

**PROCEEDINGS OF THE BROWN COUNTY**  
**EXECUTIVE COMMITTEE**

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the **Brown County Executive Committee** was held on Thursday, January 28, 2021 in the Auditorium of the Brown County Central Library, 515 Pine Street, Green Bay, Wisconsin.

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**Present:** Chair Sieber, Supervisor Landwehr, Supervisor Borchardt (for Supervisor Brusky), Supervisor Schadewald, Supervisor Deneys, Supervisor Van Dyck, Supervisor Buckley  
**Excused:** Supervisor Brusky  
**Also Present:** Corporation Dave Hemery, Director of Administration Chad Weininger, Supervisors Dantine, Chu, Erickson, Lefebvre, Dorff, Coenen, Schultz & Lund, Internal Auditor Dan Process, Health and Human Services Director Erik Pritzl, Public Health Officer Anna Destree, ADRC Director Devon Christensen, other interested parties.

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**I. Call meeting to order.**

The meeting was called to order by Chair Sieber at 5:30 pm.

**II. Approve/modify agenda.**

**Motion made by Supervisor Van Dyck, seconded by Supervisor Deneys to approve. Vote taken.**  
**MOTION CARRIED UNANIMOUSLY**

**III. Approve/modify Minutes of January 6, 2021.**

**Motion made by Supervisor Van Dyck, seconded by Supervisor Borchardt to approve. Vote taken.**  
**MOTION CARRIED UNANIMOUSLY**

**Comments from the Public.**

Kelly Delveaux, 716 Chapel View Road, Green Bay, WI

Delveaux spoke as follows: This is the third meeting I have come to regarding declaring racism a health crisis in Brown County. I am really hoping at this point we can move forward with this and look at forming a committee that would address the issues. You have heard me speak before, but I will reiterate that racism is a health crisis in Brown County. We do have issues throughout education with over identifying particularly young black men as emotionally disabled and based on our population here, when I am in the classroom teaching, specifically at the high school level, and of my 13 self-contained students, 10 are black young men there is an issue. I am really hoping we are done with the semantics and game playing and pushing back and forth and everybody has had time to review the proposal that was put forward last time we met that we can finally move forward and start to address the issues that really impact a lot of families here in Brown County.

Abby Ringle, 2042 Memorial Drive, Green Bay, WI

Ringle spoke as follows: We have been hearing a lot from this group of why racism a public health crisis. The factors in social determination of health are poverty, homelessness and incarceration, among others. The census showed in Green Bay that 11% of our white population is in poverty, yet 72% of the Pacific Island population is in poverty, 46% of the black population, 33% of the Native population and 23% of our Hispanic population. Black individuals make up 27% of the homeless in our community, yet they only make up 2.5% of the total population. Black people are 10 times more likely to be incarcerated in Green Bay than their white counterparts. Native Americans are five times more likely to be incarcerated.

In 2018 the Aurora Bay Care Association did a study. In Brown County, black women are 21% less likely to receive healthcare in their first trimester of pregnancy. Black people have two times more chance of a premature death than white individuals. In Brown County black individuals live on average 16 years less than white individuals and our

Hispanic neighbors live 18 years less than white individuals. In Wisconsin, African Americans are less likely to be a healthy birth weight and they are less likely to reach their first birthday more than in any other state. That is why racism is a public health crisis. We have come to this meeting several times and it seems like you just keep kicking the can down the road. It is time to actually address this. What is the worst that can happen by addressing this? Seeing we have issues in our neighborhood and we need to take care of them? Finding out what we can actually do to help people? I know there are people on this Board who think this is not an issue. Why not look at it? Maybe you will prove us wrong, but maybe you will actually see there is an issue and we as a community can grow together. Thank you.

Robin Tinnon, 1244 Cherry Street, Green Bay, WI

Tinnon spoke as follows: I am here in support of declaring racism a national health crisis in our community. I feel like this will give us the opportunity to own that there is no reconciling what has happened to black people; there is no reconciliation without truth. We just celebrated Dr. King last month with a lot of pride across our community but what is really important is for us to get to the root causes of what oppresses folks and that is things that we talked about as an agency today in our training. The root causes of oppression are things like capitalism, colonialism, imperialism. I want to bring this forward because a lot of times we look at poverty, we look at racism and we look at things that were created in individual ways, but we should be geared towards thinking about collective liberation because that is really what is going to solve the problem for the folks here in Green Bay and those affected by racism. Collectively liberating folks means that as a community here in Green Bay, Wisconsin we do not get to just celebrate the things that are good about black people and ignore the things that are affecting their lives every single day. The reality is that black women today, in 2021, are more likely to die in the hands of doctors because they do not believe their pain. This is an opportunity for leadership in Green Bay to stand up, to recognize that these things that are happening to black bodies across the world are real and I think this is a real opportunity for our community to really take a global stance in the fight against racism and really put a strong foot forward. The declaration part is just the beginning of the journey. It is something that should have been done in our community, especially because we celebrate the darkness that is our team all day and we are okay with that. Yet there are so many black bodies that have issues such as police brutality affecting them every day. We have less than 1% of available housing in our community and the people that are here and proud to be black and brown folks in the Green Bay community are not able to get into those houses; they are more likely to be living in apartments. When you think about issues such as COVID and think about the reason why black people were so disproportionately affected by the virus, we have to think of them being more likely to live in apartment buildings than anyone else. We have to think of them as being more likely to have to access public transportation because of lack of equity in the loan process. There are systems and institutional racism that has been designed since the beginning of time that are existing and they are existing in private. We cannot continue to allow overt or covert racism to exist in our community and I feel like this is the beginning of the road and you all have a real opportunity here. I feel like as I do nonprofit work, and I talked to my staff today, it is really important that we do our own work first, so with your power and your privilege today you have an opportunity to really stand up for those that cannot stand up for themselves. All the women that walked in today are asking you to really fight for our children and our future children because that is your duty every single day to fight for American people and that is what we are asking for right now. I don't want to jump around, but the reality is that black woman are more likely to die in child birth right now than they were before when our communities were left to do it alone and on our own without all these medical advancements and without the things that are happening today. A great thriving life does not look the same for everyone. When other folks get to go home at night, these issues really do still exist in our community and the pandemic has really stricken our community harder and more difficult. I named a couple things like more likely to not be able to get an individual car loan and so yes, it is spreading rapidly in the black and brown communities, COVID is. More likely to live in apartment buildings, lack of access to equitable housing – all those things are reasons why this is disproportionately affecting black communities as well as the disparities in the healthcare system because we are more likely to have hypertension, diabetes, heart disease, all those preexisting conditions because early on we do not have access to equitable healthcare. We have seen that change in the last administration and are hoping we can get some sort of universal healthcare where all Americans get the same. Declaring this is not some brazen act, but it is a very necessary act. The folks that have the power and privilege to do that, we are saying stand up for your people that are in your community. That is your duty and your responsibility. Thank you.

