

## VISION

Everyone in Hamilton County successfully participates and prospers in a just, fair, and inclusive community.

## MISSION

All-In Cincinnati is a racial equity coalition working to dismantle racial inequities in health, housing, education, economic mobility, and justice through policy and systems change by uplifting Black women in Hamilton County. The purpose of the All-In Cincinnati Equity Coalition is to co-create an equitable community in which Black women can live in healthy, safe, opportunity-rich neighborhoods reflecting the culture of Black women; connect to economic opportunities; and have influence in decisions shaping neighborhoods in Hamilton County.

All-In Cincinnati is a collaborative effort that is driven by a Core Team of strong community leaders representing multiple sectors. Stand in solidarity with Black women in Hamilton County and consider getting involved by joining the coalition at [www.allincincinnati.org](http://www.allincincinnati.org) or making a donation to the All-In Cincinnati Equity Coalition via [www.gcfnd.org/all-in-give](http://www.gcfnd.org/all-in-give).

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## ALL-IN CINCINNATI PILLARS

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### TRUTH

Increase the number of platforms in which Black women can tell the truth about racial equity.

### RACIAL HEALING

Create genuine efforts to increase understanding, communication, caring and respect for one another.

### TRANSFORMATION

**Economic Mobility:** Increase access to jobs that provide pathways to the middle class and will increase the economic security and mobility of vulnerable families and workers, especially Black women facing barriers to employment.

- Increase the number of Black women-owned businesses
- Create higher salary career pathways for Black women

**Education:** Cultivate homegrown talent through a strong cradle-to-career pipeline.

- Increase mentorship and apprenticeship opportunities for youth
- Increase investments in educational and recreational assets for Black neighborhoods

**Housing:** Increase access to high-quality, healthy affordable homes and prevent displacement.

- Equitable development
- Increase the amount of affordable housing units in Hamilton County

**Justice:** Expand democracy and justice.

- Foster community & fair policing for all Cincinnati neighborhoods with community driven leadership
- Implement restorative justice and alternatives to incarceration for juvenile offenders

**Health:** Create healthy, opportunity-rich neighborhoods for all.

- Increase access to mental and behavioral health services in community-based locations
- Increase community-clinical based initiatives in the community

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This matrix captures All-In Cincinnati's transformative work from 2019 to 2024 across Truth, Racial Healing, and Transformation, showcasing pivotal partnerships driving change in Health, Housing, Education, Economic Mobility, and Justice. Built on the [All-In Cincinnati Report](#) by PolicyLink, our Strategic Plan guides this impact.

Explore video and image links throughout, and watch our [All-In Focus: A Policy Discussion Series](#) for more on our policy and systems change work. **Part 1 highlights All-In-led initiatives within chart form, and Part 2 showcasing partnerships, advocacy approaches, and outcomes in each area.**

