



Equity Subcommittee

Tuesday, February 6, 2024

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
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9:35	Approve November, December Minutes
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Subcommittee Briefing Session:

9:40	Utility Rates	Director Marcia Davis
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9:50	Office of Civil Rights, Equity, and Inclusion	Director Jerrall Haynes
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10:05	New Council Members	CMs Navarrette, Klitzke Dillon
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10:35	2024 Work Plan	Chair Sarah Dixit
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Standing Update(s):

	Council Liaison Update	
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	Share successes in life, work, or advancing equity	
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	Recruitment,	
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11:00	Adjournment	
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	1) Next Equity Subcommittee Meeting, March 5, at 9:30am, City Hall, Tribal Room (1 st floor)
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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 Risk Management at 509-625-6221, 808 W. Spokane Falls Blvd, Spokane, WA, 99201; or mlovmaster@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.



November 7th Equity Subcommittee Meeting

Attendance: Sarah Dixit (Chair), Stephaine Courtney (Vice chair), Jesus Torres, John Alder, KJ January

Staff: Council Member Betsy Wilkerson, Giacobbe Byrd, Ginny Ramos, Kelly Thomas, Nicolette Ocheltree, Lisa Gardner, Matt Boston

Land Acknowledgment

Approving October Minutes

John Alder moved; Jesus Torres seconded. The minutes were approved unanimously.

Giacobbe Byrd, Director of Spokane City Council

Director Byrd introduced himself and explained the purpose of Council Rules and how they are set up to help the meetings run smoothly. He also explained how the Council as a legislative body works including subcommittees like this one.

It also has some wonky stuff like appeals and hearings that are required by State Law.

Open Forum is limited a limited open forum and is not a requirement. Bellingham's city council does not have an open forum.

-There was a discussion about why there are people who testify in Open Forum who aren't residents of the City. It was brought up that residents feel intimidated to come down to Council let alone when there are organized groups who come down to testify.

A concern was raised that Council Rules is a 20-page document and may be misinterpreted by someone who isn't proficient in American English because of how much legal language is in it.

Giacobbe will send a word version of the Council Rules for subcommittee members to redline to voice their concerns and feedback.

Council's Budget Director continued to present to the subcommittee about the Mayor's 2024 Proposed Budget.

He showed the subcommittee that they can go through the line items by visiting my.spokanecity.org/budget.

A question was brought up about how the budget is being created with an equity lens in mind. It was suggested that the subcommittee can ask the Mayor and her Administration in a formal letter about how they did that.

Equity Subcommittee Workplan

Alex presented Equity Subcommittee's 2023 in review.

Presentations included:



- Ongoing Budget Presentation
- Equity Framework
- Environmental Justice Equity Workgroup
- State Legislative Conversations
- Spokane Trends Demographic Data

Council members who attended were:

- CM Wilkerson
- CP Beggs
- CM Cathcart
- CM Zappone
- CM Stratton

Operationalize Items included:

- Adopted Bylaws
- Analyzed and provided feedback on Afterhours Park Ordinance
- Feedback on General Facility Charges
- Municipal Law & Justice Coordinating Subcommittee
- Highlighted community voices

The Subcommittee will work more on the Workplan at the next meeting.

Next meeting will be December 5th at 9:30am via Teams and in the Tribal Conference Room at City Hall



Equity Subcommittee Meeting

December 5th, 2023

Attendance: Kianna McKenna, John Alder, KJ January, Tyler

Staff: Council President Betsy Wilkerson, Abbey Martin, Ginny Ramos, Lisa Gardner

Land Acknowledgment

Approving November Minutes

Meeting minutes were not approved due to lack of quorum.

Council Liaison Update

Council President Wilkerson shared some updates about Council and her first few days as Council President. New Council Member Paul Dillon started officially last night. There will be an application process opening on December 8th to replace now Council President Wilkerson on Council to represent District 2. All eligible residents are encouraged to apply.

Council approved a temporary agreement for the TRAC shelter. Council also approved the Mayor's 2024 Proposed Budget. Incoming Mayor Lisa Brown will be having a press conference at 11, to announce her transition team.

The importance for this subcommittee will play into a search for a new Chief of Police and the City's monthly budget discussions between Council and the Administration.

There will be a special election in February. Park levy, redistricting measure and library levy got deferred.

On December 14th, the 3rd Legislative District electeds will be attending Study Session. The Equity Subcommittee was invited to attend.

