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**MINUTES OF LUCAS COUNTY CHILDREN SERVICES BOARD**  
**Regular Meeting Held July 17, 2024**

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The regular meeting of the Lucas County Children Services Board was held at 705 Adams Street, 3:00 P.M., in person and via Zoom.

Members Present: Dr. Cowell, Ms. Gagnon, Ms. McCollough, Mr. Meyer, Rev. Dr. Perryman, Mr. Ridi, and Ms. Vasquez

Member(s) Absent: Ms. Easterly (Zoom), Mr. Schinharl, and Mr. Walrod

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Dr. Cowell called the July 17, 2024, regular meeting of the LCCS Board to order. Roll Call was taken. A quorum was present.

**APPROVAL OF CONSENT AGENDA AND MAY LCCS BOARD MEETING MINUTES AND JUNE SPECIAL BOARD MEETING MINUTES**

Dr. Cowell asked if any items would be removed from the Consent Agenda. None were removed.

Dr. Cowell read the Consent Agenda into the minutes:

**CONSENT AGENDA**

- Minutes from May 15, 2024, LCCS Board of Trustees Meeting
- Minutes from June 27, 2024, LCCS Special Board of Trustees Meeting
- Services and Programs Meeting Minutes (7/5/24)
- Finance Committee Meeting Minutes and additional finance documents attached (7/9/24)

Dr. Cowell asked for a motion to approve the Consent Agenda. Ms. Vasquez made a motion for approval, which Mr. Ridi seconded. The motion passed by unanimous voice vote.

**OLD BUSINESS**

**Annual Report**

Patricia Daher gave the annual report. The video was presented to the board members.

Dr. Cowell asked for a motion to approve the annual report. Ms. McCollough made a motion for approval, which Ms. Vasquez seconded—the motion passed by unanimous voice vote.

**NEW BUSINESS**

**DEIS – Dr. Joyce James Presentation**

Dr. Bland gave an overview of the upcoming presentation that will be given by Dr. Joyce James to all employees. Dr. James and her staff will be via Zoom on July 25, with management staff, to review the results of the most recent climate survey done within the agency. On July 31, 2024, Dr. James will be in person in Toledo, giving the results of the climate survey to all LCCS Staff. There will also be a two-day workshop with management staff to review the survey results. A report out will be added to the August consent agenda.

**CHAIR'S REPORT**

- No report given.

## EXECUTIVE DIRECTOR'S REPORT

### LCCS CHILD PLACEMENT STATISTICS:

|                          | Current Month | Previous Month |
|--------------------------|---------------|----------------|
| Agency Foster Homes      | 338           | 321            |
| Subsidized Adoptions     | 1,125         | 1,125          |
| Purchased Boarding Homes | 203           | 194            |
| Institutions/Group Homes | 20            | 16             |
| Relative Placement       | 391           | 392            |

### EXECUTIVE DIRECTOR ACTIVITIES

#### Levy Update

On July 16<sup>th</sup>, The Lucas County Commissions passed a resolution to certify our levy request to the Lucas County Auditor for determination as to the estimated amount the levy would generate if passed. We anticipate that the second hearing (Resolution of Necessity) will occur next Tuesday, July 23<sup>rd</sup>. Chief Counsel Cully has been in contact with Matt Thal, who is the Director and Chief Tax Accountant for the Lucas County Auditor's Office. Director Thal is aware of our request and has agreed to process the certification in time for the July 23<sup>rd</sup> Commissioner's meeting. If all of this goes as expected, we will not have lost any time as a result of the differing interpretations of Ohio tax law.

#### Annual Report

We submitted the first draft of our 2023 Annual Report to you and management staff last week. I will ask for a resolution to approve it at this meeting.

#### DEIS

The Diversity, Equity, Inclusion and Strategy Department has categorized their overarching objectives into three general areas and is working to positively affect all three.

