



# City of West Haven, Connecticut

## Office of the West Haven City Council

### RESOLUTION

**WHEREAS**, racism is a structural system, with multiple layers that oppress Black, brown, Indigenous and People of Color (BIPOC) in intersectional areas such as, but not limited to: education, employment criminal justice, housing, civil service, municipalities mental health, and medical practices;

**WHEREAS**, anti-racism is the active process of identifying and eliminating racism by committing to building healthy systems, Structures, attitudes and policies so that power is redistributed and shared equitably;

**WHEREAS**, by acknowledging that systemic racism is a structural disadvantage to the conditions of our city, we commit to being anti-racist;

**WHEREAS**, structural racism perpetuates disparity in job opportunities, therefore

We will work to prevent exclusionary hiring practices and ensure the active recruitment for BIPOC;

**WHEREAS**, racism involuntarily places youth at an increasing disadvantage when faced with unequal educational resources and recreational opportunities, which jeopardize human development and cognitive growth, academically, physically, mentally, and emotionally;

**WHEREAS**, racist practices such as redlining have contributed to segregated and separated communities resulting in disparate living conditions, restricted mobility, and unequal access to services.

**WHEREAS**, racism restricts access to public spaces;

**WHEREAS**, racism has created climate injustices for BIPOC with disproportionate exposure to environmental hazards including, but not limited to: air pollution, (contributing to a higher rate of asthma), toxic gases and lead poisoning;

**WHEREAS**, racism contributes to disparities in health conditions, including, but not limited to: asthma, cancer, infant mortality, Covid-19, mental health, traumas diabetes, high blood pressure, and, heart disease;

**WHEREAS**, anti-racist work encourages the growth and success of every resident and improves community culture in the City of West Haven;

**NOW, THEREFORE BE IT RESOLVED** the Mayor, and City Council commit all administrative departments to dismantling racism in formal and informal structures and declare racism a public health crisis in West Haven;

**BE IT FURTHER RESOLVED**, we are collectively committed to the following action that will help to both inspire and realize the full potential of BIPOC and every resident of the City of West Haven:

1. Prohibit hostile, or abusive attitudes and discriminatory practices in the work environment, classrooms, municipal entities and all public spaces by promoting anti-racism: thereby creating an inclusive, welcoming, and safe environment for BIPOC.
2. Dismantle and dissect every racist structure within our community by strengthening our leadership functions, training, anti-racist policies, and diversity exercises.
3. Research and present transparent data to create guidelines that dismantle systematic racism, and that will promote diversity throughout city governance and civil service.
4. Mobilize city leadership to adopt the aforementioned policies and guidelines for creating equity in appointments, Employment, child & youth services, access to public spaces, and recreational activities, thus ensuring a quality of life and livelihood for all residents.
5. Establish policies and procedures with informative resources in areas such as, but not limited to, human resources, social and economic development, health and welfare services, and public safety.
6. Collaborate with the Board of Education to provide resources for establishing, writing and implementing a balanced and anti-racist curriculum (one that confronts stereotypes, biases, prejudice, and discrimination). An anti-racist curriculum teaches the economic, structural, and historical roots of power inequality. In addition to being multicultural, it also challenges the existence of the single Euro-centric lens of education.
7. Create a community support network with collaborative partners from neighboring communities to expand our local, state, and federal leadership outreach to help advance our cause by creating a culture of racially diverse interaction.

Submitted by: Community Alliance of West Haven

RESOLUTION BY:

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Hon. Ronald M. Quagliani, City Council Chairman

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Hon. Nancy R. Rossi, Mayor  
City of West Haven

I HEREBY CERTIFY that the foregoing resolution was adopted by the Council of the City of West Haven at its meeting held December 28, 2020.

  
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Stacy Riccio, Clerk of the Council