



EQUITY AND EMPOWERMENT COMMISSION

Thursday, January 16, 2020 6:30 p.m.
Lorraine H. Morton Civic Center
2100 Ridge Avenue, Glacier Room (2404)

AGENDA

1. **Call to Order/Declaration of a Quorum**
2. **Approval of meeting minutes of December 19, 2019**
3. **Public Comment**
4. **For Discussion**
 - a. Equity and Empowerment Commission Retreat
 - b. Environmental Justice Ordinance
5. **For Consideration**
 - a. Nomination of Officers (Chair/Vice-Chair)
6. **Communications**
 - a. Community Engagement
 - b. National Day of Racial Healing, January 21 and 22, 2020
7. **Reports**
 - a. City's Equity Implementation
 - b. Evanston Truth Working Group
 - c. Reparation Subcommittee Meeting Update
8. **Adjournment**

Next meeting:

Joint Meeting with the Environment Board

Thursday, February 20, 2020, 6:30 p.m.
Lorraine H. Morton Civic Center
2100 Ridge Avenue, Parasol Room

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EQUITY AND EMPOWERMENT COMMISSION MEETING

Thursday, December 19, 2019

6:30 p.m.

Lorraine Morton Civic Center, 2100 Ridge Avenue, Evanston, Parasol Room

Minutes

Present: Chair Jane Grover, Vice Chair Monté Dillard, Alejandra Ibañez, Delores Holmes, and Ald. Melissa Wynne

Absent: Julie Corbier de Lara, Kathy Lyons, Max Weinberg, and Timothy Eberhart

Staff Present: Kimberly Richardson, Deputy City Manager

Others Present: 3 guests and Eileen Heineman, YWCA

1. Call to Order/Declaration of Quorum

The meeting called to order by Chair Grover at 7.05 p.m., and a quorum declared. Chair Grover announced the resignation of Commissioner Julie Corbier de Lara. Ms. Richardson will work with the Mayor to appoint a new member by February.

2. Approval of September 17, 2019, Meeting Minutes

Commissioner Holmes moved to approve the September 17, 2019 meeting minutes; Alderman Wynne seconded; minutes approved.

3. Public Comment

No public comment.

4. For Discussion

a. 2020: Mission and Focus

The discussion was held for a later date. However, the members of the Commission requested the February agenda to include an update from Ms. Richardson regarding the city implementation of equity tools, Commission retreat, and nomination of Officers.

b. Evanston Truth Update

Evanston Truth's working group will meet to discuss the next steps for how to engage the Evanston community in a process to learn, discover, reveal Evanston's truths to support racial healing, and achieve racial equity.

Heineman, YWCA Equity Institute Manager, informed the Commission of the upcoming National Day of Racial Healing on January 21, 2020. The Equity and Empowerment Commission moved to support the event. The Commission directed staff to work with the Mayor's Office on proclamation for the day and work to promote that event on the City calendar.

C. Environmental Justice Ordinance and Joint Meeting

The Commission agreed to have a joint meeting with the Environment Board on February 20, 2020, to review the draft Environmental Justice ordinance. Ms. Richardson will work with the staff to arrange the meeting and have a draft copy of the ordinance for the Commissioners to review before the February meeting.

5. For Consideration

a. 2020 Meeting Schedule

Holmes moved to approve the 2020 Commission meeting schedule; Alderman Wynne seconded; 2020 meeting schedule approved.

6. Communications

No communications.

7. Reports

a. Reparations Townhall

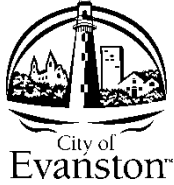
Vice-Chair Dillard provided an update of the Reparations Townhall held on December 10, 2019, at the First Church of God Christian Life Center. Over 800 people attended the event. Speakers included Dino Robinson, former Alderman Lionel Jean-Baptiste, Alderman Robin Simmons, and keynote speaker actor Danny Glover. The Commission is looking to see the next steps laid out by the Reparations Subcommittee and what will be the Commission's role. Ms. Richardson will update the Commission at the next meeting on the Reparations Subcommittee activities.

8. Executive Session

No executive session.

9. Adjournment

The meeting adjourned at 8:05 p.m.



