



BLM – Lake County Action Plan 2020

Developed by the Action Task Force

Summary

In June 2020, members of the Lake County, Ohio community formed Black Lives Matter – Lake County. This chapter of the Black Lives Matter movement is independent from the national office and is dedicated to improving the quality of life of Black Americans primarily in Lake County. BLM – Lake County is dedicated to implementing action driving changes in the community and the goals of the Task Force are:

- To further real discussions on race relations in Lake County,
- To develop actionable plans that address systemic racism, discrimination, and cultural barriers that hinder the success of black Americans, and
- To improve the quality of life of all black Americans, POC, and other disenfranchised populations within Northeast Ohio.

Key desired outcomes are:

To reform the criminal justice and education system.

To create black equity through ownership of land and businesses.

To foster inclusivity through diversity within county-wide leadership positions.

To increase social connectedness and community involvement for black Americans.

To improve race relations throughout Northeast Ohio.

To improve disparities in healthcare for black Americans.

While it is understood that implementation of every aspect of BLM – Lake County’s Action Plan will take time and will change with the community, it is the hope of the task force that institutional leaderships will join in the efforts to improve the quality of life for black Americans in Lake County.

Action Task Force Members

Marsita Ferguson

Christine Henninger

Ryan Gilkerson

Kathy Baka

Manon Grugel-Watson

Indy-Asya Bankston

Zoe Hall-Wray

Black Lives Matter Mission Statement

The mission of Black Lives Matter – Lake County is to implement plans of action throughout our communities that address existing discrimination and disparities in social justice. While we are coming out demanding change in police policies that result in the unjust deaths of African Americans throughout this country, we require policy and legislation reform in many other areas. These areas include but are not limited to education, leadership, representation, race, color, religion, disability, age, veteran status, sexual orientation, citizenship, nationality, genetic information, economic equality, armed school resources officers, disparities in minority healthcare and many others.

Black Lives Matter - Lake County aims to make all the conversations and ideas we have had regarding marginalized populations into action plans to improve the quality of life for all Americans. While our main focus is on the lives of black Americans, it has been far too long that issues related to racism, discrimination, citizenship, sexual orientation, and genetic information have been only a conversation. These communities are hurting and need healing, healing that only comes from solving the root issues while partnering to address cultural barriers.

Six Priority Areas

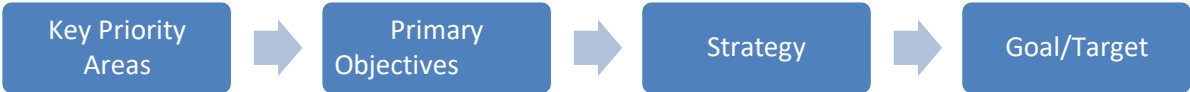
The task force identified the below categories as the six key priority areas:

- Economic Equality
- Criminal Justice Reform
- Education System Reform
- Disparities in Minority Healthcare
- Community Engagement
- Media Discourse

These six key priority areas serve as the core components around which the implementation strategy is structured. An implementation template (on the following pages) based upon the five priority areas was developed and agreed to by consensus.

Core Plan Template

The core of the plan consists of a comprehensive template that addresses key features needed for implementation. In designing the template, the primary committee adopted the below process flow:



In addition, and a vital aspect of success for the plan, are adopting realistic process to ensure accountability and institutional commitment. As a result, each objective has the following elements:



| Key Category | Primary Objective | Strategies | Goal | Timeline | Measure of Success | Cost | Responsible Area |
|--------------------------|-------------------------------------|--|---|---|--|------|--|
| Economic Equality | 1. Ending Immoral Lending Practices | 1a – Creating Relationships with local banks and learning their lending practices. | 1a – Year 2 written action plan to identify and reform bias in lending practices. (should create a starting point on lending practices) | 1a - December 2020 established relationships with 2 large banking retailers | Improved lending relationships Increase in black American lending | TBD | Committee on Economics – Chair/co-chair to oversee project |
| | | 1b – Getting information on new accounts/lending/ 2 nd chance banking etc. 2 banking retailers. | 1b – Year 1 | 1b - October 2020 | N/A | TBD | Charter Member In-Training / Intern / Student Leader |
| | 2. Optional Banking Sources | 2a – Contacting black banks to get information on new accounts/lending/ | 2a – Year 1 | 2a - October 2020 | N/A | TBD | Charter Member In-Training / Intern / Student |

