



Equity and Empowerment Commission
Thursday, January 20, 2022
Lorraine H. Morton Civic Center
6:30 PM

To access the meeting virtually: <https://www.cityofevanston.org/government/equity-empowerment/equity-and-empowerment-commission>

AGENDA

Page

1. CALL TO ORDER/DECLARATION OF A QUORUM

2. APPROVAL OF MINUTES

A. **Approval of November 18, 2021, Meeting Minutes**

4 - 6

Staff recommends approval of the November 18, 2021, Equity and Empowerment meeting minutes.

For Action

[Equity and Empowerment Commission - Nov 18 2021 - Minutes - Pdf](#)

3. PUBLIC COMMENT

4. DISCUSSION

A. **Nomination of the Chair and Vice-Chair**

Staff recommends the Equity and Empowerment Commission discuss the nomination of the Chair and Vice-Chair. The Chair and Vice-Chair are

appointed annually by the members of the Commission. The appointment will take place at the February 17, 2022, Commission meeting.

For Discussion

B. Evanston Community Equity Survey Update

7 - 23

Staff seeks direction from the Commission on the Evanston Community Equity Survey. The Commission has provided direction to staff to translate the survey into Spanish and use Survey Monkey to administer the survey and collect data. In addition, staff needs input from the Commission distribution strategy along with a deadline for the survey, survey deadline, and support to write a press release.

For Discussion

[Evanston Equity Community Survey - Final Draft](#)

C. Development of an Equity Review Tool (Rubric)

Vice-Chair Thomas seeks feedback on the development of an equity review rubric to examine City policies, practices, services, and programs to help guide a more equitable outcome.

For Discussion

D. Environmental Equity Planning Investigation

24 - 31

Andy Schlickman of Evanston Environmental Justice (EJE) will make a five-minute presentation to provide background to Commission members on EJE's investigation in order to have a broader discussion at the Commission's February meeting.

[Resolution 72-R-20, "To Support Environmental Justice" City Council Memo and Resolution](#)
[Evanston Environmental Justice Status Report](#)

5. COMMUNICATION

A. Passage of Ordinance 117-O-21 "Equity and Empowerment Commission"

32 - 35

The updated enabling ordinance for the Equity and Empowerment Commission passed by City Council at the January 10, 2022 meeting.

[117-O-21 Amending Title 2, Chapter 12 of the Evanston City Code Equity and Empowerment Commission](#)

6. 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.

Draft



City of
Evanston™
MINUTES

Equity and Empowerment Commission
Thursday, November 18, 2021 @ 6:30 PM
Virtual Meeting

COMMITTEE MEMBER PRESENT: Alejandra Ibañez, Chair, Karla Thomas, Vice-Chair, Devon Reid, Councilmember, Kymberly Walton, Commissioner, LaShandra Rayfield, Commissioner, Kady McFadden, Commissioner, Darlene Cannon, Commissioner, and Jane Grover, Commissioner

COMMITTEE MEMBER ABSENT: Omar Salem, Commissioner

STAFF PRESENT: Kimberly Richardson, Deputy City Manager

1. **CALL TO ORDER/DECLARATION OF A QUORUM**
2. **APPROVAL OF MINUTES**
 - A. **Approval of the October 21, 2021, Meeting Minutes**

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

For Action

Moved by Councilmember Devon Reid
Seconded by Jane Grover, Commissioner
Approved 8-0

3. **PUBLIC COMMENT**

No public comment

4. **CONSIDERATION**
 - A. **Approval of the 2022 Meeting Schedule for the Equity and Empowerment Commission**

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

For Action

Amend the meeting date for April 25 to April 28.
Amended language moved by Jane Grover
Seconded by Commission Member LaShandra Rayfield
Approved 8-0

B. **Approval of 117-O-21 "Amending Title 2, Chapter 12 of the Evanston City Code "Equity and Empowerment Commission"**

Amending Title 2, Chapter 12, "Equity and Empowerment Commission" for City Council approval.

For Action

Commission members amended language based on the most recent set of suggestions provided by the legal review and additional comments made by commission members and staff. The amended ordinance language will go to Rules Committee and then the City Council for final action.

