

**Minutes of the
Mahoning County Public Health
Board Meeting
July 19, 2023
8:00 a.m.**

The Mahoning County Public Health Board held its regular meeting on July 19, 2023, at 8:00 a.m. at the offices of Mahoning County Public Health, 50 Westchester Drive, Youngstown, Ohio 44515.

I. Pledge of Allegiance

II. Roll Call

Present

Mr. Len Perry
Dr. Nancy Mosca
Dr. Michael Miladore
Mr. Joe Mistovich

Absent

Mrs. Bev Fisher

Staff Present:

Ed Janik, Colton Masters, Susan Kovach, Erica Horner, Daljeet Dhillon, Cynthia Grier, Scott Bolam, Dave Fetchko, April Brenner, Shannon Sellards, Briana Musolino, Kyle Gabrick, Amy Holinbaugh, Dr. Kravec, Julie Thompson, Ryan Tekac

Public Audience:

Tom Costello

III. Minutes

MOTION

Mr. Mistovich motioned, Dr. Mosca seconded to approve the minutes of the 6/21/23 Board meeting as presented.

Motion carried unanimously.

MOTION

Mr. Mistovich motioned, Dr. Mosca seconded to approve the minutes of the 6/20/23 Personnel Committee meeting as presented.

Motion carried unanimously.

MOTION

Dr. Miladore motioned, Mr. Mistovich seconded to approve the minutes of the 6/20/23 Finance Committee meeting as presented.

Motion carried unanimously.

IV. Special Presentation – David Fetchko, REHS

Mr. Perry gave a heartfelt thank you from the Board of Health and staff at Mahoning County Public Health for Mr. Fetchko’s 32 years of dedicated service to protecting the

health of the residents of Mahoning County and presented Mr. Fetchko with a plaque commemorating his retirement from Mahoning County Public Health.

Mr. Fetchko thanked the Board and staff at Mahoning County Public Health and wished everyone well as he moves on to enjoy his retirement.

V. Special Requests/Subdivision Requests/Board Orders

A. Board Order #EH-BO-2023-06 – Knappenberger (Springfield Twp.)

Ms. Sellards explained that this a property located in Springfield Township where the owner has failed to properly dispose of all solid waste located on the property which is a violation of the Ohio Administrative Code 3745-27-05(D), Ohio Revised Code 3734.03 and the Mahoning County District Board of Health Nuisance Abatement Code, Sections 4.1.7 and 4.1.8.

MOTION

Mr. Perry motioned, Mr. Mistovich seconded to approve the sanitarian’s recommendation for Board Order #EH-BO-2023-06 as presented:

In accordance with Ohio Administrative Code 3745-27-05(D), and Ohio Revised Code 3734.03 and Mahoning County District Board of Health Nuisance Abatement Code, Sections 4.1.7 and 4.1.8, declare the property a public nuisance and order the same:

- Unsafe which creates a public health nuisance;
- Placarded;
- Abated immediately, but in no longer than 5 days, and;

In accordance with the Nuisance Abatement Code, Section 6.1, declare the property unsafe and a public health nuisance.

Motion carried unanimously.

B. Board Order #EH-BO-2023-07 – US Bank National Assoc. (Green Twp.)

Ms. Musolino explained that this is a vacant property in Green Township that is owned by US Bank National Associates and is a creating a public health nuisance and a safety hazard because the dwelling is in a condition that is not weather-tight and/or rodent proof. The owner has failed to comply with the abatement notices and did not appear at the Health Commissioner’s hearing.

MOTION

Mr. Mistovich motioned, Dr. Mosca seconded to approve the sanitarian’s recommendation for Board Order #EH-BO-2023-07 as presented:

In accordance with the Nuisance Abatement Code, Section 6.1 and O.R.C. §3707.01, declare the home a public nuisance and order the same:

- Condemned as dangerous to life or health;
- Placarded;
- Abated within 5 days, and;
- To remain vacant until the nuisance is abated.

In accordance with the Nuisance Abatement Code, Section 6.2, declare the dwelling/dwelling unit unfit for human habitation and unsafe.

Motion carried unanimously.

VI. New Business

A. 2023 Budget Changes for Board Approval

Mr. Janik explained that there are three changes for this month. Two are for a grant renewal revenue and expense budget. The largest is the MORE 1st Birthdays grant expense budget increase for contracts later on the agenda.

MOTION

Mr. Mistovich motioned, Dr. Mosca seconded to approve the 2023 Budget Changes as presented.

Motion carried unanimously.

VII. Board Continuing Education

A. Racial Equity Action Plan

Ms. Grier gave a 30-minute presentation to the Board regarding the MCPH Racial Equity Action Plan which was followed by a 15-minute question and answer period.

