

*The Board of Supervisors of  
Contra Costa County, California*

In the matter of:

**Resolution No. 2020/306**

**Declaring Racism as a Public Health Crisis.**

WHEREAS, it is the mission of Contra Costa County to provide public services which improve the quality of life of our residents and the economic viability of our businesses; and

WHEREAS, racism is a social system with multiple dimensions: individual racism that is internalized or interpersonal and systemic racism that is institutional or structural; racism is a system of structuring opportunity and assigning value based on the color of one's skin that privileges white people; and

WHEREAS, throughout our nation's history, racism has had lasting negative effects on groups including Black/African-Americans, Latinx, indigenous, and people of color; and

WHEREAS, racism also intersects with other forms of prejudice and oppression to increase adverse outcomes including discrimination based on immigration status, gender and sexual orientation, and mental and physical abilities; and

WHEREAS, antiblack racism dehumanizes and marginalizes Black/African-American people and also affects other communities of color by privileging those with lighter skin; and

WHEREAS, these lasting negative consequences such as economic instability and poverty, barriers to educational attainment, and overrepresentation in the criminal justice system have a radical effect on the lives of Black/African-Americans and other people of color living within Contra Costa County leading to avoidable adverse health outcomes and unnecessary loss of life; and

WHEREAS, Black/African-Americans and other communities of color are disproportionately impacted by health disparities and social and environmental conditions including increased exposure to lead, poor air quality, lack of safe places to walk, bike, run, live, and play, and inadequate access to health services and information; and

WHEREAS, disproportionately higher rates of chronic disease, shorter life expectancy, maternal and infant mortality, and health inequities for Black/African Americans and other racial groups are widely recognized and documented, yet continue to persist throughout Contra Costa County; and

WHEREAS, the COVID-19 pandemic has exacerbated racial and social inequities by disproportionately impacting the Latinx community in particular as well as other communities of color; and

WHEREAS, Contra Costa Health Services cares for and improves the health of all people in Contra Costa County, and yet as a system has perpetuated racism and anti-black racism; and

WHEREAS, Contra Costa County has made efforts to address health and social inequities that exist, through the work of various programs and initiatives, but it is not enough; and

WHEREAS, the continued and unnecessary loss of Black lives including Miles Hall, George Floyd, Breonna Taylor, Ahmaud Arbery, and so many others, calls upon the County to be visible in our outrage, and, more importantly, in our resolve to work for change; and

WHEREAS, Contra Costa County recognizes that racism is a public health crisis that affects all members of our community and deserves action from all levels of government and civil society;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors of Contra Costa County asserts that racism is an urgent public health emergency affecting our entire community; and BE IT FURTHER RESOLVED, that Contra Costa County encourages other City, Local, State, and National entities to recognize racism as a public health crisis; and BE IT FURTHER RESOLVED, that Contra Costa Health Services commits to working to end racism and healing the harms that this organization has perpetuated; and BE IT FURTHER RESOLVED, that Contra Costa Health Services supports community efforts to amplify and address issues of racism and engage actively and authentically with communities of color in our county; and BE IT FURTHER RESOLVED, that Contra Costa Health Services commits to combating both explicit and implicit bias, with an emphasis on evaluating personnel practices including recruitment, hiring, retention and promotion to ensure diversity amongst all levels of staff; and BE IT FURTHER RESOLVED, that Contra Costa Health Services supports the adoption of the County's Racial Equity Action Plan and other efforts to address equity in internal policies, procedures and programs; and BE IT FURTHER RESOLVED, that Contra Costa Health Services will hire a Chief Equity Officer to align and build on health equity efforts in our department and across the County; and BE IT FURTHER RESOLVED, that Contra Costa Health Services will develop a Health Equity Plan for Contra Costa Health Services along with a measurement dashboard; and BE IT FURTHER RESOLVED, that Contra Costa Health Services will participate as a host organization in the community planning process to establish a County Office of Racial Equity and Social Justice; and BE IT FURTHER RESOLVED, that Contra Costa Health Services will support the development of a strategy for immigrant inclusion in partnership with the Department of Employment and Human Services as part of the community planning process to establish an

Office of Racial Equity and Social Justice; and BE IT FURTHER RESOLVED, that Contra Costa Health Services will launch Living Contra Costa, a strategic vision, with an emphasis on equity; and BE IT FURTHER RESOLVED, that the Contra Costa County Board of Supervisors does hereby support the efforts to achieve health equity and a welcoming and just Contra Costa County.

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**CANDACE ANDERSEN**  
Chair, District II Supervisor

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**JOHN GIOIA**  
District I Supervisor

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**DIANE BURGIS**  
District III Supervisor

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**KAREN MITCHOFF**  
District IV Supervisor

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**FEDERAL D. GLOVER**  
District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: November 10, 2020

David J. Twa,

By: \_\_\_\_\_, Deputy