



**Equity and Empowerment Commission
Thursday, October 21, 2021
Lorraine H. Morton Civic Center, Virtual
6:30 PM**

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

AGENDA

Page

I. CALL TO ORDER

1. **New Member Welcome and Introductions**

II. APPROVAL OF MINUTES

2. **Approval of the September 16, 2021, Meeting Minutes** 3 - 4

Staff recommends approval of the minutes for the Equity and Empowerment Commission meeting of September 21, 2021.

For Action

[Equity and Empowerment Commission September 16, 2021 Meeting Minutes](#)

III. PUBLIC COMMENT

IV. DISCUSSION

3. **Approval of the 2022 Equity and Empowerment Committee** 5

Approval of the Equity and Empowerment Commission 2022 calendar year meeting schedule.

For Discussion

[Discussion of the 2022 Commission Meeting Schedule - Pdf](#)

4. **Creation of a Working Group to Develop an Equity Assessment Tool** 6

Identify commission members to develop an equity assessment tool to evaluate the city ordinances and initiatives.

For Discussion

[Creation of a Working Group to Develop an Equity Assessment Tool - Pdf](#)

5. **Status Update of Commission 2021 Assignments** 7 - 25

Update new members of the current Commission assignments.

For Discussion: Place on File

[Status Update of Commission 2021 Assignments - Attachment - Pdf](#)

V. REPORTS

6. **Update on Year One of the Racial Equity Diversity Inclusion (REDI) Committee** 26 - 41

REDI Committee will update the Equity and Empowerment Commission on the internal work the committee is focused on in the first year of the three-year program.

For Discussion

[Update on Year One of the Racial Equity Diversity Inclusion \(REDI\) Committee - Attachment - Pdf](#)

VI. COMMUNICATION

VII. 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, September 16, 2021

6:30 p.m.

Civic Center, 2100 Ridge Ave, VIRTUAL

Minutes

Present: Chair Alejandra Ibáñez, Vice Chair Karla Thomas, Councilmember Devon Reid, Commissioner Jane Grover, Commissioner Kymberly Walton

Absent: Councilmember Cicely Fleming

Staff Present: Shenicka Hohenkirk, ICMA Management Fellow

1. Called to order/Declaration of Quorum:

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

2. Approval of the July 15, 2021 Meeting Minutes

Commissioner Jane Grover moved to amend the July 15, 2021 meeting minutes to reflect "Thursday, July 15, 2021" as the corrected meeting date on the agenda, Council member Reid seconded that amendment; Commissioner Grover then moved to approve the July 15, 2021 meeting minutes as amended, Council Member Reid seconded; Minutes approved unanimously.

3. Public Comment

No public comment

4. For Discussion

a. Update of Ordinance 85-O-17, "Equity and Empowerment Commission"

- Chair Alejandra Ibanez led the discussion on the need of reviewing and updating the enabling ordinance to clarify the roles, authority and membership of the Equity and Empowerment Commission.
- Three of the commissioners (Thomas, Ibanez and Reid) of the Equity and Empowerment Commission have met virtually a few times to review and make edits to the ordinance. The edits reflect the changes made to what the role is for the commission and the community, and to really help the City leadership to remain transparent and accountable to equity goals that the commission develops together.

- Commissioner Members reviewed and discussed the changes to the ordinance collectively and the final document will be worked on for the City's next Rules Committee for approval.

b. Update of Community Engagement Survey

- Vice Chair Karla Thomas led the discussion on the Equity Survey draft for the community input on the commission and the City can best engage with them around equity work.
- This survey will be the first of what will turn into an annual survey to go out to the community for consistent feedback and engagement.
- The survey will help the Commission identify what the community's thoughts are on what are issues that are important to them? How they prioritize the issues at hand? And how they think the City's leadership is doing on the equity initiatives?
- After this meeting, the survey will be put into survey monkey to go out to the community in both English and Spanish.

c. Update of the Equitable Housing/Zoning Project

- Vice Chair Karla Thomas led the discussion on the grant application that Connections for the Homeless applied for \$50,000 to help facilitate some of the work of the Zone Co audit and resident feedback. Also, what is the role of the Equity and Empowerment Commission in regards to this application process?
- Sue Loellbach, with Connections, provided a timeline of the work with a consultant will be to help with community engagement.
- The time frame is for Zone Co to do a review of the zoning code and report their initial their findings by the end of September. By mid or late October, Chicago Community Trust will notify Connections with their decision as to whether they will receive the \$50,000 grant.
- Once the grant has been awarded, the next step will be for Connections, with partnership of the Equity and Empowerment Commissions, will hire a consultant to start the work on equity in housing/zoning.

