

# Twitter Thread by [Documenter\\_Keith](#)



**[Documenter\\_Keith](#)**

[@DocumenterK](#)



**Hi! I'm Keith and I will be post-tweeting today, Thursday, January 20, 2022, Cuyahoga County Equity Commission Meeting ("CCECM") that started at 10:00 AM for [@cledocumenters](#) [#CLEdocumenters](#) & [@NeighborUpCle](#)**

The Cuyahoga County Equity Commission Meeting may be watched here,

<https://t.co/oOgVv7pe2Q>

Note: it is live-streamed via youtube.

The Composition and the Duties of the Equity Commission may be reviewed here,

<https://t.co/ZtrY5kCWxf>

You are here: [Home](#) > [Internal Boards](#) > [Equity Commission](#)

## Cuyahoga County Equity Commission

### COMPOSITION:

To oversee the County's equity efforts, there shall be a Cuyahoga County Equity Commission consisting of the Directors of Development, Human Resources, Health and Human Services, Procurement & Diversity, and Public Safety and Justice Services, or their respective designees. The County shall use its internal resources to assist the Equity Commission with data collection and analysis.

### DUTIES:

The Commission's duties shall include:

1. Developing and implementing a system for the collection of baseline equity data relating to the domains and goals/values of this equity plan
2. Developing equity plan objectives, after collection of baseline data and completion of a disparity study
3. Assisting departments and agencies in developing and implementing equity plans, including objectives, measurement of outcomes, and revision of objectives when needed. When feasible, the Commission shall collaborate with county boards and commissions in developing and implementing equity plans.
4. Coordinating with the Citizens' Advisory Council on Equity
5. Developing and implementing a plan for community outreach on equity
6. Maintaining a page on the County's website to provide information on its activities
7. Issuing an Annual Equity Report not later than January 31.

### LEADERSHIP AND STAFFING:

The County Executive shall designate a Chairperson of the Commission and shall provide staff resources sufficient for the Commission to fulfill its duties.

CCECM's agenda for Thursday, January 20, 2022,

<https://t.co/nAUCjvntVW>

Cuyahoga County Equity Commission Meeting

January 20, 2022 10:00 AM – 11:00 AM

Cuyahoga County Administrative Building – Committee Room B

2079 East Ninth Street, 4<sup>th</sup> Floor

Cleveland, OH 44115

- I. Welcome
- II. Call to Order
  - a. Review & Approval of Minutes
- III. Public Comment
- IV. Opening Remarks from Equity Commission Members
- V. Employee Sponsorship Program
- VI. Racial Equity Training
- VII. 2022 Equity Commission Objectives
- VIII. Discussion on Equity Report
- IX. Closing Remarks
- X. Adjourn

*Next Meeting: March 17, 2022 at 10am*

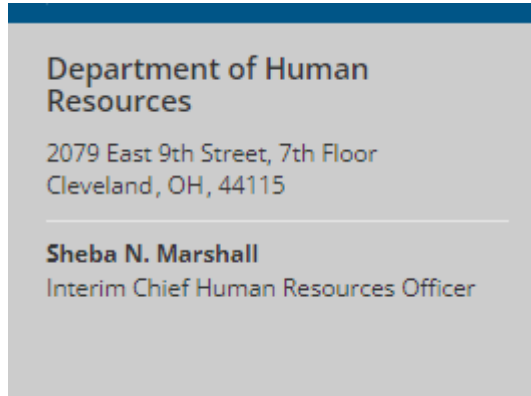
I. CCECM was called to order at 10:04 AM by Chair David Merriman.

II. Roll Call occurred, those present:

Sheeba Marshall, Department of Human Resources

Lenora Lockett, Department of Equity and Inclusion

Vaughn Johnson, Department of Development



II(a). Minutes were approved without amendments.

III. No members of the Public were present to provide comment.

IV. Members shared that they were excited about the new year.

Chair Mirriam shared the Department of Human Resources was excited about a report produced by CCECM.

Johnson of the Department of Development noted that they are excited about community engagement in the Central Neighborhood concerning workforce development with minority businesses

and, "the beginning stages of a collaboration with Destination Cleveland to bring two significant minority focused conferences to Cleveland - the African-American Credit Union Coalition and the National Federation of Community Development Credit Unions."

This may include a mentorship component with Historically Black Universities and Colleges.

Johnson noted that they continue to support the internal development of equity.

Awatef Assad of the County Law Department gave a presentation on the Proposed Cuyahoga County Employee Sponsorship Program.

