

**RESOLUTION NO. .**

**BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA**

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**RESOLUTION TO ADVANCE AND IMPROVE SAN MATEO COUNTY'S RACIAL EQUITY EFFORTS**

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**WHEREAS**, in the United States, including in San Mateo County, Black, Indigenous, and People of Color (BIPOC) experienced centuries of inequality and systemic, institutionalized racism that have created a degree of racial inequity that cannot be remedied without deliberate, conscious efforts; and

**WHEREAS**, people of color are defined here as Blacks, African Americans and, more broadly, as people of the African diaspora; Native Americans, American Indians, and Indigenous communities; people of Asian descent; Pacific Islander communities; Latinx nationalities and ethnicities; people of Middle Eastern descent; and those who identify as racially mixed; or others who identify as people of color, and BIPOC is used to emphasize the systemic, and historic racism of Black and Indigenous people due to the longstanding impacts of slavery, colonialism, and indigenous genocide; and

**WHEREAS**, San Mateo County recognizes the painful and significant role that government agencies have played in creating and maintaining racial inequities through explicit and implicit policies and practices; and

**WHEREAS**, in June 2020, the San Mateo County Board of Supervisors adopted Resolution No. 20-394 in support of the Black Lives Matter movement and in August

2020, the Board of Supervisors adopted Resolution No. 20-584, which recognized racism as a public health crisis; and

**WHEREAS**, the goals of these resolutions included the promotion of anti-racism, fairness and justice, and the recognition of the need for more resources and aid to our most impacted communities; and

**WHEREAS**, “racial equity” occurs when institutions, systems, and structures create the conditions needed for all people, including BIPOC, to reach their full potential, and when race and ethnicity no longer determine life outcomes; and

**WHEREAS**, over 60% of San Mateo County’s population is BIPOC, including 2.3% Black or African-American, 24.4% Latinx or Hispanic, 28.7% Asian, 1.4% Native Hawaiian or Pacific Islander, 1.4% identifying as some other race alone, and 5.7% identifying as two or more races, and a majority of San Mateo County’s population has been made up of people of color since the turn of the 21<sup>st</sup> Century; and

**WHEREAS**, racial equity is vital to all our communities, and is correlated with a number of life outcomes related to economic status, education, health, and access to stable housing, public facilities, amenities, and essential services; and

**WHEREAS**, on both the local and national level, numerous data sources reveal inequities in life outcomes by race, ethnicity, and national origin and the COVID-19 public health emergency has exacerbated racial inequities; and

**WHEREAS**, San Mateo County is committed to advancing racial equity throughout all of its departments and operations in order to create the conditions for BIPOC to be healthy, free, and reach their full potential; and

**WHEREAS**, all people in San Mateo County can only truly be free when racism and other forms of intersecting oppression are dismantled so that racial identity, income, gender identity, immigration status, sexuality, or ability do not limit anyone from reaching their full potential; and

**WHEREAS**, while racial equity focuses on strategies and conditions needed for people of color to reach their full potential, the promotion of racial equity promotes outcomes that will result in improvements for *all* groups and better the community as a whole; and

**WHEREAS**, San Mateo County is committed to building a deep sense of belonging for BIPOC, where everyone can seed families and extend roots for generations to come with stability, having authentic power to advance aspirations, influence decisions that impact their lives, and be a fully empowered part of the fabric and narrative of the county; and

**WHEREAS**, the County of San Mateo will achieve equity and racial justice by working collaboratively across sectors and with community residents and leaders in our most impacted communities to learn and take strategic risks to get to fundamental transformation of systems and institutions; and

**WHEREAS**, the County acknowledges the need for learning in the institution in order to effectively implement an equity lens across all operations, and the importance of learning, adjusting, adapting, and growing; and

**WHEREAS**, to promote racial equity in the County of San Mateo, the County of San Mateo must work to adopt the following:

- a) An accountable structure for community and stakeholder engagement to support and inform equity efforts in the County; and
- b) Sustainable structures to support the County in operationalizing equity, including (1) continuation of the chief equity officer position; (2) establishing an Office of Racial and Social Equity; and developing a Racial and Social Equity Action Plan with countywide and departmental actions and other structures and systems, and inclusion of equity impact analysis and statements in policies presented to the Board, similar to financial impacts; and
- c) A County workforce training program, equity data profile, and development of equity performance metrics as part of the County budgeting process; and
- d) Strategies to support the alignment of workforce demographic representation across classifications with county, client, and/or available workforce demographics.

**WHEREAS**, the Board remains committed in the long term to our mission of advancing racial equity, belonging, and diversity in all aspects of County government and program structure.

**NOW, THEREFORE, IT IS HEREBY RESOLVED** that the Board of Supervisors of San Mateo County confirms its commitment to efforts to increase racial equity through all County policies and programs of the County; to enhance educational efforts aimed at understanding, addressing, and combating racism in all forms to promote fairness and justice for our most impacted communities; and to support collective liberation of all people in San Mateo County.

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