| | | | | | | | |
|--|---------------------------------|--|---|--|--|-----|-----------------------|
| | | 2 nd chance banking etc. | | | | | Leader |
| | | 2b – Contacting Credit Unions to get information on new accounts/lending/ 2 nd chance banking etc. | SAA | SAA | N/A | TBD | SAA |
| | | 2c – Gathering information on new accounts/lending/ 2 nd chance banking etc. for online banking platforms | SAA | SAA | N/A | TBD | SAA |
| | 3. Employment (Founder Project) | 3a – Increasing the # of POC employed in leadership roles county-wide | 3a – Year 1-2 - Ongoing Establishing a relationship with local city administration and business to develop a plan – starting with Mentor and Wickliffe – Chamber of Commerce for registered | 3a – June 2021 Create a database of contacts and establish a recommendation system | 3a – After established starting points and goal, increasing until goal is met. | | Committee on Economic |

| | | | | | | | |
|--|---|--|---|--|--|--|-----------------------|
| | | | businesses information | | | | |
| | | 3b – Increasing the #3 of POC appointed to influential committees and boards | 3b – Year 1 – 2 - Ongoing Establishing a relationship with City Council, creating a database of appointed positions county-wide. Est. an accessible database that shows vacancies | 3b – June 2021 Create a database of contacts and establish a recommendation system | 3b – After established starting points and goal, increasing until goal is met. | | Committee on Economic |
| | 4. Creating Black Equity/Add. Poverty (Founder Project) | 4a – Increasing homeownership | 4a – Year 1-3 Establishing homeownership Conferences – Ohio Finance Agency etc | 4a – December 2020 – establish relationships with agencies to push this in 2021 | 4a - After established starting points and goal, measuring the increasing until goal is met. Or outline the reason for decrease or stagnation. | | Committee on Economic |

| | | | | | | |
|--------------------------------|--|--|--|---|--|--------------------------------------|
| Criminal Justice Reform | 1. Ending Police Brutality (founder project) | 4b – Increasing #of black business | 4b – 6 mo. – Year 2 Establishing a relationship with African American Chamber of Commerce – establishing goals and setting benchmarks | 4b – December 2020 – established database of minority resources on starting a business. | 4b - After established starting points and goal, measuring the increasing until goal is met. Or outline the reason for decrease or stagnation. | Committee on Economic Equality |
| | | 4c – Increase spending with black business | 4c – 6 mon. - Establishing a relationship with African American Chamber of Commerce – establishing goals and setting benchmarks | 4c - Year 1 events (Black Friday etc) | Gain a starting Point | Committee on Economic Equality |
| | | 1a – Increase training/require a degree for the career | 1a Year 2-3 – De-escalation / CIT / Implicit Bias Trainings Mandatory Year 1 (get as many onboard as possible as as their | 1a – October 2020 complete breakdown of trainings for all police forces in Lake Co. | TBD | Committee on Criminal Justice Reform |

| | | | | | | | |
|--|--|---|--|---|---|--|--|
| | | | choice) | | | | |
| | | | 1a – Year 2-3 - Mandate an associate degree in criminal justice | | | | |
| | | | 1a – Year 1 - Screen calls and have the use of social workers and crisis intervention | 1a – October 2020 have data on other police forces using this type of system | TBD | | Charter Member in Training / Intern / Student Leader |
| | | 1b – Increase Accountability - identify issues with police culture | 1b – 6 mo. Create a Community Police Commission (Modeled behind Cleveland) | 1b – August 2020 database with all police chiefs/city council reps | TBD | | Charter Member in Training / Intern / Student Leader |
| | | | 1b – Year 1 - Alternative interaction with law enforcement (coffee w/cops) | 1b – 6mo – a youth inspired activity to break | Decrease in youth encounters with police officers | | Committee on Criminal Justice Reform |

