

Racism as a Public Health Crisis

Council Resolution Next Steps

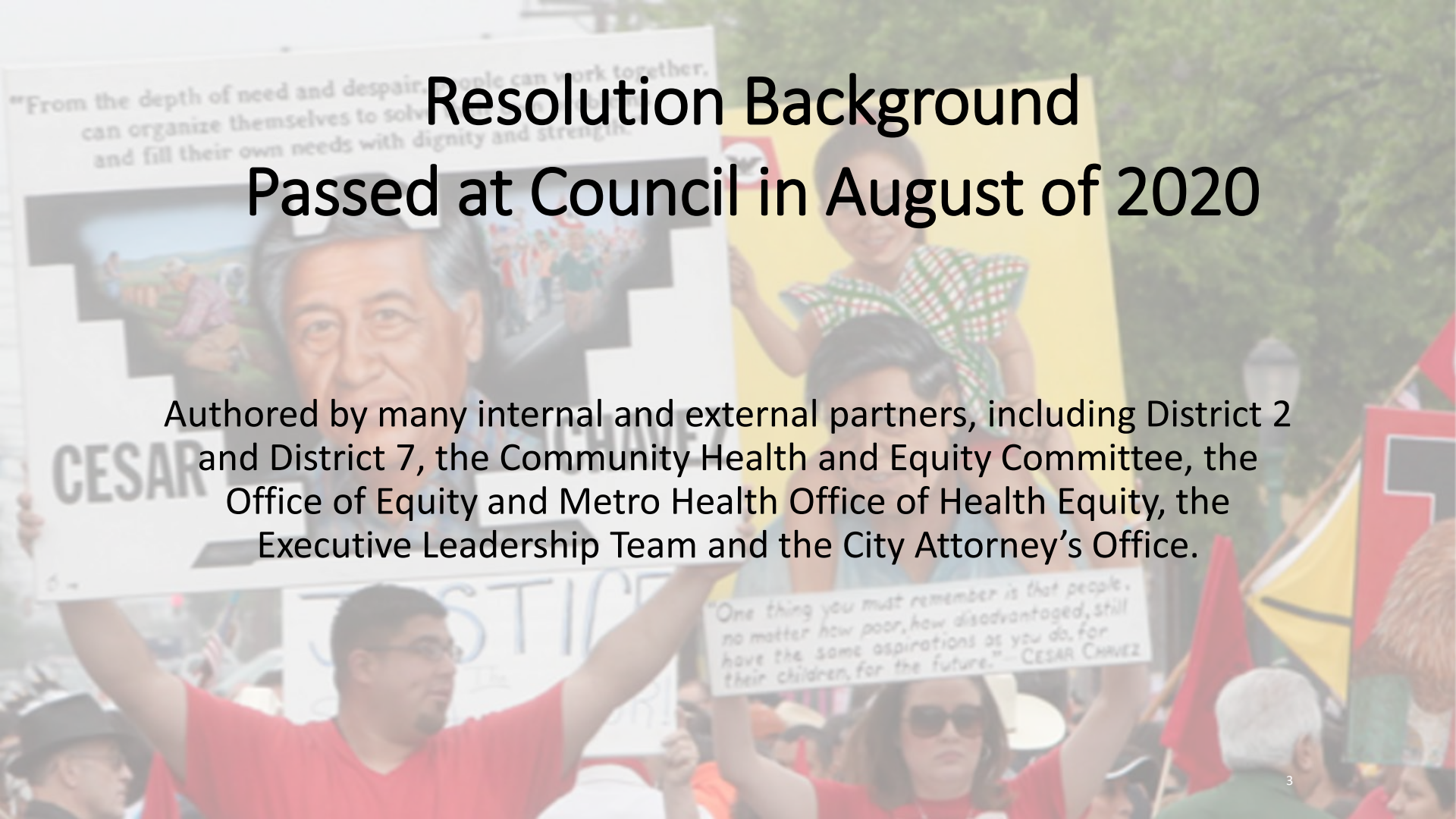
February 25th, Community Health and Equity Committee
Zan Gibbs, Chief Equity Officer
City of San Antonio

Impacts of Racism on Health Outcomes

Systemic racism is a root cause of health inequities.

