

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

**Staff:** Kimberly Richardson, Shenicka Hohenkirk, Eileen Heineman, YWCA

**A New Mission Statement:** Ibanez presented the draft 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.

There followed discussion around the word "engage" and the possible substituting "promote." There was discussion about the exclusion of the other issues such as disabled. A suggestion was "promote the advancement of equity with focus on race." It was the consensus that if racial equity is advanced the other -isms would be too.

The draft will be revised and brought back to the next meeting. It will then go to the Rules Committee prior to going to City Council.

There was also discussion about the candidates for City Council and a suggestion from Delores Holmes to contact the League of Women Voters about questions on equity for the candidates. Jane Grover said she is in league with League and would handle that request.

**Training Schedule:**

- Max Weinberg presented a document–
- Decide on the scope of the project.
- Assign 2-3 Boards or Commissions to each ECC member.
- Design 3-7 questions that would be asked
- Create a form to submit to each Board or Commission
- Distribute the form to the chairs
- ECC members follow-up
- Review the responses and identify trends and gaps in knowledge.
- Review the date to re-articulate short term goals and action steps that are directly in line with the new mission.

The Boards and Commissions were selected and include: Civil Service Commission, Arts, CDBG, Mental Health, Planning, Zoning, Parks and Rec., Economic Development, Affordable Housing, Design and Review, Environmental Board.

**The questions:**

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 questions will be sent out quickly with returns to be in time for the January Meeting.

Report from Kimberly Richardson: Staff have been identified for a six month training.

Report from Jane Grover: Environmental Justice Evanston has requested help with developing an ordinance. Wynne said she would work with them and involve the legal department.