Atisha White, 618 Phoebe Street, Lower Unit, Green Bay, WI

White spoke as follows: I would like to speak about how racism is a disaster, especially in the Green Bay community. I have been here seven years and when I first got here, I experienced racism in school, at the doctor's office and most importantly at jobs – being disrespected. My daughter started in the Green Bay District, I switched her to the

Ashwaubenon District, and it was even worse there and I had to bring her back to the Green Bay District. I never had a problem getting or obtaining jobs, but there was a problem; always something going on. We don't feel comfortable talking to the higher ups or the management. I also had an experience with a doctor's office this year. I made an emergency call and I was told to come on in but when I got there, she didn't even know why I was there after I explained to the nurse first. We had a whole conversation and she still did not know what was going on and that made me feel very uncomfortable. I want to let you guys know it is very much happening in this community and this is very much needed, and I just want my voice to be heard. I have also experienced racism and housing discrimination for seven years. I am from St. Louis, Missouri and I was brought up with a diverse education. Diversity is not new for me at all and it isn't for my children, but I can also see that other people was not used to the diversity. I have never had a problem with diversity or interacting with others outside my race or color, but I really experience it in the Green Bay area more than anywhere else. We need you guys. Thank you.

Tracy Nichols (No address given).

Nichols spoke as follows: I have been here for seven years; I came from Chicago. I never experienced as much racism in Chicago. My family is from the south; my mother's family is from Mississippi and there is a lot of racism down there. When I got here, I finally know what racism is. Some nights I sit in my bed and cry. Mainly I get it from the police stereotyping like "you're from Chicago". The police have arrested everyone in my family for something. But here's the thing, I've even thought about suing because my family gets the same District Attorney that represents everyone in my family. I want to go to the Green Bay Courthouse and talk with the Commissioner and say I feel like this is a conspiracy and ask why this man has my whole family. Everybody in court is like "oh, that's the Nichols family, that's associated". To me that's a form of racism and harassment. I even thought about leaving Green Bay. I love Green Bay and I have met some beautiful Christian people here, but I have experienced racism and stereotyping by the Green Bay Police. I hope you all help to change things and I thank you all for being here.

Samantha Oscar, 138 S. Webster Avenue, Green Bay WI

Oscar spoke as follows: I spoke last time and I do not have a lot additional to add. I just wanted to say that it was really brave for these women to come here today. This is an all white Board and that is sad. We are a really diverse community and it is sad. It took a lot of courage for these women to come here today. It is not really a safe place or a place where they feel comfortable. I don't want to speak for them, but I want to acknowledge their bravery and ask you all to please listen, just please listen to them because they took their time and were willing to be really uncomfortable to come in this room and tell you today how they feel. I want to echo what Robin said that you are representatives of our community and these women are really a powerful important part of our community and I just ask you to listen. Thanks.

Kent Hutchison, 1633 E. Mason Street, Green Bay, WI

Hutchison spoke as follows: *(Please note these comments are not complete as portions were inaudible)*. I am speaking in favor of the declaration. I am a white man. I think it comes down to communication that there might be something wrong. Racism is used and I know a few people have discussed concern about the use of the word *racism*, but I think it is absolutely imperative. It is easy for us white people to have this conversation and not give it too much credit because our lives and health is not impacted by not having these conversations. As we have heard today and as we know from statistics done by health professionals, black people and people of color are significantly harmed and why is that? We should, as white people, be allies and support initiatives that allow all people to receive adequate healthcare and this is one step and way that we can help represent all people.

Natalie Bomstad, (address inaudible) Green Bay, WI

Bomstad spoke as follows: *(Please note these comments are not complete as portions were inaudible)*. I am here today as a resident and also a public health professional. She spoke in favor of the resolution, but her specific comments were inaudible.

1. **Review Minutes of:**
  - a. **Supervised Release Committee of July 8, 2020.**

**Motion made by Supervisor Schadewald, seconded by Supervisor Landwehr to approve. Vote taken.**  
**MOTION CARRIED UNANIMOUSLY**

## Communications

2. **Communication from Supervisor Deneys: Amend Chapter 2 of the Brown County Ordinances to require that if a Chair of the County Board or Committee elects to have a meeting and allows for public comments via US postal service mail or email for said meeting, that said public comments received through these methods shall be read into the record by the Chair during the public comments section of the meeting. *Action at January 6, 2021 Executive Committee: To hold until subsequent Executive Committee meeting.***

**Motion made by Supervisor Deneys, seconded by Supervisor Borchardt to hold until the subsequent Executive Committee meeting. Vote taken. MOTION CARRIED UNANIMOUSLY**

3. **Communication from Supervisor Lefebvre: Please review and advise on the resolution from Health and Human Services Committee – “Racism as Health Issue”.**

**Motion made by Supervisor Borchardt, seconded by Supervisor Landwehr to take Items 3 and 4 together. Vote taken. MOTION CARRIED UNANIMOUSLY**

*Discussion regarding Items 3 & 4 is set forth at Item 4 below.*

4. **Communication from Supervisor Lefebvre re: I am asking the Human Service/County Board adopt the following NACO resolution the Executive Committee passed, urging the Federal Government to - Declare Racism a National Public Health Crisis -**
1. **Assert that racism is a public health crisis affecting our entire country.**
  2. **Leverage a racial equity lens in evaluating federal policy.**
  3. **Develop relevant policies aimed at improving health and economic opportunity in communities of color and;**
  4. **Support local, state and federal initiatives that advance social justice. *Action at November Human Services:***
    - i. **To approve the Resolution “Racism is a Public Health Crisis” provided by Supervisor Chu and forward to the County Board. *No vote taken.***
    - ii. **To modify the resolution to strike current points 2 – 6 and add new point number 2. Create a subcommittee/work group, inclusive of community advocates, to identify ways Brown County government can address racism in its work.**
    - iii. **To approve as amended. *Action at January 6, 2021 Executive Committee Meeting: Items 3 & 4 were taken together and the following motion was made: To hold until subsequent Executive Committee Meeting.***

Supervisor Lefebvre informed she brought this up because she saw something similar in the NACO magazine and thought it was interesting. She feels the purpose is for all the counties to take a look at this and talk about it and maybe come up with something that will fit their specific counties. Lefebvre is thankful that Supervisor Chu did a lot of research and came up with a very good resolution. She recalled at the last meeting we looked at Chu’s resolution and were going to change some things and she asked Chu to speak to her resolution at this time.

Supervisor Chu thanked Lefebvre because without the initial communication we would not be where we are discussing this. At the last meeting she brought forward a draft resolution that we can eventually have put into a proper working form by Corporation Counsel. Chu informed she worked with Supervisor Schadewald and others on the language in the resolution and she does not feel there is anything that can be added to the resolution above and beyond what was shared tonight by brave people bringing their shared personal experiences with racism here.

