



Equity Subcommittee

Wednesday, March 18, 2026

12-1:30pm

City Hall Lobby, Tribal Room

[Meeting Link](#)

+1 323-618-1887

723677061#

TIMES GIVEN ARE AN ESTIMATE AND ARE SUBJECT TO CHANGE

Land Acknowledgment & Welcome

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

12:05 Approve February Minutes

Subcommittee Briefing Session:

12:10	Language Access to NCs	Jael Stebbins
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12:30	Learned Lessons from Atlanta	CM Dixit
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1:00	City Budget Presentation – Fund Accounting	Kate Fairborn
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1:20	Workplan: priority exercise	Sebastian Ruiz
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Standing Update(s):

	Council Liaison Update	CM Dixit
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1:30 Adjournment

- Next Equity Subcommittee meeting, April 18, 12-1:30pm at PICA.

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EQUITY SUBCOMMITTEE MINUTES
City of Spokane
Equity Subcommittee
City Hall Lobby, Tribal Room
02/18/26

Call to Order: 12:05

Attendance

Subcommittee Members Present:

Sebastian Ruiz (Chair), Naghmana Sherazi, John Alder, Kiana McKenna, Pat Castaneda

Absent:

Staff Present:

Alex Gibilisco, Andres Grageda (left at 12:57), Sebastian Pedinielli, Sarah Dixit (left at 12:40)

Others Present:

Approval of Minutes

- Voted to approve January minutes

Agenda Items

Briefing Items

1. Setting Milestones – Alex Giblisco
 - Long Term Items for the Agenda
 - Present to Council about what equity means and how it can be implemented
 - Kiana called for input from sub-committee members about definitions and key terms
 - What do members want to see out of the sub-committee
 - Establish road map for the sub-committee
 - Work alongside Council, specifically with budget in support of marginalized communities
 - Set achievable and concrete goals
 - Quarterly Meetings
2. Equitable Budgeting Process – Sebastian Ruiz
 - Survey

- Used to understand what the members of the sub-committee know, don't know, and want to know about the process
 - This will guide the conversation internally and when the body makes the pitch to Council on equitable budgeting
 - Will circle back next meeting when there are more results
3. Equity SC Learning on Budget – Alex Giblisco
- Kate Fairborne is requesting feedback on specific budget presentations
 1. Sub-committee members are most interested in a general fund and reserves presentation
 2. There is also interest in special reserves, state audit, enterprise funds, and who has control over setting budgets
4. Recruitment Kick-Off – Sebastian Ruiz
- Space for five more members
 - No applications yet but Pat and Kiana will announce at upcoming BEI meeting
 - Pat suggested the Alex create a blurb about what the sub-committee is all about
 1. Sebastian suggested the blurb be added to the website
5. Commitment to Outreach – Sebastian Ruiz
- What outreach strategies have members found useful and which of those could be used by the sub-committee
 - Social media as a form of outreach as well as the option for virtual meetings if people don't feel safe
 - Reach out to organizations, community leaders, and council as communication points
 - John suggested attending community meetings instead of asking community members to come to Council
 -

Standing Updates

1. Council– Sarah Dixit
- i. Asked for input from sub-committee members to weigh in on how new council rules can affect community participation
 1. Sebastian suggested an increased social media profile for Council to interact with the community
 2. Kiana suggested Council should outline what information they would like to hear from their constituents
 3. Pat offered that community members may feel hesitant to come to council meetings because there is unfamiliarity with who council members are

- ii. Sebastian P. brought up a constituent who met with him and CM Dixit about increasing inclusivity to neighborhood council meetings
 1. Sub-committee members agreed that the constituent should present at the March meeting and receive feedback on her proposal

Adjournment

The meeting adjourned at 1:27 PM.

Next Equity Subcommittee Meeting, March 18th, at 12:00pm, City Hall, Tribal Room (1st floor)

Prepared by:

Sebastian Pardinielli, Legislative Assistant to CM Dixit

Approved by:

Sebastian Ruiz
Equity Subcommittee Chair

**Neighborhood
Translation Service
and
Cultural Access to
Neighborhood
Councils**





SHILOH HILLS

SPOKANE

It all started with a walk in Friendship Park...

