



AGENDA

CUYAHOGA COUNTY CITIZENS' ADVISORY COUNCIL ON EQUITY

Monday November 2, 2020

1:00 PM – 3:00 PM

I. Call to Order

Nailah K. Byrd called the meeting to order at 1:02pm.

II. Roll Call

Present – Ken Chalker, Eddie Taylor, Victor Ruiz, Heidi Gullett, Phyllis Seven Harris, LeVine Ross, Stephen Caviness, Habeebah Rasheed Grimes, India Lee, Danielle Sydnor, Josh Caruso, Randell McShepard, Marsha Mockabee, Yanela Sims, and Jenice Contreras. Quorum present.

Excused absent – Cordell Stokes, Sheila Wright

III. Moment of Silence and Reflection

A moment of silence and reflection was held for Terra Nolden, a 36-year-old African American mother from East Cleveland, who was killed by a car while walking to a nearby hospital. Previously there was a traffic light at the deadly intersection in which she was killed, but ODOT removed the traffic light in November 2019. Ms. Nolden's death was attributable to a lack of infrastructure resources in predominantly Black neighborhoods.

An additional moment of silece was held to offer condolences to Member Mockabee on the recent loss of her beloved husband, Deacon James F. Mockabee. Deacon Mockabee was not only a leader in the faith community, but also a Purple Heart veteran who served as a peer support advocate for the Post Traumatic Stress Disorder Group with the Cleveland VA Medical Center. Additionally, Deacon Mockabee supported his wife's work with the Urban League as an active Urban Leaguer and attended national conferences and events all over the county.

IV. Public Comment

Numerous comments were submitted to equity@cuyahogacounty.us prior to the meeting. The comments were forwarded to the CACE members for review, and Ms. Byrd's staff acknowledged receipt of each comment.



V. Message from County Executive

Executive Budish thanked the CACE for putting a lot of work into a very important effort. He reminded the members the charge of CACE is to engage residents in conversations around racism. The CACE, working with the Cleveland Foundation and using Common Ground platform, were able to host three separate facilitated conversations. The conversations were impactful and meaningful. The Executive advised he looks forward to the report and other ways of community input.

Executive Budish further lauded the CACE for working hard to interview leaders in County government and partners to better understand issues of diversity and equity in the County. He stated, “If we’re going to get this right, we need to get the right input and the right data to make meaningful change.”

VI. Update/Message from Chair

Chair Taylor thanked the CACE members, Executive Budish, Ms. Byrd, and Ms. Wing. He advised he would like to save as much time as possible for new business and subcommittee reports. He further reminded the CACE of the report due in December.

VII. Unfinished Business

a. Governance Update from Cuyahoga County Department of Law

Ms. Andrea Nelson-Moore, Assistant Law Director, is now the legal liaison for the CACE.

Ms. Nelson Moore is a lifelong resident of Cuyahoga County and a dedicated public servant. Ms. Nelson Moore is a graduate of Cleveland Heights High School, Baldwin Wallace College, and Cleveland Marshall College of Law, and currently is in her twenty first year of legal practice. She has been an Assistant Law Director with the County Law Department for three (3) years. She is a member of the Litigation, Open Meetings/Public Records and Constitutional/Charter/Statutory Issues Practice Groups.

Ms. Nelson Moore’s professional experiences include service as a former Assistant Prosecuting Attorney for the Cuyahoga County Prosecutors Criminal Division, Staff Attorney for Cuyahoga County Common Pleas Court, Criminal Defense Attorney, Deputy Inspector General for Cuyahoga County, and Fair Housing Coordinator for the City of Cleveland.



i. Councilmember Terms

County Council amended the CACE enacting legislation. The enacting legislation originally stated the CACE would be appointed once every five years with members' terms expiring after one year.

The newest ordinance, passed on Tuesday, October 27th, includes language more consistent with County Council and the Executive's intent for addressing ongoing equity issues. There are now staggered terms – 5 members will serve 1-year terms; 5 members will serve 2-year terms; 5 members will serve 3-year terms. Council's appointees will serve 3 years.

Chair Taylor advised that 1-year appointments can be re-appointed. Chair Taylor asked if members serving 3-year terms could be re-appointed.

Ms. Nelson-Moore does not have the answer but will research and follow-up with Ms. Byrd.

