



**Board of Commissioners of Cook County
Minutes of the Human Relations Committee**

1:30 PM

Tuesday, February 19, 2019

**Cook County Building, Board Room
118 North Clark Street, Chicago, Illinois**

ATTENDANCE

Present: Morrison, Anaya, Johnson, Miller, Sims and Suffredin (6)

Absent: Deer (1)

Also Present-Commissioners: John Daley, Scott Britton, and Peter Silvestri

PUBLIC TESTIMONY

Chairman asked the Secretary to the Board to call upon the registered public speakers, in Accordance with Cook County Code.

- 1. Mr. Mark Armstrong**
- 2. Mr. George Blakemore**

Speakers for Public Hearing Item # 19-0832

- 1. Kim Hunt, Pride Action Tank**
- 2. Vanessa Sheridan, Center on Halsted**
- 3. Carolyn Wald, ACLU**
- 4. Stehpanie Skora, Brave Space Alliance**
- 5. Myles Brady Davis, Equity Illinois**
- 6. Kara Ingelhart, Lamda Legal**

19-1817

COMMITTEE MINUTES

Approval of the minutes from the meeting of 09/26/2018

A motion was made by Commissioner Suffredin, seconded by Commissioner Anaya, to approve 19-1817. The motion carried by the following vote:

Ayes: Morrison, Anaya, Johnson, Miller, Sims and Suffredin (6)

Absent: Deer (1)

19-1291

Sponsored by: KEVIN B. MORRISON, DENNIS DEER, STANLEY MOORE and ALMA E. ANAYA, Cook County Board Of Commissioners

PROPOSED ORDINANCE

ESTABLISHING A COOK COUNTY COMMITTEE ON ADDRESSING BIAS, EQUITY, AND CULTURAL COMPETENCY

BE IT ORDAINED, by the Cook County Board of Commissioners, that Chapter 2- Administration, Article VI, Boards, Commissions, and Committees, Division 1 - generally sections 2-480 through 2-482 of the Cook County Code, is hereby enacted as Follows:

Sec. 2-480. Short Title. This Division shall be known and may be cited as the “**Cook County Committee on Addressing Bias, Equity, and Cultural Competency**” (**The Committee**)

Sec. 2-481. - Policy and Purpose.

(a) *Policy.* This ordinance hereby creates a Committee to make recommendations to the President and the Cook County Board of Commissioners, as well as the Cook County Government, as a whole, regarding the need for increased training and an evaluation of policies and procedures relating to addressing bias and creating a more equitable, culturally competent Cook County Government.

(b) *Purpose.*

(1) Cook County shall explore ways in which to address training, policies, and procedures that decrease bias and increase cultural competency to produce a more equitable and productive government.

(2) The Cook County Human Rights Ordinance protects all people who live and work in the County from discrimination and harassment in employment, public accommodations, housing, credit transactions, and County facilities, programs and services. Cook County strives to build upon the Human Rights Ordinance to maintain that discrimination in any form will not be tolerated and seeks to make Cook County a more equitable and inclusive government that affirms the identities and humanity of all Cook County employees and residents

- (3) Addressing bias and creating a more equitable government will help create a more productive workforce and allow Cook County Government to provide better public service to the residents of Cook County.

Sec. 2-482. - Cook County Committee on Addressing Bias, Equity, and Cultural Competency.

(a) This advisory Committee shall consist of:

- (1) The four (4) lead sponsors of this ordinance to serve as co-chairs of the Committee.
- (2) The Cook County Board President or their designee; Cook County Health and Hospital System representative(s) as determined by the Cook County Health and Hospital System Chief Executive Officer or their designee. Cook County Sheriff Department representative(s) as determined by the Cook County Sheriff or their designee. Cook County Office of the Chief Judge representative(s) as determined by the Cook County Chief Judge or their designee. Cook County State's Attorney representative(s) as determined by the Cook County State's Attorney or their designee. Cook County Bureau of Human Resources representative(s) as determined by the Cook County Bureau Chief of Human Resources or their designee.
- (3) Community-based advocacy organizations, experts in diversity, equity, and inclusion training, government training professionals and advocates of equity within government, and other government officials as invited by the Committee members from the Cook County Board of Commissioners.

(b) The Committee members will serve for the six months, following the adoption of this ordinance, needed to research this issue and to develop a final report. The Committee can decide to meet at an agreeable time, date, and location beyond that time as it sees fit.

