

#17-R-19
Racism as a Public Health Crisis

Date: December 18, 2019

Submitted By: Alderpersons: Meltzer-District 2, Firkus-District 3, Fenton-District 6, & Thao-District 7

Referred To: Board of Health

Supporting the Wisconsin Public Health Associations Campaign Against Racism and Recognizing Racism as a Public Health Crisis:

WHEREAS, the City of Appleton recognizes that race is a social constraint and long-standing institutional and structural bias have resulted in racial inequities that impact individual and population health, social, economical and educational outcomes; and

WHEREAS, the City of Appleton has, for more than two decades, supported a position, currently titled, Diversity and Inclusion Coordinator, to promote racial equity and social injustice; and

WHEREAS, the City of Appleton, in December 2018, approved a Health in All Policies ordinance which guides the City on how to address the social determinants of health, or the root causes of current health disparities in the development, prioritization and delivery of these services and policies; and

WHEREAS, the City of Appleton, in March 2019, joined the Government Alliance on Race and Equity (GARE) Wisconsin learning community to advance racial equity by addressing institutional and structural racism; and

WHEREAS, in November 2019, the Appleton Health Department signed on to the WPHA dedication that Racism is a Public Health Crisis; and

WHEREAS, the City of Appleton is committed to continuing to: using racial equity and social justice tools to assess new policies, procedures and projects; partnering with racial equity education organizations; review hiring practices with a racial equity lens; and including community voices in City planning process as our commitment to undoing institutional structural racism;

NOW, THEREFORE BE IT RESOLVED, that the Mayor and Common Council acknowledge that racism is a public health crisis and, as a commitment to our past and future efforts, agrees to sign on to the WPHA Declaration that Racism is a Public Health Crisis.

ATTACHMENT:

2018 RESOLUTION

Racism is a Public Health Crisis

WHEREAS, race is a social construction with no biologic basis¹; 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 ^{2,3} ; 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^{1,4}; and

WHEREAS, more than 100 studies have linked racism to worse health outcomes⁵; and

WHEREAS, in Wisconsin, the highest excess death rates exist for African American and Native Americans, at every stage in the life course ^{6,7}, and our infant mortality rate for infants of non-Hispanic black women is the highest in the nation ⁸; and

WHEREAS, the American Public Health Association (APHA) launched a National Campaign Against Racism ³; 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” ⁹; 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 largescale solutions”.¹⁰

THEREFORE, BE IT RESOLVED that the Wisconsin Public Health Association:

1. Asserts that racism is a public health crisis affecting our entire society
2. Conducts an assessment of internal policy and procedures to ensure racial equity is a core element of WPHA, led by the Board in collaboration with the Racial Equity Workgroup and other relevant parties, communicates results of assessment, and determines appropriate interval for reassessment
3. Works to create an equity and justice oriented organization,¹¹ with the Board and

Committees identifying specific activities to increase diversity and to incorporate antiracism principles across WPHA membership, leadership, staffing and contracting

4. Incorporates into the organizational workplan educational efforts to address and dismantle racism, expand members' understanding racism, and how racism affects individual and population health and provide tools to assist members to engage actively and authentically with communities of color
5. Advocates for relevant policies that improve health in communities of color, and supports local, state, and federal initiatives that advance social justice, while also encouraging individual member advocacy to dismantle systemic racism
6. Works to build alliances and partnerships with other organizations that are confronting racism and encourages other local, state and national entities to recognize racism as a public health crisis

Fiscal impact: The WPHA Board will consider in the organization's budget allocating adequate financial resources to accomplish these activities.

Adopted at the WPHA Business Meeting on May 22, 2018.

References:

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10. Galea, Sandro. *Crying "Crisis"*. Dean's Note. Boston University School of Public Health. <https://www.bu.edu.sph/2017/04/23/crying-crisis/>. Accessed 4.13.2018.
11. Jackson, B. W (2006). Theory and practice of multicultural organization development. In Jones, B. B. & Brazzel, M. (Eds.), *The NTL Handbook of Organization Development and Change* (pps. 139-154). San Francisco, CA, Pfeiffer.