Neighborhood Translation Service

- The service will support multiple languages and will be tailored to the specific needs of each neighborhood.
- The program would “live” with ONS or the public library.
- Accessed on the same basis as the community engagement grants and the cleanup services- on an as needed, if requested basis.



SHILOH HILLS

SPOKANE

Services Offered

- On Demand Translation
- Event Assistance
- Emergency Support
- Translation for Neighborhood Services
 - ✓ booklets,
 - ✓ e-zines
 - ✓ educational materials.



On Demand Translation

- **Written Translations:** Translate important documents such as flyers, newsletters, and official notices into the most commonly spoken languages within the neighborhood.
- **Verbal Translations:** Provide live translation support for meetings, events, or appointments (in-person or via phone/video calls.)





Event Assistance

- Language support at community events:
 - ✓ block parties
 - ✓ town hall meetings
 - ✓ cultural festivals

Emergency Support

Provide translation services in emergency situations (e.g., during natural disasters or public health crises) to ensure everyone receives timely information and assistance.





Implementing the Plan

Considerations

1. Who needs this service?
2. How will we set it up?
3. Adoption techniques.
4. Getting the word out.



Who needs this service?

Conduct surveys and community outreach to determine the languages most commonly spoken in each neighborhood. Here are some ideas:

- ASL
- Spanish
- Russian
- Hawaiian, Samoan
- German
- Vietnamese
- Arabic
- Ukrainian
- Tagalog
- Nepali



How will it be set up?

- Create partnerships between cultural organizations and city institutions - Manzanita House, MIA, World Relief, Spokane Libraries, ONS, City Council, NECC
- Subscribe to a translation platform or cultural outreach suite
- Invite speakers to NC meetings and cultural events to provide resources and access.
- Partner with Translators Without Borders



Adoption

- Adopt an easy-to-use application where NC's can easily access services.
- For those without access to the internet or smartphones, create a network/brochure based on the "I Speak" poster.
- Work with Community Cultural Partners to translate zines, NC flyers and other written material.



A
Ashkuri አኒ ገምናገረው አግርኛ ነው። Arabic أنا أتكلم العربية
B
Bengali আমি বাংলা বলতে পারি Bosnian Ja govorim bosanski Bulgarian Аз говоря български Burmese မိမိကလေး ချီက ချီ ချီကလေး ချီက
C
Cambodian ខ្ញុំនិយាយបាន Cantonese 我講廣東話 (Traditional) 我讲广东话 (Simplified) Cebuano I pako sa Cebu Croatian Govorim hrvatski Czech Mluvím česky
D
Danish Jeg taler dansk Dari من آری حرف می زنم Dutch Ik spreek het Nederlandse
E
Esperanto Mi parolas esperanto Finnish Puhun suomea French Je parle français
G
German Ich spreche Deutsch Greek Μιλώ το ελληνικό Gujarati હું ગુજરાતી બોલું છું Haitian Creole M pale kreol ayisyen Hebrew אני מדבר עברית Hindi मैं हिंदी बोलता हूँ । Hmong Kuv hais lus Hmoob Hungarian Beszélk magyarul

I Speak... Language Identification Guide

I	M
Icelandic Ég tala íslenska Indonesian Saya berbicara bahasa Indonesia Ilocano Apostak ti Ilocano Italian Parlo italiano J Japanese 私は日本語を話す K Korean 한국어 합니다 Kurdish min zananiya Ê Kurdî Qez xkani Kurmancî ez zanim ê kurmanjî biarîan L Lao ຂ້າພວកເຮົາເວົ້າລາວ Latvian Es runāju latviski Lithuanian Aš kalbu lietuviškai	Mandarin 我讲國語 (Traditional) 我讲国语/普通话 (Simplified) Mongolian Би монгол хэл арьдаг N Norwegian Jeg snakker norsk P Persian من فارسی صحبت می کنم Polish Mówię po polsku Portuguese Eu falo português do Brasil (do Brasil) Eu falo português de Portugal (de Portugal) Punjabi ਮੈਂ ਪੰਜਾਬੀ ਬੋਲਦਾ ਹਾਂ।

