



Equity Subcommittee

Wednesday, December 17, 2025

12-1:30pm

City Hall Lobby, Tribal Room

[Meeting Link](#)

+1 323-618-1887

444 517 050#

TIMES GIVEN ARE AN ESTIMATE AND ARE SUBJECT TO CHANGE

Land Acknowledgment & Welcome

12:00 [Land Acknowledgement](#), attendance

12:05 Approve November Minutes

Subcommittee Briefing Session:

12:10 Member Recruitment Sebastian

12:25 Resolution recognizing the importance of cultural celebrations Lisa Gardner

1:00 Equitable Budget Workgroup Update WG

1:10 Community Engagement Brainstorm WG/All

1:15 Reflections/Accomplishments/ 2026 Workplan All

Standing Update(s):

Council Liaison Update CM

1:30 **Adjournment**

- 1) Next Equity Subcommittee meeting, January 25, 12-1:30pm at City Hall, Tribal Room.

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EQUITY SUBCOMMITTEE MINUTES
City of Spokane
Equity Subcommittee
City Hall Lobby, Tribal Room
11/19/25

Call to Order: 12:07pm

Attendance

Subcommittee Members Present:

Sarah Dixit (Chair), Shelby Lambdin (Council Liaison), John Alder, Sebastian Ruiz, Kiana Mckenna, Patricia Castaneda, KJ January

Absent:

Naghmana Sherazi (notified), Tyler Tamoush, Luke Cobin

Staff Present:

Alex Gibilisco, Andres Grageda, Mark Carlos, Lisa Gardner

Others Present:

Priya Mhlophe

Approval of Minutes

- Voted to approve October minutes

Agenda Items

Briefing Items

1. Vote Chair and Vice Chair – Sarah Dixit
 - The Body voted to elect Sebastian Ruiz and John Alder as Vice Chair
 - Sebastian Ruiz – Chair
 - John Alder – Vice Chair
2. Equitable Budgeting Workgroup Update – Workgroup
 - No Action Taken, Discussion Only
 - Double click for Equitable Budgeting Workgroup Presentation:



Equity SC Workgroup
Budgeting 11-19.pptx

- Pat asked if the Equity Subcommittee has a budget to implement some of the ideas in the PowerPoint; no, we don't, but Council President has said she's always open to a proposal
- Outreach slide has a proposed for how an outreach strategy could look
- Sarah suggested presenting to a department head or staff initially to get their feedback before presenting to council
- Sebastian proposed adopting the WA state office of Equity definition of Equity
 1. *Equity is not equality. Equity requires developing, strengthening, and supporting policies and procedures that distribute and prioritize resources to people in identified groups who have been historically and currently are marginalized, including tribes;*
 2. *Equity requires the elimination of systemic barriers that have been deeply entrenched in systems of inequality and oppression; and*
 3. *Equity achieves procedural and outcome fairness, promoting dignity, honor, and respect for all people.*
- Sarah suggested using examples when presenting the equity assessment tool
- Priya suggested looking at tools or processes that local organizations are implementing, since they already apply to our community, and scaling that to the City

3. Revisit Equity Assessment Draft – Alex Gibilisco

- No Action Taken, Discussion Only
 - **Purpose of this tool:** to facilitate conscious consideration of equity examine how communities of color, low-income, and other impacted populations will be affected by a proposed action/decision of the city.
 - Are there resources that might be missing in the tool? Are the questions still relevant/effective?

Standing Updates

1. Council Liaison Update – CM Lambdin
2. Share successes in life, work or advancing equity
3. Equity – training ideas

Adjournment

The meeting adjourned at 1:15pm.

Next Equity Subcommittee Meeting, December 17th, at 12:00pm, City Hall, Tribal Room (1st floor)

Prepared by:

Andres Grageda, Legislative Assistant to CM Lambdin

Approved by:

Sebastian Ruiz

Equity Subcommittee Chair

RESOLUTION NO. 2026-_____

Resolution recognizing the importance of cultural celebrations, including Dr. Martin Luther King Jr. Day and Juneteenth, as key moments in American history.

WHEREAS, Martin Luther King Jr. Day and Juneteenth serve as powerful reminders of the essential fight for equality, justice, and human rights that have shaped the core of our nation; and

WHEREAS, Dr. Martin Luther King Jr. emerged as a symbol of hope and bravery, inspiring a movement that promoted civil rights and social justice through peaceful protest, motivating many to stand against systemic racism and inequality; and

WHEREAS, Juneteenth marks a significant milestone in freedom, commemorating the 1865 event when the final remnants of slavery were abolished, symbolizing the ongoing pursuit of freedom and dignity for all Black Americans; and

WHEREAS, both Dr. Martin Luther King Jr. Day and Juneteenth are more than just celebrations of Black history, they are crucial chapters in the broader story of American history, highlighting the vital contributions and sacrifices made by not only Black Americans but all Americans who contributed to advancing our nation's ideals; and

WHEREAS, both holidays recently have come under federal scrutiny, with the National Park Service reporting that free entry to National Parks on both MLK Day and Juneteenth has now been removed, in what is a clear attempt by the current Federal Administration to dilute history and historical changemakers, and thereby undermine the importance of these holidays in our country's collective history; and

WHEREAS, celebrating these holidays encourages a culture of understanding, respect, and unity among all Americans, sparking important discussions and inspiring actions to combat racial injustice and inequality;

NOW, THEREFORE, BE IT RESOLVED, the City of Spokane continues to see diversity as a beautiful mosaic that enhances our collective strength, encompassing varied experiences and identities; and

