

# A Community for All

# Marathon County's Core Values

**SERVICE** is responsively delivering on our commitments to all of our internal and external customers.


**INTEGRITY** is honesty, openness, and demonstrating mutual respect and trust in others.

**QUALITY** is providing public services that are reflective of "best practices" in the field.

**DIVERSITY** is actively welcoming and valuing people with different perspectives and experiences.

**SHARED PURPOSE** is functioning as a team to attain our organizational goals and working collaboratively with our policy makers, departments, employees, and customers.

**STEWARDSHIP OF OUR RESOURCES** is conserving the human, natural, cultural, and financial resources for current and future generations.



# Diversity Affairs Commission's Mission/Purpose

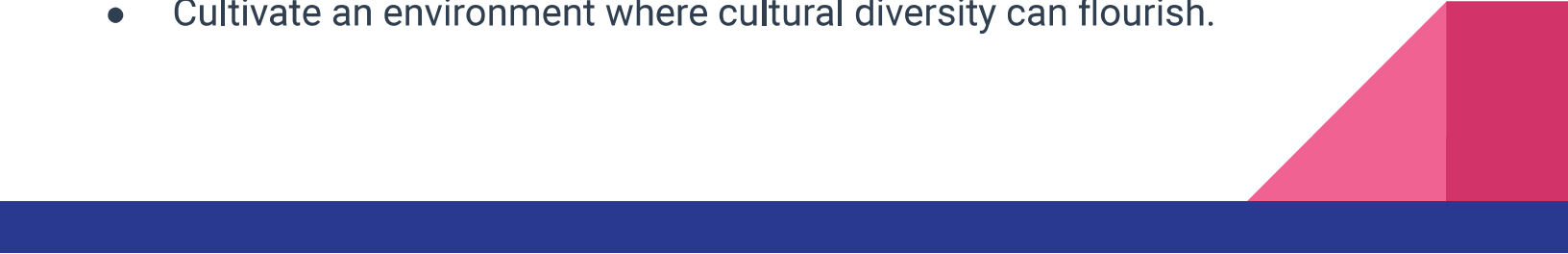
“The Diversity Affairs Commission exists to ensure that Marathon County is an open, inclusive, and diverse place to live and work (2016 Comprehensive Plan Objective 3.8) and to achieve racial and ethnic equity and advocate for minority populations throughout Marathon County, to foster cross-cultural understanding, and embrace our diversity.”

Approved by the Marathon County Board April 2020



# Diversity Affairs Commission Duties

Duties and Responsibilities: The Commission is charged with making recommendations to the Committee relative to internal Marathon County operating policies and with engaging external support of the following strategies identified within the county's 2016 Comprehensive Plan:

- Promote health equity (i.e., a state where everyone has the opportunity to attain their highest health).
  - Develop a plan to reduce and eliminate health and social disparities (i.e., seek to eliminate differences in health and social status between people related to demographic factors such as gender, income or geographic region).
  - Promote cultural competence (i.e., the ability to understand, communicate with and effectively interact with people across cultures in the design and delivery of our programs and services).
  - Cultivate an environment where cultural diversity can flourish.
- 

# Marathon County's Comprehensive Plan



## Chapter 3 Health

- 8) Ensure Marathon County is an open, inclusive, and diverse place to live and work.
  - a. Promote health equity.
  - b. Develop a plan to reduce and eliminate health and social disparities.
  - c. Promote cultural competence.
  - d. Cultivate an environment where cultural diversity can flourish.

Approved by Marathon County Board 2016

# United Way Marathon County 2019-2020- Life R



## **CALL TO ACTION:**

*“Create a community that is diverse, inclusive, and where everyone has a sense of belonging.”*



# United Way Marathon County 2019-2020- Life R

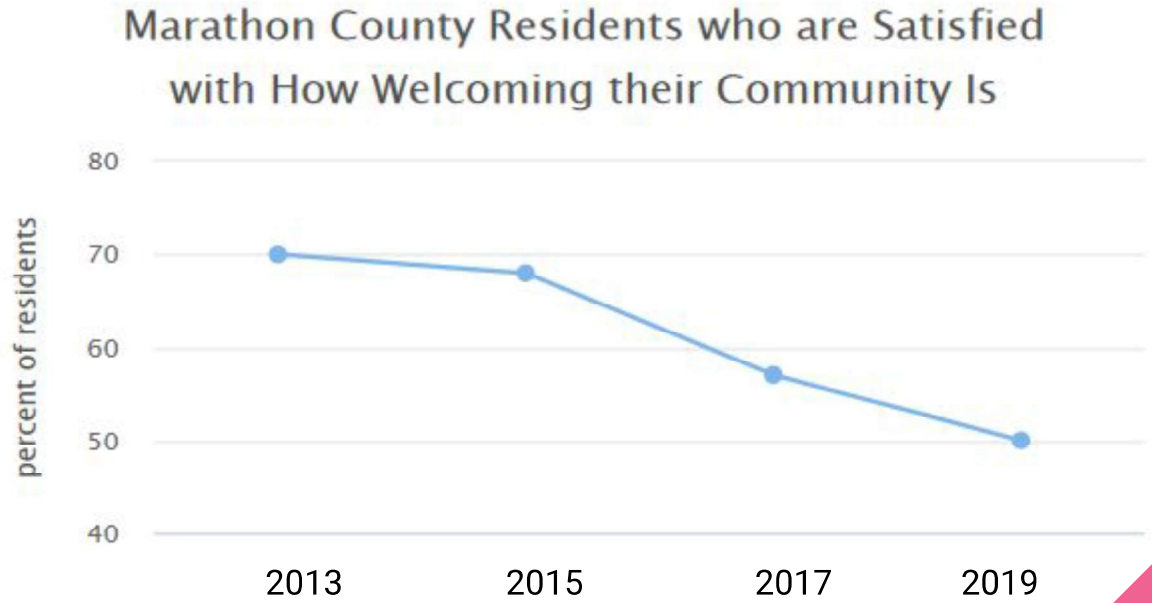
## Survey Results

Only 44% of Marathon County residents are satisfied with how tolerant their community is.