Executive Budish advised the assignment of CACE members to terms was random, and everyone on the CACE is valued.

ii. Bylaws

Ms. Nelson-Moore worked with Ms. Byrd and her Chief of Staff on bylaws and hoped to have a copy circulated for review a few weeks ago, but conflicting legislation language caused delay.

As the legislative language has now been clarified, the bylaws will be forwarded to the CACE for review.

Chair Taylor asked if the bylaws can be voted on outside of the CACE meeting. The Assistant Law Director will research that question and forward an answer to Ms. Byrd.

Member Sims would like to read the finalized document before ratifying.



iii. Public Meeting Requirements

Ms. Nelson-Moore advised the ORC requires members of a public body to be present in person at a meeting and to have the meeting be open to the public for it to be considered a “public meeting.” However, the General Assembly may address and change the physical meeting requirements.

She further advised House Bill 197 permits public bodies to have virtual meetings. Members are not required to be physically present as long as there is a means to provide the public access to the meetings.

CACE is permitted to continue to meet virtually until the Public Health Emergency is rescinded or until December 1 (unless the General Assembly and Governor acts to extend deadline).

VIII. New Business

a. Subcommittee Chair Reports

i. Communications Subcommittee

1. Community Conversations

Ms. Byrd provided statistics on the CACE Community Conversations. Since the Council’s last public meeting, the CACE held three community conversations to gather feedback from the public regarding structural racism. The events were held on Friday 10/23 from 11 AM – 12:30 PM, Saturday 10/24 from 12:00 – 1:30 PM, and Monday 10/26 from 7:00 – 8:30PM.

Two-hundred-forty-nine (249) people registered Friday; however, unbeknownst to CACE, the day of the meeting, the IT Department at Common Ground made a change to the Zoom account, limiting the participant number to one-hundred (100).

This issue was resolved for subsequent discussion and feedback received from internal/external partners was positive. The small groups allowed for participants to voice their feedback.



There were one-hundred-sixty-one (161) registrants for Saturday with seventy-three (73) registrants attending and two-hundred-nineteen (219) registrants for Monday with eighty-seven (87) attending.

Positive feedback was received regarding group conversations and the number of participants in each room. Low room numbers fostered engaged dialogue and fruitful conversation.

Eighty-percent (80%) of Scribe notes have been received. All scribe notes will be emailed to Member Ruiz to forward to Dean Anglin at Cleveland State University, who has graciously agreed to assist the CACE with data analysis. The Communications Department is gathering the post event survey responses which will also be shared in part with Dean Anglin.

Subcommittee Chair Harris provided an overview of what was learned from the CACE Community Conversations. Many of the individuals on the call were older, so the CACE may be missing out on the youth voice. The CACE is committed to reaching young people to hear those voices. The CACE has a robust list of organizational partners to connect with and will modify previously-used Community Conversation questions for youth participants.

Member Harris further advised it will be important to be transparent and gather and receive information from the community using the website and multimedia tools.

Member Rasheed-Grimes foresees ongoing information gathering in a continuous way.

Member Ruiz would like to see continuous surveying of the community and focus groups. This is a continuous feedback loop.

Ms. Byrd mentioned having monthly forums and public comment after the report is released to gather input from the community regarding the report.

Member Harris mentioned Townhall meetings to gather input from community members.



Member McShepard spoke to the voluminous public comment received and does not want public comment to be forgotten.

2. Community Outreach Survey

Member Harris spoke to outreach from other agencies such as Legal Aid to offer support. She suggested the CACE website can be used as a mechanism to communicate information to the public and to solicit feedback and suggestions from the public.

Member Ross agreed the website could be used for members of the public to engage with each subcommittee in lieu of face-to-face interaction. Surveys will also be utilized.

Executive Budish hopes there will be recommendations to allow others to comment on what is being proposed (ex: contracting changes).

Member Sims advised the CACE may have to make some people uncomfortable with changes made. The CACE can acknowledge other opinions but must remember the goal.

ii. Equitable Quality of Life Subcommittee

Subcommittee Chair McShepard provided an update. The committee has been quite busy meeting with County leaders, who are being candid and open in owning some shortcomings brought to light. One big takeaway is many of the topics are interconnected. The subcommittee plans to move forward with other interviews based on discussion had in past interviews. Where does the CACE go after speaking with County leadership? What is the next tier?

