



**National Association for the Advancement of Colored People**  
**Evanston/North Shore Branch #3015**  
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June 1, 2020

Dear Mayor Hagerty, Members of the City Council and Residents of Evanston,

This letter is being written out of concern for our United States of America, the hundreds of millions of people who reside in it, and the residents of our town.

We have seen an eruption of anger and frustration exploding throughout our nation. For those who may think it is uniquely related to the murder of George Floyd, Breonna Taylor and Ahmed Aubrey, please think again. These are the trigger points that have opened wounds of racism that have never healed. The wounds are not superficial. They have festered for over four hundred years and been passed on from generation to generation. Racism is a pernicious and deadly disease, no less debilitating than COVID-19. The double conundrum has left our nation reeling.

While our own Evanston has taken a hit, I believe we will be remembered much more for the peaceful march/rally organized by our brilliant and dedicated young people. More, I believe our generation will also be remembered as the first city or town to pass a reparations resolution in an effort to address the longstanding disparities due to racism and to begin the long road towards making amends. It is of course, just the beginning.

On this third day of June, the following proposal is presented for laying the groundwork toward a town that fully embraces a full and encompassing change. Four hundred years of racism and its interwoven presence in our social structures and systems, must be identified, rooted out, and destroyed. We cannot survive one more uprising after another, when another racist act is publicly aired. We must immediately begin to shift toward creating building blocks to a new community, which destroys racism and creates equitable opportunities for every single race and ethnicity.

To this end, let us be challenged to embrace the following recommendations, immediately:

- **City Government:** Develop a permanent series of racial conversations that will critically engage every area of city government. These conversations will engage community residents, aldermen, the Mayor, City Clerk, and heads of departments. Every perceived act of racism in city government will be heard, discussed, and resolved.
- **Evanston Police Department:** Develop a permanent series of racial conversations that will address a.) the history of the EPD and race relations, b.) the current issues of EPD and race relations, and, c.) the development of a roadmap for a permanent back community/police collaboration to eradicate all acts of racism.

- **Evanston Business Community:** Develop a permanent series of racial conversations to a.) identify and name racist practices and their lingering effects, b.) identify and eradicate current issues of racism in the Evanston business community, and c.) embrace new and existing equitable policies to ensure no racist actions will occur in the future.
- **Evanston Public and Private Schools:** Develop a permanent series of racial conversations to a.) identify and name past racism in the district (and in private schools), b.) immediately end current forms of racism in the district (and in private schools), and c.) create strong policies to develop fully equitable opportunities which yields all excellent students in every race and ethnic group.
- **Houses of Worship:** Develop an interfaith, ecumenical plan of cooperation for the abolition of racism. This plan will be adopted by local congregations and ecclesiastical bodies and become part of regular ethics of faith and practice. Houses of worship will a.) preach and teach against racism, b.) develop relationships with houses of worship with different racial/ethnic congregations, and c.) work in every area to become champions against racism.

This is just a start. However, just as Evanston has been a leader in so many areas, our town should also be leaders in this new America, fighting for justice that reaches all people, while making amends for centuries of injustice.

Warmly,



Dr. Michael C. R. Nabors President  
Evanston/North Shore NAACP