| | | | | | | | |
|--|-------------------------------------|-----------------------------------|--|---|--|--|--|
| | | | 1b – Establish principles for Police with a history of bad behaviors | the ice. | | | |
| | | | | 1b – Year 1 – Data on what is being done in progressive communities | Decrease in unjust police killings | | Committee on Criminal Justice Reform |
| | | | | 1b – 6 mo. - Get information and explanation on the newest legislation in Congress – may require political action and support | Decrease in disparities amongst people of color and interactions with the police | | |
| | 2. Ending Disparities in Sentencing | 2a – Courtroom Accountability | 2a – Year 1-2 case review for bias sentencing | | TBD | | Committee on Criminal Justice Reform (CPC could lead these projects) |
| | | | 2a – Year 1- 2 get previous policy on sentencing guidelines | 2a – Identifying bias in sentencing | | | |
| | | | 2a – Year 1- 2 get previous policy on sentencing guidelines | 2a – Identify policy to correct sentencing bias | | | |
| | | 2b – Prosecutorial Accountability | 2b – Identifying bias in charges | | | | |
| | | | TBD | 2b - Year 1 - 2 case review for | | | |

| | | | | | | | |
|--------------------------------|---|---|--|---|---|--|--|
| Criminal Justice Reform | 3. Ending Conviction Discrimination for Public Programs | TBD | | bias charging TBD | TBD | | Committee on Criminal Justice Reform (CPC could lead these projects) |
| Education Reform | 1. Changing Public School History Curriculum | 1a – Identify what is being done currently throughout Lake County that could be implemented now. – (check out mentor curriculum that was forwarded) 1b – Implantation of AA history throughout all public-school districts in Ohio from 1619 – to present day. | 1a – 6 mo. – Year 1 - Share the impactful courses with schools across the board 1b – Year 1 – 2 – meetings with teachers, state superintendent local school administration and boards, state representative | 1a – December 2020 Establish a practice that can be implemented county-wide. 1b – Currently taking place | Education is in the classrooms A statewide curriculum – to give way to a nationwide curriculum | | Committee on Education Reform |

| Key Category | Primary Objective | Strategies | Goal | Timeline | Measure of Success | Cost | Responsible Area |
|-------------------------|--|--|--|--|--|------|-------------------------------|
| Education Reform | 2. Addressing Issues with School Resource Officers | <p>2a – 6 mo. Send out survey and letter</p> <p>2b – Specially trained counselors as an alternative</p> <p>2c – specifically allotted SRO’s with extensive training, to do presentation and establish a relation with students</p> | <p>2a – to determine the role SRO’s play in each district</p> <p>2b– reduce the appearance of profiling and bias and reduce the SRO’s contributory factors of the school to prison pipeline</p> <p>2c – reduce the ever presence of a police officer around students</p> | <p>2a – August 2020 – letter to go out</p> <p>2a – September 2020 – Survey to go out</p> <p>TBD</p> <p>TBD</p> | <p>Response and Completion by all districts</p> <p>TBD</p> | TBD | Committee on Education Reform |

| Key Category | Primary Objective | Strategies | Goal | Timeline | Measure of Success | Cost | Responsible Area |
|---|--|---|---|----------|--------------------|------|---|
| Disparities in Minority Healthcare | <p>1. Increase trust between patient and physician</p> <p>2. Access to quality care.</p> | <p>1a Discussion forums and diversity and culture sensitivity training</p> <p>1b – Identifying and indexing factors that lead to bias treatment</p> <p>2a – Brining in black American doctors</p> | <p>1a – Year 2-4 bias-free physical treatment for POC</p> <p>1a – Year 2 – 4 - Significant decreases in AA infant mortality rate and postpartum death rates</p> <p>1a – Year 2 – 4 – Significant Decreases in distortional ailments (high blood pressure, heart disease, diabetes etc.</p> <p>2a – To improve trust with patients</p> | TBD | TBD | | Committee on Disparities in Minority Healthcare |
| | | | | | | | |

