



**Equity and Empowerment Commission**  
**Thursday, March 16, 2023 @ 6:30 PM**  
Virtual

**COMMITTEE MEMBER PRESENT:**

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

**COMMITTEE MEMBER ABSENT:**

Jane Grover, Commissioner, Kady McFadden, Commissioner, Jane Grover, Commissioner

**STAFF PRESENT:**

Tasheik Kerr, Assistant to the City Manager

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

Chair Thomas called the meeting to order at 6:32 p.m.

**2. APPROVAL OF MINUTES**

**A. Approval of the February 16, 2023 Equity and Empowerment Commission meeting minutes**

Commissioner Malone noted the time noted on the minutes should be updated to say “p.m.” instead of “a.m.”

It was moved by Councilmember Reid and seconded by Commissioner Malone to approve the minutes of the February 16, 2023 Equity and Empowerment meeting as amended. Roll Call (6-0)

**3. PUBLIC COMMENT**

Eileen Heineman of YWCA Evanston/North Shore shared that she hopes the EEC is periodically nudging the City in response to the Black employee report. The YWCA will be joining with other YWCAs across the country in support of equity initiatives and social justice and initiatives. The YWCA will also be holding public gatherings on April 27, 2023. Chair Thomas inquired of Ms. Heineman how the EEC could participate in sharing information.

**4. CONSIDERATION**

**A. Approval of the Cashless Establishment Prohibited Ordinance Memo to the Human Services Commission**

Chair Thomas provided a memo summarizing the feedback of the EEC members. Councilmember Reid noted a typo at the end of the memo.

It was moved by Councilmember Reid and seconded by Commissioner Rayfield to recommend the memo to the City Council and Human Services Committee as amended. Roll Call (6-0)

## **5. REFERRAL TRACKER**

### **A. Review the [Referral Tracker](#)**

The Commission reviewed the referral tracker items 73-77. For item 73, the Commissioners inquired who would be impacted by the policy. The members agreed an equity review is not needed. The members discussed item 76 about the dog beach. Commissioner Morales inquired whether low-income individuals would be provided financial assistance to increase access to the dog beach. Chair Thomas noted the beaches currently are not ADA-accessible. Councilmember Reid suggested the EEC focus on item 74, the Beach Ordinance.

Referral Line 33 - Committee Appointment Process - Councilmember Reid shared he made this referral to examine the process holistically and to inquire whether any changes need to be made to increase and make participation practical. Chair Thomas asked whether providing a path rather than requiring a set of skills should be explored for boards, commissions, and committees. Hilda inquired whether language might be a barrier for those who do not have English proficiency. Hilda recommended the Commission follow up on this referral.

Referral Line 36 - Minimum Wage Increase - Councilmember Reid summarized his referral about increasing the minimum wage and tying future increases to the cost of living. Chair Thomas inquired whether any research had taken place. She noted the Committee would need to prioritize what issues it wants to take on.

Referral Line 37 - Creation of a Just Cause Ordinance - Councilmember Reid shared that the Just Cause Ordinance was referred to the Housing and Community Development Committee. The ordinance would prevent a landlord from terminating a lease without a just cause. The goal is to create housing stability. The Commissioners inquired for more information on this referral.

### **B. Referral Tracker Process - Draft of Ordinance**

Chair Thomas reviewed the Referrals Committee's ordinance and suggested language to codify the EEC's role in the referrals process. Discussion ensued on the proposed revisions to the Referrals Committee.

Chair Thomas provided an overview of the Equity Review Form and the Equity Review EEC Response Form.

**6. DISCUSSION**

- A. Inclusion Ordinance
- B. Two-person Task Model

**7. COMMUNICATION**

**8. ADJOURNMENT**

Chair Thomas motioned to adjourn the meeting. The meeting adjourned at 8:11 p.m.