

Commission on Black Women & Girls

MAYOR JUSTIN M. BIBB



CITY OF CLEVELAND

Mayor Justin M. Bibb



Overview of Cleveland

Cleveland is one of the most segregated metropolitan areas in the nation. The Brookings Institution in 2018 ranked Cleveland as the metro area with the fifth-worst Black-white segregation nationally.
Aug 3, 2020

- Population over all: **372,624**
- Black or African American percent: **47.6%**
- Black women: **27.8%**

Mission, Vision, Purpose

01 Mission

The City of Cleveland Commission on Black Women and Girls serves to improve the quality of life for women and girls by advocating, initiating, and championing programs as well as legislation to strengthen families and communities.

02 Vision

Every woman and girl in the City of Cleveland has access to unlimited opportunities to achieve social, health and economic equality.

03 Purpose

The City of Cleveland Commission for Black Women & Girls *Advises the Mayor, City Council, City Directors, and the citizens of Cleveland on matters that influence the well-being of black women and girls:*

- Explore research and issues reports on the status of Black women and Girls in the City.
- Develops and maintains an information and referral service to respond to Black women and girls needs.
- Holds public meetings or hearings pertaining to women and girl's needs
- Proposes initiatives to remove inequalities on the basis of sex.
- Recommend programs or legislation to insure equal rights and opportunities for all women.
- To address the inequalities and disparity of economics, health disparities and social conditions.

Cleveland is the Worst Place for Black Women & the Poorest Big City in America.

Cleveland was dead last in the rankings for Black women's overall outcomes, and dead last in Black women's educational outcomes. For health outcomes, Cleveland was the second worst city in the Bloomberg CityLab rankings." - *Cleveland.com* 11-20-21

Project Noir – Methodology & Research

Lack of Representation

While this large-scale quantitative data helps us understand where we rank, it does not help us understand why we rank here, or what it is like to be a Black woman in a city designed to exclude you.

Lived Experience

We believe Black Women. We believe they are the experts in their own experience, and that their experiences are the key to building solutions.

Surveys, Interviews, Pilot

We designed a survey that used specific prompts and behavior to prompt memories and collect stories. We sat down with Black Women directly. We ran a pilot survey to surface very large-scale themes and test the function of our format.

Response

- Over 450 Black Women
- Over 100 responses on our first day
- Shut down early - national response

Key Points

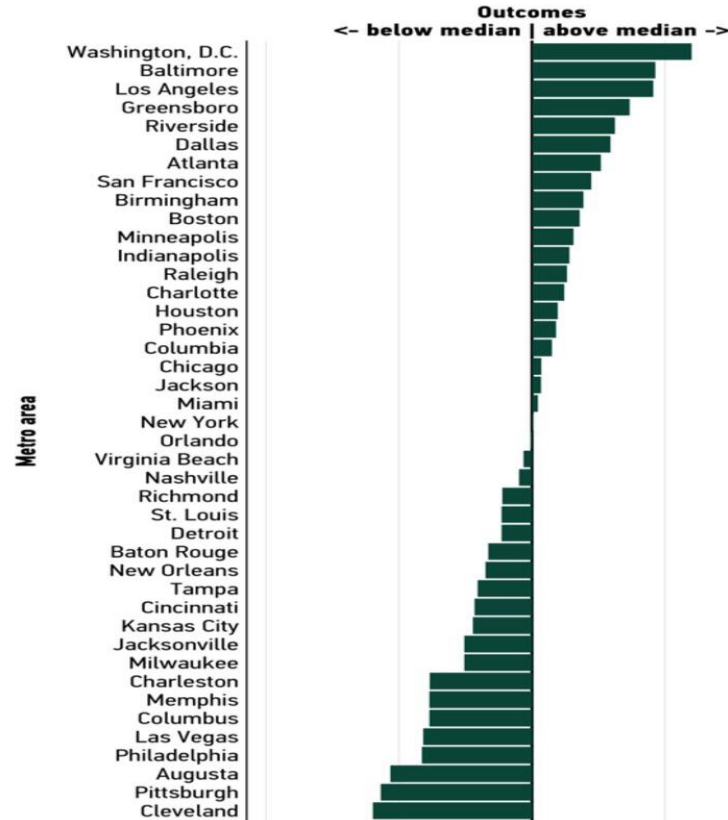
- Collected zip codes to build trust and allow anonymity
- Survey design builds internal reliability
- Major themes reinforce one another
- Data can be used to build tools to better understand identity conflict and systemic marginalization



