

DIVERSITY AND EQUITY: Rebuilding Our Community

Friday, May 3, 2019 | 8:30 a.m.-2:30 p.m.

Cuyahoga Community College
Metropolitan Campus | 2900 Community College Ave.



SESSION A: 10 - 11 A.M.

1. Employing Individuals with DisABILITIES

Employers are missing out on qualified individuals with developmental disabilities and free support services that allow for simple recruitment, onboarding and training. Attendance and retention rates of employees with disabilities outpace those of others and improve the employer's culture and morale. Representatives from UCP of Greater Cleveland share the agency's 30-year history of providing these resources.

Patricia Otter, President and CEO, UCP of Greater Cleveland

*Mallory Fisher, Vocational Rehabilitation Supervisor,
Opportunities for Ohioans with Disabilities*

Kate Adkins-Dix, Community Employment Manager, UCP of Greater Cleveland

*Eric Hibinger, Job Placement Supervisor,
OakLeaf Partners of UCP of Greater Cleveland*

2. Fair Housing: A Foundation for Equitable Living

From redlining to Jim Crow, housing policies were designed to keep Americans segregated. The Fair Housing Act was meant to end housing discrimination and reverse the effects of decades of racist practices. We will review how fair housing laws can protect us and how we can use the Fair Housing Act as a tool to cultivate diversity and integration in our communities.

*Darlene English, Director of Education and Outreach,
Fair Housing Center for Rights & Research*

3. We Are Responsible

EYEJ's mission is to empower youth, amplify their voices, hold interactive discussions focused on achieving social justice and create fundamental change. Diversity is a key driving factor for the EYEJ team, which includes 450 volunteers. The EYEJ Impact 25 Youth Council is focused on the epidemic of toxic stress among Cleveland's youth and uses a multi-sector approach to improving police/youth relationships and youth independency (life skills). As a society, we must stop assigning responsibility for change to our youth and our police, as it is truly the community's responsibility to create positive change.

*Mai Moore, Founder and Executive Director,
EYEJ: Empowering Youth, Exploring Justice*

4. Roadblocks to Health: Poverty and Racism

There is a great health divide in Ohio — between the rich and poor as well as between white people and people of color. Poverty and racism hurt health, but good economic policy can help overcome these barriers. Economic policy levers to close Ohio's health divide include conducting health impact assessments as part of the policy-making process; breaking the cycle of poverty by investing in education and opportunity; promoting income stability with better wages and greater access to public benefits; and targeting state investments into areas of concentrated poverty while ensuring local residents have access to any jobs created.

Amanda K. Woodrum, Senior Researcher, Policy Matters Ohio

Daniel Ortiz, Outreach Director, Policy Matters Ohio

Megan Hatch, Ph.D., Assistant Professor,

Urban Policy and City Management, Cleveland State University

*Sarah Lowry, Director, Healthy Community Partnership,
Community Foundation of the Mahoning Valley*

5. HIV The New Normal: What Social Justice Advocates Should Know

This workshop empowers social justice advocates to better serve people living with HIV by examining their own implicit bias that may show up in a variety of ways, including stigmatizing language. The landscape around HIV has changed, and social justice advocates need to be better versed in how stigmatizing language, lack of access to health care and criminalization continues to play into our failure to end this epidemic.

Kim Welter, Director, Finance and Policy, Equality Ohio

Naimah O'Neal, Medical Social Worker, Circle Health Services

Bryan Jones, DIRT Advocate

6. Reducing Equity Issues Among Minority College Students Through Mentoring

The Black American Council of Cuyahoga Community College (BAC) was founded in 1969 as the Black Caucus. Since then, the organization has grown into a sustainable department within the College. The BAC has developed programming to address the needs of minority students, who statistically represent the lowest levels of academic achievement. Specialized programs include mentoring, the Black Scholars Academy, the Minority Male Leadership Academy and the Minority Women's Leadership Initiative. With a focus on reducing equity issues for Tri-C's minority students, BAC programs provide resources and allow for the exploration of value systems and world views while assisting students in navigating the college system.

*Lemuel Stewart III, Psy.D., Associate Professor, Counseling,
Cuyahoga Community College*

Terry Webb, Ed.D., Assistant Dean, Counseling, Cuyahoga Community College

*Johnie Reed, DBA, Assistant Professor, Business Administration,
Cuyahoga Community College*

7. Childhood Lead Poisoning in Cleveland: Solving the Problem

The impact of lead poisoning on Cleveland's children is indisputable. The numbers of children poisoned in Cleveland is four times the national average. About 12 percent of Cleveland children under 6 who were screened for lead in 2016-2017 had a level considered as lead poisoning, but we know the actual number is much higher. Lead poisoning impacts cognitive and behavioral development in ways that result in lower educational attainment, lower wage accumulation and higher incarceration rate. And we know that these children are disproportionately children of color — black and Latinx. The Lead Safe Cleveland Coalition is developing a comprehensive, sustainable and preventive set of integrated policy, housing and health solutions to childhood lead poisoning. The 200+ person coalition is growing and already includes community members as well as representatives from health care, housing, education, local government, foundations, private sector and more. Come hear about Lead Safe Cleveland's long-term, collaborative approach.

