



COUNTY OF HUMBOLDT

For the meeting of: 12/20/2022

File #: 22-1692

To: Board of Supervisors

From: Supervisor Steve Madrone

Agenda Section: Initiated by Board Member

SUBJECT:

Board Resolution Condemning Recent Hate Events in the Community (Supervisor Madrone)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt the resolution.

SOURCE OF FUNDING:

General Fund (1100)

DISCUSSION:

Over the last 2 years, the County of Humboldt has been engaged in diversity, equity, and inclusion (DEI) activities with the focus on creating an inclusive organizational environment that nurtures belongingness where staff can bring their whole selves to work. This work is broad in nature and includes organization development initiatives, learning and development activities, and an analysis of organizational policies and practices. Last summer, your Board took the unprecedented step of making diversity education mandatory for all staff, adopting key DEI related terms, directing Human Resources to establish a web presence dedicated to DEI, and formally adopting the Human Resources diversity seal and guiding values that support our DEI work.

Recently, the Office of Human Resources has been made aware of several hate-based incidents that have taken place in the community. These events range from posting insensitive and racist signs around the community to the intimidation of individuals based on religious preference, gender identity, sexual orientation, and other personal attributes. These incidents are not consistent with the county's values and commitment to diversity, equity, and inclusion. Examples of recent events include:

- Posting anti-trans signage in the community
- Anti-2SLGBTQIA+ graffiti at schools
- Community organizations receiving hateful phone calls
- Vandalization of a local 2SLGBTQIA+ friendly church

While not comprehensive, this list does demonstrate some of the challenges some populations face. Given the impact that these hate-based incidents can have on county personnel, and the community as a whole, a formal statement condemning these hate-based incidents is warranted to reinforce the county's commitment to making our community a safe place where all people feel like they belong.

FINANCIAL IMPACT:

N/A

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by protecting vulnerable populations .

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board discretion.

ATTACHMENTS:

Anti-Hate Resolution

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A