37% Marathon County Residents have experienced discrimination previous year, which is a 19 point increase from 2017.



# United Way Marathon County 2019-2020- Life R






# United Way Marathon County 2019-2020- Life R

## **Indicator 53 - Sense of Community**

Responses indicate a trend that Marathon County is perceived as a less welcoming, less connected, and less tolerant community that is less of a place to live for some groups including people from diverse ethnic backgrounds, younger people, and people with different abilities.” (Pg. 70)



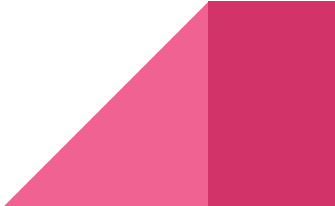
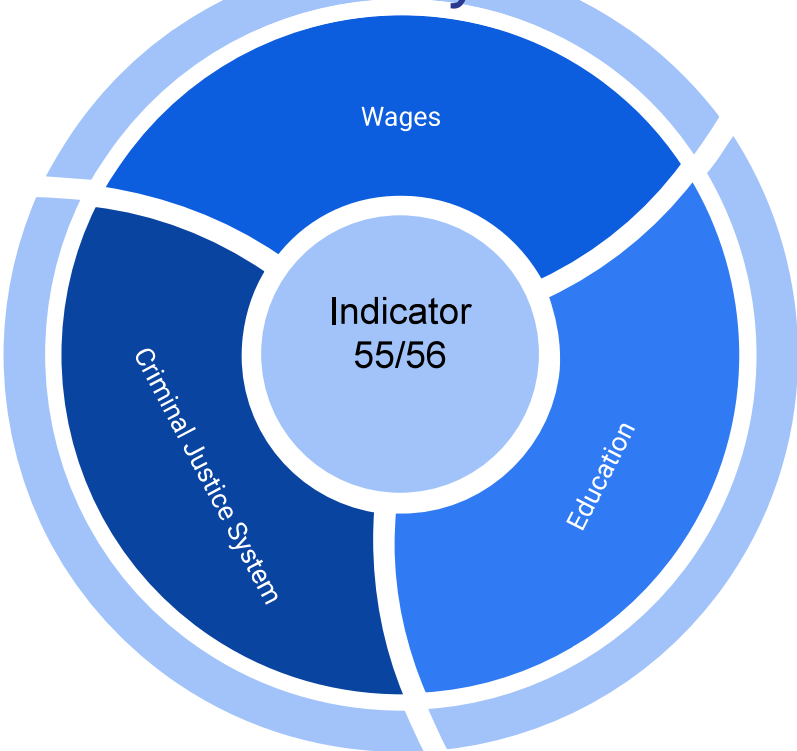
# United Way Marathon County 2019-2020- Life R

## Indicator 54 - Discrimination

*"Discrimination is defined as prejudicial treatment of a person or a group of people based on characteristics such as race, ethnicity, gender, gender identity, age, sexual orientation, religion or other characteristics." (Pg. 71)*



# United Way Marathon County 2019-2020- Life R



# United Way Marathon County 2019-2020- Life R

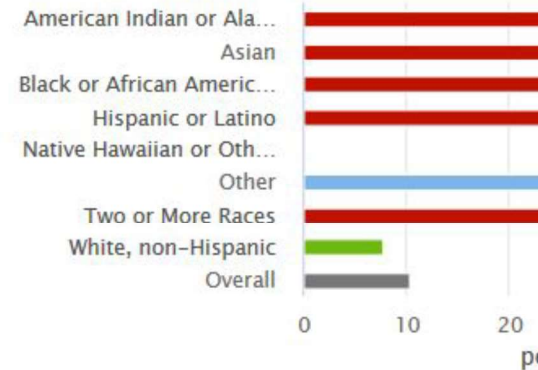
## Key Takeaways




There are racial disparities in wages in Marathon County. A disproportionate percentage of those in poverty are people of color.

Women's earnings as a percentage of men's earnings are slightly higher in Marathon County (74.5%) compared to the State of Wisconsin (70.3%) and U.S. (72.8%).

Women earn less than men with the same educational attainment.

