



## Equity and Empowerment Commission Meeting

Thursday, December 17, 2020

6:30 p.m.

Zoom Virtual Meeting

### Minutes

**Present:** Chair Jane Grover, Vice Chair Alejandra Ibanez, Delores Holmes, Ald. Melissa Wynne, Kathy Lyons, Kymberly Walton, Karla Thomas, Max Weinberg

**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 6:34 p.m. and declared a quorum.

**2. Approval of the November 19, 2020 Meeting Minutes**

Commissioner Delores Holmes moved to approve the November 19, 2020 meeting minutes; Vice Chair Alejandra Ibanez seconded. Minutes approved unanimously.

**3. Public Comment**

Eileen Heineman, YWCA

**4. Consideration**

**a. Approval of the proposed meeting dates for 2021:**

- Commissioner Ald. Melissa Wynne moved to approve the 2021 proposed meeting dates; Vice Chair Alejandra Ibanez seconded. Proposed dates approved unanimously.

**5. For Discussion**

**b. Draft Mission Statement**

- Vice Chair Alejandra Ibanez led the discussion around the mission statement draft. The purpose of the mission statement is to describe the work of the Equity and Empowerment Commission, who we do the work for and the benefits of the commission.
- Commission members gave feedback on the wording of the mission statement in order to establish the seriousness of structural racism within the community, as well as, in policies and how to create language to eliminate it.

- Vice Chair Alejandra Ibanez committed to apply the edits and feedback from the commission to an updated mission statement draft, and share during the next meeting.

**c. Boards, Committee and Commission Project**

- Commissioner Max Weinberg presented the timeline for the project, the questionnaire discussion for BCC liaisons, and the deliverable date for the next commission meeting.
- Deadline for the questionnaire responses will be January 15, 2021.
- Kimberly Richardson will go to City Council at the Rules Committee with an updated report about the EEC mission statement, and the equity awareness throughout the boards, committees and commissions based off of the questionnaire responses.

**d. REDI Committee Update**

- Kimberly Richardson provided the commission with a brief introduction on the REDI Committee for the internal staff.
- Staff has been identified to participate on this committee to work through internal equity policy projects.
- There will be training for the staff involved and discussion on what tools they will be using to bring about real organizational change.

**6. Adjournment**

The meeting adjourned at 8:20 p.m.