A copy of the slides from the presentation are attached to these minutes.

VIII. Reports

A. Committee

Dr. Mosca reported that the Personnel Committee met and reviewed resumes for the Environmental Health Supervisor position and the Administrative Assistant position, both of which will be acted upon in Personnel Actions.

Dr. Miladore reported that the Finance Committee met yesterday and reviewed all the reports as well as contracts. Also reviewed the budget for the year and almost all divisions are already ahead. Financially, MCPH remains in a good position.

B. Division/Program

Ed Janik

Just completed the paperwork for our PEP renewal and we received a discount for being a loyal customer. They are a great company to work with. We are finally ready to put our new credit card system online. The new contract format has been ironed out and is working smoothly.

Colton Masters

Our O&M Team has been working diligently to collect O&M level 3 samples. We will continue this process for the next few months, but still hope to be done before fall, pending weather or other issues.

We have started our 2023 Solid Waste Survey with the OEPA. Jennifer Carlson is here doing the evaluation/training for our department. This year she is including Kristy Boyles in the training and evaluation, as she is making the transition currently from food to solid waste, and she will be assisting Amy with the solid waste, infectious waste and tattoo programs as Dave retires.

I would also like to again thank Cory Powell, Ryan Tekac, Tim Tusek and many of our community partners for working to address the issue of residential swimming pools that are being rented out. This was a rapidly changing and evolving situation that we dealt with at the end of June, but with their assistance, we were able to prevent the unauthorized construction and rentals of swimming pools.

On Monday of this week, we started our ODA survey for the food program. This is the first survey since around 2018 for the food program and I want to acknowledge Cory Powell and Megan Nicholson for helping get everything prepared and ready for the evaluators visit. This survey is substantially different from previous visits due to the changes brought about by HB 507 (signed January 6th of this year). This survey is treated more as an administrative review of our policies and procedures when dealing with food facilities.

Our summer interns are still actively collecting mosquitoes and ticks throughout the county. To date, we have collected over a thousand mosquitoes, and more than two dozen ticks have been sent to ODH for testing and analysis. We do not have all the tick testing data back yet, due to a contract lapse between ODH and the labs at OSU. However, we will continue to monitor the county for increased tick populations. I met with Poland Township Park administrators on Monday to discuss possible mitigation techniques and to brainstorm on ways to address the tick populations moving forward.

I would like to welcome Kyle Gabrick to the leadership team.

As my final note, I would like to acknowledge Dave Fetchko before the Board. Dave has worked with our agency for many years and his experience and expertise has been invaluable for us. However, he has reached the point of retirement, which we all strive to one day, and I just wanted to thank him for his time, service, and dedication to the residents of Mahoning County. We will miss him, but we wish him all the best in retirement.

Cathy Hergenrother (reported electronically)

Please find below the indicators of the progress of the HUB year to date- (Through June 30, 2023). We are excited to report that the HUB enrollments year to date are more than the entire year of 2021 and 2022.

Current Referrals to Enrollments –	
Referrals	478
Enrollments	188
% Enrolled	39.33%

Projected 2023-	
Referrals	960
Enrollments	376
% Enrolled	40%

Below are the quarterly results for the CHIP:

Mahoning Valley Pathways HUBs and HUBs across Ohio have difficulty in achieving the goal of 1st trimester enrollment for several reasons:

- o Many women do not realize they are pregnant until the 2nd trimester
- o Most women do not receive obstetric care until their 2nd trimester

- o Hispanic women, generally, do not seek obstetric care until the 3rd trimester

CHIP Goals for Q2

Goal	Q2	YTD
50% of women enrolled in HUB services in their 1st trimester	3.16%	11.58%*
30% of women enrolled, in HUB services in their 2nd trimester	26.32%	50.88%
20% of women enrolled, in HUB services in their 3rd trimester	42.11%	63.16%

Susan Kovach

The PHEP exercise has been scheduled for October 18 and 19, 2023. It will be a two-day exercise with the Ohio Department of Health. The first day will focus on communication and requesting supplies and the second day will focus on delivery of supplies and distribution to the POD's. August is Overdose Awareness Month and Jennifer Patrick, our new CHES created a social media campaign so we will have billboards and extra Narcan events including at Ohio CAN's Awareness Day on August 31st.

Erica Horner

Introduced April Brenner, our newest public health nurse to the Board. We are excited to have her join our team! April's position is part-time and will be focused on immunization clinic responsibilities.

The Board welcomed April to MCPH.

