



**Equity and Empowerment Commission  
Thursday, September 16, 2021  
Civic Center, 2100 Ridge Ave., VIRTUAL  
6:30 PM**

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

**AGENDA**

	Page
<b>1. CALL TO ORDER/DECLARATION OF A QUORUM</b>	
<b>2. APPROVAL OF MINUTES</b>	
A. Approval of July 15, 2021 Meeting Minutes <a href="#">July 15, 2021 Meeting Minutes</a>	3 - 4
<b>3. PUBLIC COMMENT</b>	
<b>4. DISCUSSION</b>	
A. Update of Ordinance 85-O-17, "Equity and Empowerment Commission" <a href="#">Ordinance 85-O-17 Draft</a>	5 - 8
B. Update of Community Engagement Survey <a href="#">Evanston Equity Community Survey Draft</a>	9 - 21
C. Update of the Equitable Housing/Zoning Project	

## **5. CONSIDERATION**

## **6. COMMUNICATION**

- A. Environment Board Subcommittee Liaison
- B. Equity and Empowerment Commission update to the Health & Human Service Committee on October 4, 2021
- C. REDI Presentation to the Equity and Empowerment Commission on October 21, 2021

## **7. 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

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 do 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.

85-O-17

AN ORDINANCE

Creating Title 2, Chapter 12 of the Evanston City Code Forming an “Equity and Empowerment Commission”

**NOW BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF EVANSTON, COOK COUNTY, ILLINOIS, THAT:**

**SECTION 1:** Legislative Statement. This Ordinance creates a City of Evanston Equity and Empowerment Commission whose primary function is to address issues of access, equity, and empowerment within the City. Diversity and inclusion are core values of the Evanston community. The City Council determines that it is in the best interest of the City to create an Equity and Empowerment Commission to achieve lasting change, leverage diversity, and actively practice inclusion.

Article VII, Section (6)a of the Illinois Constitution of 1970, which states that the “powers and functions of home rule units shall be construed liberally,” was written “with the intention that home rule units be given the broadest powers possible” (*Scadron v. City of Des Plaines*, 153 Ill.2d 164). Pursuant to 65 ILCS 5/1-2-1, the City may make all rules and regulations to carry into effect the powers granted to the City, such broad and general grant of authority complementing the City’s home rule powers. At meetings held in compliance with the provisions of the Illinois Open Meetings Act (5 ILCS 120/1 *et seq.*), the City Council considered this Ordinance, heard public comment, and made findings. It is well-settled law in Illinois that the legislative judgment of the City Council must be considered presumptively valid (*see Glenview State Bank v. Village of Deerfield*, 213 Ill.App.3d 747(1991)) and is not subject to courtroom fact-finding (*see National Paint & Coating Ass’n v. City of Chicago*, 45 F.3d 1124 (1995)).

The City Council finds that creating an entity that proactively addresses issues of equity and empowerment in the City of Evanston is a priority. The City Council desires to amend the City Code to create an Equity and Empowerment Commission.

**SECTION 2:** Title 2, Chapter 12 of the Evanston City Code of 2012, as amended (“City Code”), is hereby created and shall read as follows: **CHAPTER 12 – EQUITY AND EMPOWERMENT COMMISSION**

**2-12-1: PURPOSE.** The purpose of the Equity & Empowerment Commission (“Commission”) is to identify and eradicate inequities in the City of Evanston, including City services, programs, human resources practices, and decision-making processes. The Commission will work with community partners and businesses to promote equity and inclusion within the City and provide guidance, education, and assistance to City Departments to build capacity in achieving equitable outcomes and services. Further, the Commission will be transparent and collaborative with both internal and external individuals and entities, holding all accountable for measurable improvements and outcomes. Finally, the Commission will promote, support, and build capacity with laws, ordinances, and regulations related to equity and empowerment within the City.

