

CITY OF ALAMEDA RESOLUTION NO. \_\_\_\_\_

DECLARING RACISM A PUBLIC HEALTH EMERGENCY

WHEREAS, race is a social construct with no biological basis; and

WHEREAS, racism is a root cause of poverty and constricted economic mobility;  
and

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 unfairly disadvantages specific individuals and communities, while unfairly giving advantages to other individuals and communities, and saps the strength of the whole society through the waste of human resources, and the City of Alameda's collective prosperity depends upon the equitable access to opportunity for every resident regardless of the color of their skin; 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

WHEREAS, Black people are disproportionately impacted by the policing and criminal justice system. One-third of people arrested in the City of Alameda are Black, even though Black people only comprise 7% of the City's population, 11.2% of the population in Alameda County, and 6.5% in California; and one in every 1,000 Black men and boys can expect to be killed by police in this country, a fatality rate 2.8 times higher than whites; and

WHEREAS, the same broad-sweeping structural racism that enables police brutality against people who are Black is also responsible for higher mortality among Black Americans with COVID-19; and

WHEREAS, the Alameda City Council acknowledges that communities of color - and specifically Black communities - have borne the burdens of inequitable social, environmental, economic, and criminal justice policies, practices and investments; and understands that the legacy of these inequitable policies has caused deep disparities, harm, and mistrust; and recognizes that racial equity is realized when, and only when, race can no longer be used to predict life outcomes; and

WHEREAS, racism and segregation exacerbate a health divide resulting in Black residents having the lowest life expectancies of any racial group in Alameda County. Black residents also suffer disproportionately from infant mortality, lower birth weights, obesity, asthma, diabetes, heart disease and strokes; and

WHEREAS, communities of color, and specifically Black people, are more likely to experience poor health outcomes as a consequence of their social determinants of health — health inequities stemming from economic stability, education, physical environment, housing, food and access to health care systems. As an example, many studies link lack of housing to poor health outcomes. Black residents experience a higher burden of unaffordable housing, evictions, and homelessness than white residents, comprising 47% of unhoused residents in Alameda County despite only making up 11% of the population; and

WHEREAS, more than 100 studies have linked racism to worsened health outcomes.

NOW THEREFORE, BE IT RESOLVED, that the City Council of the City of Alameda declares that racism is a public health emergency and a crisis affecting our entire City; and

BE IT FURTHER RESOLVED by the City Council of the City of Alameda that:

1. The Alameda City Council commits to promote equity and justice through all policies and enhance educational efforts aimed at understanding, addressing and dismantling racism and how it affects delivery of human and social services, economic development and public safety.
2. The Alameda City Council directs the City Manager to identify a long-term and on-going anti-racism training program for all City staff, including the City Council, to begin within two months to address staff and community concerns about organizational and community relations issues related to racism in Alameda. The Council further directs the City Manager to work with Human Resources staff to ensure that bargaining unit contracts accommodate these trainings as a part of staff's professional and organizational development work; and
3. That the Alameda City Council commits to do its part to ensure that the City of Alameda is diverse, inclusive, equitable and just, by taking actions to:
  - A. Transform Alameda City government to provide all Alamedans, especially people who are Black, Indigenous, and People of Color (BIPOC), with physical and mental health care, affordable and fair housing opportunities, education, affordable quality child care, transportation services, job opportunities, physical safety, and financial means; and
  - B. Center the voices of BIPOC in changing our systems; and
  - C. Build partnerships with other levels of government, businesses, nonprofits and community organizations needed to become an equitable and just community,
4. The Alameda City Council commits the City to work to progress as an equity and justice-oriented government, to identify specific activities to further enhance diversity,

equity and inclusion and to ensure anti-racism principles are integrated across all City government policies and services; and

5. The Alameda City Council directs the City staff to develop an annual report, by March 2021, in time for the upcoming budget process, and update it as ongoing assessment of all City policies and procedures to ensure racial justice and equity are core elements of city government. This report will include identifying changes necessary to achieve the goals of this resolution through the development, measurement and regular reporting of metrics for monitoring the progress of all Alamedans, and more specifically Alameda's BIPOC community members, in areas of health, housing, education, transportation, jobs, public safety, income and wealth that are transparent and inclusive and include reporting data by race/ethnicity, gender and vulnerable neighborhoods and other components, such as age and status as a renter, of the City's Social Vulnerability Index in the Climate Action and Resiliency Plan (CARP); and

6. The Alameda City Council commits to identifying up to 42% of the City Police Department budget to reallocate towards programs that support public health, wellness and resilience and can respond to emergency calls for which the Police are not necessary as identified by Alameda's Chief of Police. The Council also commits to reviewing the budget again based on the recommendations of the community-led steering committee and based on the outside audit described below. These cuts will be proportional to the 42% reduction in services that the Department has historically responded to and identified to shift to other departments. The City Council directs the City Manager to begin an outside audit of the activities of the Alameda Police Department, to be made publicly available, including the time spent on activities overseen by the Department in the last 12 months, the time and staffing provided for these activities and City policies that may need to be changed in order to meet the goals and objectives outlined by the community-led steering committee on safety and security for all Alamedans. Additionally, the budget reallocation will explore the following areas:

A. A workplan by July 31, 2020 for a top-to-bottom change in the community service culture in the Alameda Police Department that reestablishes community member safety and well-being as the City's primary goal and commits the entire department to long-term, ongoing anti-racism training and outcomes to ensure the training is changing behavior.

B. The identification, development and implementation of a crisis intervention and management program to divert calls for emergency services away from the police and towards crisis intervention programs that are well-suited to handle mental health emergencies.

C. The identification, development and implementation of a homeless intervention and support program.

D. A restructuring of the City's Traffic Safety Enforcement Division to focus on a short-term strategy of targeting street safety-related behaviors: red-light running,

stop sign running, speeding, illegal and unsafe turns, Driving Under the Influence (DUI) and cellphone violations. A long-term strategy of seeking State Law changes to allow for unarmed, non-sworn community traffic safety personnel to focus on red-light running, speeding and failing to yield to pedestrians as already exist in other parts of the State and country and have been found to reduce the disparate enforcement impacts on communities of color while making real strides in street safety.

7. The Alameda City Council directs the City Manager to identify a staff position and work program for Public Health, Wellness, and Resilience to oversee work to progress as an equity and justice-oriented government responsible for ensuring community health and wellness; and

8. The Alameda City Council directs the City Manager to develop a use of force continuum including tactical communications and conduct a process for non-police review of all instances involving physical contact and use of force as well as a monthly random audit of Alameda Police Department's bodycam footage for traffic stops and non-use of force arrests.

9. The Alameda City Council directs the City Manager to develop, implement, and make public, machine-readable data and a statistically valid monthly report that tracks arrests, citations, and traffic stops on a monthly, quarterly, annual and three-year rolling average to identify disparities in enforcement.

10. The Alameda City Council directs the City Manager and City Attorney to develop contract requirements for all community partners, grantees, vendors and contractors who receive funding from the City of Alameda to provide their staff with racial equity and anti-racism training.