In May, the FDA licensed two RSV vaccines (Arexvy, GSK and Abrysvo, Pfizer) to prevent RSV disease in adults ages 60 and older. ACIP (Advisory Committee on Immunization Practices) met in June and recommended adults 60 years of age and older may receive a single dose of RSV vaccine, using shared clinical decision-making. On June 29, 2023, the CDC Director Rochelle Walensky endorsed ACIP's recommendations for use of the new Respiratory Syncytial Virus vaccines from GSK and Pfizer for people ages 60 years and older, using the shared clinical decision-making. This means these individuals may receive a single dose of the vaccine based on discussions with their healthcare providers about whether RSV vaccination is right for them. So, who is considered a health care provider with regard to shared clinical decision-making recommendations: In this context, the CDC defines a health care provider as anyone who provides or administers vaccines such as PCPs, specialists, physician assistants, nurse practitioners, registered nurses, and pharmacists. The vaccines are expected to be available this fall. Currently no available insurance reimbursement rates. MCPH clinical and billing staff members have been kept up to date. We are in the planning stages and will explore purchasing/administering to eligible individuals based on CDC clinical guidelines and our standing orders. More information will be shared as it becomes available at future Board meetings.

We were awarded the ODH's Get Vaccinated Ohio and Moms Quit for Two for SFY 24 with a start date of 07/01/2023, both are deliverable based grants. Notice of Awards were posted: GVO \$62,491.00; MQFT \$32,915.00.

ODH recently posted at the beginning of July, the Cribs For Kids/Safe Sleep SFY 24 continuation RFS with a due date of 07/24. The release of this RFS is close to 3 months delayed as it was originally scheduled to be posted in April. Currently working on grant application, no major changes to the program other than a slight decrease in the total budget amount (FY23 is \$73,800, FY24 is \$68,400), the total number of families that we are allowed to serve (FY23 is 350, FY24 is 326), elimination of two deliverables related to first responder train the trainer.

Daljeet Dhillon

WIC Caseload 2023

January	February	March	April	May	June
3609	3630	3684	3750	3833	3856

WIC caseload is consistently increasing.

Total Number of infants on WIC program 984 in June 2023.

Infants NOT breastfeeding 848.

Michelle Arch, breastfeeding peer helper, resigned as of 6/9/2023. She got a position with higher wage and more hours with another agency. It is difficult to attract candidates for the breastfeeding peer helper position due to uncompetitive wages. Breastfeeding education and support is a priority of the WIC program.

In June, the WIC clinics celebrated Bounce Back into Summer, a children's nutrition education and physical activity event. Children were provided healthy snacks and participated in a hands-on activity. The event was well received by the children and their parents.

I attended AOHC Leadership Essentials training on June 20th and 21st. The training was informative and provided insight into how various health departments are funded and how the funding source impacts the programs within a health department.

Farmers markets are scheduled on premises at the Austintown and Boardman WIC clinic locations for the months of July, August, September, and October. The collaboration with ACTION Mobile Market increases the redemption rate of farmers' market vouchers for WIC participants.

I would like to acknowledge Michelle Rovnak, Nutrition Education/Breastfeeding Coordinator for her assistance with all updates for the 2023 WIC Management Evaluations. Also, Michelle Arch and Melinda Mondok for updating the breastfeeding room at the WIC clinic. The ODH Management Evaluation is scheduled for 7/17/2023 for the Boardman WIC clinic.

Scott Bolam

The lab continues to provide our routine testing services to the community.

For the Mahoning County O&M program, we have received 117 sample locations so far.

For our groundwater monitoring program, we are sampling the Toth-Hilltop landfill next week.

As mentioned last month, we were working on our A2LA (American Association of Laboratory Accreditation) internal audit. The audit was completed and we are waiting on final acceptance.

Dr. Kravec

Working with Erica on new issues that come forward as well as with employees on FIT testing. There has been quite a bit of conversation recently regarding treating for ticks that are attached to humans.

Ryan Tekac

We are currently in early discussions with the Mahoning County Lead and Healthy Homes Programs for possibly taking over the duties to offer capillary or fingerstick lead testing in the community. Phil Puryear notified us a few weeks ago that Mercy Health discontinued their program and Phil is searching for an agency that would take over the blood analyzing machine. The intent is to offer testing in the community for children ages 1 -5 years and to raise awareness about lead poisoning while promoting education and prevention strategies. The program was partially funded by the Lead and Healthy Homes program where they provide the blood analyzer and supplies along with \$50.00 for test and from my understanding the Mercy Foundation funded the program partially. We will continue to have talks with Phil to support his need for increasing testing and awareness.