Memorandum

To: Chair and Members of the Environment Board
Chair and Members of the Equity & Empowerment Commission

From: Johanna Leonard, Community Development Director
Kumar Jensen, Chief Sustainability and Resilience Officer
Kimberly Richardson, Deputy City Manager

Subject: Environmental Justice Resolution

Date: January 2, 2020

Recommended Action:

Staff recommends that the Environment Board and the Equity & Empowerment Commission provide feedback on the objectives and concepts highlighted for inclusion in a forthcoming environmental justice resolution. The Environment Board's feedback and review is sought at its January 9, 2020 meeting; the Equity & Empowerment Commission's feedback and review is sought at its January 16, 2020 meeting.

Discussion:

Staff is working with Environmental Justice Evanston (EJE) on the implementation of an environmental justice (EJ) policy for the City and incorporation of such policies and practices into other City policies and practices. The members of EJE have worked since 2014 following the creation of a sub-committee of the Evanston Environment Board around the following statement: Environmental justice is just as much about preventing negatives impacts on low-income and minority neighborhoods as it is ensuring that those same neighborhoods receive equal share of positive programs resources and have fair and meaningful involvement on those programs.

The Climate Action & Resilience Plan (CARP) also identifies the need to adopt an environmental justice ordinance as part of the strategy to build climate resilience as it relates to vulnerable populations. As noted on page 29 of the CARP, "Many climate hazards result in negative effects, which may include higher utility bills, increased probability of flooding, higher food costs, and other financial stresses. Vulnerable populations, by definition, are placed at a disadvantage when responding to and preparing for these effects. Addressing their needs is a matter of environmental and climate justice. A proactive approach to climate change is essential in protecting the community's most valuable assets, its residents." Under actions, the adoption of an environmental justice ordinance is listed.

Staff has divided the steps for the implementation of an EJ policy, and ultimately an EJ ordinance into the following steps:

- 1) Obtain current and timely feedback from the Environment Board and the Equity & Empowerment Commission at the January 2020 regular meetings on the definition of environmental justice and its objectives for Evanston's implementation.
- 2) Following the January meetings of the aforementioned Boards/Commissions, staff will consolidate feedback into a draft resolution in support of and Evanston EJ policy and definition.
- 3) A joint Equity & Empowerment Commission and Environment Board meeting is scheduled for February 20, 2020 at 6:30p. At this meeting the groups will review the draft language of the EJ Resolution in a "working session" and provide live feedback on changes to be made during the meeting. Following the completion of the review and any changes, a motion will be made (if appropriate) to recommend moving the matter to the City Council.
- 4) The EJ resolution will be submitted to the Planning & Development Committee of the City Council at the next appropriate meeting for consideration and adoption by the City Council; the targeted timeline for this is spring 2020.
- 5) The resolution will identify priorities and additional areas of study or development of ordinances to strengthen EJ policies and practices in Evanston.

Environmental Justice in Evanston:

Staff seeks feedback on the following:

- 1) Evanston definition of Environmental Justice;
- 2) Evanston definition of public engagement; and
- 3) Objectives and policies for inclusion in an EJ Resolution (the framework that will provide the City's implementation for EJ policies into other City policies).

The United States EPA states that, "Environmental Justice is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. This goal will be achieved when everyone enjoys: 1) the same degree of protection from environmental and health hazards; and 2) equal access to the decision-making process to have a healthy environment in which to live, learn, and work."

EJE has proposed the following Environmental Justice (EJ) definition: "is when equity and empowerment are achieved for all community members such that every resident experiences the same degree of access to environmental assets, protection from environmental hazards and health risks and an opportunity to play an effective role in making decisions that affect the quality of life in this community."

EJE has proposed the following definition for Public Engagement, “Public Engagement: Public engagement is the actively solicited involvement of the public by city government in issues that could have a significant impact on a resident, neighborhood, or segment of the community. The City would publicize such issues and give residents enough time to educate themselves, participate in meetings and provide input on the issue. In response, the City would give due consideration to all public comment provided by involved individuals, summarize and respond to major public comments, and make its best effort to incorporate their ideas, concerns and criticisms into the final decision-making.”

