

Cuyahoga County Equity Commission Meeting

March 17, 2022, 10:00 AM – 11:00 AM

Cuyahoga County Administrative Building – Committee Room B

2079 East Ninth Street, 4<sup>th</sup> Floor

Cleveland, OH 44115

Cuyahoga County Equity Commission		
Last Name	First Name	Agency
Lockett	Lenora	Equity & Inclusion
Johnson	Vaughn	Development
Marshall	Sheba	Human Resources
Merriman	David	Health and Human Services
Burt	Melinda (Lindy)	Public Safety and Justice Services
Guests		
Sinclair	Tyler	Communications
Miller	Adam	Equity & Inclusion

- I. Welcome
- II. Call to Order (10:02 am) – Director, David Merriman
  - a. Review & Approval of Minutes
    - Motion to approve made by Interim Director Burt, seconded by Deputy Director Johnson, minutes approved.
- III. Public Comment
  - There was no public comment.
- IV. Opening Remarks from Equity Commission Members
  - i. Interim Director Burt stated that the Public Safety and Justice Services employee committee continues to meet on a monthly basis. During the last meeting, Interim Director Burt took notes from employees for the stakeholder’s analysis meeting. She stated that she is looking forward to how the content of the stakeholder meeting would be incorporated into the County training program.
  - ii. Deputy Director Johnson spoke on Development’s work regarding internal equity. Work is proceeding with Kathy Jackson on building three (3) different teams regarding internal equity training. During the economic planning committee held last week, a resolution was approved

for grants which totaled \$3 million for small business' which will be used primarily for minority business enterprises and the businesses that support them. This work is critically important as it provides technical assistance, as well as micro-lending. Lastly, Deputy Director Johnson, provided an update on the work being conducted for the City of East Cleveland in identifying financial institution opportunities. Mr. Johnson held a virtual meeting with Mayor King and staff on updates concerning the three (3) credit unions who are looking to expand into East Cleveland.

- iii. Director David Merriman shared updates for the Department of Health and Human Services. Last week an RFP for housing needs across the population was closed. Director Merriman expressed his excitement regarding a number of additional RFP's concerning a variety of broad social issues. Some of these may be funded utilizing ARPA funding, where others might use levy or future funding opportunities. Director Merriman spoke on the need of pulling in subject content experts from a variety of areas. Names of individuals who may wish to work on a variety of subjects such as Housing can be forwarded to Director Merriman. There are an additional three (3) RFP's which were not included in the forecast that was published by DEI: 1) HHS is looking to release an RFP for emergency childcare sometime next week for a total of \$1 million in ARPA funding which was approved by the County Executive and County Council. This would assist in creating a source of temporary housing opportunities for children who are brought to HHS, where it can take a day to place them. 2) Within one (1) to two (2) months, an RFP for a Youth Diversion Service program in conjunction with Justice Services and Juvenile Courts will be issued. More information regarding this program is forthcoming. 3) The last RFP is a Pay for Success program, where the County will work closely with the Ohio Department of Higher Education, as well as the Adjunct General's Office. This RFP will present an opportunity for a provider to propose services utilizing outside investments. If successful, the County will reimburse expenses. The goal of this RFP is to address issues of systemic racism for minority Ohio National Guardsman who are looking to enter college or a training program. Director Merriman stated that this would provide an opportunity for the Equity Commission as well as the Citizens Advisory Council on Equity to assist in the creation of goals as well as the management of this RFP. Finally, Director Merriman spoke on the possibility of posting for the position of Division of Contract Administration and Performance to replace Paul Porter who was nominated to become the Director of the Department of Purchasing. The confirmation hearing for Mr. Porter was be scheduled for the following Monday.

