

TO INCREASE DIVERSITY/MINORITIES ON
PUBLIC SAFETY FORCES
FOR THE CITY OF CLEVELAND

a

STRATEGIC REPORT

to

Mayor Michael R. White

by

The Minority Recruitment Task Force

Arnold R. Pinkney
Chairman

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INTRODUCTION

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In 1997 Mayor Michael R. White formed the Minority Recruitment Task Force (MRTF). Mayor White appointed Mr. Arnold R. Pinkney to chair the MRTF comprised of minorities from all aspects of the community and the chiefs of Cleveland Public Safety Forces. The charge of the MRTF is to review the practices of minority recruitment and make recommendations to reflect the diversity of Cleveland within the ranks of its Public Safety Forces. Subsequently, Mr. Pinkney directed the MRTF to create the following subcommittees:

Recruitment Subcommittee:	Chairman Darryl Tukufu
Image Subcommittee:	Chairwoman Eleanor Hayes
Training Subcommittee:	Chairman Joseph Nolan
Interview Subcommittee:	Chairman Myron Robinson
Tutorial/Testing Subcommittee:	Chairman Charles See
Mentoring Subcommittee:	Chairman Timothy Eppinger

In addition, the following members from the City of Cleveland Department of Public Safety play a vital role on the MRTF:

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William M. Denihan, Director	Chief Rocco Pollutro, Police
Steven J. Terry, Assistant Director	Chief Kevin Gerrity, Fire
Jonevette Frost, Project Director	Commissioner Bruce Shade, EMS

General Recommendations

The overall goal of the Minority Recruitment Task Force (MRTF) is to replicate the diversity of the city within the safety forces of Police, Fire and EMS.

To do that, the following are recommendations of the MRTF subcommittees in general:

- Establish an open receptive climate for minorities to work with safety force members and to maintain minorities' interest.
- Present career in Public Safety as rewarding and essential for minorities.
- Centralize and standardize recruitment, interviewing and training process into one office staffed by a qualified professional person to serve as the Central Coordinator of Minority Recruitment.
- Establish recruitment, interviewing and training process to encourage, assist and educate minority members in taking the Civil Service exams and to mentor candidates by providing insights into the culture of the Public Safety forces.
- Create tutorial program using Central Coordinator of Minority Recruitment that will provide comprehensive and recent testing material for all candidates seeking employment with Public Safety forces.
- Formalize an on-going relationship with the Civil Service Commission in which assistance, in the form of testing materials and skill assessments, is provided to the Central Coordinator of Minority Recruitment.
- Implement mentoring program using Central Coordinator of Minority Recruitment that will begin and last throughout duration of hiring process.
- Establish solid partnerships with high schools, colleges, social and civic organizations that aid the unemployed and underemployed adults to facilitate the efforts of the Central Coordinator of Minority Recruitment.