

RESOLUTION #R-____-21

RESOLUTION DECLARING MARATHON COUNTY

“A COMMUNITY FOR ALL”

WHEREAS, the overarching goal of Marathon County is to become the healthiest, safest, and most prosperous county in Wisconsin in order to be the preferred place to live, work, visit, and do business; and

WHEREAS, the Marathon County Diversity Affairs Commission was charged by the Marathon County Board of Supervisors (the “Board”) to ensure that Marathon County is an open, inclusive, and diverse place to live and work and to achieve racial and ethnic equity to foster cross-cultural understanding and advocate for minority populations throughout Marathon County; and

WHEREAS, human diversity can be defined as differences in race, ethnicity, nationality, gender, gender identity, sexual orientation, socio-economic status, age, physical and/or mental capabilities, and religious beliefs; and

WHEREAS, inclusion can be defined as the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups; and

WHEREAS, equity can be defined as just, fair, and impartial treatment; and

WHEREAS, the Board recognizes diversity, inclusion, and equity as essential to a positive and healthy life within our communities and is committed to the goals of ensuring that everyone is welcome within the county’s borders and the protection and preservation of the rights, freedoms, safety, and security of all its residents; and

WHEREAS, Marathon County holds Diversity as one of its core values and is committed to actively welcoming and valuing people with different perspectives and experiences; and

WHEREAS, Marathon County’s Comprehensive Plan 2016 identifies the county’s overarching goal to be the healthiest, safest, and most prosperous county in the State of Wisconsin and calls for leadership to ensure that Marathon County is an open, inclusive, and diverse place to live and work; and

WHEREAS, a 2010 study (“Marathon County: A Next Generation Talent Magnet”) conducted by Next Generation Consulting of Madison, WI, (referenced in Marathon County’s Comprehensive Plan 2016) concluded that being a place that is perceived as open, safe, and accessible to people of diverse backgrounds is a critical issue that needs to be addressed in order to ensure Marathon County’s future prosperity; and

WHEREAS, the 2019 Economic Development Strategic Plan completed by TIP Strategies of Austin, TX, commissioned by the Wausau Region Chamber of Commerce identified talent recruitment as a fundamental component of economic success, stating that competing

successfully for top-tier talent will require that the Greater Wausau Region bring in nontraditional workers to attract and retain skilled workers from outside the region; and

WHEREAS, according to the 2019-2021 Marathon County LIFE Report, more than a third of LIFE Survey respondents reported one or more experiences of discrimination; an increase since 2017 and according to the report, there has been a decline in satisfaction with how welcoming the community is in 2019, a decrease of more than 20 percentage points since 2013 and fewer than half of the 2019 LIFE Survey respondents said they were satisfied with the level of tolerance in the community; and

WHEREAS, the US Department of Justice, Community Relations Service Department recommends that local governments pass ordinances or resolutions reaffirming their commitment to ensuring the safety and well-being of their residents can encourage a welcoming environment to its community and help encourage compliance with opportunity statutes; and

WHEREAS, after reviewing data and information contained in: the 2018 ALICE Report, Healthiest Wisconsin 2020, The United States Health and Human Service's Report on Cultural Competency, The Institute of Medicine's report: Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care, the University of Wisconsin-Madison Population Health Institute Health of Wisconsin Report Card, the American Public Health Association report: Evaluating the Economic Causes and Consequences of Racial and Ethnic Health Disparities, the Board acknowledges that there are a protected class of citizens that have historically faced disparity of opportunity and systemic inequality, and so the Marathon County Board of Supervisors in service to its residents holds as a core value that one of the keys to overcoming such inequalities is our sense of service, which we describe as responsively delivering on our commitments to all of our internal and external customers, and;

NOW, THEREFORE, BE IT RESOLVED as leaders of county government, the Board has a role in the creation of a community environment where all residents can celebrate and embrace their rich multicultural heritage without the fear of intimidation or hate-motivated violence and that the Marathon County Board of Supervisors rejects and condemns any hate-based activity or conduct directed to harm a person due to a person's protected class, and will encourage the creation and development of opportunities and resources that provide equal access to healthcare, education, training, guidance, and connections required to successfully achieve economic security and independence and support in its policies compliance with Marathon County's core values of integrity and diversity that staff at all county levels treat others who have different perspectives and experiences with mutual respect at all times, and furthermore the Marathon County board recognizes that the diversity of our community is one of our greatest strengths; and

AND, BE IT FURTHER RESOLVED that the Marathon County Board of Supervisors hereby proclaims Marathon County" A Community For All" where we value all our citizens.

Dated this ____ day of _____, 2021

DIVERSITY AFFAIRS COMMISSION

EXECUTIVE COMMITTEE

Fiscal Impact: None.