

PHMDC Health and Racial Equity Values Statement

September 2016

Public Health Madison and Dane County (PHMDC) believes that everyone deserves to live in a community that supports healthy living. We believe that health should not be determined by race, gender, income, or any other group status.

PHMDC is committed to ensuring that our policies and practices promote health and racial equity. With this in mind, PHMDC has created a Health and Racial Equity Team. This Team leads PHMDC in incorporating health and racial equity values in all that we do.

PHMDC aims to create and support conditions in which people of all backgrounds can thrive. We are committed to understanding the history of racism, oppression, and the root causes of health inequities. We are committed to learning and challenging ourselves. We work with urgency while also embracing long-term goals.

PHMDC's value of health and racial equity will be seen throughout the department from management to front-line staff. We will include these values in our operations and work culture. We are committed to attaining a workforce that reflects the diversity of our community. PHMDC agrees to co-learning, action, and providing resources to reach our health and racial equity goals. Our work is informed by data. We will measure progress, successes, and opportunities for growth.

PHMDC is part of the community. We are stewards of public resources and trust. This trust must be earned and nurtured. PHMDC will work to build that trust through transparency and inclusiveness.

Dane County has made progress, but some groups continue to face more barriers to health than others. We recognize that this is difficult work. Institutions and individuals may resist change. Opportunities do exist to continue building partnerships within and outside of government. PHMDC will work to take advantage of every opportunity to continue improving the health of Dane County.