2023 Look Back – 2024 Workplan

Alex shared the Visualize-Normalize-Operationalize-Organize model that he has been using to guide the Equity Subcommittee. The subcommittee met 9 times it's first year. He also shared some online tools to help further the cause of Equity. Some major themes and milestones were:



- Establishing by-laws, and electing chair and vice chair
- Providing policy feedback to Council
- Hosting numerous guest speakers
- Building relationships with community members and like-minded local organizations
- Providing opportunity for feedback

As for Normalizing:

The subcommittee hosted a “Why Race Matters Workshop,” Dr Powell from the Othering and Belonging Institute and helped pass “In Spokane We All Belong” as the City motto.

As for Organizing:

Many department heads from the City of Spokane either presented at or attended the Equity Subcommittee as well as Council Members Cathcart, Stratton, Zappone and Council Presidents Beggs and Wilkerson.

Please see attached presentation for more information.

Recruitment, MCJCS Interview Panel

The Equity Subcommittee discussed multiple ways to recruit for and promote the Equity Subcommittee. Some ideas were suggested were:

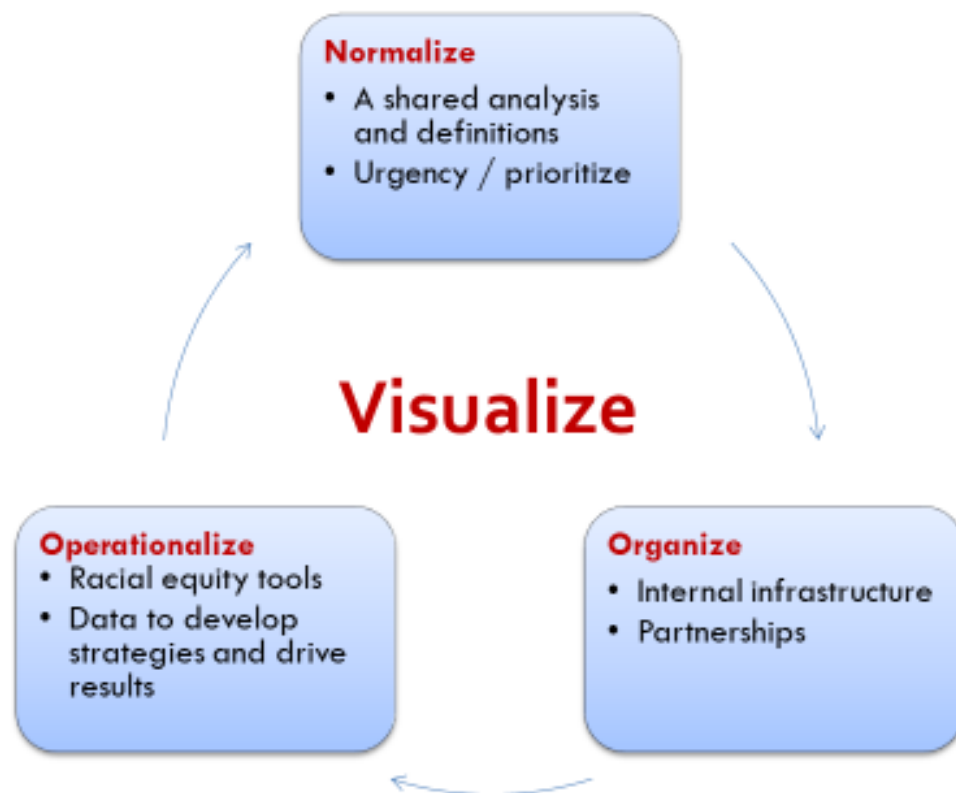
- street light banners
- cross promotion at City events and in volunteer groups like Community Assembly
- Gonzaga University’s leadership academy
- reaching out to individual networks to see if there are people interested in DEIB initiatives.

