



**Equity and Empowerment Commission**  
**Thursday, February 16, 2023 @ 6:30 AM**  
Virtual

**COMMITTEE MEMBER  
PRESENT:**

Devon Reid, Councilmember, LaShandra Rayfield, Commissioner, Kady McFadden, Commissioner, Hilda Morales, Commissioner, Darlene Cannon, Commissioner, Jane Grover, Commissioner, Molly Malone, Commissioner and Karla Thomas, Chair

**COMMITTEE MEMBER  
ABSENT:**

Omar Salem, Commissioner

**STAFF PRESENT:**

Tasheik Kerr, Assistant to the City Manager

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

**A. Welcome New Commissioners - Hilda Morales and Molly Malone**

The Commission introduced themselves and welcomed Hilda Morales and Molly Malone. Commissioner Morales shared she is a parent, a resident of Evanston for ten years, and has a social work background. Commissioner Malone shared she is also a parent, a resident of Evanston for 12 years, and a citizen of the Potawatomi Nation.

**2. APPROVAL OF MINUTES**

**A. Approval of December 15, 2022 Equity and Empowerment Commission Meeting Minutes**

It was moved by Councilmember Reid and seconded by Commissioner Grover to approve the December 15, 2022 meeting minutes. (Roll call, 8-0)

**3. PUBLIC COMMENT**

**4. REFERRALS**

**A. Ordinance 2-O-23, Amending the City Code, "Creating Title 12 "Consumer Protections" Chapter 1, Cashless Establishments Prohibited.**

Commissioner Thomas noted this process is an opportunity for the Commission to become involved in the City's decision-making process.

Commissioner Thomas and Councilmember Reid summarized the recommendation of the Human Services Committee to amend the City Code to prohibit cashless establishments. Due to the equity impact of the ordinance, the Human Services Committee referred the proposed ordinance to the EEC for feedback.

Discussion ensued regarding the ordinance. Commissioner Grover mentioned she inquired from two establishments regarding their preferences. She noted opinions are mixed on the topic. She also shared that such a policy might impact youths. Councilmember Reid shared that in addition to youths, undocumented immigrants, black and brown folks would also be affected. According to Councilmember Reid, the FDIC stated the unbanked population is around 5.4%. Other cities have also implemented similar policies.

Commissioner Cannon inquired about the size of the businesses affected, how other cities have ensured they are not discriminatory against the unbanked, and measures other cities are taking to prevent additional hardship for businesses. Councilmember Reid responded that the ordinance is modeled after the City of New York's ordinance. The ordinance does allow for reverse ATMs that would enable customers to put funds on cards.

Chair Thomas inquired whether there should be a minimum purchase before a customer is made to purchase a card. Councilmember Reid noted reverse ATMs in the downtown might be considered for purchase. Commissioner Cannon inquired how many businesses in the downtown are cashless.

It was moved by Councilmember Reid and seconded by Commission Grover to recommend the approval of the ordinance to prohibit cashless establishments and for the inclusion of medical services. Commissioner Morales also recommended providing an exception to undocumented immigrants. Commissioner Malone suggested adding an FAQ to the ordinance to provide additional clarification to businesses (Roll Call , 8-0). Chair Thomas will draft a memo to the City Council summarizing the EEC's feedback.

**B. Referral Tracker Review**

Chair Thomas summarized the referral tracker process and the EEC's role. The Commission reviewed the referral tracker and highlighted items needing an equity review.

**C. Referral Tracker Process - Draft of Ordinance**

Chair Thomas introduced advancing to the City Council an ordinance for the referral tracking process and integrating the use of the racial equity scorecard.

**5. DISCUSSION**

- A.
- Consideration of City of Evanston Gender Inclusion Stance (potential Ordinance)
  - Two-person Task Model

These items will be addressed at the March 16, 2023 EEC meeting.

**6. CONSIDERATION**

**7. COMMUNICATION**

Councilmember Reid reminded the Commission of the ending of the State's public health emergency. This likely means the end of the ability of the City's Boards, Commissions, and Committees to meet exclusively by virtual means.

**8. REPORTS**

**9. ADJOURNMENT**

Chair Thomas adjourned the meeting. The meeting was adjourned at 8:50 p.m.