Nationally we are seeing a local, state and federal government prioritizing anti-racist policies, practices, procedures and resolutions.

Over 100 studies have linked racism to negative health outcomes, such as an increase in stress hormones and activation of the immune and inflammatory systems; changes in brain structure; elevation of blood pressure and blood sugar; and epigenetic changes.



Resolution Background Passed at Council in August of 2020

Authored by many internal and external partners, including District 2 and District 7, the Community Health and Equity Committee, the Office of Equity and Metro Health Office of Health Equity, the Executive Leadership Team and the City Attorney's Office.

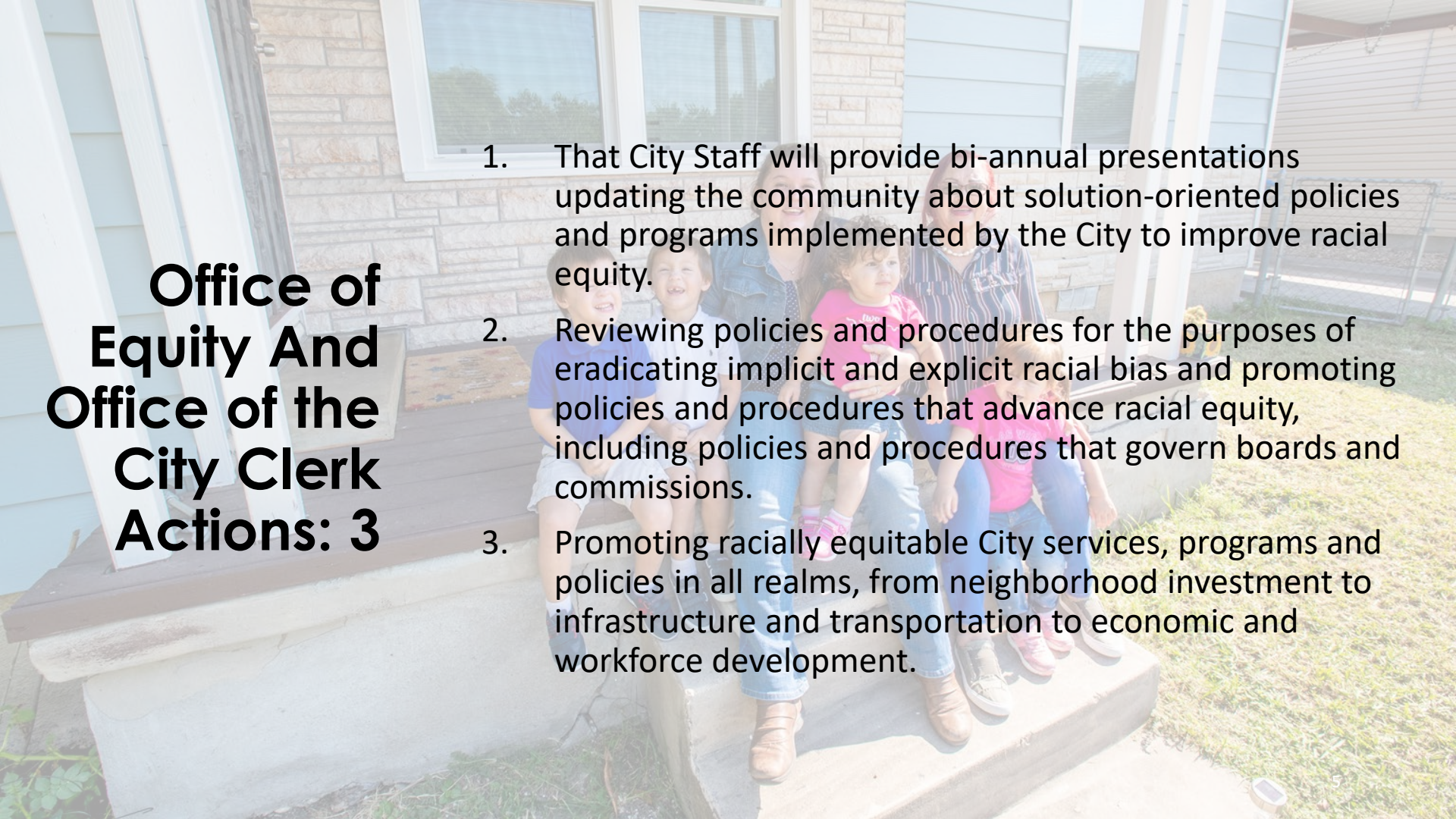


Advancing Equity in San Antonio Government via Actions in the Resolution

Oversight on implementation of the 9 actions in the resolution are co-managed by the Office of Equity and the Metro Health Office of Health Equity

Implementation Mechanisms:

Fiscal Year 2021 Office of Equity Workplan
3 Department Equity Action Plans
Community Health and Equity Committee
Select Citywide Equity Committee Members



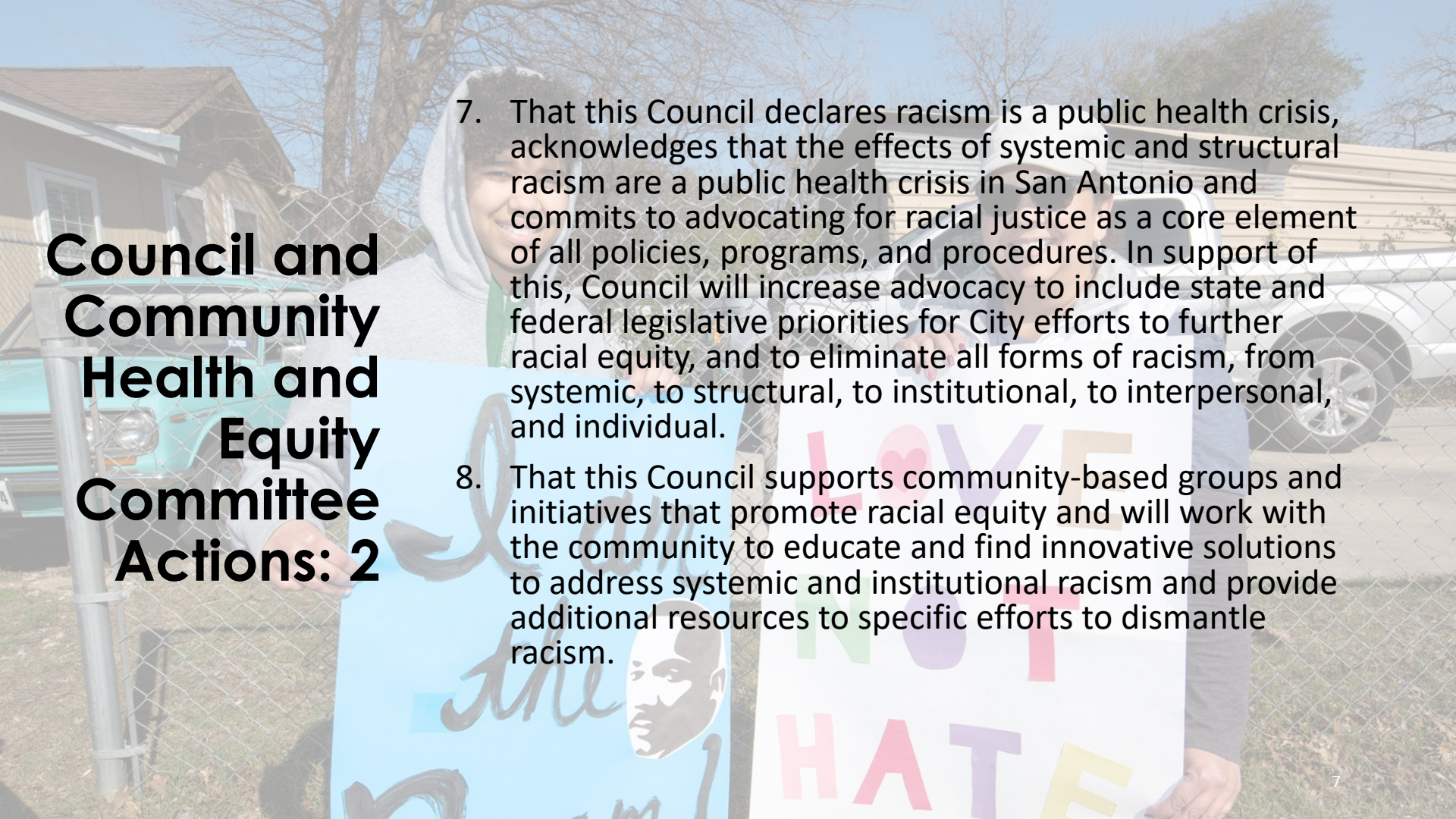
Office of Equity And Office of the City Clerk Actions: 3