EJE has identified the following objectives for its EJ work. These objectives are contemplated for inclusion into the EJ resolution:

1. Ensure that no neighborhood or residential area in Evanston bear a disproportionate burden of environmental nuisances, hazards and risks, including:

- Air, water or soil pollution
- Noise or odor nuisances
- Dangerous traffic patterns
- Lead paint, asbestos and other toxins
- Lead or other contaminants in drinking water
- Other dangers, nuisances or disruptions

2. Ensure that environmental assets are equitably distributed across the City and that each neighborhood has desirable features that support health, well-being, and a sense of community, including:

- Parks, open space, and natural areas
- Community gardens
- Access to the lakefront
- Infrastructure investments, including streets, sidewalks, bike paths, community centers and other recreational assets

3. Ensure that all residents affected by land use or development decisions made by the City have the opportunity for meaningful involvement and effective participation. This may include:

- Modifying the City’s decision-making process related to review, approval and regulation of private development projects
- Developing Environmental Justice guidelines for project evaluation by City staff to ensure development projects enhance community health, well-being and the environment in affected neighborhoods

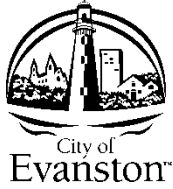
4. Implement guidelines for meaningful citizen involvement to ensure:

- Access to information in accessible, non-technical terms with sufficient lead time to allow participation
- Adequate outreach and public engagement
- Scheduling informational meetings at times and locations convenient for affected residents
- Soliciting comments in time for adequate consideration by decision-makers

- Developing responsiveness summaries to document how concerns were addressed in the decision process.

Additional Policies and Requirements for Inclusion in a draft EJ Resolution:

- Development of a public engagement policy that creates clear practices and procedures for defining meaningful public engagement when the City makes decisions.
- Development of policies and procedures to identify potential EJ violations in new and existing developments (new development review procedures).
- Strengthen existing ordinances to reflect EJ policies (e.g. noise ordinance, etc.)



Memorandum

To: Members of the Equity and Empowerment Commission
From: Kimberly Richardson
Subject: Equity and Empowerment Commission Elected Officers
Date: January 13, 2020

Elected Officers

The elected officers of the Commission shall consist of a Chair and a Vice-Chair.

Election of Officers

- A. In January of each year, the Commission shall nominate candidates for the Chair and Vice-Chair positions.
- B. The Commission shall prepare a slate of candidates for each office, to be presented at the February meeting.
- C. Any Commission member may make additional nominations at the February meeting, with the consent of the nominee, prior to any vote.
- D. Commission members shall elect officers by voting upon the slate of candidates and any additional nominees by no later than the March meeting.

Terms of Office

The Chair and Vice-Chair shall be elected for one-year terms from April 1 to March 31. No member shall serve more than two consecutive three-year terms in each office.

Duties of Officers

- A. The Chair shall assure that the policies, programs and orders of the Commission are carried out.
- B. The Chair shall preside at all meetings of the Commission. The Vice-Chair shall preside in the Chair's absence.
- C. The Chair shall be responsible for calling meetings of the Commission pursuant to the Open Meetings Act and for assuring an agenda for each meeting.
- D. The Chair may appoint committees to consist of two members for specific tasks.

ELEVATED CHICAGO

Community Engagement
Principles & Recommendations



Engaging Community

Many recognize the importance of engaging community in decisions about the built environment but struggle to do so effectively. This document lays out 8 principles—with recommendations and practices to support each—to create more meaningful opportunities for the residents most directly affected by development taking place in their neighborhood. A more comprehensive report with case studies and best practices can be found at ElevatedChicago.org/Engage.

This document is for practitioners working at the forefront of community engagement, from local government and planning agencies to developers and community-based organizations.

This document is for practitioners working at the forefront of community engagement from local government and planning agencies to developers and community-based organizations. While there is an emphasis on the built environment, the principles and insights herein are intended to be applicable in a variety of contexts from participatory budgeting to planning a community garden or mural project, to preparing for the development of a new housing development or transit station.

Elevated Chicago eHubs

Elevated Chicago is an innovative collaboration of community-based and region-wide organizations working in the public, private and nonprofit sectors who have come together to create a more racially equitable city and region. To accomplish this, we are using an approach called Equitable Transit Oriented Development, or eTOD. The City of Chicago's Transit Oriented Development ordinance and policy make areas surrounding transit stops especially attractive for development: eTOD helps ensure that these new assets and wealth will be enjoyed equitably by the area's existing and longtime residents. One of our key goals is to prevent further resident and business displacement by helping to develop more prosperous, healthy, and resilient communities. As part of this effort, we aim to transform the power dynamics that determine how neighborhoods are built in Chicago by engaging community residents more authentically, efficiently, and inclusively.

