

Cuyahoga County Equity Commission Meeting

10:00 AM – 11:00 AM

Cuyahoga County Administrative Building –Room 5-006

2079 East Ninth Street, 5th Floor

Cleveland, OH 44115

Cuyahoga County Equity Commission		
Last Name	First Name	Agency
Lockett	Lenora	Equity & Inclusion
Murray	Chris	Health and Human Services
Wilson	Jennifer	Equity & Inclusion
Nemastil	Sarah	Human Resources
Guests		
Slayton	Shaunna	Equity & Inclusion
Stella	Anthony	Development
Garber	Julia	Clerk of Court
Timberlake	Renee	Built Environment Collaborate
Miller	Carrie	HFLA of Northeast Ohio

- I. Welcome
- II. Call to Order (10:02 am) – Director Lenora Lockett
 - i. Review & Approval of Minutes
 1. Motion to approve made by Sarah Nemastil, seconded by Chris Murray. Unanimous approval.
- III. Public Comment
 - i. No public comment.
- IV. Opening Remarks from Equity Commission Members
 - i. Anthony Stella stated Development will continue their series of inviting Capital Partners to share how they leverage resources to support small businesses. They are ramping up their use of sales force, so they can track different metrics. They have worked with over 1000 Small Businesses this year, over 800 were Minority and Women Businesses. 3500 hours of technical assistance has been provided.
 - ii. Director Nemastil stated tuition reimbursement will continue for 2026. HR launched a new performance management program; it's a pilot with non-bargaining. Their internal Inclusion Committee hosted a panel discussion in September on the importance of voting.
 - iii. Assistant Director Murray discussed the ongoing implications of H.R.1 and its impacts on SNAP and Medicaid benefits. There are new work mandates of seniors and other populations. The new mandates in conjunction with the shut-down has impacted Job and Family Service operations. County Executive has

launched a partnership with the Greater Cleveland Funders Collaborative. The funders collaborative is going to assist us with making some targeted investments and address some of the administrative burdens that are going to be placed on us. SNAP benefits were partially loaded November 12th; the balances have been loading this week. We have two new partners for our seasonal homeless shelter program; this will allow us to house an additional 80 people that are not in traditional shelters.

- iv. Director Lockett stated her department hosted the Mid-year Equity Summit in May in collaboration with HR and Personnel Review Committee. In July and October, there was a Vendor Fair hosted at Harvard Garage. In August, the Manager's Training was provided. In September, the What's Next program was provided, the topic was Microaggressions Do's and Don'ts. In October, the all-staff Town Hall Training was provided.
- V. Built Environment Collaborative (Renee Timberlake, Director)
 - i. Power Point Attached
- VI. HFLA of Northeast Ohio (Carrie Miller, Executive Director)
 - i. Power Point Attached
- VII. 2026 Meetings will be:
 - i. February 19, 2026
 - ii. May 21, 2026
 - iii. August 20, 2026
 - iv. November 19, 2026
 - 1. Sarah moved to motion the 2026 schedule approval, Chris seconded
- VIII. Closing Remarks –
 - i. Thanks
- IX. Adjourn (11:00am)

Next Meeting: February 19, 2026, at 10am

Recording found on YouTube 2025.11.20 Cuyahoga County Equity Commission

Build Cleveland. Build Your Future.

Powered by Greater Cleveland Works



An Overview of the Built Environment Collaborative

Presented by:

Renée Timberlake

Director of the Built Environment Collaborate

Greater Cleveland Works



BEC Sector Areas of Focus

Construction

- Residential
- Commercial
- New
- Renovation

Infrastructure

- Water and Sewer Management
- Roads and Bridges
- Lakefront Development

Utilities and Maintenance

- Water and Sewer
- Electricity
- Heating and Cooling
- Broadband
- Building Maintenance

