



## **Council Resolution 2020-34 Recognizing Racism as a Public Health Crisis**

- Whereas,** race is a social construction with no biological basis; and
- Whereas,** racism is a social system with multiple dimensions; individual racism is internalized or interpersonal; and systemic racism is institutional or structural, and is a system of structuring opportunity and assigning value based on the social interpretation of how one looks, that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources; and
- Whereas,** racism causes persistent racial discrimination in housing, education, employment and criminal justice; and an emerging body of research demonstrates that racism is a social determinant of health; and
- Whereas,** more than 100 studies have linked racism to worse health outcomes; and
- Whereas,** in Wisconsin, the highest excess death rates exist for African American and Native Americans, at every stage in the life course, and our infant mortality rate for infants of non-Hispanic black women is the highest in the nation; and
- Whereas,** the American Public Health Association (APHA) launched a National Campaign Against Racism; 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 has adopted in 2010 the resolution “Achieving Health Equity” and in 2014 the resolution “Promoting a Health in all Policies (HIAP) Framework to Guide Policymaking” and in 2017 convened a Racial Equity Workgroup; and
- Whereas,** public health’s responsibilities to address racism include reshaping our discourse and agenda so that we all actively engage in racial justice work; and
- Whereas,** while there is no epidemiologic definition of “crisis”, the health impact of racism clearly rises to the definition proposed by Galea: “The problem must affect large numbers of people, it must threaten health over the long-term, and it must require the adoption of large-scale solutions.”

Now, therefore, **BE IT RESOLVED BY THE MIDDLETON MAYOR AND COMMON COUNCIL**, together with City Staff:

1. Asserts that racism is a public health crisis affecting our entire society
2. Directs the City Administrator to develop a strategic plan that includes goals and objectives to ensure racial equity is a core element of the City’s operations
3. Works to create an inclusive community and identifies specific activities to increase diversity
4. Incorporates inclusion and equity, and offers educational training to expand City leadership’s understanding of how racism affects people
5. Advocates for policies that improve health in communities of color
6. Encourages other local, state and national entities to recognize racism as a public health crisis

This resolution was adopted at a regular meeting of the Middleton Common Council this 21st day of July, 2020.

ATTEST:

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Gurdip Brar, Mayor

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Lorie J. Burns, City Clerk