Chu continued that there are 18 other entities that have signed on to this and all have in some way sent the county indications supporting the resolution with the explicit language that racism is a public health crisis. These entities include: City of Green Bay, Prevea Health, YWCA, Schreiber, Achieve Brown County, Literacy Green Bay, Bellin Health, We All Rise African American Resource Center, Brown County United Way, NEW Community Clinic, St. John Shelter, Casa Alba, ADRC, Big Brothers – Big Sisters, Boys and Girls Club of Green

Bay, Volunteer Center, United Arts, Privilege Institute, Dr. Eddie Moore and Dr. King. Chu has not heard from any of the supporters of this that they feel this is the sole responsibility of government. As evidenced by all who have signed on, it is critical that this declaration name the issue we wish to address which is that racism is a public health crisis. Chu continued that the current Board is very action-oriented and the next step would be to create an ad hoc committee and invite community stakeholders to participate and develop a collective action plan to start addressing racism as a public health crisis.

Chu also talked about some of the social determinants of health such as poverty, lack of access to quality education and other things that make it hard for people to survive and thrive. Those are all important issues and the resolution speaks to address racism through all the social determinants and that is why it very specifically names racism as what is creating a health crisis and these dramatic disparities in the community. Chu informed she has spoken with a number of Supervisors and has not heard any of them say that racism is not an issue. She feels the Board needs to come together formally to come up with a productive next step.

Supervisor Schadewald also brought forward a resolution at the last meeting and is proposing a few changes to it to make it even more all-inclusive. He referred to his proposed resolution in the agenda packet and noted he would like the title to be amended to *Advancing Racial Equity and Support Throughout Brown County*. He also proposed changing the last *Be It Further Resolved* to read as follows: *Be it Further Resolved that the Brown County Board of Supervisors forms an Ad Hoc Committee to advance options and recommendations as strategies to address racial equity and support throughout Brown County to the Executive Committee*. Schadewald said that to him calling it a public health crisis is too limiting. Racial equity is seen in areas other than health, such as housing and law enforcement. Systematic racism has to be identified for what it is and then approached in a holistic manner, and that is what his resolution does. Schadewald continued that by limiting it to a public health crisis, he predicts that people will start to talk about things like law enforcement and housing and will say that those things are not health issues and he noted that our public health department does not determine these things.

Schadewald is advancing racial equity and support in all areas. He referenced language in his proposed resolution that came from Chu's resolution and said it is the same except he did not say racism is a public health crisis and reiterated he feels that is too limiting. If this resolution is approved, the committee would then have to direct Corporation Counsel to draft a resolution to create the ad hoc committee.

**Motion made by Supervisor Schadewald, seconded by Supervisor Buckley to approve amended Resolution entitled *Advancing Racial Equity and Support Throughout Brown County*. Please note this motion was revised and voted on below.**

Regarding Schadewald's proposed amendments to the resolution, Supervisor Erickson pointed out that this was not brought to the committee with the intention of addressing all citizens. We have heard that rhetoric quite bit over the last year. This is about bringing attention to address people who experience racism directly. She does not feel the amendment is necessary at all. She mentioned that currently there is Klan propaganda on display at the Neville Museum and she feels we can share the violence of this history by re-centering the conversation. Erickson continued that we also know that the majority of our history is only written through one perspective and referenced the ongoing debate in the four pages of history about Nicolet coming here and whether it was at Red Banks or up in Marquette. She feels it is very important for the committee and the Board to wholeheartedly consider what these people tonight are asking for. If the intention is to declare racism as a public health crisis, it is because all of those systems affect the life expectancy of people of color in our community. All of those things affect how they go about their life and their quality of life. Erickson noted it was not that long ago that Packer players could not live within the city lines; they struggled to find housing and to feel like they belonged here despite everything they were offering our community. She continued that several years ago she went to a community conversation organized by United We Stand Brown County and a religious man who has lived all around the world said that Green Bay was one of the places he felt that he did not belong the most. As a recovery coach working with persons who have been formerly incarcerated, Erickson said she she can say with great assertion that there is a long list of private businesses and places these citizens just do not feel like they belong. This is the work she feels she was elected to do and said it is so important to listen to our citizens and work with them in order to get through these tough conversations and tough issues. She understands that when the Board addresses these issues, it is very easy to take things personally, but she promises this not a personal attack on the Board or

community in any way; this is an opportunity. She knows that this not a conversation about whether racism exists because we know it does. This is just simply a request to get more people to the table to be a part of the conversation and offer perspectives we may be lacking.

Lefebvre shared a story about a migrant worker she was friends with in her childhood and how racism affected her friend. That is when she first realized there was disparity in certain groups. She likes Schadewald's resolution because we have to realize this relates to more than just health. The resolution has to be inclusive to all areas. She feels Schadewald came across very well and his resolution is something the majority of the Board can say yes to. Regarding the ad hoc committee, Lefebvre feels that is one thing the county can do to start to make things better in our community for everybody.

Public Health Officer Anna Destree addressed the committee. Destree wished to talk about the difference between public health and the Public Health Department. She said when we talk about public health, what we are talking about is the whole public health system which is much bigger than the Public Health Department. The Public Health Department has very specific tasks and mandates including the community health assessment which addresses the social determinants of health and health equity. What we are talking about here is the public health system as a whole. The Public Health Department can only do so much, but as a community, there are many businesses, organizations, partners and doctors that affect health. When Destree hears these conversations, she does not think Public Health has to get rolling with this stuff, she thinks they are talking about the overall public health system. As a health agency, the Public Health Department is addressing health equity in a number of different ways. That is their piece in the larger public health system.

Schadewald informed he is the Chair of the Board of Health and has been on the Board of Health for many years and has helped with the community health assessment. He reiterated the broadness of his resolution is to encompass a broader examination of racial equity in Brown County. His goal is to support racial equity throughout Brown County and he is aware that the county's Public Health Department has been looking at these issues.

Erickson said there is some confusion when we are not trying to overlook our Public Health Department, but the emphasis in Schadewald's resolution is health equity of all of Brown County. Schadewald responded that in the minutes from the last meeting, it is noted that he supports the concept, but felt the resolution put forth by Chu was too limited. Erickson noted the problem we are hearing from citizens is that we are not addressing their concerns; we are just creating a big umbrella. Schadewald responded that his amendment is for the ad hoc committee to advance options and recommendations as strategies to address racial equity and support throughout Brown County to the Executive Committee. He also reiterated that the majority of the resolution is what Chu wrote. Erickson understands that but is confused as to where the block is in Schadewald's mind when there are so many institutions across the country that are able to declare racism as a public health crisis and can understand why communities declare it a public health crisis. Schadewald said his block is "tell me what they did after the resolution". Erickson recalled that she brought up at the last meeting that Milwaukee had declared racism as a public health crisis before COVID hit. When COVID hit we were able to provide the entire country with really specific data as to how this pandemic has directly impacted the marginalized community and we can do that here. Schadewald responded that we have already provided all the statistics. Erickson said the problem is that there were not enough people at the table to offer the perspective that we personally, through our privilege, do not have. She is trying to break down the wall of that separation and come to a common ground. Schadewald informed two of his sisters have married black gentlemen and he has a number of black nieces and nephews. He gave a car to a black nephew in Minneapolis who is a straight A student and got a full scholarship to Stanford and has been stopped five times because he had Wisconsin license plates. Schadewald continued that his daughter married a black man and they are going to have kids. He does not see this as time to limit what is being done; he sees it as a time to embrace the whole system and that is his goal with the ad hoc committee. If the goal is to pass a resolution saying racism is a public health crisis, he does not anticipate much else being done. Erickson found it disappointing that Schadewald does not generally believe we can do something impactful. Erickson said this is not a personal attack, but it is important for the people here to see that we understand and that we can have these conversations to come to a common ground and that words do matter.

