



Cuyahoga County
Together We Thrive

Department of Equity and
Inclusion – Budget Hearing
(October 2021)

Lenora M. Lockett, P.E., M.B.A. - Director

Budget Overview

- Brief Overview of 2022-2023 Biennial Budget

FS100205 - Equity & Inclusion			
010	Personnel	888,930	909,334
020	Other Expenditures	580,100	580,100
Equity & Inclusion Total		1,469,030	1,489,434

- Other Expenditures:
 - Contractual Services (B2GNow, DEI Training Services for Employees/Leadership)
 - Miscellaneous Expenses (supplies, mail/print chargebacks...)
 - Training/Conferences/Travel (mileage and expenses related to onsite visits/outreach/preproposal meetings, attendance at conferences and seminars)
 - Memberships (ACCA & GARE)
- Any significant budget reductions or elimination of existing programs, initiatives, or services included in your 2022-2023 recommended budget from your previous biennial budget: *No – N/A new department*
- Any initiatives or increased expenditures that were not part of your 2020-2021 budget, but are included in your recommended 2022-2023 biennial budget: *No – N/A new department*
- Any issues or concerns with your 2022-2023 recommended budget and/or additional funding requests you would like Council to consider that are not already included in your recommended budget: *No issues or concerns*



Overview

- The Department of Equity and Inclusion (DEI) is part of the Fiscal Office. The Fiscal Office is led by the Fiscal Officer (Michael W. Chambers, Fiscal Officer). The Fiscal Office is under the authority of the County Executive (County Executive Armond Budish)
- Pertinent legislation for the creation of the Department of Equity and Inclusion:
 - Ordinance No. O2021-0007
 - Ordinance No. O2021-0008



Overview of County Code Requirements

- The Department of Equity and Inclusion shall be responsible for enhancing equity in program and policy development within County government by coordinating with the County Equity Commission, the Citizens Advisory Council on Equity, and the various departments under the jurisdiction of the County Executive. The Department's duties shall include, without limitation, the following:
 1. increasing participation of minority- and women-owned business enterprises (MWBE) in County contracting and purchasing opportunities;
 2. working with the Office of Innovation and Performance, develop metrics and reports regarding whether County agencies meet or exceed their MWBE contracting goals;
 3. working with the Human Resources Department, develop and implement programs, training, and assessment to build a culture of equity with respect to race, gender and sexual orientation throughout County government, including in hiring and promotion;
 4. serving as an ombudsman to accept and evaluate inquiries and complaints from the general public with regard to implementation of the County's equity initiatives and to coordinate and facilitate community input.



Overview of County Code Requirements

- The County Department of Equity and Inclusion shall conduct a Disparity Study and, if required by law, shall validate update the Disparity Study every five (5) years thereafter. All such studies shall be designed to meet the legal standards established by court rulings with respect to the constitutionality of programs designed to encourage greater participation of women and minorities in our economy.
 - A. The Department of Equity and Inclusion, in consultation with the County Equity Commission and the Citizen's Advisory Council on Equity, shall evaluate the recommendations of the Disparity Study and provide advice to the Executive regarding the implementation of said recommendations, if any.
 - B. The Department of Equity and Inclusion, in consultation with the County Equity Commission and the Citizen's Advisory Council on Equity, shall monitor the effectiveness of the implemented recommendations and shall report same to the Executive and Council no less than annually.



Timeline for Upcoming Major Tasks

- Remainder of 2021
 - Complete implementation of the 2020 Disparity Study Recommendations
 - Develop and implement ombudsman process
 - Develop Inaugural DEI Scorecard Criteria
 - Develop Inaugural Equity Assessment Tool for use in decision making
 - Equity Zone Policy
 - Finalize Award/hiring of consultant to provide diversity, equity, and inclusion training to county employees and department leadership
 - Draft 2022 Equity Report
- 2022 - 2023
 - Finalize and issue 2022 Equity Report
 - Implement DEI Scorecard and provide training to departments
 - Diversity, equity, and inclusion training provided by consultant (oversight by DEI/HR)
 - Work with HR to develop ongoing plan for diversity, equity and inclusion training for staff/leadership
 - Work with Communications to develop/implement communication plan
 - Finalize and issue 2023 Equity Report (January 2023)
 - Initiate consultant hiring process for next Disparity Study (mid-2023)





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