



CUYAHOGA COUNTY CITIZENS' ADVISORY COUNCIL ON EQUITY

Monday, March 14, 2022

1:30 PM – 3:30 PM

**I. Call to Order**

Nailah K. Byrd called the meeting at 1:38 PM.

**II. Roll Call**

A quorum was present.

In Attendance (In Person)- Eddie Taylor, Heidi Gullett, Habeebah Grimes, Randall McShepard, Rev. Kenneth Chalker, Mayor Annette Blackwell

In Attendance (Virtual)- Stephen Caviness, Jenice Contreras, India Pierce Lee, Marsha Mockabee, LeVine Ross, Yanela Sims, Sheila Wright

Excused Absence- Glen Shumate and Victor Ruiz

**III. Moment of Silence and Reflection**

Clerk Byrd commemorated the contributions of women to our history and culture.

**IV. Public Comment**

There were no public comments submitted via email to [equity@cuyahogacounty.us](mailto:equity@cuyahogacounty.us) since the February 2022 meeting.



## **V. Message from County Executive**

Cuyahoga County Executive Budish announced that the allocation of American Rescue Plan Act (ARPA) dollars will begin this week. He believes the plans for ARPA funds will have a positive impact on equity and inclusion throughout the County.

Member Mockabee asked Executive Budish if the CACE would receive notice of how the ARPA dollars will be spent in advance of a public announcement. Executive Budish explained he is announcing an outline of recommendations subject to Cuyahoga County Council approval.

Executive Budish also shared rental assistance is a priority. Cuyahoga County contributed \$25 million dollars to help County residents remain in their homes and another \$25 million dollars is forthcoming. Additionally, Cuyahoga County applied for a \$100 million dollar grant. The County was awarded \$50 million dollars. These funds are separate from the ARPA funds and are to be used for rental assistance.

Mayor Blackwell inquired about the allocation of the funds. She referenced the word "Cleveland" in the title of the Cleveland Housing Network. Executive Budish confirmed the Cleveland Housing Network is not limited to Cleveland and will allocate funds throughout the County.

## **VI. Update/Message from Chair**

Chair Taylor did not provide an update.

## **VII. New Business**

### **a. Approval of Minutes**

A motion was made by Member Mayor Blackwell and seconded by Member McShepard to approve the previously distributed minutes. There was no discussion. The motion carried without opposition and the minutes were approved.



Immediately after the approval of the minutes, Assistant Law Director Reid Stephen addressed the CACE. Member Yanela Sims previously inquired about the location of the diversity requirements for the County Jail project. The Assistant Law Director shared, the requirements are contained within the RFP/RFP documents. Mr. Stephan added, the requirements for the jail are not posted.

Clerk Byrd shared she is a member of the Justice Center Steering Committee. She reported, while the process is not complete, diversity, equity and inclusion is a consideration.

**b. Case Western Reserve University “Menu of Actions” Food Systems Presentation**

Equitable Quality of Life Subcommittee Chair Randell McShepard introduced Dr. Darcy Freedman from Case Western Reserve University. Dr. Freedman authored the “Menu of Actions for Community Driven Food Systems Change report.” The report details challenges effecting our community including, but not limited to food equity, food justice and food access. Dr. Freedman was joined by Kristen Mikelbank of the Greater Cleveland Foodbank, and Michelle Jackson and Owusua Yamoah from the Case Western Reserve University Swetland Center. The four of them discussed the report and how the findings outlined therein coincide with the equity efforts of Cuyahoga County and the CACE. They also shared statistical data detailing the drastic effects of COVID-19 with respect to food insecurity.

**c. Update from the Alcohol, Drug Addiction and Mental Health Services (ADAMHS) Board of Cuyahoga County**

On February 23, 2022, the ADAMHS Board of Directors voted to reinstate the original “Racism as a Public Health Crisis” resolution language.