**2-12-2: MEMBERSHIP.** The Commission consists of nine (9) members who serve without compensation and are residents of the City of Evanston. The members must include the

following: (A) One (1) member who has the training and/or experience representing the needs of those who have a physical or mental disability; (B) Five (5) members who have experience in human rights, social justice advocacy, or similar areas; (C) One (1) member who is a bilingual Spanish speaker; and (D) One (1) member who is an Alderman.

#### **2-12-4: POWERS AND DUTIES.**

In carrying out its responsibilities, the Commission must:

- ~~(A) Evaluate, develop and recommend equity tools to be used to examine policies, practices, services, and programs;~~ **Identify and recommend Racial Equity Framework to be used by City Commissions, Committees and to the city management office to examine policies, practices, services, and programs and all large decisions made across the city.**
- ~~(B) Develop ways to measure and monitor community relations, race relations, and civil rights issues, particularly those that are sources of intergroup conflict;~~ **Review of Past Year's Performance: Develop process and mechanism for community members to evaluate quality of life, livability and impact of the city of Evanston's racial equity work and progress. Publish equity annual report based on community survey/feedback results. (Survey)**
- ~~(C) Study and investigate problems of prejudice, bigotry, and discrimination for the purpose of developing action strategies to eliminate these problems~~ **Forward looking: Developing an Equity Review (Score Card) of new city policy and practices to help guide a more equitable development of that policy.**
- ~~(D) Develop strategies to improve quality of life, livability and equity for all residents of Evanston;~~ **Evaluate and develop new policies/ordinances for issues that are referred to the committee by city council, mayor or the EEC chair. These projects would have to meet the project threshold rubric as outlined by the EEC.**
- ~~(E) Continually foster alignment between the equity goals of the city manager's office, the Mayor, the city council, and the EEC.~~
- ~~(F) Submit an annual report to City Council on the goals, activities and accomplishments of the Commission~~
- ~~(G) Create subcommittees, as necessary, in furtherance of the Commission's purpose.~~

85-O-17

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**SECTION 1:** Legislative Statement. This Ordinance creates a City of Evanston Equity and Empowerment Commission whose primary function is to address issues of access, equity, and empowerment within the City. Diversity and inclusion are core values of the Evanston community. The City Council determines that it is in the best interest of the City to create an Equity and Empowerment Commission to achieve lasting change, leverage diversity, and actively practice inclusion.

Article VII, Section (6)a of the Illinois Constitution of 1970, which states that the “powers and functions of home rule units shall be construed liberally,” was written “with the intention that home rule units be given the broadest powers possible” (*Scadron v. City of Des Plaines*, 153 Ill.2d 164). Pursuant to 65 ILCS 5/1-2-1, the City may make all rules and regulations to carry into effect the powers granted to the City, such broad and general grant of authority complementing the City’s home rule powers. At meetings held in compliance with the provisions of the Illinois Open Meetings Act (5 ILCS 120/1 *et seq.*), the City Council considered this Ordinance, heard public comment, and made findings. It is well-settled law in Illinois that the legislative judgment of the City Council must be considered presumptively valid (*see Glenview State Bank v. Village of Deerfield*, 213 Ill.App.3d 747(1991)) and is not subject to courtroom fact-finding (*see National Paint & Coating Ass’n v. City of Chicago*, 45 F.3d 1124 (1995)).

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**2-12-1: PURPOSE.** The purpose of the Equity & Empowerment Commission (“Commission”) is to identify systems of inequity and, guided by resident voices, hold the City of Evanston and its governing and leadership bodies accountable for dismantling racist policies and practices as they rebuild equitable ones. The scope of these efforts includes systems within city services, programs, and policies, including decision-making processes and practices.

The Commission will work with community partners to promote equity and inclusion throughout the city and provide guidance and assistance to City Departments to build capacity in achieving equitable outcomes and services. Further, the Commission will be transparent and collaborative with internal entities, holding all accountable for measurable improvements and outcomes. Finally, the Commission will promote, support, and build capacity with laws, ordinances, and regulations related to equity and empowerment within the City.

