

THIS IS TO CERTIFY that the following is a true and attested copy of a resolution adopted by the Council of the City of Norwich at a meeting held on July 19, 2021, and that the same has not been amended or rescinded:

**WHEREAS**, the term of the City Historian will expire on August 20, 2021 and the current City Historian, Dale Plummer wishes to be re-appointed to another three year term; and

**WHEREAS**, City Manager John L. Salomone has re-appointed Dale Plummer (D) as City Historian for a term to expire August 20, 2024.

**NOW, THEREFORE, BE IT RESOLVED** that the Council of the City of Norwich hereby approves the re-appointment of the above named as City Historian.

Dated at Norwich, Connecticut this 21<sup>st</sup> day of July 2021.

ATTEST:



Betsy M. Barrett  
City Clerk

THIS IS TO CERTIFY that the following is a true and attested copy of a resolution adopted by the Council of the City of Norwich at a meeting held on July 19, 2021, and that the same has not been amended or rescinded:

**BE IT RESOLVED** that the below named be re-appointed as a regular member of the Commission on the City Plan with a term to expire on February 28, 2023 or until a successor is appointed:

Frank Manfredi (D)

**BE IT RESOLVED** that the below named be appointed as a regular member of the Commission on the City Plan with a term to expire on February 28, 2023 or until a successor is appointed:

Swarnjit Singh Bhatia (D)

Dated at Norwich, Connecticut this 21<sup>st</sup> day of July 2021.

ATTEST:



Betsy M. Barrett  
City Clerk

THIS IS TO CERTIFY that the following is a true and attested copy of a resolution adopted by the Council of the City of Norwich at a meeting held on July 19, 2021, and that the same has not been amended or rescinded:

**BE IT RESOLVED** that the below named be re-appointed as a regular member to the Personnel & Pension Board with a term to expire on March 1, 2023 or until a successor is appointed:

Paul Schroder (R)

**BE IT RESOLVED** that the below named be appointed as a regular member to the Personnel & Pension Board with a term to expire on March 1, 2023 or until a successor is appointed:

Richard Morelli (U)

**BE IT RESOLVED** that the below named be appointed as an alternate member to the Personnel & Pension Board with a term to expire on March 1, 2022 or until a successor is appointed:

Francis Gavigan (R)

Dated at Norwich, Connecticut this 21<sup>st</sup> day of July 2021.

ATTEST:   
Betsy M. Barrett  
City Clerk

THIS IS TO CERTIFY that the following is a true and attested copy of a resolution adopted by the Council of the City of Norwich at a meeting held on July 19, 2021, and that the same has not been amended or rescinded:

**BE IT RESOLVED** that the following be re-appointed a regular member to the Board of Assessment Appeals for a term to expire on June 01, 2023 or until a successor is appointed;

Dennis Riley (D)

Dated at Norwich, Connecticut this 21<sup>st</sup> day of July 2021.

ATTEST:



Betsy M. Barrett  
City Clerk

THIS IS TO CERTIFY that the following is a true and attested copy of a resolution adopted by the Council of the City of Norwich at a meeting held on July 19, 2021, and that the same has not been amended or rescinded:

**BE IT RESOLVED** that the below named be appointed as a regular member to the Board of Public Utilities Commission (Sewer Authority) with a term to expire on March 1, 2024 or until a successor is appointed:

Ashon Avent (D)

Dated at Norwich, Connecticut this 21<sup>st</sup> day of July 2021.

ATTEST:



Betsy M. Barrett  
City Clerk

THIS IS TO CERTIFY that the following is a true and attested copy of a resolution adopted by the Council of the City of Norwich at a meeting held on July 19, 2021, and that the same has not been amended or rescinded:

**WHEREAS**, public health is the science of protecting and improving the health of people, entire populations and their communities. These populations can be as small as a local neighborhood, or as big as an entire country or region of the world;

**WHEREAS**, public health work is achieved by promoting healthy lifestyles, researching disease and injury prevention, and detecting, preventing and responding to infectious diseases;

**WHEREAS**, racism is a threat to public health and safety, 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 Norwich residents;

**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;

**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;

**WHEREAS**, in the long term, agencies, boards, committees, and commissions of 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;

**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. In cases where race and ethnicity is known, the rate of reported COVID-19 cases as of July 9, 2021 in the entire state of Connecticut, Blacks, Indigenous and People of Color (BIPOC) is 125,616 compared with 110,399 for whites; and

**WHEREAS**, all Norwich residents are welcomed to join in working toward a city where all residents live fulfilling lives free of racism, poverty, violence, and other systems of oppression;

**NOW THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF NORWICH,**

1. The Norwich City Council asserts that racism is a public health crisis affecting our entire community;
2. The Norwich City Council and City Manager develop strategies that work to dismantle the systemic racism that creates barriers to strong public health. These strategies shall include access to data to drive equitable policies and a review of current policies and practices through a racial equity lens;
3. In partnership with Uncas Health District, develop a “Norwich Health 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. Engage historically marginalized communities in identifying problems and solutions and supporting community-driven responses;
5. Ensure complete and regular availability of specific race and ethnicity data that documents the health inequities that exist in Norwich through collection, dissemination and remedies for gaps in that data to strengthen our collective understanding. This should include creating and implementing a Norwich Health Equity Measure Set, and data sharing between the Uncas Health District and relevant agencies of the State of Connecticut;

6. Conduct ongoing and enhanced analysis using all available data to understand the complexity of the interconnectedness of societal, environmental and behavioral factors that contribute to the impact of racism on access to those resources that promote good health including good jobs, access to healthy and affordable food, housing, equitable transportation options and excellent public education. This includes a more comprehensive understanding of racism and its impact on violence 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;
7. 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;
8. Develop direct service 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;
9. The City Manager and Human Resource Director commit to conduct all human resources, vendor selection and grant management activities with a racial equity lens including reviewing all internal policies and practices such as examinations, hiring, promotions, leadership appointments and funding;
10. Promote racially equitable economic and workforce development practices;
11. Encourage community partners and stakeholders in the education, employment, housing, criminal justice and safety arenas to recognize racism as a public health crisis and to implement portions or all of this declaration;
12. All stakeholders identify clear goals and objectives, including specific benchmarks, to assess progress and capitalize on opportunities to further advance racial equity and report semi-annual to the city council on the progress of these goals ; and
13. Advocate at the state and federal level for policies and funding and the Norwich City Council will consider in the organization's budget allocating adequate financial resources to accomplish these activities.

**WHEREAS**, it is in our best interest to foster health equity throughout the entire City of Norwich and its residents;

**WHEREAS**, the City Council of Norwich wished to reaffirm its declaration of racism as a public health crisis;

**NOW THEREFORE, BE IT RESOLVED THAT THE COUNCIL OF THE CITY OF NORWICH**, wishes to appoint a Health Equity Committee which shall include but not be limited to the Office of the City Manager, representatives of the Norwich Department of Human Services, the Uncas Health District, the Norwich Police Department, the Human Resources Department, United Community Family and Services, Rose City United and Generations, be it further resolved that said Health Equity Committee shall also include members of the general public and any stakeholders who wish to participate. Interested stakeholders may include members of the Norwich City Council.

Dated at Norwich, Connecticut this 21<sup>st</sup> day of July 2021.

ATTEST:



Betsy M. Barrett  
City Clerk