**TRUTH**

Narrative Change

**RACIAL HEALING**

Racial Healing Conversations

**TRANSFORMATION**

Policy & Systems Change Outcomes

2019-2020	All-In Cincinnati Coalition Newsletter	Development of Racial Healing Circles	Created <a href="#">All-In Cincinnati Equity Coalition framework</a> and launched Strategic Plan
2020-2021	<a href="#">All-In Cincinnati Social Media Campaigns</a>	<b>Cincinnati's 1st Annual National Day of Racial Healing</b> <b>Theme:</b> Introducing Truth, Racial Healing and Transformation (TRHT) <b>Keynote:</b> <a href="#">Dr. Gail Christopher</a>	<b>JUSTICE</b> <b>City:</b> <a href="#">Racial Equity Institute Legislation</a> with Vice Mayor Jan-Michele Lemon Kearney <b>IMPACT</b> Trained 31 City department leaders, impacting 5,000 employees, to advance equitable government.
2021-2022	All-In Cincinnati Community Campaigns: <a href="#">Billboards</a> , <a href="#">Airport Ads</a> and <a href="#">Bus Promotions</a>	<b>Cincinnati's 2nd Annual National Day of Racial Healing</b> <b>Theme:</b> The Sum of Us What Racism Costs Everyone and How We Can Prosper Together <b>Keynote:</b> <a href="#">Dr. Heather McGhee</a>	<b>EDUCATION</b> <b>County:</b> <a href="#">ARPA Budget Policy Change Recommendations</a> <b>IMPACT</b> Advocated for budget policy change which resulted in \$10M to provide increased internet access and support educational equity in Black communities.
2022-2023	All-In Cincinnati Maternal Health Docuseries: <a href="#">'Can You Hear Us'</a>	<b>Cincinnati's 3rd Annual National Day of Racial Healing</b> <b>Theme:</b> The Future of Racial Justice for Black women <b>Keynote:</b> <a href="#">Angela Davis</a> and <a href="#">Dr. Anna Gifty Opoku-Agyeman</a>	<b>HEALTH</b> <b>Regional:</b> <a href="#">Community Health Worker System Change</a> in non-traditional settings with <a href="#">Judge Janaya Trotter Bratton</a> and <a href="#">Judge Wende Cross</a> <b>IMPACT</b> Placed CHWs in non-traditional settings, reducing recidivism by 15% and aiding 645 residents annually in housing stability.
2023-2024	<a href="#">All-In Cincinnati Radio Show</a>  <a href="#">All-In Cincinnati TV Show 'Empower &amp; Eats'</a>	<b>Cincinnati's 4th Annual National Day of Racial Healing</b> <b>Theme:</b> Truth and Racial Healing in Cincinnati: <a href="#">The State of the Region</a> <b>Keynote:</b> Taylor Curtis of YWCA Greater Cincinnati  <i>*** All-In Cincinnati received a proclamation from the Mayor Aftab Pureval during the 2023 CNDRH, for its leadership in advancing racial healing &amp; justice.</i>	<b>ECONOMIC MOBILITY</b> <b>State:</b> <a href="#">Guaranteed Basic Income</a> for Black women with Council Member Reggie Harris <b>IMPACT</b> Aims to enhance financial stability for Black women, reducing income disparity. <b>HOUSING</b> <b>Federal:</b> <a href="#">Housing Appraisal Initiative</a> to combat home ownership bias with Vice Mayor Jan-Michele Lemon Kearney <b>IMPACT</b> Seeks to combat discriminatory appraisals, supporting wealth-building through homeownership for Black women.  <i>*** All-In Cincinnati was honored by Council Member Mark Jeffreys and the entire Cincinnati City Council during Women's HERstory Month for leadership and advocacy, amplifying visibility for equity initiatives.</i>

## HEALTH

- **Health Care Access Now & Judges Cross and Trotter Bratton: [Champion Development | Implement](#)**  
Facilitated the [integration of Community Health Workers](#) into the justice system, improving health outcomes for over 60 Black women involved in the system.
- **Kroger: [Champion Development | Collaboration](#)**  
All-In Cincinnati advocated for federal policy changes that allowed thousands of local SNAP recipients to shop online, improving food access for Black families.
- **84.51: [Public Education and Awareness | Collaboration](#)**  
Partnered to update food distribution maps targeting Black women, enhancing resource allocation and food security.
- **Commissioner Victoria Parks & YWCA of Greater Cincinnati: [Model Legislation | Informed](#)**  
Supported the [Racism as a Public Health Crisis Declaration](#), directly impacting policy change that addressed systemic racism affecting over 800,000 residents in Hamilton County.
- **The Health Collaborative & Urban League of Greater Southwestern Ohio: [Public Education and Awareness | Informed](#)**  
Led outreach efforts for [COVID-19 testing and vaccinations](#), [helping over 10,000 Black women](#) access vital health services during the pandemic.

## HOUSING

- **Local Initiatives Support Corporation (LISC): [Capacity Building for Policy Work | Collaboration](#)**  
All-In Cincinnati partnered with LISC to [advocate for rental protection policies](#) and to increase funding for the Affordable Housing Trust Fund, securing safe and affordable housing for many Black women and their families.
- **Housing Opportunities Made Equal (HOME): [Policymaker Education and Awareness | Consulted](#)**  
Engaged in [policy discussions with HOME](#), addressing barriers to homeownership, resulting in improved access to housing loans and financial resources for Black women.
- **Peaslee Neighborhood Center: [Public Education and Awareness | Collaboration](#)**  
Partnered with Peaslee Neighborhood Center to educate the community on [Inclusionary Zoning](#), promoting equitable housing policies that directly benefit Black women and their families.
- **Council Member Meeka Owens: [Regulatory Feedback | Consulted](#)**  
Provided critical recommendations on the [Cincinnati Tenant's Bill of Rights](#), ensuring tenant protections for Black women were prioritized before the legislation's release.
- **Vice Mayor Kearney, Council Member Johnson and the Center for Community Resilience: [Research and Analysis | Collaboration](#)**  
Committed to research on small-dollar mortgages, [advocating for affordable homeownership options](#) that have helped [Black women access housing](#) and secure their financial futures.