If you recall, several months ago our MY Baby's 1st Core Team along with the Mayor of Youngstown and Mahoning County Commissioners were listening to proposals on bringing Maternal and Child Health Services to work in our valley and to aid in decreasing infant mortality for the black communities. The initial proposal we listened to was not going to be a good marriage between the organization and Mercy Health leadership. In continuing to search we came upon a group from Cleveland known as the Village of Healing. Their organization delivers gynecological, prenatal, and postpartum care for women in need with a focus on black women but inclusive of all who come for services. The Core Team has listened to their proposal and views this organization as a fit that would be a community partner. Their approach on funding wasn't all or nothing as it was what can we support, and they will work to find funding. We have a meeting this Friday again with the mayor and representatives from the County Commissioners.

I have shared the videos that 898 has worked with our MCPH team on developing content for services to make the community aware of what we offer. The Board has asked what it would take to turn these into commercials and PSAs. 898 has worked up an estimate that would include TV, Radio, closed TV, and Digital targeting. The estimate to move this forward to run from August to December would be \$90,000.00.

Congrats again to Erica, Colton, and Cynthia for serving on workgroups to strengthen the field of public health and our related professions. There is also a congratulations in store for Cynthia and her completion of the train-the-trainer the Bridges Out of Poverty coursework.

- Erica is serving in the NACCHO Immunization Workgroup
- Colton will be working on a committee to assist ODH in the process to implement HB 131 and reciprocity for REHS out of state.
- Cynthia is now a certified trainer in Bridges Out of Poverty and will work to train our staff.

Back by popular demand we will host hybrid all staff meetings monthly to inform the staff of Board items while also having leadership highlight on their programs. These will occur the last Friday of the month.

Lastly and always, I want to thank our entire team for all their hard work and dedication to our community.

IX. Approval of Monthly Expenses

A. Monthly Expenses

MOTION

Mr. Mistovich motioned, Dr. Mosca seconded to approve the monthly expenses as presented.

Motion carried unanimously.

B. Contracts

CDC-CCR Grant Contracts

- 1) Akron Children’s Hospital – Mahoning Valley, COVID-19 Activities for HUB Clients, \$22,500.00

MOTION

Mr. Mistovich motioned, Mr. Perry seconded to approve the contract with Akron Children’s Hospital – Mahoning Valley as presented.

On roll call the vote was as follows:

Mr. Mistovich	Yes
Mr. Perry	Yes
Dr. Mosca	Abstain
Dr. Miladore	Yes

Motion carried.

- 2) African American Male Wellness Agency, COVID-19 Activities for HUB Clients, \$2,500.00
- 3) Utica Shale Academy of Ohio, COVID-19 Activities for HUB Clients, \$22,500.00
- 4) Trumbull Community Action Program, COVID-19 Activities for HUB Clients, \$22,500.00
- 5) Price Memorial A.M.E. Zion Church, COVID-19 Activities for HUB Clients, \$22,500.00
- 6) OCCHA, COVID-19 Activities for HUB Clients, \$22,500.00
- 7) Family and Community Services, COVID-19 Activities for HUB Clients, \$22,500.00
- 8) Evolve, COVID-19 Activities for HUB Clients, \$22,500.00
- 9) Educational Service Center of Eastern Ohio, COVID-19 Activities for HUB Clients, \$22,500.00

- 10) Direction Home of Eastern Ohio, COVID-19 Activities for HUB Clients, \$22,500.00
- 11) Youngstown City Health District, COVID-19 Activities for HUB Clients, \$22,500.00
- 12) Mercy Health Youngstown, LLC., COVID-19 Activities for HUB Clients, \$67,500.00
- 13) Alta Care Group, COVID-19 Activities for HUB Clients, \$67,500.00

MOTION

Dr. Mosca motioned, Mr. Mistovich seconded to approve contracts number two through 13 as presented.

Motion carried unanimously.

Other Contracts

- 14) Utica Shale Academy of Ohio, Employ, support and train new CHW's – Workforce Development Grant, \$40,000.00
- 15) The Baldwin Group, HDIS Software Maintenance Agreement, \$6,818.40
- 16) Lamar, Integrated Harm Reduction Grant Advertising, \$15,750.00
- 17) Western Reserve Transit Authority, Integrated Harm Reduction Grant Advertising, \$9,432.50
- 18) Pitney Bowes, Inc., Purchase mailing equipment, meter rental and maintenance agreement, \$21,872.90

Equipment

- 19) Amazon, Dell Latitude 5530 Business Laptop – PHEP Grant, \$1,462.49
- 20) Amazon, Elkay Commercial Bottle Filling Station and Water Fountain, \$1,306.89

MOTION

Mr. Mistovich motioned, Dr. Mosca seconded to approve contracts number 14 through 20 as presented.

