



Equity and Empowerment Commission Meeting

Thursday, January 21, 2021

6:30 p.m.

Zoom Virtual Meeting

Minutes

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

Staff Present: Shenicka Hohenkirk, ICMA Management Fellow, Paulina Martínez, Acting Deputy City Manager

1. Called to order/Declaration of Quorum:

Chair Jane Grover called the meeting to order at 6:33 p.m. and declared a quorum.

2. Approval of the December 17, 2020 Meeting Minutes

Commissioner Delores Holmes moved to approve the December 17, 2020 meeting minutes; Vice Chair Alejandra Ibáñez seconded. Minutes approved unanimously.

3. Public Comment

No Public Comment

4. For Discussion

a. Mission Statement Revisions and Approval

- Vice Chair Alejandra Ibáñez 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 Ibáñez applied the edits/feedback from the Commission to the updated mission statement, and reviewed it with the Commission. Commission members agreed unanimously to approve/adopt the mission statement.

b. Boards, Committee and Commission Project

- Commissioner Max Weinberg presented the results of the BCC survey results for feedback and next steps.
- Commissioners decided to revisit sending out the survey and speaking with the liaisons and chairs of all BCC to gather more information.
- Ms. Hohenkirk assigned all Commissioners to different BCC liaisons to contact and gather further information.
- An update of the responses from the BCC follow up will be reported and presented to the Members of the City Council on February 22, 2021, during the City Council meeting.

5. Reports

Language Accessibility

- Paulina Martinez provided an update on the Language Accessibility. She advised that the 2020 Census will help provide updated information around the growth of the Spanish-speaking population, as well as other populations and their needs for language accessibility.
- The biggest highlight for the Language Accessibility is the over-the-phone interpretation service. It has been a very useful tool for the contact tracers. Staff also implemented a translation request forms for staff, so that important documents are translated as a best practice.
- For the Fiscal Year 2021, \$50,000 was allotted to cover professional translations and interpretations through the Good Neighbor Fund.
- Vice Chair, Alejandra Ibáñez, provided feedback, and expressed that she felt it may be important for the City to make the Language Accessibility a policy.
- There will be a pilot program with Literacy Works, to train a cohort of staff members who update the City website, to modify the language so it can be understood by everyone.

YWCA

- Eileen Heineman provided a brief update about the YWCA's panel discussion on Racial Healing and Reparations. The panel featured Ald. Rue Simmons on Reparations, and Monica Haslip from Truth, Racial healing and Transformation.

Diversity and Inclusion Staff Committee

- Ms. Hohenkirk provided an overview on the Diversity and Inclusion (D&I) Staff Committee framework, which highlighted the purpose, goals and outcomes for internal staff.
- The first meeting for the D&I Committee will be February 10, 2021.

6. Adjournment

The meeting adjourned at 8:14 p.m.

