

Cuyahoga County Equity Commission Meeting
 February 18, 2021 10:00 AM – 11:00 AM
 Virtual Zoom Meeting

Cuyahoga County Equity Commission		
Last Name	First Name	Agency
Drucker	Jesse	Human Resources
Lockett	Lenora	Procurement and Diversity
Carter	Ted	Development
Merriman	David	Health and Human Services
Pellom	Alex	Public Safety and Justice Services
Guests		
Budish	Armond	Count Executive
Morales	Cari	Development
Carroll	Matt	Count Executive Administration
Harris	Leon	Health and Human Services
Roberts	Sabrina	Health and Human Services
Harris	Leon	Health and Human Services
Byrd	Nailah	Clerk of Courts
Daniels	Marisha	Communications

- I. Welcome
 - a. Review & Approval of Minutes
 - i. Motion to accept minutes by Director Merriman
 - ii. Seconded by Director Pellom
 - b. Remarks from County Executive
 - i. Working through the creation of a Diversity Office
 - ii. County Council will have many questions regarding this initiative and encourages the commission to think through who will be prepared to respond
- II. Call to Order – Director Ted Carter, Co-chair
 - a. Remarks from the Equity Commissioners
 - i. Director Carter – There needs to be intentionality to encourage culture change. Training will be executed by the end of March and applauds departments for normalizing these important conversations
 - ii. Director Lockett – This is just the beginning of the hard work that needs to change the culture to create impact
 - iii. Director Merriman – takes a moment to thank the Steering Committee at Health and Human Services and, specifically, Dr. Leon Harris and Ms. Sabrina Roberts. He is impressed with how long we have come, but we need to continue to move with urgency. At the same time, we should be cautious about jumping to conclusions.

- iv. Director Pellom – The equity reports is a beginning first step. Has shared an equity training opportunity with the fire chiefs as a step to advance our work.
- v. Director Drucker – This is a true opportunity to change the culture and be a leader. It shows that the County is moving toward being a learning community and being at the forefront of this.
- vi. Director Carter – acknowledges all the hard work done by Ms. Morales, Health and Human Services, and the County Exec

III. Timeline for Equity Commission and Working Group

- a. Equity Commission to meet once a month, every third Thursday
- b. Director Merriman – Supports the recommendation of monthly meetings and cautious the use of public funds for County leaders to get together
- c. Director Pellom – what is the cadence of the working group?
- d. Director Carter – possibly have the working group meet at a minimum of once between equity commission meetings
- e. Director Merriman – recommends monthly meetings for Working Group
- f. Director Drucker – recommends two weeks before the Equity Commission Meeting
- g. Motion to adopt recommendations on the meeting cadence made by Director Carter. Motion carries
- h. Director Carter – reminds the public that the reports from the Equity Commission and the Citizens Advisory Council on Equity can be found at www.cuyahogacounty.us/fightracism
- i. Ms. Morales
 - i. RFP is being issued in the next several weeks and will be moving along the procurement process here at the County thank to the Office of Innovation
 - ii. Connected with the Office of African American Affairs in Milwaukee County and is hoping to invite them to speak to the working group
 - iii. Working Group has been working hard to implement their plans in their respective organizations
- j. Director Carter – The Equity Commission will be working with the Citizens Advisory Council on Equity to develop an Equity Fund.
- k. Director Lockett – There needs to a deeper dive into the recommendations made by CACE and the Equity Commission to see how and when we can implement them. The ability to identify short and long-term recommendations is essential.
- l. Director Merriman – Everyone should commit to the county-wide training as a bare minimum but encourages other departments to explore what more they can do
- m. Director Pellom – Agrees with Director Merriman and sees the equity training as a baseline. Could we possibly get a template or a toolkit to start a conversation within the different county departments simply

- n. Director Carter – will be working with Ms. Morales to use the GARE network to find a template
 - o. Director Merriman – we should start with what we need to do
 - p. Director Drucker – compliment Dr. Tkachyk and her work. The RFP reflects exactly what we are trying to accomplish. Agrees with Director Pellom regarding a potential toolkit
 - q. Director Carter – Reminds the public that the focus of the equity commission's work is on Racial Equity and acknowledges that equity encompasses other things like gender equity, economic equity, and geographic equity.
 - r. Director Pellom – sometimes the application of training is missing
- IV. Next Steps
- a. Next Equity Commission Meeting is scheduled for March 18th
- V. Closing Remarks
- a. Director Merriman – the Equity Commission should be available as needed
- VI. Adjourn