



Equity Subcommittee

Wednesday, August 20th, 2025

12-1:30pm

City Hall Lobby, RM Tribal Room

[Meeting Link](#)

+1 323-618-1887

Phone Conference ID: 653 046 485#

TIMES GIVEN ARE AN ESTIMATE AND ARE SUBJECT TO CHANGE

Land Acknowledgment & Welcome

9:30 [Land Acknowledgement](#), attendance

9:35 Approve May, and June Minutes

Subcommittee Briefing Session:

9:40	Introducing new council member liaison	CM Lambdin
9:55	Equitable Budget – Council Requests	Alex Gibilisco
10:00	ARPA Equity Presentation	Caleb Stanton, Alex Gibilisco
10:30	Vote to Nominate New Subcommittee Members <ul style="list-style-type: none">Patricia CastanedaSebastian RuizNaghmana SheraziTaylor BirdtailLuke Kobin	Sarah Dixit

Standing Update(s):

10:40	Council Liaison Update	CM Lambdin
	Share successes in life, work, or advancing equity	
	Equity – training ideas	

11:00 Adjournment

- Next Equity Subcommittee Meeting, September 17th 12-1:30pm at City Hall Lobby, Tribal Room

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EQUITY SUBCOMMITTEE MINUTES
City of Spokane
Equity Subcommittee
City Hall – Briefing Center
05/06/25

Call to Order: 9:37am

Attendance

Subcommittee Members Present:

Sarah Dixit, John Alder, Jacky Garcia, Kianna McKenna, KJ January

Staff Present:

CM Lili Navarrete, Alex Gibilisco, Andres Grageda, Katie Anderson

Others Present:

Approval of Minutes

- Voted to approve April minutes

Agenda Items

Briefing Items

1. De-brief Equitable Budget Presentation – All
 - No Action Taken, Discussion Only
 - Reflection
 1. Keeping in mind that the City is in a deficit
 2. “Local Budget Equity Assessment” pilot program that ranks cities
 3. Having relationships with department heads is very important – they have a large influence on budgets
 4. Challenges
 - a. Budget math is very subjective, not always complete, “forecasts”
 - b. Outcomes and efficiencies are lost in the budgeting process
 - c. Process feels invisible, how can we make it more visible

5. We could find a grant for an efficiency study for different departments (police, fire)
6. Questions
 - a. What Data is used in the budgeting process?
 - b. How is equity factored into the equation?
 - c. Are department heads required to consider equity in budgeting?
- 7. How is equity defined? Specifically in budgeting?**
 - a. Community sourced definition?**
 - b. Expert definition?**
8. Departments need to be educated on what equity means to implement it properly.
9. What metrics can be used to measure outcomes, whether equity is being implemented and improving people's lives

➤ Organizing

1. Do we need to shift the language? Could "DEI" affect the cities funding?
2. We can talk to the Chief Financial Officer to see how equity is being implemented in the budget
- 3. Hold meetings and different community centers to hear about their priorities**
 - a. We would need to go with specific questions to help communities efficiently express their priorities**
 - b. What would the communities like to be asked?**
4. Where is the Office of Civil Rights Equity and Inclusion in this conversation?

2. Subcommittee – All

• No Action Taken, Discussion Only

- Recruitment Process is Open
 1. We would like to have new members nominated by June
 2. Alex will draft an email to send out for recruitment
 3. Will City Council be at Pride?
- Chair and Vice Chair Conversation
 1. We will need new Chair and Vice Chair
 2. Chair term is 1 year
 3. Vice Chair term for 1 year, transitions into Chair
 4. Vote at the June Meeting
- Number of Subcommittee Members
 1. Jesus Torres resigned last month