Chair Taylor provided a brief update regarding the March 9<sup>th</sup> follow up conversation he and Clerk Byrd had with ADAHMS board Chief Executive Officer Scott Osiecki, Board Chair Rev. Benjamin Gohlstein, Chief of Strategic Initiatives Clare Rosser and Director of Special Projects Starlette Sizemore-Rice.



**d. Update from the Department of Human Resources**

Interim Chief of Human Resources Sheba Marshall provided an overview of a new initiative regarding interviewing practices. She shared the goal is to review interview panels to ensure the panel participants are diverse (race, gender, etc.) and reflective of our community. She firmly believes the people in the interview room must look like the people of the County.

Interim Chief Marshall also provided an update on the County tuition reimbursement program. She stated County Council and the Personnel Review Commission (PRC) are currently examining the program.

Interim Chief Marshall shared there are no changes to the County Diversity Statement.

**e. Update on the RFP for Diversity, Equity and Inclusion Training**

Cuyahoga Community College (Tri-C) was selected as the Diversity, Equity, and Inclusion training vendor for this RFP.

Clerk Byrd stated she was contacted by Marlan Moore who joined the Corporate College team to accelerate County efforts in the areas of Diversity, Equity and Inclusion and is leading and supporting several parts of engagement. Mr. Moore asked Clerk Byrd to share her thoughts on the current state and potential opportunities to integrate diversity and inclusion into the fabric of the County, it's people and policies. Additionally, Mr. Moore also met separately with Chief of Staff Bill Mason and Chief Economic Growth and Opportunity Officer, Matthew Carroll.

Director Lockett shared the Stakeholder Analysis Focus Group meetings began on March 3<sup>rd</sup> and will conclude on March 16<sup>th</sup>. The recommendations from the Corporate College team will be largely based on the feedback received during the meetings.

Cuyahoga County employees under the Executive authority will receive training this year. There are approximately 700 managers and supervisors who will receive training first. The remaining 4,500 employees will begin training in late June. The training is slated to conclude in November 2022.



Subcommittee Chair Gullett asked if there had been any consideration for continued training beyond this year. Director Lockett confirmed ongoing training is being considered.

Additionally, Clerk Byrd shared she, Director Lockett and Interim Director Marshall attend weekly meetings with Tri-C to ensure this initiative continues moving forward.

**f. Update from Department of Equity and Inclusion**

Director Lockett stated although her department was at full capacity with 9 employees in October 2021, today there are two vacancies.

Chair Taylor requested Director Lockett share department metrics (not in the form of an evaluation) at a future CACE meeting.

Director Lockett also stated the department is working on the GARE racial equity survey.

Additionally, Director Lockett added, Executive Budish approved the Equity Zone Map. The Cuyahoga County Department of Development and the Department of Public Works are currently evaluating projects based on scoring of projects in the Equity Zone. The County Planning Commission is also currently collecting data on how the County is making an impact in the zones. The data collected will be analyzed by Director Lockett's department at a later date.

Subcommittee Chair Caviness asked Director Lockett if there was a way to track or provide an analysis of the impact of the Equity Zone projects which may not have been previously awarded. He shared the importance of showing the value in the creation of the Equity Zones. According to Director Lockett, her department will look at the funds awarded for projects in Equity Zones to determine the actual impact. The goal is to examine the amount awarded and the percentage of those funds that directly impacted Equity Zones. However, she suggested her department analyze what has been awarded historically (maybe over the last year) for projects within the Equity Zones and compare that data to what is awarded for current projects in Equity Zones.



**g. Update Cuyahoga County Equity Commission**

The Cuyahoga County Equity Commission has not met since the February CACE meeting. The next Equity Commission meeting is scheduled for March 17, 2022.

**h. Resolution Opposing House Bills 322 and 327**

Based on the limited legislative activity concerning HB 322 and HB 327, nothing new was reported. The bills are still pending in the House.

Member Rev. Chalker asked if the CACE could prepare opponent testimony on both bills. Chair Taylor agreed to revisit this topic after the legislative hearings regarding the bills conclude.

