

Onondaga County
Office of Diversity & Inclusion

Human Rights and Justice Center Oversight Committee
2021 Annual Report



Statement from Chief Diversity Officer



As Chief Diversity Officer, I am honored to serve as Onondaga County Chief Diversity Officer. I am fortunate to have a dedicated team that believes in this office's work as we continue to elevate equity, activate diversity, and be inclusive in hiring practices and promotions. When there is a more diverse and inclusive workforce, we are more innovative, productive, and successful, strengthening our ties and relationships with our communities. The pandemic has caused us all to rethink how we do business and deliver services. With all the challenges that were presented, we continue to move forward, addressing, discrimination in the workplace, launching initiatives to change organizational culture, and increasing the range of backgrounds and the representation of various groups throughout our workforce.

Our Compliance Officers continue to do outreach to Minority and Women Business Enterprises (MWBE) educating them on the process of doing business with the County and looking at their suggestions on how we could make the process even better, this is accomplished through our quarterly meetings with the MWBE'S. The compliance officers also monitor all County projects for MWBE compliance.

Our Title VI and LEP (Limited English Proficiency) program representatives are trained to address concerns related to discrimination, harassment, and disability accommodations. In addition, the Human Rights Commission (HRC) and Justice Center Oversight Committee are actively engaged in assuring that our most vulnerable populations' human rights are protected. Together we are capable of remarkable change. Your ideas, suggestions, and feedback are exceptionally valuable as we continue moving forward with making Onondaga County the leader in creating a culture where our differences are celebrated, and transparency is regarded and expected.

Sincerely,

A handwritten signature in black ink that reads "Monica Williams". The signature is fluid and cursive.

Monica Williams, Chief Diversity Officer
Onondaga County

Statement from Administrator



As our local community entered 2021, we were still learning how to live, adjust and adapt to COVID and the ongoing racial reckoning in our country. This new way of life forced our community to rise up and, with meaningful conversation, confront racism, classism, privilege, inequity and inclusion. As the administrator of the Justice Center Oversight Committee and Executive Director of Human Rights, I've experienced firsthand what happens when communities talk. Our Human Rights Commissioners and members of the

Justice Center Oversight Committee were at the forefront of those important conversations in our community. Commissioners invited an Onondaga County Family Court Judge and retired attorney to discuss how to make the courts more welcoming to all but particularly to people of color and people with disabilities. Commissioners attended rallies, vigils and celebrations that confirmed as a community we will stand against racism and Asian hate, celebrate our differences and give generously to those in need in our community.

JCOC members reviewed more than 20 serious complaints from Justice Center jail detainees and issued recommendations on ways to improve the administration of medical care at the jail. Committee members tasted food from the jail's food vendor, worked collaboratively with administrators of the Sheriff's Office and continued the work of advocacy on behalf of the detainees. Our office also gained a Human Rights Specialist. I am so honored to work with such an energetic group of individuals who have a passion for justice and public service. Thank you to the members of the Justice Center Oversight Committee and Human Rights Commissioners for the work that you do.

Montanette Murphy



Administrator, Human Rights Commission



Johanna Sellers, Human Rights Specialist

Onondaga County Human Rights Commission



Human Rights Commissioners 2021

Rasheada Caldwell - Chair
Rev. Roosevelt Baums
Mbonimpa Banabas
John Rushing III
Chris Gilkes
Nodesia Hernandez
Agnes McCray

Leonardo Sanchez
Al-amin Muhammad
Lanessa Chaplin
Tricia Wittkowski
Barbara Johnson
Mia Wade

Human Rights Commission: Mission

The Onondaga County/Syracuse Human Rights Commission exists to foster the growth and development within Onondaga County in the field of human rights and to examine the ways in which various groups of persons within the community relate to each other. The mission is to facilitate communication among such groups, creating a climate in which citizens can understand and respect each other, and resulting in the elimination of conditions leading to discrimination against members of any such groups.

