

# Rewiring our thinking: Removing Barriers to employment in the Greater Cleveland Area



(To confirm your workgroup's Goal Area,  
visit: <https://www.clerisingsummit.com/working-groups>)

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# 1. Aspiration Statement

- Paste your Aspiration Statement here
- (We are now a region without barriers to employment. To this end, the "Rewiring Your Hiring" initiative is the business community in NEO demonstrating our commitments to behaviors that hire, support, and retain workers with barriers into jobs while providing them with skills and tools to become thriving members of their communities. The business community achieves this through investing in tri-sector partnerships with Rewiring Your Hiring, invests in our homegrown, skilled, and sustainable workforce that matches the needs of today's jobs. We transform business practices that hire, support and retain workers with barriers into jobs to retrain workers or otherwise remove barriers to employment.
- o confirm your workgroup's Aspiration Statement, visit: <https://www.clerisingsummit.com/working-groups>)

## 2. Action Plan

- Paste your Action Plan here:
- Create the compact and identify participants:
- Urban League inc. Minority Business Assistance CTRs.
- Identify small businesses for engagement and education pilot:
- Rewiring Your Hiring will focus on small, black-owned businesses to discover their main hurdles in hiring employees and create training for potential employees directed toward removing some hurdles.

# 3. The Change We Want to See in the Data

## Today's Data

- Frequent hurdle – positive cannabis drug screen in potential employees.
- Transportation problems to and from work. There is a group for that.

## 2030 after Action Plan

- We are now a region without Cannabis barriers to employment for small, minority – owned businesses.

# 4. The Change We Want to See in the Lived Experience

## Today's Lived Experience

- Cannabis stays 5 to 7 days in urine. Medicinal Cannabis use is legal in Ohio, but recreational use is not; nor is it federally legal. If a potential employee needed a commercial license, they could not have + cannabis drug screen even with a prescription.

## 2030 after Action Plan

- Positive drug screen for Cannabis only will no longer prevent employment for State or Federal employment.

# 5. How Our Action Plan Leads to the Change

## Lived Experience

- We believe this action plan will improve the data point and the lived experience of Greater Clevelanders because...
- 2 Stories:
  1. Co-leader Trina Kinnebrew, has a business which certifies or recertifies commercial drivers following D.O.T. rules. The biggest hurdle her customers face is having a positive drug screen for Cannabis.
  2. In Concentra occupational clinic where I work, I cared for an injured employee. The UDS the employee had to take, was positive for Cannabis. He was required to go through a drug program, but was not able to find a program which would accept him since he “only” popped positive for Cannabis.
- Since Cannabis has become so commonly used in this country and is legal in many states, it is time to take it off UDS’s list.

## Economic Growth

YES or NO	Plan will influence
Yes	<b>Workforce</b> – The attraction, growth or retention of a skilled workforce.
	<b>Infrastructure</b> – Investments or improvements in things needed for commerce such as roads, machines, factories and airports.
	<b>Natural Resources</b> – The amount and availability of natural resources like water, electricity and fuel.
	<b>Technology</b> – Improvements or investments in technology and innovation.

# 6. Updates, Reflections, Help Needed

## Highlights

Strengthening small, minority-owned, businesses and removing hiring hurdles will improve job hiring and retention in a currently underserved part of Cleveland. It is time to take Cannabis off the urine drug screen list. It is time to make it legal across the country in order to remove a very common barrier to employment.

## Reflections

Cleveland is such a great place to live and work for many people. Being able to give the chronically underemployed an opportunity to share in the benefits of employment will improve their housing, neighborhoods and Cleveland as a whole.



# 7. Optional slide

What else does the public need to know before Phase II?

Go out and vote!