Human trafficking is a form of modern-day slavery and involves the use of force, fraud, or coercion to exploit them, women or children and subject them into some type of labor or commercial sex act. Any minor exploited for commercial sex is a victim of human trafficking, even if not induced by force, fraud, or coercion.

Trafficking victims can be any age, race, gender, or nationality. Victims can find themselves in a foreign country and may not speak the language.

Report human trafficking to the U.S. Department of Homeland Security (DHS) Immigration and Customs Enforcement (ICE) Homeland Security Investigations (HSI) Tip line at 1-844-344-3433 or online at www.ice.dhs.gov/tip. The HSI Tip line is available 24/7 with language capability in over 100 languages and dialects. If calling from outside the United States, please call the non-toll free worldwide number of 800-873-6199.

To get help from the National Human Trafficking Resource Center (NHTRC) call 1-888-973-7889 or text HELP or INFO to BEHAVIOR (233733). The NHTRC is a national, toll-free hotline available to receive calls from anywhere in the country, 24 hours a day, 7 days a week, every day of the year with language capability in over 170 languages. The NHTRC is not a law enforcement or immigration authority and is operated by a non-governmental organization funded by the federal government.

Be the digital voice of the silent at "I Speak" booths. www.ice.dhs.gov/blue-campaign or contact the DHS Blue Campaign.

R
Romanian Vorbesc romana Russian Я говорю по-русски S Serbian Ja govorim srpski Sign Language (American)  Slovak Hovorím slovensky Slovenian Govorim slovensko Somali Waxaan ku hadaa af-Soomaalii Spanish Yo hablo español Swedish Jag talar svenska T Tagalog Maraming salo mag-Tagalog Tamil நான் தமிழ் பேசுகிறேன் Thai พูดภาษาไทย Turkish Türkçe konuşurum U Ukrainian Я розмовляю українською мовою Urdu میں اردو بولتا ہوں V Vietnamese Tôi nói tiếng Việt W Welsh Dwi'n siarad Cymraeg X Yiddish איך רעד יידיש Y Yoruba Mo nso Yorùbá Z Zulu Nguyabikhoona iZulu



BLUE CAMPAIGN
Be the voice that saves victims.
www.dhs.gov/blue-campaign
Email: BlueCampaign@ice.dhs.gov

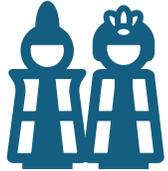


Getting the Word Out

- Launch a neighborhood campaign using multilingual flyers, social media, and community events to promote awareness of the service.
- Partner with cultural organizations to spread the word, create community and organize volunteers.



Next Steps



Properly inventory the languages/cultural centers of influence in Spokane



Who does this project belong to?



Standardize ONS/NC materials and create a priority list of written materials to translate.



Create a Budget Estimate





Sustainability-

Keeping the Vision Alive

- **Grant Funding:** Apply for grants from local government or nonprofit organizations focused on community development, diversity, and inclusion.
- **Partnerships:** Collaborate with local businesses, educational institutions, and civic organizations to share resources and funding.
- **Volunteers:** Encourage community members to volunteer as translators and cultural ambassadors to reduce operational costs.



In Conclusion...



Final Thoughts

The *Neighborhood Translation Service (NTS)* can create a more inclusive, accessible, and neighborly community where diverse cultures come together to share their needs and vision for our city.

I am inviting all community and cultural partners to join in this endeavor and work together to make each neighborhood a place where everyone feels welcome and heard.



...asking you to give me equal rights implies that they are yours to give. Instead, I must demand that you stop trying to deny me the rights all people deserve.

-Elizabeth Peratrovich, Tlingit

