



**Equity and Empowerment Commission**  
**Thursday, August 19, 2021 @ 6:30 PM**  
**Lorraine H. Morton Civic Center Room 2404**

**COMMISSION MEMBER PRESENT:** Chair Alejandra Ibanez, Co-Chair Karla Thomas, Commissioner Jane Grover, Commissioner Delores Holmes, Council Member Reid and Council Member Fleming

**COMMITTEE MEMBER ABSENT:** Commissioner Kymberly Walton

**STAFF PRESENT:** Deputy City Manager, Kimberly Richardson and ICMA Management Fellow, Shenicka Hohenkirk

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

Chair, Alejandra Ibanez began the meeting at 6:34 PM.

**2. APPROVAL OF MINUTES**

Commissioner Jane Grover moved approval of the May 20, 2021 meeting minutes. Commissioner Reid seconded.

Minutes approved unanimously.

**3. PUBLIC COMMENT**

No public comment

**4. DISCUSSION**

**Review of Ordinance 85-O-17, "Equity and Empowerment Commission" and Discussion Regarding Commission Member Vacancies:**

- Co-Chair Karla Thomas, led the discussion on the commission's member vacancies ordinance that was created in 2017.
- Commission members went through the 85-O-17 ordinance to word-smith/add feedback and changes of the ordinance to allow for a consistent expectation of the commission's membership.
- Commissioner Grover recommended having future Commission Members who may have experience with living with disabilities or living with someone who has a disability.
- Commissioners will break into a small group who will continue to work through revamping the 85-O-17 ordinance and bring back another draft recommendation and to work with the Racial Equity Diversity Inclusion (REDI) Committee leaders.

**Discussion of Commission's Goals: Community Engagement Survey and Housing/Zoning Audit:**

- Co-Chair Thomas discussed the document she created around housing accessibility and provided an update on the zoning audit.
- Connections for the homeless has commissioned an audit to be done by ZoneCo, who will take Evanston's zoning documents and doing a full evaluation to help bridge the gap in making housing in Evanston affordable.
- Looking into what types of solutions would make sense to make sure those equity barriers throughout the wards in Evanston around housing is addressed.
- Co-Chair Thomas suggested providing a two part survey to receive feedback from residents on what they want to see done around equity and to make sure the right barriers are being addressed.
- There are two questions the audit team will be looking to identify: Are there zoning ordinances in place which increase racial and other inequities in the community? Are there zoning ordinances in place that are making it more difficult to create and maintain affordable housing?
- Council Member Reid provided made a reference to the APW committee to look into a fine structure that will be based upon a resident's income and ability to pay, as a source of additional revenue for the City. Also, as a way for the City to be held accountable for the equity goals and to ensure no one over penalized/fined if they cannot afford their fine/penalty.

**Resolution 73-R-21, "Commitment to Operationalize Language Accessibility and Adopting A Language Access Plan:**

- Chair Alejandra, suggested that the Commissioners to review the Language Access plan and bring back some feedback for the next Commission meeting in August.

**5. CONSIDERATION**

No Consideration

**6. COMMUNICATION**

Deputy City Manager, Kimberly Richardson announced the next Equity and Empowerment meeting will be in person and a notification of location will go out before the August meeting.

**7. REPORTS**

No Reports

**8. ADJOURNMENT**

Commissioner Jane Grover moved to adjourn the meeting. Commissioner Holmes seconded.

Meeting adjourned at 8:20 PM.