- iv. Director Marshall spoke on the continued internal HR/DEI Steering Committee work which meets on a bi-weekly basis related to issues in Human Resources and focusing on how HR can collaboratively work with outside departments/agencies. One of the key aspects of this committee is looking at the County's interviewing process and who makes up the interview committee. Director Marshall also discussed the Divine 9 presentation for Black History Month. Human Resources has started work on a Women in Leadership program where individuals can share stories about the women in their lives and highlight women and the roles they play.
- v. Director Lockett spoke on the Equity Zones Map which was approved by Executive Budish on February 15. Since map was approved, several departments have started utilizing this map.: the Planning Commission (Tree Canopy Program), the Department of Development (CDBG Municipal Grant Program), and the Department of Public Works (County Road 50/50 program). Director Lockett spoke on work being conducted on the Equity Scorecard and Equity Assessment Tools. The initial date of completion was estimated for March; however, these projects are now on track for completion in April. Finally, Director Lockett spoke on work being done on the GARE survey. The data agreement is in the final stages before it would go for approval with the Board of Control. The timeline for the survey is late April or early May. In response to questions from Director Merriman and Interim Director Burt, Director Lockett stated that the specifics on the Equity Zone Policy and map could be located on the Department of Equity and Inclusion's homepage.
- vi. Deputy Director Johnson stated that he believes it would be beneficial to have a presentation about the Equity Zone policy at one of the departmental meetings between Development and DEI.
- vii. Director Merriman suggested that several areas could meet with Director Lockett at one time, concerning the Equity Zone Policy in the interest of time and resources.

V. College Now Mentoring Program (Madeline Rife, Director of the Mentoring Program)

- i. Madeline Rife, Director of the Mentoring Program for College Now spoke on the specifics of the program as well as the need for mentors for new college students (PowerPoint presentation included as addendum to these meeting minutes).
- ii. Deputy Director Johnson asked if the program supports stackable certifications. Ms. Rife commented that this particular program is geared

to mentoring students who are working on two (2) to four (4) year degrees.

VI. Diversity, Equity, and Inclusion Training- Update

- i. Director Lockett discussed the training program with Tri-C that was approved on January 10<sup>th</sup>. There is a weekly project team that meets to ensure that project is proceeding as it should. The five (5) focus groups as well as the Stakeholders Analysis interviews with County Executive Leadership has been completed. The next step will be to prepare a summary of the recommendations and findings to tailor the training program. The first trainings that will take place for management and above will begin in May and June; late June to early November will be training for remaining County employees. The group is meeting closely with the Communications Department to ensure that all parties are kept informed of the process as well as communicating timelines. There is a large population of County employees who do not have access to County issued laptops and/or PC's. So, alternate locations are being investigated for provided access to the trainings. The goal is to have all County employees complete the training.
- ii. Deputy Director Johnson asked if there was a preview of what the training curriculum would entail. Director Lockett stated that she could provide the basic RFP, however, the training will be tailored based on the information that was received from the five (5) focus groups and stakeholders analysis interviews.
- iii. Interim Director Burt asked if consideration has taken place regarding essential employees who would not be able to divert their attention during regular working hours due to their job duties (911 operators, corrections officers, etc.). Director Lockett stated that they are planning on having a variety of training times to meet those schedules. Director Lockett requested details on a specific contact person from Interim Director Burt, to assist in addressing any specific concerns for her agency.
- iv. Director Merriman stated that if there is an additional need for assistance, please reach out to assist in projects.

VII. 2022 Equity Commission Objectives

- i. Director Lockett petitioned for a discussion to take place with the Equity Commission on the overarching components of the groups. She spoke on how the past two (2) reports have only included the pilot agencies. One objective of the upcoming DEI trainings is the departments/managers will determine a project for their areas. This would provide the perfect opportunity to include non-pilot agencies into the reporting process. A

second objective would be to ensure that all departments and staff are aware of the importance of the upcoming training.

- ii. Director Merriman stated that he was unclear if the DEI training would be mandatory this first year due to previous discussion regarding essential employees and their ability to access it. A discussion needs to take place if this be mandated or voluntary. Director Merriman also stated his concern with regards to how much equity has taken place regarding the COVID-19 funding via the \$240 million allocations. He asked that this be elevated and included on the agenda for the next meeting.