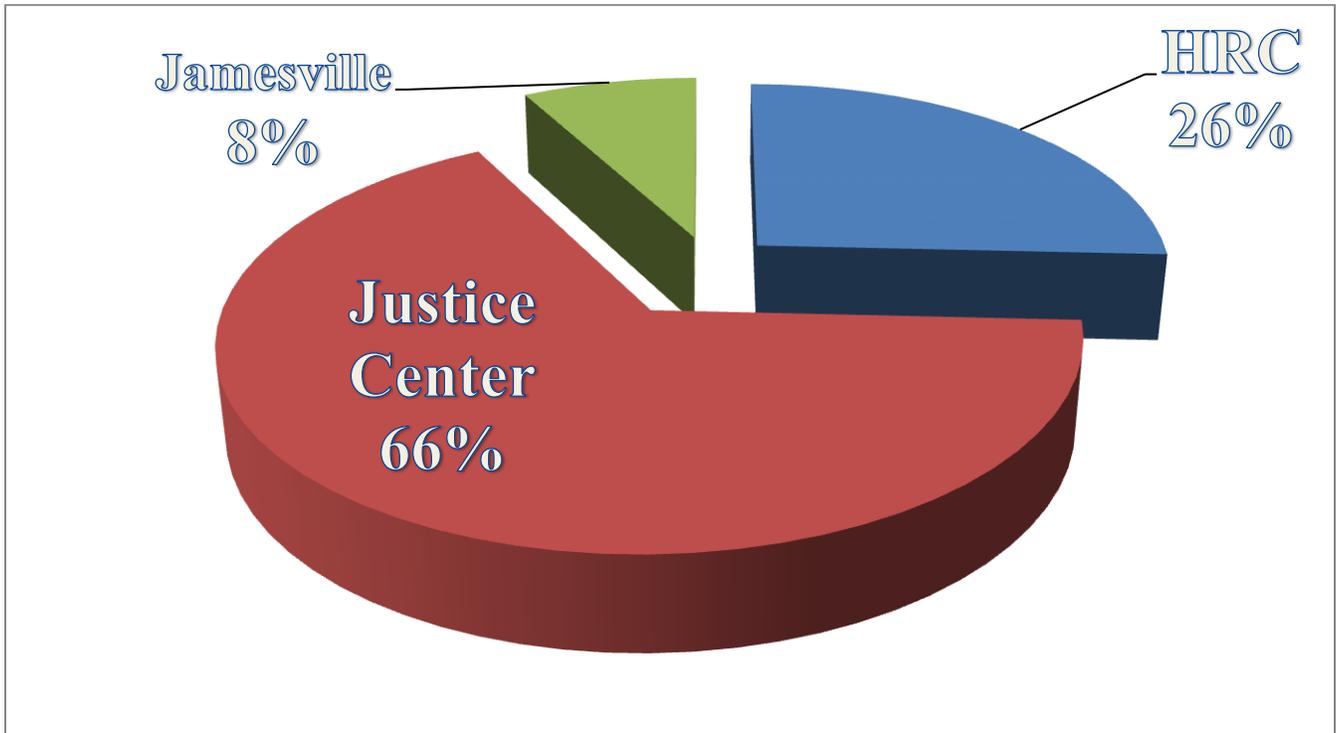
Human Rights Commission: 2021 Highlights

- Recruited three new Commissioners who are set to join HRC in 2022
- Hosted a meeting with Family Court Judge the Honorable Julie Cecile and another attorney on how to make local Courts more welcoming to people of color.
- Commissioners celebrated International Human Rights Day in December.
- Human Rights staff fielded 1,335 calls, emails, walk-ins, and letters from the community.
- In December, a new Human Rights Specialist began working for the HRC and JCOC.
- Commissioners participated in World Refugee Day, the Stop Asian Hate Vigil, an Easter Basket giveaway and Sandwich Saturday, an event that feeds the homeless.

