Equity Subcommittee

Tuesday, April, 4th 2023
9:30-11am
City Hall Lobby, RM Tribal Room
Meeting Link
+1 323-618-1887
Phone Conference ID: 994 148 536#

TIMES GIVEN ARE AN ESTIMATE AND ARE SUBJECT TO CHANGE

	Land Acknowledgment & Welcome	
9:30	Land Acknowledgement, attendance	
	Subcommittee Briefing Session:	
9:35	Approve March Minutes	Sarah Dixit
9:40	Share successes in work or live in advancing equity	Sarah Dixit - All
9:50	Council Liaison Update	CM Wilkerson
10:00	Equity and Inclusion Initiatives - Council	Alex Gibilisco
10:30	Equity Subcommittee Training	Alex Gibilisco
10:40	Working Groups	Sarah Dixit - All
	Standing Update(s):	
11:00	**Adjournment**	
	1) Next Equity Subcommittee Meeting, May 2nd, at 9:30am, City Hall, Tribal Room (1st floor)	

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Attendance: Salanyaporn (Vivian) Chalardsoontornvatee, KJ January, Kiana McKenna, Stephanie Beans Courtney, Sarah Dixit, Jesus Torres, John Alder

Karen Ssebanakita; Dr Luis Manriquez, Dr. Patrick Jones, Lara Estaris

Staff: Alex Gibilisco, Mark Carlos, Kelly Thomas, Chris Wright, Jeff Gunn, Tony Newton,

Land Acknowledgment

Sharing Successes

Amanda Donovan at the Library is having a Diversity Book Club

Jennifer Morris, who is a Fulbright Scholar, is going to Morocco.

John Alder pointed out the Tenants Unions work in pushing for the passage of the Landlord/Tenant Protections Ordinances

Jesus Torrez talked about the Spokane County Superior Court issuing court protection orders in languages other than English which MiA has been working on for over six months.

Stephanie Courtney is working on Black Maternal Health Week which is April 11-17th. She will be working with her coalition to host the first Black Maternal Health Conference at the College of Medicine.

Kiana mentioned PICA worked with ACLU of Washington to translate Know Your Rights card in Marshallese and Chuukese.

KJ January talked about Spectrum working with partner organizations on a Trans Day of Resistance on the 18th of March at the Cracker Building.

Mark shared that Councilwoman Wilkerson hosted a Black History Month event at the Central Library.

Approving February Minutes
John Alder moved; Jesus Torrez seconded. The minutes were approved unanimously.

Guest: Dr Patrick Jones

Dr Jones presented 29 points of data for Spokane called "Spokane Indicators of People of Color."
The presentation showed the growing impact of BIPoC folks within the Spokane Region. It showed data with points reflecting health and wealth indicators.

Findings can be found at spokanetrends.org

Election of Chair and Vice Chair

Chair: Lili Navarrete nominated Sarah Dixit, Jesus Torrez seconded the nomination
Vice Chair: Stephanie Courtney was nominated by John Alder and Kianna McKenna

DRAFT

Both were elected unanimously.

Approval of the bylaws

Jesus moved; John Alder seconded. The bylaws passed unanimously.

<u>Establishment of Work Groups:</u>

ARPA Group

Belonging and Outreach to BIPoC Folks during City Council Meetings

Next meeting will be April 4th at 9:30 via Teams and in the Tribal Room on First Floor

DRAFT

April 4, 2023

Equity Subcommittee

Agenda

- Land Acknowledgment
- Approve March minutes
- Share successes
- Council Liaison Update
- Equity and Inclusion Initiatives
- Equity Training
- Workgroups

Land Acknowledgement

We acknowledge that we are on the unceded land of the Spokane people. And that these lands were once the major trading center for the Spokanes as they shared this place and welcomed other area tribes through their relations, history, trade, and ceremony. We also want to acknowledge that the land holds the spirit of the place, through its knowledge, culture, and all the original peoples Since Time Immemorial.

As we take a moment to consider the impacts of colonization may we also acknowledge the strengths and resiliency of the Spokanes and their relatives. As we work together making decisions that benefit all, may we do so as one heart, one mind, and one spirit.

We are grateful to be on the shared lands of the Spokane people and ask for the support of their ancestors and all relations. We ask that you recognize these injustices that forever changed the lives of the Spokane people and all their relatives.