Next meeting will be February 6th at 9:30am via Teams and in the Tribal Conference Room at City Hall

Equity SC Monthly Meeting

November 7, 2023

National best practice



2023 Equity SC Accomplishments (9 meetings)



Established by-laws, and elected chair and vice chair



Policy Feedback



Guest Speakers



Building relationships



Opportunity for feedback

2023 Equity SC Normalize

Why Race Matters Workshop

Othering and Belonging

In Spokane We All Belong



2023 Equity SC Organize

Presentations

- On Going Budget Presentation
- Equity Framework
- Environmental Justice Equity Workgroup
- State Legislative Conversations
- Spokane Trends Demographic Data

Councilmembers attended

- CM Wilkerson
- CP Beggs
- CM Cathcart
- CM Zappone
- CM Stratton

Equity SC Operationalize

- Adopted bylaws
 - Requiring racial equity assessments
 - Voting process
 - Elected chair and co-chair
- Analyzed and provided feedback on Afterhours Park Ordinance
- General Facility Charges – feedback, and use of equity tool
- Municipal Law and Justice Coordinating Subcommittee (MCJCS)
- Highlighted community voices

2024 Workplan

Vision

- Working on a vision... better defining Belonging
- Table letter until next year and re-introduce concept next year
- Increase buy-in, recruitment, re-visit bylaws
- Legislative session feedback

Other ideas

- Community day at council legislative meetings
- Outreach, table events?
- Coordinate with other boards, commissions, subcommittees?
- Culture survey... strategic plan?

2024 Workplan
Start
Conversation

What do we want to accomplish in 2024?

What can we anticipate for 2024?

Budget?



