



Equity Subcommittee

Wednesday, July 15, 2026

12-1:30pm

City Hall Lobby, Tribal Room

[Meeting Link](#)

Times given are an estimate and are subject to change

Land Acknowledgment & Welcome

12:00	Welcome and Introductions
12:05	City of Spokane Land Acknowledgement , and attendance
12:10	Approve April, May, June Minutes

Subcommittee Briefing Session:

12:15	Vote to Recommend Jordy Jones to join the Equity SC	Sebastian Ruiz
12:20	Vice Chair Conversation	Sebastian Ruiz
12:25	Language Access in Neighborhood Councils	Jael Stebbin
1:00	Equitable Budgeting Workgroup Update	Workgroup

Standing Update(s):

	Council Liaison Update	Council Member Dixit
	Share successes in life, work, or advancing equity	All
	Equity meetings moving forward	Sebastian Ruiz

1:30	Adjournment
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- 1) Next Equity Subcommittee Meeting, August 19, 2026, 12-1:30pm at Tribal Room, City Hall

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.

EQUITY SUBCOMMITTEE MINUTES
City of Spokane
Equity Subcommittee
City Hall Lobby, Tribal Room
06/17/26

Call to Order: 12:05

Attendance

Subcommittee Members Present:

Jordy Jones, Kiana McKenna, KJ, Pat Castaneda

Staff Present:

Alex Gibilisco, Sebastian Pedinielli, Sarah Dixit, Andres Grageda

Others Present: Jordy Jones

Approval of Minutes

- Did not vote to approve May minutes

Agenda Items

Briefing Items

1. Vote to Recommend Jordy Jones to the Equity SC
 - Deferred to next meeting due to lack of quorum
2. Equitable Budgeting Workgroup Update
 - Group presented to CP Wilkerson, Jerall Hayes, Christ Wright, and Jake from the budget office.
 - Budget office brought up some concerns about the financial impacts of making changes, Kiana assured those concerns and informed that research shows that equitable budgeting can save money
 - City folks were excited about the idea of applying equity to internal city processes instead of external city work
 - Group also presented at the Finance and Administration committee.
 - Council Members brought up concerns surrounding the implementation of the policies and collaboration with the administration
 - Group is on the mayor's calendar to present to her
3. Equity Assessment Tool

- Alex created an equity assessment tool to aide council members or staff. This tool creates a framework to assess the equity of proposed policies
 - The tool is available on the City Council Sharepoint
 - This is still in the draft phase—and the goal is to make it a living document—so email feedback to Alex
4. Visioning Exercise
- The Subcommittee is looking into bringing in outside, private funding to aid the subcommittee in their work
 - Jordy likes the idea of spending funds on internal staff training, and spending money on incentives like food and bottled water at community events to make them more accessible
 - KJ agrees with Jordy and wants to ensure the spending is community based, highlighting spending to make community events more attractive
 - Sebastian said he was interested in internal training for city
 - CM Dixit brought up the idea of free or subsidized transportation for folks to attend community events for equity based
 - Kiana brought up that she often hears having community events based “joyfully” and not in response to something bad happening would be a great way to make connections. It is also good “marketing” for the city, so there is potential to get city funds behind these initiatives
 - Alex and Kiana talked about community events that can give community members the opportunity to “vision” what they want the city to invest in

Standing Updates

1. Council– Sarah Dixit
 - i. CM Dixit informed members about the data center moratorium that was deferred a week and the meeting day change that is taking place next month
 - ii. CM Dixit also spoke to the proposed right to cooling, and the changes that have been made from the original ordinance to now
 - iii. Chris Wright and Alex also started working on an equitable budgeting ordinance

Adjournment

The meeting adjourned at 12:51 PM.