1. That City Staff will provide bi-annual presentations updating the community about solution-oriented policies and programs implemented by the City to improve racial equity.
2. Reviewing policies and procedures for the purposes of eradicating implicit and explicit racial bias and promoting policies and procedures that advance racial equity, including policies and procedures that govern boards and commissions.
3. Promoting racially equitable City services, programs and policies in all realms, from neighborhood investment to infrastructure and transportation to economic and workforce development.

A stylized, colorful illustration of three people with their arms raised in a celebratory gesture. The person on the left is a woman with dark hair wearing a red headscarf and a pink top. The person in the center is a child with dark hair wearing a black and white striped shirt. The person on the right is a man with dark hair wearing a dark jacket. The background consists of horizontal stripes in yellow, pink, and purple, with a patterned yellow and black border on the right side. The entire illustration has a light blue outline.

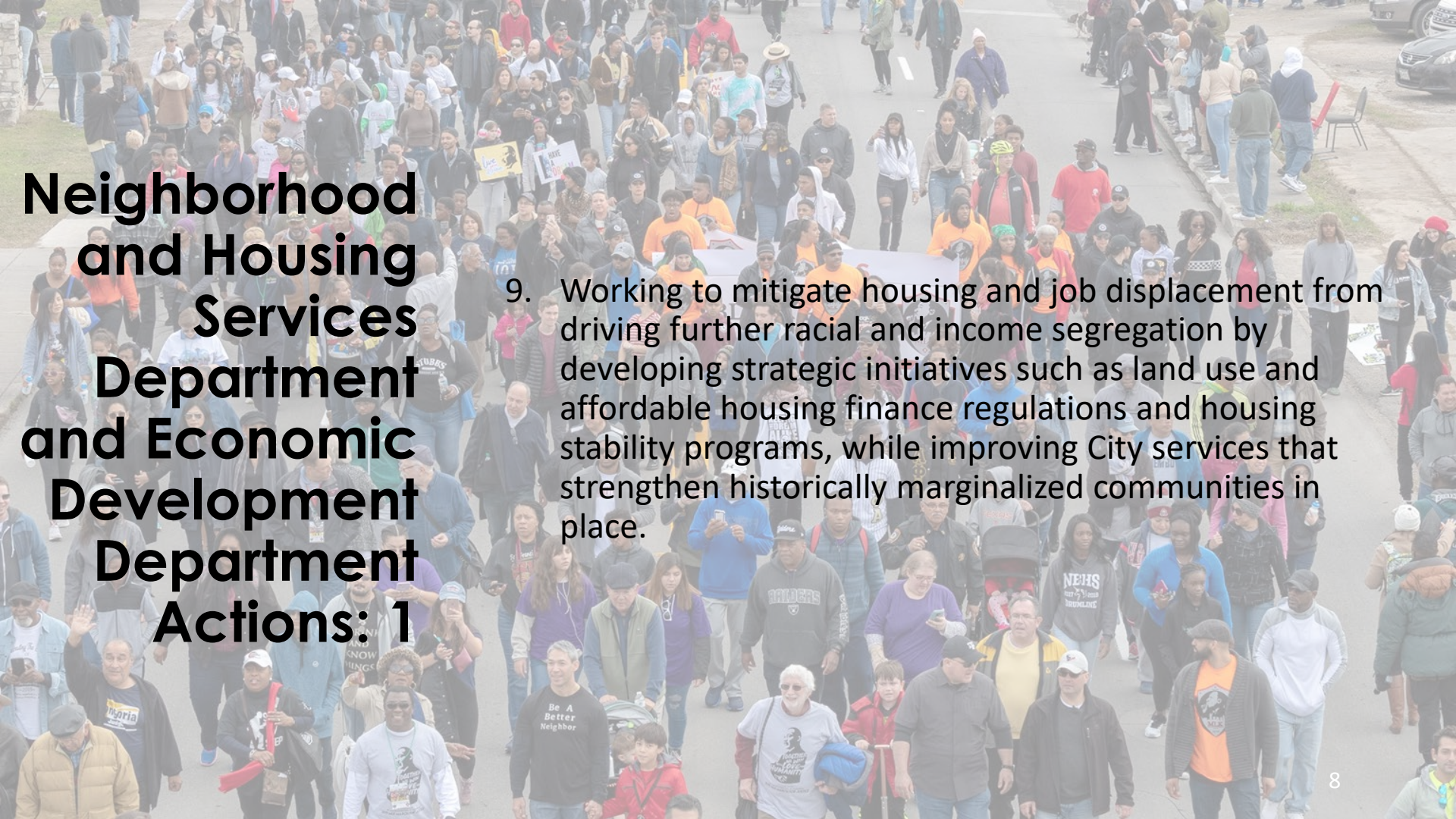
Metro Health Actions: 3

4. Engaging historically marginalized communities in the development of policy solutions for local issues related to health equity.
5. Improving data systems in order to disaggregate health data by race/ethnicity and income and facilitate data-informed decision-making processes to address the health disparities in our community.
6. Advancing health equity and supporting historically marginalized communities.

The background image shows a person wearing a grey hoodie, smiling and holding a large white protest sign. The sign has the text 'I am the problem' in black cursive and 'LOVE NOT HATE' in large, colorful block letters. The person is standing in front of a chain-link fence. In the background, there is a house and a white car.

Council and Community Health and Equity Committee Actions: 2