Motion carried unanimously.

X. Travel

- A. Official Travel

MOTION

Mr. Perry motioned, Dr. Mosca seconded to approve the official travel as presented.

Motion carried unanimously.

XI. Personnel Actions

- A. Appoint – Environmental Health Supervisor

MOTION

Dr. Mosca motioned, Mr. Mistovich seconded to appoint Kyle Gabrick as Environmental Health Supervisor effective July 31, 2023 at a rate of \$32.68/hour.

Motion carried unanimously.

- B. Appoint – Administrative Assistant

MOTION

Dr. Mosca motioned, Mr. Mistovich seconded to appoint Lisa Wogan as Administrative Assistant at a rate of \$23.56/hour with a start date to be determined as presented.

Motion carried unanimously.

C. Permission to Post/Advertise and Hire a Full-Time Account Clerk II

MOTION

Dr. Mosca motioned, Mr. Mistovich seconded to give permission to post/advertise and hire a full-time Account Clerk II should the opportunity present itself before the next Board meeting as presented.

Motion carried unanimously.

D. Permission to Post and Hire Full-Time Community Outreach Worker

MOTION

Dr. Mosca motioned, Mr. Mistovich seconded giving permission to post for a Community Outreach Worker and to hire for the same should the opportunity present itself before the next Board meeting.

Motion carried unanimously.

E. Executive Session

MOTION

Dr. Mosca motioned, Mr. Mistovich seconded to enter into Executive Session to consider the appointment, employment, discipline or compensation of public employees at 10:09 a.m.

Motion carried unanimously.

F. Exit Executive Session

MOTION

Dr. Mosca motioned, Mr. Mistovich seconded to exit Executive Session at 10:28 a.m.

Motion carried unanimously.



XII. Adjournment


MOTION

Mr. Mistovich motioned, Dr. Mosca seconded to adjourn the meeting at 10:29 a.m.


Motion carried unanimously.

Most Nurses Impact the Health of Individuals One at a Time
Public Health Nurses Impact the Health of **Entire** Communities







Health Equity Strategy & Initiatives – MCPH Board Continuing Education July 2023




**MAHONING COUNTY
PUBLIC HEALTH**
PREVENT · PROMOTE · PROTECT




1

MCPH RACIAL EQUITY CORE TEAM

- **DALJEET DHILLON, WIC**
- **AMY HOLINBAUGH, ENVIRONMENTAL**
 - One of our primary roles is to protect public health and the environment by enforcing the revised and administrative codes of the State of Ohio. Some of the programs we are involved with include sewage treatment systems, drinking water wells, healthy homes and nuisances, food safety, body art, swimming pools, campgrounds, plumbing, infectious waste generators, and solid waste disposal and processing facilities. We work with operators, owners, customers, homeowners, applicants, contractors and renters.
 - An important aspect of our role as related to health equity is to ensure that everyone is aware of and has access to the services we provide and that if there are barriers that prevent someone from having access to our services or gets in the way of being able to utilize our services to their full potential, that we recognize and if possible, remove those barriers in an effort to protect public health and the environment, where people live, learn, work, eat and recreate.
- **SHAWN HUNTER-LITTLE, NURSING**
 - Health equity means that everyone has a fair and just opportunity to be as healthy as possible. Achieving this requires removing obstacles to health—such as poverty and discrimination and their consequences, which include powerlessness and lack of access to good jobs with fair pay; quality education, housing, and health care; and safe environments.
 - Dealing with topics such as patients' ethnicity, language, culture, sexual orientation, and gender identity in a sensitive, direct manner.
 - To provide the entire population with safe, efficient, reliable, and quality nursing services at all levels of health.
- **CORA LEWIS, COMMUNITY HEALTH**
- **CHRIS NOVAK, LABORATORY**
 - Establish and maintain equitable leave policies that are fair and flexible to meet the needs of all employees." This can be demonstrated by the department helping a coworker use her leave time to help a sick family member. Health equity among customers: Our lead program works with low-income housing for lead issues and also our groundwater program sometimes deals with low-income housing
- **RYAN SEIPLE, PATHWAYS HUB**
- **LISA WOGAN, FISCAL**
 - Health Equity – ensuring that the needs of an individual are met in such a way that they are provided the support and assistance they need to thrive. Support and assistance is provided in an equitable way, not an equal way, with others.
 - As the fiscal department, we responsibly manage finances and monies to support and maintain programs that provide and ensure health equity to individuals



2



2

What is Health Equity?