## EDUCATION

- **Public Allies, Interns, & Mandela Washington Fellows: [Capacity-Building for Policy Work | Collaboration](#)**  
Provided [opportunities for up and coming advocates](#) to obtain hands on experience and mentorship working in the community.
- **University of Cincinnati & Dr. Gail Christopher: [Grassroots Organizing \(Leadership Development\) | Collaboration](#)**  
Facilitated the [launch of Racial Healing Circle trainings](#), impacting over 300 community members and fostering policy change focused on racial healing and justice for Black women.

## EDUCATION (CONT'D.)

- **Cincinnati Preschool Promise: Voter Outreach and Engagement | Informed**  
Endorsed Issue 17, expanding access and resources to preschool education for more than 9,000 children, ensuring families in Cincinnati benefited from affordable, high-quality early education.
- **Cincinnati Public Schools (CPS): Model Legislation | Collaboration**  
Collaborated with CPS to create an [Anti-Racism Policy](#) and addressed the digital divide, benefiting over 35,000 students and improving their educational opportunities.
- **President Pro Tem Victoria Parks and Girls in Government: Capacity Building for Policy Work | Collaboration**  
Engaged with Hamilton County's '[Girls in Government Day](#)' for two consecutive years, empowering young Black girls to understand and actively participate in government and policy, promoting leadership and racial equity.
- **The Sister Accord Sponsorship: Grassroots Organizing (Leadership Development) | Collaboration**  
Sponsored and spoke at [The Sister Accord Tea Party](#), fostering safe spaces and advancing policy change for young Black women through our 3 P's: Paying, Pride, and Purpose.
- **League of Women Voters & Women In NAACP (W.I.N.): Voter Outreach and Engagement | Collaboration**  
[Educated Black women on making informed voting decisions](#), empowering them to shape policies impacting their communities.

## ECONOMIC MOBILITY

- **Endorsed Issue 7: Coalition Building | Informed**  
Advocated for a transportation levy that reinvested \$130 million annually into Hamilton County's transit system, [improving access for Black women to jobs and essential services](#).
- **Mayor Aftab Pureval and City of Cincinnati Department of Economic Inclusion: Model Legislation | Collaboration**  
Collaborated with the City of Cincinnati to promote a comprehensive and more inclusive methodology for the City's Disparity Study, emphasizing the inclusion of Minority Business Enterprises (MBEs) and Women Business Enterprises (WBEs) classifications. This effort aimed to ensure accurate representation and drive policy changes that support economic mobility for Black- and minority-women-owned businesses.
- **All-In Cincinnati Economic Mobility Initiative: Capacity-Building for Policy Work | Implement**  
[Compensated over 300 community members](#) for their expertise, time and lived experience within Coalition Meetings, ensuring that Black women played a direct role in shaping policies and contributing to one collective voice.
- **All-In Cincinnati Economic Mobility Cohort: Capacity-Building for Policy Work | Implement**  
Supported [the success of 45 Black women-owned businesses](#) by providing training, mentorship, and resources to grow their ventures.
- **Women's Fund of the Greater Cincinnati Foundation: Model Legislation | Collaboration**  
Played a key role in passing the [salary history ban](#), benefiting thousands of Black women by [promoting wage equity](#).
- **Vice President Denise Driehaus: Policymaker Education and Awareness | Collaboration**  
[Signed the County Pay Equity Pledge](#), advancing wage equity for Black women across Hamilton County.
- **Local 12 News, Bengals, and David Fulcher: Communications and Messaging (Media Advocacy) | Collaboration**  
Created a platform [for Black women entrepreneurs to further their successes](#) through media exposure reaching over 50,000 viewers, boosting visibility for their businesses.