**i. Ohio's New Congressional Districts and Redistricting Update**

The General Assembly drew new maps for the State House Districts. This third map is pending with Supreme Court.

The General Assembly also drew Congressional Maps. The Supreme Court denied the first map and the second map is currently pending with the Supreme Court.

Member Mockabee added Secretary LaRose office has pushed to schedule election dates, despite the unconfirmed maps. She shared this may be a point of advocacy for CACE. Member Mockabee also shared there are two Urban Leagues with seats on Secretary LaRose Diversity Inclusion group. She stated all of the Urban Leagues across the State of Ohio are sending a message of disagreement with Secretary LaRose scheduling election dates at this time.

Chair Taylor again agreed to revisit this matter after the Supreme Court rules.



**j. Systems Mapping Update**

Dr. Hovmand discussed three simulation models. The images of each model were shared with CACE in advance of this meeting. Each model can be changed or updated as CACE learns more on a subject matter.

Subcommittee Chair Dr. Gullett added the first two models were on community health and trauma associated with racism and were created by the core modeling team.

Chair Taylor asked when community organizations can be added to the models so we can better visualize their impact.

Dr. Hovmand responded and shared there could be a community workshop where CACE could rely on community members to share where they believe they could have impact. Dr. Hovmand suggested the workshop as a next step. Chair Taylor agreed.

Dr. Gullett encouraged attendees to use the “QR codes” and interact with the intervention sections of the models.

Chair Taylor asked for the models to be distributed to CACE and also posted to the CACE website with instructions.

**k. Subcommittee Chair Reports**

Chair Taylor met with the CACE Subcommittee Chairs to discuss the re-engagement of subcommittees. A plan to update the full CACE membership on the work of each subcommittee was also discussed.

**i. Criminal Justice Subcommittee**

Subcommittee Chair Pierce-Lee shared the two CACE members who most recently resigned were members of this subcommittee. She would welcome any new members to her subcommittee.



## **ii. Health and Healthcare Subcommittee**

Subcommittee Chair Gullett discussed the Cuyahoga County Community Health Assessment. The assessment is both an evaluation of the work completed over the past three years and a new assessment of the current health issues. By the end of this year, new priorities will be identified. There is expansive data. Once the data is categorized, there will be a series of community forums and focus groups as well as stakeholder interviews. Subcommittee Chair Gullett encouraged CACE members to participate. The goal is to have more collaboration between the hospital systems and the two health departments.

## **iii. Equitable Quality of Life Subcommittee**

Subcommittee Chair McShepard did not have an update, as he yielded his time to the presentation from CWRU.

## **iv. Economic Opportunity Subcommittee**

Subcommittee Chair Caviness shared the subcommittee's current focus is on education. Subcommittee Chair Grimes added there is currently a crisis in education due to the mental health needs of youths and the workforce crisis with adults. She suggests CACE meet with someone in education who is familiar and can speak to these issues.

## **v. Communications Subcommittee**

Subcommittee Chair Grimes shared the committee believes at this point they need an expert's review of the community survey. Subcommittee Chair Gullett agreed to assist and review the survey. The subcommittee is also contacting Dean Anglin from Cleveland State University to request assistance.





Subcommittee Chair Grimes also shared the committee continues to work with Dr. Hovmand on the Youth Toolkit. They would like to identify a community partner who can aid in sharing the toolkit with young people.

Chief Taylor requested input from the CACE members on possible recommendations for new members to this Council. There are some members whose terms will end this summer. This topic will be discussed further during the April 11, 2022 meeting.

m. **GARE Update**

Due to time constraints, Clerk Byrd provided this update via email.

**VIII. Next meeting**

The next meeting will be held on April 11<sup>th</sup>, from 1:30-3:30 PM.

If you are unable to attend any meetings, please contact Clerk Byrd for purposes of ensuring a quorum.

**IX. Adjournment**

The meeting was adjourned at 3:37 PM.