| Key Category | Primary Objective | Strategies | Goal | Timeline | Measure of Success | Cost | Responsible Area |
|------------------------------|--|---|---|---------------------------------|--------------------|------|------------------------------------|
| Community Involvement | 1. Increasing black/young adult participation in the electoral process | <p>1a – Educate the black/young adult population on candidates/issues</p> <p>1a – implementing opportunity for black/young adult voters to take the lead on projects</p> <p>1a – social media targeting campaigns</p> <p>1a – event targeting campaigns</p> <p>1a – identifying and indexing voter suppression methods for counter activity</p> | <p>1a – Year 1 15% Increase in YA voting and 10% increase in black voting</p> <p>1a – Year 2 – 4 one additional person of color running for an elected position</p> | <p>On-going</p> <p>On-going</p> | Poll Numbers | | Committee on Community Involvement |

| Key Category | Primary Objective | Strategies | Goal | Timeline | Measure of Success | Cost | Responsible Area |
|------------------------------|--|---|--|--------------------------------------|--------------------|------|------------------------------------|
| Community Involvement | 2. Initiating Real Conversations and Solutions on Race Relations | 1a – Tix Toc strategy campaign for Census Completion | Increase Census Completion by 10% | Next 3 mo. | TBD | | |
| | | 2a – 4 townhalls leader by community leaders and members | 2a – Year 1 - to create a general awareness of the effects of racism 2a – Year 1 - to identify bias in the way our community has been operating | By September 2020 – Virtual Townhall | TBD | | Committee on Community Involvement |
| | | 3a – Conferences/Seminars Book Clubs 3aa - Curated Resources 3ab – Speaking series through churches | 3a – Ongoing - Increasing one’s knowledge and the remedies necessary for the success of black America | Fall 2020 - Virtual | TBD | | |

| <u>Key Category</u> | <u>Primary Objective</u> | <u>Strategies</u> | <u>Goal</u> | <u>Timeline</u> | <u>Measure of Success</u> | <u>Cost</u> | <u>Responsible Area</u> |
|------------------------------|---|--|---|------------------------|----------------------------------|--------------------|------------------------------------|
| Community Involvement | 4. Partnering with other organizations/ populations | 4a – Initiate 3 – 4 community events for other disenfranchised populations | 4a – To bring increased community awareness to their concerns 4a – To continue, improve, and establish relationships | TBD | TBD | | Committee on Community Involvement |

| <u>Key Category</u> | <u>Primary Objective</u> | <u>Strategies</u> | <u>Goal</u> | <u>Timeline</u> | <u>Measure of Success</u> | <u>Cost</u> | <u>Responsible Area</u> |
|----------------------------|---|---|--|------------------------|----------------------------------|--------------------|--------------------------------|
| Media Discourse | <p>1. Improve the reflective images of the black community in media</p> <p>2. To ensure fair media coverage is given to all events</p> <p>3. To increase positives stories on black</p> | <p>1a – Establish working relationships with all news media in the area</p> <p>1a – Forwarded written letters of request with recommendations and expectation of response</p> <p>2a – Getting POC as staff within the local media outlets</p> <p>3a – Recommending all local media outlets allow a column</p> | <p>1a – Year 2 - to ensure a 15% increase in positive news stories for AA.</p> <p>1a – Year 1 to decrease negative stereotypes produced by slated media coverage</p> | Ongoing | TBD | | Committee on Media Discourse |

| | | | | | | | |
|--|----------------------------|--|--|--|--|--|--|
| | Americans in the community | (weekly, bi-weekly, monthly) is written by a POC | | | | | |
|--|----------------------------|--|--|--|--|--|--|

Key Priorities within Black Culture (list not all inclusive)

Poverty

Apathy

Single-Parent Homes

Centered Families

Untreated Mental Health

Cultural Support

Financial Literacy

Financial Responsibility

Teen Pregnancy

Literacy Rate

Cultural Violence

Addiction

Current / Future Initiatives

BLM – Lake County has been rigorously working behind the scenes to build amazing plans that seek to address the needs of the community, while the below list is not all inclusive of the projects we will seek to implement, it is so of our current workings.

