



## CUYAHOGA COUNTY CITIZENS' ADVISORY COUNCIL ON EQUITY

Thursday, June 20, 2024

9 AM – 11 AM

### **I. Call to Order**

Chair Grimes called the meeting to order and welcomed everyone in attendance.

### **II. Roll Call**

A quorum was not present.

In Attendance- Habeebah Grimes, Ronnie Cannon, Rev. Kenneth Chalker, Colleen Cotter, and Glen Shumate.

Excused Absence- Annette Blackwell, Stephen Caviness, Jenice Contreras, Dr. Heidi Gullett, Dr. Charles Modlin, LeVine Ross, Yanela Sims, Eddie Taylor, and Sheila Wright.

### **III. Moment of Silence and Reflection**

Clerk Byrd spoke briefly about the critical work of CACE and the continued efforts to find solutions, create policies, and recommend practices that focus on supporting citizens in our community.

### **IV. Guest Introductions**

MetroHealth Coordinator of Health Equity LaShon Carson attended the meeting. Ms. Carson was joined by two summer interns; Yale University student Makaylah White and Colgate University student Stephanie Syl-Akinwale.



**V. Message from County Executive**

County Executive Ronayne was unable to attend today's meeting; Chief of Staff Erik Janas attended in his absence and provided brief remarks.

**VI. Introduction of Cuyahoga County Justice and Health Equity Officer**

Chair Grimes introduced the new Justice and Health Equity Officer, Laurel Diaz.

In her current role, Ms. Diaz works intimately with County staff and Court stakeholders on the creation of the Central Services Campus. She is currently meeting with various community organizations, specifically those who work in the space of reentry and supporting formerly incarcerated individuals. One of her goals is to ensure the County is embracing community voice throughout the Central Services Campus planning process.

Clerk Byrd shared the Central Services team will give a presentation on the Central Services Campus during the September CACE meeting.

Chair Grimes added it may be helpful for CACE to hear from Bridget Gibbons and Celeste Wainwright from Juvenile Court. Clerk Byrd will invite both to attend and present at the December 2024 CACE Quarterly meeting.

**VII. Update from Chair Grimes**

Chair Grimes thanked Members Caviness, Cotter, Modlin and Wright who all agreed to continue to serve on CACE.

Chair Grimes also shared Member Cotter agreed to serve as Chair of the Justice Subcommittee (formerly known as the Criminal Justice Subcommittee).

All CACE Subcommittees will begin meeting again to reassure the community of the continued work of CACE. These meetings will respect the initiatives and priorities set forth by County Executive, such as the Central Services Campus, the Youth Wellness Center and the Women's Health Commission.



**VIII. Presentation from the Mental Health and Addiction Advocacy Coalition (“MHAC”)**

Chair Grimes introduced Joan Englund, Executive Director of the MHAC.

Ms. Englund’s presentation was on Behavioral Health in Ohio and included a powerpoint presentation which was shared with all in attendance.

Chair Grimes thanked Ms. Englund for attending.

**IX. Update from the Department of Equity and Inclusion**

Senior Contract Compliance Office, Jennifer Wilson attended the meeting on behalf of Director Lenora Lockett. She provided the following updates:

**1. Equity Commission Updates**

During the last Equity Commission meeting, the following was shared:

- a. The Human Resources Department held the “Can We Talk” panel series, “Disspelling the Myths of the Mind of DEI in the Workplace”. The discussion was focused on the positive impacts of DEI in the workplace.
  
- b. County Council recently appropriated funding from the County’s social impact fund, to contract with a national non-profit to help Ohio National Guardsmen get into, stay in, or complete college or training program.
  
- c. Urban League of Cleveland representative, Tashana Duckworth provided an overview of their minority business program.

The next Equity Commission meeting is August 15<sup>th</sup> at 10 am and will be streamed on the County’s YouTube page.

**2. Department of Equity and Inclusion Updates**

The first Vendor Fair was held on April 11, 2024 and the next one is scheduled for July 18<sup>th</sup>, 2024.



DEI held a Kaizan event in April.

On May 16<sup>th</sup> DEI hosted a Poverty Simulation for approximately 80 County employee participants.

The Mid-Year Equity Summit was held virtually on June 13<sup>th</sup>. During the Summit, the equity scorecard was reviewed. The next score card will be released in 2025.

Clerk Byrd asked La'Tia Adams to share the DEI scorecard with the CACE membership.

Member Shumate asked Chief of Staff Janas for his observations and thoughts on the County's DEI efforts.

Chief of Staff Janas responded the County is working hard to be intentional to ensure employee representation is reflective of the diverse population we serve. The County is also working to ensure a more standardized and formalized evaluation process across the County is utilized.

Clerk Byrd shared the scorecard for the Clerk of Courts office includes metrics directly related to departmental diversity, including senior leadership.

Member Shumate asked about the status of the Disparity Study.

Chief of Staff Janas shared he would be happy to review the details surrounding the status of the Disparity Study.

Member Shumate also stated he believes DEI should be considered in all County Board appointments.

Chair Grimes asked for CACE members to review the dashboard and DEI metrics in preparation for continued conversation about DEI during the next CACE meeting.



**X. Update from the Department of Human Resources**

Cuyahoga County Human Resources Director Sarah Nemastil provided the Human Resource updates.

Director Nemastil stated a new Civil treatment program was implemented across the County to help leaders and employees work together to correct uncivil behavior in the workplace. To date, 427 County leaders have completed the training. County wide employee training on the topic will begin in July.

Director Nemastil shared she, Chief of Staff Janas, Clerk Byrd, County Sheriff Pretel and County Deputy Chiefs participated in DEI Executive Coaching sessions with Nationally recognized DEI consultant, Dr. Marlon Moore. The sessions were focused on using data and metrics to strategically identify County diversity objectives and goals.

The County's Organizational Employee Development (OED) team is working to reestablish participation in Cleveland State University's Certified Public Manager Program and Leadership Academy. Director Nemastil said the purpose of the academy is to further develop mid-level managers. There are 16 participants in the leadership academy and 7 participants in the Public Manager Program.

The County is continuing to encourage participation in the tuition assistance program. There are currently 40 employees participating; 27 employees are enrolled at Cleveland State University, 6 at Baldwin Wallace University and 7 at Cuyahoga Community College.

Director Nemastil stated the procurement for the text analyzer software discussed during a prior CACE meeting is progressing. The text software can be used to review job postings and descriptions to ensure inclusive, unbiased, and gender- neutral language is included. The software will be utilized by the Department of Human



Resources, the Department of Equity and Inclusion, and the Personnel Review Commission.

The County is also working with consultants on a pay equity study to address peer equity and compression issues for non-bargaining staff. The County hopes to reevaluate its compensation philosophy to ensure transparency.

HR Manager Kimberley Coleman shared there are efforts to establish recruitment plans and build relationships with various organizations and community partners. Additionally, Human Resources is working with College Now to establish a mentorship program.

Ms. Coleman shared Chief of Staff Janas and Director Nemastil are working on establishing a County employee volunteer program in an effort to give back to the community.

The next “Can We Talk” conversation will be held on Friday, June 28, 2024 at 10 am. The topic is “ We are better together- A panel discussion about Pride Month.” Ms. Coleman will forward the link to La’Tia Adams to share with CACE.

#### **XI. GARE Update**

Due to time constraints, the GARE update was provided via email.

#### **XII. Adjournment**

The next meeting is September 25, 2024 at 3pm.

The CACE meeting adjourned at 11:05 am.