in strategic partnerships to develop and implement policies to eliminate health inequities in the Spokane region. Specifically, the District will provide institutional means for those most impacted by racism to participate in decision-making on policies, programs, services and interventions.

King County: On June 16, the [Board of Health of King County declared](#) racism a public health crisis and commits to revising its guiding documents and its policies with a racial justice and equity lens including the Board of Health Code and annual workplan and to ongoing work around race and equity such as participating in racial equity training and engaging and being responsive to communities and residents impacted by racism.

Tacoma-Pierce County: On June 17, the [Tacoma-Pierce County board of health passed a resolution](#) declaring racism a public health crisis and directing the health department to take specific actions including assess internal policies and procedures to address and reform structures that contribute to race; reshape our discourse to actively engage in anti-racist work; review their budget and make recommendations for funding changes, allocations or re-allocations that fund the work of transforming systemic racism; partner with community to co-create solutions; and promote policy and system level changes to move beyond equity only and undo racist structures.

WISCONSIN

Dane County: On July 9, the [Dane County Board](#) passed a resolution recognizing racism as a public health crisis and committing to continue to implement equitable and anti-racist policies and practices to create a justice- and equity-oriented county and society.

Milwaukee County: On May 20, 2019, Milwaukee County became the first county in the country to declare racism as a public health crisis. Citing the City of Milwaukee's highly segregated structure and resultant health disparities among its racial populations, [Milwaukee County resolved](#) to assess internal policy and procedures to ensure racial equity is a core element, increase diversity across the county workforce and leadership, advocate for policies that improve health in communities of color, and encourage other local, state and national entities to recognize racism as a public health crisis.

Eau Claire County: On July 22, the [Eau Claire County Board of Supervisors voted](#) 7-0 to adopt a resolution recognizing racism as a public health crisis in Eau Claire County and supporting action steps to collaborate with partners within the county and surrounding area to respond to the crisis.

Rock County: On June 25, the [Rock County Board of Supervisors](#) passed a resolution declaring racism as a public health crisis and resolving to advocate for policies that improve health in communities of color, eliminate health and opportunity gaps along racial lines and increase the success of all groups by distributing resources justly across all communities.

Kenosha County: On August 4, the [Kenosha County Board of Supervisors resolved](#) to support efforts to address public health disparities due to racial inequities throughout Kenosha County. The resolution includes six key actions, including providing tools to assist employees to engage actively and authentically with communities of color and supporting local, state and federal initiatives that advance social justice.