- Target Young Adult Voter Reg. Night – Pioneer Waterland (Fri – Sat *18 and older)
- Roundtable with Crossroads Regarding – Safe Space (mental health resource)
- In-School Voter Reg. Campaigns (seniors)
- SRO – Letter being drafted
- Young Adult Get out to Vote Event on 11/3
- Roundtable with State Superintendent

Possible Events (including other Communities)

- Celebration and recognition of various heritage months: Hispanic Heritage Month, Native American Heritage Month, Black History Month, Women's History Month, LGTBQ, and Asian and Pacific Islander Month
- Diversity Week, a week-long series of events to celebrate and explore diversity
- Panel discussions, speakers, and lectures on diverse and controversial topics
- Events regarding different cultures:
 - American Indian History Month in November
 - AIDS Awareness in December
 - Black History Month in February
 - Martin Luther King Jr. Celebration in February
 - Juneteenth
 - Asian Pacific American Heritage Month in May
 - Awareness Programs or retreats in Spring/Fall
 - Hispanic Heritage in September/October
- Event Goals Include:
 - To promote a visible presence with an effective message of collaboration, inclusion, and community.
 - To provide resources for and to develop community among historically underserved communities.
 - To promote international diversity.
 - To develop programming that enhances cultural competency, cross-cultural perspectives, and global understanding for all communities

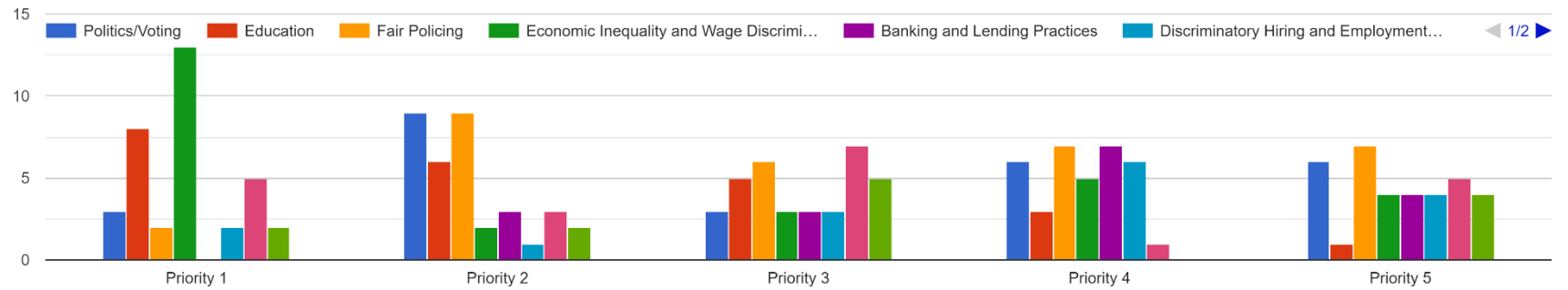
It is the recommendation of the task force that organizations adopt a strategy to create a diversity statement as well as appointment of diversity and inclusion officer or taskforce.

Brief Description of Chief Diversity Officer/Taskforce within an Organization

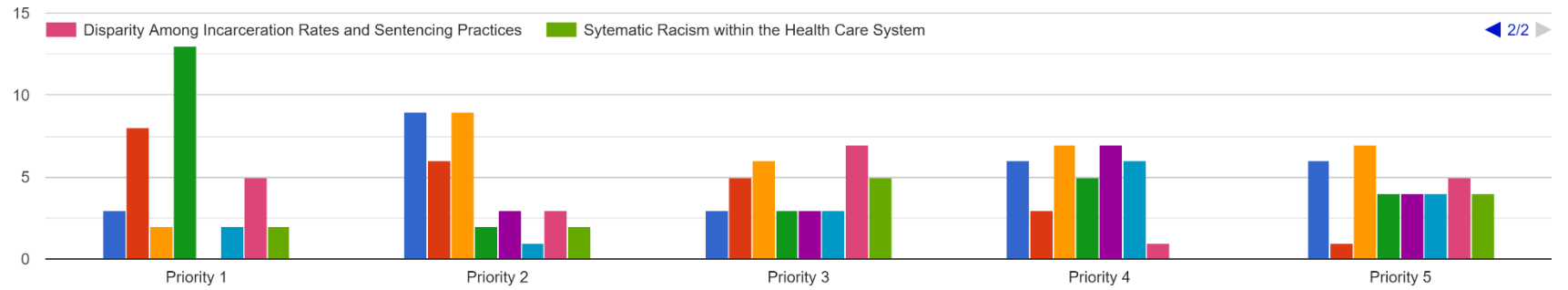
A Chief Diversity Officer or Taskforce will ensure strategies and standards are being maintained by supporting the various departments in their commitment to achieving a diverse and inclusive organization. In a collaborative effort with these departments, the Chief Diversity Officer/Taskforce will assist in identifying areas of diversity development within the local community and help facilitate training to resolve any deficits. In a joint effort with Human Resource personnel, the Chief Diversity Officer/Taskforce will also ensure recruitment and hiring practices support a pipeline to reaching underrepresented populations as an intentional strategy, with aligning goals and objectives.

