



**CITY of BEVERLY
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CITY OF BEVERLY, MASSACHUSETTS

MAYOR MICHAEL P. CAHILL

An Executive Order Declaring Racism a Public Health Issue in the City of Beverly

WHEREAS, racism is a threat to public health, and is a paramount social determinant of health, shaping access to the resources that create opportunities for health, including public safety, housing, education, and employment, and is a persistent barrier to health equity for all residents of Beverly; and

WHEREAS, in addition to having an independent influence on the social determinants of health, racism in and of itself has been proven to have broad-reaching and direct negative impacts on individual health outcomes; and

WHEREAS, racial justice is 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

WHEREAS, agencies of the City government must recommit to addressing the impact that racism has on the lives of all of our neighbors and how it impacts the overall health of our City; and

WHEREAS, the COVID-19 pandemic has revealed, reaffirmed, and cast in sharp relief the emergency nature of these pre-existing inequities caused by systemic racism; and

WHEREAS, all Beverly residents and businesses are invited and welcomed to join in this work to make Beverly a city where all residents can live fulfilling lives free of racism, poverty, violence, and other systems of oppression;

WHEREAS, under the Beverly Home Rule Charter, the executive powers of the City shall be vested solely in the Mayor, and may be exercised by the Mayor either personally or through the several City agencies under the general supervision and control of the Office of the Mayor;

NOW, THEREFORE, I, Michael P. Cahill, Mayor of Beverly, declare that racism constitutes a public health issue in the City of Beverly.

In recognition of this fact, I hereby order all City departments, agencies, and offices under my supervision and control to work in partnership with the Mayor's Office and the City's Public Health Department to undertake the following key strategies to combat racism and the resulting health inequities as a public health issue:

1. Engage historically marginalized communities in identifying problems and solutions and supporting community-driven responses.
2. Review municipal policies and practices and implement needed changes that work to dismantle the systemic racism that creates barriers to strong public health. Strategies include using a "health equity in all policies" approach to evaluate current policies and practices and ensure access to data to drive equitable policy and practice development.
3. Develop an equity plan that outlines detailed objectives and measurable goals in which the City will focus on root causes of the inequities that cause disparities in health outcomes for our residents.
4. Pursue and make available specific race and ethnicity data that documents the health inequities that exist in Beverly through collection, dissemination, and remedies for gaps in that data to strengthen our collective understanding. This should include data sharing between the Beverly Public Health Department, relevant agencies of the Commonwealth of Massachusetts, and other organizations and collaboratives.
5. Analyze data collected and compiled to understand the impact of racism on access to those resources that promote good health including good jobs, healthy and affordable food and housing, equitable transportation options and excellent education. This includes a more comprehensive understanding of racism and its impact in the community both as a direct correlation to its existence and the impact that it creates on the overall health of people and the community at large. Strive to make recommendations and take actions based on data.
6. Focus on access to prevention and treatment that is culturally and linguistically competent and meets communities where they are to counter the inequities that exist in health care.
7. Work with existing government agencies, community and regional social service and health providers and programs to strengthen existing and, where possible, develop new programs and services to address the negative impact that these inequities have had on specific populations, as well as programs that empower communities to tackle these systemic barriers.
8. Advocate at the state and federal level for policies, funding opportunities and other resources that directly combat systemic racism.

Mayor Cahill further orders every City department, agency, and office to take all necessary steps to implement this Executive Order, including through the allocation of funding and other resources in a manner consistent with applicable law.

This Executive Order shall take effect immediately and shall remain in effect unless superseded or otherwise changed by further Executive Order.

SIGNED THIS 24th DAY OF AUGUST, 2020



Michael P. Cahill
Mayor of Beverly