



**Wisconsin Public Health Association**  
**POLICY RESOLUTION**  
***Racism is a Public Health Crisis***

**WHEREAS**, race is a social construction with no biologic basis<sup>1</sup>; 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<sup>2,3</sup>; 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<sup>1,4</sup>; and

**WHEREAS**, more than 100 studies have linked racism to worse health outcomes<sup>5</sup>; and

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

**WHEREAS**, the American Public Health Association (APHA) launched a National Campaign Against Racism<sup>3</sup>; 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”<sup>9</sup>; 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 large-scale solutions”.<sup>10</sup>

**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,<sup>11</sup> with the Board and Committees identifying specific activities to increase diversity and to incorporate anti-racism 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.

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