

A RESOLUTION DECLARING RACISM A PUBLIC HEALTH CRISIS IN THE CITY OF STOW, COUNTY OF SUMMIT, STATE OF OHIO AND URGING THE MAYOR TO ESTABLISH A COMMISSION OFFICIALLY CHARGED WITH PROMOTING RACIAL EQUALITY IN THE CITY OF STOW, OHIO; DIRECTING THE CLERK OF COUNCIL TO SEND A COPY OF THIS RESOLUTION TO AREA LEADERS AND COMMUNITY ORGANIZATIONS, AND DECLARING AN EMERGENCY.

BE IT RESOLVED BY COUNCIL OF THE CITY OF STOW:

WHEREAS, there is clear data that racism negatively impacts the lives of people of color in Ohio; and

WHEREAS, the American Medical Association states that racism contributes to health inequities in the United States; and

WHEREAS, the American Public Health Association (APHA) has expressed that racism is a driving force of the social determinants of health due to the resulting inequalities in a number of matters, including housing, education, and employment; and unfairly disadvantages specific individuals and communities, while unfairly giving advantages to other individuals and communities based on physical appearance; and

WHEREAS, the APHA has identified law enforcement violence as a public health issue that disproportionately affects marginalized groups, including people of color, impacting both physical and mental health outcomes; and

WHEREAS, the American Academy of Pediatrics has declared that racism is a public health issue and condemns violence, especially when perpetrated by authorities, and calls for a deep examination of how to improve the role of policing, stating that systemic violence requires systemic response.

WHEREAS, statistics compiled by the Centers for Disease Control show a national disparity between black and white infant mortality rates, and the State of Ohio has one of the highest black infant mortality rates; and

WHEREAS, the Urban Institute reports that fifty-six per cent of youth incarcerated in Ohio are black, despite representing only sixteen per cent of people in Ohio under the age of eighteen; and

WHEREAS, data collected by the Ohio Department of Health reveal that maternal mortality is two and a half times greater for black women in Ohio than white; and

WHEREAS, the impact of racism on public health deserves action from all levels of government, throughout time, across all generations; and

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WHEREAS, the Council of the City of Stow supports the establishment of a commission to address these issues and to: educate the public about the effects of racism on public health; review the City's ordinances, policies and forms to ensure they promote racial equality; promote community engagement and provide tools for City businesses and organizations to engage actively and authentically with communities of color; continue to work to build alliances with organizations that have a legacy and track record of confronting racism; encourage community partners and stakeholders in the education, employment, housing, and criminal justice and safety arenas to recognize racism as a public health crisis and take appropriate action; continue to promote racially equitable economic and workforce development in the City; continue to promote racially equitable hiring and promotion of all employees including City employees; provide training to all elected officials and staff on workplace biases and how to mitigate them; promote and encourage all policies that prioritize the health of people of color; support local, state, regional, and federal initiatives that advance efforts to dismantle systematic racism and mitigate exposure to adverse childhood experiences and trauma; incorporate educational efforts to address and dismantle racism and to expand understanding of racism and how racism affects individual and population health; and secure adequate resources to successfully accomplish the aforementioned activities; and

NOW THEREFORE, be it resolved by Council of the City of Stow:

SECTION 1. That we declare racism to be a public health crisis affecting our entire City; and

SECTION 2. That we ask the Mayor to establish a commission officially charged with promoting racial equity throughout this City, in a manner the same as or similar to those set forth, above; and

SECTION 3. That we are committed to reviewing all portions of the City's Charter, Ordinances and Resolutions with a racial equity lens; and

SECTION 4. That we, along with the Administration, are committed to conducting all human resource, vendor selection, and grant management activities with a racial equity lens, including reviewing all internal policies and practices such as hiring, promotion, leadership appointments, and funding; and

SECTION 5. That the Clerk of Council is directed to send a copy of this Resolution to area leaders and community organizations; and

SECTION 6. That this Council finds and determines that all formal actions of this Council concerning and relating to the passage of this Ordinance were taken in an open meeting of this Council and that all deliberations of this Council and of any committees or subcommittees that resulted in those formal actions were in meetings open to the public in compliance with the law.

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SECTION 7. That this Resolution is being passed as an emergency measure pursuant to Stow Charter Sections 4.13 and 4.14 because the immediate passage of the Resolution is necessary to preserve the public health and safety of black residents, employees, patrons and visitors within the City of Stow, and this Resolution shall be in full force and effect upon its adoption by Council and approval by the Mayor, otherwise at the earliest period allowed by law.

ADOPTED BY COUNCIL ON _____

ATTESTED TO BY _____
Debra Bennington
ACTING CLERK OF COUNCIL

Sindi M. Harrison
PRESIDENT OF COUNCIL

FILED WITH MAYOR ON _____

APPROVED BY _____
John Pribonic
MAYOR

FILED WITH CLERK ON _____

APPROVED AS TO FORM BY _____

EFFECTIVE DATE _____

Jaime Syx
LAW DIRECTOR