

**RESOLUTION NO. \_\_\_\_\_ (CM)**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
WATSONVILLE DECLARING RACISM AS A HEALTH CRISIS**

**WHEREAS**, racism is a social system with multiple dimensions: individual racism that is internalized or interpersonal; systemic racism that is institutional or structural, and is a system of structuring opportunity and assigning value based on the social interpretation of how one looks; and

**WHEREAS**, racism causes persistent discrimination and disparate outcomes in many areas of life, including housing, education, employment and criminal justice; and an emerging body of research demonstrates that racism itself is a social determinant of health and is a barrier to health equity; and

**WHEREAS**, a contemporary example of such disparity is highlighted by the coronavirus data in Santa Cruz County's COVID-19 Data Dashboard displaying disproportionate rates of the coronavirus in our Latinx communities countywide; and

**WHEREAS**, the City of Watsonville recognizes that racism is a public health crisis that affects all members of our society both locally and nationally and deserves action from all levels of government and civil society; and

**WHEREAS**, it is essential to recognize the experiences, honor the history, and highlight the contributions of communities of color, while ensuring that every person has the social, economic and political power to thrive.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY  
OF WATSONVILLE, CALIFORNIA, AS FOLLOWS:**

1. That the Council affirms that racism creates health inequities that result in disparities in family stability, physical and mental wellness, education, employment, public safety, criminal justice and housing.

2. Furthermore, based upon this affirmation, the Council directs staff to develop plans to incorporate educational efforts in our community and for its employees to:

- promote racially equitable economic development and workforce development practices
- encourage all policies that prioritize the health of people of color
- commit to conduct all human resources, vendor selection and grant management activities with a racial equity lens
- to work with community partners and stakeholders in the education, employment, housing, criminal justice and safety arenas to recognize racism as a public health crisis

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