**2-12-2: MEMBERSHIP.** The Commission consists of nine (9) members who serve without compensation and are residents of the City of Evanston. The members must include the following: (A) One (1) member who has the training and/or experiences representing the needs of those who have a physical or mental disability; (B) Five (5) members who have experience in racial equity, social justice advocacy, or similar areas; (C) One (1) member who is a bilingual Spanish speaker; and (D) Up to Two (2) members who are Council members.

The Commission's membership must reflect the demographic makeup of the City of Evanston population, including but not limited to: race, color, religion, national origin, sex, sexual orientation, language(s) spoken, gender identity, marital status, age, source of income, physical disability or mental disability.

**2-12-3: TERM.**

Commission members are appointed to three (3) year terms by the Mayor with the advice and consent of the City Council. Non-aldermanic members may serve for not more than two (2) full terms.

**2-12-4: POWERS AND DUTIES.**

In carrying out its responsibilities, the Commission must:

**(A)** Identify and recommend Racial Equity Framework to be used by City of Evanston governing and leadership bodies including; city council, city management, Boards and Commissions, and staff to examine policies, practices, services, and programs and major decision-making processes made.

**(B)** Review of Prior Year's Racial Equity Performance: Develop process and mechanism for community members to evaluate the quality of life, livability, and impact of the city of Evanston's racial equity work and progress. Publish equity annual report based on community survey/feedback results. (Survey)

**(C)** Forward-looking: Develop an Equity Review (Score Card) of new city policy and practices to help guide a more equitable development of that policy.

**(D)** Evaluate and develop new policies/ordinances for issues that are referred to the committee by the city council, mayor, or the EEC chair. These projects would have to meet the project threshold rubric as outlined by the EEC.

**(E)** Continually foster alignment between the equity goals of the city manager's office, the Mayor, the city council, and the EEC.

**(F)** Submit an annual report to the City Council on the goals, activities, and accomplishments of the Commission

**2-12-5: ADOPTION OF RULES; SELECTION OF A CHAIRPERSON.**

The Commission must annually elect a Chairperson from among its members. The Commission must also adopt rules and regulations necessary to exercise its responsibilities.

**SECTION 3:** All ordinances or parts of ordinances in conflict herewith are hereby repealed.

**SECTION 4:** This ordinance must be in full force and effect after its passage, approval, and publication in a manner provided by law.

**SECTION 5:** If any provision of this ordinance or application thereof to any person or circumstance is held unconstitutional or otherwise invalid, such invalidity must not affect other provisions or applications of this ordinance that can be given effect without the invalid application or provision, and each invalid provision or invalid application of this ordinance is severable.



# Evanston Community Equity Survey

This survey is the work of the Evanston Equity and Empowerment Commissions, a group of volunteer residents helping guide the City's racial equity initiatives. The Evanston Community Equity Survey is a key part of assessing the impact of our collective efforts for racial equity, annually.

For the purposes of this survey, we define racial equity as "the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestations. This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them." ([www.equitytools.org](http://www.equitytools.org)) Hence, we define a community racial equity issue as a community issue that disproportionately affects BIPOC communities (Black, Indigenous and People of Color).

This is the first of what we hope to make an annual survey and it attempts to measure the perspectives of those who live, work, and go to school in Evanston, including satisfaction with City services, neighborhood quality, housing affordability, feelings about the state of racial equity in the city, and the role of government in addressing racial inequities.

While the history of our nation and community demands that we prioritize race in discussions of equity, we do take advantage of this survey to investigate other ways in which the community can be more just for other identities as well.

This survey is likely to take 8-10 minutes to complete. Thank you in advance for your time.

