



Equity Subcommittee Meeting Minutes

April 4, 2023

Attendance: Sarah Dixit (Chair), Stephaine Beans Courtney (Vice Chair), Council Member Betsy Wilkerson (Council Liaison), Salanyaporn (Vivian) Chalardsoontornvatee, Kiana McKenna, Jesus Torres, John Alder

Lara Estaris; Angela Webster

Staff: Alex Gibilisco,

Land Acknowledgment

Approving March Minutes

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

Share Successes

John Alder mentioned affordable housing.

Stephanie Courtney mentioned that Black Maternal Health Week is next week. She invited the committee to all the events.

John Alder mentioned funding for the Native American Community Center.

Kiana mentioned proposed legislation in Olympia. Making August Native Hawaiians and Pacific Islander Heritage Month.

Sarah Dixit also mentioned proposed legislation relating to access to healthcare.

Stephanie Courtney started a conversation about promoting cultural graduations and awareness months, including getting groups to request proclamations.

Lara Estaris mentioned their Equity for All event

Council Liaison Update: Councilwoman Betsy Wilkerson

Councilwoman Wilkerson gave a report of the NLC Congress conference. She mentioned that many of the politicians were younger (40s), culturally diverse and women.

The Councilwoman mentioned that there are federal funds and grants for various initiatives that the subcommittee is interested in. She proposed that a grants writer from Council should look at those dollars.

Impact fees legislation that Council passed. Councilwoman Wilkerson was not in support because it was not fair to the everyday citizen.

The trouble restarting conversations between Public Safety Officers and Communities of Color. Jesus mentioned that MiA works with officers.



Budget for the City. Contracts and homeless shelter costs, specifically running the TRAC Shelter. As Finance Chair, she proposed a 10% cut in department budgets.

The City has not hired a Director of the Office of Civil Rights.

Finally mentioned that we finally hired an HR Director, David Moss from Atlanta. He mentions that there is no investment in employees for employee investment. He also mentioned that we don't have targeted outreach to hire for City positions. In Atlanta, they advertise in grocery stores and newspapers.

Equity & Inclusion Initiatives Report

Alex gave a presentation on the work that he does as the Manager for Diversity, Equity & Inclusion Initiatives. He also mentioned his work with the Government Alliance on Race and Equity Framework (GARE). Alex has applied GARE techniques of bridging disparities and creating more equitable outcomes in governmental policy and services.

Among the programs and initiatives that Alex has implemented since joining Council are Council and staff Equity 101 Training workshops, adding an equity component to briefing papers, establishing an Internal Council Workgroup, City of Spokane Land Acknowledgement and inviting non-profits to report at Council meetings.

Economic Contributions by Immigrants, include equity goals in the CEDs, community outreach regarding the American Rescue Plan Act, establishing the Equity Subcommittee and workgroups, 1590 Ordinance, language access, Whistalks Way celebration of Women Warriors and D.E.I. work with our Planning Department.

On Alex's 2023 Workplan:

- Support Equity Subcommittee
- Non-profits share at City Council meetings
- Recognizing individuals advancing and who have advanced equity in the community.
- Equitable Procurement Policy
- With the Equity SC there is an opportunity to reevaluate
- Identify needs and opportunities to advance equity in the City of Spokane.

Equity & Inclusion Initiatives Report

Offering training opportunities for subcommittee members and Council staff.

Majority of Council Members and staff have attended training. (New staff and Council Members have come on board since the last training. Alex envisions more frequent trainings (at least quarterly).

Vice Chair Courtney said that it should be part of onboarding for Council and required by HR. Early Childhood workers have to do 10 hours a year and pay out of pocket.



Jesus suggested that the subcommittee should invite Council Member Bingle to the training since he had reservations about the subcommittee and invite Council Member Zappone since he was elected after the last training.

Alex said that the training is 9 hours. Committee Members debated whether to break the training into two or three sessions or make it a whole-day training with lunch provided. Saturday or Friday was suggested with two months notice. A doodle poll will be sent out to subcommittee members.

Next meeting will be May 2nd at 9:30 via Teams and in the Tribal Conference Room at City Hall