2. Ana Trusty hasn't been attending (Jacky has come in her place)
3. Lindsey Shaw has not been attending
4. We would be down to 7 members
- Reflection of Year
 1. How do we respond to emergencies?
 2. Communication directors presented
 3. Joint SHRC + Equity Subcommittee meetings
 4. Heard about the AG's Hate Crime Hotline
 5. Explanations of the ordinances are appreciated
- Moving Forward
 1. Moving into our equitable budgeting conversation
 2. In person meetings quarterly, possibly off-site?
 3. Work on emergency communications
 4. Revisit meeting time, especially if we get new members
 5. Prioritize topics or goals
3. Parks Ordinance – CM Navarrete
 - No Action Taken, Discussion Only
 - **Going on Urban Experience on May 12th 12pm Council Chambers**
4. Resolution – Procurement Develop Inclusive, Data Driven, and Transparent – Alex Gibilisco
 - No Action Taken, Discussion Only

Standing Updates

1. Council Liaison Update – CM Navarrete
2. Share Successes in life, work or advancing equity
3. Recruitment

Adjournment

The meeting adjourned at 11:00am.

Next Equity Subcommittee Meeting, June 3rd, at 9:30am, City Hall, Tribal Room (1st floor)

Prepared by:

Andres Grageda, Legislative Assistant to CM Navarrete

Approved by:

Sarah Dixit

Equity Subcommittee Chair

DRAFT

EQUITY SUBCOMMITTEE MINUTES
City of Spokane
Equity Subcommittee
City Hall – Briefing Center
06/03/25

Call to Order: 9:45am

Attendance

Subcommittee Members Present:
Sarah Dixit, John Alder, Kianna McKenna,

Staff Present:
CM Lili Navarrete, Alex Gibilisco, Andres Grageda, Virginia Ramos

Others Present:

Approval of Minutes

- Did not vote to approve May minutes, did not have a quorum

Agenda Items

Briefing Items

1. Recognition, celebrating those that have been with the subcommittee for three years – Alex Gibilisco
 - No Action Taken, Discussion Only
 - Recognized the members who were present, Sarah, Kiana, John, KJ
2. Select new Chair, Vice Chair – All
 - No Action Taken, Discussion Only
 - Postponed
3. Subcommittee Meeting Times, and recruitment – Alex Gibilisco, All
 - No Action Taken, Discussion Only
 - There were around 5 responses
 - Most common responses were 2nd and 3rd Wednesday from 12pm-3pm
 - 12pm-1:30pm was the most popular time for the present members
 - Recruitment
 - 12 members would be ideal

- ONS Newsletter
- Empire Health Cohort
- GSP email list

4. Subcommittee host a training, conversation... – Alex Gibilisco, All

- No Action Taken, Discussion Only
 - Patrick Jones
 - Brian Henning

Standing Updates

1. Council Liaison Update – CM Navarrete
2. Share Successes in life, work or advancing equity
 - i. Marshallese Community Day
 - ii. Possible Happy Hour to Celebrate CM Navarrete
3. Recruitment

Adjournment

The meeting adjourned at 11:00am.

Next Equity Subcommittee Meeting, August 5th, at 9:30am, City Hall, Tribal Room (1st floor)

Prepared by:

Andres Grageda, Legislative Assistant to CM Navarrete

Approved by:

Sarah Dixit

Equity Subcommittee Chair

Appointment of Equity Subcommittee Members

Reappointing four members of the equity subcommittee to three more years.

Member	Term	Term Expiration
John Alder	2nd	June-28
Sarah Dixit	2nd	June-28
Kiana McKenna	2nd	June-28
KJ January	2nd	June-28

Appointing five new members to the equity subcommittee to three-year terms.

Member	Term	Term Expiration
Patricia Castaneda	1st	June -28
Sebastian Ruiz	1st	June – 28
Naghmana Sherazi	1st	June – 28
Taylor Birdtail	1st	June – 28
Luke Kobin	1st	June - 28

Two members will be up for reappointment June of 2027

Member	Term	Term Expiration
Tyler Tamoush	1st	June-27
Wendy Schatz	1st	June-27