We agree to work together to stop all acts of continued injustices towards Native Americans and all our relatives. It is time for reconciliation. We must act upon the truths and take actions that will create restorative justice for all people

Share successes

Council Liaison Update

EQUITY AND INCLUSION INITIATIVES

Equity Subcommittee, April 2023

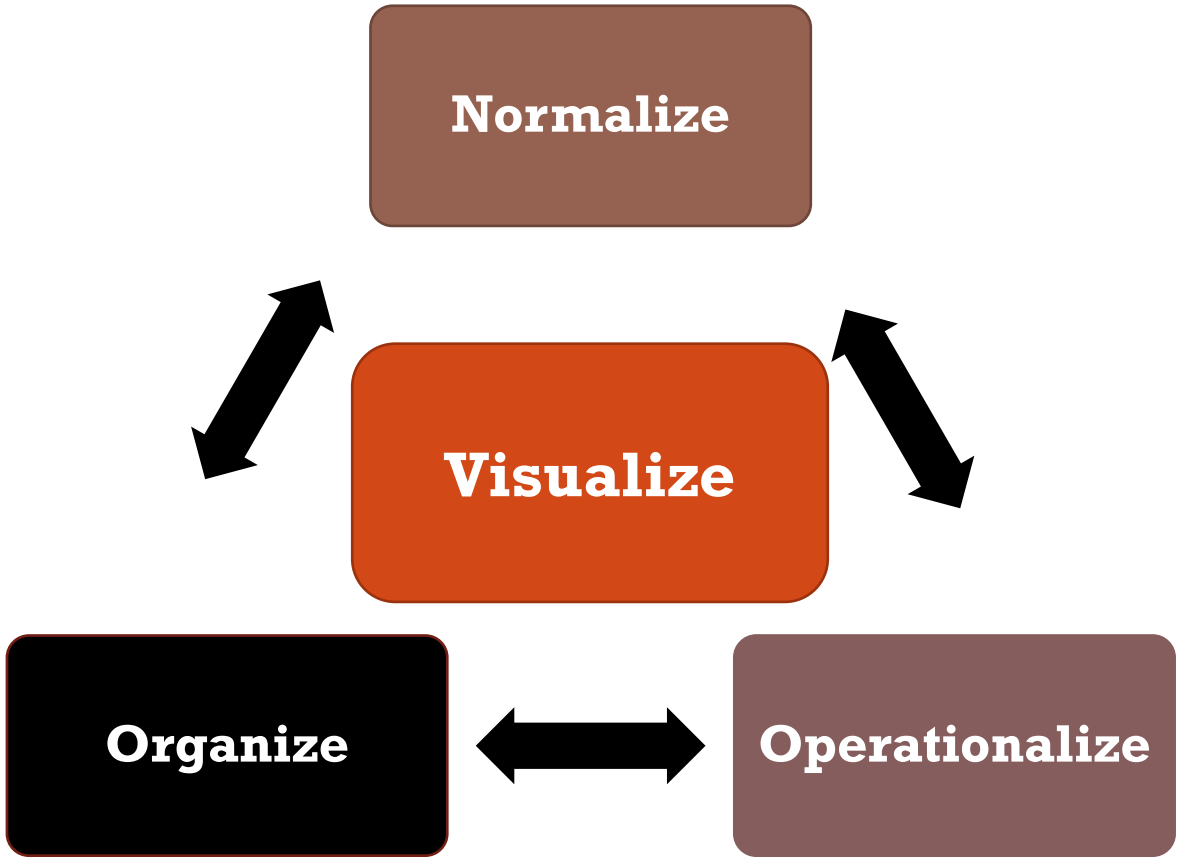
TALK ABOUT…

- Position in council office
- Government Alliance on Race and Equity Framework
- Applying the framework (where we are at)
- Accomplishments
- Current Workplan

EQUITY AND INCLUSION INITIATIVES

- Position structure
  - Report to Council President and six council members
  - 1 of 4 Initiative Managers
  - 4 Directors: Budget, Communications, Council Office, Policy
- Staff:
  - Equity Subcommittee
  - Spokane Human Rights Commission
- Setting the foundation
  - Building relationships in impacted communities (ongoing)
  - Building a framework, finding opportunities