Survey Questions

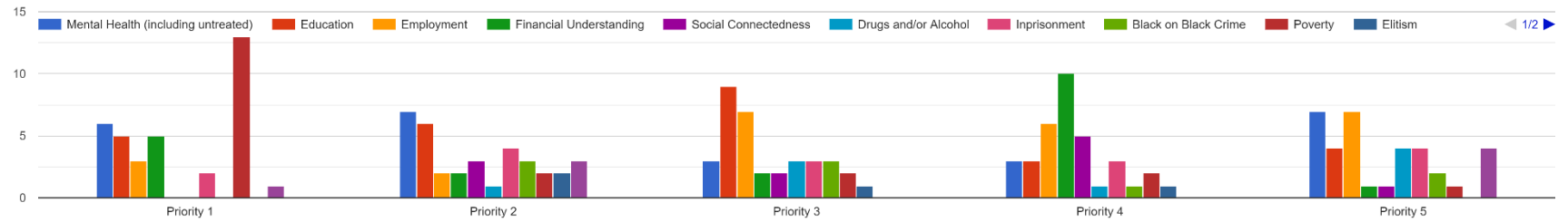
What are the top 5 external issues contributing to structural racism for Black Americans?



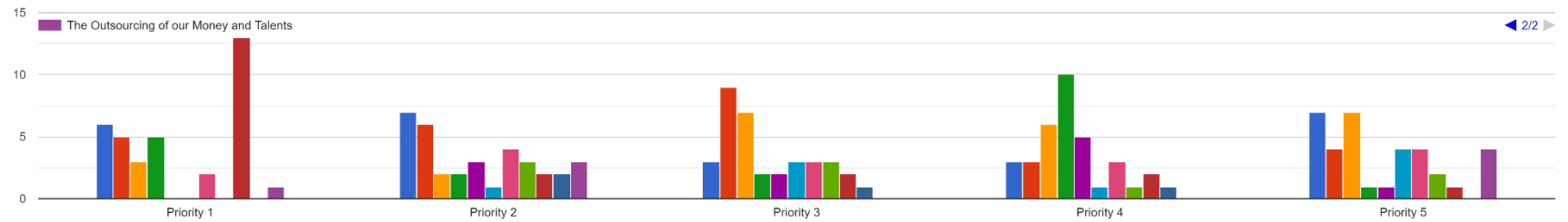
What are the top 5 external issues contributing to structural racism for Black Americans?



What are the top 5 internal issues hindering the black culture?

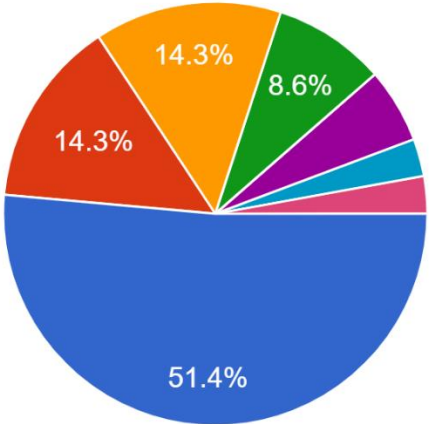


What are the top 5 internal issues hindering the black culture?



In what location would you primarily like to work out of?

35 responses



- Lake County
- Cuyahoga County
- Both
- Summit
- I think it should be where majority reside.
- North Carolina
- Geauga and Cuyahoga