





# City of Cleveland Equity Inventory

Strategies + Initiatives	Diversity	Race Equity	Health Equity	Inclusion	Social Justice
 Equity Advisory Board					
<b>Civil Service Commission</b>					
Civil Service, and job candidate interviews					
<b>Community Relations Board</b>					
Racial and Ethnic Outreach					
Youth Advisory Board					
Faith Advisor					
<b>Department of Aging</b>					
Age-Friendly Cleveland Advisory Council					
Disability support services					
Older adult services					
<b>Department of Human Resources</b>					
Review, assess, + revise employee evaluations process					
Review, assess, + revise HR policies and procedures					
Embed DEI into policies and procedures to ensure fairness					
<b>Department of Port Control</b>					
 Director of Diversity, Equity and Inclusion					
<b>Department of Public Health</b>					
 Commissioner of Health Equity + Social Justice					
Interdepartmental Equity Team (IET)					
Racism as a Public Health Crisis Coalition					
Office of Minority Health					
<b>Department of Public Safety</b>					
Mental Health Response Advisory Committee (MHRAC)					
CIT Co-Response Program					
<b>Office of Equal Opportunity</b>					
 Director of Equal Opportunity					
Business enterprise programs					
Minority-owned					
Female-owned					
<b>Office of PIOYYA</b>					
Thrive Violence Prevention					
Diversion and Reentry					
<b>Office of Sustainability</b>					
Circular Economy					
Youth Diversion programming					
<b>Planning Commission</b>					
Zoning, land use, and Land Bank					
<b>Mayor's Office and Additional Strategies</b>					
ADA Implementation Review					
Black Women and Girls Commission					
Black Women's Equity Office					
Expert Advisory Board - disability access					
LGBTQ+ Liasons					
Multi-language + multicultural communications and service					
Greater Cleveland Digital Equity Commission (participation in)					
Government Alliance on Race and Equity (participation in)					
Office of Digital Equity + Inclusion					
Office of Immigrant Affairs					

## How to read this chart:

Existing

New in Mayor's Transition Report

Indicates alignment between strategy and equity sub-category

## Definitions:

**Diversity** - Representation in gender, age, race and ethnicity, and physical ability and neurodiversity.

**Race Equity** - Eliminating racial disparities.

**Health Equity** - Opportunity to reach full health potential.

**Inclusion** - Embrace all people and enable them to make meaningful contributions.

**Social Justice** - Equal economic, political, social rights + opportunities.

# Equity in the City of Cleveland

## Civil Service Commission

### Plans

### Strategies

Executive Director - Rachon Long  
216-664-2600  
RLongclevelandohio.gov

- Disciplinary Action hearings
- Examinations for job candidates
- Maintains Civil Service rules and policies

## Community Relations Board

### Plans

### Strategies

Director - Angela Shute-Woodson  
216-664-3992  
ashute-woodson@clevelandohio.gov

*Transforming Cleveland,  
Building Equity for All to Thrive  
(2017)*

- Asian Liaison Advisory Board
- Community, faith, and multicultural outreach/ engagement
- Conflict mediation
- Hispanic Advisory Council
- Police & community relations
- Youth engagement and crisis intervention
- Youth Advisory Board

Asian American Liaison - Chia-Min Chen  
216-664-2319  
CChen@clevelandohio.gov

Hispanic Liaison - Christopher Martinez  
216-664-2705  
CMartinez@clevelandohio.gov

Faith Liaison - Reverend Theophilus Caviness  
216-664-3893  
TCaviness@clevelandohio.gov

## Department of Aging

### Plans

### Strategies

Director - Mary McNamara  
216-664-3811  
MMcnamara@clevelandohio.gov

*Age Friendly Cleveland Action  
Plan (2017-2019)*

- Age-Friendly Cleveland Advisory Council
- City planning checklist
- Disability supports and services
- Services for older adults

## Department of Building and Housing

### Plans

### Strategies

Director - Sally Martin  
216-664-2651  
SMartin3@clevelandohio.gov

*Cleveland 2030: A Housing Equity  
Plan (2021)*

- Age-Friendly Cleveland Advisory Council
- City planning checklist
- Disability supports and services
- Services for older adults