People Living Below Poverty  
Race/Ethnicity

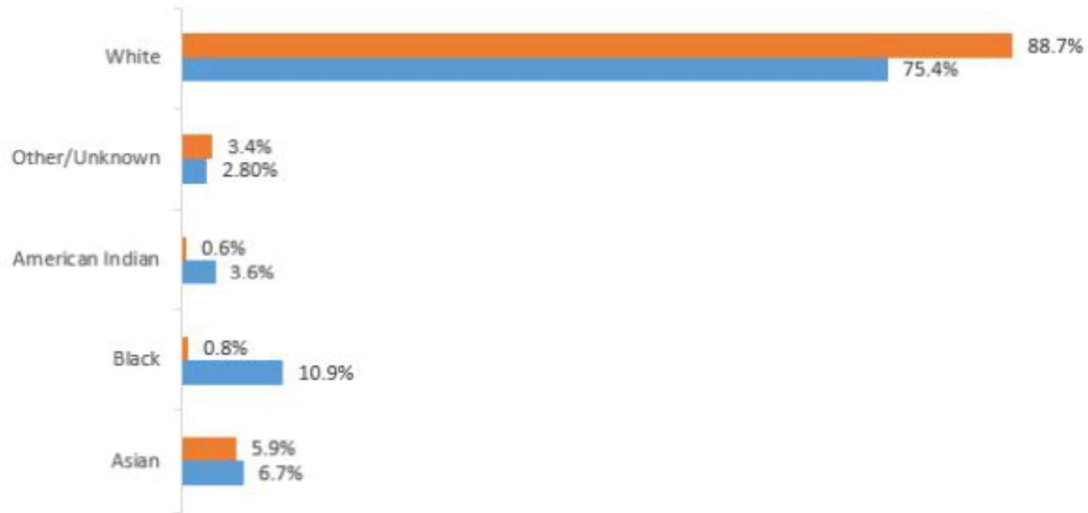


-  Significantly **better** than the overall value
-  Significantly **worse** than the overall value
-  No significant difference with the overall value

# United Way Marathon County 2019-2020- Life R

## RACIAL DISPARITIES WITHIN THE JUSTICE SYSTEM

2018 Marathon County **General Population** Compared to **Jail Population** by Race




# United Way Marathon County 2019-2020- Life R

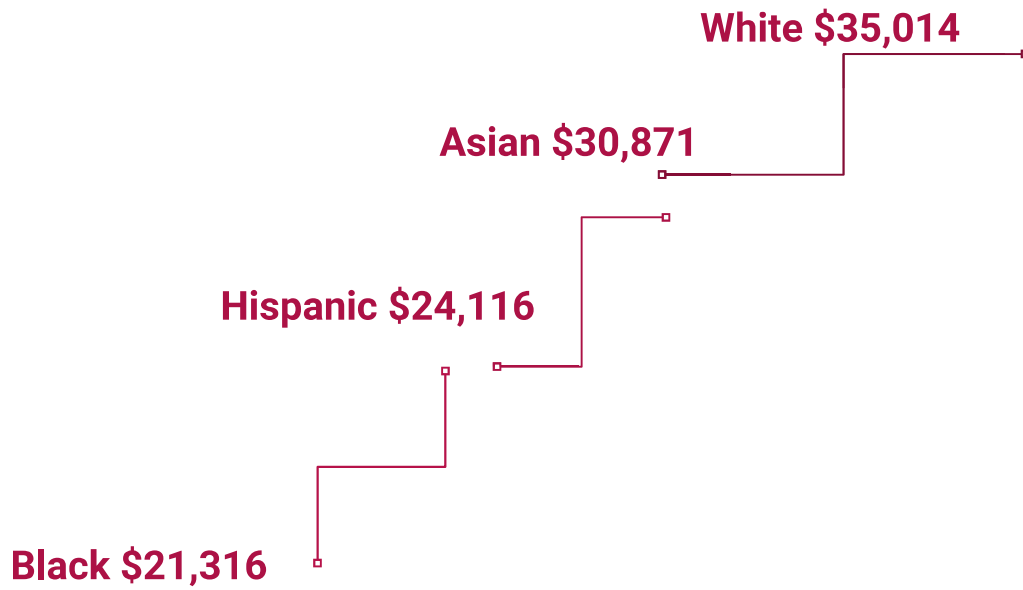
## Opportunities for Action

“Marathon County will need to ensure a **diverse** and **culturally inclusive culture** to secure its long-term future. Whether it is attracting millennials, including LGBTQ perspectives, or taking full advantage of the contributions of minority populations, regional viability requires that everyone is welcomed, engaged, and connected in the community.”

“Community and business leaders have a responsibility to explore additional diversity and inclusion strategies to supplement those in process. Exciting opportunities exist to share ideas with other communities. Establishing additional benchmarks will help track progress and create pathways for underserved populations that have historically experienced disadvantages and discrimination.”



# ALICE Report



# ALICE Report Cont.

Black and Hispanic workers in Wisconsin, both men and women, are also more likely to be unemployed than Asian and White workers.

Unemployment has improved for White and Asian workers, reaching a low of 3 percent in

The unemployment rate for Black workers also fell dramatically, but from a high of 22 percent in 2010 to 12 percent in 2016 – still twice the rate for Hispanic workers, and four times the rate for White and Asian workers.

More than 10 percent of the overall Wisconsin population was self-employed in 2015, but only 5 percent of workers of color were self-employed. (Pg. 41)






# Centers for Disease Control

## Health Equity Considerations and Racial and Ethnic Minority G

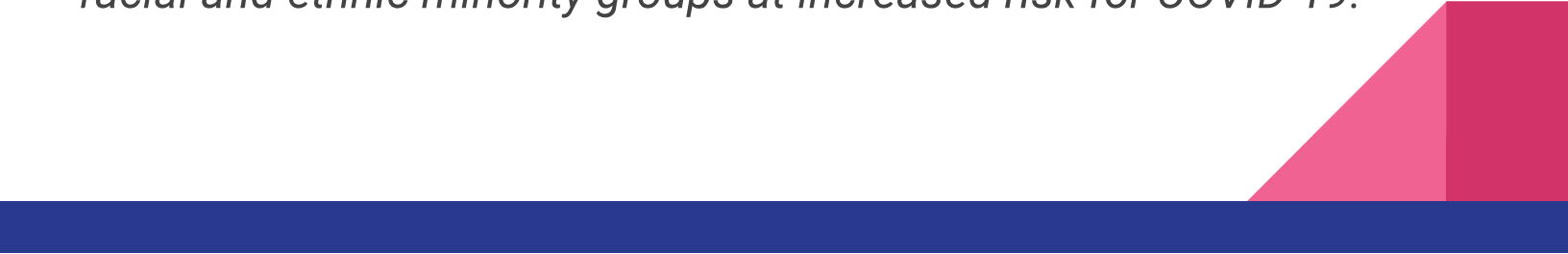
*“There is increasing evidence that some racial and ethnic minority groups are disproportionately affected by COVID-19. Inequities in the social determinants of health, such as poverty and healthcare access, affecting these groups are intertwined and influence a wide range of health and quality-of-life outcomes and risks. To achieve health equity, barriers must be removed so that everyone has a fair opportunity to be as healthy as possible.”*