What We Know in Education & Economic Rank

Best & worst metros for black women's educational outcomes

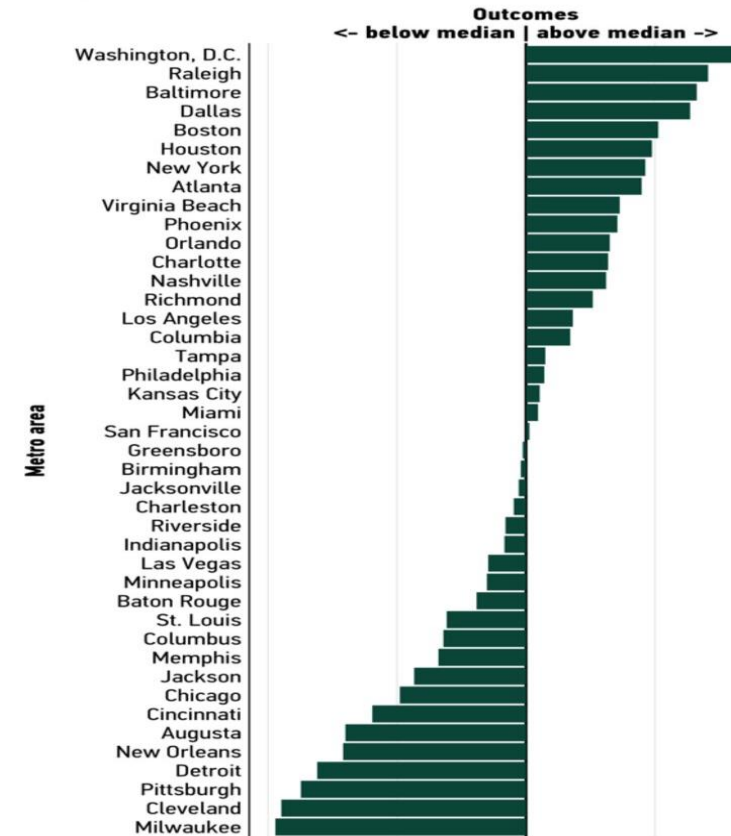
Among cities with at least 100,000 black women.



Source: Analysis by Junia Howell (David H. Montgomery / CityLab)

Best & worst metros for black women's economic outcomes

Among cities with at least 100,000 black women.



Source: Analysis by Junia Howell (David H. Montgomery / CityLab)

— City Lab / Bloomberg reporting What 'Livability' Looks Like for Black Women 2020



Workplace Stats

In Cleveland, Black women and girls are discouraged, policed, disciplined, belittled, manipulated, and encouraged to think small and aim low.

43% of respondents have reported harassment or abuse to their employer.

65% of respondents have been excluded from important meetings relevant to their jobs.

81% of respondents have been placed on a team with no other Black employees

56% were steered by educators in to lower-paying professions.

Nearly **50%** said they were discouraged from taking math and science classes.

73% said they felt excluded from important educational activities.

49% have been targeted for discipline they felt was unfair.

More than **75%** of survey participants have been paid less than coworkers in similar positions.

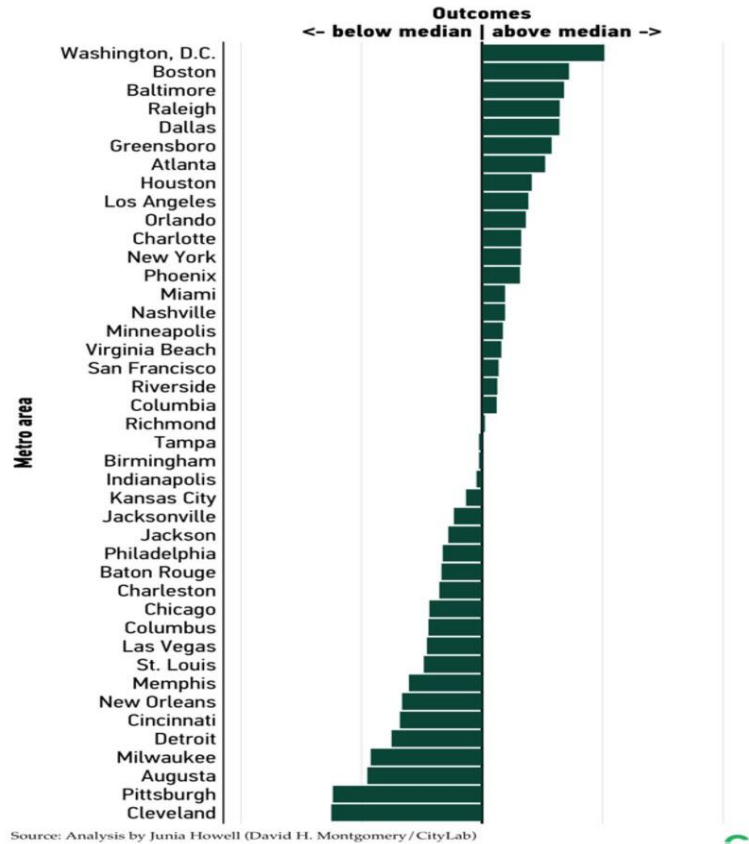
f - cited statics from Project Noir statistics from the report completed on completed 2021



