



Equity and Empowerment Commission
Thursday, April 20, 2023 @ 6:30 PM
Virtual

COMMITTEE MEMBER PRESENT:

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

COMMITTEE MEMBER ABSENT:

Commissioner, Kady McFadden

STAFF PRESENT:

Tasheik Kerr, Assistant to the City Manager

1. CALL TO ORDER/DECLARATION OF A QUORUM

The meeting was called to order at 6:35 p.m. by Chair Thomas.

2. APPROVAL OF MINUTES

A. Approval of the March 16, 2023 Equity and Empowerment Commission Meeting Minutes

It was moved by Commissioner Malone and seconded by Commissioner Morales to approve the Equity and Empowerment Commission's March 16, 2023 meeting minutes. Motion approved (4-0).

3. PUBLIC COMMENT

No one was present for Public Comment.

4. REFERRAL TRACKER

A. Review list of referrals on the [Referral Tracker](#)

The Commission reviewed referrals 78 - 82. There were no equity-related concerns about those items.

Councilmember Reid joined the meeting. Chair Thomas recalled the discussions from the March meeting around the need for more information on creating a Just Cause Ordinance and the Fair Notice Ordinance. Councilmember Reid explained that the Just Cause Ordinance protects tenants from arbitrary or unjust evictions. The ordinance promotes housing stability and protects the rights of tenants. Councilmember Reid stated this initiative might need an equity review since it promotes fairness and social justice in the housing market. The Fair Notice Ordinance would require landlords to provide their tenants with advance notice

regarding lease termination. The Commission agreed that these items should undergo an equity review.

5. CONSIDERATION

A. Finalize the Referral Tracker Draft Rule and Path discussion

Chair Thomas reviewed the suggested changes to the ordinance establishing the Referrals Committee. Chair Thomas mentioned the incorporation of the role of the Equity and Empowerment Commission and the equity review process. The Commission discussed referrals that are time-sensitive. The Commission reviewed the Equity Review form.

It was moved by Commissioner Rayfield and seconded by Councilmember Reid to advance to the Rules Committee the equity review process and the incorporation of the Equity and Empowerment Commission in the referrals process. Roll call (6-0).

6. DISCUSSION

A. Affordable Housing Ordinance Updated from Housing and Community Development Meeting

Chair Thomas and Councilmember Reid provided an update on the three affordable housing ordinances that were referred to the Housing and Community Development Committee.

B. Inclusion Ordinance

Chair Thomas raised concerns about the communication of City events to be more gender inclusive. Commissioner Malone inquired whether gendered language was changed from he or she to them. Councilmember Reid suggested inviting the City's Communication Manager to a meeting regarding their standards for review and to inquire whether the branding guidelines can be amended to include gender-inclusive language. Commissioner Malone inquired about the gender-inclusive language around the City's Human Resource Department materials, ordinances, and building codes.

C. Two-person Task Model

This item will be placed on a future agenda.

7. COMMUNICATION

A. Reminder: In-Person Meetings Beginning in May

Chair Thomas reminded the Commission of the May in-person meeting mandate.

8. REPORTS

9. ADJOURNMENT

Commissioner Grover moved to adjourn the meeting. The meeting adjourned at 8:02 p.m.