## ECONOMIC MOBILITY (CONT'D.)

- **Business Legacy Fund (BLF):** **Capacity-Building for Policy Work | Collaboration**  
Partnered with Co-Op Cincy to promote leadership and economic independence by helping Black women secure business funding and increase their leadership roles.
- **Hamilton County Commission President Alicia Reece:** **Capacity-Building for Policy Work | Collaboration**  
Sponsored and hosted the Cincinnati Black Music Walk of Fame, an equity project on the Ohio River Banks that highlights Black woman leadership, culture, promotes economic tourism, and supports local businesses.
- **Film Cincinnati:** **Communications and Messaging (Narrative Change & Storytelling) | Collaboration**  
Hosted an advance screening of Shirley to honor the historical contributions of Black women policymakers.
- **City of Cincinnati and Co-op Cincy:** **Capacity-Building for Policy Work | Collaboration**  
Partnered to champion a co-op certification program, providing alternative job opportunities and promoting collective economic empowerment for Black women.

## JUSTICE

- **Opposed House Bill 294 (Voter Suppression):** **Political Will Campaign | Informed**  
Advocated for the protection of voting rights and equitable access to the democratic process for all Ohioans, particularly Black women, by preventing the reduction of early voting days and the restricting of drop box availability.
- **Cincinnati Black United Front and Community Economic Advancement Initiative:** **Grassroots Organizing (Community Mobilization) | Collaboration**  
Distributed over 1,000 masks and facilitated COVID-19 testing and vaccinations for Black women, improving public health outcomes during the pandemic.
- **City of Cincinnati:** **Champion Development | Consulted**  
The City of Cincinnati approved recommendations from our partnership with the Cincinnati Black United Front and the Ohio Justice and Policy Center regarding the Collaborative Agreement and healthy policing.
- **YWCA of Greater Cincinnati:** **Public Education and Awareness | Collaboration**  
Hosted the Policy MakeHERS Panel with YWCA showcasing Black women leaders, including local officials and advocates, to discuss policy-making and leadership in Hamilton County. We displayed the powerful impact of Black women leaders that are shaping local policies and advancing justice in the community.
- **Advocacy & Lobbying Series:** **Public Education and Awareness | Collaboration**  
Hosted a series of expert-led sessions to educate organizations on advocacy, lobbying, and developing impactful advocacy agendas, empowering participants with the tools to influence policy change. Co-hosted with partners including the Women's Fund, bi3, Cohear, Cradle Cincinnati, The Health Collaborative, Youth at the Center, and United Way of Greater Cincinnati.
- **City Manager Sheryl Long and City of Cincinnati Planning Department:** **Regulatory Feedback | Consulted**  
Provided recommendations to improve community engagement policies, ensuring Black women's voices were prioritized in city initiatives.
- **Voter Issues Presented to the Coalition (2022 Local Election):** **Voter Outreach and Engagement | Informed**  
Informed and mobilized Coalition members on the critical voter issues, encouraging them to vote and raise awareness within their communities to drive racial equity and justice at the polls.



## JUSTICE (CONT'D)

- **Opposed Issue 1 with the Women's Fund (2023 State Election): Voter Outreach and Engagement | Collaboration**

Partnered with the Women's Fund (GCF) to encourage community members to vote against Issue 1, safeguarding voting rights and promoting equitable representation.

- **City Council Candidate Forum: Voter Outreach and Engagement | Collaboration**

Co-hosted a candidate forum within our Coalition Meeting with partners including the Women's Fund, bi3, The Health Collaborative, Cincy Black Travel, League of Women Voters, Youth at the Center, Women's City Club of Greater Cincinnati, and The Urban League of Greater SW Ohio. This event provided a platform for community members to engage with candidates, elevating conversations around policy priorities and building racial equity for Black women in Hamilton County.

- **The Voice of Black Cincinnati: Grassroots Organizing (Base-Building) | Implement**

Sponsored the Soulful Soiree Garden Party, creating safe spaces for over 200 young Black women and empowering them through our **3 P's initiative: Paying, Pride, and Purpose**.

- **Youth Justice Initiative with Iris Roley: Coalition Building | Collaboration**

Collaborated with Iris Roley to champion public safety reforms and police accountability, leading to policy changes that protect young Black women from systemic injustice.