- Health equity is the state in which everyone has a fair and just opportunity to attain their highest level of health. Achieving this requires ongoing societal efforts to:
 - Address historical and contemporary injustices;
 - Overcome economic, social, and other obstacles to health and health care; and
 - Eliminate preventable health disparities. ^[1,2]
- To achieve health equity, we must change the systems and policies that have resulted in the generational injustices that give rise to racial and ethnic health disparities.

<https://www.youtube.com/watch?v=F8UAanK5WNA&list=PLvrp9iOILTObC71TLvaECOHOg4HuOPJmi6&index=3>



3

WHY HEALTH EQUITY?

• OE22

- DELIVERABLE 5: ORGANIZATIONAL HEALTH EQUITY SELF-ASSESSMENT
 - COMPLETE AN ORGANIZATIONAL HEALTH EQUITY SELF-ASSESSMENT TO IDENTIFY INFORMATION FOR REFLECTION, DISCUSSION, PLANNING AND ORGANIZATIONAL DEVELOPMENT
- DELIVERABLE 6: ESTABLISH OR ADOPT AN ORGANIZATIONAL RACIAL EQUITY CORE TEAM
 - ESTABLISH OR ADOPT AN ORGANIZATIONAL RACIAL EQUITY CORE TEAM. CORE TEAM WILL ENGAGE IN INSTITUTIONAL RACIAL EQUITY PLAN, THROUGH ACTIVITIES SUCH AS THE "SEVEN 'C'S" IDENTIFIED BY THE GOVERNMENT ALLIANCE ON RACE AND EQUITY
 - CATALYZING EQUITABLE SYSTEMS CHANGE IN GOVERNMENT AND THE COMMUNITY
 - COORDINATING THE DESIGN AND IMPLEMENTATION OF AN ACTION PLAN
 - CULTIVATING AND DEVELOPING NEW RACIAL EQUITY LEADERSHIP AND ACTIVE COMMUNITY ENGAGEMENT
 - CAPACITY-BUILDING TO DISSEMINATE LEARNING, SKILLS, AND TOOLS FOR OPERATIONALIZING EQUITY
 - COMMUNICATING ABOUT RACIAL EQUITY ACROSS DEPARTMENTS AND MANAGEMENT LEVELS
 - COLLECTING AND ANALYZING DATA FOR DOCUMENTING, MEASURING AND EVALUATING PROGRESS
 - CHAMPIONING RACIAL AND SOCIAL JUSTICE AND CELEBRATING AND SUSTAINING SUCCESS
 - DEVELOP A RACIAL EQUITY CORE TEAM CHARTER
- DELIVERABLE 7: ORGANIZATIONAL RACIAL EQUITY ACTION PLAN
 - CREATE A RACIAL EQUITY ACTION PLAN
- DELIVERABLE 8: ORGANIZATIONAL HEALTH EQUITY TRAINING
- DELIVERABLE 9: INTEGRATION OF RACIAL EQUITY INTO ORGANIZATIONAL POLICY
- DELIVERABLE 10: GARE MEMBERSHIP



4

RACIAL EQUITY ACTION PLAN

- MAHONING COUNTY PUBLIC HEALTH STAFF UNDERSTANDS AND IS COMMITTED TO EQUITY
- MAHONING COUNTY PUBLIC HEALTH'S EXTERNAL PARTNERS VIEW MCPH AS AN EFFECTIVE AND INCLUSIVE AGENCY THAT ENGAGES COMMUNITY
- MAHONING COUNTY PUBLIC HEALTH WILL INCREASE SERVICES TO UNDERREPRESENTED POPULATIONS