Next Equity Subcommittee Meeting, July 15th, at 12:00pm, City Hall, Tribal Room (1st floor)

Prepared by:

Sebastian Pedinielli, Legislative Assistant to CM Dixit

Approved by:

Sebastian Ruiz
Equity Subcommittee Chair

EQUITY SUBCOMMITTEE MINUTES
City of Spokane
Equity Subcommittee
PICA Office 1215 N Monroe
4/15/2026

Call to Order: 12:09pm

Attendance

Subcommittee Members Present:

Sebastian Ruiz (Chair), Kiana McKenna, Patricia Castaneda, KJ January,

Absent:

Staff Present:

Alex Gibilisco, Sebastian Pedinielli, CM Sarah Dixit

Others Present:

Approval of Minutes

- Voted to approve February minutes

Agenda Items

Briefing Items

1. Equitable Budgeting Workgroup Update – Sebastian Ruiz, Kiana McKenna
 - Sebastian R. and Kiana presented a slideshow setting guidelines for equitable budgeting framework for the city
 - Presented to CP Wilkerson and will be presented to CM Dillon and CM Zappone
 - Committee members gave feedback on the presentation to strengthen the information and identify potential weaknesses
2. Workplan: Priority Exercise–Sebastian Ruiz
 - Sebastian R. asked the members which of the five key purposes the committee should focus on for the rest of the year
 - Pat suggested collaborating with other sub-committees as an achievable and successful goal to focus on
 - Alex and Sebastian R. decided that members should rank which of the purposes are most to least important

- Kiana and KJ agreed that the top three were most important, there was consensus that these were what should be focused on

3. Lessons Learned from Atlanta – Kiana McKenna, Sarah Dixit

- CM Dixit was optimistic after her time in Atlanta and thought it demonstrated the progress that Spokane is making
- Kiana found that there were a lot of different challenges that communities were facing, but there were significant similarities as well
 - Kiana was also impressed with the accessibility of the city and county's budgets

Standing Updates

- Council Updates cut for time

Adjournment

The meeting adjourned at 1:37

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

Prepared by:

Sebastian Pedinielli, Legislative Assistant to CM Dixit

Approved by:

Sebastian Ruiz

Equity Subcommittee Chair

EQUITY SUBCOMMITTEE MINUTES
City of Spokane
Equity Subcommittee
City Hall Lobby – Tribal Conference Room
5/20/2026

Call to Order: 12:07pm

Attendance

Subcommittee Members Present:

Sebastian Ruiz (Chair), Kiana McKena, Naghmana Sherazi, Pat Castaneda, KJ January

Absent:

Staff Present:

Sarah Dixit (Council Liaison), Alex Gibilisco, Andres Grageda,

Others Present:

Jordy Jones

Approval of Minutes

- Postponed the approval of the April minutes to the June meeting

Agenda Items

Briefing Items

1. Update on 10 Year Plan to End Poverty – Lindsay Morgan Tracey, WA Economic Justice Alliance
 - WEJA is a collaboration between experts with lived experience, community organizations, state and tribal governments, and legislators to implement a 10-year plan to dismantle poverty.
 - 10-Year Plan to Dismantle Poverty
 - Undo racism and inequality
 - Balance Power
 - Increase economic opportunity
 - Support foundational health and well-being
 - Prioritize urgent needs
 - Build a holistic continuum of care
 - Decriminalize poverty
 - Prepare for the future of work

- How 1 and 2 have been going lately in response to the regression in the mission we've experienced since 2020
 - Paying attention to what we can protect, what we can nourish, and seeds we can plant now.
 - Shared that there seems to be a demographic that's missing: ALICE households, working immigrant community, etc. What failsafe is there for those communities?
 - The goal is to have a strong economic floor that no one can fall through
 - There is an opportunity/invitation to contribute to this mission; what can the City do to contribute?
 - CM Dixit asked what action steps the City can take to work towards the mission, especially since the east side of WA is so different from the west side
 1. Individual plans for each part of the state to build a case for the 10-year plan.
 2. Using funds to nourish the work that is being done and plant seeds for future progress
 - Asked what kind of influence and support WEJA could have on our local equitable budgeting work
 - Asked how they plan on partnering with community and local gov to achieve the goal; suggested a summit with all community partners to have a plan that everyone is on the same page about
 - Could come back with a proposal to latch on to and work towards
 - Mention that although there are similarities with the westside, there is constant disinvestment in the westside. When there are funding opportunities, the east side often gets overlooked.
2. Wellbeing and Civic Muscle – WA Economic Justice Alliance
 - Postponed for time
 3. Workplan: Priority Exercise – Sebastian Ruiz
 - Postponed for time

