



Equity and Empowerment Commission
Thursday, December 15, 2022 @ 6:30 PM
Virtual

COMMITTEE MEMBER PRESENT:

Kady McFadden, Commissioner; Omar Salem, Commissioner; Darlene Cannon, Commissioner; Jane Grover, Commissioner; and Karla Thomas, Chair

COMMITTEE MEMBER ABSENT:

Devon Reid, Councilmember, LaShandra Rayfield, Commissioner

STAFF PRESENT:

1. CALL TO ORDER/DECLARATION OF A QUORUM

The meeting was called to order at 6:32 p.m. by Chair Thomas.

2. APPROVAL OF MINUTES

A. The minutes of the November 17, 2022 Equity and Empowerment Commission (EEC) meeting were approved.

3. PUBLIC COMMENT

Doreen Price stated the inclusion of the equity-scored card as part of the referral process is awesome. Ms. Price also inquired how she could participate in the anti-gentrification and affordable housing discussion. She also asked about the status of the three affordable housing ordinances.

4. DISCUSSION

A. Equity Survey Results

Chair Thomas noted that the survey results were segmented into specific demographics to provide better insights into the questions asked of the community. Chair Thomas reviewed some of the survey questions.

B. Incorporating the Equity Score Card as part of the Referral Process

Chair Thomas noted she was invited to a meeting with Councilmember Geracaris to discuss how the equity scorecard could be integrated into the City Council referral process. Chair Thomas reviewed the excel referral tracker with the Committee and what the Commission's role would be regarding the referral process. Regarding the Commission's role, Chair Thomas noted the process would include adding an equity review by the Commission before

items made it to the City Council. The Commission will pilot a process for reviewing three projects/policies. An EEC member will help the project or policymaker complete the equity assessment and scorecard.

C. Brainstorming Session for 2023 Focus

- **Anti-Gentrification vs. Affordable Housing**

Chair Thomas shared that during the 5th Ward/D65 School Community meeting, she asked what needed to be done to stem gentrification in the 5th Ward. She added that affordable housing should be discussed separately from anti-gentrification.

Tasheik Kerr, Assistant to the City Manager, mentioned that the City would be working on a Comprehensive Plan. There might be opportunities for the Commission to weigh in regarding affordable housing and anti-gentrification. Chair Thomas inquired about other opportunities, similar to the review of the Equity Manager job description; the EEC might lend its expertise.

Commissioner Cannon inquired how the Equity Manager would get to the root problem of inequities. She also asked how the City could hold developers accountable for putting affordable units/ housing in place.

Doreen Price suggested putting good neighbor housing policies in place to impact developments and provide for residents' input.

Tina Paden shared the City has overlooked small affordable landlords that are providing affordable housing.

5. CONSIDERATION

6. COMMUNICATION

7. REPORTS

8. ADJOURNMENT

The meeting adjourned at 7:57 p.m.