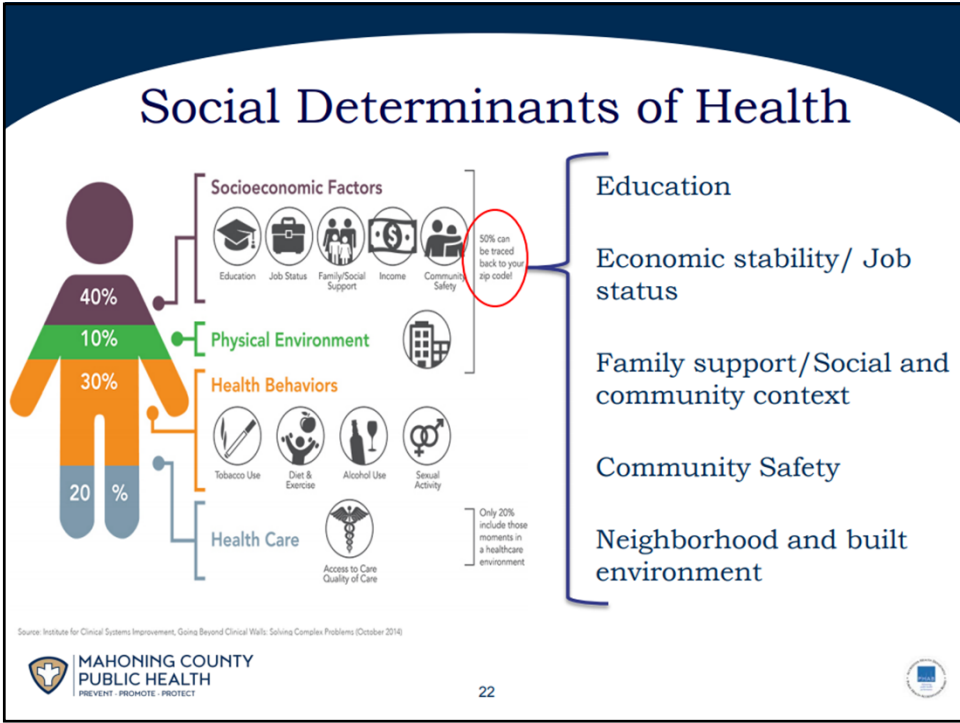
5

DIVERSITY, EQUITY AND INCLUSION

- ***Diversity*** is where everyone is invited to the party
- ***Inclusion*** means that everyone gets to contribute to the playlist
- ***Equity*** means that everyone has the opportunity to ***dance/experience the music***
 - <https://youtu.be/KPRA4g-3yEk>
 - https://www.youtube.com/watch?v=YrHIQIO_bdQ



6



7



8



What can we do about it?

- Establish Clear Goals
- Investigate the effects of your external actions
- Devote Resources
- Lead with empathy
- Create opportunities for all staff to come together as a group
- Anti-racism efforts should be led from the top, by the leadership team
- Give voice to BIPOC leadership, colleagues or employees, but do not lean on them to address these issues; you must own this work
- Encourage and empower everyone to speak out against racist workplace practices and adopt a zero-tolerance policy for this behavior
- Commit to diversity internships and fellowships



9

What can we do about Gender Inequality?

- Everyone must feel safe to do their job without [workplace discrimination](#)
- Diverse employees feel safe and empowered while working with the team.
- Everyone receives equal opportunities and [employee appreciation](#)
- Everyone gets similar training and learning opportunities within the company
- Strict company policies prohibiting sexual harassment and power abuse



10

What can be done about LGBTQIA+ Inequality?

- **Identify allies**
 - Who in management will be supportive?
 - Who is EEO compliance officer?
 - Board of Directors
- **Build support**
 - Dialogue with human resources department
 - LGBTQ employee resource groups



11

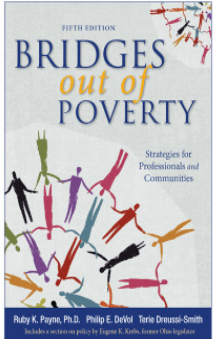
What can we do about Disability Inequality?

- **Incorporate disability training into your onboarding process**
- **Model appropriate behavior**
- **Elevate your resources**
- **Amplify marginalized voices**
- **Host a lunch and learn**



12

Institutional Lens





BRIDGES *out of* POVERTY

Ruby K. Payne, Ph.D.,
Phil DeVol, and
Terie Dreussi-Smith
with Gene Krebs

aha! Process, Inc., Highlands, TX
ahaprocess.com


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13

Shifting to a 'People Centered' Organization


To change how your organization engages the customer, you change how the organization engages the employees.



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14



Supervisors, Managers, Administrators

- What is my own experience/societal lens, and how do I use that lens in every aspect of my work? This is my cognitive framework, and I need to be aware of it.
- Do I view staff as “less than”? Do I view staff as equal to me?
- Do I model the things I want the case managers to do with their clients?
- Am I making deposits into the relationship bank accounts of my employees and coworkers?
- Does the administration lead with a people-centered approach?
- Are we modeling transformational coaching with our staff?
- Are staff *and* clients involved in the decision-making processes?

aha! PROGRESS THROUGH KNOWLEDGE

15

15

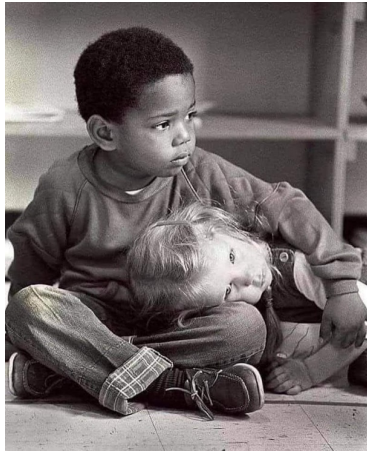
CONCLUSION

- IT WILL TAKE ALL OF US TO MAKE A CHANGE
- WE DON'T HAVE TO ACCEPT THE STATUS QUO
- LET ME KNOW IF THERE ARE ANY SUBJECT AREAS YOU WANT ME TO ADD
- PLEASE LET ME KNOW OF DATES/TIMES TO MEET WITH THE STAFF