# Centers for Disease Control

*“Long-standing systemic health and social inequities have put many people, especially racial and ethnic minority groups at increased risk of getting sick and dying from COVID-19.”*

*“Unfortunately, discrimination exists in systems meant to protect well-being, such as health care, housing, education, justice, and finance. Discrimination, which includes racism, can lead to chronic toxic stress and shapes social and economic factors that put some people, especially racial and ethnic minority groups at increased risk for COVID-19.”*



# CDC Wisconsin Data

Updated: 1/30/2021

Total hospitalizations: 24,243  
Unknown race/ethnicity: 1,075 (4.4%)

Hover over visuals to find more information.

Move ends of slider to change date range displayed:

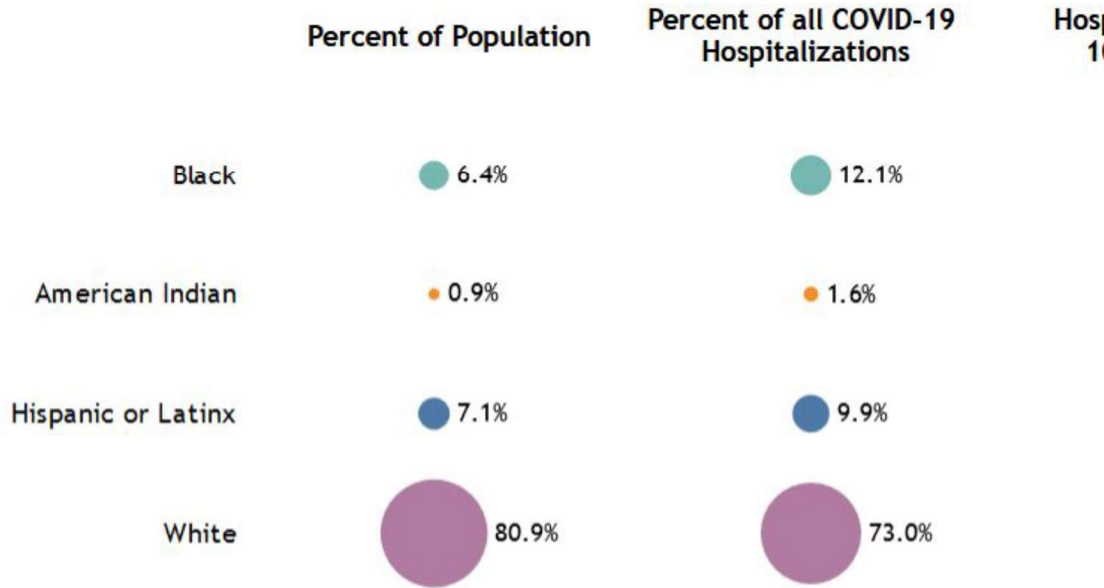
February 5, 2020 January 29, 2021



View rates for:

- Cases
- Hospitalizations
- Deaths

Communities of color have experienced higher rates of COVID-19 cases, hospitalizations, and deaths since the pandemic began. Compared to White Wisconsin residents, Hispanic residents have 1.7 times greater case rates, Black residents have 2.1 times greater case rates, Black residents have 2.1 times greater hospitalization rates, and American Indian residents have 1.4 times greater death rates.



# Marathon County Data

marathon county



*The first stage  
solve a problem  
that it exists.*



## Disparities Dashboard

<http://www.marathoncountypulse.org/index.php?module=indicators&controller=index&action=datas=disparities>

# Marathon County Data

## School District: D.C. Everest School District

6.3%

Source: [Wisconsin Department of Public Instruction](#)  
Measurement period: 2018-2019  
Maintained by: Conduent Healthy Communities Institute  
Last update: May 2020

COMPARED TO



WI Value  
(8.5%)



Prior Value  
(6.6%)



Trend

### Graph Selections

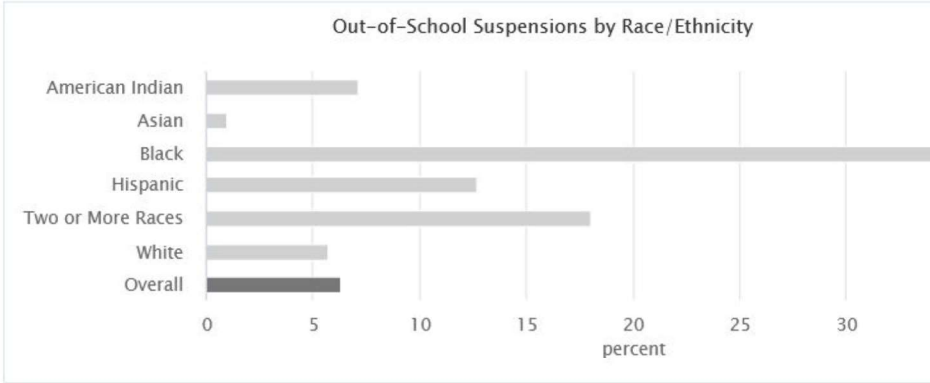
#### INDICATOR VALUES

Change over Time

#### VIEW BY SUBGROUP

Gender

Race/Ethnicity



# Marathon County Data

School District: Marathon School District ▼

Measurement Period: 2018-2019 ▼

## School District: Marathon School District

# 2.5%

COMPARED TO



WI Value  
(8.5%)



