



City of  
**Evanston™**

## **EQUITY AND EMPOWERMENT COMMISSION**

**Thursday, March 21, 2019, 6:30 to 8:00 p.m.**

Lorraine H. Morton Civic Center

2100 Ridge Avenue, Evanston, Room 2403

**Members Present:** J. Grover, M. Dillard, D. Holmes, K. Lyons, J. Corbier de Lara, T. Eberhart, A. Ibañez (6:50 p.m. arrival)

**Members Absent:** M. Vela, M. Wynne

**Staff Present:** P. Martínez, K. Richardson

### **AGENDA**

1. **Call to Order/Declaration of a quorum**  
Call to order at 6:40 p.m.
  
2. **Approval of meeting minutes of February 21, 2019**  
Comm. Lyons moved to approve  
Comm. Dillard second  
Approved 6-0
  
3. **Public comment**  
One resident spoke about equity, environmental justice, natural disaster recovery, and praised Sarah Flax's work.
  
4. **Social Services Evaluation Presentation**  
Deputy City Manager, Kimberly Richardson, provided an overview of the social services assessment she is leading with the help of other staff, and how equity will be part of the review process.

Ms. Richardson explained the group of staff helping with the review will be going through training. Staff is comprised of Parks, Recreation, and Community Services, Community Development, and Health Department.

Commissioners inquired as to how the commission can add value to the effort. Equity and Empowerment work will be an umbrella statement to the evaluation.

Chair Grover requested that this becomes a standing item on the agenda, to provide feedback that will help shape the final frame work.

5. **For Discussion**

a. **Draft Equity Framework**

Chair Grover presented the latest version of the draft plan, which contains a revised version of the community engagement strategy, and simplified definitions.

Comm. Dillard asked to simplify the terms in order not to marginalize other groups and allow the commission to gain support for the framework.

Comm. Eberhart indicated he did not agree with all of the proposed changes to the definitions, because he does not want to exclude other disadvantaged groups and it is important to mention them.

Comm. Corbier de Lara said she agreed with Comm Eberhart, but did not have a problem with making race a central issue.

Comm. Lyons suggested changing the language to “examples of marginalized/disadvantaged include:”

Ms. Richardson asked who the intended audience, and that Evanston terminology is missing.

Chair Grover suggested adding the Evanston terminology under the community engagement strategy, and clarified that the document is intended for all Evanston residents, employees, City Council, and anyone outside of Evanston who is interested in equity.

The following suggestions were noted in the definitions:

- Remove the last sentence under “privileged”
- Soften the last sentence under “disadvantaged”

Definitions subcommittee will revise and bring forth a new draft.

The data analysis group will compile census data, CDGB data, City reports/plans, and relevant comparable data from other communities.

Comm. Ibañez suggested the commission explains in the document why the framework is lead with race.

Comm. Lyons suggested adding that the tool can be applied to identify other inequities with other groups.

6. **Items for communication**

Paulina Martínez informed the commission that they Language Access Group met on March 12. The group is composed of 15 staff members that are public facing, and represent every department in the City. She explained

the group was given background information on the topic, and they will meet monthly. The next meeting is April 9.

7. **Staff Reports**

- a. City Council 2019-2020 goals (adopted)  
Comm. Holmes reported that she attended the City Council meeting on March 2, and that Equity was added as a goal, although a discussion did not take place due to time constraints at the March 18 meeting.
- b. REAL Training  
Comm. Grover provided a brief summary of the training. She explained this was the first of a two-part workshop.

8. **Adjournment**

Comm. Lyons moved to adjourn

Comm. Holmes second

Adjourned at 8:45 p.m.

**Next meeting:**  
**Thursday, April 18, 2019**  
6:30 to 8:00 p.m.  
**Lorraine H. Morton Civic Center**  
**2100 Ridge Avenue, Evanston**  
**Room 2402**