

Kenosha



County

Racial and Ethnic Equity Commission

Agenda

KENOSHA COUNTY CENTER; 19600 75TH ST, BRISTOL - PUBLIC HEARING ROOM

Thursday, August 17, 2023 at 6:00 PM

NOTE: UNDER THE KENOSHA COUNTY BOARD RULES OF PROCEDURE ANY REPORT, RESOLUTION, ORDINANCE OR MOTION APPEARING ON THIS AGENDA MAY BE AMENDED, WITHDRAWN, REMOVED FROM THE TABLE, RECONSIDERED OR RESCINDED IN WHOLE OR IN PART AT THIS OR AT FUTURE MEETINGS. NOTICE OF SUCH MOTIONS TO RECONSIDER OR RESCIND AT FUTURE MEETINGS SHALL BE GIVEN IN ACCORDANCE WITH SECTION 2 C OF THE COUNTY BOARD RULES. FURTHERMORE, ANY MATTER DEEMED BY A MAJORITY OF THE BOARD TO BE GERMANE TO AN AGENDA ITEM MAY BE DISCUSSED AND ACTED UPON DURING THE COURSE OF THIS MEETING AND ANY NEW MATTER NOT GERMANE TO AN AGENDA ITEM MAY BE REFERRED TO THE PROPER COMMITTEE. ANY PERSON WHO DESIRES THE PRIVILEGE OF THE FLOOR PRIOR TO AN AGENDA ITEM BEING DISCUSSED SHOULD REQUEST A COUNTY BOARD SUPERVISOR TO CALL SUCH REQUEST TO THE ATTENTION OF THE BOARD CHAIRMAN

1. Call To Order
2. Approval Of Minutes
3. Citizen Comments
4. Subcommittee Reports
5. REEC Minority Teacher Loan Program

Documents:

[REEC MINORITY TEACHER LOAN PROGRAM.PDF](#)

6. Discussion And Possible Action On Resolution Declaring Racism As A Health Crisis In Kenosha County

Resolution Expressing Kenosha County Commitment To Achieving Racial Equity And Transforming Systems And Institutions Impacting The Health Of Our Community

Documents:

[A RESOLUTION EXPRESSING KENOSHA COUNTY'S COMMITMENT TO ACHIEVING RACIAL EQUITY.PDF](#)

7. Discussion And Possible Action On The Report And Recommendation On The Report From The Thrive Program

<https://www.kenoshacounty.org/2201/Kenosha-County-Thrive>

[KENOSHA COUNTY THRIVE \(KENOSHA COUNTY\) - OFFICIAL WEBSITE](#)

8. Resolution On Recognizing Hispanic Heritage Month And The Contributions Of Hispanics And Latinos In Kenosha County

Resolution Recognizing September 15-October 15 As "Hispanic Heritage Month".

Documents:

[RESOLUTION HISPANIC HERITAGE MONTH.PDF](#)

9. Discussion On The Nominations For Jennie Tunkieicz Award For Gender And Racial Equity And Possible Action And Recommendations In Regard To The Award
10. Law Enforcement Overview Report For County Board Executive Committee August 2023

2023 August Law Enforcement Overview Report

Documents:

[2023 AUGUST LAW ENFORCEMENT OVERVIEW REPORT.PDF](#)

11. Future Scheduling
12. Adjourn

KENOSHA COUNTY

Racial & Ethnic Equity Commission

RECOMMENDATION FROM THE RACIAL & ETHNIC EQUITY COMMISSION

| | |
|---|--|
| Subject: To market and provide walk-through service in order to apply and attain "Wisconsin Minority Teacher Loan Program" | |
| Original <input type="checkbox"/> Corrected <input type="checkbox"/> 2nd Correction <input type="checkbox"/> Resubmitted <input type="checkbox"/> | |
| Date Submitted: | Date Resubmitted: |
| Submitted By: Supervisor Andy Berg | |
| Fiscal Note Attached <input type="checkbox"/> | Legal Note Attached <input type="checkbox"/> |
| Prepared By: Andy Berg | Signature: |

WHEREAS, the State of Wisconsin provides a Minority Teacher Loan Program that offers loans to eligible Wisconsin students of color pursuing a teaching license in a teacher "shortage area"; and

WHEREAS, the State of Wisconsin also provides the loan forgiveness for teachers who receive those loans and teach in a school with a large population of minority students; and

