



**Equity and Empowerment Commission
Thursday, April 15, 2021
VIRTUAL, 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

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1. CALL TO ORDER/DECLARATION OF A QUORUM

2. CONSIDERATION

A. Confirmation of the New Chair and Vice Chair of the Commission

3. APPROVAL OF MINUTES

A. [Meeting Minutes for March 18, 2021](#)

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4. PUBLIC COMMENT

5. DISCUSSION

- A. Presentation from Dupage Federation on Human Service Reform's Program Director, Kristin Hartsaw regarding comprehensive language access.
- B. [Goal Setting and City Council Relationship Realignment](#) 5

6. COMMUNICATION

7. REPORTS

8. ADJOURNMENT

Mission Statement

The Equity and Empowerment Commission's (EEC) mission is to develop shared recognition, and language of the history and impact of structural racism in Evanston, and develop tools and practices to achieve racial equity for all residents.



Equity and Empowerment Commission Meeting

Thursday, March 18, 2021

6:30 p.m.

Zoom Virtual Meeting

Minutes

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

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

1. Called to order/Declaration of Quorum:

Vice Chair Alejandra Ibanez called the meeting to order at 6:35 p.m. and declared a quorum.

2. Approval of the February 18, 2021 Meeting Minutes

Commissioner Delores Holmes moved to approve the February 18, 2021 meeting minutes; Vice Chair Alejandra Ibanez seconded. Minutes approved unanimously.

3. Public Comment

No Public Comment

4. For Discussion

a. Equity in the Arts Working Group Update

- Chair of the Evanston Arts Council, Toby Sachs, presented an update on what the Equity in the Arts working group has done so far to tackle equity in their work, agenda and operations.
- The Equity in the Arts Working Group meets every month, took anti-racism trainings, and focused on re-imagining the Cultural Fund Grant.
- Next steps for the Working Group are to bring the equity work into the body of the full Arts Council and working to meet input on the public art to honor the Black experience in Evanston.

- Vice Chair Alejandra Ibanez, advised to have the Working Group led the Arts Council with incorporating equity work into the Arts Council.
- Commissioner Kymberly Walton suggested having a direct partnership with the aldermen and the residents in the wards to help with the community engagement around the Black experience in Evanston.
- Commissioner Karla Thomas asked a question regarding the outreach of getting to the marginalized population in order to get more support and funding. Toby will work on reaching out to that population for next year's guidelines in order to include all populations in Evanston.

b. Update on Boards, Commissions and Committees Project

- Vice Chair Ibanez spoke about one of the goals for this project is for the boards, commissions and committees to go through a uniformed training and have a shared language.
- The next steps for this project will be to develop a training program and finding funding for trainings for the boards, commissions and committees.
- Vice Chair Ibanez also mentioned that a group of the commissioners will discuss with staff how to identify which institutions will provide that foundational racial equity training to be offered to BCCs and City Council.
- Interim Assistant City Manager Kimberly Richardson has suggested that there is more internal work to be done with the responses that were given from the surveys. Possibly developing a pilot that will begin the equity work and trainings for BCCs.
- Commissioner Walton suggested that the language of the expected commitment to be on any boards, commissions and committees should be laid out plainly in applications as well as on the website.
- Eileen Heineman highlighted that some municipalities offer one or two commission/committee members to go through some equity trainings.

c. Confirmation of the New Chair and Vice Chair of the Commission and Goal Setting

- Action item was held until the April meeting due to no quorum.
- Goal setting and Council realignment 2021-2023 has been held until the April meeting due to no quorum.

5. Adjournment

Meeting was adjourned unanimously and no vote due to no quorum.

Goal Setting and City Council Relationship Realignment. 2021-2023

Goal Setting and City Council Relationship Realignment. 2021-2023					Voting Numbers		
Category	Suggestion Description	Suggestor (optional)	PLUS 1 (Way of Prioritizing)			1	
GOALS	Affordable Housing	Push for 3 changes to zoning requirements that would make more affordable housing possible. One is pulling a deterrent on converting 2-3 flats into single family homes... and a line similar to the line for leasing down a BFR and have that money go to an affordable housing fund. 2) Create a fund that would help	Karla	1		2	
	Language Access	Percentage of LA policy: 1) ensure best practice in interpretation, translation of important documents, frontline communications, 2) ongoing monitoring of appropriate language competency of frontline staff, 3) provision of ongoing best practice cultural competency and training to serve special populations, ie immigrants/languages, the disabled, veterans.	Alexandra	1		3	
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	RELATIONSHIP MODEL WITH CITY COUNCIL/CITY COMMISSIONS	OTHER COMMISSIONS	Do a presentation to other commissions about utilizing the Equity Commission when they have major decisions they would like help with through using a more equitable lens	Karla	1		18
Other Commissions		Develop equity tools for boards/commissions/committees, could include explicit equity lens	Jane			19	
Other Commissions		Develop question to be included in BCC application re: equity training experience impacts/evaluation, video conferencing (Zoom/Teams) and add expectation about equity priority to BCC homepage	Jane			20	
City Council		Budget, budget, budget. Advocate for incorporation of equity criteria in budget development	Jane			21	
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