Financial Background to Water, Sewer & Stormwater Planning

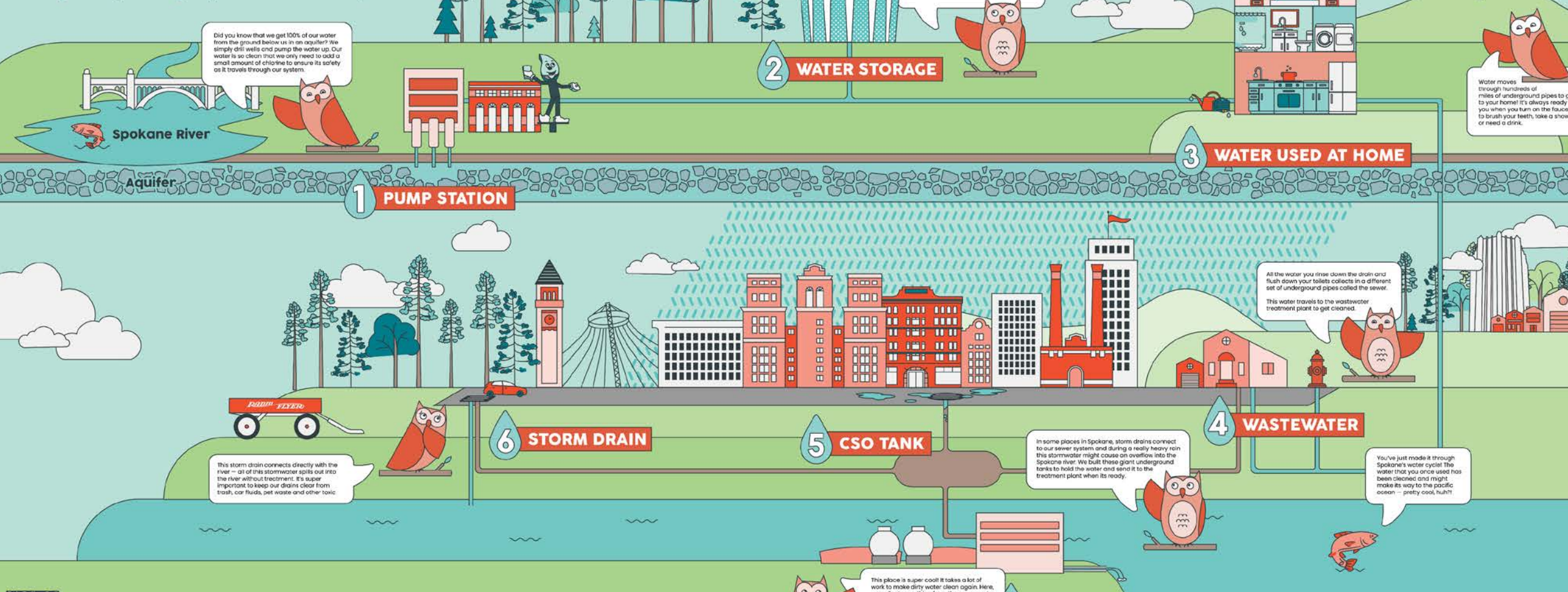


Equity Subcommittee
February 6, 2024



YOUR WATER HARD AT WORK

Take a journey through Spokane's Water System



WATER WISE SPOKANE



Relationship of Plans and Rates

Comprehensive Plan

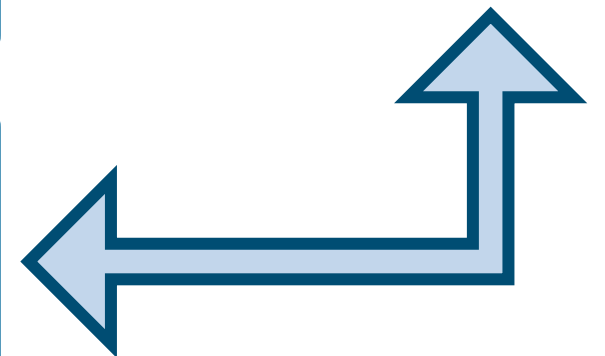
Capital Facility Plans
20-year horizon

Needs

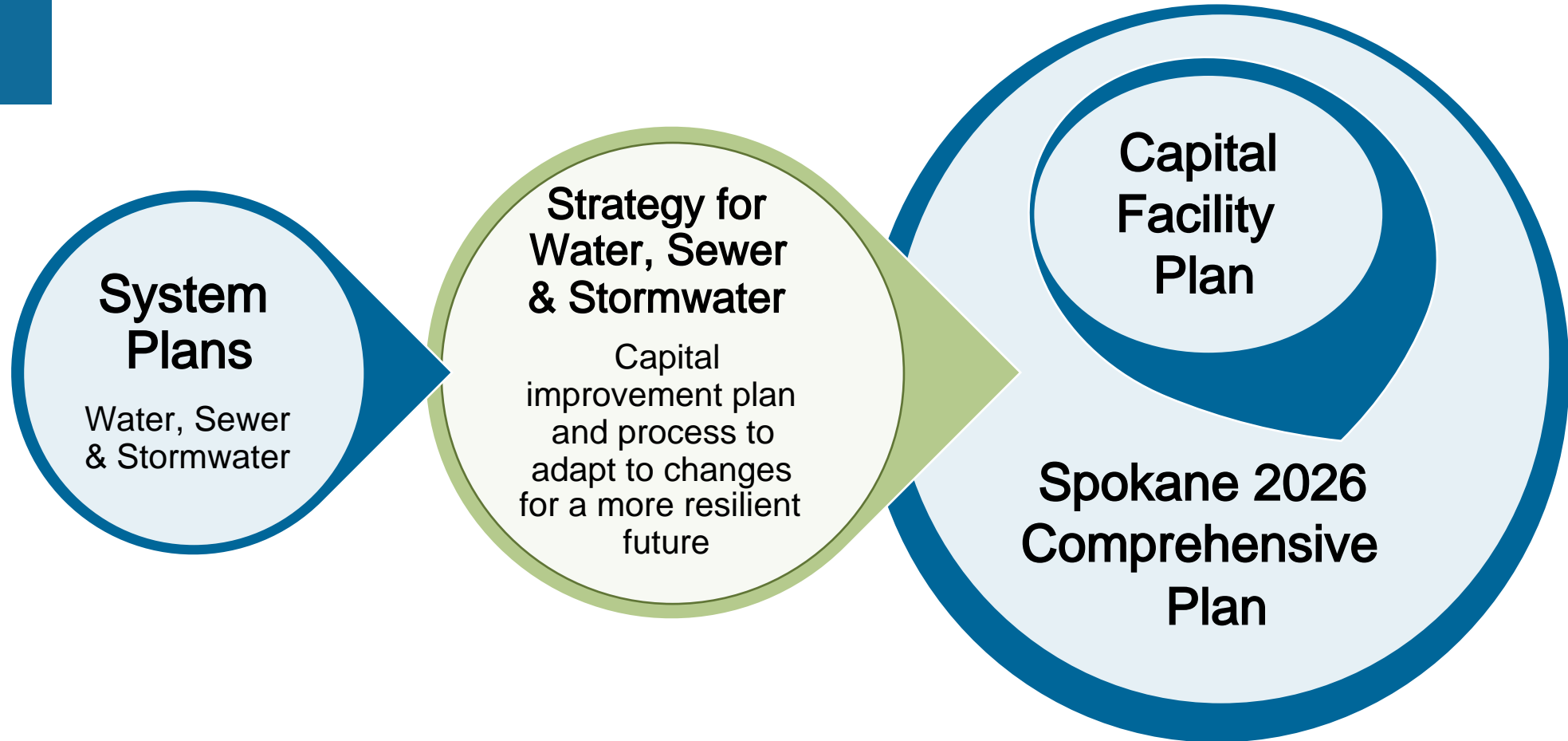
Projects

Finances

Rate
Setting



Goal: Interconnecting Multiple Plans



Capital Plan Strategy

Develop a plan for the Water, Sewer, and Stormwater systems to establish a generational legacy that is

