



Mayor and Council

400 Witherspoon Street
Princeton, NJ 08540

Meeting: 06/08/20 06:00 PM

Department: Clerk

RESOLUTION 20-195

Resolution Declaring Racism A Public Health Crisis

WHEREAS, race is a social construct with no biological basis, but a social reality that shapes our lives;

WHEREAS, racism is a social system with multiple dimensions: individual racism is internalized or interpersonal; systemic racism is institutional or structural, and is a system of structuring opportunity and assigning value based on race, this unfairly disadvantages specific individuals and communities, while unfairly giving advantages to other individuals and communities;

WHEREAS, all across the country we are witnessing moral outrage against the tragic murder of George Floyd by a Minneapolis police officer as well as against the violence and systemic racism experienced by Black Americans and the pervasive impacts of racism on the Black community's health and wellbeing;

WHEREAS, data that suggest Black New Jerseyans are dying at a disproportionately higher rate from COVID-19 than their counterparts of other races;

WHEREAS, women of color account for nearly 60% of all pregnancy-related maternal deaths in New Jersey and Black women are over four times more likely to lose their lives during childbirth than their white counterparts;

WHEREAS, communities of color, those of low social economic status and those that suffer from disabilities, are more likely to experience poor health outcomes as a consequence of the social determinants of health - health inequities stemming from economic stability, education, physical environment, food and access to health care systems;

WHEREAS, structural racism influences many areas of life, including housing, education, employment, health care, and criminal justice; and an emerging body of research demonstrates that racism itself is a social determinant of mental and physical health;

WHEREAS, health varies markedly by income within every racial group, and racial or ethnic differences can be seen at each level of income. These patterns are seen across a wide range of health conditions. At the same time, findings from studies in the U.S. and other countries have found that perceived racial/ethnic bias-and the resulting toxic stress-makes an additional contribution to racial or ethnic disparities in health.

WHEREAS, the American Public Health Association (APHA) launched a National Campaign against Racism; and


WHEREAS, the Municipality of Princeton’s responsibilities to address racism include reshaping our discourse and agenda so that we all actively engage in racial justice work;

THEREFORE, BE IT RESOLVED that it is our duty to assure all in our communities are considered and included and that the Mayor and Council of Princeton will:

1. Assert that racism is a public health crisis affecting our entire community;
2. Conduct an assessment of internal policy and procedures to ensure racial equity is a core element of all municipal departments;
3. Advocate for relevant policies that support local, state, regional, and federal initiatives that advance efforts to dismantle systemic racism;
4. Commit to review ordinances through a racial equity lens;
5. Commit to conduct human resources, vendor selection and grant management activities with a racial equity lens including reviewing internal policies and practices such as hiring, promotions, leadership appointments and funding; engage in unconscious and implicit bias training for all our departments;
6. Identify clear goals and objectives, including specific benchmarks, to assess progress and capitalize on opportunities to further advance racial equity;
7. Include in decision-making those most affected by health and economic challenges; present annually the racial/ethnic composition of Princeton’s volunteer boards, committees, and commissions and municipal workforce, including the police department.

Councilperson	Absent	Present	1 st	2 nd	Yea	Nay	Abstain	Disqualified
Mr. Cohen		X			X			
Ms. Fraga		X	X		X			
Ms. Niedergang		X			X			
Ms. Pirone Lambros		X			X			
Ms. Sacks		X			X			
Mr. Williamson		X		X	X			
Mayor Lempert		X						

I, Delores A. Williams, Municipal Clerk of Princeton, do hereby certify that the above is a true copy of a resolution adopted by the Mayor and Council of Princeton at a meeting held June 8, 2020.



 Delores A. Williams, Municipal Clerk