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2020 RES-106

**RECOGNIZING RACISM AS A PUBLIC HEALTH CRISIS AND SUPPORTING THE
WISCONSIN PUBLIC HEALTH ASSOCIATION'S CAMPAIGN AGAINST RACISM**

The Dane County Board recognizes that race is a social construct and that longstanding institutional and structural bias have resulted in racial inequities that affect individual and population health, social, economic, and educational outcomes.

The Dane County Board recognizes that 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 debases the vitality and humanity of Dane County and the whole society.

The Dane County Board recognizes 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.

In Wisconsin, the highest excess death rates exist for African Americans and Native Americans, at every stage in the life course, and the infant mortality rate for infants of non-Hispanic black women is the highest in the nation.

Healthiest Wisconsin 2020 asserts that, "Wisconsin must address persistent disparities in health outcomes, and the social, economic, educational and environmental inequities that contribute to them." And the Wisconsin Public Health Association has adopted the resolutions "Achieving Health Equity" (2010) and "Promoting a Health in all Policies (HIAP) Framework to Guide Policymaking" (2014), and convened a Racial Equity Workgroup (2017) to address racism and health disparities.

The Dane County Board has worked, and continues to work, to identify racial inequities and disparities across our organization and to develop and implement anti-racist and equity policies, practices, and programs, including: Dane County Equity Initiative (2013 RES-284); the Criminal Justice Council, which drives implementation of effective, efficient, data-driven criminal justice policies and practices that maximize justice, equity, and the safety of the public (2014 RES-556); the Tamara D. Grigsby Office for Equity and Inclusion (2015 Res-254); the Racial Equity Analysis of all Dane County Government Operations (2015); the Evaluation of Equity in Contracting and Procurement in Dane County Government (2016 RES-390); Incorporation of Equity Questions into all County Agendas (2017 RES-249); and Reviews of County Department Equity Plans (2019 RES-205).

In December of 2018 the Board of Health for Madison and Dane County via Resolution 2018-30 (<https://madison.legistar.com/View.ashx?M=F&ID=6816066&GUID=7B7C57FA-0D3F-4ECD-8299-862385BBE485>) signed on to the Wisconsin Public Health Association Declaration that Racism is a Public Health Crisis, in support of the work of Public Health-Madison Dane County (PHMDC) to create an equity- and justice-oriented organization and acknowledge that racism is a public health crisis affecting our entire society.

The Dane County Board is committed to continuing to use a racial equity and social justice lens and approach in our policies, procedures and projects in order to create a robustly anti-racist

52 county government and to dismantle institutional structural racism that causes the many harms
53 to our community and society, including grave and long-term harm to individual and public
54 health.

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56 NOW, THEREFORE, BE IT RESOLVED that the Dane County Board acknowledges that racism
57 is a public health crisis threatening the long-term individual and population health of large
58 numbers of people in Dane County and our entire society.

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60 NOW, THEREFORE, BE IT FURTHER RESOLVED that the Dane County Board commits to our
61 past, current, and future efforts to confront, condemn, and dismantle racism, to inform public
62 discourse on racism, to continue to implement equitable and anti-racist policies and practices to
63 create a justice- and equity-oriented county and society, and to continue to support the health
64 and racial equity work of Public Health Madison and Dane County (PHMDC).

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66 NOW, THEREFORE, BE IT FINALLY RESOLVED that the Dane County Board agrees to sign
67 on to the WPHA Declaration that Racism is a Public Health Crisis.