GARE FRAMEWORK



CONDITIONS that affect implementation of actions in each phase	Actions	Outcomes: Developing stage.....	Implementing stage.....	Sustaining stage.....	IMPACT Moving the needle Having impact that decreases racial inequity and improve success for all groups
Normalize	• Establish clear vision and mission • Develop & deliver introductory RE training curriculum • Develop a cadre of skilled internal trainers • Create additional RE training & modules • Conduct biennial employee survey on RE	• Clear vision & mission about RE • Improved understanding of govt's role in addressing RE among core team • Improved knowledge of RE concepts among core team • Identification of opportunities to integrate RE into routine operations	• Improved knowledge of RE concepts among gov. employees (ability to identify root causes) • Increased skills to deal with and communicate about RE among government employees • RE is integrated into routine operations • A cadre of peer trainers	• Mechanisms are in place for continued and ongoing staff orientation and professional development about RE • Mechanisms to track and gauge impact of RE efforts	
Organize	• Create RE organizational structure, including Action Teams within and between depts and with community • Conduct community RE survey • Establish RE fund to build capacity to address structural racism • Convene regional collaborations	• Improved capacity of local gov't to implement RE Action Plan (knowledgeable & skilled teams within department) • Groundwork established for inclusive engagement	• Partnerships are developed across departments to address cross-cutting issues • Partnerships with CBOs to address RE • Input is sought from communities	• Mechanisms to collect data about RE from community • Cultivated career pipelines to develop future candidates from communities of color • Racial demographics of employees reflect community demographics • Partnership development (internal and external) is ongoing • Improved community capacity to address structural racism • Leadership builds & shares power with community	
Operationalize	• Develop RE Plans within & across depts and in four areas (workforce, contracting, community engagement, communications) • Develop RE Plans with community and external partners	• Accountability mechanisms begin to be established	Across departments, accountability mechanisms are in place to increase and sustain RE focus; to community outcomes are identified	In all departments and local government as a whole: • Implementation of RE Tool • Reputation for addressing RE • Data-informed decision-making processes • Community engagement mechanisms in place • Work to improve community outcomes	

CONDITIONS that affect outcomes in your city and/or region (e.g., political landscape, community incidents, local and state economy)

GARE Logic Model

GARE FRAMEWORK

- Visualize:…
- Normalize
  - **Use Racial Equity Framework** - It is important that staff—across the breadth and depth of a jurisdiction—develop a shared understanding of these concepts.
  - **Operate with Urgency and Accountability**- The most effective path to accountability comes from creating clear action plans with built-in institutional accountability mechanisms. Collectively, we must create greater urgency and public will in order to achieve racial equity.
- Organize:
- Operationalize:

GARE FRAMEWORK

- Organize
  - **Build Organizational Capacity:** Jurisdictions need to be committed to the breadth and depth of institutional transformation so that impacts are sustainable. While elected leaders and other top officials are a critical part, change takes place on the ground. We must build infrastructure that creates racial equity experts and teams throughout local and regional government.
  - **Partner with other institutions and communities**: The work of government on racial equity is necessary but not sufficient. To achieve racial equity, government must work in partnership with communities and other institutions to achieve meaningful results.

GARE FRAMEWORK

- Operationalize:
  - **Implement racial equity tools:** Racial inequities are neither natural nor random—they have been created and sustained over time. Inequities will not disappear on their own; tools must be used to change the policies, programs, and practices that perpetuate inequities. Using this "Focusing on Racial Equity Results," along with other tools, such as our Racial Equity Tool, will help us to achieve better results within our communities.
  - **Be data-driven:** Measurement must take place at two levels— first, to measure the success of specific programmatic and policy changes, and second, to develop baselines, set goals, and measure progress towards goals. It is critical that jurisdictions use data in this manner for accountability.

Normalize	Organize	Operationalize
Council and staff Equity 101 Training (need to identify ongoing training)	Housing Action Subcommittee	Racial equity questions in briefing papers
Internal Council Workgroup	Environmental Justice Equity Workgroup	Data – (needs work)
Land Acknowledgement	Ongoing community engagement • Local stakeholders • State organizations • National organization	Equity tools: • Criminal Justice Assessment (SRLJC) • Drafted Housing – (HAS)
Inviting non-profits to report at council meetings	Equity Subcommittee	Equity SC bylaws
	Include Community Voices at Important Times	

ACCOMPLISHMENTS

- Economic Contributions by Immigrants
- Include equity goals in the CEDS
- American Rescue Plan Act (ARPA)
  - Vision
  - Engagement
  - Authentic Listening
  - Programs
- Establishing Equity Subcommittee, and other subcommittees
- 1590 Ordinance – Equity Lens Embedded
- Language Access (organize)
- Whystalks Way Celebration
- Work with our planning department

2023 WORKPLAN

- Support Equity Subcommittee
- Non-profits share at City Council meetings
- Recognizing individuals advancing and have advanced equity in the community
- Equitable Procurement Policy
- With the Equity SC there is an opportunity to reevaluate
- Identify needs and opportunities to advance equity in the City of Spokane

QUESTIONS?

Equity Training

Workgroup Update

End of the meeting

- Upcoming:
- Next Meeting: May 2nd; 9:30am at City Hall