## Department of Human Resources

### Plans

### Strategies

Director - Matthew J. Cole  
216-664-2458  
MCole@clevelandohio.gov

*Language Access Plan (2017)*

- Employee benefits
- Internships, fellows, and practicum students
- Recruit and retain

## Department of Port Control

### Plans

### Strategies

Director - Bryant L. Francis  
216-265-6022  
BFrancis@clevelandairport.com

Director of DEI - Royal Eddie  
reddie@clevelandairport.com

## Department of Public Health

### Plans

### Strategies

Director - Dr. David Margolius  
216-664-2677  
DMargolius@clevelandohio.gov

*CDPH Strategic Plan 2023-2025*

*Interdepartmental Equity Team  
Strategic Plan 2024-2026*

Commissioner of Health - Frances Mills  
216-664-3052  
FMills@clevelandohio.gov

Commissioner of  
Health Equity & Social Justice - Lita-Marie Wills  
216-664-2677  
LWills@clevelandohio.gov

Office of Minority Health Director - Raafeeq Ali  
216-664-4925  
RAli@clevelandohio.gov

- Racism as a Public Health Crisis Coalition (RAPHHC-C)
- Interdepartmental Equity Team
- Health data collection and analysis
- Mental Health Response Advisory Committee (MHRAC)
- Crisis Intervention Team (CIT) and the Co-Response Program
- MomsFirst, HIV testing, Addiction Recovery Support, and two community-based health clinics

## Department of Public Safety

### Plans

### Strategies

Chief Public Safety Officer - Dornat Drummond  
216-623-2227  
DDrummond@clevelandohio.gov

*Raising Investment in Safety for  
Everyone (RISE) Plan (2023)*

- Crisis Intervention Team (CIT) and the Co-Response Program
- Mental Health Response Advisory Committee (MHRAC)

# Equity in the City of Cleveland

## Department of Public Utilities

### Plans

### Strategies

Director - Martin J. Keane  
216-664-2651  
SMartin3@clevelandohio.gov

## Mayor's Office

### Plans

### Strategies

LGBTQ Liaison - Kevin Schmotzer  
216-664-3720  
KSchmotzer@clevelandohio.gov

Senior strategist for the revitalization of  
Cleveland's Southeast side - Marvin J. Owens, Jr.  
216-664-3557  
MOwens@clevelandohio.gov

## Office of Equal Opportunity

### Plans

### Strategies

Director of Equal Opportunity - Tyson Mitchell  
216-664-4171  
TMitchell4@clevelandohio.gov

*Digital Equity Inclusion Plan  
(2024)*

- Business enterprise programs
- MBE/FBE/Small Business Open Houses
- Prevailing Wage Compliance

## Office of PIOYYA

### Plans

### Strategies

Chief of Youth & Family Success -  
Sonya Pryor-Jones  
216-664-4302  
SPryorJones@clevelandohio.gov

*Digital Equity Inclusion Plan  
(2024)*

- Thrive Violence Prevention
- Diversion and Reentry
- Social Support Services

## Office of Sustainability

### Plans

### Strategies

Director - Sarah O'Keefe  
216-664-2246  
SOkeeffe@clevelandohio.gov

*Climate Action Plan (2018)*

*Climate Action Plan Update  
(2023-2024)*

- Cleveland Urban Forestry Commission
- Circular Cleveland
- Equitable energy
- Youth Diversion Programming

## Planning Commission

### Plans

### Strategies

Director - Joyce Pan Huang  
216-664-3468  
JHuang@clevelandohio.gov

*Connecting Cleveland (2020)*

- Zoning and land use
- Affordable housing
- Land Banks
- Urban food landscape

## Additional Strategies

- Black Women and Girls Commission
- Black Women's Equity Office
- Children's Cabinet
- Expert Advisory Board - disability access
- Office of Asian Outreach
- Office of Immigrant Affairs