

KALAMAZOO COUNTY COMMUNITY MENTAL HEALTH AUTHORITY
INTEGRATED SERVICES OF KALAMAZOO
Integrated Services of Kalamazoo Board
RESOLUTION
January 25, 2021

“ISK Resolution Declaring Racism A Public Health Crisis”

WHEREAS Integrated Services of Kalamazoo’s Mission, Vision and Values statements reflect our belief that every person served by our organization is an individual and has value, and that every human being has value; and

WHEREAS Integrated Services of Kalamazoo recognizes that as an organization it has not fully lived up to the aspirations of its Mission, Vision and Values statements, and that racism, racial disparities and discrimination are still present within our organization; and

WHEREAS Integrated Services of Kalamazoo is also aware that throughout our Nation’s history there has been conflict and controversy regarding the treatment and inherent value of certain individuals and that conflict and controversy continues today; and

WHEREAS Integrated Services of Kalamazoo is committed to ending racism, racial disparities, and discrimination in Kalamazoo County’s public community mental health system and throughout our society; and

WHEREAS Integrated Services of Kalamazoo recognizes that there are many individuals and organizations who have similar goals of promoting the equal treatment of every person.

Now Therefore Be It Resolved as Follows:

Integrated Services of Kalamazoo will continue to strive to identify and address inequalities within our programs, system of care and procedures and will tirelessly work to end racism, racial disparities, and discrimination within our agency; and

Integrated Services of Kalamazoo joins the Kalamazoo County Board of Commissioners in declaring racism a public health crisis; and

Integrated Services of Kalamazoo joins the American Public Health Association, the American Medical Association, the American Academy of Pediatrics, and American College of Emergency Physicians, who have declared institutional racism an urgent public health issue that must be eradicated; and

Integrated Services of Kalamazoo recognizes and supports the declarations in the State of Michigan Executive Directive No. 2020-09, released by Governor Gretchen Whitmer on August 5, 2020 and which identifies racism as a public health crisis. That Directive states in part:

- “Racism is a social system with multiple dimensions, including individual racism and systemic racism. Both institutional and systemic racism harm individuals and communities and deplete the strength of a whole society through the waste of human resources.”
- “Racism has existed in America for over 400 years. Even today, through inequitable outcomes in the criminal justice system, achievement gaps in education, disproportionate results in health and infant mortality, and job and housing discrimination, racism remains a presence in American society while subjecting Black, Indigenous, and other people of color to hardships and disadvantages in every aspect of life.”
- “People of color in Michigan are more likely to live in neighborhoods with restricted access to healthy food choices and essential resources, excessive high-priced gas stations and liquor stores and older housing stock leading to a variety of other health issues, including reduced life expectancy, higher rates of infant and maternal mortality, high rates of asthma, higher rates of lead poisoning, and higher vulnerabilities to public pandemics, including COVID-19.”
- “The eradication of racism and discrimination requires proactive efforts to achieve racial justice: the creation and proactive reinforcement of policies, practices, attitudes, and actions that produce equitable power, access, opportunity, treatment, and outcomes for all people regardless of race.”

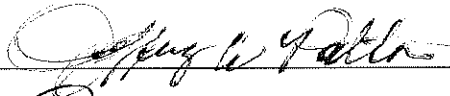
; and

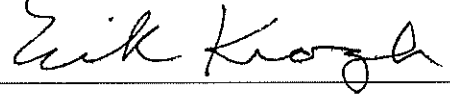
Integrated Services of Kalamazoo recognizes and explicitly states that Black lives matter, as an acknowledgement that all lives in America do not matter unless we address the unequal treatment and unequal opportunities faced by Black Americans and other Americans of color

; and

Integrated Services of Kalamazoo believes it is an important goal to end racism in the United States and supports the efforts of individuals and organizations who are willing to speak out for the goal of equal treatment for all.

Resolved by board motion on the 25th day of January 2021.

Xx: , Jeffrey W. Patton/ISK Chief Executive Officer

Xx: , Erik Krogh/ISK Board Chair