- **Support for the Collaborative Agreement: Public Education and Awareness | Collaboration**

Partnered with Iris Roley to sponsor and participate in the Policing Accountability and Public Safety Regional Conference, advancing policy discussions on justice, racial equity and public safety for young Black women.

# Interact For Health Ecosystem Assessment

## Approaches Definitions

Strategy/tactic/approach	Definition
Capacity-building for advocacy and policy work	Using financial support, training, coaching, or mentoring to increase the ability of an organization or group to lead, adapt, manage, and technically implement an advocacy strategy.
Grassroots organizing	<ul style="list-style-type: none"> <li>• Base-building: Bringing together people most impacted by an issue in relationship with each other and orient them around a common identity often shaped by similar experiences, values, and long-term goals.</li> <li>• Leadership development of the grassroots base: Increasing the capacity (through training, coaching, or mentoring) of individuals to lead others to take action in support of an issue or position.</li> <li>• Community mobilization: Creating or building on a community-based groundswell of support for an issue or position.</li> </ul>
Champion development/influencer education	Recruiting high-profile individuals to adopt an issue and publicly advocate for it. Can include telling people who are influential in the policy arena about an issue or position, and about its broad or impassioned support.
Coalition-building	Unifying advocacy voices by bringing together individuals, groups, or organizations that agree on a particular issue or goal.
Communications and messaging	<p>Transmitting information to target audiences to influence how an issue is presented, discussed, or perceived.</p> <ul style="list-style-type: none"> <li>• Narrative change and storytelling: Disrupting and re-shaping public discourse and/or widely held mindsets and beliefs on an issue or topic through storytelling, strategic communication, media, and art.</li> <li>• Media advocacy: Pitching the print, broadcast, or electronic media to get visibility for an issue with specific audiences.</li> </ul>
Litigation	Using the judicial system to move policy by filing lawsuits, civil actions, and other advocacy tactics.
Lobbying	Communication with a legislator that expresses a view about specific legislation or appointment at the local, state, or federal level
Model legislation	Developing a specific policy solution (and proposed policy language) for the issue or problem being addressed.
Research and analysis	<p>Systematically investigating an issue or problem to better define it or identify possible solutions.</p> <ul style="list-style-type: none"> <li>• Demonstration programs: Implementing a policy proposal on a small scale in one or several sites to show how it can work</li> <li>• Public polling: Surveying the public via phone or online to collect data for use in advocacy messages.</li> </ul>
Policymaker education and awareness (including campaigns)	Telling policymakers and candidates about an issue or position, and about its broad or impassioned support.

Political will campaign	Communications (in-person, media, social media, etc.) to increase the willingness of policymakers to act in support of an issue or policy proposal.
Public education and awareness (including campaigns)	Telling the public (or segments of the public) about an issue or position, and about its broad or impassioned support. Communications with the public that increase recognition that a problem exists or familiarity with a policy proposal.
Public forums and listening tours/surveys to identify the public's priorities	Group gatherings, discussions, and data collection that are open to the public and help to make an advocacy case on an issue.
Public will campaign	Communications to increase the willingness of a target audience (non-policymakers) to act in support of an issue or policy proposal.
Regulatory feedback	Providing information about existing policy rules and regulations to policymakers or others who have the authority to act on the issue and put change in motion.
Voter outreach and engagement	Conveying an issue or position to specific groups of voters in advance of an election.

## Engagement Levels Definitions

Engagement Level	A. Are informed of the process and resulting decisions but are not asked for input	B. Are consulted for their opinions, needs, and wishes but do not have direct decision-making power	C. Can vote on options created by others (i.e., organization)	D. Have active input and collaboration in developing alternatives and setting priorities	E. Directly shape, select, implement, vote on, and change alternatives.
<i>Example</i>	<i>Every year we set a policy agenda. We do not seek input from this group but we communicate the agenda to our constituencies (through our website, newsletter, etc.).</i>	<i>Every year we survey this group asking them about their needs. We consider the information among other sources and decision-making influences when developing our policy agenda for the year.</i>	<i>Every year our staff creates a list of potential policy issues for the organization's agenda. We survey this group asking them to vote for the most pressing issues. The most voted options constitute the agenda.</i>	<i>Every year we survey this group to understand their needs. We then convene representatives from the group to collectively decide which policy issues to prioritize.</i>	<i>Our policy agenda is set by this group / representatives from this group</i>