Prior Value  
(4.3%)



Trend

Source: [Wisconsin Department of Public Instruction](#)

Measurement period: 2018-2019

Maintained by: Conduent Healthy Communities Institute

Last update: May 2020

### Graph Selections

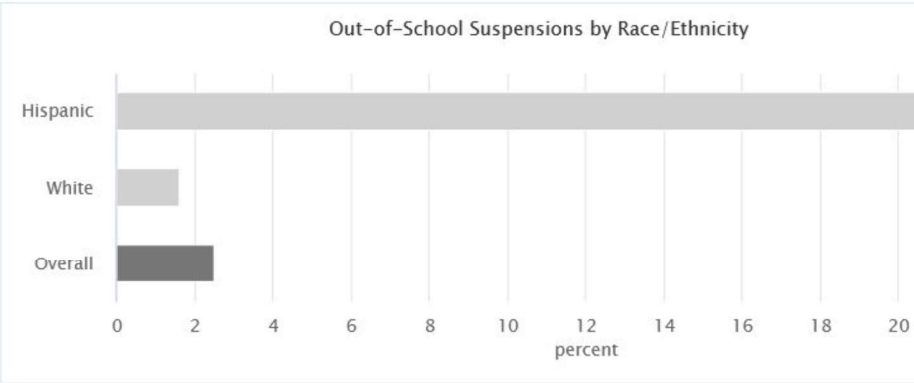
#### INDICATOR VALUES

Change over Time

#### VIEW BY SUBGROUP

Gender

Race/Ethnicity

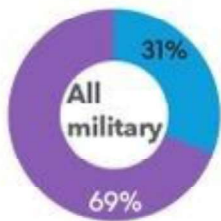


# Institutional Disparity

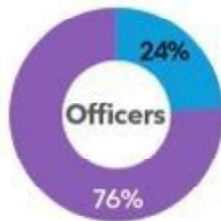
## Minorities in the Military

A narrowing road to the top

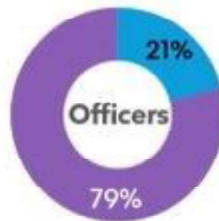
■ Non-minority   ■ Racial minority



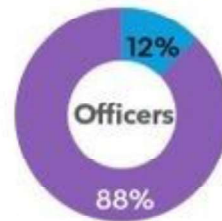
Includes enlisted personnel and officers



Pay grades O1-O3



Pay grades O4-O6



Pay grades O7 and up

Notes: The officer pay grades of O1-O3 include Army, Marine Corps, and Air Force 1st and 2nd lieutenants and captains, and Navy ensigns, lieutenants junior grade, and lieutenants. Grade O4-O6 includes Army, Marine Corps and Air Force majors, lieutenant colonels and colonels, and Navy lieutenant commanders, commanders and captains. Grades O7 and above are generals and admirals. Data doesn't include the Coast Guard, a military service under the Department of Homeland Security.

# Institutional Disparity

## Gender Divisions

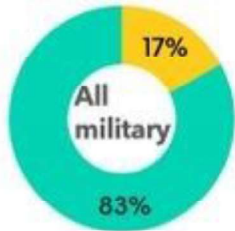
Lonely at the top for armed forces' women

*"The more senior you get, the  
Whiter and more male you get."*

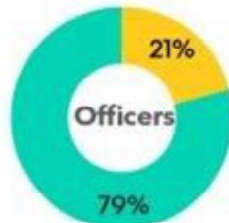
-Col. Don Christensen

Male

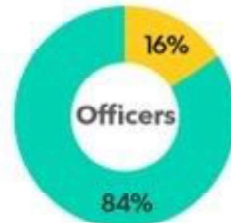
Female



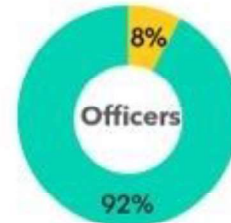
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Pay grades O1-O3



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# Public Health Disparity

From 2020's ***Healthiest Wisconsin***:

*Health disparities* means “differences in the incidence, prevalence, mortality, burden of disease, and other adverse health conditions or outcomes that exist between population groups based on age, gender, race, ethnicity, sexual identity or orientation, gender identity, disability or other categories.”

*Health equity* means “Fairness in the distribution of resources and the freedom to achieve optimal health outcomes between groups with differing levels of social disadvantage.”



# Public Health Disparity

From 2020's ***Healthiest Wisconsin:***

*“Eliminating health disparities is essential to achieving health equity. The aim of an equity approach is not to eliminate all health differences so that everyone has the same level and quality of health, but rather to reduce or eliminate those which result from social and environmental factors which are considered to be both avoidable and unfair.*”