Human Rights Department

2021 Total Intake Contacts 1,335

(Phone Calls, Emails, Mail, Walk-Ins, and Voicemails)



Human Rights Commission Intake – 341 or 26%

▪ Unclear/Unknown	108
▪ Employment Discrimination/Harassment	37
▪ Landlord/Tenant	45
▪ Other Human Services Complaints	33
▪ Other Government Services	23
▪ Title VI Complaints/Inquiries	21
▪ Bias/Discrimination Public Accommodations	9
▪ Employment/Other Inquiry	9
▪ COVID-19 Registration/Test/Complaints	7
▪ Disability Accommodation/Discrimination	6
▪ HRC/JCOC Inquiry	4

▪ Public School Complaint	4
▪ SPD Misconduct Allegations	4
▪ County Services Complaint	4
▪ Adult MH (Criminal)	3
▪ Homeless Issues/Services	3
▪ Civil Law Matter	3
▪ Community Calls/HRC Work	2
▪ SPD Police Matter	1
▪ Inquiry Police/Law Enforcement	1
▪ Referral/Other Services	1
▪ Healthcare Complaint	1
▪ Other prisons	12
Cayuga County Jail	4
Auburn Correction Facility	2
CNY Psych Facility	2
Sullivan County Jail	1
Mid-State	1
Williard Treatment Facility	1
Broome County	1

Justice Center Intake: 881 or 66% (See Pages 10 and 11)

Jamesville Correctional Facility Intake: 113 or 8% (See Page 11)



Onondaga County Justice Center Oversight Committee



Justice Center Oversight Committee Members 2021

Marissa Mims - Chair
Jeff Marier - Vice-Chair
Christine TenEyck
Greg Scammell

Dr. Jennifer Yolles
John Falge
Cassandra Jones-Ingram
Tricia Wittkowski

Justice Center Oversight Committee: Mission

The mission of the JCOC is to ensure the men and women housed at the Patrick J. Corbett Justice Center are treated in a manner consistent with the United States Constitution; to review and investigate complaints at the Justice Center from incarcerated individuals, their loved ones and other interested parties; and make recommendations of change based on such complaints to the Onondaga County Sheriff and Onondaga County Legislature.

The Justice Center Oversight Committee sends its recommendations to the Sheriff, the County Executive, the Onondaga County Legislature and other key community leaders, with the hope of keeping staff and those incarcerated safe. The JCOC recommendations target Justice Center policy, procedure and training. Members do not make recommendations related to the discipline of jail staff.

Highlights from 2021

- JCOC members reviewed 23 cases and resolved 22 of the cases. This work was done collaboratively between the JCOC and Onondaga County Sheriff's Office's Custody Command staff. One case resulted in recommendations to the County Legislature and County Sherriff.
- JCOC members also met with NaphCare Officials in 2021 to discuss their shared vision of providing medical care at the Justice Center.
- The JCOC prepared and completed seven medical care recommendations that will be submitted to the Sheriff's Office in 2022.
- New Human Rights Specialist began working for the HRC & JCOC in December.

Justice Center Intake: 881 or 66%

▪ Jail Conditions	131
▪ Unspecified	127
▪ Medical	115
▪ Attorney/Lawyer	78
▪ Grievances	70
▪ Staff Bias/Harassment	64
▪ Force	59
▪ Inmate Assistance Request	48
▪ Mental Health	42
▪ Information/Logistics	39
▪ COVID-19	36
▪ Food	11
▪ Bail	10
▪ Discipline	10
▪ PREA	10
▪ Religious Accommodations (Food Included)	6
▪ Jail Follow-up	5
▪ Court Case Lawyer	4
▪ Property	4
▪ Welfare Check	3
▪ Visits	2
▪ Law Library	1
▪ Jail Disability Accommodations	1
▪ Diverting Medication	1
▪ Contraband	1
▪ HIPPA	1
▪ SPD Matter	1
▪ Detainee vs. Detainee	1

Jamesville Correctional Facility Intake: 113 or 8%

▪ Medical	26
▪ Grievances	13
▪ Info/Logistics	11
▪ COVID-19	9
▪ Attorney/Lawyer	8
▪ Staff Bias/Harassment	8
▪ Inmate request	6
▪ Unclear/Unknown	6
▪ Conditions	5
▪ PREA	4
▪ Other Religious Accomplishments	4
▪ Religious Food	3
▪ Visitation	2
▪ Force	2
▪ Food	2
▪ Discipline	2
▪ Mental Health	1
▪ Property	1



