<table>
<thead>
<tr>
<th>Times Given are an Estimate and are Subject to Change</th>
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<tbody>
<tr>
<td><strong>Land Acknowledgment &amp; Welcome</strong></td>
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<tr>
<td>9:30 Land Acknowledgement, attendance</td>
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<tr>
<td><strong>Subcommittee Briefing Session:</strong></td>
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<tr>
<td>9:35 Approve March Minutes</td>
</tr>
<tr>
<td>Sarah Dixit</td>
</tr>
<tr>
<td>9:40 Share successes in work or live in advancing equity</td>
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<tr>
<td>Sarah Dixit - All</td>
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<tr>
<td>9:50 Council Liaison Update</td>
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<tr>
<td>CM Wilkerson</td>
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<tr>
<td>10:00 Equity and Inclusion Initiatives - Council</td>
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<tr>
<td>Alex Gibilisco</td>
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<tr>
<td>10:30 Equity Subcommittee Training</td>
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<tr>
<td>Alex Gibilisco</td>
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<tr>
<td>10:40 Working Groups</td>
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<tr>
<td>Sarah Dixit - All</td>
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<tr>
<td><strong>Standing Update(s):</strong></td>
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<tr>
<td>11:00 Adjournment</td>
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<tr>
<td>1) Next Equity Subcommittee Meeting, May 2nd, at 9:30am, City Hall, Tribal Room (1st floor)</td>
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**AMERICANS WITH DISABILITIES ACT (ADA) INFORMATION:** The City of Spokane is committed to providing equal access to its facilities, programs and services for persons with disabilities. The Council Briefing Center in the lower level of Spokane City Hall, 808 W. Spokane Falls Blvd., is wheelchair accessible and also is equipped with an infrared assistive listening system for persons with hearing loss. Headsets may be checked out (upon presentation of picture I.D.) through the meeting organizer. Individuals requesting reasonable accommodations or further information may call, write, or email Human Resources at 509.625.6363, 808 W. Spokane Falls Blvd, Spokane, WA, 99201; or msteinolfson@spokanecity.org. Persons who are deaf or hard of hearing may contact Human Resources through the Washington Relay Service at 7-1-1. Please contact us forty-eight (48) hours before the meeting date.
**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
Both were elected unanimously.

**Approval of the bylaws**
Jesus moved; John Alder seconded. The bylaws passed unanimously.

**Establishment of Work Groups:**
- 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
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 Logic Model

<table>
<thead>
<tr>
<th>Actions</th>
<th>Outcomes:</th>
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<tbody>
<tr>
<td><strong>Developing stage:</strong></td>
<td><strong>Implementing stage:</strong></td>
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<tr>
<td>Establish clear vision and mission</td>
<td>Clear vision &amp; mission about RE</td>
</tr>
<tr>
<td>Develop &amp; deliver introductory RE training curriculum</td>
<td>Improved understanding of govt’s role in addressing RE among core team</td>
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<tr>
<td>Develop a cadre of skilled internal trainers</td>
<td>Improved knowledge of RE concepts among core team</td>
</tr>
<tr>
<td>Create additional RE training &amp; modules</td>
<td>Identification of opportunities to integrate RE into routine operations</td>
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<tr>
<td>Conduct biennial employee survey on RE</td>
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**Conditions that affect implementation of actions in each phase**:

- **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

- **Operationalize**:
  - Develop RE Plans within & across depts and in four areas (workforce, contracting, community engagement, communications)
  - Develop RE Plans with community and external partners

<table>
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<tr>
<th>Impact</th>
<th>Having impact that decreases racial inequity and improves success for all groups</th>
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<tbody>
<tr>
<td>Moving the needle</td>
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**Conditions that affect outcomes in your city and/or region (e.g., political landscape, community incidents, local and state economy)**:

- 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
CARE 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:
CARE 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.
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.
<table>
<thead>
<tr>
<th><strong>Normalize</strong></th>
<th><strong>Organize</strong></th>
<th><strong>Operationalize</strong></th>
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<tbody>
<tr>
<td>Council and staff Equity 101 Training (need to identify ongoing training)</td>
<td>Housing Action Subcommittee</td>
<td>Racial equity questions in briefing papers</td>
</tr>
<tr>
<td>Internal Council Workgroup</td>
<td>Environmental Justice Equity Workgroup</td>
<td>Data – (needs work)</td>
</tr>
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</table>
| 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
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