# Public Health Disparity

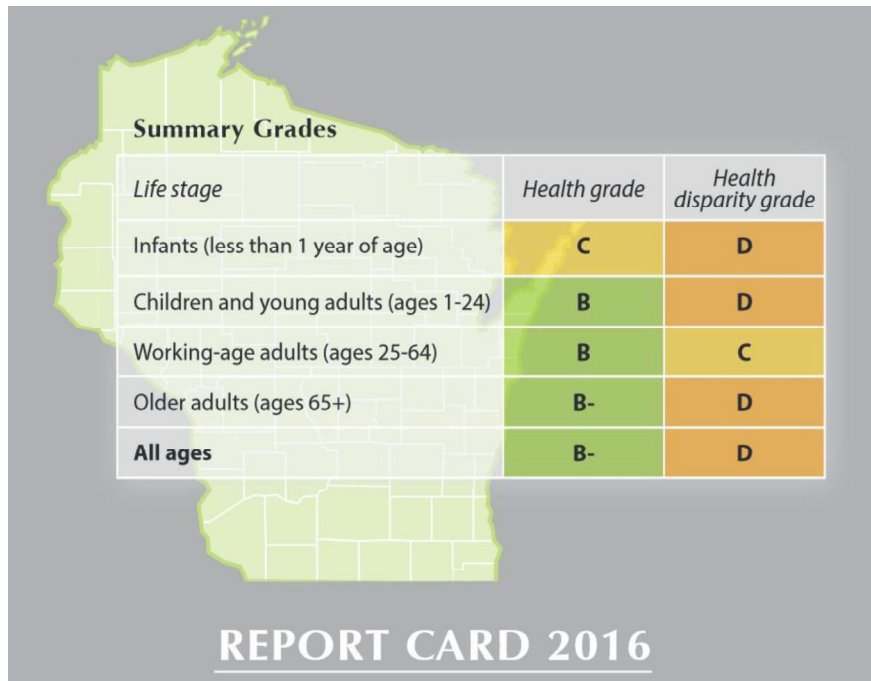
From the **U.S. Dept. of HHS's Report on Cultural Competency:**

*“Racial and ethnic disparities in the quality of health care are associated with poorer health and higher mortality rates among minority groups. Among the many factors that may contribute to these disparities are diversity in the healthcare workforce, as well as perceptions, attitudes, and beliefs of both patients and providers. These factors have been shown to influence the quality of care received.”*



# Public Health Disparity

From the **University of Wisconsin-Madison Population Health Institute** *Health of Wisconsin*  
2016 Report Card:




# Public Health Disparity

From the **Wisconsin Department of Health Services' Healthiest Wisconsin 2020 Base**  
*Health Disparities Report*

*"The African American infant mortality rate for 2010 was 13.9 deaths per 1,000 births, compared to 4.9 deaths per 1,000 births to white women."*

*"Frequent mental distress was more prevalent among Wisconsin Hispanics (17 percent), American Indians (14 percent) and African Americans (15 percent) compared to Whites (8 percent)."*

*"One in three Asian, Black, or Hispanic third-grade children had untreated tooth decay, compared to one in six White children."*



# Public Health Disparity

From the **American Public Health Association's** *Evaluating the Economic Causes and Consequences of Racial and Ethnic Health Disparities*

*“Eliminating health disparities is good health policy and good economic policy.”*

*“Increased incidence of heart disease, diabetes, cancer, and obesity among Blacks and Hispanics is associated with an increased number of missed work days due to illness, as well as lower household earnings.”*



# Solutions for Health Disparities

**THINK  
CULTURAL  
HEALTH**

## **Culturally and Linguistically Appropriate Services (CLAS)**

*(noun)*


Services that are respectful of and responsive to individual cultural health beliefs and practices, preferred languages, health literacy levels, and communication needs and employed by all members of an organization (regardless of size) at every point of contact.



# Economic Development - Wausau Chamber

Wausau Area Chamber of Commerce's Economic Development Plan completed  
March of 2019


## **Many Concerns identified in the Strategic Plan**

- The population and labor force are declining
  - Numerous cities, towns, and villages within the county suffer from parochialism.
- 



# Economic Development - Wausau Chamber

## Opportunities identified in the Strategic Plan

- Bring new segments of region's population into the area workforce in non-traditional categories.
  - "Rebounder" talent recruitment initiatives could bring back former Central Wisconsin residents now living in other parts of the state and Midwest.
  - New events/festivals could draw in outside visitors.
- 

# Economic Development - Wausau Chamber

Strategies: 1.2.2. Embrace the local Hmong population and explore linkages to Paul, MN (an important population center for the Hmong nationally).

Strategies: 1.2.5. Work with major employers to attract workers from surrounding metros and states.



# Economic Development - Wausau Chamber

- 1.2.2. Embrace the local Hmong population and explore linkages to S MN (an important population center for the Hmong nationally).

Work with the Hmong Wisconsin Chamber of Commerce to promote Wausau region as a leading destination for Hmong business owners professionals.

Market Wisconsin and Marathon County as a Hmong-friendly location Hmong talent located in other parts of the US and globally

# Economic Development - Wausau Chamber

“Successful economies all have one thing in common: they attract outsiders. Communities grow by attracting talented workers from outside the area, by recruiting new companies into the community, and by attracting visitors from near and far. The business world understands this well. A company that fails to attract new customers will fail. A business must sell its products and services to an expanding customer base in order to thrive and grow. The same is true for communities and the Wausau region is no exception. Wausau’s regional economy has stagnated in recent years, while other metro areas in Wisconsin and the rest of the country have continued moving forward. The Wausau region must embrace change in order to re-emerge as a growing economy. To attract talent from outside the region and state, the most important change is a shift towards an outward-looking perspective.”

# US Department of Justice - CRS Best Practices

## Community Relations Service

Identifies, among other things, best practices for local governments to utilize to achieve this goal, including:

A. A government can reaffirm its commitment to the safety and well-being of its citizens by establishing an ordinance against hate crime activity or enhancing the punishment for hate crime. It can also encourage cooperation with existing equal opportunity statutes.