Standing Updates

- Council Updates
- Share Success in Life, Work, or Advancing Equity
- Equity Meetings Moving Forward

Adjournment

The meeting adjourned at 1:37

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

Prepared by:

Andres Grageda, Legislative Assistant to CM Telis

Approved by:

Sebastian Ruiz

Equity Subcommittee Chair



Spokane City Council

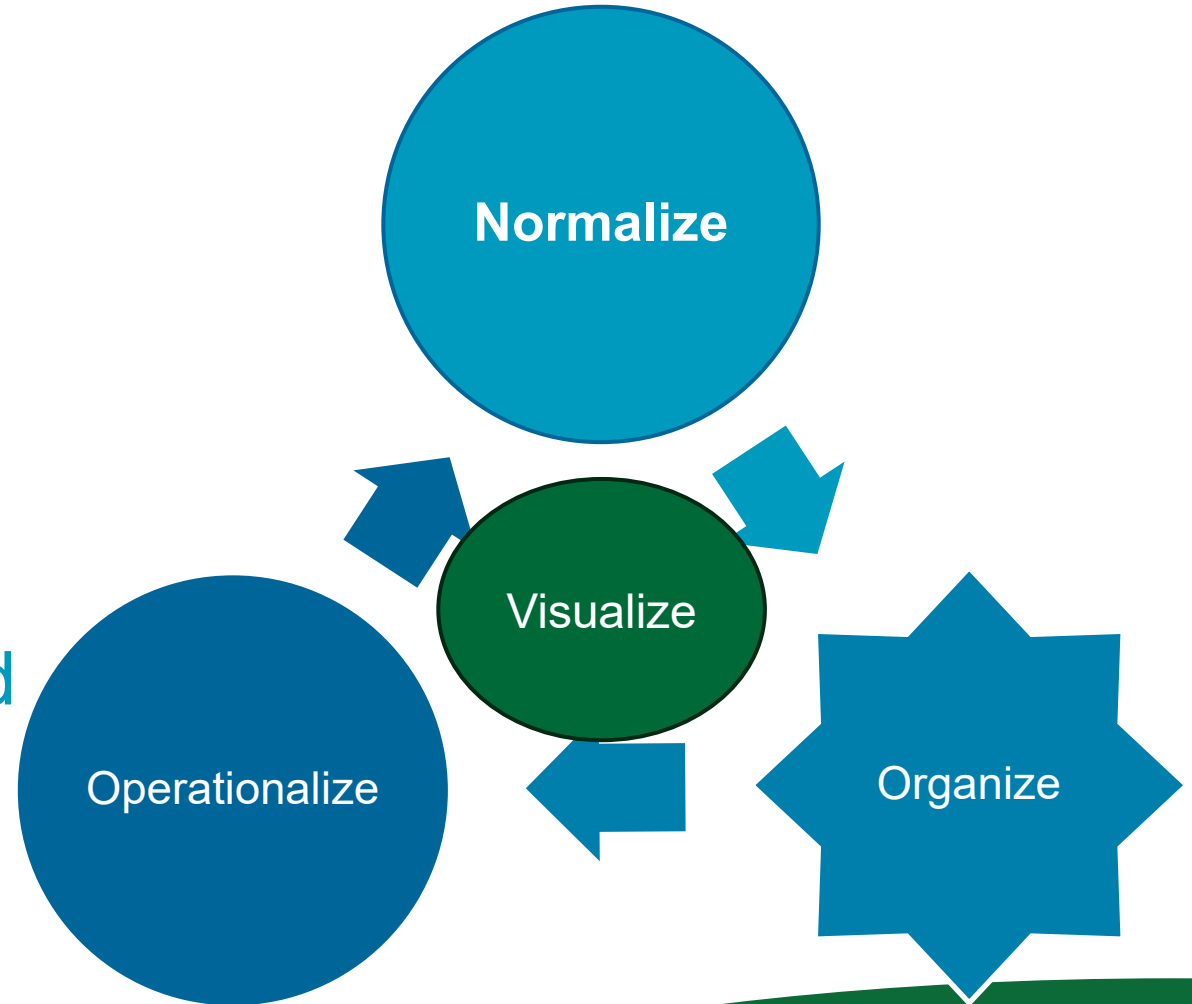
Equity Assessment 2026





Pilot – Equity Resources and Assessment

- For the next six months
- Role – support council offices work through the equity assessment tool
- It will live in the council office SharePoint
- Provide feedback recommend sources to improve it





The purpose

- To have a conscious consideration of equity in city functions, and to examine how communities of color, low-income, and other impacted populations will be affected by a proposed policy/budget decision of the city.
- A data informed approach
- Encourages community engagement
- We are introducing two assessments
- Use a targeted universalism approach