7. That this Council declares racism is a public health crisis, acknowledges that the effects of systemic and structural racism are a public health crisis in San Antonio and commits to advocating for racial justice as a core element of all policies, programs, and procedures. In support of this, Council will increase advocacy to include state and federal legislative priorities for City efforts to further racial equity, and to eliminate all forms of racism, from systemic, to structural, to institutional, to interpersonal, and individual.
8. That this Council supports community-based groups and initiatives that promote racial equity and will work with the community to educate and find innovative solutions to address systemic and institutional racism and provide additional resources to specific efforts to dismantle racism.



Neighborhood and Housing Services Department and Economic Development Department Actions: 1

9. Working to mitigate housing and job displacement from driving further racial and income segregation by developing strategic initiatives such as land use and affordable housing finance regulations and housing stability programs, while improving City services that strengthen historically marginalized communities in place.

Implementation Plan

Fiscal Year 2021 and 2022

Office of
Equity
Workplan

Office of
the City
Clerk
Workplan

Community
Health and
Equity
Workplan

Metro
Health,
NHSD and
EDD Equity
Action Plans

Cross Collaboration Model

A woman in traditional Mexican attire, including a red and white striped headscarf and a red dress with a white and green striped shawl, is shown. She has white face paint with blue floral patterns around her eyes and a yellow cross on her forehead. She is holding a large Mexican flag. The background is blurred, showing other people and colorful lights.

PROGRESS REPORTING PRESENTATIONS

1. Annual August Budget Presentations by the Office of Equity and Metro Health
2. January or February Annual Community Presentations by the Office of Equity

A young man with short dark hair, wearing a grey beanie and a dark hoodie, is playing a violin. He is looking down at the instrument with a focused expression. The background is a bright, out-of-focus outdoor setting with trees and a building. A red light flare is visible on the left side of his face.

Thank You!

Zan.Gibbs@sanantonio.gov

Zan Gibbs, Chief Equity Officer