B. Assuring that everyone has access to full participation in the municipality's decision-making process, including equal opportunity for minorities to be represented on appointed boards and commissions. Local governments might institute a policy of inclusion for appointments on boards and commissions. The policy might require listing all appointive positions and notifying all racial and ethnic groups of open seats throughout the media.

# Equality Vs. Equity



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed.

*Equity is just inclusion. An inclusive society is one where everyone can participate. The goals of equity are to create conditions that allow all to reach their potential. In so doing, equity creates a path for change.*

*-PolicyLink*

# Equality Vs. Equity

Proposed amendments to the  
Marathon County Code of  
Ordinances: Chapter 16, County  
Forests. Shaded text is added.

16.06(3)  
2/18/2021

activities and shall include parking areas and build  
cameras may be left in the woods provided they have b  
address, and phone number in the English language of  
permanently affixed in a manner that is clearly visib  
legible at all times without moving the camera. Trail

**Establishes a barrier for over 11,000 residents of Marathon County**

## Language Spoken at Home

8.2% +/- 0.5%

Language other than English  
spoken at home in Marathon  
County, Wisconsin

WISCONSIN  
COUNTIES

CELEBRATING

**BLACK**

HISTORY

**MONTH**

& ADDRESSING  
RACIAL EQUITY  
IN WISCONSIN

# A Community for

February, 2021 *Wisconsin Counties*

[http://r20.rs6.net/tn.jsp?f=001OurQEghR-n9fUKwXlu6QPJSjV6ZPx5eruYPIN9Vb7I2nH7e7SggYIV1udFF8KiUFIsiyBedfxcGqV5v4T3G8qtdtI6BV0LoR6\\_rPzfTVnn0J0H2hUMmGXEyFtEyZtKQEwtYn0DzxJKI7\\_4nYHkqQOOqZKYt5Kla2dzuZ\\_hWh0Imno7HZ9fKZAJCdLccv6EzWA==&ch=P1uX\\_sX-OEOLZWXETreEovg3v5nnhszpAxJx7PZW-3v\\_A==](http://r20.rs6.net/tn.jsp?f=001OurQEghR-n9fUKwXlu6QPJSjV6ZPx5eruYPIN9Vb7I2nH7e7SggYIV1udFF8KiUFIsiyBedfxcGqV5v4T3G8qtdtI6BV0LoR6_rPzfTVnn0J0H2hUMmGXEyFtEyZtKQEwtYn0DzxJKI7_4nYHkqQOOqZKYt5Kla2dzuZ_hWh0Imno7HZ9fKZAJCdLccv6EzWA==&ch=P1uX_sX-OEOLZWXETreEovg3v5nnhszpAxJx7PZW-3v_A==)



# A Community for All

**WHEREAS**, the Marathon County Diversity Affairs Commission was charged by the Marathon Board of Supervisors (the “Board”) to ensure that Marathon County is an open, inclusive, and place to live and work and to achieve racial and ethnic equity to foster cross-cultural understanding and advocate for minority populations throughout Marathon County; and




# A Community for All

**WHEREAS**, human diversity can be defined as differences in race, ethnicity, nationality, gender, gender identity, sexual orientation, socio-economic status, age, physical and/or mental capabilities, and religious beliefs; and