## Scope of the Inequity Issue and Government responsibility

1. Ending racial inequity is a responsibility of government.

*Mark only one oval.*

- High priority
- Somewhat of a priority
- Not a priority

2. To address inequity, resources must be allocated based on need and not always equally allocated.

*Mark only one oval.*

- Strongly disagree
- Disagree
- Neither disagree or agree
- Agree
- Strongly agree

3. How confident are you in the Evanston police department's ability to treat BIPOC and White people equally?

*Mark only one oval.*

- A great deal of confidence
- A fair amount of confidence
- Little confidence
- No confidence

4. Has you or someone in your family moved out of Evanston in the past three years due to the rising cost of housing?"

*Mark only one oval.*

- Yes
- No

5. Is the City of Evanston responsible for strategically planning for and providing affordable and mixed income housing?

*Mark only one oval.*

- High priority
- Somewhat of a priority
- Not a priority

6. How likely is it that you will be able to afford to live in Evanston in five years?

*Mark only one oval.*

- Highly likely
- Likely
- Not very likely
- Unlikely
- I don't know

Core Equity Issues

Definition: BIPOC = Black, Indigenous and People of Color

7. How large of a RACIAL EQUITY problem are these issues for YOUR HOUSEHOLD PERSONALLY?

Mark only one oval per row.

	Not a Core Issue	Minor Issue	Not Sure	Somewhat of an Issue	Major Issue
Housing Affordability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Economic Opportunity - BIPOC Youth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Economic Opportunity - Jobs - BIPOC Adults	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Economic Opportunity - BIPOC Owned Businesses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Police Treatment of BIPOC Communities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial Inequities in our School	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Care Access	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language Access/Translated Communications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. How large of a RACIAL EQUITY problem are these issues for Evanston as a larger Evanston Community (it does not have to be your immediate experience).

Mark only one oval per row.

	Not a Core Issue	Minor Issue	Not Sure	Somewhat of an Issue	Major Issue
Housing Affordability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Economic Opportunity - BIPOC Youth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Economic Opportunity - Jobs - BIPOC Adults	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Economic Opportunity - BIPOC Owned Businesses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Police Treatment of BIPOC Communities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial Inequities in our school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Care Access	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language Access/Translated Communications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Of the equity issues above which do you consider the community of Evanston's #1 equity priority

Mark only one oval.

- Housing Affordability
- Economic Opportunity - BIPOC Youth
- Economic Opportunity - Jobs - BIPOC Adults
- Economic Opportunity - BIPOC Owned Businesses
- Police Treatment of BIPOC Communities
- Racial Inequities in our School
- Health Care Access
- Language Access/Translated Communications

10. Of the equity issues above which do you consider the community of Evanston's #2 equity priority

*Mark only one oval.*

- Housing Affordability
- Economic Opportunity - BIPOC Youth
- Economic Opportunity - Jobs - BIPOC Adults
- Economic Opportunity - BIPOC Owned Businesses
- Police Treatment of BIPOC Communities
- Racial Inequities in our School
- Health Care Access
- Language Access/Translated Communications

11. Are there equity issues that you see as critical that are not named above? Why is this a critical issue in your eyes?

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City of Evanston's (COE) Leadership's (Mayor, City Council, and City Manager) response to Racial Equity Issues

12. How would you rate the City of Evanston's commitment to racial justice and equity?

*Mark only one oval.*

- Very good
- Good
- Fair
- Poor
- Don't know

13. How do you view the City of Evanston's commitment and progress on racial equity?

Mark only one oval per row.

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Racial Equity is a Priority for this city.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The city is actively examining the role of racism in community outcomes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The city is actively changing its policies to create systemic racial equity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have seen tangible improvements towards racial equity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
City staff has an appropriate understanding of racial equity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Can you name a racial justice initiative undertaken by the City of Evanston in the last 3 years?

\_\_\_\_\_

15. Are there any racial justice initiative undertaken by the City of Evanston in the last 3 years that has been SUCCESSFUL?

Check all that apply.

