

Cuyahoga County Equity Commission Meeting
 October 15, 2020 10:00 AM – 11:00 AM
 Virtual Zoom Meeting

Cuyahoga County Equity Commission		
Last Name	First Name	Agency
Carter	Theodore	Development
Drucker	Jesse	Human Resources
Lockett	Lenora	Procurement and Diversity
Merriman	David	Health and Human Services
Pellom	Alex	Public Safety and Justice Services
Guests		
Byrd	Nailah	Clerk of Court
Budish	Armond	County Executive
Carroll	Matt	Count Executive Administration
Morales	Cari	Development
Roberts	Sabrina	Health and Human Services
Thomas	Anthony	Health and Human Services
Tkachyk	Catherine	Innovation

- I. Welcome
- II. Call to Order- T. Carter, Co-Chair
- III. Remarks- Commission Members
 - a. Pursuing the membership with the Government Alliance, by the next Equity Meeting our commission should be a member
 - b. Each of the agencies have a focus of internal culture and gaining a better understanding through program and policy review
 - c. Citizens Advisory Council doing outreach through community groups. The Cleveland foundation is sponsoring a virtual community conversation about Racial and Economic equity held on 10/23/2020 11am-12pm; 10/24/20 12pm-1pm; 10/26/2020 7pm-8 pm.
 - d. Partnership with Jobs Ohio- Pilot launched within Cuyahoga County to identify candidates to be hired for up to 700 jobs in Information Technology and Healthcare.
 - e. J. Drucker- Review of the Organizational Self-Assessment tool related to Racial Equity.
 - i. Recommends the tool should be shared across agencies and vendors
 - ii. Begin thinking of ways to deploy the tool across agencies
 - f. D. Merriman- approach taken to have each department take it back to their department to gain as much information as possible from all levels (staff, management, executive Leadership)
 - g. S. Roberts- base draft plan was shared to HHS employees on how REI would move forward
 - i. timeline provided on HHS activities of the last three months including milestone accomplished; committed to make this update quarterly

- ii. resources provided such as podcasts, common definitions, books to gain base understanding of REI
 - iii. Organizational assessment tool sent to HHS directors on 10/1/2020 to gather baseline data to begin
 - iv. Next phase is to bring more of the HHS workforce into the discussion
 - IV. Review & Approval of Minutes
 - a. Meeting notes have been approved
 - V. Review & Approval of Bylaws- A. Pellom & L. Lockett
 - i. Cleaned up conflict of interest statement reflecting to the code of ethics for Cuyahoga County
 - ii. discussed the Clerk position to provide duties of the Clerk Position.
 - iii. Discussion of review frequency of the bylaws possibly 3 years or five years in case of leadership change.
 - iv. Motion to adopt and Approve the Revised Bylaws
 - 1. Bylaws have been adopted
 - VI. Working Group Updates- C. Morales
 - a. Workplan-
 - i. Equity Commission Working Group meetings held 10/1/2020 & 10/13/2020
 - 1. Working examining best approach in each agency, and identifying milestones
 - a. REI training has been identified as a starting point within the Working Group.
 - b. Similar message coming from Executive Leadership pertaining to REI
 - c. Equity Commission Working Groups are held bi-weekly monthly
 - d. Next meeting scheduled 10/29/2020
 - e. Explore Creativity ways to fund REI training for all Cuyahoga County employees.
 - ii. Equity Report Outline-
 - 1. One-page document of what the final should reflect inclusive of both qualitative and quantitative data.
 - 2. Motion to adopt equity Report with revision(s); Motion accepted
- VII. Citizens advisory council Update
 - a. Held a public 9/25/2020
 - b. Hosting virtual community conversations center around experiences with racial discrimination
 - c. community conversation about Racial and Economic equity held 10/23/2020 11am-12pm; 10/24/20 12pm-1pm; 10/26/2020 7pm-8 pm
 - d. Registration can be found at Cuyahogacounty.us/fightracism
 - e. Identified 4 major focus areas for subcommittees
 - i. Criminal justice
 - ii. Healthcare
 - iii. Economic opportunity
 - iv. Equitable quality of life

- v. Subcommittee members and chairs have been identified
- VIII. Executive Budish Closing remarks
 - i. Thanks for the work going on with Rei and stressed the importance of how important it is to the County of Cuyahoga.
- IX. Adjourn