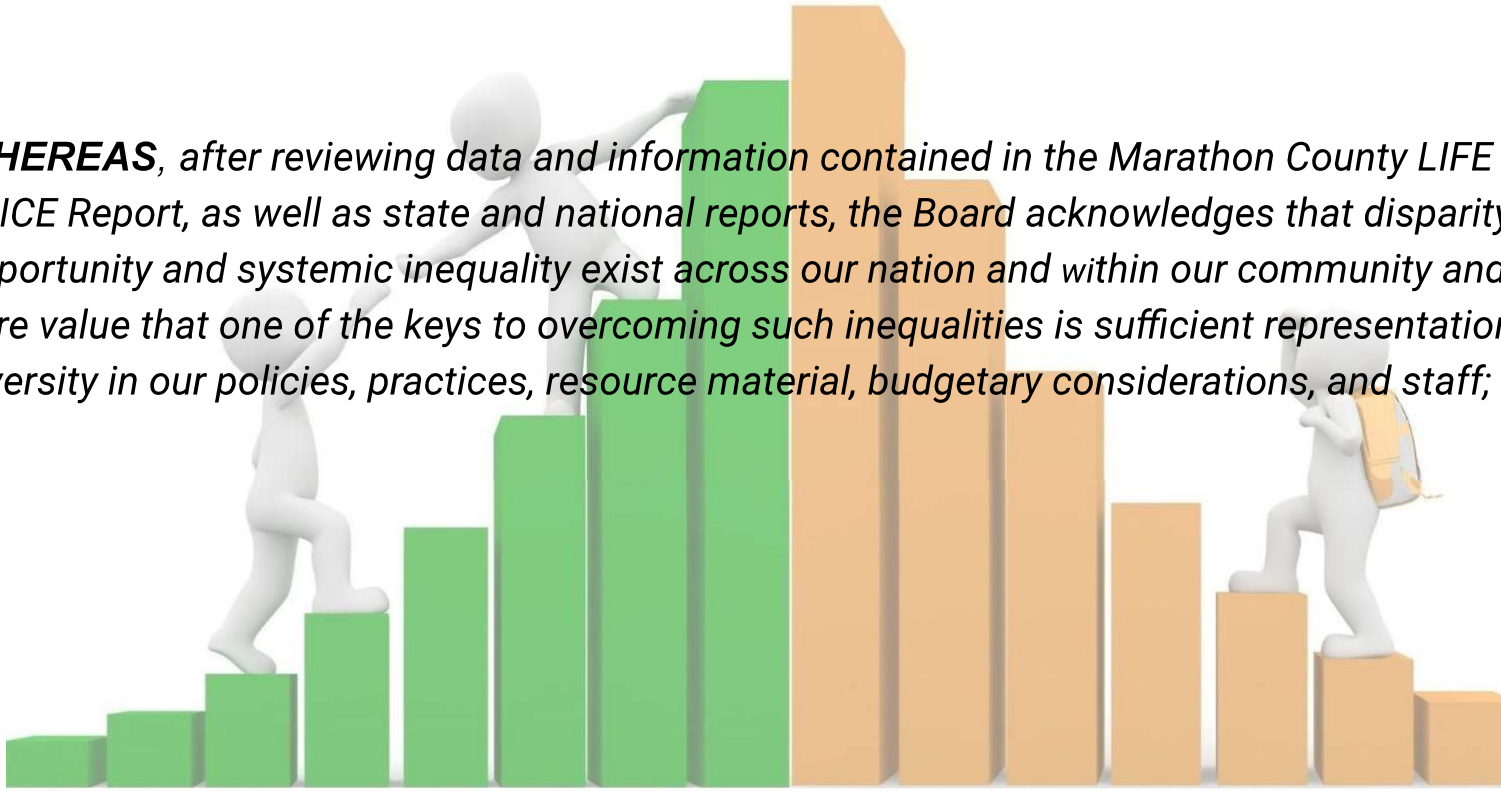
# A Community for All



***WHEREAS***, the Board recognizes diversity, inclusion, and equity as essential to a positive and healthy life within our communities and is committed to the goals of ensuring that everyone is welcome within the county's borders and to the protection and preservation of the rights, freedoms, safety, and security of all its residents; and

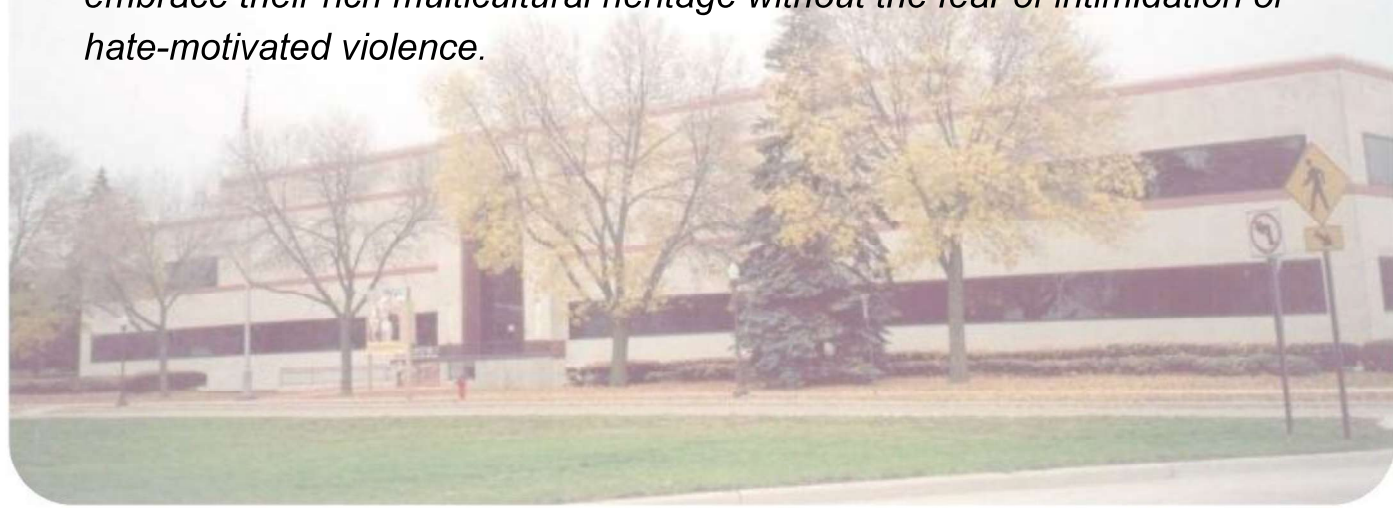
# A Community for All

**WHEREAS**, after reviewing data and information contained in the Marathon County LIFE ALICE Report, as well as state and national reports, the Board acknowledges that disparity opportunity and systemic inequality exist across our nation and within our community and core value that one of the keys to overcoming such inequalities is sufficient representation diversity in our policies, practices, resource material, budgetary considerations, and staff;



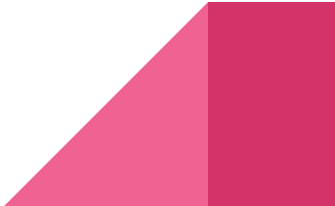
# A Community for All

**WHEREAS**, as leaders of county government, the Board has a role in the creation of a community environment where all residents can celebrate and embrace their rich multicultural heritage without the fear of intimidation or hate-motivated violence.



# A Community for All

***NOW, THEREFORE, BE IT RESOLVED*** that the Marathon County Board of Supervisors hereby proclaims Marathon County as “A Community For All” and rejects and condemns any hate-based activity or conduct directed to harm a person due to a person’s protected class; and



# A Community for All

**BE IT FURTHER RESOLVED** that the Board's commitment to diversity, inclusion, and equity will be reflected in county affairs at all levels: in the local government culture; in the behavior and actions of individual staff members and the County Board of Supervisors, and in the ways in which all policies are developed, researched, and implemented, in order to best serve all residents of Marathon County.



# Sources

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<https://www.thenationshealth.org/content/50/6/6>

<https://ncrc.org/holc/>

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# Toward One Wausau

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