

Resolution recognizing the Racial Equity Council members and the adoption of Racial Equity Council recommendations. (Office of Diversity Equity and Inclusion)

WHEREAS, the Franklin County Board of Commissioners has demonstrated a long-standing record of promoting racial equity, inclusion, and diversity in all aspects of county government. This commitment has been exemplified through the Board of Commissioners and has been codified through Franklin County's commitment to racial equity by adopting Resolution No. 0341-20, which declared racism a public health crisis, and Resolution No. 0793-20, which enshrined racial equity as a core principle of county governance; and

WHEREAS, the Rise Together Poverty Blueprint includes the express charge to review personnel policies and organizational structures, identify where there is bias and inequity within organizations, and work with county leadership to continue to address inequities within our agencies, as needed; and

WHEREAS, the Franklin County Racial Equity Council is a direct response to this charge, through the authority granted by Resolution No. 0889-20, which appointed BOC staff members to the council who were responsible for proactively applying a racial equity and inclusion lens to how Franklin County government approaches recruiting, learning and development, programming, and service delivery; and

WHEREAS, racism is a social construct with no biological basis¹ that nonetheless permeates within Franklin County Board of Commissioner agencies, the county, throughout the State of Ohio, and across the country; and

WHEREAS, historic legislative and policy decisions implemented across all levels of government and society have been historically designed with the express intent of disenfranchising people of color; and

WHEREAS, the Franklin County Racial Equity Council served on an inaugural board composed of employees representing each county agency

¹ García JJ, Sharif MZ. Black Lives Matter: A Commentary on Race and Racism. AmJ Public Health. 2015; 105: e27–e30. doi:10.2105/AJPH.2015.302706).

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within the Board of Commissioners purview, which will continue evolving year-after-year, and as the Council's work mandates; and

WHEREAS, working in collaboration with agency leadership, as well as County Administration and Raising the Bar Performance Group the Racial Equity Council will continue to meet the challenges that communities of color experience; and

WHEREAS, through cross-agency engagement, systematic integration, and ongoing assessment and evaluation, the Franklin County Racial Equity Council developed a sustainable equity framework for Franklin County employees and communities; by establishing eleven recommendations that will embed diversity, equity, and inclusion into the structure of Board of Commissioners agencies; now, therefore,

BE IT RESOLVED BY THE BOARD OF COMMISSIONERS, FRANKLIN COUNTY, OHIO:

1. Establish diversity, equity, and inclusion (DEI) standards and criteria for all Board of Commissioners agencies and community partners.
2. Create Racial Equity Council sub-groups with Board of Commissioners agencies.
3. Engage a diversity, equity, and inclusion trauma specialist to embed with Board of Commissioners agencies.
4. Review, revise, and create trainings to build empathy, create safe spaces, and generate buy-in and support.
5. Infuse recruitment and retention efforts with diversity, equity, and inclusion best practices.
6. Implement and maintain diversity, equity, and inclusion standard into Board of Commissioners agencies.

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7. Engage diversity, equity, and inclusion position to embed DEI practices into contract process throughout Franklin County to create a structure that reviews funding opportunities to agencies that engage in DEI initiatives.
8. Enhance county resident experience flow through all agencies.
9. Showcase resources available in community to support all Franklin County partners.
10. Evaluate external partnerships and building equity expectations.
11. Tell the story of the Racial Equity Council and how Franklin County is engraining racial equity into operations and services.

BE IT FURTHER RESOLVED BY THE BOARD OF COMMISSIONERS, FRANKLIN COUNTY, OHIO:

The Board of Commissioners recognizes the following members of the inaugural Franklin County Racial Equity Council:

Rozaila Elaine Bridges, Support Officer 1
Franklin County Child Support Enforcement Agency
80 E. Fulton Street
Columbus, Ohio 43215

Lydia Cleaver-Bartholomew, Equity Data Analyst John Glen Intern
Franklin County Office of Diversity, Equity, and Inclusion
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Columbus, Ohio 43215

Christian Durant, Support Manager
Franklin County Child Support Enforcement Agency
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Andres Flaker, Accountant Supervisor
Franklin County Sanitary Engineer

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Franklin County Department of Job and Family Services
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Columbus, Ohio 43229

Humera Khokhar, Workforce Development Administrator
Franklin County Office on Aging
280 E Broad Street, Third Floor
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Bart Logan (Vice-Chair), Deputy Director, Communications
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Dale May, Carpenter Foreman
Franklin County Public Facilities Management
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Dayna McCrary, Community Partnerships Administrator
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Columbus, Ohio 43215

Ryan Newsome, Discharge Planner
Franklin County Office of Justice Policy and Programs
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Columbus, Ohio 43215

Patrice Palmer, Re-Entry Social Service Specialist, Inward
Franklin County Office of Justice Policy and Programs
373 S. High Street, 25th Floor

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Lauren Rummel, Government Affairs Ethics Director
Franklin County Administration
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Columbus, Ohio 43215

Marleise Ryan, Economic Equity Administrator
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Jordan Stuckey, HRIS Management Analyst
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LeAndra Trikouros, Diversity, Equity, and Inclusion Administrator
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Damika Withers (Vice-Chair), Chief Economic Equity and Inclusion Officer
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Prepared by: Damika Withers

cc: Commissioners
All County Agencies