Chu would like to see the following language added back to the resolution: *Therefore, be it resolved that the Brown County Board of Supervisors asserts or acknowledges that racism is a public health crisis affecting our entire society.*

Chu also noted that she would like the underlined language added to the current *Therefore, Be It Resolved* paragraph so it would read as follows: *Therefore, be it resolved that the Brown County Board of Supervisors advocates for policies that improve health of all citizens in our communities of color of Brown County, eliminate health and opportunity gaps along racial lines, and increase the success of all groups by distributing resources justly across all communities.*

Chu said the *in our community of color* language was intentional and when taken together with all the other parts is acknowledging that there is disparities along racial lines so taking out the focus on *communities of color* and changing it to all citizens of Brown County is something totally different.

Supervisor Dorff spoke of the importance of establishing an ad hoc committee. She feels there are three options for an ad hoc committee. First would be to create the committee, bring in a number of diverse voices who would look at this and then come back and say Brown County government is doing a great job and the ad hoc committee could be dissolved. The second option would be to form the committee and bring in diverse voices and give them a method for evaluating Brown County government and allow them to show us how we can do better to be more inclusive and equitable as an organization. Dorff feels if there are ways we can improve; we have an obligation and responsibility to do that. The third option would be to ignore the constituents, especially those of color who have put themselves out there and come to our meetings and take no steps to improve Brown County as an organization for our residents and our people of color which would be really sad. Dorff believes we have an obligation to address the people who have shown up to share their voices and their experiences. She feels starting the ad hoc committee would get the conversations started so we can further this subject and can do our jobs to make the community a better place for everyone.

Supervisor Van Dyck agrees with the earlier statement that words matter, however he feels that actions matter more, and the actions of the ad hoc committee is what is going to produce results. We can argue about semantics, but that is not going to change what the committee we form is going to do. He supports both resolutions and will vote in support of either. Van Dyck has concerns with Chu's earlier request to add *in our communities of color* in the *Therefore, be it resolved* paragraph. He would like this paragraph to read as follows: *Therefore, be it resolved that the Brown County Board of Supervisors advocates for policies that improve health of all citizens in our communities, eliminate health and opportunity gaps along racial lines, and increase the success of all groups by distributing resources justly across all communities.* He has an issue with *of color* because the paragraph already deals with race and there have been a lot of groups that have contacted us that he would not define as being of color, but as minority groups that have asked us to support this and he feels *of color* narrows this down more than it needs to be. Van Dyck reiterated he would support either resolution but noted he is hung up with language that the Brown County Board of Supervisors asserts that racism is a public health *crisis*. He would not have an issue if *crisis* was changed to *concern*. He understands a lot of groups have supported this without any issue but none of those groups have direct responsibility for the Brown County Health Department or the Brown County Health Officer and noted that the Health Officer is the only person who can dictate something being a public health crisis. He feels the Board declaring something a health crisis sets a dangerous precedent and could lead to many other people or groups coming forward asking for something similar and used the wind turbine issues in the past as an example.

Schadewald noted the only reason he changed the language to *all citizens* is because there are poor white people and white felons who also have problems getting jobs, insurance and housing. He chose the language he did because it was more inclusive. We are all part of this and there are disparities and health concerns for a variety of issues over a variety of races. He does not have a problem with Van Dyck's proposed change.

Supervisor Lund informed he supports this and feels we should move forward. He feels the important part is to get the ad hoc committee formed so we can find out things that we as Supervisors do not know because we do not face similar issues as those that were talked about tonight. Once the ad hoc group is formed we can find out things the county can do to improve the lives of people in the county. Lund does not see any

downside to supporting this and noted that the county talked about a diversity committee nearly 20 years ago.

Lefebvre said we do not know the issues and complexities of being black, Hispanic, Native American, etc. She said that poor people are marginalized in a number of ways such as obtaining health insurance and getting good paying jobs. She feels we need to realize there are other people suffering and we do not want anyone to fall through the cracks. We need to be sure we are here for all community members and find out where the problems are so we can address the problems and support our community. She feels we need to look at this as a community issue and she likes the use of the word *community* in the resolution.

Chu clarified that she is not contrasting *all citizens* versus *communities*. She is referencing *all citizens* versus *communities of color*. The *of color* piece of the statement is the most critical part. For any of us who can move forward through life not getting hung up on the language of things, it is because language has not been wielded at us like a weapon. Terms such as blue lives matter, black lives matter and all lives matter are triggering to some people and this is an example of how words matter. This resolution is about all of the citizens of Brown County and all of the different impacts the social determinants of health have on our citizens. There are multiple organizations addressing the social determinants of health, but there is a very critical piece that we are picking out and addressing with this one resolution and that is racism. Chu feels it is to be laser specific, not to exclude, especially when we are talking about this working toward equality through equity to close the health gaps for communities of color and those who are considered on the margin. She reiterated it is the *of color* piece that is so important.

As to Van Dyck's example of the wind turbines, Chu noted the specific language they were looking for was *hazard* which has a statutory definition in the State of Wisconsin, so that word was the sticking point problem. *Crisis*, on the other hand, does not have a statutory definition and does not go against anything in the Code. She did verify the nature of the language that she offered and what it targets in is total alignment with what other departments are doing to address racism in the community as a social determinant to health.

As County Board Supervisors, Board Chair Buckley said we are here to represent the entire county. His personal feeling is if we are going to single out one race with this, that in itself is racism. From a Supervisor standpoint, we have to be inclusive to all people in Brown County. He has spoken with Chu at great lengths about this and a lot of the things that have been discussed tonight are not new. He has seen a lot of what has been talked about when he was a member of the GBPD. He has seen the housing issue and how some people are being brought up. This is not new, and now wanting to call it a crisis? The pandemic is a crisis. This has been a long-standing problem and something that has not been addressed. Buckley feels we should look at Schadewald's resolution as it is more inclusive to all of Brown County. When he hears some of the things that have been said, it makes him think of his background and his own family and noted that a lot of people do not know what the makeup of someone's family is. Buckley reiterated that as Supervisors we represent all citizens of Brown County and he would like to keep this more inclusive as outlined in Schadewald's resolution.

Supervisor Landwehr questioned the word *crisis* and said he thinks it does have a legal meaning in the State of Wisconsin and that is how the Governor was able to do his emergency orders. Landwehr also talked about the fifth *whereas* that mentions infant mortality rates in Wisconsin for infants of non-Hispanic black women. Overall he agrees with this regarding the State of Wisconsin but noted this is not a State of Wisconsin meeting. He asked Health Officer Destree if the infant mortality rate for babies born to non-Hispanic black women is consistent in Brown County with what it is throughout the State. Destree responded that she did not have specific information with her tonight, but there is data that shows disparity in Brown County. Information on this is set forth in the community health assessment and she can provide that to Landwehr.

