

# Equity in the City of Cleveland

## 2023 Accomplishments

- Established the Interdepartmental Equity Team (IET) and convened 10 meetings.
- Published the IET Strategic Plan for 2024-2026.
- Completed an Equity inventory within the City of Cleveland Government.
- Launched the Equity Advisory Group and convened two meetings.

## IET Departmental and Office Representatives

- Aging
- Building & Housing
- City Planning
- Communications
- Community Development
- Community Relations
- Economic Development
- Finance (IT-S)
- Office of Equal Opportunity
- Office of Prevention, Intervention, and Opportunity
- Port Control
- Public Health
- Public Utilities
- Public Safety
- Sustainability

## Equity Advisory Group Representatives

- Director Dave Margolius, Health
- Director Mary McNamara, Aging
- Director Tyson Mitchell, Equal Opportunity
- Director Angela Schute-Woodson, Community Relations
- Director Matthew Cole, Human Resources
- Commissioner Lita Wills, Health
- Raafeeq Ali, Director of Minority Health, Health
- Chia-Min Chen, Asian Liaison
- Chris Martinez, Hispanic Liaison
- Angela Cecys, Senior Strategist for Public Safety & Health
- Kevin Schmotzer, LGBTQ+ Liaison
- Lydia Hill, Project Coordinator, Health
- Sara Tillie, Policy Analyst, Health
- Brett Grosel, Assistant Administrator, Health
- Patrick Lang, L&D Specialist, Human Resources
- Ricardo Reinoso, Digital Equity & Inclusion Manager, Finance
- Marvin Jr. Owens, Strategist, Mayor's Office



# IET Strategic Plan Highlights

## Framework

Health and equity are intertwined within the work of all city departments and offices, not just the Department of Health and Office of Equal Opportunity. Despite the efforts of each department to ensure equity considerations are included in their operations, health and equity disparities continue to plague Cleveland. This is the result of decades of both intended and unintended consequences of policies, processes, programs, and decisions.

The building blocks of this strategic plan come from core concepts in both health and equity, but most prominently the Social Determinants of Health (SDOH).

The five SDOH impact all facets of life and drive health outcomes for residents of Cleveland. It is imperative to address the SDOH to undo inequities and reduce health disparities for historically marginalized populations.



## Plan Components



1. Introduction



2. Framing Health & Equity



3. Structure of the IET



4. Creating the Strategic Plan



5. Reading the Strategic Plan



6. Strategies for each SDOH Pillar

## 7. Implementation