# PROPOSED CUYAHOGA COUNTY EMPLOYEE SPONSORSHIP PROGRAM



Awatef Assad, Esq.  
Risk Manager  
January 2020

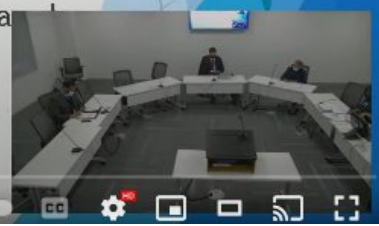


Mrs. Assad is the Risk Manager of Cuyahoga County and serves as the Vice-President of Inclusion and Diversity for the Cleveland Metropolitan Bar Association.

"Equity and inclusion is a matter of fundamental fairness and opportunity."

## Equity & Inclusion Barriers

- ▶ 'Growing body of Evidence that Diversity programs don't work.' *Harvard Business Review*
- ▶ Women make up only 24% of senior management roles and a 3% of Fortune 500 CEOs
- ▶ Diversity and Inclusion programs do not actively facilitate leadership and promotion pathways.
  - ▶ Affinity and Implicit Biases
- ▶ *McKinsey Report* - supports business case for inclusion and equity based on data analytics.
- ▶ **Leadership is Key:** SEC adopted a Rule requiring Nasdaq-listed companies to have Diverse Board Representation (at least one Female and at least one director must self-identify as an Underrepresented Minority and/or LGBTQ+)



Mrs. Assad reflected that, "A sponsorship program is key to help level the playing field."

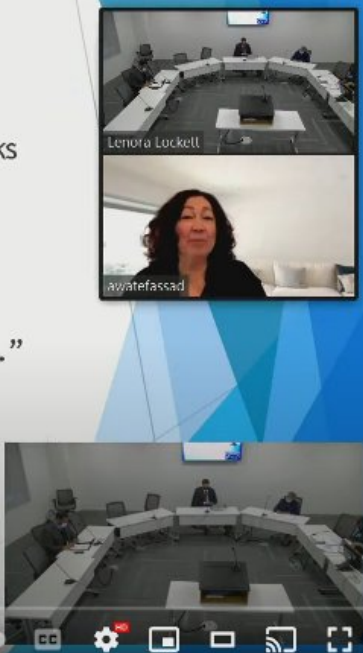
She shared a collection of statistics and recent developments which may be read below,

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## BUILDING A MORE INCLUSIVE AND EQUITABLE WORKPLACE (Sponsorship -- What is it?)

- ▶ “Valuable Tool for increasing diversity in an organization’s senior ranks by promoting employees from underrepresented groups into senior positions.” HBR
- ▶ “A strategic professional relationship forged between an ambitious high perform (protégé or sponsee) and a more senior executive (sponsor or steward) which leads to positive career traction for both.” *Culture at Work.*
- ▶ Equal representation in Top Leadership Positions
  - ▶ Retention > Creating a High-Talent Pipeline

8:48 / 33:05 Sponsorship is not Mentorship

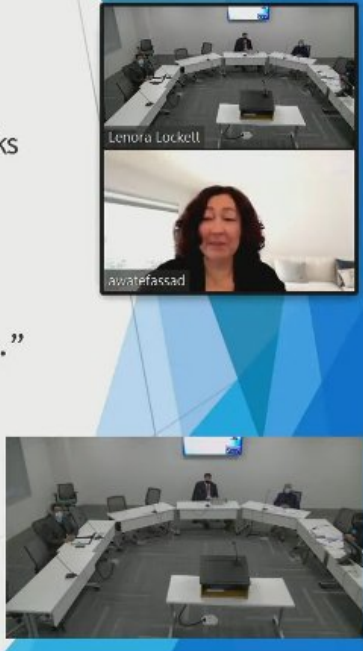


"Sponsorship is how we build a more equitable and inclusive workplace. It is not [just] mentorship. ... It is more active ... it is to hold leadership positions..."

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## BUILDING A MORE INCLUSIVE AND EQUITABLE WORKPLACE (Sponsorship -- What is it?)

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- ▶ Sponsorship is not Mentorship



Mrs. Assad answered the question Who Are the Sponsors?

Her replies may be read below.

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## SPONSORS

- ▶ Drive career advancement, personal development and provide more impact than mentors because they advocate and have stake in an underrepresented employee's success.
- ▶ Hold Senior level positions who identify or are assigned to protegees
- ▶ Help sponsee develop a stronger voice and influence within a company
- ▶ Increase and Promote Visibility
- ▶ Shares valuable insight
- ▶ Makes meaningful introductions to Senior Leaders
- ▶ Advocate for next opportunity or promotion



The image shows a Zoom meeting interface. At the top, there is a green bar that says "You are screen sharing" and a red bar that says "Stop Share". The main content is a slide with the title "SPONSORS" in large blue letters. Below the title is a list of seven bullet points, each starting with a blue triangle. To the right of the slide, there are two video thumbnails. The top one shows a woman with dark hair, identified as "avatefascad", speaking. The bottom one shows a woman with dark hair, identified as "Lenora Lockett", in a meeting room. At the bottom right of the slide, there is a larger video thumbnail showing a meeting room with several people seated around a large table.