- Reparations
- 3-Day Free beach access
- Equity resolution
- Equity commission

Experiencing  
Equity & A  
Sense of  
Belonging

In addition to the systemic changes that are needed to create a more equitable and just community, we want to consider how people are currently experiencing life in Evanston. This will help us understand how we as the community of Evanston needs to improve in addition to systemic changes by the city leadership.

16. For the next few questions, select one option between each set of adjectives that best represents how you would rate the community of Evanston based on your direct experiences here.

*Mark only one oval.*

	1	2	3	4	5	
Hostile	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Friendly

17. .

*Mark only one oval.*

	1	2	3	4	5	
Racist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Anti-Racist

18. .

*Mark only one oval.*

	1	2	3	4	5	
Segregated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Integrated

19. .

*Mark only one oval.*

	1	2	3	4	5	
Individualistic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Collaborative / Collectivist

20. .

*Mark only one oval.*

	1	2	3	4	5	
Homophobic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Pro-All Sexual Orientations

21. .

Mark only one oval.

	1	2	3	4	5	
Transphobic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Pro-All Gender Identities

22. .

Mark only one oval.

	1	2	3	4	5	
Unwelcoming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Inclusive/Welcoming

23. .

Mark only one oval.

	1	2	3	4	5	
Elitist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Non-elitist

24. .

Mark only one oval.

	1	2	3	4	5	
Not Disability Friendly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Disability Friendly



25. Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements:

*Mark only one oval per row.*

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
I feel valued as an individual in Evanston	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I belong in Evanston	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The City of Evanston has a strong commitment to diversity, equity, and inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have considered leaving Evanston because I felt isolated or unwelcomed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have found one or more communities or groups where I feel I belong	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is too much emphasis put on issues of diversity, equity, and inclusion in Evanston.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Over the past 12 months, how often have YOU OR A MEMBER OF YOUR FAMILY experienced discriminatory events in Evanston:

*Mark only one oval per row.*

	Never	1-2 Times	3 or More Times
Disability status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial or ethnic identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sex	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity or gender expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
First language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socio-economic status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. Over the past 12 months, how often have you WITNESSED OTHERS experience discriminatory events in Evanston:

Mark only one oval per row.

	Never	1-2 Times	3 or More Times
Disability status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial or ethnic identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sex	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity or gender expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
First language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socio-economic status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Representation Matters**

We intentionally ask the questions below so that we can insure we are getting responses from all populations in our community.

28. What is your connection to Evanston?

Check all that apply.

- I live in Evanston
- I work in Evanston
- I go to school in Evanston
- I work for the city of Evanston

29. What ward do you live in?

*Mark only one oval.*

- 1st Ward
- 2nd Ward
- 3rd Ward
- 4th Ward
- 5th Ward
- 6th Ward
- 7th Ward
- 8th Ward
- 9th Ward
- I don't know
- I do not live in Evanston

30. Please share your race and/or ethnicity

*Check all that apply.*

- American Indian or Alaska Native.
- Asian
- Black or African American
- Hispanic or Latinx
- Native Hawaiian or other Pacific Islander.
- White
- Prefer not to say

31. House Hold Income

*Mark only one oval.*

- Less than \$25,000
- \$25,001 - \$55,000
- \$55,001 - \$85,000
- \$85,001 - \$115,000
- \$115,001 - \$145,000
- \$145,001 - \$200,000
- \$200,001 - \$250,000
- \$250,001 - \$300,000
- Above \$300,001
- Prefer not to say

32. Age

*Mark only one oval.*

- Under 16 Yrs
- 17 - 21 Yrs
- 22 - 25 Yrs
- 26 - 35 Yrs
- 36 - 45 Yrs
- 46 - 55 Yrs
- 56 - 65 Yrs
- Over 65 Yrs

33. Do you have a disability?

*Mark only one oval.*

- Yes, I have a disability
- No, I do not have a disability
- Prefer not to say

34. Which best describes your housing situation?

*Mark only one oval.*

- Lease
- Own
- Staying with another family
- In a Shelter
- Homeless
- Prefer not to say

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