Climate Action

- Clean Energy
- Climate Jobs
- Water Jobs (Blue Economy)
- Urban Forestry

Remediation

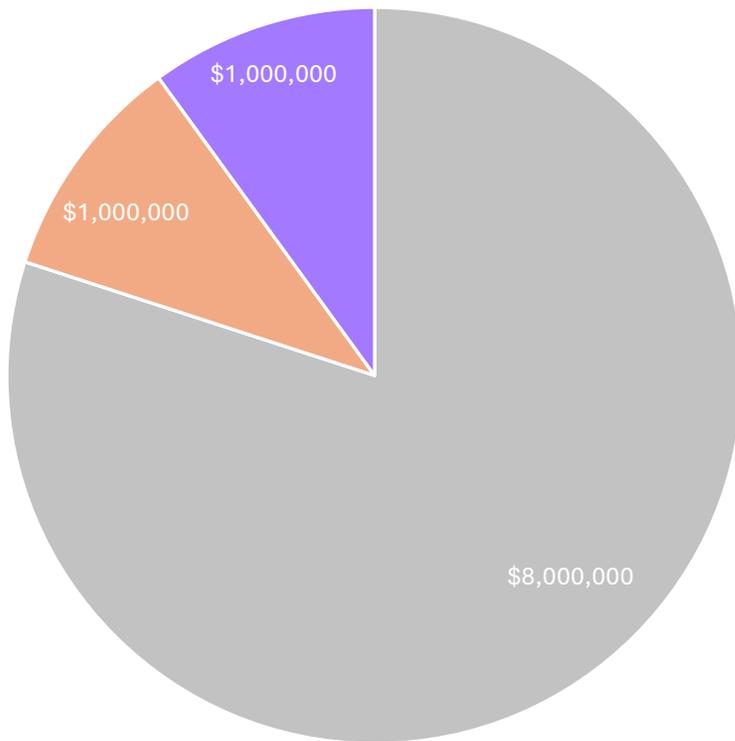
- Lead free Homes
- Brownfield Remediation
- Site Readiness

BEC Key Outcomes

Outcome	Target December 2026	As of June, 2025
People ENROLLED with training providers	3000	1752
Black Clevelanders	65%	62%
Latine Clevelanders	13%	12%
Women	30%	34%
grant-impacted placements	800	369
MBEs connected to capacity-building resources	150	111



The Built Environment Collaborative:

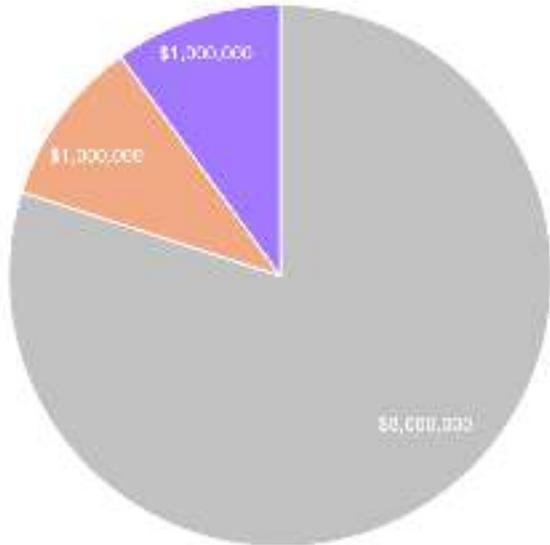


BEC Components

- Program Support
- Minority Business Enterprise Development
- Barrier Removal Fund