Chair Taylor asked for a master calendar of the leadership meetings. Ms. Byrd responded Ms. Black currently emails the calendar weekly. If changes or additions are made, it is sent daily.

iii. Criminal Justice Subcommittee

Subcommittee Chair Peirce Lee provided an update. The subcommittee met with various leaders regarding juvenile and adult justice systems. The issue is complex as



there are different policies in each office. There is a desire to move the Bail Project to the next level.

She advised the subcommittee learned from Mark Stanton that 1) many inmates the Bail Project assists should have received personal bonds and 2) most juveniles should not be bound over.

Member Caruso is looking forward to a time to process everything together and agrees with the Bail Project sentiment. It is a labyrinth to navigate the process and the system. Someone like a social worker in a hospital is needed to advocate for people in the criminal justice system.

Member Chalker expressed concern that too many of the judges do not have a backbone. It would be important for CACE to recommend a difference in how judges are elected and/or are serve on the bench.

Member Sydnor asked how the CACE can bring groups together that may have conflicting views.

Member Lee advised the CACE can look at the notes from the subcommittee meetings and find where there is leverage.

Member Caviness asked where the justice system interacts with the workforce.

Member Lee advised some places have racial equity training and others do not. How is that institutionalized across agencies?

iv. Health and Healthcare Subcommittee

Subcommittee Chair Gullett provided an update. She spoke to the critical importance of the interconnectivity of the systems. The systems mapping will help illuminate the bigger picture and illustrate where the connections.

She advised CACE has a sphere of influence at the County level but does not have the ability to make recommendations at State and Federal level. Much of County work is limited by state and federal law. What is the CACE's role in addressing that impact?



She further advised there are many external partners in health which are not in the first round of interviews (ex: 5 hospitals in community). When do we interview those people?

Member Ross spoke to the complexity of the issue of health.

Executive Budish asked CACE to let the County know what is needed. The County can lobby.

v. Economic Opportunity Subcommittee

Subcommittee Chair Caviness provided an update. The subcommittee is scheduling meetings with County leaders.

b. Update from Chair on Coordination with Cuyahoga County Equity Commission

Chair Taylor and Ms. Byrd met with the three cochairs of the County Equity Commission: Office of Procurement and Diversity Director Lenora Lockett, Health and Human Services Director David Merriman, and Chief Economic Development and Business Officer Ted Carter. Chief Economic Growth and Opportunity Officer Matt Carroll and Equity and Economic Program Manager Cari Morales also joined the call.

Chair Taylor provided an update on the CACE's work to date as well as overview of timeline moving forward. The CACE will provide their report to the County Equity Commission for review in accordance with the legislation.

c. Update from Dr. Peter Hovmand re Systems Mapping

Dr. Hovmand provided an update on system's mapping. They advised the system's mapping is like an iceberg metaphor (events <--> patterns over time <--> structure – values, attitudes, norms, and metaphors (mental models).

They further provided a system's mapping timeline of data sources and an introduction to system dynamics convention. There are five major sectors 1) Criminal Justice, 2) Equitable Quality of Life 3) Economic Opportunity, 4) Health and Healthcare, and 5) Perspective Transformation.



Member Gullett also provided a brief overview on The Health Improvement Partnership – Cuyahoga Advancing a Culture of Health and Equity in Cuyahoga County CSII Group Model Building: Phase 1. The work is grounded in Cuyahoga County historical context.

Member Gullett provided an example of system’s mapping in the Health and Healthcare realm.

Ms. Byrd will send Dr. Hovmand’s PowerPoint to the CACE.

d. Update on Report to County Council

Chair Taylor will provide CACE’s first public update to County Council during the County Council’s November 17th Human Resources and Equity Subcommittee Meeting.

e. Update on Report Drafting

Chair Taylor advised the CACE should have a draft of the report by early-to-mid December and asked Members Caviness and McShepard how they felt about the report-writing.

Member Caviness advised he is comfortable with the deadline.

Member McShepard inquired about the expectations of the report.

Member Gullett feels good about describing the problem but would find it helpful for subcommittee chairs to meet regarding report-writing and the scope.

IX. Next meeting

Member Ruiz would like the group to meet at the same date/time every month.

Chair Taylor agreed the CACE can look at meeting on the same date/time after this year. Chair Taylor requested the next meeting be held prior to Thanksgiving, but if that is not possible, immediately after. Ms. Byrd will send out a doodle poll with dates for the next meeting.

X. Adjournment

The meeting was adjourned at 3:02pm.