Landwehr referenced the first Be It Further Resolved that reads: *Be It Further Resolved that the Board of Supervisors encourages individual advocacy to dismantle systemic racism and recognizes that every Brown County employee is responsible for creating and maintaining a culture in which employees respect the diverse values, beliefs, and behaviors in the workplace and the community that they serve.* He asked for an example of behaviors as referenced in this. Schadewald said to him it is nothing more than what it says – behavior. Schadewald said one example would be when someone needs to face Mecca three times during



the day. Landwehr said looking at the county as an employer, our department heads need to be able to deal with the employees and their behaviors and those have to fall into certain guidelines, and he wants to make sure department heads are protected. Schadewald said that would be more of an HR question.

Chu did not have a specific definition for behaviors, but she finds it more specific than cultures because it is how we would observe someone's culture in the workplace. Facing Mecca three times during the business day would be a physical observable behavior that could be respected in the day. It would be the physical action to someone putting their culture or beliefs into practice. Chu is not sure if this a definition for behavior from an HR standpoint.

Regarding a legal definition for the word *crisis* as mentioned earlier, Corporation Counsel Dave Hemery said to his knowledge there is not a legal definition. There are definitions for declaration of emergency and human health hazards, but he is not aware of a specific definition for *crisis*.

Supervisor Schultz feels the goal here is very noble and in looking at both of the drafts he feels this is doable. He prefers the more inclusive version of Schadewald's proposed resolution. Schultz does have a problem with the first Whereas which states *Whereas race is a social construction with no biologic basis*. He thanked Chu for the time she has spent educating him over the last few days, but he still does not understand how if there is no scientific base and race is merely a social theory, then how can there be racism?

Supervisor Dantine informed he would support Schadewald's resolution as he feels the County Board has to support all of Brown County; we cannot just pick out one small group. He continued that he became a Town Chairman at the age of 28 and has been to a lot of seminars in the past and it was always stressed that elected officials cannot just make resolutions or ordinances for one group. Elected officials oversee the entire town, county or state they represent. Dantine understands that racism is a problem and he does not have a problem addressing it, but there are a lot of other things that need to be considered as well. He continued that the pandemic has caused a number of public health problems such as parents having to be home with their children and nursing home residents not being able to have their families visit them and similar things, but these issues are the the responsibility of the Public Health Department. What we are talking about tonight is a racial thing and an equity thing, and Dantine agrees it needs to be addressed, but we need to address it as a community and not just for one specific group.

Supervisor Deneys informed he would support Schadewald's proposed resolution. He finds tonight's discussion very interesting and agrees with Dantine's point that we have to represent everyone. Deneys understands there is certain language that can be divisive among our citizens and to certain groups that we want to help. He noted that *all citizens* is similar to *all lives matter* which is a trigger for some groups. His suggestion would be to strike the words *of all citizens* and go with *improved health of Brown County*. Deneys continued that he likes Schadewald's resolution because it is so inclusive and broad, and it does not lock down the ad hoc committee too tightly. He feels we need to get moving on this and get the ad hoc committee created as that is what really matters; not all the semantics about the language.

Van Dyck does not disagree with any of the Supervisors who have described the all-inclusiveness of this and said we can sit here all night and argue disparities in our health system. This resolution is specific for a reason and it seems we are getting hung up on one *therefore be it resolved* with inclusivity versus when you look at every other thing in the resolution that deals with race. He does not understand why one paragraph and a few words are so debated. This is not about looking at equitable health, it is really designed to look at race. The original words in Chu's resolution are *that the Brown County Board of Supervisors advocates for policies that improve health in our communities of color . . .* Van Dyck has a problem with *communities of color* as he feels that specifically defines and he would like to see the word *minority* inserted before *communities*. He noted that that we have been contacted by a number of minority communities to support this and he feels *of color* is somewhat limiting.

Schadewald responded that he was looking at changing the first Therefore, Be It Resolved to read as follows: *Therefore, Be It Resolved that the Brown County Board of Supervisors advocates for policies that improve health in Brown County . . .* Schadewald said his goal with the resolution is to look at the roots because everyone has only been looking at the branches and that is why he does not want to get hung up on public

health only. The roots deal with poverty, housing, education and so many other issues. He feels that *improve public health in Brown County* includes all citizens.

Chu understands what Schadewald is saying but noted there are a lot of people who want to see the health equity as a whole big thing be improved in the county. She is willing to continue to work on this and said it is the intent she is struggling with.

Supervisor Borchardt pointed out that some of those who came to speak at tonight's meeting have left because they are feeling frustrated. This is about racism and it is affecting their lives on a daily basis. Borchardt said it does not necessarily matter what she thinks because she does not deal with what they deal with on a daily basis. This is about what those who spoke earlier are asking for, and it is not just them. It is Hispanic people and Hmong people and the rest of the minorities in the community who are not receiving the things they are asking for. We need to address the problem that is in front of us.

Chu echoed Borchardt's comments. With regard to the change Schadewald would like to make, she said we do pick about different groups in the county to address things and she referenced the mental health ad hoc committee as an example of that. Those who have their health negatively impacted by racism is a group that we are trying to get our arms around. It is inclusive to all people who fit into that category and public health that we have been hearing about is not just the doctors and nurses on the frontlines; it is that as well as all of the other social services that are provided by the county, nonprofits, businesses and organizations in Brown County. There is a lot to continue to learn. Chu continued that it is heartening to see the support to get the ad hoc committee formed and she feels we can use the energy of the ad hoc committee as a real resource. If we here, as a governing body, struggle to think through the challenges of our society due to racism, we do not have to do that ourselves. The ad hoc committee would be laser focused on addressing those aspects of society. Chu said this is super specific for a reason and that it is urgent to get going because the needs of these people have been elevated.

Buckley expressed frustration listening to all this. He feels this is about looking at one particular color and he has a problem with that because there is more than just one particular color that is having problems. He has been in houses of white, Hmong, Native American, Hispanic and African American people and has seen people struggling and having issues in all of them, especially in the health area. He feels we are losing sight of the mission by getting so hung up on the wording. Buckley suggested the wording be as simple as possible and the priority be placed on getting the ad hoc committee put together. He would like to see the ad hoc committee have a parent committee, such as Human Services, that they report to. He also feels the ad hoc committee should drive the agenda based on what they find as the issues. Buckley would caution the ad hoc committee not to focus on just one group of people. It may be the opinion that one particular group is the biggest problem, but until the ad hoc committee starts looking into this, we do not know that for sure.

Van Dyck said we can disagree with the intent of the resolution, but the whole thing is about race, racism and the affects that racism has on health. He appreciates Schadewald putting the inclusivity in, but if there is a Supervisor that will vote for this because that is in there, but will not vote for it if it is not, he does not understand because that one small phrase does not change any other *whereas* or *be it further resolved*. If we're talking about health, we can find all kinds of groups that do not have equitable healthcare, but that is not what this is about. Van Dyck is not criticizing the intent, but if that is what it is going to take to pull someone in to vote on it, he does not get it. He would like it to reference *minority communities* because that is what this is about.