5. Adjournment



Memorandum

To: Members of the Equity and Empowerment Commission
From: Kimberly Richardson, Deputy City Manager
Subject: Discussion of the 2022 Equity and Empowerment Meeting Schedule
Date: October 21, 2021

Recommended Action:

Discussion of the Equity and Empowerment Commission 2022 calendar year meeting schedule.

Commission Action:

For Discussion

Summary:

In accordance with the Open Meetings Act, at the beginning of each calendar, the Equity and Empowerment Commission must give public notice of its regular meeting schedule.

Equity and Empowerment Commission meets every third Thursday of each month from 6:30 p.m. to 8:30 p.m. The meeting location is at Morton Civic Center, 2100 Ridge Avenue.

Proposed meeting dates are as follows:

Thursday, January 19, 2022
Thursday, February 16, 2022
Thursday, March 16, 2022
Thursday, April 20, 2022
Thursday, May 18, 2022
Thursday, June 15, 2022

Thursday, July 20, 2022
Thursday, August 17, 2022
Thursday, September 21, 2022
Thursday, October 19, 2022
Thursday, November 16, 2022
Thursday, December 21, 2022



Memorandum

To: Members of the Equity and Empowerment Commission
From: Kimberly Richardson, Deputy City Manager
Subject: Creation of a Working Group to Develop an Equity Assessment Tool
Date: October 21, 2021

Recommended Action:

Identify commission members to develop an equity assessment tool to evaluate the city ordinances and initiatives.

Commission Action:

For Discussion

Summary:

While the Equity and Empowerment Commission is an advisory committee of the City Council, it is not a voting body at any level of city government, the Commission needs to find a way to give ideas and thoughts on city ordinances and initiatives in a standardized way. We have a goal of developing an equity assessment tool that can rate ordinances and initiatives so at the very least, it's on the record that the Equity and Empowerment Commission gave the city leadership feedback on the issues of an ordinance or initiative. The Commission is looking for two additional members to round out a working group of three that will help draft the equity evaluation tool.



Memorandum

To: Members of the Equity and Empowerment Commission
From: Kimberly Richardson, Deputy City Manager
Subject: Status Update of Commission 2021 Assignments
Date: October 21, 2021

Recommended Action:

Update new members of the current Commission assignments.

Commission Action:

Place on File

Summary:

Commission assignments in progress, drafts attached.

- Update of the Equity and Empowerment Commission enabling ordinance "85-O-17"
- Implementation of the Evanston Community Equity Survey.
- Edits to the draft 73-R-21, Commitment to Operationalize Language Accessibility and Adopting a Language Access Plan.

Attachments:

[Draft Ordinance for Chapter 12 of the City Code - Equity and Empowerment Commission](#)

[Draft Evanston Equity Community Survey](#)

[Draft 73-R-21 Commitment to Language Access Plan](#)

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) 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 the 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 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 for 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) 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 two (3) year terms by the Mayor with the advice and consent of the City Council.

2-12-4: POWERS AND DUTIES.

In carrying out its responsibilities, the Commission must:

- (A) Identify and recommend a Racial Equity framework to be used by City Commissions, Committees, and the city manager to examine policies, practices, services, and programs and all significant decisions made across the city.
- (B) Develop a 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.
- (C) 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) 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
- (G) Create subcommittees, as necessary, in furtherance of the Commission's purpose.

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) 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"/>
Disproportionate city resource allocation by ward	<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"/>
Disproportionate city resource allocation by ward	<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
- Disproportionate city resource allocation by ward

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
- Disproportionate city resource allocation by ward

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

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.