Moved by Jane Grover
Seconded by Alejandra Ibañez
Approved 8-0

5. **DISCUSSION**

A. **Discussion regarding the Intergovernmental Agreement between the City of Evanston and Evanston/Skokie School District No. 65 Regarding the Five-Fifths Tax Increment Financing District**

Commissioner Cannon requested a discussion related to the recent intergovernmental agreement with the City of Evanston and Evanston/Skokie School District NO. 65 as it relates to the Five-Fifths Tax Increment Financing District. The Commission agreed that moving forward that they need to identify issues that are coming in front of city council before decisions are made that will have an impact on underserved communities. Ms. Richardson mentioned that it may be a good idea for the Commission to explore looking at the upcoming FY2023 budget as an opportunity incorporate equity in the budget process. If that is of interest to the Commission, they must start in April to ensure enough time.

C. **Equity Survey Distribution Plan**

Vice-Chair Thomas stated that she was waiting to hear from a NU professor to provide some feedback on the survey design as suggested by Ms. Richardson. Hopefully, the feedback is provided quickly for the survey to go out at the beginning of the new year, since it's the holiday and vacation season. Ms. Richardson stated that the survey will be translated into Spanish and that the City will commit to distributing and collecting the survey results.

Draft

Equity and Empowerment Commission
November 18, 2021

D. **Zoning Code Audit. Received 1st initial report.**

Vice-chair Thomas informed the Commission that the Zoning Code Audit is in progress, and wanted to put this project on the radar of the new Commission members.

6. **COMMUNICATION**

No communication

7. **REPORTS**

No reports

8. **ADJOURNMENT**

Meeting adjourned at 8:35 PM.

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



Memorandum

To: Honorable Mayor and Members of the City Council
CC: Members of the Planning and Development Committee
From: Kimberly Richardson, Interim Assistant City Manager
CC: Johanna Nyden, Community Development Director; Kumar Jensen, Chief Sustainability and Resilience Officer
Subject: Resolution 72-R-20, To Support Environmental Justice
Date: September 14, 2020

Recommended Action:

Staff recommends City Council Adoption of Resolution 72-R-20, To Support Environmental Justice.

Council Action:

For Action

Summary:

The Climate Action and Resilience Plan (CARP) calls for the adoption of an environmental justice ordinance that builds on the work of Environmental Justice Evanston and the Equity and Empowerment Commission. Resolution 72-R-20 is the first step towards fulfilling that action in CARP. The purpose of the resolution is to acknowledge the historic and current harm that generations of Black Evanstonians, Latinx and other communities of color in Evanston have experienced due to environmental injustices.

The resolution indicates that in order to move forward in correcting this historic harm and in order to prevent further harm the City must move beyond acknowledgement and take specific actions to set corrective forces into motion. The resolution establishes a definition for Environmental Justice that departments will use in program and policy review and implementation. In addition, the resolution calls for 3 actions to be taken once approved:

1. Incorporate Environmental Justice into City ordinances, codes, policies and processes in consultation with the stakeholders list above and new stakeholders.
2. Create a meaningful public engagement policy and decision making process in direct consultation with the Equity and Empowerment Commission.
3. Develop and maintain an active GIS-based inventory of environmental justice areas in Evanston.

Staff support the resolution because it is in alignment with the goals laid out in CARP and City Council goals of Ensuring Equity in All City Operations.

Background:

Since 2014, community members have worked together to develop and draft a vision for Environmental Justice in Evanston. Initially, this work was done as a formal subcommittee of the Environment Board but the group then separated formally from the Environment Board and became a subcommittee of Citizens' Greener Evanston (CGE). Since then, City staff from Community Development and the City Manager's Office have worked with Environmental Justice Evanston to review drafts and early versions of the resolution to ensure it aligns with City capacity and goals.

The proposed Resolution is the result of over 5-years of work and leadership by community members and leaders in Evanston. This initiative has been lead by Environmental Justice Evanston with ongoing support from Citizens' Greener Evanston (CGE), City Staff, the Equity and Empowerment Commission and the Environment Board. Ultimately, in order to arrive at a resolution that had support from Staff, the community and the two boards, the resolution underwent multiple revisions and was brought before both boards for review and and ultimate endorsement half a dozen times.

Both the Environment Board and the Equity and Empowerment Commission voted to endorse the resolution.

