

Equity in the City of Cleveland

2024 – 2025 Accomplishments

- Interdepartmental Equity Team (IET) convened 8 quarterly meetings
- Pillar workgroups met monthly and completed Health and Equity Impact Assessments
- All-staff Lunch and Learn in September 2024
- Equity work presence on City website
- Provided Racial Equity Institute's Workshop Training to IET and EAG members
- Presented at 2024 Ohio Health Policy Summit
- Equity Advisory Group (EAG) convened 9 meetings
- Finalized EAG's recommendations and began tracking progress
- IET Data on Clear Impact Dashboard
- Piloted Belonging Sessions from UC Berkley's Othering and Belonging Institute

Interdepartmental Equity Team Highlights

Neighborhood + Built Environment

One Health and Equity Impact Assessment in process

1. **Social Support Specialists** in the Mayor's Office of Prevention Intervention & Opportunity for Youth and Young Adults in Youth and Family Success

Economic Mobility + Stability

Completed 3 Health and Equity Impact Assessments

1. **Minority Owned Business Enterprise/Women Owned Minority Business Enterprise**

Recommendations:

- Update and align MBE/WBE programs with current equity and legal standards.
- Expand training, capital, and partnerships.
- Monitor and track outcomes and report publicly.

2. **Contract Monitoring**

Recommendations:

- Standardize citywide equity benchmarks with post-award checks.
- Engage the community by gathering input from residents and verifying data.
- Sustain and track metrics and reviews digitally.

3. **Digital Equity**

Recommendations

- Prioritize equitable deployment, usage tracking, and local partnerships to maximize reach.
- Recognize informal use to expose access gaps and guide equitable solutions.

Health + Public Health

Completed 2 Health and Equity Impact Assessments

1. **Lawn Mower Rebate Program** in Air Quality Division at the Public Health Department

Recommendations:

- Conduct process improvement project
- Improve data collection
- Improve marketing and communications
- Increase community outreach in Cleveland neighborhoods

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2. **Lead Safe Living Program** in Environment Division at the Public Health Department

Recommendations:

- Target providers directly
- Dedicated community outreach team for program
- Increase funding for marketing and educational materials

Safety + Community Supports

One Health & Equity Impact Assessment in process

1. **Urban Forestry Commission** in the Mayor's Office of Sustainability

Equity Advisory Group Recommendation Progress

People Strategies

1. The employee intranet is live, and the pages and staff directory are regularly updated with help from HR and IT.
2. Customer service and staff language skills were incorporated into onboarding and compliance, ethics, and OH fraud training is delivered within the first 45 days.
3. Language line contract ends in September 2025, and bids are currently being accepted.
4. Additional training needs were identified, such as age sensitivity training, and orientation was expanded to a full day.

Community Strategies

1. Website accessibility is improving with The Hub, all department websites are being moved to the main city site.
2. A city-wide community event calendar is available on The Hub for all city employees to use.
3. The most recent cultural event was Asian Heritage Day at the Rotunda.
4. Community kiosks were installed in Housing Court and two public libraries to improve access to information.
5. The Municipal Cabinet for Children & Youth is a new initiative focused on supporting this special population.

Physical Infrastructure Strategies

1. Significant improvements have been made to signage, including the approval of international signage.
2. The gender-neutral bathroom is now fully handicap accessible in City Hall.
3. A new nursing mothers' room has been created on the 2nd floor.
4. New water fountains were installed.
5. AEDs and naloxone boxes were installed in city buildings.
6. Secured funding to install 92 EV charging ports in city-owned parking lots and public rights of way.
7. Recreation center updates include the addition of gender-neutral restrooms with showers at the Clark Fulton, Sterling, and Zelma George.
8. The Cudell, Estabrook, Fairfax, and Thurgood Marshall rec center updates include locker room renovations with gender-neutral restrooms with showers as well as adult changing tables.
9. Design work has started for new West Entrance at Garden Level, including exterior access ramp.