Sustainable

Resilient

Affordable

Living &
Adaptable

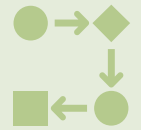
Endorsed by Key Stakeholders



Objectives

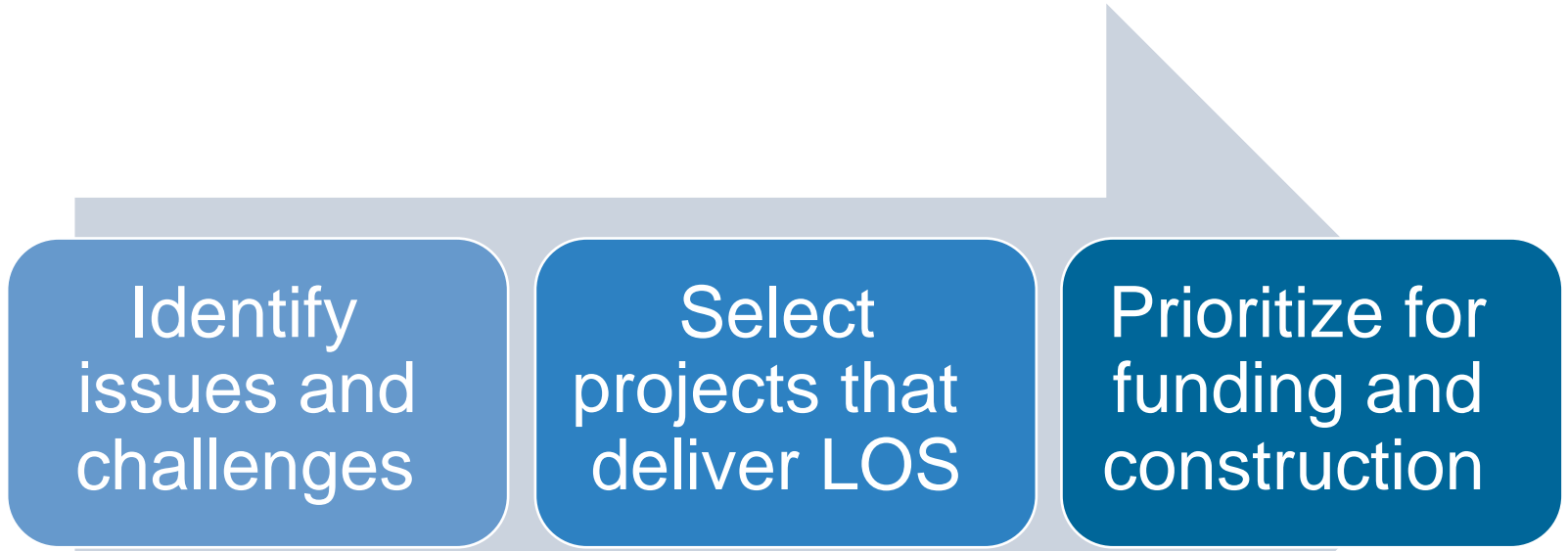


Develop capital facility plans for water, sewer, and stormwater to meet customer needs for the next 20 years.



Create a living process to adapt to change.

Objective 1: Select Projects



- Technical and planning documents
- Staff experience
- Engineering evaluation

- Correct existing deficiencies
- Address future growth
- Comply with regulation
- Utilize best management practices
- Fulfill community expectations






- Prioritize based on risk
- Scheduled based on
 - project type
 - realistic cost
 - # projects/yr

How can we prioritize?