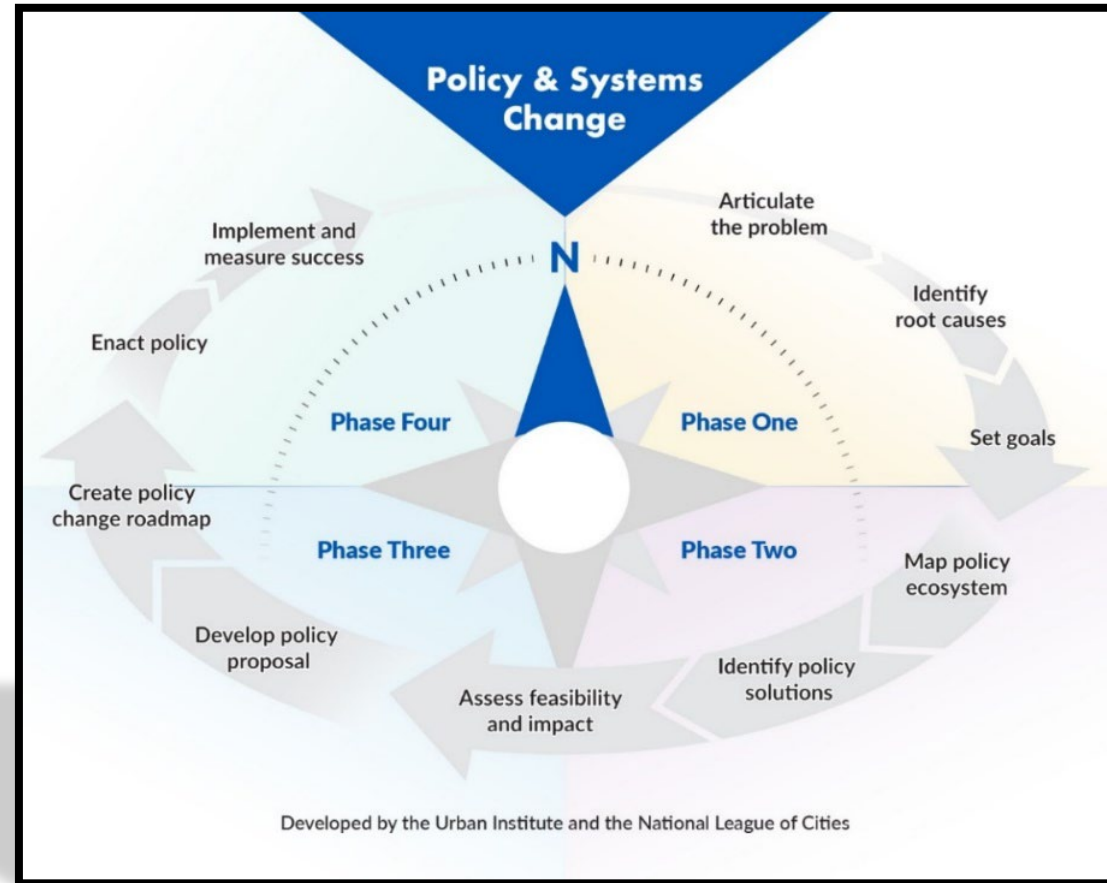
Rolling it Out

- The tool is on SharePoint site
- Identify a policy idea with each council office to pilot this tool
- Equity and Inclusion Initiative Staff Support
- Build community connections as needed
- Provide feedback to improve



When to use it

- Use the tool as early as possible
- When considering policies, workflows, programs, and budgets
- Consider it a living document
 - As adjustments are made- update it





What you will find

- Definitions
- Resources
 - Trainings
 - Data Sites
 - City and Regional Plans
 - Other Resources
- Equity Assessment Tool
- Fast Track Equity Assessment



Let's Look at It

[Council SharePoint Link](#)

Spokane City Council Equity Assessment Tool

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

Using the approach known as “Targeted Universalism,”¹ we collect and analyze group-level data to inform how we approach each group, and from there ensure each group can fairly access a particular city 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, public rules, workflows, programs and budgets.

This analysis should be completed by staff with 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 the individual department.

BEGIN ANALYSIS

Understanding the project and what it is trying to achieve.

1. **What is the primary goal of the policy or project and or the challenge you are trying to address?**
 2. **Are there potential unintended consequences among 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)**
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4. **Based on the data you have gathered and reviewed how might the policy or project impact disparities be affected? Will they improve or worsen? (Share data being used, disaggregate by race/ethnicity, gender, people with disabilities, and age. Include geography)**
5. **Identify systems that can be impacted directly or indirectly. (internal, external)**
 - a. **Internal (departments, divisions, offices, other government organizations)**
 - b. **External (community organizations)**

Engagement

6. **Are you collaborating with individuals and communities most impacted – particularly Black, Indigenous People of Color – in the Policy or Project planning process? If not, why not?**
