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Kenosha County's Approach to Racial Equity

Racism as a Public Health Crisis

- Resolution recognizes issue and our need to address it
- Adopted by County Board on Aug. 4, 2020

Kenosha  County	
BOARD OF SUPERVISORS RESOLUTION NO. <u>21</u>	
Subject: A Resolution Expressing Kenosha County's Commitment to Achieving Racial Equity and Transforming Systems and Institutions Impacting the Health of Our Community.	
Original <input type="checkbox"/> Corrected <input type="checkbox"/> 2 nd Correction <input type="checkbox"/> Resubmitted <input type="checkbox"/> <i>Amended 8-4-2020</i>	
Date Submitted:	Date Resubmitted:
Submitted by: Supervisor Laura Belsky	
Fiscal Note Attached <input type="checkbox"/>	Legal Note Attached <input type="checkbox"/>
Prepared by: Jennifer Freiheit	Signature: 

WHEREAS, the promotion of healthy communities is directly related to the health of individuals and encourages expanding public health support networks to decrease racial disparities in health outcomes; and

WHEREAS, communities of color are disproportionately impacted by social determinants of health, such as increased exposure to lead, poor air quality, lack of safe places to walk, bike or run, and inadequate health education; and

Commitments to Action in Budget

- Oct. 6, 2020:
County Executive
Jim Kreuser presents
2021 budget
containing several
equity-oriented actions



Funding for Body Cameras

“Striving for best practices on police calls and using the video for continuous improvement in a positive way, this will get all of us the accountability we’re seeking — for our law enforcement officers, and the public.”

— *County Executive Kreuser*



Racial Equity Commission



“We’ve all heard calls for public input in the process of tackling systemic racism. This commission will be a place to focus that energy and deliver meaningful results.”

— *County Executive Kreuser*

Internal Look at Policies/Procedures

- Diversity Task Force convened
- Hiring of HR Business Partner with Diversity Inclusion Specialty
- Review of county workforce minority profile
- County is now a GARE member



Racial Equity Training



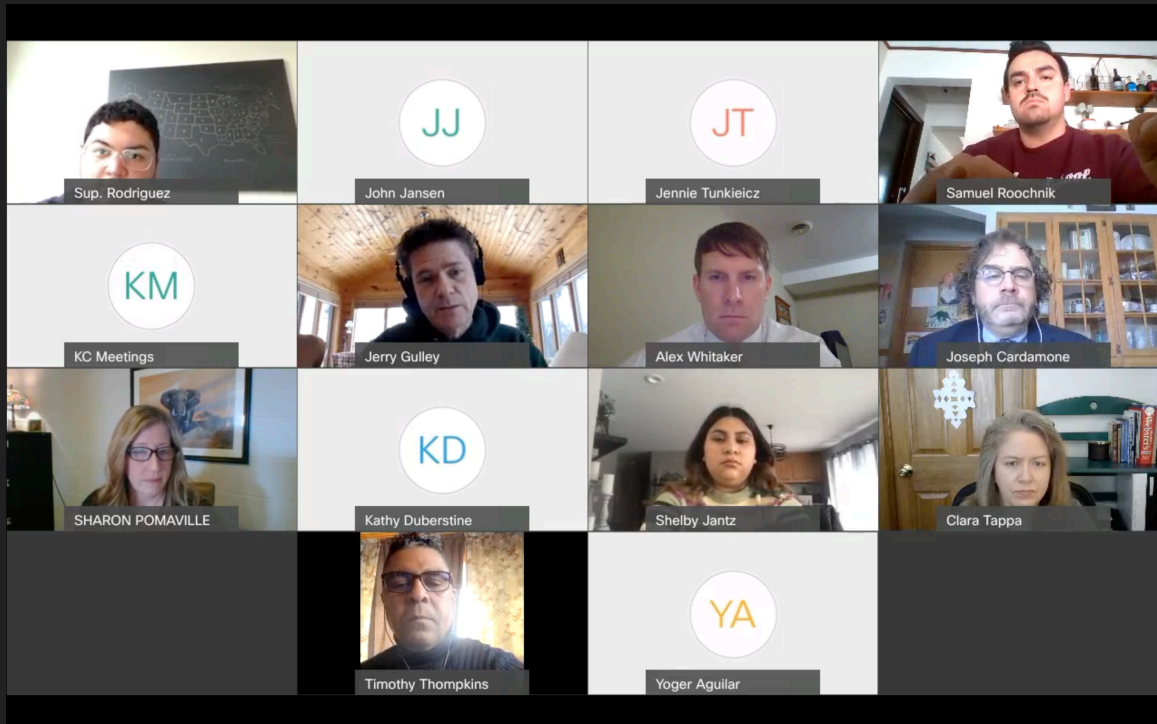
- Foundational for all employees; onboarding for new hires
- Goal is to complete in 2021, then re-evaluate
- Training to occur through GARE, REI and other organizations

Training Objectives

- Equity literacy, diversity, respectful communications, creating an inclusive environment
- Working to eliminate racial inequities and improve outcomes for all racial groups
- Law enforcement training to cover awareness and prevention of harassment



Outward-Facing Review



- Racial Equity Commission to report to County Board's Executive Committee
- Workgroup now developing commission framework to go to County Board for approval

Proposed Mission Statement

“The Racial Equity Commission's mission is to realize greater racial equity in Kenosha County through on-going review of current policies and procedures so as to implement transformative ideas born of research, collaboration, and community engagement.”

Commission goals for 2021



- Finalize mission statement and composition of commission
- Initial overall goal: Look at policies and procedures and how they may contribute to systemic racism

Critical to Ongoing Success

The ongoing
involvement of
the public!



Thank You!

Any Questions?