

Cuyahoga County Equity Commission Meeting

August 19, 2021, 10:00 AM – 11:00 AM

Cuyahoga County Administrative Building – Committee Room B

2079 East Ninth Street, 4th Floor

Cleveland, OH 44115

Cuyahoga County Equity Commission		
Last Name	First Name	Agency
Burt	Melinda (Lindy)	Public Safety and Justice Services
Drucker	Jesse	Human Resources
Lockett	Lenora	Equity & Inclusion
Herdeg	Paul	Development
Merriman	David	Health and Human Services
Guests		
Miller	Adam	Equity & Inclusion
Nelson-Moore	Andrea	Law
Suber	Tonya	Human Resources
Marshall	Sheba	Human Resources

- I. Welcome
- II. Call to Order (10:04am) – Director David Merriman
 - a. Review & Approval of Minutes
 - Motion to approve made by Director Drucker, seconded by Director Herdeg, minutes approved unanimously
- III. Public Comment
 - There was no public comment.
- IV. Opening Remarks from Equity Commission Members
 - i. Director Herdeg provided update on RFQ for Small Business Assistance Services. The staff has completed the scoring of RFQ and is in the process of notifying vendors of recommended awards (should be completed by next scheduled meeting).
 - ii. Director Burt stated Public Safety and Justice Services has held a series of presentations educating staff on a variety of topics pertaining to equity and inclusion. Director Burt also spoke on the creation of an employee

committee to move the department forward on the same aforementioned topics.

- iii. Director Drucker spoke on the creation of a committee which would meet twice monthly to speak on a variety of diversity related issues as well as the creation of a diversity statement. A brief discussion ensued regarding a pay equity study as well as the possibility of a county wide compensation study. Director Drucker also stated that the employee tuition reimbursement program is on track for a January 1 start date. Tonya Stuber was introduced to attendees. Miss Stuber is the new Human Resources Director of Organizational Employment of Development and Training.
- iv. Director Lockett spoke on effort to increase focus on general equity and inclusion. Director Lockett stated that three new employees were hired in July. In continuing effort of education, these individuals will be attending the American Contract Compliance Association (ACCA) Training Institute at end of August. Classes include topics on equitable employment, Title VI, and implicit bias. The Policies on the SBE/MBE/WBE Programs were submitted to County Council for review. On August 3rd, there was the first of three readings. Training sessions will take place once approved (tentatively for October) for both internal and external partners. Director Lockett stated that discussions actions took place at the August Equity Commission Working Group Meeting related to the GARE survey.
- v. Director Merriman spoke on crucial conversations with Dr. Leon Harris, Sabrina Roberts, and Dept. HHS employees that are taking place over next two weeks to normalize conversations about race and equity. Acknowledgement were also given to Director Herdeg related to a community townhall in the Central Neighborhood. County leadership is continuing initiatives related to investment in communities which have been affected by violence and crimes, etc.

V. Equity Data/Metrics Discussion

- i. Director Lockett discussed the importance of data, how best to disaggregate data, and maximizing resources such as time and labor. Discussed need to revisit what are the critical performance measures, the importance of milestones, and what is the best place to start.
- ii. Discussion ensued on various issues on this topic including: exploring common metrics and overarching topics, the need for standardized templates, parameters on what is expected from departments, how vendor/supplier's workforce are organized, and how the working group could measure the representation of vendors as well as their employees.

- iii. Challenges mentioned on this topic included: setting goals internally for smaller departments without looking at the county as a whole; pay equity/opportunity for advancement; organizations/contractors that are not currently representative of the county that we serve; budget concerns for funding in smaller departments for training and how best to leverage resources.
- iv. It was concluded that it would be best to revisit report which was produced last year and that the working group should be tasked addressing the equity data/metrics topic.

VI. Closing Remarks

- i. Director Herdeg spoke on span of control and influence of real-world outcomes and the need to discuss what the Counties goals are in order to increase equity and inclusion.
- ii. Director Burt spoke on the importance of the working group having conversations with HR to avoid duplication of work.
- iii. Director Drucker spoke on the County organization and how it is bringing about changes that facilitate what is happening in the community at large.
- iv. Director Merriman spoke on how to best partner with minority owned small businesses and how to assist them in their growth.

VII. Adjourn (10:54am)