Attachments:

[72-R-20 Environmental Justice Resolution](#)

72-R-20

8/17/20

9/1/20

72-R-20
A RESOLUTION
To Support Environmental Justice

WHEREAS, generations of Black Evanstonians, along with Latinx and other communities of color in the City of Evanston have disproportionately experienced environmental injustice in the past, and need an environmental justice policy implemented in the City to address such issues that currently exist and may arise in the future; and

WHEREAS, in order for the City of Evanston to fully embrace the change necessary to move our community forward, it is necessary to recognize, and acknowledge its own history of discrimination and racial injustice; to recognize the disproportionate and negative impacts of redlining and past city policies, institutional racism, social inequities which created an unequal distribution of environmental assets, environmental hazards and health risk; and

WHEREAS, the City of Evanston recognizes that Environmental Justice (EJ) is concerned with the equity and empowerment of all community members such that every resident experiences equitable access to environmental assets, protection from environmental hazards and health risks; and

WHEREAS, the City of Evanston aspires to mitigate negative environmental consequences and health risks resulting from industrial, municipal, and commercial operations in all of its neighborhoods; and

WHEREAS, the City of Evanston seeks to support the delivery of an equitable share of environmental benefits and community assets in all neighborhoods and wards that enhance the quality of life, such as parks and open spaces, trees, natural areas, community gardens, and the lakefront as well as equal access to the City's environmental and infrastructure investments that support health, well-being and a sense of community; and

WHEREAS, The City of Evanston seeks to foster equity, community engagement, environmental sustainability, community cohesion, and transparent decision-making. The City of Evanston aspires to engage all Evanston residents regardless of race, ethnicity, or language, age, ability, immigration status, and address for equal access to information about, and opportunities for meaningful involvement in, local decision-making that affects their quality of life; and

WHEREAS, the City of Evanston recognizes that addressing racial equity within the climate crisis and its disproportionate impact on vulnerable populations will result in a more climate resilient Evanston.

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

SECTION 1: For purposes of this Resolution, the following definitions apply:

Environmental Justice (Evanston): Environmental Justice (EJ) is when every resident experiences the same degree of access to environmental assets, protection from environmental hazards and health risks, and an opportunity to play an effective role in making decisions that affect the quality of life in this community.

Public Engagement: Public engagement is any process that meaningfully and inclusively engages residents and stakeholders in taking an action or making a decision and gives full consideration to public input in making that decision.

SECTION 2: This Resolution establishes the City of Evanston's policy for environmental justice and puts in motion the development of ordinances to ensure active consideration of environmental justice and meaningful public participation in City policies, practices, procedures, and other decision-making.

SECTION 3: The City of Evanston is committed to meaningful and inclusive public engagement that provides the foundation for making better decisions around environmental justice issues. Decision-makers will have more complete information to understand any potential impact a project or program may have on an underserved community, decisions are more implementable and sustainable, decisions are perceived as more legitimate, and decision-makers become better communicators particularly in regard to residents and communities whose voices are underrepresented in public processes.

SECTION 4: The City of Evanston will incorporate environmental justice into City of Evanston ordinances, codes, policies, and processes, which could include review of existing codes which will be conducted with appropriate revisions to bolster and improve environmental justice outcomes. This work will be done in consultation with Environmental Justice Evanston, Evanston Environment Board, the Equity and Empowerment Commission, relevant City departments and other community organizations.

SECTION 5: The City of Evanston is committed to developing a policy that specifies clear goals for meaningful public engagement, policies and decision-making processes. These engagements are intended to ensure that all decisions with the potential to affect the quality of life for residents and entire neighborhoods in Evanston are supported by public engagement that is pursuant to the City's policy on meaningful, timely, inclusive, accessible and compliant public comment as well as responsiveness to public comment. The public engagement policy shall be developed in consultation with the Equity and Empowerment Commission and with the input and concurrence of community stakeholders.

SECTION 6: The City will develop and maintain an active GIS-based inventory of environmental justice areas in Evanston. Environmental justice areas are geographic regions in which there are likely to be disparities in access to environmental assets or exposure to hazards. That inventory will be made public through online mapping platforms. Once completed, this tool will help identify existing burdens, needed infrastructure improvements, and investments that can be considered by City Departments through their planning process.

SECTION 7: This Resolution 72-R-20 will be in full force and effect from and after the date of its passage and approval in the manner provided by law.

Stephen H. Hagerty, Mayor

Attest:

Approved as to form:

Devon Reid, City Clerk

Kelley A. Gandurski, Corporation Counsel

Adopted: _____, 2020

January 17, 2022

EJE STATUS REPORT FOR EQUITY & EMPOWERMENT COMMISSION

Evanston's Environmental Justice Resolution (Resolution) was unanimously adopted by the City Council in September 2020. Two key sections of the Resolution provide:

This Resolution establishes the City of Evanston's policy for environmental justice and puts in motion the development of ordinances to ensure active consideration of environmental justice and meaningful public participation in City policies, practices, procedures, and other decision-making. (Section 2.)

