

RESOLUTION NO. .

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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**RESOLUTION ENCOURAGING PRIVATE EMPLOYERS IN SAN MATEO COUNTY
TO RECOGNIZE LONELINESS AS A PUBLIC HEALTH ISSUE AND TO DEVELOP
STRATEGIES TO COMBAT LONELINESS IN THE WORKPLACE**

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, loneliness is defined as the subjective feeling of being socially isolated, disconnected, or lacking meaningful relationships; and

WHEREAS, the County of San Mateo declared loneliness a public health emergency in January of 2024; and

WHEREAS, studies show that the health risks of prolonged social isolation are comparable to smoking 15 cigarettes a day; and

WHEREAS, employees across all sectors increasingly report feelings of loneliness and disconnection from their workplaces; and

WHEREAS, a 2023 survey by the American Psychological Association found that nearly 1 in 3 workers feel isolated at work, which can lead to reduced job satisfaction, decreased productivity, and increased turnover; and

WHEREAS, in San Mateo County, a region of significant economic activity and innovation, it is essential to foster not only productivity but also employee well-being and social cohesion; and

WHEREAS, employers who invest in social connection initiatives, such as team-building activities, mental health support, inclusive work environments, and opportunities for in-person interaction, report improvements in morale, engagement, and retention; and

WHEREAS, addressing loneliness in the workplace aligns with the County of San Mateo's broader commitment to combatting loneliness and improving mental health, community resilience, and public health in the community; and

WHEREAS, private employers play a critical role in shaping the daily lives and well-being of the County's workforce, and have the capacity to lead with compassion, inclusion, and social responsibility.

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Board of Supervisors of the County of San Mateo encourages all private employers within San Mateo County to recognize loneliness and social isolation as significant public health concerns and to develop and implement workplace strategies that foster connection, inclusion, and employee well-being.

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