What We Know in Overall & Health Outcomes

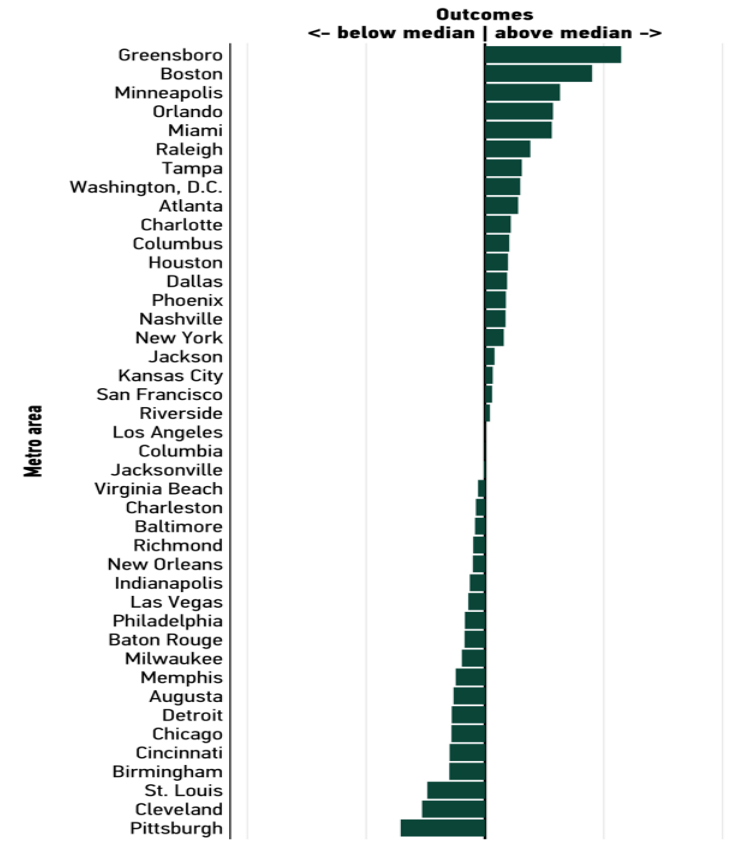
Best & worst metros for black women's overall outcomes

Among cities with at least 100,000 black women.



Best & worst metros for black women's health outcomes

Among cities with at least 100,000 black women.



City Lab / Bloomberg reporting What 'Livability' Looks Like for Black Women 2020

Healthcare Stats

60% spoken down to about their own health or symptoms.

41% of respondents have been told their health issues are not real or made up.

36% of respondents have had a provider that refused to provide any treatment at all.

f - cited statics from Project Noir statistics from the report completed on completed 2021



Commission Make up- 12 Members and 2 Ex Officio Members

- **One Black Women to represent from Cleveland City Council
- One Black Women to represent Faith (Pastor)
- One Black Women representing Corporate Cleveland
- One Black Women representing Education (primary, secondary and/or pre-school)
- One Black Women representing Grassroots women from one of the Cleveland City Wards
- Two College Student
- Two Black Students representing ages 11-17
- One Black Women representing Higher Education
- One Black Women who is a MD within one of the Hospital Systems
- One Black Women who represent the Social Services Arena
- One Black Women who is represents Labor
- *One Black Women from the Mayor's Office



Girls Sub Committee

- One Advisor from the Commission
- ***Must live in Cleveland and be enrolled in CMSD or City of Cleveland Higher Education.***
- 4 girls ages 8- 12 years of age
- 4 Girls ages 13-17 years of age
- 3 Girls ages 18-20 years of age
- The Girls Sub Committee will identify, explore and recommend solutions to obstacles they face.
- This will include but not limited to:
 - Focus groups of peers
 - Learning the obstacles
 - Identifying best practices to overcome
 - Solutions to Commission



Time Line

- Mayor along with Councilwoman Howse and Councilwoman Gray prepares legislation to implement the Commission. (*March & April*)
- Cleveland City Council to introduce the Commission to Committee assignment (*April-pending*)
- Mayor in conjunction with City Council to release application (*late June*)
- Mayor to appoint the 6 Members, Cleveland City Council to appoint 6 Members and the 2 Ex Officio Members to Commission (*July and Introduction*)
- Public Release of the Commission (*late June*)
- First Meeting of the Commission (*late July*)



Questions?



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References

ǎ -City Lab /Bloomberg reporting What 'Livability' Looks Like for Black Women 2020

ƒ - cited statics from Project Noir statistics from the report completed on completed 2021

¥ -Cleveland.com "Cleveland Metro area ranks worst in U.S. Black women: Project Noir seeks women voices – Nov. 24, 2021.