Elevated Chicago is working around seven Chicago Transit Authority stations. Elevated Chicago partners invest resources in programs and projects within the ½ mile radius around each station to advance racial equity in health, climate and cultural indicators. These transit-rich circles are called equitable hubs, or eHubs. They include:

- **Green Line South**
- **Pink Line - California**
- **Kedzie Corridor**
- **Blue Line - Logan Square**

Spectrum of Public Participation

Adapted from the International Association for Public Participation

	Public Participation Goal	Promise to the Public
Inform	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities, and/or solutions.	We will keep you informed.
Consult	To obtain public feedback on analysis, alternatives, and/or decisions.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.
Involve	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	We will work with you to ensure your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.
Collaborate	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decision to the maximum extent possible.
Empower	To place final decision making in the hands of the public.	We will implement what you decide.
Own	<i>To share or place ownership in the hands of community leaders to activate, manage, and maintain the outcome.</i>	<i>We will provide or transfer full or partial ownership of this project to you.</i>

New Framework, New Mindset

Building on the International Association for Public Participation spectrum, Elevated Chicago puts forth the following framework for working towards an optimized community engagement process that results in greater community ownership.

Community engagement does not end when a structure is built or project implemented—residents should have an ongoing role to play in its long-term stewardship and ownership, and should benefit from the wealth and opportunities created.

“There are a lot of talented people in our community, and the key to tapping into that talent is providing real opportunities to succeed. It has to be a two-way relationship”

—Luis Gutierrez, Latinos Progresando

There is a real opportunity to think anew about community engagement. City staff on the forefront of engaging residents are eager to improve their relationships, tools, and methods. Efforts such as Elevated Chicago and Resilient Chicago are catalyzing new conversations that can help advance engagement beyond the status quo, break out of tired patterns, and rebuild trust in decision making processes.

Let's do more, better.

The Corridor Development Initiative—led by the Chicago Department of Planning and Development, the Metropolitan Planning Council and the Garfield Park Community Council—engaged residents, business owners, and other stakeholders in the Kedzie Corridor to decide collaboratively the design and future plans for an Eco Orchard.



Principles & Recommendations

1

Shift our Mindset

Let's change our thinking! There are a few key mindsets that should be adopted when engaging communities.

1. See Value in All Voices

Despite any political and power dynamics that might be at play, we must bring a mindset that sees value in all voices. Toward that end, we should make our commitment to diversity, equity and inclusion clear and demonstrable from the beginning of the community engagement process.

2. Redefine “Community”

We need to break down the notion that communities are monolithic, and see it as far more nuanced. “Community” is a network of individuals, each with unique perspectives and insights, connected by a shared lived experience of their neighborhood (or other context).

3. (Re)Build Trust

We need to acknowledge that residents’ trust in both decision makers and their community engagement processes has been eroded. Our best way forward is to take every opportunity to acknowledge past mistakes and build and rebuild trust through both words and actions.

4. Foster Collective Learning

We must acknowledge past mistakes, adopt a learning mindset, and approach the process of community engagement with the goals of (1) improving it over time and (2) sharing lessons learned as we go along.

5. Be Mindful About Timelines

Community engagement, especially if you are committed to involving hard-to-reach populations, is time and resource intensive work. It should acknowledge and build on prior efforts, and pave the way for future ones.

6. Commit to an Action-Oriented Process

Even if the planning and design process may be long, find ways to generate tangible outcomes in the short term to demonstrate progress and action towards the larger objective.

“The role of Logan Square Neighborhood Association is to ensure the people most impacted have a place at decision-making tables, especially when it relates to community development. The voices of those most vulnerable should not only be included, but validated and heard—only this way can we achieve equity.”

—Christian Diaz, Logan Square Neighborhood Association

2

Co-Design Community Engagement With Community

Community engagement is most meaningful and effective when the process is designed with community partners.

By shaping what it looks like together, we can get closer to a context- and community-specific process inclusive of diverse perspectives. Co-design also allows the opportunity to speak openly about and agree on guiding principles and ground rules to shape the process. It also enables us to be proactive rather than reactive when it comes to engaging communities.

This is admittedly a big lift, but it can be done in a more meaningful and manageable way by forming an initial representative steering committee or leadership group of community members to help shape the engagement plan. When co-designing the broader community engagement process with community partners, consider the following factors.

