

**Observer:** Joan Taylor

**Commission Members:** Alejandra Ibanez, Delores Holmes, Karla Thomas, Kimberly Walton, Jane Grover, Kathy Lyons, Max Weinberg, Melissa Wynne

**Staff:** Shenicka Hohenkirk

**Attending:** Eileen Heineman, YWCA, Paulina Martinez

**The New Mission Statement:** Ibanez presented the revision of a new mission statement for EEC.

Equity and Empowerment Commission's mission is to develop a shared recognition, language and practice around structural racism in the City of Evanston in its policies, practices and impact on residents. The EEC will collaborate with the City of Evanston to ensure uniform racial equity training for key city staff and leadership, (City Council, Boards, Commissions). The goal of the training is to create a shared language that will lead to the development of a social equity impact analysis, (REIA), and progress. The EEC will consistently engage community members who have historically been disenfranchised from local policy decisions and have been directly affected by such decisions, policies and practices.

After some discussion and a few minor changes the Statement was approved. The next step is for it to go to the Rules Committee and then to the Council.

### **Assessment of Status of Committees and Commissions**

The questions were:

How does Racial Equity show up in your agenda? Decision making?

What is your definition of racial equity?

What action items are rooted in and connected to racial equity work?

How does Racial Equity ... new members?

The Commission members discussed the responses to the questionnaire. Several had been received with a range of responses. After some discussion it was decided that E&E Commission members would follow up with members of the Committees and Commissions to get more data. S.Hohenkirk will maintain of record of the contacts.

M. Weinberg said he was interested in the Library Board and Police Review Commission to see how they have gone about collection of data.

Paulina Martinez reported on plans to translate the Park and Recreation Guide into Spanish. Staff is coordinating with the Police Department for training. She had a good conversation with someone in the Asian Community.

She also discussed a report of call to the city needing language assistance. There were a total of 4473 of which 3950 were for Spanish.

A.Ibanez is concerned that there is no policy.

Paulina Martinez also reported on the Diversity and Inclusion Staff Committee. There are 7-10 members. They will work through a process of creating change through events and education.

E. Heineman from the YWCA reported that 200 people attended the panel offered by the Y.

### **Agenda for the Feb. 18 Commission Meeting**

Boards and Commissions Progress

Agree on the Report to go to the Rules Committee

Revisiting Language Access – P. Martinez