



**Malden, MA**  
**Date: December 7, 2021**  
**Paper # 556 of 2021**  
**Below is a True Attest copy of same:**

Resolve: That the Malden City Council acknowledges the detrimental impact that racism has on our residents and community and will establish a Racial Equity Commission to further examine the consequences of racism on public health and propose recommendations for a Racial Equity Plan for the City of Malden.

WHEREAS the 2020 Decennial Census estimates that over 60% of all Malden residents identify as Black, Asian and Pacific Islander, Hispanic, American Indian or multiracial

WHEREAS over 43% of residents are unable to effectively communicate in English which has an impact on their abilities to live healthy and fulfilling lives

WHEREAS last year MHS students and staff issued a petition asking the city to support initiatives and spaces to hold dialogue around issues related to race and instances of racism in their school

WHEREAS Mayor Gary Christenson declared that racism is a public health crisis in the City of Malden

WHEREAS the Massachusetts Attorney General's Office has acknowledged the disproportionate impacts of the COVID-19 pandemic on residents of color and commissioned a report to study racial justice and health equity

WHEREAS racism and racial inequities can cause undue harm to residents' wellbeing, mental health, access to healthcare, jobs, housing, educational attainment, and economic mobility

BE IT RESOLVED that the Malden City Council

- I. Supports the establishment of an ad-hoc Racial Equity Commission who--over the course of 18 months--will develop surveys, conduct focus groups, conduct research and interviews with impacted community members, leaders, and organizations to document the impacts of racism and discrimination, study language access, healthcare, mental health and wellbeing; employment and economic mobility, and educational needs of the city at the municipal level, in the business community, nonprofit and faith-based communities, schools, and beyond
- II. The DEI coordinator will convene the commission; the commission members will decide the chair, Coordinator and further established as follows: Mayor appoints 1 member, the Malden City Council appoints 2 members, that the School Committee appoint 2 members from the student body of MPS, and that the these 5 members nominate 2 additional members.
- III. Desires that the composition of the commission should be as proportionate as possible with the racial demographics of the city as reported by the 2020 US Decennial Census
- IV. Will provide updates to the Mayor and City Council at 6 and 12 month intervals during a public meeting, to be followed by a final report and presentation 18 months after commencement of start of the work.
- V. A DEI Consultant will be hired.

**Paper # 556 of 2021, of which the above is a true copy, passed, December 7, 2021 by the City Council, by yea (10) and nay (0) vote, the City Council consisting of eleven members at their December 7, 2021 meeting.**

**Attest:**

**City Clerk**



**Malden, MA**  
**Date: December 7, 2021**  
**Paper # 555 of 2021**  
**Below is a True Attest copy of same:**

Resolve: That the City Council attend Diversity, Equity and Inclusion training in 2022 facilitated by Bybiose Laroche. Further that the City Council establish a code of ethics and accountability system for all elected officials.

**Paper # 555 of 2021, of which the above is a true copy, passed, December 7, 2021 by the City Council, by yea (10) and nay (0) vote, the City Council consisting of eleven members at their December 7, 2021 meeting.**

**Attest:**

**City Clerk**