Chu looks forward to seeing other resolutions come out that target specific social determinants to health down the road. If she sees this as a communication in February, she will champion it because it is important to her personally as well as to the community.

Erickson asked if we could consider using the word *marginalized* instead of *minority*. Schadewald indicated he did not have a problem using *marginalized* instead of *minority*, but asked Hemery if there was a legal definition for *marginalized*. Hemery responded that *marginalized* is more of a common usage term than a legal term. Erickson added that it has become socially common to stop using the word *minority* and use *marginalized* instead as it puts emphasis on disenfranchised people. Borchardt agreed that *marginalized* should be used in place of *minority*.

Language variations were discussed further until the following motion was made:

**Motion made by Supervisor Schadewald, seconded by Supervisor Borchardt to amend the First Therefore, Be It Resolved to read: Therefore, Be it Resolved That the Brown County Board of Supervisors advocates for policies that eliminate health and opportunity gaps along racial lines and increase the success of all groups by distributing resources justly across all communities. Vote taken. MOTION CARRIED UNANIMOUSLY**

Buckley questioned what the definition of *racism* is. Erickson referenced Schultz's earlier comments regarding the first *whereas* and she understood it as that no one is born racist so perhaps racism is a social construction with no biologic basis might create more of the understanding instead of saying that race has no biological basis.

Sieber referenced a link that Chu forwarded earlier in the day from the AMA that clarified the concept of race was and is a social construct.

Hemery feels it is important in resolutions to have definitions set forth, especially when making definitive statements like whether race does or does not have a biologic basis. For purposes of this body, there will probably be individuals on both sides of that issue. Hemery does not see a legal issue, but reiterated it is important to understand the differences between things like what is ethnicity and what is race and if those terms are not understood, maybe definitive statements should not be made.

**Motion made by Supervisor Buckley, seconded by Supervisor Landwehr to strike the first Whereas which reads Whereas, race is a social construction with no biologic basis. *Motion withdrawn; no vote taken.***

Chu feels the first *whereas* is important because race as a social construct is acknowledged by the AMA, which has historically been very judicious and conservative with any shifts it makes as a big professional medical association. This was not a knee-jerk reaction by the AMA. It looked at the policy and saw the need to clarify that race is a social construct. We acknowledge this because it comes from before 40 years ago; this comes from the late 1600's. We are not just talking about skin color and even looking at racial categories now they make no sense. There is white, there is black or African American and then we get into Asian Pacific Islander. These are called racial categories and that is something the medical community will be getting into it and it will be long and painful. Race was never a biological something. There are different colors of skin, but that does not mean a race. It was defined and created to divide people and in those divisions that were started hundreds of years ago we have created racist structures and those racist structures have created health disparities today. Because race was created as a social construct, we are dealing with health disparities due to racism today.

Borchardt informed she disagrees with the motion because this is the basis and starting point of the conversation we want the ad hoc committee to have. Using the definition Sieber just read is the starting point which is why she does not want to eliminate the first *whereas*.

Landwehr pointed out the AMA is a political organization and to think they are not is naïve. The AMA has done plenty of things throughout the years that have political ramifications and political leanings. We, as a county, need to try to not be political and Landwehr feels we are doing a very good job at it. He seconded the motion and his suggestion is to either strike it or change the word *race* to *racism*. Landwehr referenced earlier comments that race was something that was made up in order to divide people and he respectfully disagrees with that. He believes race is something that has been used as an identifier to show where people originated from; from different areas of the world. That is the basis of the word *race* and he puts his belief on the Webster definition of *race* rather than the AMA's definition.

Coenen supports keeping the first *whereas* in the resolution as it gives clarification as to what this resolution is about and tells where the starting point is. She agrees that we need to put a specific definition in the resolution to use as a reference point and also feels it is important to understand that this is not just about health.

Lefebvre also expressed opposition to having the first *whereas* deleted. She agrees with Coenen that it is the basis we are starting at and we are acknowledging the issue and she feels it should be in there, whether it says *race* or *racism*.

For people struggling with the concept of race being a social construct, Dorff pointed out that how we think about race has changed rapidly over the years. There was a time in history where people from Ireland were considered a different race, but that is not how we look at it today. It changed because of how we think about race because it is a social construct. Even looking at racial categories on surveys people take, they are not necessarily consistent and Dorff pointed out that the Census changes how the categories are broken down in terms of how we define race every 10 years. Dorff feels these are good examples of how race is a social construct versus it being something based in time and biology.

Borchardt just googled whether you can tell what race someone is by their DNA and read the result of the google search which said there is no specific gene that can be used to determine a person's race. We are talking about race as a social construct with no biological basis, so we are talking about DNA when we are talking about biological basis and that is why she feels the first *whereas* needs to be left in.

Van Dyck said he has learned some things tonight and is appreciating and understanding this social construct, but we can also argue that there are a lot of things that are social constructs such as religion. There are things that as a society at some point in time were created, and they are either accepted or they are not. Van Dyck does not disagree that race is a social construct but at the end of the day he does not understand what difference it makes. If you get into the argument that race is a social construct and therefore we should eliminate the term *race*, then that in and of itself almost eliminates racism. Somehow we are trying to define the health conditions of a certain group of people who are being defined based on race. To Van Dyck, no matter what race someone is, everyone should be treated equally and have access to the same things and that is a different subject matter. He does not care whether the term is in or out, but he feels that those that are arguing for this are throwing something in that he feels clouds things and starts a whole new debate about something that is not necessary to debate to get to the desired results. He continued that some changes can be made very quickly, but if you want to get into a debate about whether race should continue as a cultural definition, that is going to be a very long discussion, no different than defining people as men or women. He urged the committee to stick with what we are trying to accomplish and stop getting caught up in things we can debate for hours when the important part is really forming the ad hoc committee that will bring information back.

Sieber also feels the first *whereas* should stay in the document because to him the color of a person's skin is no different than the color of their eyes or hair in that the person has nothing to do with that; it is the way they are born. He feels race is a social construct with no biological basis because we are all the same. The starting point is you can't blame high infant mortality because someone is black or Hispanic because their biology is the same as ours. There are differences in ethnicities, but you cannot say there are different things in races. The color of your skin is no different than the color of hair or eyes and has nothing to do with what we are trying to achieve and that is why he feels it should be left in.

Chu feels the first *whereas* is a helpful statement as it talks about this being society's construction for whatever the reasons and therefore racism coming off of having different race categories is a problem. Society embedded this into assistance and institutions that we have been dealing with for the last 50 – 60 years and now we are trying to get on top of the impacts of racism. Society is still in charge of continuing to address how racism, coming off the original creation of race, is a problem. Chu feels it harkens back to those things; it was created by society and reinforced by society and political forces and now we are dealing with the fallout of all of that in Brown County.

Talking about race and health, Buckley asked if there are certain races that are susceptible to certain medical issues. He used the example that the Native American society has a lot of diabetes issues and asked if that is biological or within their race. Destree explained that what Buckley is touching on is more about ethnicity than it is race. Native American is and ethnicity, not race.