MAHONING COUNTY PUBLIC HEALTH

16

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"I had been on assignment at a Detroit Montessori school for two days and shot hundreds of photos. Some were very good, but I knew I hadn't gotten THE shot. That afternoon, as we all sat on the floor in a circle listening to a story, I bowed my head. When I raised my head, this little girl leaned over to lay her head on the little boy's lap. He very gently lifted his arm to receive her. I call this photo **'The Age of Innocence.'**"
Credit: Marco Mancinelli.

MAHONING COUNTY PUBLIC HEALTH

PERSONNEL COMMITTEE MEETING

July 17, 2023

4:00 P.M.

**Mahoning County Public Health
50 Westchester Drive
Youngstown, Ohio 44515**

MINUTES

Board members present: Mr. Len Perry
Dr. Nancy Mosca
Mr. Joe Mistovich

Staff present: Ryan Tekac
Ed Janik

Meeting called to order at 4:00 p.m.

At 4:01 p.m. Dr. Mosca made a motion to enter executive session to consider the appointment, employment, discipline, or compensation of public employees, or to discuss pending or imminent court action, collective bargaining matters, or security matters.

The motion was seconded by Mr. Perry.

Mr. Mistovich made a motion to leave executive session at 4:43 p.m. The motion was seconded by Mr. Perry.

Upon leaving executive session the Personnel committee stated that they would make recommendations related to the appointment, employment, discipline, and compensation of public employees during the next regular meeting of the Board of Health on July 19, 2023.

A motion to adjourn was made by Mr. Perry, seconded by Mr. Mistovich at 4:45 p.m.

MAHONING COUNTY PUBLIC HEALTH

FINANCE COMMITTEE MEETING

July 18, 2023

8:30 A.M.

**Canfield Fairgrounds Administration Building
7265 Columbiana-Canfield Road
Canfield, Ohio 44406**

MINUTES

Board members present: Mrs. Bev Fisher
Dr. Michael Miladore

Staff present: Ryan Tekac
Ed Janik

Meeting called to order at 8:30 a.m.

The Finance Committee reviewed the budget changes for Board approval and the monthly financial reports as presented.

The Finance Committee will recommend approval of the following contracts at the next regularly scheduled MCPH meeting July 19, 2023:

CDC-CCR Grant Contracts

- African American Male Wellness Agency, COVID-19 Activities for HUB Clients, \$2,500.00
- Utica Shale Academy of Ohio, COVID-19 Activities for HUB Clients, \$22,500.00
- Trumbull Community Action Program, COVID-19 Activities for HUB Clients, \$22,500.00
- Price Memorial A.M.E. Zion Church, COVID-19 Activities for HUB Clients, \$22,500.00
- OCCHA, COVID-19 Activities for HUB Clients, \$22,500.00
- Family and Community Services, COVID-19 Activities for HUB Clients, \$22,500.00
- Evolve, COVID-19 Activities for HUB Clients, \$22,500.00
- Educational Service Center of Eastern Ohio, COVID-19 Activities for HUB Clients, \$22,500.00
- Direction Home of Eastern Ohio, COVID-19 Activities for HUB Clients, \$22,500.00
- Youngstown City Health District, COVID-19 Activities for HUB Clients, \$22,500.00
- Akron Children's Hospital – Mahoning Valley, COVID-19 Activities for HUB Clients, \$22,500.00
- Mercy Health Youngstown, LLC., COVID-19 Activities for HUB Clients, \$67,500.00
- Alta Care Group, COVID-19 Activities for HUB Clients, \$67,500.00

Other Contracts

- Utica Shale Academy of Ohio, Employ, support and train new CHW's – Workforce Development Grant, \$40,000.00
- The Baldwin Group, HDIS Software Maintenance Agreement, \$6,818.40
- Lamar, Integrated Harm Reduction Grant Advertising, \$15,750.00
- Western Reserve Transit Authority, Integrated Harm Reduction Grant Advertising, \$9,432.50
- Pitney Bowes, Inc., Purchase mailing equipment, meter rental and maintenance agreement, \$21,872.90

Equipment

- Amazon, Dell Latitude 5530 Business Laptop – PHEP Grant, \$1,462.49
- Amazon, Elkay Commercial Bottle Filling Station and Water Fountain, \$1,306.89

Meeting adjourned at 9:55 a.m.