(c) The Committee shall review and make recommendations in writing on the success and challenges of current policies and procedures of Cook County Government and the Cook County Health and Hospital System in regard to training employees on implicit/explicit bias and cultural competency.

(d) The Committee shall review and make recommendations in writing on current best practices and proposals from similar government entities across the United States that address training, policies, and procedures that decrease bias and increase cultural competency to produce a more equitable and productive government.

(e) The Committee shall review and make recommendations in writing a plan for implementation of County-wide training on bias and cultural competency with a focus on specialized training for departments, as needed.

(f) The Committee the advisory Committee shall meet twice a month on the 2nd and 4th Tuesday of the month or otherwise designated by the chairs of the Committee for the six (6) months following the adoption of this ordinance.

(g) The Committee shall report its findings to the President of the Cook County Board and the Cook County Board of Commissioners on or before September 30, 2019.

Effective date: This ordinance shall be in effect immediately upon adoption

A motion was made by Commissioner Suffredin, seconded by Commissioner Anaya, to recommend for approval 19-1291. The motion carried by the following vote:

Ayes: Morrison, Anaya, Johnson, Miller, Sims and Suffredin (6)

Absent: Deer (1)

19-0832

Sponsored by: KEVIN B. MORRISON, DENNIS DEER, ALMA E. ANAYA, LUIS ARROYO JR, SCOTT R. BRITTON, JOHN P. DALEY, BRIDGET DEGNEN, BRANDON JOHNSON, BILL LOWRY, DONNA MILLER, STANLEY MOORE, PETER N. SILVESTRI, DEBORAH SIMS and LARRY SUFFREDIN, Cook County Board Of Commissioners

PROPOSED RESOLUTION

CONDEMNING THE TRUMP ADMINISTRATION’S TREATMENT OF TRANSGENDER, GENDER NON-CONFORMING AND INTERSEX INDIVIDUALS

WHEREAS, the Trump administration and the Department of Health and Human Services is considering narrowly defining gender as a biological, immutable condition determined by genitalia at birth; and

WHEREAS, The Cook County Board of Commissioners has been informed of this by Commissioner Kevin B. Morrison and LGBTQ advocates; and

WHEREAS, Commissioner Kevin B. Morrison and LGBTQ advocates see this effort as a hateful attempt to roll back recognition and protections of transgender, gender non-conforming, and intersex people; and

WHEREAS, This proposed definition would essentially eradicate federal recognition of the estimated 1.4 million Americans who identify as a gender other than the one they were assigned at birth; and

WHEREAS, This proposed definition would erase children who are born with intersex conditions, which is about 1.7 percent of the population, having been born with a reproductive or sexual anatomy that doesn't fit the typical definitions of female or male; and

WHEREAS, This position makes irrelevant and discounts what transgender, gender non-conforming and intersex people understand about themselves and discounts what medical providers know and understand about their transgender, gender non-conforming, and intersex patients; and

WHEREAS, This redefining would force genetic testing to resolve any dispute, denying transgender and gender non-conforming individuals their autonomy and humanity; and

WHEREAS, Children born with intersex conditions often have male and female genitalia that do not fit the Trump administration's proposed definitions; and

WHEREAS, The Trump administration has already attempted to bar transgender people from serving in the military; and

WHEREAS, Cook County is affirming and welcoming of all individuals to self-identify; and

WHEREAS, Cook County stands with the transgender, gender non-conforming, and intersex community and affirms that intersex, gender non-conforming, and transgender people #WontBeErased; and

NOW, THEREFORE, BE IT RESOLVED, That we, the Cook County Board President and Cook County Board of Commissioners do hereby honor the identities of transgender, gender non-conforming and intersex people, celebrate them, affirm their lives and call on President Trump and the Department of Health and Human Services to stop any attempt to narrowly define gender as biological; and

BE IT FURTHER RESOLVED, That suitable copies of this resolution are presented to President Donald J. Trump and Secretary of Health and Human Services Alex M. Azar II.