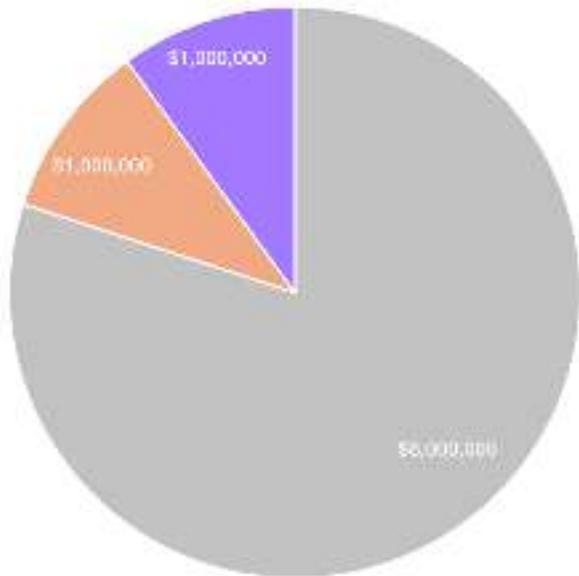
BEC Program Support



Recruitment – Cleveland Neighborhood Progress

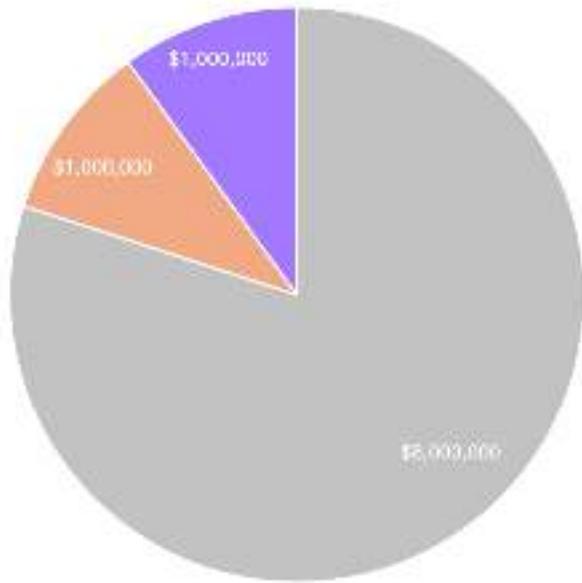
- ACE Mentor Program
- Cleveland Builds – Apprenticeship Readiness Program
- HHW Ohio (Hard Hatted Women) – WISE Pathways
- Rid-All Green Partnership – Urban Forestry and Brownfield Remediation
- Spanish American Committee – Latino Construction Program
- Towards Employment
- Tri-C – Pre Apprenticeship Training and Construction Mngmt Certificate
- Urban League of Greater Cleveland
- Youth Opportunity Unlimited

BEC MBE Development



- Contractor Assistance Association
- Greater Cleveland Partnership
- Urban League of Greater Cleveland

