



Monroe County Legislature

CALVIN LEE, JR.

Acting Black & Asian Democratic Caucus Leader – District 25

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Minority Leader – District 22

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Legislator – District 29

November 9, 2021

To the Honorable
Monroe County Legislature
407 County Office Building
Rochester, NY 14614

OFFICIAL FILE COPY
No. <u>210475</u>
Not to be removed from the Office of the Legislature of Monroe County
Committee Assignment
PUBLIC SAFETY -L
HUMAN SERVICES

Subject: Adopting Policies to Address Racial Inequities in Monroe County

Honorable Legislators:

In March of this year, the Commission on Racial and Structural Equity (RASE) issued a report that found that people of color are “excluded from opportunities that could enhance their economic, social and mental health,” while declaring that the entire County of Monroe has a racial problem. As the report puts it, **“NO TIME FOR EXCUSES: IT’S TIME FOR ACTION.”**

As a part of its report, the RASE Commission proposed five systemic solutions to help resolve the problem of racial inequity in Monroe County:

1. Create and invest in sustainable economic opportunities in Black and Latinx communities to promote and maintain self-sufficiency, entrepreneurship and career advancement.
2. Implement and incentivize practices and programs that increase the racial/ethnic diversity and cultural competence of employees, vendors, and contractors.
3. End practices that disproportionately drain resources from Black and Latinx communities.
4. Decentralize services and embed them in trusted agencies throughout the community.
5. Embed accountability measures in all policies to ensure equity and fairness across all services, programs and delivery models.

In the report, the Commission makes recommendations that we urge This Honorable Body to adopt in order to address the racial inequity that has been discovered through the thorough work of the RASE Commission and its nine subcommittees. In our research, we also had multiple meetings with representatives from the Erie County Office of Equal Employment Opportunity, where many of the suggestions the RASE Commission gave to Monroe County and the City of Rochester have already been implemented. Because of the similar sizes of Erie

and Monroe Counties, we can use them as a blueprint to see how a County of our size can have some of the programs and policies we are recommending to This Honorable Body.

The specific legislative actions required are:

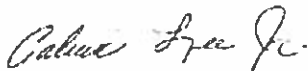
1. Direct the County Executive, or his designee, to create a local process allowing businesses to become MWBE certified in lieu of the process laid out by New York State.
2. Direct the County Executive, or his designee, to redesign civil service functions to ensure equitable and unobstructed access to qualified applicants.
3. Direct the County Executive, or his designee, to create a process that ensures all potential contractors have diversity, equity, and inclusion policies in place.
4. Direct the County Executive, or his designee, to create a community-based program for youth facing criminal charges that includes counseling and mentorship, restorative justice circles, case managers who create a comprehensive plan with parents and youth, respite services, and a forensic psychiatric specialist equipped to handle youth with complex mental health issues.
5. Direct the County Executive, or his designee, to make a good faith effort to decentralize Monroe County Department of Public Health services and put locations in neighborhoods with high populations of BIPOC.
6. Direct the County Executive, or his designee, to create a racial justice task force comprised of the major players in the criminal justice system and community members to meet quarterly to review local criminal justice data and identify additional strategies to eliminate racial disparities.
7. Direct the County Executive to provide a plan, process, and implementation timeline to the Monroe County Legislature on or before December 15, 2021 as to the status of the directives outlined in this resolution as well as other recommendations from the Commission of Racial and Structural Equality.

The legislative action requested in this referral is not an “Action” as that term is defined in 6 NYCRR § 617.2(b), and is not subject to review under the State Environmental Quality Review Act.

This action will have no impact on the revenues or expenditures of the current Monroe County Budget.

We recommend this matter be referred to the appropriate committee(s) for favorable action by this Honorable Body. We also ask that it be deemed a Matter of Importance so it may be considered during this month’s committee cycle of the Monroe County Legislature.

Respectfully Submitted,



CALVIN LEE, JR.

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ERNEST FLAGLER-MITCHELL

Legislator – District 29

By Legislators _____ and _____

Intro No. _____

RESOLUTION NO. _____ OF 2021

ADOPTING POLICIES TO ADDRESS RACIAL INEQUITIES IN MONROE COUNTY

BE IT RESOLVED THE LEGISLATURE OF THE COUNTY OF MONROE, as follows:

Section 1: The County Executive, or his designee, is hereby directed to create a local process allowing businesses to become MWBE certified in lieu of the process laid out by New York State; to redesign civil service functions to ensure equitable and unobstructed access to qualified applicants; to create a process that ensures all potential contractors have diversity, equity, and inclusion policies in place; to create a community-based program for youth facing criminal charges that includes counseling and mentorship, restorative justice circles, case managers who create a comprehensive plan with parents and youth, respite services, and a forensic psychiatric specialist equipped to handle youth with complex mental health issues; to make a good faith effort to decentralize Monroe County Department of Public Health services and put locations in neighborhoods with high populations of BIPOC; and to create a racial justice task force comprised of the major players in the criminal justice system and community members to meet quarterly to review local criminal justice data and identify additional strategies to eliminate racial disparities.

Section 2: The County Executive shall provide a plan, process, and implementation timeline to the Monroe County Legislature on or before December 15, 2021 as to the status of the directives outlined in this resolution as well as other recommendations from the Commission of Racial and Structural Equality.

Section 3: This resolution shall take effect in accordance with Section C2-7 of the Monroe County Charter.

File No. 21-0____

ADOPTION: Date: _____ Vote: _____

ACTION BY THE COUNTY EXECUTIVE

APPROVED: _____ VETOED: _____

SIGNATURE: _____ DATE: _____

EFFECTIVE DATE OF RESOLUTION: _____