A motion was made by Commissioner Suffredin, seconded by Commissioner Miller, to recommend to accept as substituted 19-0832. The motion carried by the following vote:

Ayes: Morrison, Anaya, Johnson, Miller, Sims and Suffredin (6)

Absent: Deer (1)

**PROPOSED SUBSTITUTE TO FILE 19-0832
HUMAN RELATIONS COMMITTEE
PUBLIC HEARING 2/19/2019**

Sponsored By: KEVIN B. MORRISON, DENNIS DEER, ALMA E. ANAYA, LUIS ARROYO JR, SCOTT R. BRITTON, JOHN P. DALEY, BRIDGET DEGNEN, BRANDON JOHNSON, BILL LOWRY, DONNA MILLER, STANLEY MOORE, PETER N. SILVESTRI, DEBORAH SIMS and LARRY SUFFREDIN, County Commissioners

PROPOSED RESOLUTION

CONDEMNING THE TRUMP ADMINISTRATION'S TREATMENT OF TRANSGENDER, GENDER NON-CONFORMING, AND INTERSEX INDIVIDUALS

WHEREAS, the Trump administration and the Department of Health and Human Services is considering narrowly defining gender as a biological, immutable condition determined by genitalia at birth; and

WHEREAS, the Trump administration has banned transgender and gender non-conforming individuals from serving in the United States military; and

WHEREAS, the Departments of Justice and Education withdrew landmark 2016 guidance explaining how schools must protect transgender students under the federal Title IX law; and

WHEREAS, various other federal departments and agencies took direct action to weaken protections against transgender individuals that has been documented by the National Center for Transgender Equality; and

WHEREAS, the Cook County Board of Commissioners has been informed of this by Commissioner Kevin B. Morrison and LGBTQ advocates; and

WHEREAS, Commissioner Kevin B. Morrison and LGBTQ advocates see this effort as a hateful attempt to roll back recognition and protections of transgender, gender non-conforming, and intersex people; and

WHEREAS, this proposed definition by the Department of Health and Human Services would essentially eradicate federal recognition of the estimated 1.4 million Americans who identify as a gender other than the one they were assigned at birth; and

WHEREAS, this proposed definition would erase children who are born with intersex conditions, which is about 1.7 percent of the population, having been born with a reproductive or sexual anatomy that doesn't fit the typical definitions of female or male; and

WHEREAS, this position makes irrelevant and discounts what transgender, gender non-conforming and intersex people understand about themselves and discounts what medical providers know and understand about their transgender, gender non-conforming, and intersex patients; and

WHEREAS, this redefining would force genetic testing to resolve any dispute, denying transgender and gender non-conforming individuals their autonomy and humanity; and

WHEREAS, children born with intersex traits are often subjected to harmful, non-consensual surgeries, in Chicago and around the United States, in an attempt to, make their natural sex characteristics conform to false binary notions of 'male' or 'female' bodies, which the Trump Administration's restrictive view of sex and gender would purport to validate; and

WHEREAS, the Trump administration's ban on military service by transgender and gender non-conforming individuals does not recognize the incredible sacrifice and service of as many as 15,000 transgender and gender non-conforming troops that are already serving and would be forced to either conceal their gender identity or face discharge; and

WHEREAS, the Trump administration's ban on military service by transgender and gender non-conforming individuals keeps talented and willing individuals out of the military based on a discriminatory policy; and

WHEREAS, all action necessary should be taken to make school a place where all students are affirmed and empowered and are provided with a safe environment to learn; and

WHEREAS, Cook County is affirming and welcoming of all individuals to self-identify; and

WHEREAS, Cook County stands with the transgender, gender non-conforming, and intersex community and affirms that intersex, gender non-conforming, and transgender people #WontBeErased; and

THEREFORE, BE IT RESOLVED, that we, the Cook County Board President and Cook County Board of Commissioners do hereby honor the identities of transgender, gender non-conforming and intersex people, celebrate them, affirm their lives and call on President Trump and the Department of Health and Human Services to stop any attempt to narrowly define gender as biological; and

BE IT FURTHER RESOLVED, that suitable copies of this resolution are presented to President Donald J. Trump, Secretary of Health and Human Services Alex M. Azar II, Acting Secretary of Defense Patrick M. Shanahan, and Department of Education Secretary Betsy DeVos.

A motion was made by Commissioner Suffredin, seconded by Commissioner Miller, to recommend for approval as substituted 19-0832. The motion carried by the following vote:

Ayes: Morrison, Anaya, Johnson, Miller, Sims and Suffredin (6)

Absent: Deer (1)

ADJOURNMENT

A motion was made by Commissioner Suffredin, seconded by Commissioner Anaya to adjourn the meeting. The motion carried by the following vote:

Ayes: Morrison, Anaya, Johnson, Miller, Sims and Suffredin (6)

Absent: Deer (1)

Respectfully submitted,



Chairman



Secretary

A video recording of this meeting is available at <https://cook-county.legistar.com>.