Mrs. Assad reflected on who are sponsees,

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## SPONSEE/PROTEGE

- ▶ High-potential Employee, Professionals, High-achievers and Performers
- ▶ Enables protégées with career advancement and increase objective career outcomes



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She shared advantages of Sponsorship Program, which includes increasing addressing implicit and affinity biases

Read below,

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## ADVANTAGES

- ▶ A Well-structured sponsorship program increases team's chances of success
- ▶ Helps department improve performance
- ▶ Strong teaching environments builds on the inclusive culture
- ▶ Contributes to overall productivity and happiness in the department
- ▶ Better business outcomes:
  - ▶ Fortune 500 companies with the highest representation of women on their boards financially outperform those with the fewest.
  - ▶ According to HBR, "Gender balance in companies and on teams improves a host of outcomes including financial results, innovation, decision making, organizational commitment, retention and job satisfaction."
- ▶ Addresses Implicit and Affinity Biases

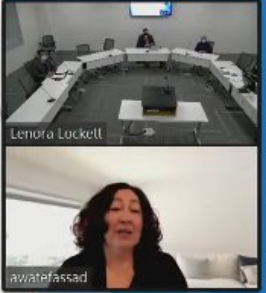


Assad notes that it is critical to build a formal structure and framework for the program and support from senior county leadership.

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## CRITICAL COMPONENTS

- ▶ Build a Formal Structure and Framework for Sponsorship Program
- ▶ Buy-in and support from Organization's Senior Leadership



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## IMPLEMENTATION

- ▶ Start Small: Pilot Program
  - ▶ Groundwork for Formal Sponsorship Program
- ▶ Potential Pool of Candidates
  - ▶ Leadership Academy
  - ▶ Innovation Academy



15:37 / 53:05

Assad reflected on a match-making process.

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## Matching-Making Program/Process

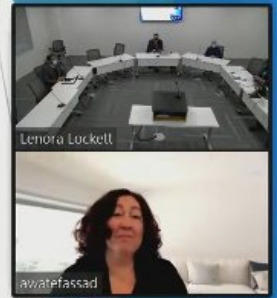
- ▶ Create Selection Criteria for diverse candidates
- ▶ Prioritize sponsors - for underrepresented groups
- ▶ Create an opt-in sponsorship program
- ▶ Create goals
  - ▶ Actionable Goals: to improve leadership potential and increase promotions
  - ▶ Setting a schedule for expectations, have regular meetings, and create actionable goals
- ▶ Train Sponsors and Sponsees on a Code of Conduct



Assad recommended a one-year program check-in to measure the progress.