- Restorative Housing Reparations
- 3-Day Free beach access
- Equity resolution
- Equity commission
- Please Enter Your Own.....
- Option 6

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"/>
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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Google Forms

73-R-21

A RESOLUTION

**COMMITMENT TO OPERATIONALIZE LANGUAGE ACCESSIBILITY
AND ADOPTING A LANGUAGE ACCESS PLAN**

WHEREAS, the City of Evanston embraces its linguistic diversity and seeks to continue its path to being the Most Livable City in America; and

WHEREAS, the City of Evanston recognizes that there is an increased number of community members who speak a language other than English; and

WHEREAS, the City of Evanston believes that all community members should have equal, accurate, and timely access to City of Evanston programs, services, and information in a dignified and respectful manner; and

WHEREAS, the City of Evanston aims to meet all requirements of Title VI of the Civil Rights Act of 1964, as it relates to addressing the needs of Limited-English Proficient (LEP) persons within our community; and

WHEREAS, the City of Evanston has taken the time and exercised due diligence in the four-factor analysis to determine how to best provide needed language assistance to Limited English Proficient (LEP) persons within this community; and

WHEREAS, based on the data from the four-factor analysis, the City of Evanston has developed Language Access Guidelines,

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EVANSTON, COOK COUNTY, ILLINOIS:

SECTION 1: The City of Evanston will continue its commitment to an annual

review of language access practices in its operations and make the appropriate adjustments and improvements.

SECTION 2: The City of Evanston will begin the work to transition from Language Access Guidelines to a Language Access Plan, and will adopt and strive to abide by all aspects of the guidelines set forth in said Language Access Plan.

SECTION 3: The Evanston City Council affirms its commitment to supporting the operationalization of language accessibility by: (1) supporting the needs of the community and City staff in the annual budget; and (2) participating in Language Access training to deepen our understanding of how our decisions can hinder or promote language accessibility.

SECTION 4: This resolution shall be in full force and effect from and after its passage and approval, in the manner provided by law.

~2~

Daniel Biss, Mayor

Attest:

Approved as to form:

Stephanie Mendoza, City Clerk

Nicholas E. Cummings, Corporation
Counsel

Adopted: _____,
2021



Memorandum

To: Members of the Equity and Empowerment Commission
From: Kimberly Richardson, Deputy City Manager
CC: Megan Jones, Neighborhood and Land Use Planner
Subject: Update on Year One of the Racial Equity Diversity Inclusion (REDI) Committee
Date: October 21, 2021

Recommended Action:

REDI Committee will update the Equity and Empowerment Commission on the internal work the committee is focused on in the first year of the three-year program.

Commission Action:

For Discussion

Summary:

The inaugural Racial Equity Diversity Inclusion Committee commenced early January 2021 with members representing all city departments, except Evanston Public Library.

Committee's Purpose:

"We are trying to shift our organizational culture towards more accountability, transparency, and fairness inside the city so that we can increase the accessibility of programs and improve the performance of our programs for all residents."

Committee's Outcomes:

- Train staff in policy analysis, project management, and participatory practices for management and leadership development.
- Utilize inclusive practices to identify and develop pilot projects that will deliver tangible improvements to the internal operations of the city.
- Resist the siloing of racial equity into one position or project and train as many staff on as many levels as possible.

Year One Pilot Projects:

- Equity in Language Access: Valuing cultural competency and recognizing employees
- Employee Education Access: Providing all staff with access to knowledge and skills for advancement
- New Manager Training: Empowering managers to effectively support their staff
- Service Provision: Standardizing schedules to positively impact service provision.

Attachments:

[City of Evanston REDI Presentation](#)

[Three Year REDI Model figure](#)

City of Evanston REDI 2021

Overview and Timeline



Dr. Kathleen Yang-Clayton & REDI Leadership Team

August 10, 2021

Racial Equity Diversity Inclusion Committee

Purpose

We are trying to shift our organizational culture towards more accountability, transparency and fairness inside the city so that we can increase the accessibility of programs and improve the performance of our programs for all residents.

Outcomes

- Train staff in policy analysis, project management and participatory practices for management and leadership development
- Utilize inclusive practices to identify and develop pilot projects that will deliver tangible improvements to the internal operations of the city
- Resist the siloing of racial equity into one position or project and train as many staff on as many levels as possible

How do we “Ensure equity in all city operations?”