Prioritize Projects using Multiple Objective Decision Analysis (MODA)



MODA is a process to assess and compare different options based on multiple criteria

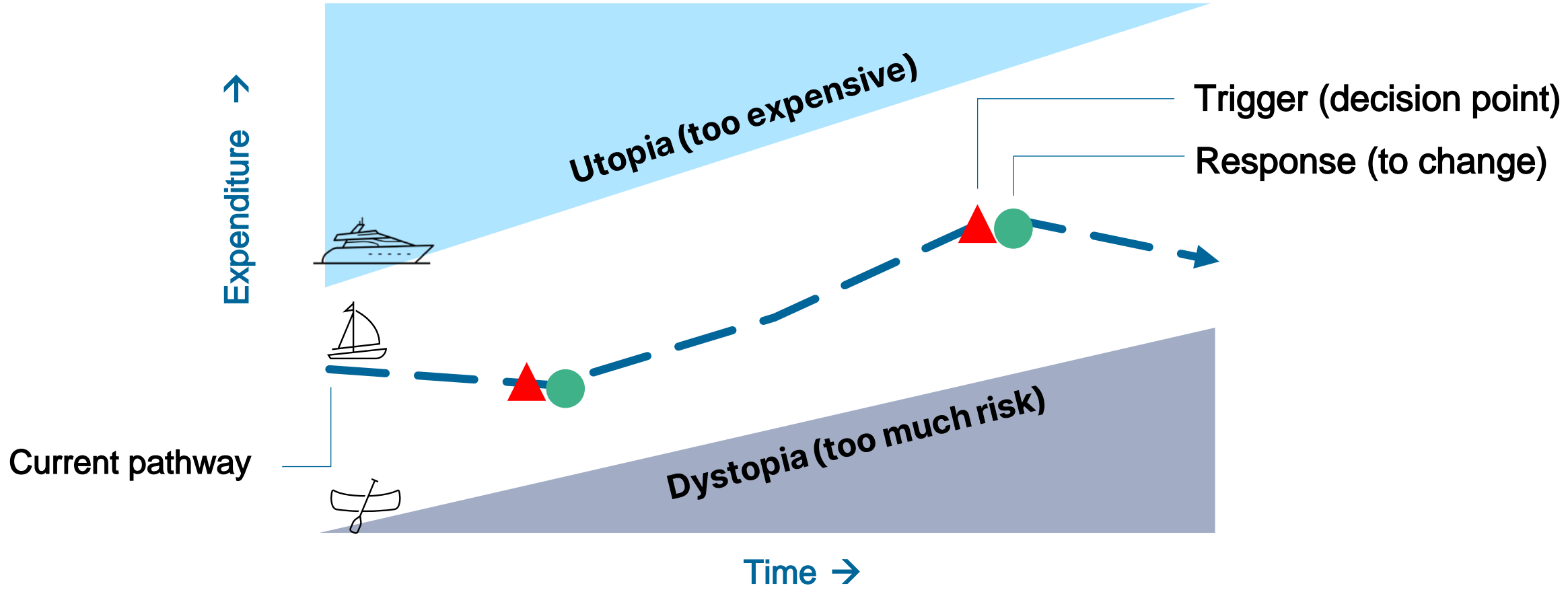
-  **Defines context and goals** aligned with Spokane's values and mission
-  **Builds credibility** by providing objective and transparent documentation
-  **Increases resiliency** by responding to changing conditions & needs over time
-  **Provides a feedback loop** to guide future system planning
-  **Creates a living process** allowing us to adapt over time





Steps used to develop MODA criteria



Objective 2: A process to adapt



Risk vs Issues

	Risk (Drivers of Uncertainty)	Issue (Decision Point or Trigger)
Definition	event or situation that <u>could occur</u> and cause negative impact	event or situation that <u>is already occurring</u> and causing negative impact
Example	 When you are home, you see a snowstorm in the forecast, so you decide to stay in	 A snowstorm occurs when you are outside, so you decide to seek shelter
Response	<ul style="list-style-type: none"> • Stay home • Ride the bus • Go for it! 	<ul style="list-style-type: none"> • Seek shelter • Call a friend • Panic!!

Public Outreach



Public Works Leadership Steering Committee

Council Subcommittees

External Tech Advisory Comm (eTAC)

Public



Expectations from Public Outreach

- Validation of the process - does it makes sense to you
- Comments on
 - Drivers of change, decisions points, and responses
 - Level of Service
- Worth of Investments
 - in Capital Projects
 - In Management Actions
 - In future studies



Questions?

Comments.

Concerns!

Thank you for your time and participation!