In Loving Memory of



Carlton Strail – April 19, 2021

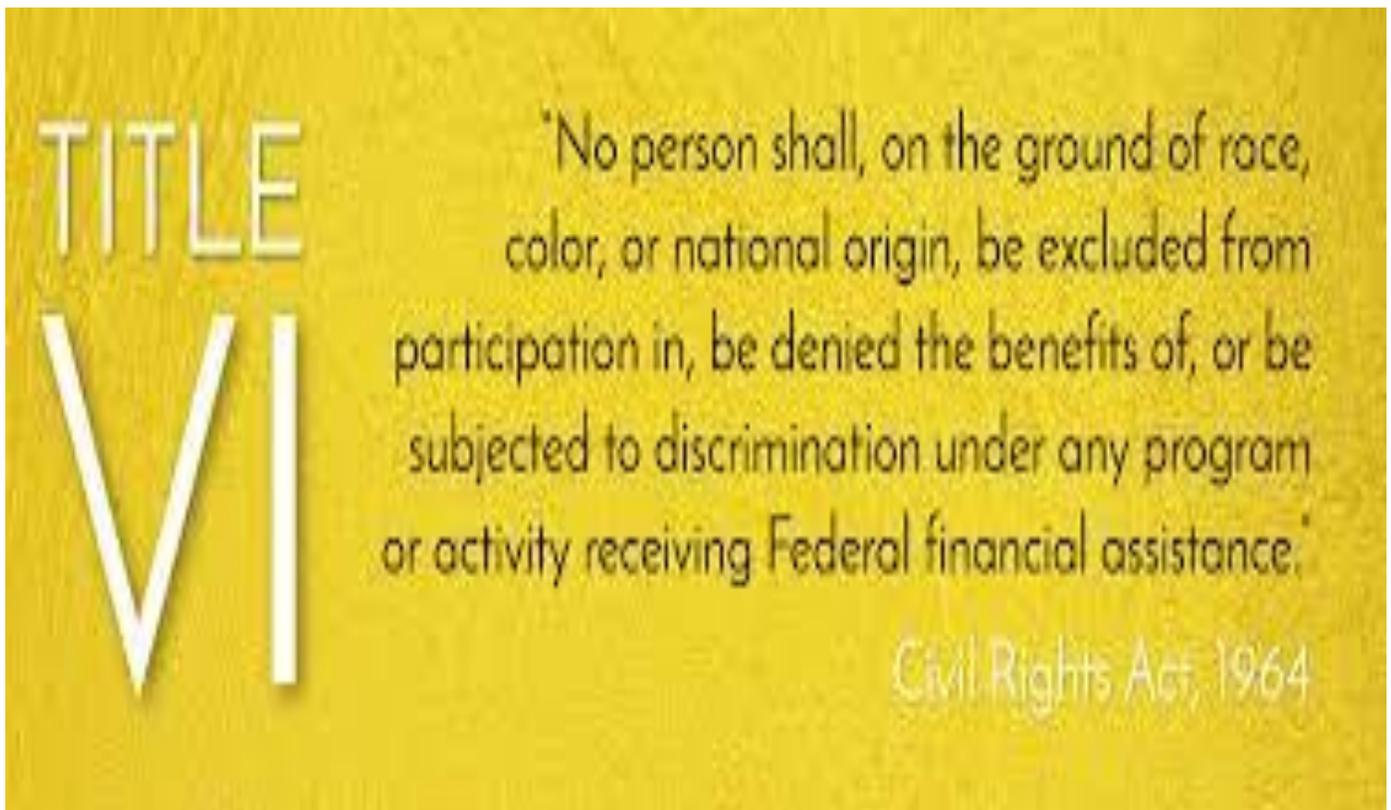
The Justice Center Oversight Committee (JCOC) would like to recognize and honor Carlton Strail for his time and service on the committee. Strail was appointed by the Onondaga County Legislature to the committee in 2016, the year the JCOC was created. Carlton was involved with the “Inclusive Emergency Planning Task Force” in Onondaga County, which addresses the needs of people with disabilities in emergency situations.