City Council Goals

-  **Invest** in City Infrastructure and Facilities
-  **Enhance** Community Development and Job Creation Citywide
-  **Expand** Affordable Housing Options
-  **Ensure** Equity in All City Operations
-  **Stabilize** Long-term City Finances

Mission Statement

The City of Evanston is committed to promoting the highest quality of life for all residents by providing fiscally sound, responsive municipal services and delivering those services equitably, professionally, and with the highest degree of integrity.

Vision Statement

Creating the Most Livable City in America

Organizational Values

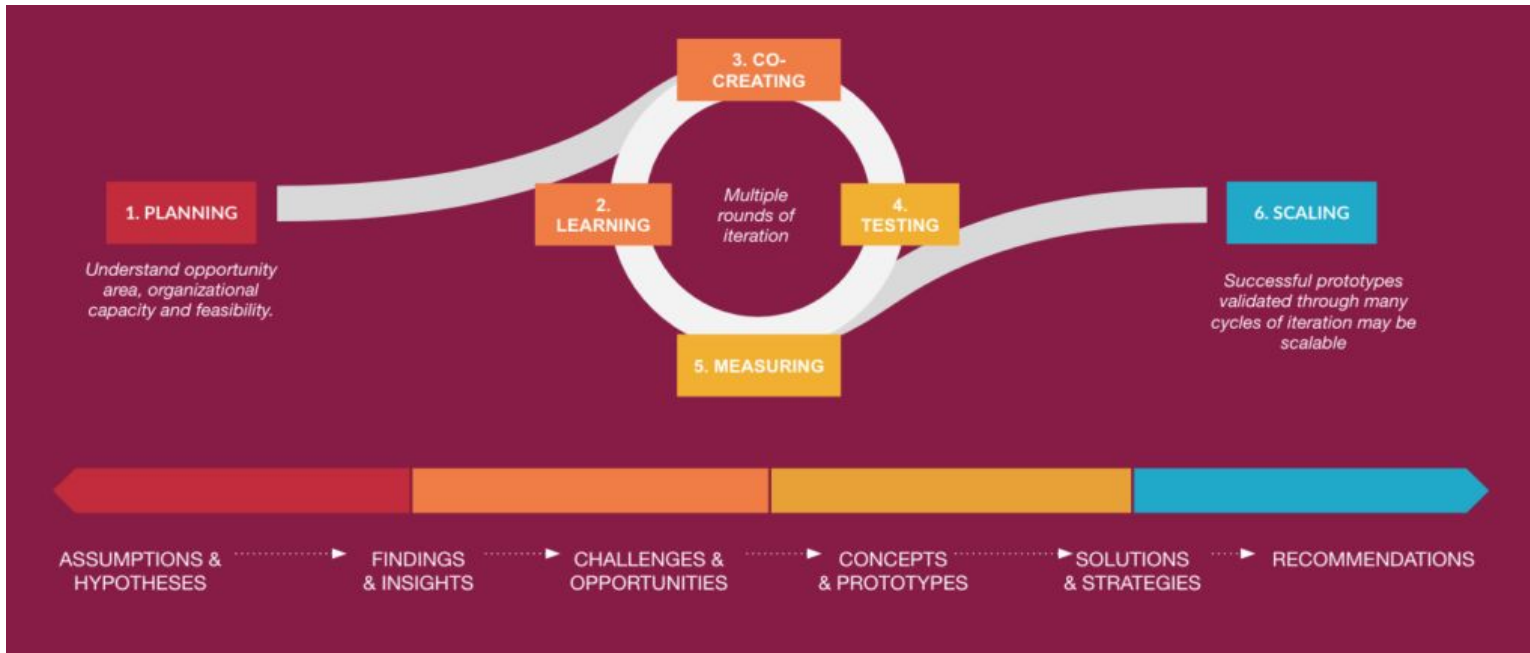
- Excellent Customer Service
- Continuous Improvement
- Integrity
- Accountability



Racial equity is the process through which we implement City Council goals



Operationalizing racial equity is about organizational performance improvement



Who We Are

REDI Leadership

- Meagan Jones, Neighborhood and Land-use Planner, REDI Co-lead, City of Evanston
- Sharon Johnson, Business Workforce Compliance Coordinator, REDI Co-lead, City of Evanston
- Kimberly Richardson, Deputy City Manager, City of Evanston
- Dr. Kathleen Yang-Clayton, Senior Research Fellow, Great Cities Institute and Clinical Associate Professor, College of Urban Planning and Public Affairs, University of Illinois at Chicago
- Austin Zamudio, Visiting Research Specialist, Great Cities Institute, University of Illinois at Chicago