WHEREAS, under the Minority Teacher Loan Program, a college student is eligible to receive a loan up to \$10,000 each year for three years (maximum \$30,000) if she or he meets all the conditions; and

WHEREAS, the student must be Black American, an American Indian or Alaskan native, a Hispanic, a person of Asian or Pacific Island origin, or a person whose ancestry includes two or more races; and

WHEREAS, the student must be a Wisconsin college sophomore, junior, or senior who is studying to become a teacher at an institution of higher education in Wisconsin; and

WHEREAS, the student must be enrolled in a program leading to teacher licensure in a discipline identified as a "shortage area" for Wisconsin by the U.S. Department of Education; and

WHEREAS, the student must have an overall GPA of 3.0 or higher; and

WHEREAS, the State of Wisconsin also provides loan forgiveness for teachers who received loans under the Minority Teacher Loan Program, if they teach in certain subject areas in qualifying school districts; and

WHEREAS, the Higher Educational Aids Board (HEAB), which administers the loans, must forgive 25 percent of the loan and interest for a teacher who received loans under the program for each year in which the teacher satisfies certain criteria; and

WHEREAS, the teacher must be employed full-time in a high-demand area related to the teacher's licensure in a teacher shortage area; and

WHEREAS, the teacher must be employed in a public, private, or tribal school located within a school district in which minority students constitute at least 40 percent of the school district's student membership (the school itself need not have enrollment of 40 percent minority students); and

WHREAS, the teacher must receive a rating of "proficient" or "distinguished" on the "Educator Effectiveness System" or the equivalent in a school that does not use the system; and

WHEREAS, Kenosha Unified School District has a minority enrollment of 53.7 percent; and

NOW, THEREFORE BE IT RESOLVED, that the Kenosha County Racial and Ethnic Equity Commission hereby recommends to the Kenosha County Board of Supervisors that the county market and provide walk-through service in order to apply and attain a 50 percent increase each year for the next four years enrollment into the "Wisconsin Minority Teacher Loan Program; and

BE IT FURTHER RESOLVED that the County Clerk, upon approval through the Board of Supervisors share the resolution with KUSD leadership

Respectfully submitted,

Supervisor Andy Berg

Approved by:

Committee:


| | <u>Aye</u> | <u>Nay</u> | <u>Abstain</u> | <u>Excused</u> |
|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| _____ Xavier Solis, Chair | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| _____ Brian Gonzales, Vice-Chair | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| _____ Andy Berg | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| _____ Alayna Arrington | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| _____ Justin Crosby | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| _____ Elizabeth Garcia | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| _____ Duane O'Keefe | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| _____ Brian Thomas | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| _____ Cortney Marshall | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Kenosha



County

BOARD OF SUPERVISORS RESOLUTION NO. _____

| | |
|--|--|
| Subject: A Resolution Expressing Kenosha County's Commitment to Achieving Racial Equity and Transforming Systems and Institutions Impacting the Health of Our Community. | |
| Original <input type="checkbox"/> Corrected <input type="checkbox"/> 2 nd Correction <input type="checkbox"/> Resubmitted <input type="checkbox"/> | |
| Date Submitted: | Date Resubmitted: |
| Submitted by: Supervisor Laura Belsky | |
| Fiscal Note Attached <input type="checkbox"/> | Legal Note Attached <input type="checkbox"/> |
| Prepared by: Jennifer Freiheit | Signature:  |

WHEREAS, the promotion of healthy communities is directly related to the health of individuals and encourages expanding public health support networks to decrease racial disparities in health outcomes; and

WHEREAS, communities of color are disproportionately impacted by social determinants of health, such as increased exposure to lead, poor air quality, lack of safe places to walk, bike or run, and inadequate health education; and

WHEREAS, Kenosha has wide health disparities among its racial populations; and

WHEREAS, race is a social construction with no biologic basis; and

WHEREAS, racism is a social system with multiple dimensions, including individual racism, which is internalized or interpersonal and systemic racism, which is institutional or structural and is a system of structuring opportunity and assigning value based on the social interpretation of how one looks; and

WHEREAS, systemic racism unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and depletes the strength of the whole society through the waste of human resources; and

WHEREAS, racism causes persistent racial discrimination in housing, education, employment, transportation, and criminal justice and an emerging body of research demonstrates that racism is a social determinant of health; and

WHEREAS, numerous studies have linked racism to negative health outcomes; and

WHEREAS, the Wisconsin Department of Health Services determined that African Americans and Native Americans have the highest excess death rates at every stage in the life course, and the infant mortality rate of Non-Hispanic Black infants is the highest in the nation; and

