

Racial Equity Update

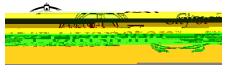
Operationalizing a Racial Equity Framework

February 22, 2021



Overview

Provide a definition for Racial Equity in Government
Connecting Equity to City Council Goals
REDI Committee and D&I Committee Implementation
Update from the Equity and Empowerment Commission



Racial Equity in Government

Racial equity is a process and outcome. As government we have to look at the policies and practices that drive outcomes.

As an outcome: We achieve racial equity when race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live.

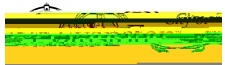
As a process: We apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.



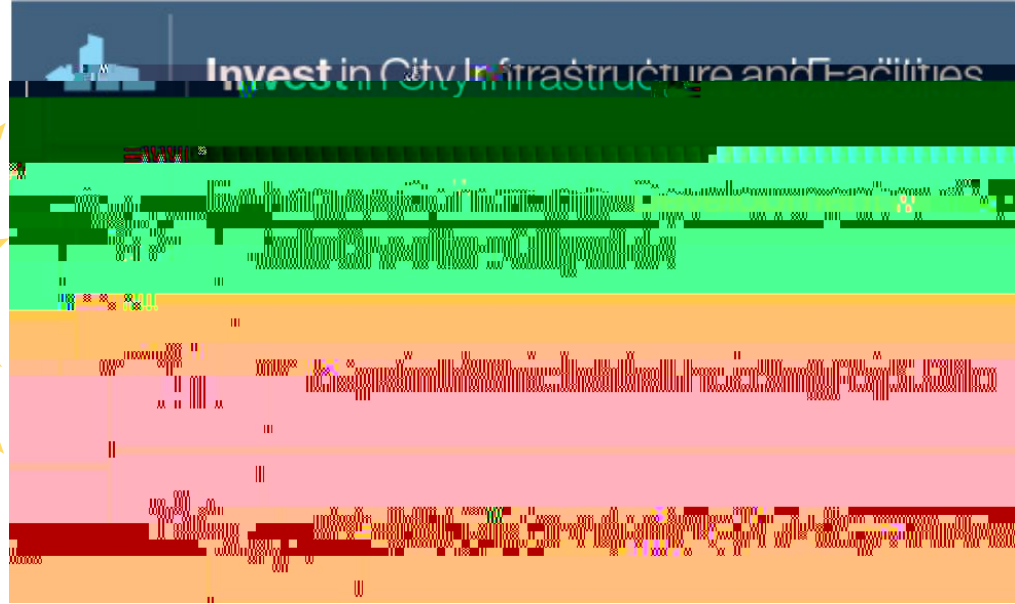
Racial equity is not race exclusive.

Centering race improves outcomes for all.





Racial equity is the process through which we implement City Council goals



Legislative actions (2017-2020)

Environmental Justice Resolution (72-R-20)

Establishing a City of Evanston Funding Sources Devoted to Local Reparations (126-R-19)

Commitment to End Structural Racism and Achieve Racial Equity (58-R-19)

Creation of Equity and Empowerment Commission (85-O-17)

Welcoming City Ordinance (156-O-16) and 2017 Amendment (112-O-17)

Community and City-wide trainings (2017-2019)

Beyond Diversity Training

YWCA Equity Institute Trainings

National SEED Project (Seeking Educational Equity and Diversity) Training



Example of Racial Equity Practices

Language Access Guidelines

Developed with the input of external and internal stakeholders (2018-2019)

Provides step by step guidance on how to engage non-English speaking and non-verbal individuals.

Secured vendor for over-the-phone and video interpretation requests

Ongoing training of sta

Sta continues to actively build relationships with non-English speaking population



INDIVIDUAL LEVEL RACISM

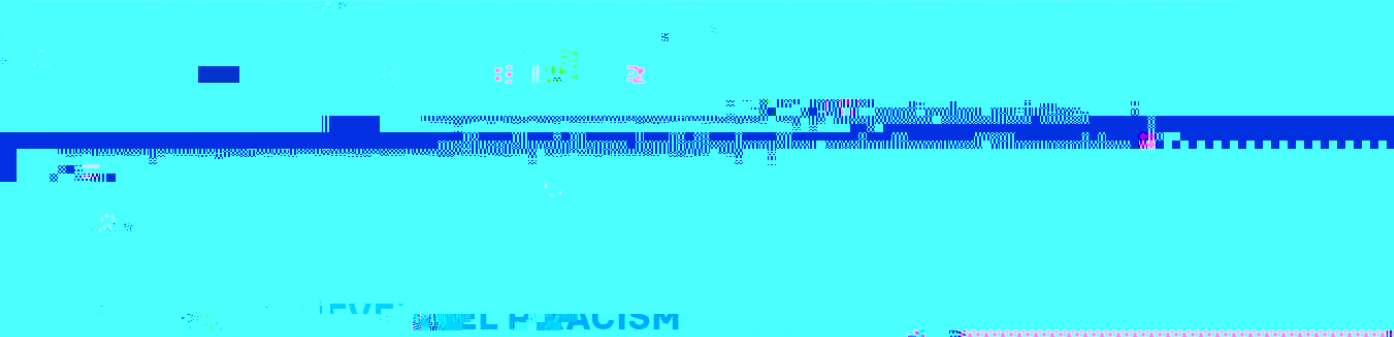
INTERPERSONAL

INTERPERSONAL BIAS

PREJUDICE

Individuals who are prejudiced against a particular race or ethnicity may act in ways that are harmful to that group.

These are biases that occur when individuals hold negative attitudes or beliefs about a particular race or ethnicity.



INDIVIDUAL LEVEL RACISM



Two layered approach to organizational learning and performance improvement

Racial Equity and Inclusion (REDI) Committee Cohort

Purpose: Build the capacity of staff to identify, analyze and improve internal processes that are barriers to achieving racial equity goals that the City has declared as priorities.

Diversity & Inclusion (D&I) Committee

Purpose: Create a space for staff to discuss and plan cultural awareness events to celebrate the diversity within City staff.

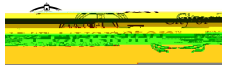




D & I Committee 2021 Goals

Establish resources and training that will provide a way for employees to share their thoughts and opinions, while also fostering different cultures, history, ideas and innovations.

Internal events and programs planned throughout the year to increase diverse engagement.



Capacity-building through partnerships

YWCA Evanston/Northshore

UIC Great Cities Institute

Government Alliance on Race and Equity (GARE)

Bloomberg Philanthropies' What Works Cities

Northwestern University

Cradle to Career

Evanston Public Library



Equity and Empowerment Commission

Purpose: “identify and eradicate inequities”

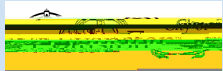
Work

Mission statement



2021-2022 EEC Mission Statement

The Equity and Empowerment Commission's mission is to develop shared recognition and language of the history and impact of structural



EEC focus on Boards, Committees, Commissions, Task Forces