# METRICS

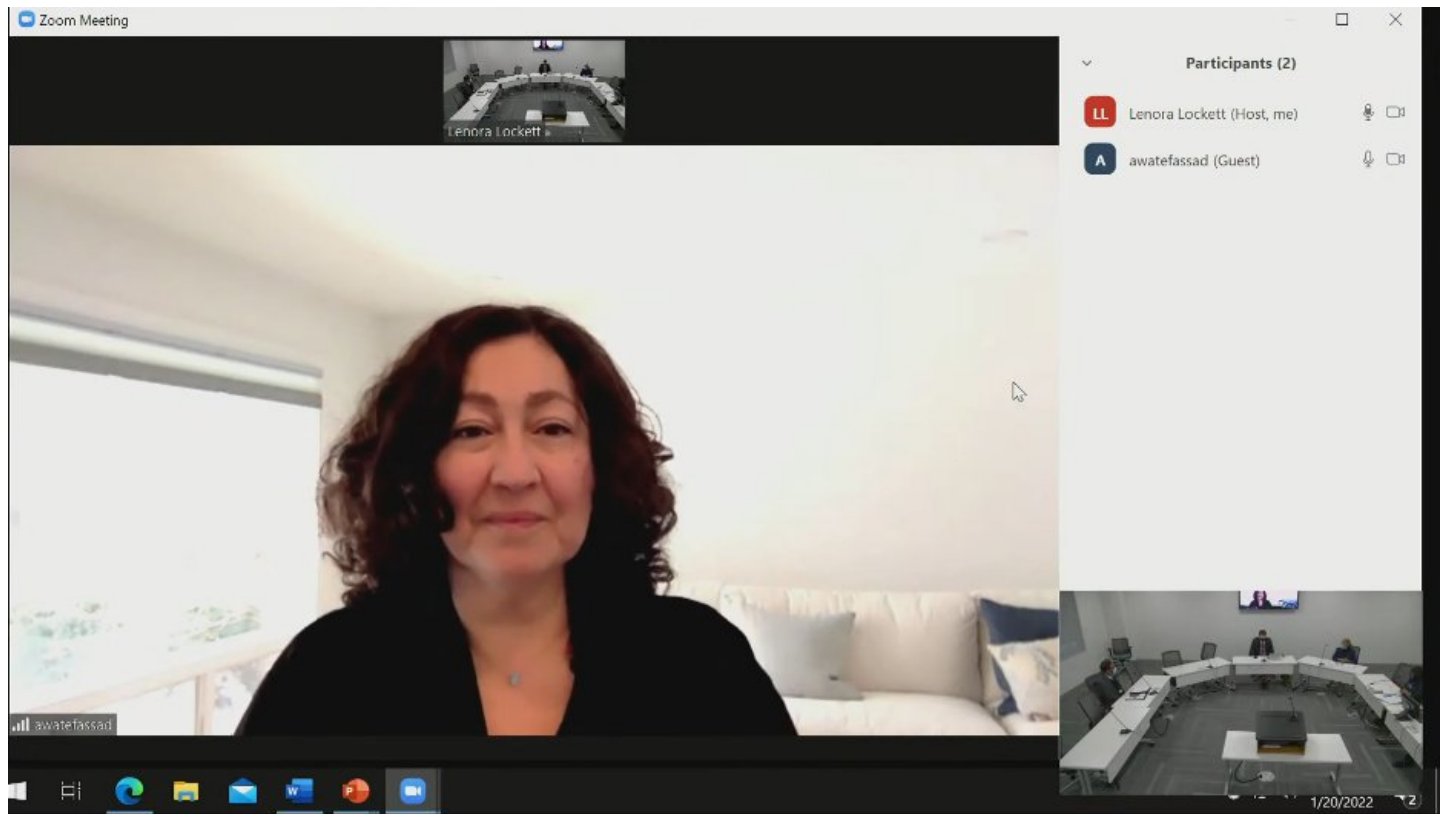
- ▶ One-year program - quarterly check-ins or meetings
- ▶ Measure Progress
  - ▶ New roles or assignments created
  - ▶ Results in promotions,
  - ▶ More weight in company discussions and influence in the field



Assad then fielded questions.

The first question asked, "How does this fit in with a typical organization planning succession program?"

Assad, "It will complement."



Sheeba followed up, "How would you implement such a program? What have you seen in your research?"

Assad replied, "I don't have more to share with you but I could definitely work with you and hash it out, but I think ...

there are a lot of people deserving for sponsorship but at this core it is about building a future. ... The focus would be the underrepresented."

Assad fielded several other questions before being asked to return by the CCECM Chair Merriman to present to the Working Group members. Assad agreed to return, "Absolutely!"

CCECM then reviewed Agenda item VI. Race Equity Training Report.

Lenora Lockett, Department of Equity and Inclusion shared that previously in 2021 the CCECM decided that "[the County] needed to have racial equity and inclusion training for Cuyahoga County staff and leadership."

Training will be provided to over 4500 employees of Cuyahoga County. Management will be trained first.

The first part of the process is the stakeholders' analysis. It will include 5 focus groups.

Training won't happen until early May.

Per Mrs. Lockett, part of the communication plan is to advertise and market to the public about the implementation of the training to County employees.

Chair Merriman recommended to continue working with communications.

There were no questions.

Sheba Marshall thanked Mrs. Lockett.

CCECM reviewed Agenda Item VII. 2022 Equity Commission Objectives.

Lockett proposed that CCECM must push forth Equity plans, potential score cards, and working across departments to help implement and increase the goals of CCECM.

CCECM reviewed Agenda Item VIII. Discussion on the Equity Report

Lockett shared that Cuyahoga County's requirement of distribution deadline of January 31, 2022.

"Getting the report out to pilot programs and looking for feedback. ... Next week will be fine tuning the report."

Per CCECM Chair Merriman the Equity Report should be finalized by next week and ready to distribute by the deadline.

Cuyahoga County Equity Commission Meeting adjourned at or around 11:01 AM. This concludes the Cuyahoga County Equity Commission meeting. The next meeting is scheduled for March 17, 2022.

To learn more about Cuyahoga County Equity Commission review the Recovery Plan Performance Report of 2021,

<https://t.co/QdwO5y0jin>

Remember to check out recorded notes and live-tweets for other governance meetings. They are posted on the Cleveland Documenter's website, access past meetings here:

<https://t.co/dmdYjEEusn>

To become involved and for more meeting coverage, check out <https://t.co/rgwG6GBmRl>. Have questions? Think we got something wrong? Send any enquiries on the meeting or these tweets to [@cledocumenters](#)

Or email us at [lcaswell@neighborhoodgrants.org](mailto:lcaswell@neighborhoodgrants.org)