1. Name Power Dynamics

Discuss where final decision making authority sits and identify the ways in which power is often exercised. Where possible, we must challenge power dynamics that hinder inclusive processes.

2. Communicate Appropriately

Use terms that are inclusive and appropriate for the people we are trying to reach. Translation is also an obvious must when working with residents whose primary language is not English.

3. Offer Different Formats

Select from a menu of participation platforms or formats that can accommodate different learning and exchange styles. For example, in person and virtual options, as well as analog and digital tools.

3

Enable Two-Way Communication & Learning

A fundamental goal of community engagement efforts should be to establish trusted, transparent two-way channels of communication and learning.

Having an ongoing dialogue with communities makes engagement around a particular project or plan easier because we already have a trusted relationship established. At the very least, an exchange of information, opportunities, and interests should go both ways.

1. Show Up

The first step in rebuilding trust is to show up to events and meetings, even when you don't have an agenda.

2. Then Listen

We must strive to more actively and "deeply" listen. Take the time to cast aside assumptions and more deeply understand each other's contexts, strengths, constraints, perspectives, motivations, and aspirations.

3. Be Explicit About Intentions

It is disingenuous to invite input without the intention of using it, and a clear plan on how to do so.

4. Be Clear About Expectations

In building stronger communication channels with community members, we must better manage expectations and be ready to welcome others in holding us accountable.

Try:

Proposing ground rules for the discussion at the top of your meeting and allow folks to add or modify them to better reflect the context. Elevated Chicago's Rules of Engagement for meetings include the following:

We are aware of our power and our privilege

We embrace different communication styles, especially the ones farther apart from ours

We are mindful of speaking time to avoid a few people dominating the meeting

We listen with an open mind

We give and receive feedback, criticism and questioning

We seek multiple points of view

We check for diversity gaps (who is missing) and propose solutions for it

We actively pursue engagement of less vocal members

We assume good faith

4

Promote Cultural Competency and Empathy

We must get to know the contexts—community values and norms—in which we are working, really well.

1. Meet People Where They Are...

We hear this a lot. The most basic interpretation is to literally meet community members where they may already be convened, versus having them make an extra effort to come to a separate event. To take this concept one step further, it is important to meet communities where they are from a historic, cultural, and even emotional perspective.

2. ...And Be Aware of Where YOU Are.

Be aware of what energy and emotion you, and the organization you represent, are bringing to the space, as well.

3. R-E-S-P-E-C-T

Being respectful is fundamental to meaningful engagement. Respect is not just about treating people the way you would want to be treated. It is about treating them the way they want to be treated, and knowing the difference.

5

Value Community Knowledge & Capital

Community residents are, hands down, the experts on their community context and built environment challenges. We must not only acknowledge local expertise, but compensate and amplify it.

1. Seek Local Knowledge

Recognize that there is a long history of neighborhood planning across Chicago. Our effort must acknowledge prior plans vetted by the community and demonstrate how we intend to honor and integrate them moving forward.

2. Compensate

Compensation is important when we rely on others' time, expertise, or connections. Explore mechanisms and resources (in-kind or financial) to compensate for community participation to ensure your partners are and feel valued.

3. Redefine & Amplify Capital

Capital comes in many forms. We often undervalue, overlook, or take for granted the many forms of community capital—from cultural to knowledge—that can contribute to a planning process. It is important to reflect on the various forms of capital that can be leveraged and amplified.

4. Recruit & Procure Locally

Prioritize the recruitment of community residents for any jobs or activities created through capital and program investments, including roles like facilitators, architects, planners, designers, builders, property managers, service providers, owners, and stewards.



Walkability Assessment

In partnership with the Coalition to Lower Obesity in Chicago's Children, Latinos Progresando, and Esperanza Health Centers, residents and other local partners conducted a walkability assessment and provided a report to the Alderman's office and City departments requesting infrastructure upgrades and budget priorities to make the Pink Line - California eHub more walkable.

6

Seek & Embrace Multiple Viewpoints

Seek out and engage people who are or will be most affected by development decisions.

1. Define Diversity & Welcome It

We need to create spaces that are welcoming to as many community perspectives and voices as possible. For example, ensuring accessibility for residents living with disabilities to fully participate is essential when planning for the built environment.

2. Reach Out to the "Unusual" Suspects

Design engagement and learning opportunities to reach out beyond the residents and stakeholders who usually participate in community meetings and events, or those who already have channels to make their voice heard.