#### Addressing Disproportionality in the Referrals we Receive from Mandated Reporters and the Community

For the period of July 2023 through June of 2024, LCCS received referrals on Families of Color at a rate of 1.83 times their proportion of the population of Lucas County – the statewide average for that same period was 1.76. We also know that LCCS received referrals on White families at a rate of 0.68 times their proportion of the population of Lucas County – the statewide average in this regard was 0.81.

The causes of this are complex and not well-understood, however, this is most likely the result of:

- Bias in Reporting
- Socioeconomic Factors
- Inequity in Access to Resources
- Structural Inequities
- Historical Discrimination
- Over Surveillance of minority families and communities

The DEIS Department has taken a multi-faceted approach to address this inequity. Community work with the Burns Institute, the Community Response Guide, the March Community Forum and REIC work with Casey Family Programs are examples.

## **LCCS Internal Practice**

Accepting that the disproportionality which exists in referrals to LCCS is the baseline, the goal would be for our Agency to reduce that disproportionality at critical decision points throughout the life of a case in our system.

Unfortunately, the data so far demonstrates that there are still significant opportunities for us to advance this goal. The DEIS Department is working to reduce disproportionality in our Agency through data collection and analysis, assisting with the decision-making processes by using diverse decision-making panels, providing training to ensure that the services we offer are culturally competent and linguistically appropriate, and partnering with management to ensure that policies and practices are being implemented equitably.

## **Creating a Culturally Responsive Work Environment**

Our 2024-2028 Strategic Plan requires us develop the concept of cultural humility throughout the agency. We believe that we can enhance employee satisfaction and well-being by ensuring that we actively recognize, respect, and address the diverse cultural backgrounds, identities, and needs of our staff and the communities we serve. We hope that by working to eliminate biases and discrimination, we can ensure that all employees have equal access to opportunities for growth, development, and advancement.

The first step in this process is the grant-funded contract with Joyce James Consulting. This project will include a Racial Equity Climate Assessment, two-day workshop with Agency management, a one-day debrief, a one-day strategy session, a full report with recommendations for ongoing action and technical assistance and support for achieving the goals that align with the mission, vision, and values of our Agency.

## **DONATIONS/PARTNERSHIPS**

Buckeye Broadband and The Appliance Center are hosting a drive-thru drop-off for the back-to-school drive Wednesday, July 17, 3-7 p.m. at the store's Maumee location. Buckeye's corporate partners this year include Unison Health, Teamsters Local #20, and the Yark auto dealerships, all of whom serve as donation drop-off points leading up to the event. Other donor partners are conducting internal collections.

This year's backpack build will be held Monday, August 5, 10 a.m.-noon here at LCCS, with distribution set to begin that afternoon. HS volunteers will organize the supply lines Thursday and Friday Aug. 1 & 2.

Savannah Marten celebrates her 40<sup>th</sup> birthday in July, so she is encouraging friends to donate diapers to LCCS all month through an Amazon gift registry she has set up.

## **IN THE MEDIA**

|                                                      |                                                                |                                   |
|------------------------------------------------------|----------------------------------------------------------------|-----------------------------------|
| <i>Toledo Blade</i> , blade.com                      | Special Board Mtg- Levy<br>(Randy Muth quotes)                 | 6-17-2024                         |
| <i>Toledo Blade</i> , blade.com                      | Youth Homelessness series<br>(mentions LCCS in passing)        | 6-30-2024<br>7-4-2024<br>7-7-2024 |
| <i>Toledo Blade</i> , blade.com<br>WTOL-TV, wtol.com | Levy Review Committee, pt. 2<br>(Randy Muth interview, quotes) | 7-8-2024                          |

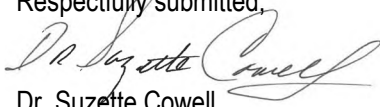
## **EXECUTIVE SESSION**

- None needed.

## ADJOURNMENT

Motion to adjourn by Mr. Meyer  
The meeting is adjourned.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Dr. Suzette Cowell", written in a cursive style.

Dr. Suzette Cowell  
Board Chair