The City of Evanston will incorporate environmental justice into City of Evanston ordinances, codes, policies, and processes,... This work will be done in consultation with Environmental Justice Evanston, Evanston Environment Board, the Equity and Empowerment Commission, relevant City departments and other community organizations. (Section 4.)

Since the adoption of the Resolution, Environmental Justice Evanston (EJE) has worked to assure the City will meet its commitments under the Resolution. In the last year, we have undertaken the following projects:

- Working with local officials on next steps. We have met regularly with key local officials — including the Mayor, several City Council members and City staff — to advocate for an environmental equity investigation that will examine the nature, extent and causes of environmental justice in Evanston. This will include input from, and face-to-face discussions with, affected residents in all quarters of the City. The Mayor and City staff have responded favorably to moving ahead with the proposed investigation. The investigation will be conducted by a team consisting of members from EJE, E&E, and EEB, City officials, and representatives from a cross-section of the community. After the investigation team produces a deliverable with findings and recommendations, our ultimate goal is for the City to adopt a mitigation plan to ensure environmental justice is achieved for all Evanston residents.
- Retaining a consultant to assist with investigation. We are recommending that a consultant be hired to assist with the investigation. Through EEB, we have submitted a project proposal for American Rescue Plan Act funds to pay for the consultant.
- Developing an environmental justice mapping tool. EJE has spearheaded the work to develop the "active GIS-based" mapping tool required by Section 6 of the Resolution. The tool will show the relationship between key environmental indicators and neighborhoods in the City. We have collaborated with city staff and outside resources (such as USEPA) and were selected for an incubator grant from Northwestern University for assistance with the development of the mapping tool.
- Conducting listening sessions with residents. Recently we have started conducting listening sessions with Evanston residents who are people of color and from marginalized neighborhoods. What is learned from these sessions will help guide the environmental equity investigation.
- Preparing guidance for reporting environmental justice problems. We have prepared a detailed set of guidelines to assist local residents who need to investigate and report environmental justice problems. These guidelines are in a document entitled "Environmental Justice Playbook: A Step-by-Step Guide to Addressing Your Environmental Justice Issue."

EJE looks forward to working with the Equity & Empowerment Commission and others to achieve full and successful implementation of the Resolution, including the development of a robust public engagement policy (see Section 5 of the Resolution).

10/20/2021

11/22/2021

117-O-21

AN ORDINANCE

Amending Title 2, Chapter 12 of the Evanston City Code “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 further amended 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 leadership bodies to provide racial equity measurement tools to dismantle 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. ~~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~~ live in the City of Evanston, with no more than two (2) being Councilmembers. ~~The members must include the following:~~ shall have training and/or lived racial equity experience along with at least one (1) of the following requirements:

- (A) ~~One (1) member who has the t~~ Training and/or experience representing the needs of those who have a physical or mental disability;
- (B) Experience in social justice advocacy, environmental justice or similar areas of advocacy or civic engagement work; and

- (C) Bilingual speakers representing dominant languages spoken within the City of Evanston.
- ~~(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.~~

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, 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 M~~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) Evaluate, develop and recommend equity tools to be used to examine policies, practices, services and programs;~~
- ~~(B) Develop ways to measure and monitor community relations, race relations, and civil rights issues, particularly those that are sources of intergroup conflict;~~
- ~~(C) Study and investigate problems of prejudice, bigotry, and discrimination for the purpose of developing action strategies to eliminate these problems;~~
- ~~(D) Develop strategies to improve quality of life, livability and equity for all residents of Evanston;~~
- (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) Develop an Equity Review (Rubric) of City policy, practices, services and programs to help guide a more equitable development.
- (D) Evaluate and recommend new policies, practices, services and programs for issues that are referred to the Commission by the City Council, Mayor or the Commission Chair. These projects would have to meet the project threshold rubric as outlined by the Commission.
- (E) Continually foster alignment between the equity goals of the City Manager's Office, the Mayor, City Council and the EEC.

- (F)** ~~(E)~~ Submit an annual report to City Council on the goals, activities and accomplishments of the Commission; and
- (G)** ~~(F)~~ 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.

Introduced: _____, 2021

Approved:

Adopted: _____, 2021

_____, 2021

Daniel Biss, Mayor

Attest:

Approved as to form:

Stephanie Mendoza, City Clerk

Nicholas E. Cummings, Corporation Counsel