BEC Barrier Removal Fund



- United Labor Agency
- Program participants
- Small MBE owners

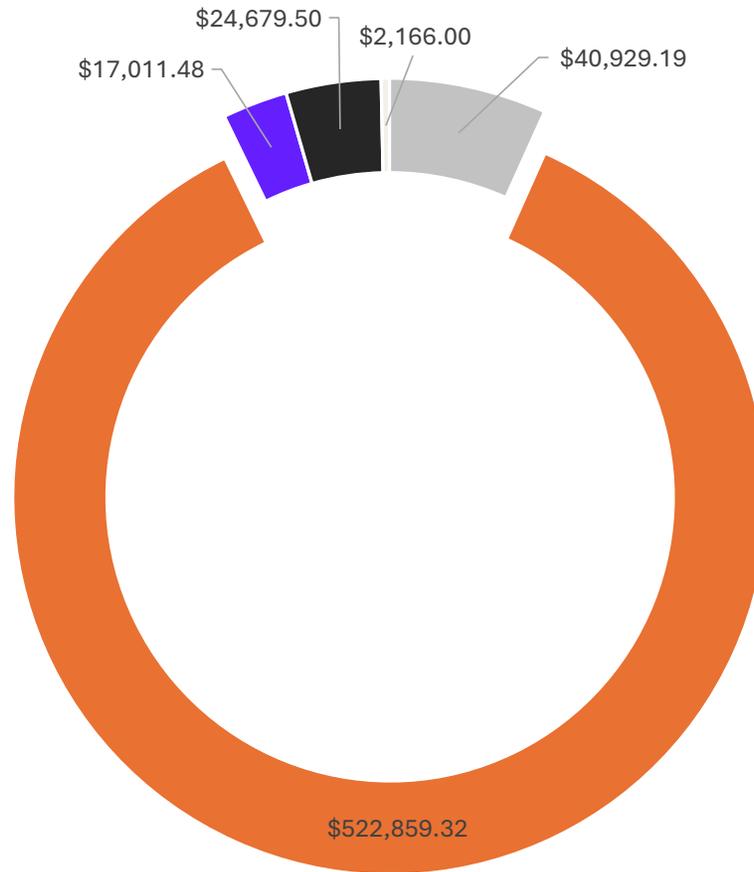
Aligned (not funded) partners

- City of Cleveland (Office of Equal Opportunity)
- Construction Employers Association
- Site Readiness Fund
- CHN Housing Partners
- Cleveland State University
- Holden Arboretum
- Ohio Guidestone – YouthBuild
- Manufacturing Works
- Ohio Department of Job and Family Services

BEC Barrier Removal Fund

There is more to economic stability than having the appropriate training. The barrier removal fund addresses barriers to work through a flexible, minimally-restrictive, and generous approach to financial support.

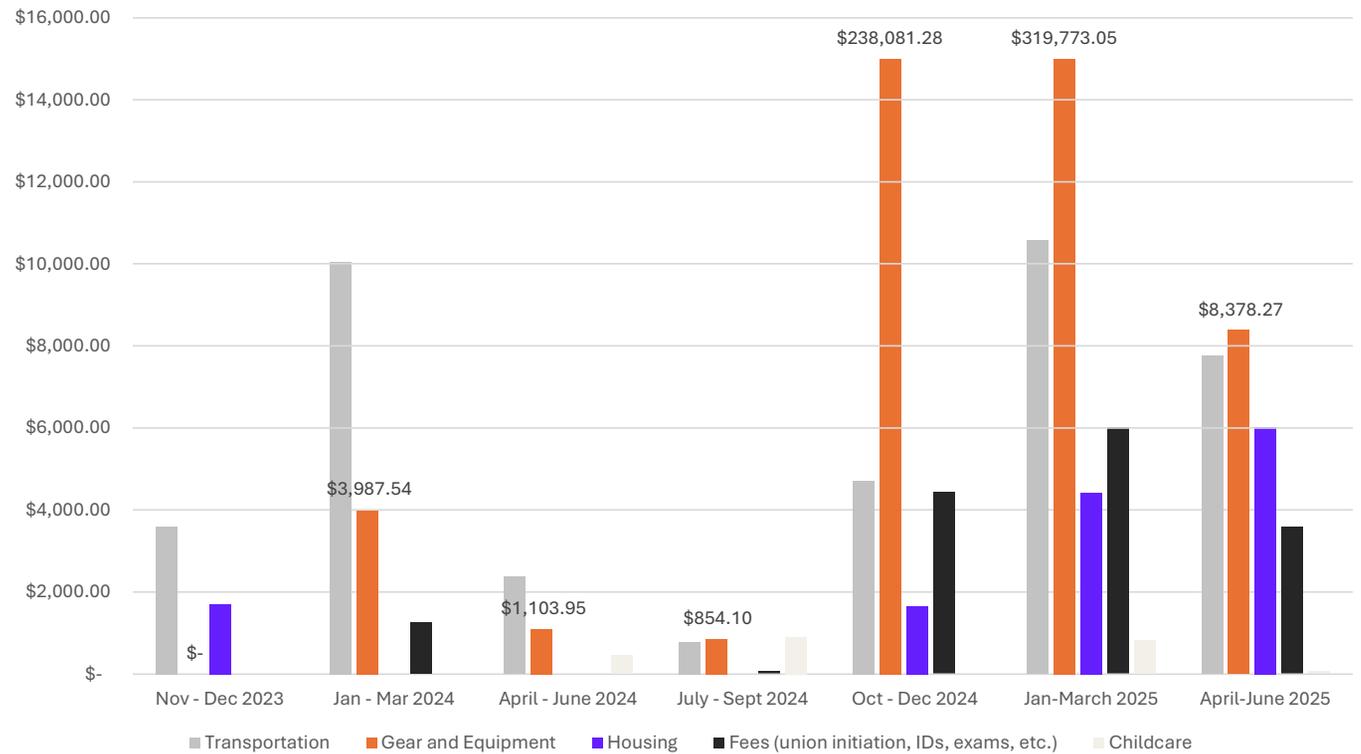
BEC Barrier Removal Fund Expenditures



- Transportation
- Gear and Equipment
- Housing (incl. Utilities)
- Fees (union initiation, IDs, exams, etc.)
- Childcare