BE IT ALSO RESOLVED, the City Council encourages our city to continue participating in activities and events that relate to cultural awareness, to celebrate and educate all about the histories, cultures, and contributions made by historically excluded communities, and to be aware, foster pride, and strengthen community bonds through shared learning and recognition of the collective progression Americans have made that shape our country, our city, and our communities; and,

BE IT ALSO RESOLVED, that the City of Spokane will continue to acknowledge our shared history and honor the deep significance of both Martin Luther King Jr. Day and Juneteenth as essential parts of our shared American history; and

BE IT ALSO RESOLVED, that the City of Spokane commits to recognizing, supporting, and actively promoting these holidays through community engagement and partnerships with culturally based organizations, such as the Dr. Martin Luther King, Jr Center, The Spokane NAACP, and the Juneteenth Coalition, as well as through meaningful community events and initiatives aimed at fostering inclusivity, education, and social justice for ***all residents***, thereby reinforcing our motto that “In Spokane, we all belong”; and

BE IT ALSO RESOLVED, that the City of Spokane calls on all community members to engage deeply with these observances, reflect on our collective journey, and work together towards a future where equality, justice, and respect are realities for everyone.

Passed by the City Council this ____ day of January, 2026.

City Clerk

Approved as to form:

Assistant City Attorney

Spokane City Council Equity Assessment Tool

Purpose of this tool: to facilitate conscious consideration of equity examine how communities of color, low-income, and other impacted populations will be affected by a proposed action/decision of the city.

Under the **targeted universalism framework**, we collect and analyze group-level data to inform how we approach each group so they can fairly access the service or opportunity. We also use data to understand how the city's practices, processes, and policies may be unfairly disadvantaging groups of people and causing them to be farther from the universal goal.

Instructions

Use this tool as early as possible in the development of the City policies, plans, programs and budgets.

This analysis should be completed by staff with people of different racial and socioeconomic perspectives. When possible, involve those directly impacted by the issue. Include and document multiple voices in this process.

The order of questions may be re-arranged to suit your situation.

BEGIN ANALYSIS

Understanding the project and the goals it's trying to achieve.

1. **What is the goal of the policy or project and or the challenge you are attempting to address?**
2. **Are there unintended consequences and populations like BIPOC, low-income, youth, people with disabilities, and renter households?**
3. **What current inequities might this policy or project address? (consider all including race, gender, people with disabilities, geography, and income)**

4. **Based on the data you have gathered and reviewed how might the policy or project impact disparities (improve or worsen)? (Share data being used, disaggregate by race/ethnicity, gender, people with disabilities, and age. Include geography)**
5. **Systems that can be impacted directly or indirectly. (internal, external)**
 - a. **Internal (departments, other government organizations)**
 - b. **External**

Engagement

6. **Are you collaborating with individuals and communities most impacted – particularly Black, Indigenous People of Color – in the Policy or Project planning process? What is your plan to include community members to ensure meaningful input from planning through implementation and performance monitoring?**

Evaluating and Improving

7. **Based on the answers above, what specific changes need to be made to achieve your racial equity goal and avoid the continuation of racial and other disparities (Ex. Partnering with and/or investing in groups representing communities most impacted by the proposed initiative.)**

8. **What performance measures will you use to evaluate the Policy or Project's impact following implementation, including the impact on racial and ethnic disparities?** *Qualitative and quantitative measures are encouraged.*

9. **What is your timeline for review and ongoing adjustments?**

Barriers to improve policy or program

1. **What legal limitations might complicate this Policy or Project and what is the plan to address them? Are there recommendations for additional policy changes or programs?**

Resources

Training

[City Council Equity Subcommittee](#)

Belonging Training

- [Othering, Belonging, and Bridging](#)
- [Targeted Universalism](#)
- [Expressions of Belonging](#)

Belonging Training Slides

- [Othering, Belonging and Bridging - John Powell - Part 1](#)
- [Targeted Universalism - John Powell - Part 2](#)
- [Expressions of Belonging - Ashley Gallegos - Part 3](#)

Benita Horn Training Slides

GARE Assessment Tool Training (Online)

[GARE Resource Guides](#)

[Othering and Belonging Institute Trainings](#)

[Washington State Office of Equity](#)

Data sites

[Spokane Climate Vulnerability Index](#)

[Racial Disparate Impacts](#)

[Spokane Regional Transit Council, Social Equity Mapping \(SRTC\)](#)

[Spokane Trends](#) – look for the data that is disaggregated by race and ethnicity

[Spokane Regional Law and Justice](#) – Criminal Justice Data

City Plans

[Title VI Plan](#)

[ADA Plan](#)

[2024 Fair Housing Plan](#)

[Racial Disparate Impacts](#)

[Community Health Needs 2024-2025 SRHD](#)

Other Resources

[Anti-Racism Charter](#) City of Tacoma

[Transportation Equity in Washington's Cities - 2023](#)

Regional Plans

[Avista Equity Advisory Group](#)

[Thrive Spokane \(Comprehensive Economic Development Strategy\)](#)

Definitions

Equity -Ensures that outcomes in the conditions of well-being are improved for marginalized groups, lifting outcomes for all. Equity is a measure of justice.

(raceforward.org)

Racial equity is a process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color. (raceforward.org)

Racial Justice is a **vision** of a society where racial hierarchies no longer exist. In this society, all people (Black, Indigenous, Latinx, Asian Americans, Native Hawaiians, Pacific Islanders, and whites), have the dignity, resources, power, and self-determination to fully thrive. (raceforward.org)

Marginalized: A social process by which individuals or groups are (intentionally or unintentionally) distanced from access to power and resources. This term describes a social process rather than an individual's lack of agency. To what extent populations are marginalized, however, is context specific and reliant on many factors.