7. **What is your plan to include community members to ensure meaningful input from the planning phase through implementation and performance monitoring?**

Evaluating and Improving

1. **Based on the answers above, what specific changes need to be made to the proposal to achieve your 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.)**

2. **What performance measures will you use to evaluate the proposal's impact following implementation, including the impact on racial and ethnic disparities?** *Qualitative and quantitative measures are encouraged.*
3. **Have you identified milestones that you will use to ensure ongoing review and periodic adjustments?**

Barriers to improve policy or program

4. **What limitations might complicate this proposal and what is the plan to address them? Are there recommendations for additional policy changes or programs?**
5. **Are there recommendations for additional policy changes or programs?**

City of Spokane – Fast Track Equity Assessment

Instructions

This abbreviated version of the Equity Assessment Tool is intended for issues on a short timeline or without a widespread impact.

Examples:

- single piece of policy already drafted and introduced.
- creation of a single position description and job posting for an open position
- development of a single budget item proposal

For broader policies and legislation in its beginning phase, please use the full version of the Equity Assessment.

This tool should be completed by people with 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

What

What is the primary goal of the policy or project and or the challenge you are trying to address?

What current inequities might this policy or project address? (consider all including race, gender, people with disabilities, geography, and income)

Who

Are there potential disproportionate impacts on communities of color or low-income communities? Who would benefit? Who would be burdened?

Why

Based on the data you have gathered and reviewed how might the policy or project impact disparities? Will they improve or worsen? (Share data used, disaggregate by race/ethnicity, gender, people with disabilities, and age. Include geography)

How: Recommendations

Based on the answers above, what specific changes need to be made to the proposal or process to achieve your 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.)