WHEREAS, the 2018 infant mortality rate in Kenosha County among Black mothers was 9.9 deaths per 1,000 live births, compared to their white counterparts, a rate of 3.5 deaths per 1,000 births; and

WHEREAS, Black mothers in Kenosha County are 2.5 times more likely to receive inadequate prenatal care than their white counterparts; and

WHEREAS, in 2018, Black babies with low birth weight was 18.3% in Kenosha County, while white babies low birth weight was at 6.7%. Respectively, 84.6% of white mothers in Kenosha County are breastfeeding upon hospital discharge whereas only 56% of Kenosha County Black mothers are breastfeeding upon discharge; and

WHEREAS, due to decades of policies like redlining and biased lending, white people are 3.7 times more likely to own a house than their Black counterparts and 1.5 times more likely than the Latinx population; and

WHEREAS, Kenosha County's Black population is half as likely to have a postsecondary degree, a third as likely to test proficient in grade 3-8 subjects on standardized testing, anywhere from 3 to 27 times less likely to meet the ACT college readiness benchmarks, and graduate high school about 15% percentage points lower than their white counterparts; and

WHEREAS, Black people in Kenosha County are half as likely to gain employment than their white counterparts, and get paid half as much; and

WHEREAS, the Census estimates that 1/3 of Kenosha County's Black population lives in poverty (3 times that of Kenosha County's white population), which translates to \$12,760/year for the individual or \$26,200 for a family of four; and

WHEREAS, the 2020 County Health Rankings place Kenosha County residents 65th out of 72 Wisconsin Counties for Quality of Life, indicating that residents averaged 3.7 "physically unhealthy days" in the past 30 days; and

WHEREAS, Healthiest Wisconsin 2020 states that, "Wisconsin must address persistent disparities in health outcomes and the social, economic, educational, and environmental inequities that contribute to them;" and

WHEREAS, the Wisconsin Public Health Association is committed to achieving health equity and convened a Racial Equity Workgroup in 2017; and

WHEREAS, while there is no epidemiologic definition of "crisis," the health impact of racism clearly rises to the oft-cited definition proposed by Galea (2017)*: "The problem must affect large numbers of people, it must threaten health over the long-term, and it must require the adoption of largescale solutions"; and

WHEREAS, with support from community partners, it is Kenosha County's responsibility to address racism, including seeking solutions to reshape the discourse and actively engaging all citizens in racial justice work; now, therefore,

BE IT RESOLVED, based on the aforementioned, that the Kenosha County Board of Supervisors hereby declares racism as a public health crisis and supports Kenosha County efforts to address public health disparities due to racial inequities throughout Kenosha County; and

BE IT FURTHER RESOLVED, that Kenosha County Board of Supervisors expects that those Kenosha County efforts will include, but not be limited to:

- Asserting that racism is a public health crisis that negatively affects our entire society
- Assessing internal policy and procedures to ensure racial equity is a core element of Kenosha County
- Working to create an inclusive organization identifying specific activities to increase diversity across its workforce and in leadership positions
- Incorporating inclusion and equity into organizational practice, offer educational trainings/activities to expand employees' understanding of how racism affects individuals, the health of marginalized populations, and provide tools to assist employees to engage actively and authentically with communities of color
- Advocating for relevant policies that improve health in communities of color, and support local, state, and federal initiatives that advance social justice, while also encouraging individual employee advocacy
- Encouraging other local, state, and national entities to recognize racism as a public health crisis.

* Galea, Sandro. Crying "Crisis". Dean's Note. Boston University School of Public Health. <https://www.bu.edu/sph/2017/04/23/crying-crisis/>. Accessed 07.03.2020.

Respectfully Submitted:

HUMAN SERVICES COMMITTEE:



 Laura Belsky, Chairman




 Andy Berg, Vice-Chairman



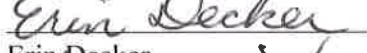
 Jerry Gulley



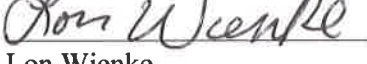
 David Celebre



 Sandra Beth



 Erin Decker



 Lon Wienke

| <u>Aye</u> | <u>No</u> | <u>Abstain</u> | <u>Excused</u> |
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KENOSHA COUNTY

Racial and Ethnic Equity Commission

Resolution No. _____

A Resolution Recognizing September 15 through October 15 as “Hispanic Heritage Month”