Gabriel Ramos – December 11, 2021

The Human Rights Commission (HRC) would like to recognize and honor Gabriel Ramos for his time and service on the Commission. He was appointed to the HRC in 2016. As a retired Police Officer and self-employed investigator, he brought great insight to the HRC.

Onondaga County Non-Discrimination Policy & Complaint Procedure



Title VI, ADA, LEP

Training:

ODI, along with the County Law Department, completed Civil Rights training for 24 County department employees. The employees, who were given the titles of program representatives, were charged with providing Civil Rights training for their department and setting up language translation and interpretation services for community members who present to their department for services. The remaining six County departments received training in 2022.

Compliance:

The Office of Diversity and Inclusion completed and submitted Civil Rights compliance paperwork to the New York State Office of Diversity and Opportunity of the New York State Department of Transportation on behalf of the Onondaga County Department of Transportation.

Complaints:

Five Title VI, ADA, LEP complaints were filed in 2021, four were resolved at the County level, with one complaint being resolved at the federal level.

Highlights From Title VI, ADA, LEP Implementation:

- 24 County departments trained in Title VI, ADA, LEP law and cultural competency.
- Resolved Title VI complaints from community members.
- ODI continuously monitored accessibility entry points for county facilities, buildings and departments.

Onondaga County Office of MWBE & EEO Workforce Utilization



Office of Minority or Women-Owned Business Enterprise (MWBE) & Equal Employment (EEO) Opportunity Workforce Utilization: Overview



Herman Howard
Contract Enforcement Officer



Amir Gethers
Compliance Officer Public Participation - MWBE

The **Office of Minority or Women-Owned Business Enterprise (MWBE) and EEO Workforce Utilization** is a division of the Office of Diversity and Inclusion. Our office is staffed with two employees Herman Howard, the Contract Enforcement Officer, and Amir Gethers, the Compliance Officer Public Participation.

The Minority and Women-Owned Business Enterprise Program in Onondaga County is committed to promoting fair and open competition for Minority and Women-owned Business Enterprises (M/WBE) and enhancing their economic opportunities. Onondaga County has a strong commitment to our Minority and Women-Owned Business Enterprise, where we create a level playing field in which small, disadvantaged, minority and women-owned business enterprises have an opportunity to participate in County projects. There is an MWBE Participation percentage on all County funded projects. MBE- 18% and WBE- 12% our workforce participation percentages are the same.

We continue outreach efforts to the M/WBE and Disadvantaged Business Enterprise through quarterly meetings. These meetings have been successful in helping M/WBEs with networking and understanding the process of doing business with Onondaga County. A successful M/WBE program is measured in its ability to level the playing field for underrepresented firms in the industry.

This office monitors EEO workforce utilization off all County contracts; we use the LCP tracker for workforce reporting. The B2GNOW is our supplier Diversity Management System. This system is accessible to all firms doing business with Onondaga County and includes the following key features:

- Submission of contractors' utilization reports online with automated tracking of contract goals and participation
- Verification of subcontractor payments
- Automated email communications with subcontractors regarding compliance
- Flexible reporting capabilities

The B2G Now System (Supplier Diversity Management System) is connected to all NYS/County projects for review and monitoring by the contractors for compliance goals contained within their construction contracts. Data can be garnered on all dollar amounts spent on all contractors as well as their MWBE subs. This system also is very helpful and useful for contractors for training and notifications purposes. This system also provides information on all contracts within and outside of Onondaga County, with information on the contractors and all their subcontracts.