Trainee Fund Spending Over Time

BEC Trainee Fund Spending Over Time (November 2023 - May 13, 2025)



BEC Success Stories

Launching individuals and businesses with the necessary building blocks for success.

Courtney

- Justice involved
- Towards Employment
- Cleveland Builds
- Now an apprentice with the Ironworkers Local 17 and Forest City Erectors – has worked on both the Cleveland Clinic Neurological Institute and the Global Peak Performance Center
- Prevailing Wage for ironworkers in Cuyahoga County is \$33.83/hour or \$59.04 with benefits. The salary equivalent is \$122,803.20.



Maurice

- Was working multiple low-paying jobs to support his family.
- Joined Cleveland Builds.
- Is now a second year apprentice with the IBEW (electricians) working for Einheit.

- Prevailing wage for electricians is \$46.63/hour or \$71.55 with benefits. The salary equivalent is \$148,824.00.



Amber Walls Interior

- Small business owner looking to get into development construction.
- Barrier Removal Fund bought start-up equipment, paid off an old insurance debt, covered drivers license reinstatement fees.
- Amber participated in and Completed GCP's Built Strong program.
- She is now able to bid for and take on subcontracts for development projects and is hoping to train and mentor other women.



**How do we expand this program to
County residents?**

Questions?

Contact information:

Renée Timberlake

Renee.Timberlake@jfs.ohio.gov

440-539-0169



Support Programs for Small Business Entities
Minority Small Business Recovery Fund
Update 11/20/2025

NEOHCED



NEOHCED

An empowering force for business development and economic mobility within the Hispanic community of Northeast Ohio, NEOHCED/HBC's mission is deeply rooted in addressing systemic barriers that impede self-sufficiency and job creation. Through a meticulously designed blend of educational and business development initiatives, we are advancing both individual and collective economic well-being across diverse communities in Northeast Ohio.

Serving more than 400 clients annually, HBC has helped create 500+ jobs, 200 new businesses, and facilitated \$18.5 m in startup and growth capital.

NEOHCED

HBC Services:

- Business Consultation
- Customized Financial Needs Assessment
- Entrepreneurial Education
- Networking Events
- Certification Guidance
- Strategic Business Planning
- Dynamic Learning Opportunities

HFLA

HFLA is the 21st century embodiment of the Jewish values in which we were founded, over 120 years ago.

We continue the tradition of providing interest-free loans to residents of Northeast Ohio who need immediate financial assistance or want to invest in their future but cannot afford or do not qualify for commercial credit.

Our loans can prevent someone from entering into a cycle of poverty; help them acclimate to a new country; or invest in themselves and their community.

How It Works

THE LOAN PROCESS

Fill out an application! (www.interestfree.org)



HFLA staff will review



If the loan looks viable, HFLA staff will bring the applicant in for a loan committee. The loan committee is comprised of HFLA Board Members.



The applicant notified within one business day after loan committee about status.



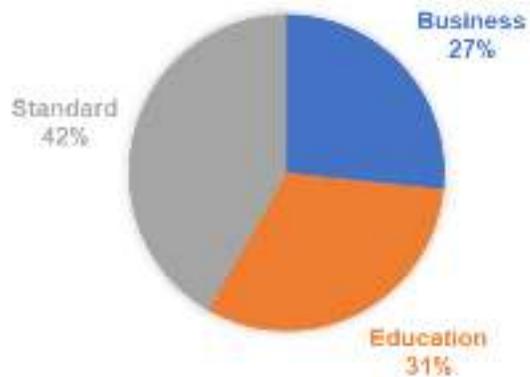
Borrowers will begin making payments in the first month after the loan has been approved.