Submitted by: **Chairman Xavier Solis, Vice Chairman Brain Gonzales, Commissioner Courtney Marshall**

WHEREAS, Hispanic Heritage Week was established in 1968 under President Lyndon B. Johnson, and was expanded to Hispanic Heritage Month in 1988 by President Ronald Regan, and

WHEREAS, Hispanic Heritage Month is celebrated each year beginning September 15, until October 15; and

WHEREAS, according to the 2020 US Census, it is estimated that Hispanics and Latinos make up 14.5% of the Kenosha County Population; and

WHEREAS, Hispanic Heritage Month recognizes, honors, and celebrates the contributions and influences of Hispanics and Latinos in education, art, music, sports, politics, business, law enforcement, military, the legal field, and

WHEREAS, Hispanics and Latinos in Kenosha County greatly contribute to our workforce and economy, with many of them being small business owners, and

WHEREAS, Hispanics and Latinos in Kenosha County have a positive influence through strong commitment to family, faith, hard work, education, and service to our country; and

WHEREAS, Hispanics and Latinos have served honorably in our military, and have fought bravely in every conflict since the Revolutionary War, with many Hispanic and Latinos receiving distinction awards such as the Purple Heart and Medal of Honor; and

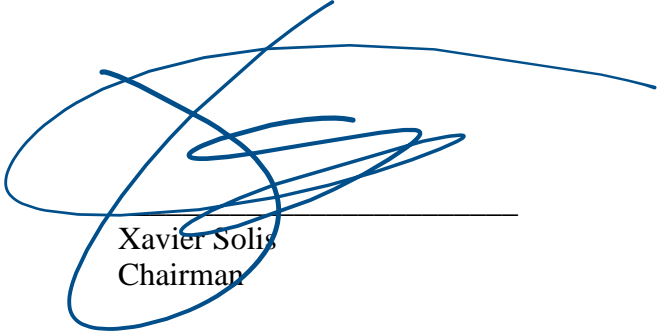
WHEREAS, Hispanics and Latinos have served and protected our community as law enforcement officers making invaluable sacrifices and some have given their life in the line of duty, such as Kenosha County Sheriff Deputy Blanco Aquino (End of Watch: Sunday, July 21, 1991); and

WHEREAS, residents of Kenosha County appreciate and enjoy the contributions, food, music, and values that Hispanics and Latinos provide to our county;

NOW THEREFORE BE IT RESOLVED that the Racial and Ethnic Equity Commission supports the efforts of the County Executive, Samantha Kerkman and the Kenosha County Board of Supervisors to recognize September 15 through October 15 of every year as National Hispanic Heritage Month in Kenosha County; and

NOW THEREFORE BE IT RESOLVED that the Racial and Ethnic Equity Commission does recognize September 15 through October 15 of every year as National Hispanic Heritage Month in Kenosha County;

BE IT FURTHER RESOLVED that the Racial and Ethnic Equity Commission encourages members of the community to join and celebrate the everyday contributions of Hispanic and Latinos in our community.

A handwritten signature in blue ink, appearing to read 'Xavier Solis', is written over a horizontal line. The signature is stylized and somewhat abstract, with several loops and a long horizontal stroke extending to the right.

Xavier Solis
Chairman

REEC

Law Enforcement Overview Report

For County Board Executive Committee

August 2023

Law enforcement for Kenosha County:

1. Sheriff -
2. Policies, practices, training & procedures for; policing, corrections, law enforcement and hiring
3. Internal Affairs Sheriffs Department
4. Corporate Counsel Cases related to Law Enforcement
5. County – Youth Justice Reports focuses on truancy and delinquency cases that a referred to juvenile court or waived to adult and other surrounding issues.
6. County Schools as it pertains to Habitual Truancy and Chronic Absenteeism. Reports submitted to the WI DPI.
7. County's involvement in addressing habitual truancy. Human Services with levy paid and grant paid positions.
8. Arrest Data 2022 for Sheriff Department.

County Staff or Departments requested to present information and address questions:

Sheriff's Department:

Dave Zoerner, Eric Klinkhammer and Yvonne Gardner

Corporate Counsel:

Jennifer Kopp

Human Services:

Donna Rhodes – Gang Intervention & Youth Justice Report

John Jansen, Ron Rogers and Pam Condos

Sheriff's Department Hiring Practices/EEOC related issues:

Clara Tappa

Public School Habitual Truancy and Chronic Absenteeism Statistics:

Brian Thomas