Who We Are

REDI Committee

Alexandra Ruggie - Law

Amin Virani - Police

Audrey Thompson - Health and Human Services

Benjamin Holliman III - Police

Darrell King - Public Works

Enjoli Daley - Police

Jessica Hyink - Community Development

Jessica Wingader - Community Development

Kate LewisLakin - City Manager's Office

Kenneth Cherry - Parks and Recreation

Lukasz Tatara - Administrative Services

Maleka Sumar - Administrative Services

Michael Van Dorpe - Fire

Indira Perkins - Health and Human Services

Shenicka Hohenkirk - City Manager's Office

Tasheik Kerr - City Manager's Office

Where is the REDI Model from?

- This is a field tested model informed by best practices in public policy and management
- The model works because it focuses on organizational performance improvement and key performance indicators
- The committee is a training ground for new managers and staff who may not have opportunities to grow in their current positions
- Elements of the REDI model have been implemented and validated in Cook County Forest Preserves, locally.

Selection of Committee Members

How were committee members recruited?

- For the inaugural cohort, leaders from the City Manager's office worked with Dr. Yang-Clayton to focus on recruiting across race, ethnicity, gender, position, age and experience.
- Future cohort recruitment will be led by the co-leaders and vetted by cohort 1. This will be an open process, but recommendations from directors is strongly encouraged.



REDI members at the Levy Senior Center

Pilot Project Selection



REDI members engaging in a workshop at the Levy Senior Center

Pilot Project Selection

How did the cohort identify their unique pilot projects?

- **Assignment 1: Conduct 1-1 interviews with city staff**
 - Findings used to inform pilot projects
- **Common themes - lack of autonomy, empowerment and communication**
- **Committee members self-assigned into policy areas**
 - Language access, employee education access, managerial training (formerly evaluation), consistent service provision
- **Monthly presentations and process of refinement**
 - Dr. Yang-Clayton and Mr. Zamudio offer regular technical assistance

Upholding the REDI Mission

How do the pilot projects reflect racial equity?

Racial equity is a process - not just a product

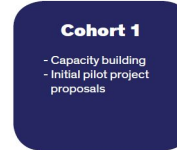
- Project 1 - Equity in **Language Access**
 - Valuing cultural competency and recognizing employees for stepping up
- Project 2 - Equity in **Employee Education Access**
 - Providing all staff with access to knowledge and skills for advancement
- Project 3 - Equity in **New Manager Training**
 - Empowering managers to effectively support their staff
- Project 4 - Equity in **Service Provision**
 - Standardizing schedules to positively impact service provision

What is our 3 Year Vision?

1. Test impact and effectiveness and train next generation of managers and leaders
2. Focus on implementation and scalability
3. Finally focus on strategic planning and scalability

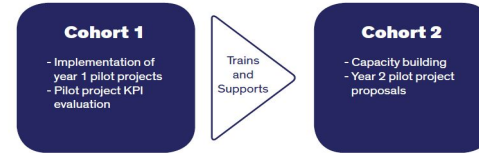
Year 1 REDI Cycle

Learning and Testing Through Pilot Projects



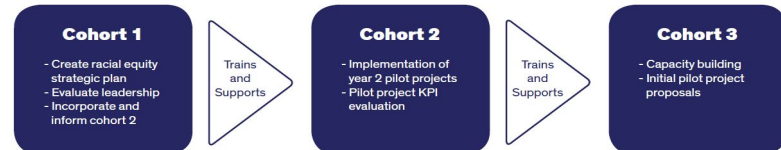
Year 2 REDI Cycle

Project Implementation and Scalability



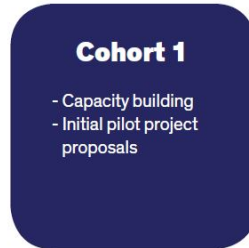
Year 3 Complete REDI Cycle

Strategic Planning and Sustainability



Year 1 REDI Cycle

Learning and Testing Through Pilot Projects



Year 2 REDI Cycle

Project Implementation and Scalability



Year 3 Complete REDI Cycle

Strategic Planning and Sustainability