Mark McDermott, Vice President, Enterprise Community Partners

8. Re-Entry: Struggles, Changes and Triumphs

Three respected longtime professionals in the field of re-entry will discuss the changing landscape, including the unnecessary barriers confronting returning citizens and the struggles they confront when returning to the community after a period of incarceration. Panel will be moderated by re-entry servant and advocate James Walker.

Charles See, Vice President, Criminal Justice Service and Executive Director, Community Re-Entry Program, Lutheran Metropolitan Ministry (Retired)

Melanie GiaMaria, Private Practice Attorney, Melanie GiaMaria Law LLC

Crystal Bryant, Executive Director, Cuyahoga County Office of Reentry

Seti Richardson, Executive Director, Circle for Re-Entry Ohio

James Walker, Social Worker/Activist

SESSION B: 11:15 A.M. - 12:15 P.M.

1. Green New Deal: Making Concrete Demands

The Green New Deal has gotten a lot of attention, with a resolution recently released in the U.S. Congress. But what does it mean for Northeast Ohio? We will discuss how local environmental and economic injustices must be named and addressed as part of any Green New Deal.

Akshai Singh, Organizer, Amalgamated Transit Union

2. Data Collection:

A Step Toward Better Serving LGBTQ Youth in State Systems

Equality Ohio Education Fund has partnered with Ceres Policy Research in managing the Ohio portion of a national initiative to collect sexual orientation, gender identity and gender expression data and to weave information about LGBTQ/GNCT youth of color into national efforts to reform the justice system. Researchers have used anonymous surveys to find that lesbian, gay, bisexual, questioning, gender nonconforming and transgender (LGBQ/GNCT) youth are overrepresented in the juvenile justice system. While Gallup polls show that 7-8% of the general population identifies as LGBTQ, 20% of youth in the juvenile justice system say they are LGBQ or GNCT. Divided by birth sex, this is about 13% of youth in the justice system who were assigned male at birth and 40% of youth who were assigned female at birth. This presentation will briefly touch on efforts in Cuyahoga County around SOGIE data collection and how that data could be used to inform and improve agency policies and practices.

Kim Welter, Director, Finance and Policy, Equality Ohio

Bridget Gibbons, Deputy Director, Programming/Training, Cuyahoga County Juvenile Court

3. Walking the Bridge: Real Experience in Cultural Transition

An introduction to the Cleveland Humanities Cooperative (CHC) program, rationale of the Mellon Initiative and three students: two CHC scholars who transferred from Tri-C to CWRU and one current CHC student. Each will tell of their personal experience as it pertains to age and ethnicity when shifting from open access to a traditional institution; gender and race in a privileged environment; and navigating the transition from homelessness to dorm life. Presentation will be followed by a Q&A and wrap-up.

Kimberly Lenahan, Ph.D., Tri-C Student Adviser, Cleveland Humanities Collaborative

Mackenzie Macura, CHC Scholar, Case Western Reserve University

Natalie Morgan, CHC Student, Cuyahoga Community College

Augustin Torres, CHC Scholar, Case Western Reserve University

4. Deliver Us From Injustice

For the last 50 years, the United States health care system has done an extremely poor job of delivering health care in a just and fair manner. In this presentation, we attempt to provide some of the reasons this dysfunctional system has persisted, show that health care should not be a commodity and suggest alternative methods of delivery that would ensure universal coverage for all citizens.

Samuel LiPuma, Associate Professor, Philosophy, Cuyahoga Community College

Allyson Robichaud, Ph.D., Associate Professor, Philosophy, Cleveland State University

5. Equity in Access to Clean Water:

The Urban Water Cycle and Programs in Cleveland

Cleveland Water and the Northeast Ohio Regional Sewer District (NEORS) will present information about each organization's work to ensure water quality for all. Social justice issues that will be addressed include drinking water quality, water quality testing and trust in the system; affordability programs available to help low-income residents; stormwater management efforts; and access to Lake Erie, among others. Differences between the Flint water crisis and how Cleveland's water is treated and distributed will also be covered.

David November, Manager, Sustainability, Cuyahoga Community College

Brenda Culler, Project Coordinator, Lake Health and Water Quality Communications, Cleveland Water Department

Ebony Hood, Community Relations Specialist, Northeast Ohio Regional Sewer District

Scott Moegling, Water Quality Manager, Cleveland Water Department

6. EDWINS Leadership & Restaurant Institute

EDWINS Leadership & Restaurant Institute is a 501(c)(3) organization that gives formerly incarcerated adults a foundation in the culinary and hospitality industry while providing a support network necessary for their long-term success. Its mission is threefold: to teach a skilled and in-demand trade in the culinary arts, to empower willing minds through passion for hospitality management and to prepare students for a successful transition home. Learn about the resources that EDWINS offers to individuals returning home and explore its impact on individuals and the community.

Derrick Speights, Community Outreach Coordinator, EDWINS Leadership & Restaurant Institute

7. Healing Our Community

A discussion of the efforts to start a holistic ministry in a hoop house in the Mount Pleasant neighborhood where community members can learn how to grow and prepare their own nutritious food. The ancient Chinese healing practice of Qigong, which incorporates meditation, breathing techniques and movement, will also be shared with the community.

Mark McClain, The Growing Church/Healing Hands Alliance

8. Tri-C Veterans Initiative

An overview of the Veterans Initiative at Tri-C including its history, current status and challenges going forward.

Richard DeChant, Executive Director, Veteran Services, Cuyahoga Community College