Coenen feels there is comingling of the terms *race* and *ethnicity* and there is a lot of confusion around that. She feels we should define that somehow in the resolution so people have a clear understanding that there is

a significant difference in the two terms. For this reason, she also feels the first *whereas* is important because it defines it.

Erickson added that this goes back to the conversation that not all African Americans are from Africa.

Based on the conversation that has taken place, Van Dyck suggested the first *whereas* be amended to state *whereas, race, unlike ethnicity, is a social construction with no biologic basis*. Amending the motion to that language would be up to Buckley as he made the motion.

Deneys sees the key being the definition. He referred to Black's Law Dictionary for the definition of *race* and their definition is "a tribe, people or nation belonging or supposed to belong to the same stock or lineage". The definition does not get into the issue of skin color or looks or anything like that and Deneys feels that is where the problem is coming in that race is a social construct. He can see Buckley's issue and maybe a definition using some of the language from Black's Law Dictionary that race is defined as people belonging to a tribe, people or nation of the same stock or lineage would be helpful.

**Motion made by Supervisor Van Dyck, seconded by Supervisor Borchardt to change first Whereas to state: Whereas race, unlike ethnicity, is a social construction with no biological basis. Vote taken. MOTION CARRIED UNANIMOUSLY**

Buckley noted a second resolution would have to be drafted to form the ad hoc committee. He feels the ad hoc committee should report to a committee that meets on a regular basis, in this case Human Services. Schadewald feels the ad hoc committee should be directed to report to the appropriate standing committee. For example, if it was an HR issue, they would go to Administration Committee, if it was a housing issue they would go to PD&T and if it was a public safety issue, they would go to Public Safety Committee.

Hemery responded that per Code, sub and ad hoc committees that are created by a standing committee report to that standing committee. If one committee is going to form an ad hoc committee that would report somewhere else, that somewhere else must agree to take on that responsibility. In general, any time a standing committee creates or sub or ad hoc committee, it reports right back to the standing committee that created it. The assumption is the standing committee creates these sub or ad hoc committees because they need more information on something they have jurisdiction over.

Hemery spoke further about creating the ad hoc committee and said details that need to be decided include the name of the ad hoc committee, number of members and member criteria and selection of officers, including a vice chair. The members would be selected by the standing committee chair and confirmed by the standing committee.

Schadewald asked if the standing committee the ad hoc committee would report to has to be listed in the resolution. Hemery responded that information can be set forth in the resolution creating the ad hoc committee. The last *Be It Further Resolved* could be completely eliminated from the first resolution.

**Motion made by Supervisor Schadewald, seconded by Supervisor Deneys that the last *Be It Further Resolved* be struck from the resolution. *Motion withdrawn; no vote taken.***

Sieber recalled when this communication was first brought forward, there was criticism that declaring racism a public health crisis was just a feel-good fuzzy resolution with nothing behind it. Sieber would not mind striking the committee details, but he would like to see language stay that says the Board of Supervisors will form an ad hoc committee to continue to build alliances and partnerships to confront systemic racism. He feels it is important to have this in the official public record of Brown County and years from now people will be able to see that the Board did something more than just pass a resolution.

A discussion followed regarding whether there was a need to have two separate resolutions for this or if the ad hoc committee details set forth in the original resolution. Hemery explained that the Code provides that a resolution be completed whenever a new sub or ad hoc committee is formed. The Code was written the way it was to standardize the way sub and ad hoc committees are formed so we can keep track of things. The

idea was that any time a sub or ad hoc committee is created a standard resolution be passed that sets for the basics of the sub or ad hoc committee.

**Motion by Supervisor Schadewald, seconded by Supervisor Deneys to change the last Be It Further Resolved to read: Be It Further Resolved that the Brown County Board of Supervisors create an ad hoc committee. *Motion withdrawn; no vote taken.***

**Motion made by Supervisor Schadewald, seconded by Supervisor Deneys to change the last Be it Further Resolve to read: Be It Further Resolved that the Executive Committee will form an ad hoc committee to address racial equity and support throughout Brown County. Vote taken. MOTION CARRIED UNANIMOUSLY**

Deneys supports creating the ad hoc committee the way Hemery suggested because he would like to keep the two resolutions separate. He said we also need to have a discussion as to where an ad hoc committee will report, and his personal opinion is that it should report to the Human Services Committee. He feels this should be referred to Human Services with a recommendation for them to form the ad hoc committee.

As far as the resolution not having any action, Buckley feels when we approve what is going to be approved, it would not hurt to hold it until we have the resolution regarding the ad hoc committee as well so both resolutions can go to the Board at the same time. He pointed out this originally came from Human Services and said a lot of the discussion on this has been about the health aspect and he asked what the focus of the ad hoc committee would be. He would like to know this to be able to help make a determination as to what committee should form the ad hoc committee.

Schadewald said he set the resolution up for the ad hoc committee to come to the Executive Committee because this committee deals with all sorts of areas. He does not understand what is wrong with the ad hoc committee reporting to the Executive Committee or what is wrong with the Executive Committee giving the power to the Executive Committee Chair to send the ad hoc committee's recommendations to the appropriate committee. Hemery responded that recommendations can be sent anywhere, but we need to decide what standing committee the ad hoc committee will report too.

Chu addressed Buckley's earlier question about what the focus of the ad hoc committee would be and said a lot of the focus would be on health, but we have gotten away from the public health crisis component of what racism has done. She has also heard issues about housing and feels that could be addressed by the ad hoc committee along with things like access to green spaces and public spaces that are safe which is something she has heard brought up by community leaders. She added that the ad hoc committee would include three Supervisors on the membership and noted that any of those Supervisors could advocate whatever comes out of the ad hoc committee through a communication put in at a Board meeting and she feels that is a way to get the issues to the proper standing committees.

Buckley reluctantly agreed that the ad hoc committee probably should report to the Executive Committee since the Executive Committee because it could focus on a number of different areas. Sieber noted that the only action item that would probably come to the Executive Committee from the ad hoc committee on a regular basis is the approval of their minutes.

Van Dyck said this ball got punted into this court and it should be up to this committee to deal with it. He feels at this moment we are trying to find a solution to a problem we do not even know exists yet. He would like to get this going and have the ad hoc committee come back to this committee. Van Dyck noted the ad hoc committee may not have action for several months and therefore the Executive Committee would not have to do anything. He feels we should see how this progresses and if all of the suggestions from the ad hoc committee have to do with health and human services, we can redirect the committee to Human Services. He does not want to sit here thinking about what might happen in the future. He feels the ad hoc committee should be set up to report to Executive Committee and then we can deal with it as it comes.

Landwehr recalled that on occasion in the past, PD&T would get reports or issues that they would direct to another committee and asked if the ad hoc committee could report to Human Services and then let Human Services Committee decide if it is something that should go to a different standing committee and then refer

it there. This was discussed briefly, and both Sieber and Buckley felt Van Dyck's suggestion was the most appropriate way to proceed at this time.

