



## **EQUITY AND EMPOWERMENT COMMISSION**

**Thursday, October 17, 2019**

**6:30 p.m.**

Lorraine H. Morton Civic Center  
2100 Ridge Avenue, Evanston, Glacier Room (2404)

### **AGENDA**

1. **Call to Order/Declaration of a Quorum**
2. **Approval of meeting minutes of September 19, 2019**
3. **Public comment**
4. **Reports**
  - a. Staff
    - i. Language Access Guidelines
5. **For Consideration**
  - a. Evanston Truth
6. **For Discussion**
  - a. Racial Equity Training
7. **Communications**
  - a. Undesign the Redline calendar of events
  - b. Goal Setting
8. **Adjournment**

### **Next meeting:**

**Thursday, November 21, 2019**

**6:30 p.m.**

**Lorraine H. Morton Civic Center  
2100 Ridge Avenue, Evanston  
Room 2404**

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## **EQUITY AND EMPOWERMENT COMMISSION MEETING**

**Thursday, October 17, 2019**

**6:30 p.m.**

**Lorraine Morton Civic Center, 2100 Ridge Avenue, Evanston, Parasol Room**

### **Minutes**

**Present:** D. Holmes, M. Wynne, J. Grover, K. Lyons, M. Weinberg, T. Eberhart.

**Absent:** J. Corbier de Lara, M. Dillard, A. Ibañez,

**Staff Present:** P. Efiom, Shenicka Hohenkirk

#### **1. Call to Order/Declaration of Quorum**

The meeting was called to order by Chair Jane Grover at 6:44 pm and a quorum was declared .

#### **2. Approval of September 17, 2019 Meeting Minutes**

#### **3. Public Comment**

- a. Doreen Price expressed concerns about equity as it relates to climate change
- b. Bennett Johnson informed the Commission that Northwestern University held a reparations meeting. He encouraged the Commission to research that meeting to determine if any of the information to current work on reparations.
- c. Eileen Heineman provided a handout about Racial Healing Circles

#### **4. For Consideration**

##### **a. Truth Seeking Racial Equity Initiative Presentation**

ICMA Fellow Shenicka Hohenkirk gave a brief presentation on a framework to help the Commission establish the foundation (structure, policies, and practices) necessary for an equitable environment that empowers the black community to engage in various decision making roles.

## 5. For Discussion

- a. Equity & Empowerment Framework. Dr. Efiom presented a brief overview of the Equity & Empowerment Framework that has been the work of the commission for several months.
- b. Racial Equity Action Plan - Dr. Efiom shared that the Racial Equity Action Plan that will be used to operationalize equity internally (with staff) is nearing completion and is going through a review with staff. It will be shared with the Commission for feedback before being finalized.
- c. Commission Work Plan -The Commission work plan needs to be revised to reflect the work with reparations and commitment to end racism.

These items will be discussed at the next meeting

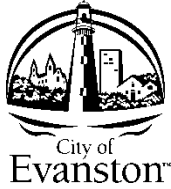
## 6. Reports

- a. Staff
  - i. Language Access Policy  
No report at this time. Paulina Martinez will be invited to provide an update at the October 17, 2019 meeting.
  - ii. Undesign the Redline Exhibit  
Staff reported that the exhibit is attracting a number of local groups and there are a number of planned events through October.
- b.
  - i. Comm. Grover reported that on September 13 she, Comm. Holmes and nearly 100 Evanston residents boarded busses to take "An Uncomfortable Journey" to the Legacy Museum in Montgomery, Alabama in order to learn about and confront the history of racial injustice in the United States.

## 7. Adjournment

Comm. Lyons made a motion to adjourn the meeting, Ald. Wynn seconded. The meeting was adjourned at 8:45 p.m.

**Next meeting:**  
**Thursday, September 19, 2019**  
6:30 p.m.  
**Lorraine H. Morton Civic Center**  
**2100 Ridge Avenue, Evanston**  
**Room 2402**



## Memorandum

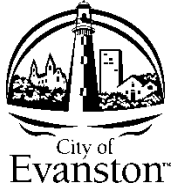
To: Chair and Members of Equity and Empowerment Commission  
From: Dr. Patricia A. Efiom, Chief Equity Officer  
Date: October 14, 2019  
Subject: Evanston Truth

### Summary:

On June 10, 2019 the Evanston City Council voted unanimously to adopt a resolution affirming the City's commitment to end structural racism and achieve racial equity. At that same meeting the Equity & Empowerment Commission received a referral from Alderman Robin Rue Simmons to consider the issue of a local reparation fund. The Commission was charged with researching and making "Solutions Only" recommendations for the use of the fund to address historical discriminatory economic and housing policies.

Three community meetings were held to gather input from residents and that information formed the basis of the "Solutions only" report given at the September 9, 2019 City Council meeting.

Based on information that had come to the Commission's attention through regular Commission meeting, residents' complaints and ongoing local and national issues of race and discrimination, the Equity & Empowerment Commission was in the early stages of creating a long-term truth and reconciliation initiative to acknowledge and tell the truth about past wrongs created by individual and institutional racism and address the present consequences. However, at this meeting, Ald. Rue Simmons is seeking "solutions only" for the use of rehabilitative reparation funds.