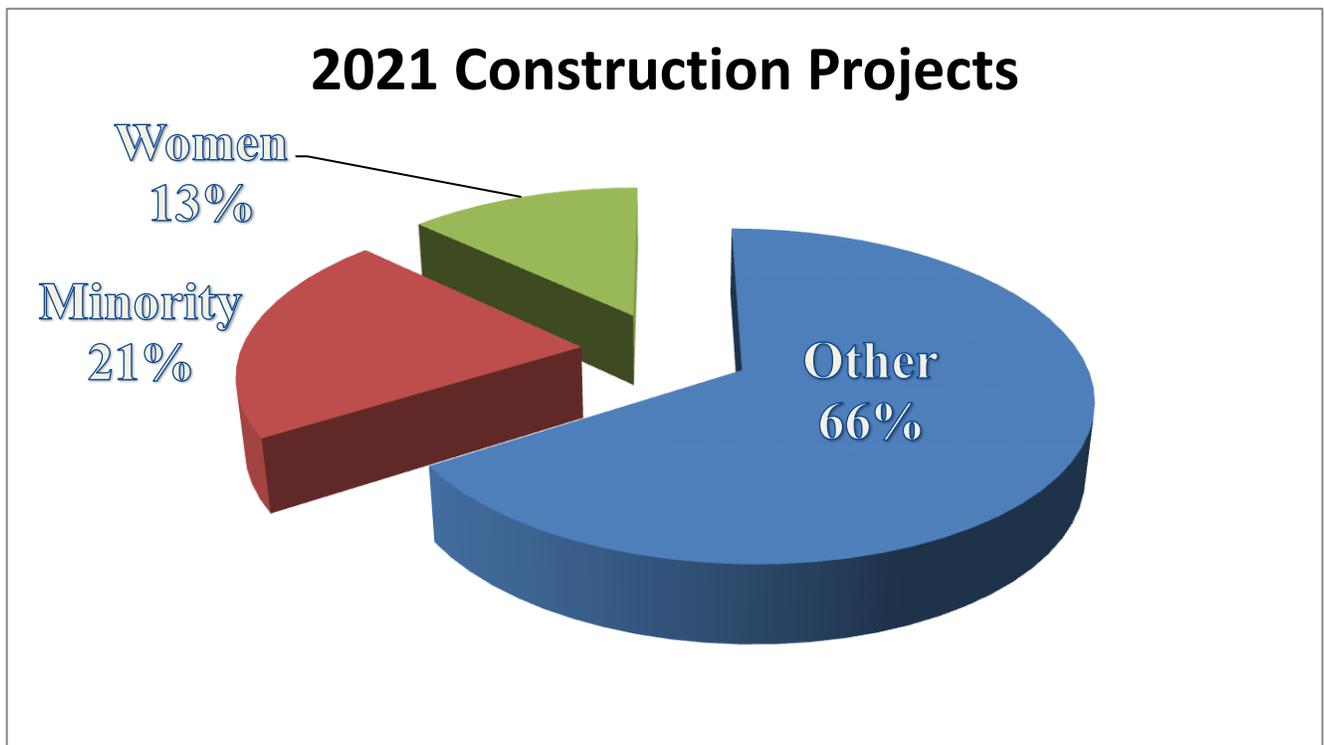
This system also gives a summary on various data such as contract values, MWBE dollar utilized in certain time frames, and dollar amount utilized versus dollar amount pending.

Goals and Objectives

- Build a culture of inclusiveness in Onondaga County contracting and procurement.
- Increase the number of minority and women-owned businesses participating in County solicitations in all aspects of business, including commodities and supplies, construction, professional services, and general services.
- Meet and surpass the MBE and WBE participation goals established by Onondaga County.

43 MWBE Projects

There were over 43 Projects in the County in 2021, with outstanding accomplishments for the MWBE firms:



In 2021, out of \$40,789,618 awarded to firms for construction projects, of which some were small single prime contracts, \$13,648,399 has been designated to go to Minority & Women Business Enterprises (MWBE), achieving a combined goal of 33.5% participation to date.

Of that, \$8,381,326 (20.5%) has been designated to go to Minority-Owned Businesses and \$5,267,073 (13%) has been designated to go to Women-Owned Businesses.

Over 72% of the contracts were awarded to Onondaga County Prime Contractors, while 28% were awarded to contractors outside Onondaga County.



Departmental Contract Totals	Number of Contracts
Department of Transportation	6
Community Development	2
Onondaga Parks	4
Water Environment Protection	29