The Committee continued the discussion on the earlier motion to approve the amended resolution. Chu said the original purpose when Lefebvre put the communication in was to declare racism a public health crisis. Right now, in title and in the Be It Further Resolveds, that has been entirely removed. Chu feels that is critical language and signals to all our partners we hope to invite to be part of an ad hoc committee that we are in alignment and we are naming the issue we are here to address. She has heard questions as to what the purpose of the ad hoc committee is and making sure the statement is clear and specific and acknowledge that the Brown County Board of Supervisors acknowledges that racism is a public health crisis sets the tone and uses the same appropriate language that all of our partners in Brown County are using to address that issue. Chu would ask that this Committee consider including that explicit statement in this resolution.

Borchardt echoed what Chu said and added that language is what members of the community are asking for also. She is not saying we have to give everyone everything they want and she acknowledged we have made a lot of changes and compromises, but this is one thing that our partners in the community are asking for and our community members who this is affecting are asking for and Borchardt feels that is really important. She continued that she has been told tonight that the group of ladies who came to speak were not going to come and talk. They do not feel comfortable in this space and maybe they are not used to the conversations we are having, but Borchardt does know that they felt traumatized and that is really sad because they are the individuals who are asking for this to be passed. It is important that we are listening to those voices, especially if they are the ones that are being traumatized and it is affecting their lives and their health and the future of their families. We need to respect that and that is why Borchardt echoes what Chu stated about making sure the appropriate language is in the resolution.

**Motion made by Supervisor Borchardt, seconded by Supervisor \_\_\_\_\_ to add the following to the resolution: Whereas the Brown County Board of Supervisors asserts that racism is a public health crisis affecting our entire society. Vote taken. Ayes: Borchardt, Sieber, Schadewald, Landwehr, Van Dyck, Deneys Abstain: Buckley. MOTION CARRIED (02-04-2021 Note from Corporation Counsel: It was unable to be determined who seconded the motion, but since the vote of the committee was unanimous, with one abstention, it is assumed that had the committee been asked to confirm whether there was a second at the time of the vote, either a name would have been provided regarding who made the second, or a 'new' second would have been made at that time, and therefore this motion and vote is being made a part of the minutes even though it is unable to be determined who actually seconded the motion. The Resolution voted on will be subject to further amendments, if any, when the County Board meets on 02-17-2021 – dph).**

Chu would be amenable to having the language that racism is a public health crisis added as a *whereas*. Van Dyck would be inclined to go along with it as a *whereas* instead of a *be it further resolved* because all the other *be it further resolveds* are action items.

Chu continued by reading from an article by Boston University which says said there is no epidemiologic definition of crisis and that makes it challenging for us to define for our purposes. She feels we may be associating the term *crisis* like it just appeared, but it is so much more than that. It does not mean it is not a crisis if we have not acknowledged it as a body yet.

Buckley asked how a common person in the street perceives a crisis. We are talking about racism being a public health crisis and he questioned what is meant by that. He continued that not everyone is going to understand language of Boston University and he feels we are getting into the weeds with this. Buckley said Schadewald did a good job getting the resolution to a point where everyday people could understand it.

Borchardt feels that having that statement back in the resolution and having a definition around it can be used as an education piece so the greater public can understand it and educate themselves around what we are looking at. We are trying to educate what is happening and how people in our community are feeling and how they spoke out tonight that this is a crisis in their lives. They think about this on a daily basis and Borchardt feels having the education piece and the definition in the *whereas* is important so the greater public can understand and educate themselves around that.

Lefebvre also feels having the word *crisis* included is very important because the health disparity that has been going on for a long time is building and building and building and it is now right in our faces. It is not a problem; it is now a crisis because it has built up so much. She feels a regular person on the street understands what a crisis is and understands that something needs to be done.

Erickson agreed that there is confusion around this very difficult conversation and for the same reason we are choosing to educate our constituents by defining the difference between race and ethnicity, she feels this a great opportunity to also define what the word *crisis* is and how it correlates with both race and ethnicity and she supports this.

Schadewald said he will support this and feels adding it as a *whereas* is appropriate. He did not want it as a *be it further resolved* because that then becomes the sole focus. He agrees and supports this and added that we do represent all constituents and some constituents get something in one part and others get something out of another part. This is a reasonable compromise to get this moving forward with the greatest support. Schadewald continued that he would like to see this go through the County Board with great support; he does not want to get into a lot of little arguments. We have done a lot of work tonight and this committee has been very productive, and he can see the point of those who want this as a *whereas* and he will support that.

A discussion ensued regarding the process moving forward with drafting and approval of the final resolution. It was decided that the resolution would be taken up at a special Executive Committee meeting held prior to the next County Board meeting and then the resolution will move forward to the County Board.

Buckley informed he will abstain from this vote and noted he agreed with everything up to the last motion to insert language that asserts that racism is a public health crisis affecting our entire society. He will review this between now and the County Board meeting and hopes people at the County Board meeting will respect how much time and work was put into this.

**Motion made by Supervisor Schadewald, seconded by Supervisor Borchardt to approve resolution as amended and forward to Corporation Counsel for review and Administration for fiscal review and bring back to the next Executive Committee meeting. Vote taken. Ayes: Schadewald, Borchardt, Sieber, Landwehr, Van Dyck, Deneys Abstain: Buckley MOTION CARRIED**

**Motion made by Supervisor Schadewald, seconded by Supervisor Landwehr to direct Corporation Counsel to draft a resolution to form an ad hoc committee with the following guidelines:**

***Name* - Racial Equity Ad Hoc Committee;**

***Purpose* – To create an action plan to address strategies and recommendations to address racial equity and support concerns in Brown County;**

***Number of Members* – Nine member which will include three County Board Supervisors and six community members;**

***Selection of Members* – Will be done by the Executive Committee Chair;**

***Term of Membership* – Two years;**

***Selection of Officers* – Standard language.**

**Vote taken. MOTION CARRIED UNANIMOUSLY**

#### **Internal Auditor**

##### **5. Discussion and possible action on Internal Auditor 2021 Work Plan.**

Internal Auditor Dan Process informed this was put on the agenda because a Supervisor at the last meeting asked for it. He noted that more will come to light when the TS review and audit is done and said there will be changes to the 2021 work plan based on the results of that.

**Motion made by Supervisor Buckley, seconded by Supervisor Van Dyck to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**



**Other**

6. Discussion and possible action on changes to Chapter 2 of the Brown County Code of Ordinances. *Action at January 6, 2021 Meeting: To hold until next Executive Committee meeting.*

Motion made by Supervisor Van Dyck, seconded by Supervisor Buckley to hold until the next regular Executive Committee meeting. Vote taken. **MOTION CARRIED UNANIMOUSLY**

7. Audit of the bills.

Motion made by Supervisor Borchardt, seconded by Supervisor Deneys to acknowledge receipt of the bills. Vote taken. **MOTION CARRIED UNANIMOUSLY**

8. Such other matters as authorized by law. None.

9. Adjourn.

Motion made by Supervisor Buckley, seconded by Supervisor Borchardt to adjourn at 9:23 pm. Vote taken. **MOTION CARRIED UNANIMOUSLY**

Respectfully submitted,

Therese Giannunzio  
Administrative Specialist