#### VIII. Closing Remarks

- i. Director Lockett stated that she is excited and ready for all upcoming projects and that she welcomes input from all areas.
- ii. Director Marshall stated that she has enjoyed working with Director Lockett and is looking forward to the upcoming training.
- iii. Deputy Director Johnson stated that he is encouraged by all the work that is being done, and how individuals are taking a proactive approach and not just reacting.
- iv. Interim Director Burt stated that she is excited about the work being done regarding the survey and that is occurring soon so that staff feel as if they have a voice and so leadership can be made aware of areas of concern. She stated that she was glad to hear that Communications is part of the conversation so all involved know of what is occurring in the County.
- v. Director Merriman wished to acknowledge all of the work that Human Resources is doing regarding open vacancies. He also wished to express how much he values hearing from each department and the work that each area is doing.

#### IX. Adjourn (11:03 am)

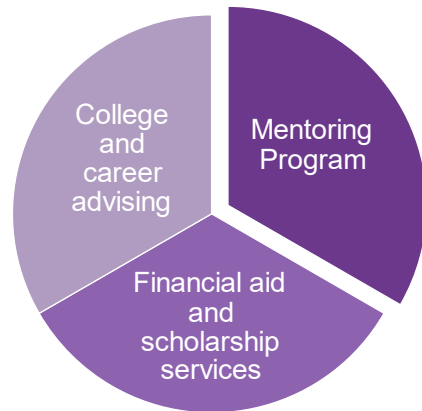
*Next Scheduled Meeting: May 19, 2022 @ 10:00am*



# The College Now Mentoring Program

## Who is College Now?

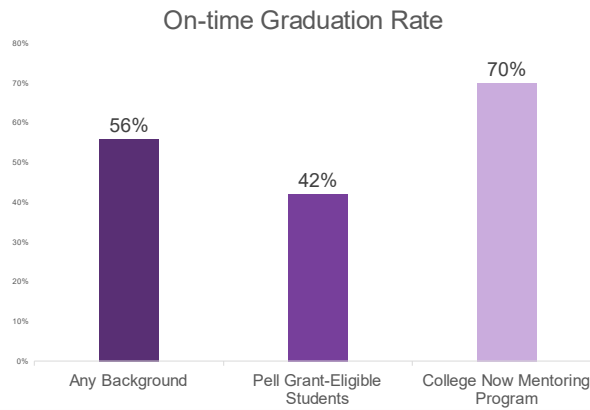
College Now's mission is to increase postsecondary educational attainment through:



# Changing the Calculus



# Mentoring to Graduation



## How it Works

- Program is currently 1,700 students
- Multi-year match
- Structure of the program:
  - Matched with one student
  - Messaging: **two messages per month** via online platform
  - Meetings: **pairs meet three times** per academic year



College Now  
Greater Cleveland

## Program Outcomes



### Student success

*70% of students who were mentored graduated on time*



### Regional impacts

*NEO is the real winner!*



### Mentor development

*Improve your **skills** and expand your **network**, while **paying it forward***



College Now  
Greater Cleveland



# YOU are needed!



## Next Steps



- Apply by **April 1<sup>st</sup>** at: [http://collegenowgc.org/become -a-mentor](http://collegenowgc.org/become-a-mentor)
- Have a **30-minute phone interview** with College Now staff
- Attend a **90-minute virtual orientation**
- Be **matched** in the program over the summer





# The College Now Mentoring Program

Be someone who matters to someone who matters.

Join a network of over 2,000 like-minded individuals helping the next generation realize their dreams and succeed in their college journeys.

The College Now Mentoring Program is your opportunity to give back to the community - and to do so virtually from your own home.

All you need is a college degree and access to the internet.

Apply at [www.collegenowgc.org/become-a-mentor](http://www.collegenowgc.org/become-a-mentor) or contact

Madeline Rife, Senior Director of the Mentoring Program, at [mrife@collegenowgc.org](mailto:mrife@collegenowgc.org) or 216.635.0163.

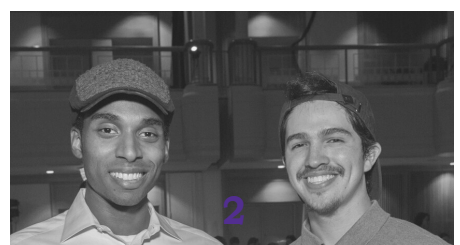
Applications are due April 1, 2022, to be matched with a freshman college student during summer 2022.



2  
**EMAILS PER MONTH**



3  
**MEETINGS PER YEAR**



2  
**LIVES CHANGED**