



**Equity and Empowerment Commission**  
**Thursday, October 15, 2020**  
**Lorraine H. Morton Civic Center, Virtual**  
**6:30 PM**

As the result of an executive order issued by Governor J.B. Pritzker suspending in-person attendance requirements for public meetings, City Council members and City staff will be participating in this meeting remotely. Due to public health concerns, residents may provide public comment virtually at the meeting or in writing.

To view: <https://www.cityofevanston.org/government/equity-empowerment/equity-and-empowerment-commission>

**AGENDA**

**1. CALL TO ORDER/DECLARATION OF A QUORUM**

**2. APPROVAL OF MINUTES**

A. [Meeting Minutes](#)

**3. PUBLIC COMMENT**

**4. DISCUSSION**

- A. Retreat Preparation
- B. Working Group Update

**5. CONSIDERATION**

**6. COMMUNICATION**

**7. REPORTS**

**8. ADJOURNMENT**



## Equity and Empowerment Commission Meeting

Thursday, September 17, 2020

6:30 p.m.

Zoom Virtual Meeting

### Minutes

**Present:** Chair Jane Grover, Delores Holmes, Kathy Lyons and Karla Thomas, Max Weinberg

**Absent:** Vice Chair Alejandra Ibanez, and Ald. Melissa Wynne

**Staff Present:** Kimberly Richardson, Interim Assistant City Manager; Shenicka Hohenkirk, ICMA Management Fellow

**1. Called to order/Declaration of Quorum:**

Chair Jane Grover called the meeting to order at 6:40 p.m. and declared a quorum.

**2. Approval of the August 20, 2020 Meeting Minutes**

Commissioner Holmes moved to approve the August 20, 2020 meeting minutes; Commissioner Lyons seconded. Minutes approved.

**3. Public Comment**

No public comments.

**4. For Discussion**

**a. Winter Retreat 2020**

Commissioners will revisit the bylaws, mission and purpose for the commission during the retreat conversation. Shenicka Hohenkirk has sent a doodle survey to commission members to decide on what day and time to hold the retreat. The retreat will be held November 7 at 9am via Zoom.

**5. Reports**

**a. Staff Racial Equity Implementation Update**

Interim Assistant City Manager, Kimberly Richardson, introduced Professor Kathleen Yang-Clayton who provided a presentation on racial equity within the government sector. Using the REDI (Racial Equity Diversity and Inclusion) model to operationalize equity within the Evanston organization, Professor Yang-Clayton provided the commission with fundamental overviews of how the equity work can be implemented.

**5 steps to Operationalizing Equity in Government:**

1. Changing the standard operating procedures of government where the real impacts are felt.
2. Training and empowering staff through a racial equity framework to remove barriers and build new solutions together.
3. Showing how our learning –based process is shaping cultural shifts.
4. Demonstrating increase in effectiveness and efficiency.
5. Connecting policy ideas to implementation and impact.

Interim Assistant City Manager, Kimberly Richardson, has also provided insight on how beneficial the REDI model will be for the commission and the City of Evanston. Commissioner Thomas suggested the commission begin from scratch and identify what are the three main goals and/or issues that the commission should begin with. Also, thinking through the REDI model and decide how we can incorporate this model into the equity work the commission strives to achieve.

Professor Yang-Clayton suggested that thinking through community engagement and how best to serve the community is also an important part of the equity process. Start the equity work internally and set the foundation with trainings and preparation, then the commission can begin the work externally involving the community.

## **6. Adjournment**

The meeting adjourned at 8:15 p.m.