



City of Madison

City of Madison
Madison, WI 53703
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Master

File Number: 57483

File ID: 57483

File Type: Resolution

Status: Presidential
Business

Version: 1

Reference:

Controlling Body: COMMON
COUNCIL

File Created Date : 09/12/2019

File Name: SUBSTITUTE Supporting the Wisconsin Public Health
Association's Campaign Against Racism and
Recognizing Racism as a Public Health Crisis.

Final Action:

Title: Supporting the Wisconsin Public Health Association's Campaign Against Racism
and Recognizing Racism as a Public Health Crisis.

Notes:

Sponsors: Samba Baldeh, Satya V. Rhodes-Conway, Shiva
Bidar, Barbara Harrington-McKinney, Syed Abbas,
Christian A. Albouras, Sheri Carter, Tag Evers, Grant
Foster, Keith Furman, Patrick W. Heck, Zachary
Henak, Rebecca Kemble, Lindsay Lemmer, Arvina
Martin, Donna V. Moreland, Marsha A. Rummel, Paul
E. Skidmore, Michael J. Tierney and Michael E.
Verveer

Effective Date:

Attachments:

Author: Ald. Samba Baldeh, District 17

Entered by: lveldran@cityofmadison.com

Enactment Number:

Hearing Date:

Published Date:

Approval History

Version	Date	Approver	Action
1		Elizabeth York	Approve
2		Elizabeth York	Approve

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Council Office	09/12/2019	Referred for Introduction				
Action Text: This Resolution was Referred for Introduction							

Notes: Common Council (10/1/19)

1	COMMON COUNCIL	09/17/2019	Refer	COMMON COUNCIL	Pass
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Action Text: A motion was made by Bidar, seconded by Harrington-McKinney, to Refer to the COMMON COUNCIL. The motion passed by voice vote/other.

1	COMMON COUNCIL	10/01/2019	Re-refer	COMMON COUNCIL	Pass
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Action Text: A motion was made by Bidar, seconded by Harrington-McKinney, to Re-refer to the COMMON COUNCIL meeting of 10/15/2019. The motion passed by voice vote/other.

Notes:

Text of Legislative File 57483

Fiscal Note

The proposed resolution supports the Wisconsin Public Health Association's Campaign Against Racism, recognizes that racism is a public health crisis, and supports a number of statements to advocate for equitable policies and inform public discourse on racism in the City of Madison. The Board of Health for Madison and Dane County passed a similar resolution in December 2018 (Legistar file 54062).

This resolution reinforces Public Health's health and racial equity framework to organizational transformation. Staff time and resources are already allocated to this effort. There are no new projects or programming identified with this resolution. Public Health anticipate that resources might be identified to support initiatives and programming in the future. No appropriation is required at this time.

Title

Supporting the Wisconsin Public Health Association's Campaign Against Racism and Recognizing Racism as a Public Health Crisis.

Body

WHEREAS, race is a social construction with no biologic basis ¹ ; 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 outcomes ⁵; 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,

NOW, THEREFORE, BE IT RESOLVED that the Mayor and Common Council acknowledges that racism is a public health crisis and supports the following statements to advocate for equitable policies and inform our public discourse on racism in the City of Madison:

1. Assert that racism is a public health crisis affecting our entire society.
2. Conduct an assessment of internal policy and procedures to ensure racial equity is a core element of Madison-Dane County Public Health Department, led by the Board in collaboration with the Racial Equity Workgroup and other relevant parties, communicate results of assessment, and determine appropriate interval for reassessment.
3. Work 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 leadership, staffing and contracting.
4. Incorporate into the organizational workplan educational efforts to address and dismantle racism, expand understanding of 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. Advocate 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. Work 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.

Sources:

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

References:

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2. Jones CP. *Confronting Institutionalized Racism*. Phylon. 2002;50(1/2):7---22.
3. American Public Health Association. Racism and Health. Available at: <https://www.apha.org/topics-and-issues/health-equity/racism-and-health>. Accessed February 20, 2018.
4. Flynn, A., Holmberg, S., Warren, D., and Wong, F. *REWRITE the Racial Rules: Building an Inclusive American Economy*. Roosevelt Institute, 2016.
5. Institute of Medicine. *Unequal Treatment*. <https://www.nap.edu/read/10260/chapter/2#7>. Accessed 3/2/2018.

6. Hatchell K, Handrick L, Pollock EA and Timberlake K. Health of Wisconsin Report Card-2016. University of Wisconsin Population Health Institute, 2016.
7. Healthiest Wisconsin 2020 Baseline and Health Disparities Report. <http://www.dhs.wisconsin.gov/hw2020/>. Accessed 2/23/2018.
8. Mathews,TJ., Ely,D., and Driscoll, A. *State Variations in Infant Mortality by Race and Hispanic Origin of Mother, 2013-2015*. NCHS Data Brief. No. 295, January 2018
9. Wisconsin Department of Health Services, Division of Public Health, Office of Policy and Practice Alignment. *Healthiest Wisconsin 2020: Everyone Living Better, Longer. A State Health Plan to Improve Health Across the Life Span, and Eliminate Health Disparities and Achieve Health Equity*. P-00187. July 2010.
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.