3. Avoid "Group Think"

Even if we have done our best to create a welcoming, inclusive environment, there still is the possibility for certain voices or viewpoints to dominate the discussion. Thus, we may consider employing multiple information and insight gathering methods to capture unique viewpoints.

4. Embrace Creative Tension

When practicing inclusive facilitation to ensure all voices are heard, we may often see conflict emerge. As facilitators of the discussion, we must strive to be more comfortable (and even trained in) moving conflict to a place of convergence and productively work through the "heat."

7

Cultivate Leadership & Advocacy

From inception and design to implementation and activation, we can use the built environment decision making process to cultivate and empower community leaders to lead future efforts.

1. Build Up Agency

From the start, strengthen community members' comfort and knowledge to more deeply engage throughout the process.

2. Do No Harm

Any intervention has intended and unintended consequences. The "do no harm" approach, adopted from the medical practice, acknowledges that sometimes doing something is more harmful than doing nothing at all.

3. Improve Collaborative Capacity

Provide strategic opportunities for building community leaders' capacity to collaborate within and across communities and decision makers. Avoid fostering divisiveness, "us vs. them" dynamics, and zero-sum games.

8

Foster Ownership & Identity in Community

What if community engagement around the built environment fostered ownership and built community wealth?

1. Celebrate Community Identity

Narratives, especially when reinforced through repetition, shape our perceptions of communities; and perceptions—whether consciously or subconsciously—influence outcomes for Chicago's communities. When we amplify and reinforce positive community narratives, we can overcome perceived and real barriers to change.

2. Demonstrate the Value of Permanent Community Assets, such as Transit

Building on a strong sense of place, explore ways to integrate technical and creative methods that spark interest in permanent community assets that may be underutilized or overlooked, such as transit stations or stops.

3. Build Ownership

In addition to cultivating a broad concept of "ownership," we should also be building community assets owned and managed by local residents. If we want to see a shift towards a more equitable city and region, we must find opportunities to build up community ownership and wealth in all projects and programs related to the built environment.



Try:

Finding fun, positive ways to celebrate community champions. An award ceremony, perhaps? Take a page out of RainReady's playbook and host a launch party for plans that are released to honor the community leaders and partners who made the process a success.

Thank You

Elevated Chicago's community engagement principles reflect insights and best practices from local and national practitioners. We are sincerely grateful for the time and expertise shared by the following individuals. We appreciate you and your work!

Paola Aguirre, Borderless Studio

Juan Carlos Linares, LUCHA

Megan Cunningham, Chicago Department of Public Health

Deanna Desedas, San Francisco Metropolitan Transit Authority

Christian Diaz, Logan Square Neighborhood Association

Ghian Foreman, Washington Park Development Group

Kendra Freeman, Metropolitan Planning Council

Luis Gutierrez, Latinos Progresando

Kelwin Harris, Chicago Metropolitan Agency for Planning

Lizzie McWillie, [bc]Workshop

Ceara O'Leary, Detroit Collaborative Design Center

Rosa Ortiz, Enterprise Community Partners

Rebecca Raines, Center for Neighborhood Technology

Shandra Richardson, Sunshine Enterprises

Erick Rodriguez, (formerly) Burten, Bell, Carr Development, Inc.

Ivonne Sambolin, Chicago Department of Public Health

Mike Tomas, Garfield Park Community Council

Joanna Trotter, The Chicago Community Trust

Activation event at former Chicago Public School and future Overton Business and Technology Incubator, located in Elevated Chicago's 51st eHub, sponsored by Washington Park Development Group and organized with support from Borderless Studio. (Courtesy of Borderless Studio / Photo: Brandon Fields)



CONNECTING PEOPLE,
BUILDING EQUITY

225 N. Michigan Ave, Suite 2200
Chicago, IL 60601

Roberto Requejo, Program Director
roberto@elevatedchicago.org
312.616.8000 x249

Marly Schott, Program Associate
marly@elevatedchicago.org
312.616.8000 x132

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Elevated Chicago's Steering Committee*

Center for Neighborhood Technology
Chicago Department of Public Health
Enterprise Community Partners
Esperanza Health Centers
Foundation for Homan Square
Garfield Park Community Council
IFF
KLEO Community Family Life Center
Latinos Progresando
LUCHA
Logan Square Neighborhood Association
Metropolitan Planning Council
Sunshine Enterprises
The Chicago Community Trust
ThoughtWorks
UChicago Arts, Arts + Public Life
Washington Park Development Group

A list of individuals serving on our Steering Committee and Working Groups is available at ElevatedChicago.org.