How it works

Complete the application form	This will include information about the business and personal information. We will pull a credit report on the applicant—not the business.
Business Plan	We do not provide technical assistance and will refer to a SBDC or other program to provide that support. We are largely looking at the plan for the business and the understanding of the environment it will be working in.
Financial Statements	<p><u>We will ask for:</u></p> <ul style="list-style-type: none">-Balance Sheet-12-month Financial Projections-YTD Income Statement-AP/AR Aging-Most recent Bank Statements (2 months, business and personal)-Proof of personal income-Business and personal taxes
Sources and Uses Statement	Where is the money coming from and what is the need? HFLA loans can be used for: rent/utilizes; build out; purchasing inventory; other working capital.

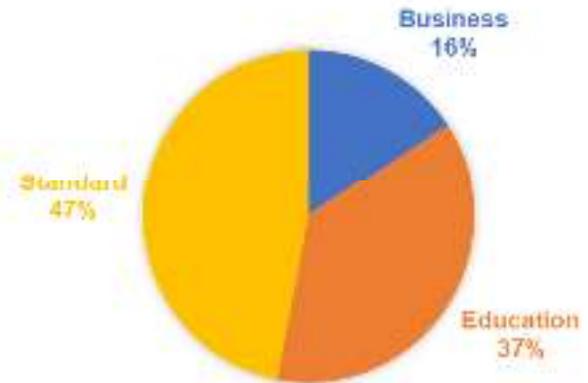
Business Lending as Part of the Whole (*as of 11/1/2025)

TOTAL LENDING \$



Business	\$522,368
Education	\$619,363
Standard	\$816,236
Total \$	\$1,387,610

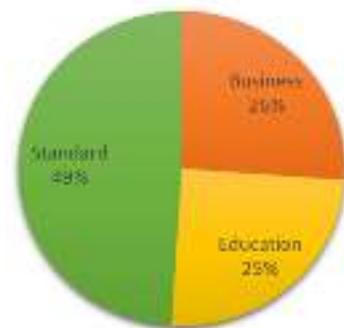
TOTAL LENDING #



Business	36
Education	86
Standard	108
Total #	227

Business Lending Growth

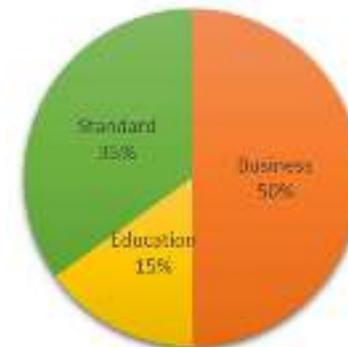
2023 Lending



Business Education Standard

Total Loans 2023	\$324,864
Business	\$85,000
Education	\$80,768
Standard	\$159,096

2024 Lending



Business Education Standard

Total Loans 2024	\$669,862
Business	\$334,500
Education	\$101,331
Standard	\$234,031

Total Loans in 2025: 51
Total Lent in 2025: \$694,437

*As of 11/1/2025

HBC/NEOHCED Apps (over 2024-2025)	14
Approved	9
Denied	5
Total Lent	\$251,703
Amount Repaid	\$39,176
Delinquent Amount	\$1,111

- 49% of the business loans in 2024
 - \$164,500/\$334,500
 - 24% of total lending
- 46% of loans in 2025
 - \$87,203/\$186,803
 - 12% of total lending

CentroVilla Success

Total Sales through 10/31 - \$1,151,538!!

12 individual businesses operating

- 8 Food Businesses
- 4 Retail

→Most businesses have received technical support from HBC, including preparing financial statements and understanding planned operations and revenue potential for projections.

→HBC was present at all Loan Committees and advocated for these businesses throughout HFLA's lending process.

9 Received financing through this program



HFLA

OF NORTHEAST OHIO

interestfree.org