

RESOLUTION DECLARING MARATHON COUNTY

“A COMMUNITY FOR ALL” (VERSION A)

WHEREAS, the overarching goal of Marathon County is to become the healthiest, safest, and most prosperous county in Wisconsin as stated in Marathon County’s Comprehensive Plan 2016 in order to be the preferred place to live, work, visit, and do business; and

WHEREAS, the Marathon County Diversity Affairs Commission (“Diversity Affairs 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, the Board recognizes diversity, inclusion, and equity as essential to positive and healthy lives and defines human diversity as differences in race, ethnicity, nationality, gender, gender identity, sexual orientation, socio-economic status, age, physical and/or mental capabilities, and religious beliefs and defines inclusion as the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized and defines equity as fair and impartial treatment; and

WHEREAS, the Board is committed to ensuring people of all perspectives and experiences are welcome and feel safe in our community and as leaders we condemn any hate-based activity or conduct and we recognize that injustice that impacts any one of our residents is a threat to the well-being of all our residents and historically classes of people have been treated unjustly and have faced disparity of opportunity, experienced discrimination, and systemic inequality (see Resources and Studies 1 - 8); and

WHEREAS, the Board affirms that being perceived as open, safe, and accessible to people of diverse backgrounds can attract and retain a nontraditional, next generation 21st century workforce economy that will continue to ensure the county's economic success and future prosperity (see Resources and Studies: 9 - 11); and

WHEREAS, while Marathon County’s image as a welcoming community is vitally important to achieving the Board’s core values, a community’s values are not alone determined by its elected bodies, but also its residents, families, business owners, non-profit leaders, community leaders, religious institutions, and schools; and

WHEREAS, we seek to speak with one voice to affirm our county’s commitment to being a welcoming community for all and affirming the counties commitment to ensuring the well-being and safety of our community, which includes our diverse and vulnerable, populations.

NOW THEREFORE BE IT RESOLVED, the Marathon County Board is committed to supporting current state and federal laws providing for the protection and preservation of the civil rights, freedoms, safety, and security of all its residents; and

NOW, THEREFORE, BE IT FURTHER RESOLVED, that 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 reaffirms its commitment to Objective 3.8 of its Comprehensive Plan and has charged the Marathon County Diversity Affairs Commission with ensuring that Marathon County meets Objective 3.8 in order to achieve equal and fair access in its policies and programs for all of its citizens; and

BE IT FURTHER RESOLVED that the Marathon County Board of Supervisors recognizes that the diversity of our community is one of our greatest strengths and hereby proclaims Marathon County “A Community For All” where we value all our citizens.

EXECUTIVE COMMITTEE

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Fiscal Impact: None.

Resources and Studies

1. 2019-2021 Marathon County LIFE Report
2. US Department of Justice, Community Relations Service Department
3. 2018 ALICE Report
4. Healthiest Wisconsin 2020
5. The United States Health and Human Service's Report on Cultural Competency
6. The Institute of Medicine's report: Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care
7. The University of Wisconsin-Madison Population Health Institute's Health of Wisconsin Report
8. The American Public Health Association report: Evaluating the Economic Causes and Consequences of Racial and Ethnic Health Disparities
9. 2010 Study "Marathon: A Next Generation Talent Magnet, conducted by Next Generation Consulting of Madison, WI
10. 2019 Economic Development Strategic Plan completed by TIP Strategies of Austin TX commissioned by the Wausau Region Chamber of Commerce
11. 2021 Wausau Chamber of Commerce Statement on Diversity

RESOLUTION DECLARING MARATHON COUNTY

“A COMMUNITY FOR ALL” (VERSION B)

WHEREAS, Marathon County is committed to a shared vision to be the healthiest, safest, and most prosperous county in Wisconsin; 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 in its ongoing effort to strengthen our community and be an open, inclusive, and diverse place to live, work, visit, and do business; and

WHEREAS, Although a lot of progress has been made, the Board recognizes that injustice that impacts any one of our residents is a threat to the well-being of all our residents and the unity of our community that throughout our nation’s history classes of people have been treated unjustly and have faced disparity of opportunity (See Resources and Studies); and

WHEREAS, trust between the residents of Marathon County and all those individuals that are elected, appointed, and hired to serve in Marathon County government is critically important to the effective functioning of our local government; and

WHEREAS, our elected and appointed officials and all Marathon County government staff are committed to serving the public with the highest standards of civility, fairness, and respect toward our citizens; and

NOW THEREFORE BE IT RESOLVED, the Marathon County Board declares its continued commitment to supporting current state and federal laws providing for the protection and preservation of the civil rights, freedoms, safety, and security of all its residents; and as leaders of county government, we recognize our role in sustaining and continual improvement of a community environment where all residents can celebrate and embrace their rich multicultural heritage. As leaders, we condemn any intimidation or hate-motivated violence directed to an individual and we hold true to Marathon County’s core values of integrity and diversity. Furthermore, we recognize that the diversity of our community is one of our greatest strengths; and

BE IT FURTHER RESOLVED that the Marathon County Board of Supervisors hereby reaffirms its commitment to strengthening our community for all people, declares Marathon County “A Community For All,” welcomes individuals of all races, ethnicities, nationalities, genders and gender identities, sexual orientations, socio-economic statuses, ages, capabilities, religious beliefs, and experiences to join our efforts to make Marathon County the healthiest, safest, and most prosperous county in the State of Wisconsin.

EXECUTIVE COMMITTEE

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Fiscal Impact: None.

Resources and Studies

1. 2019-2021 Marathon County LIFE Report
2. US Department of Justice, Community Relations Service Department
3. 2018 ALICE Report
4. Healthiest Wisconsin 2020
5. The United States Health and Human Service's Report on Cultural Competency
6. The Institute of Medicine's report: Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care
7. The University of Wisconsin-Madison Population Health Institute's Health of Wisconsin Report
8. The American Public Health Association report: Evaluating the Economic Causes and Consequences of Racial and Ethnic Health Disparities