## Memorandum

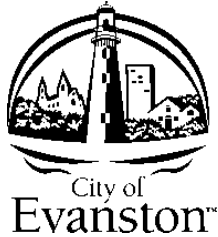
To: Chair and Members of Equity and Empowerment Commission  
From: Dr. Patricia A. Efiom, Chief Equity Officer  
Date: October 14, 2019  
Subject: Racial Equity Training

### Summary:

At the June 14, 2014 Evanston City Council unanimously passed a resolution committing that the city would work to end structural racism. As part of that agreement Council members agreed to take racial equity training.

At the executive session on September 30 City Council meeting, Council members engaged in racial equity training facilitated by Dr. Alvin Tillery. Tillery is a professor of political science and director of the Center for the Study of Diversity and Democracy at Northwestern University. Dr. Tillery's bio can be found at <https://www.csdd.northwestern.edu/about/about-the-director.html>

In order to ensure that work of the Commission is in line with City Council goals, Dr. Alvin Tillery has been invited to conduct the same racial equity training for the Equity & Empowerment Commission at our October 17 meeting.



## Undesign the Redline Exhibit: Calendar of Events

- October 8 6:00 – 8:00 p.m. **5<sup>th</sup> Ward Friends & Family Night**  
Location: Lorraine Morton Civic Center
- October 10 6:30 - 8:00 p.m. **NAACP**  
Featuring: Dr. Michael Nabors, NAACP President  
Willie Shaw Political Action Chair  
Tina Galbreth, lifelong Evanston Resident  
Bruce King, Political Activist  
Location: Lorraine Morton Civic Center
- October 11 12:00 – 1:30 p.m. **Connections for the Homeless**  
Featuring: Dr. Jennifer L. Eberhardt, Author  
*Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do.*  
Location: Evanston Woman’s Club
- October 11 1:45 – 3:00 p.m. **Connections for the Homeless**  
Discussion: How bias plays a role in perpetuating NIMBY-ism and, in turn, a lack of affordable housing in our communities.  
Location: Evanston Woman’s Club
- October 16 3:00 – 4:00 p.m. **YWCA Evanston Northshore**  
Movie: “The House We Live In”
- October 16 4:00 – 5:00 p.m. **YWCA Evanston Northshore**  
Discussion  
Location: Lorraine Morton Civic Center
- October 16 5:00 – 6:30 p.m. **Mayoral conversation with local Reality and Banking Industry leaders**  
Featuring: Dino Robinson

Felicia Johnson, Real Estate Educator

Location: Lorraine Morton Civic Center

October 17 4:30 – 6:30 p.m.

Discussion

Location: Lorraine Morton Civic Center

October 21 4:00 – 5:45 p.m.

**The Uncomfortable Journey Unpacks**

On September 13 nearly 100 Evanston residents boarded busses to take “An Uncomfortable Journey” to Montgomery, Alabama in order to learn about and confront the history of racial injustice in the United States. Join us as participants reflect on their time together.

Location: Lorraine Morton Civic Center

October 21 6:00 p.m.

**The Uncomfortable Journey**

Location: City Council Chambers  
Lorraine Morton Civic Center

October 22 6:00 – 7:30 p.m.

**Joining Forces**

Undesign the Redline, Where Do We Go From here?

Location: Lorraine Morton Civic Center

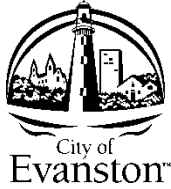
October 23 6:00 – 7:30 p.m.

**Delta Sigma Theta Sorority, Inc**

Evanston-NorthShore Alumnae presents  
“Unbossed and Unbought: Undesign the Redline  
bought to you by the Red Army of Evanston-North  
Shore Alumnae, Delta Sigma Theta Sorority Inc.,

Location: Lorraine Morton Civic Center

**All events are free and open to the public**



## Memorandum

To: Chair and Members of Equity and Empowerment Commission  
From: Dr. Patricia A. Efiom, Chief Equity Officer  
Date: October 14, 2019  
Subject: Goal Setting

### Summary:

The work of the Equity & Empowerment Commission was initially guided by work on developing an equity framework. In recent months the Commission has worked on several projects including, the language access plan, The “Solutions Only” and Commitment to end Historical Racism resolutions. In addition, we have reviewed the CARP plan and provided input for the Partners for Place inclusive community engagement plan. We were fortunate to provide information and assistance for the Chief of Police search and hosting the Undesign the Redline exhibit has been tremendous in bringing community together. All of these opportunities have allowed the Commission to meaningful engage the community and to contribute to the City’s goal of ensuring equity in all operations. As we look forward to the upcoming year with our Evanston Truth initiative, the Environmental Justice ordinance, the hiring of a new City manager, and the Racial Equity Plan, and the Partners for Place Community Engagement Plan, we need to set priorities and determine how much capacity the Commission has to commit to other projects.

Staff recommends that the Commission set aside an additional hour at the November meeting specifically to set goals and priorities for the upcoming year.