** As of February 2019*

This document has been prepared by Foresight Design Initiative and Borderless Studio. Photographs were provided by Steering Committee partners, Sara Pooley, Raquel Venado Bolanos, Kimberley Rudd, and Brandon Fields.

What is a Racial Healing Circle?

It is a session consisting of both group interactions and smaller, more intimate conversations between 2 partners. The experience relies on intentional listening. It may be an emotional, even transformational, experience for participants, as conversations can unearth truths and conscious and unconscious biases. It can also raise the awareness, consciousness, compassion and empathy among those who participate. Racial healing practitioners are responsible for helping to ensure that these circles are confidential safe spaces for participants to have truthful conversations with one another.



How can I participate?

Our Racial Healing Circles are 2 ½ hours long, and we ask that you register ONLY if you can attend the complete session. **Since we try to create circles which as much racial, gender, age, and ethnic diversity as possible, please indicate ANY sessions you are able to attend, and we will then assign participants.** If there are too many registrants for this first round of Racial Healing Circles, we will assign people on first come, first served basis, as much as possible. And we will then get busy scheduling more Racial Healing Circles for the future.

Register ASAP at: www.ywca-ens.org/racial-healing-circles/ to be part of this FREE initiative to start the healing process here in Evanston.

Sponsored by: **YWCA Evanston/North Shore, with support from the City of Evanston Equity & Empowerment Commission, Ridgeville Park District, and Garrett Evangelical Theological Seminary**

YWCA
IS ON A
MISSION

DRAFT Evanston Truth

Goal: Engage the Evanston community in a process to learn/discover/reveal Evanston's truths to support racial healing and achieve racial equity.

- **What**
 - Mayoral invitation/exhortation (City Council resolution)
 - **Why** [need to articulate]
 - Evanston history, events
 - June 10, 2019: City Council resolution on “Commitment to End Structural Racism and Achieve Racial Equity”
 - Solutions Only/Reparations
 - Commission committee meetings, recommendation
 - City Council resolution/fund
 - December 11, 2019: Evanston Reparations Initiative Townhall, First Church of God Christian Life Center
 - Undesign the Redline Exhibit
 - YWCA events
 - Second Baptist Church/Lake Street Church events
 - Uncomfortable Journey Evanston
 - Guidelines [to be developed]
 - Resources
 - City
 - webpage
 - newsletter, social media
 - events/opportunities/calendar
 - guidelines
 - Hosts/facilitators
 - YWCA, other professionals
 - Participants in Beyond Diversity training
 - Venues
 - Gibbs-Morrison Cultural Center, recording studio
 - Funding
 - Kellogg Foundation
 - Local
 - Woods Fund
 - Inquire: Professor Al Tillery

- Activities
 - Facilitated conversations, workshops, townhall meetings
 - Urban Consulate, Courageous Conversations
(<http://www.urbanconsulate.com/chicago>)
 - Healing circles
 - Record stories ([Story Corps](#))
 - Exhibits
 - Pledge (similar to healthy work environment)

- **Who**
 - Advocates and allies
 - Participants in “Solutions Only” reparations meetings (email list)
 - Participants in bus trip to Montgomery, AL, Beyond Diversity trainings
 - Participants in Beyond Diversity trainings
 - Community institutions
 - School districts, student organizations
 - YWCA
 - YMCA / Equity Institute
 - Evanston Community Foundation
 - Shorefront Legacy Center
 - Evanston Own It
 - Northwestern University
 - Other organizations
 - Private sector
 - Public sector
 - City of Evanston
 - School Districts 65 and School District 202

- **When: ongoing**
 - **Note: January 21, 2020, National Day of Racial Healing**
 - **Note: 2020 – Year of Nonviolence and Healing**

- **Questions**
 - Need steering committee?
 - Community engagement for design, planning?



All Reparations Subcommittee meetings will be held at Lorraine H. Morton Civic Center, in the Room 2402 at 12:00 PM

Evanston Reparation Subcommittee Meeting Schedule

1. January 10
2. January 24
3. February 7
4. February 21
5. March 6
6. March 20
7. April 3
8. April 17
9. May 1
10. May 15
11. June 5
12. June 19