



Equity and Empowerment Commission

Thursday, July 20, 2023 @ 6:30 PM

Hybrid,

In Person; Lorraine H. Morton Civic Center, Room 2404

COMMITTEE MEMBER PRESENT:

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

COMMITTEE MEMBER ABSENT:

STAFF PRESENT:

Tasheik Kerr, Assistant to the City Manager, Liam Bird, Manager of Organizational Performance and Equity

1. CALL TO ORDER/DECLARATION OF A QUORUM

The meeting was called to order a 6:41 p.m.

2. APPROVAL OF MINUTES

Approval of the June 15, 2023 Equity and Empowerment Commission Meeting Minutes

Commissioner Grover amended the minutes pertaining to the Northwestern Community Benefits Agreement (CBA) topic. She added the recommendation for the City to conduct an equity analysis of the zoning amendments and to negotiate a CBA. Commissioner Malone also amended the minutes to change the meeting time and location to 6:30 p.m., Room 2402.

It was moved by Commissioner Grover and seconded by Commissioner McFadden to approve the June 15, 2023 Equity and Empowerment Commission Meeting Minutes

3. PUBLIC COMMENT

Matthew Ouren, Participatory Budgeting Manager, provided an overview of the Participatory Budgeting process and the preparation for the voting process in September. Councilmember Reid referenced the City of Chicago's Participatory Budgeting process and noted he hopes for similar results.

Marlene Odia, Sustainability Fellow, provided an overview of her work on environmental justice. Marlene inquired about the role of the Equity and Empowerment Commission.

Liam Bird, Manager of Organizational Performance and Equity, introduced himself to the EEC.

4. DISCUSSION

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

The Commission reviewed referrals 96 through 98. There were no equity concerns regarding those items. Councilmember Reid shared he proposed the creation of a short-term task force to investigate baby bonds.

B. City of Evanston Black Employee Report

Chair, Commissioner Cannon stated that she would like an update regarding the City of Evanston Black Employee report and whether there has been any movement. Councilmember Reid shared that a document was posted to the City's website responding to the recommendations in the report. Commissioner Grover suggested adding a link to the report on a future agenda and inviting someone to talk to the Commission regarding the report.

C. Gender Inclusion Ordinance and Training

Commissioner Thomas shared she researched what other municipalities were doing in terms of Gender-neutral plans. She also shared an incident at one of the City's camps regarding the use of pronouns. She shared that the City did not have a plan and followed up with suggested training.

Commissioner Malone added that there might be other areas throughout the City that need such policies/ ground rules when operating on City property.

Mr. Bird shared he is reviewing the City's existing policies and referenced his experience rolling out such procedures.

D. Northwestern Community Benefits Agreement

Chair, Commissioner Cannon shared she reached out to the Mayor and City Manager, Stowe. She has not received a response. She added that she inquired whether the City had entered into a Community Benefits agreement (CBA) and, if so, that the Commission is willing and ready to be involved in the process to ensure that the City and those disproportionately impacted get the best.

Councilmember Reid mentioned that he thinks Northwestern is willing to negotiate a CBA agreement. He also thinks the City should create a committee that negotiates such an agreement and that the school district should also be involved.

E. Vacancies on the Commission

Commissioner Thomas announced there are three vacancies on the Commission. She has reached out to the Mayor about filling the vacancies. She shared that more applicants might be needed to make a recommendation to the Mayor.

5. CONSIDERATION

Commissioner Thomas proposed two members of the Commission meet with Liam Bird two weeks before every EEC meeting to put processes in place and work on the EEC agenda.

6. COMMUNICATION

7. REPORTS

8. ADJOURNMENT

The meeting adjourned at 8:45 P.M.