



Equity Subcommittee Meeting

December 5th, 2023

Attendance: Kianna McKenna, John Alder, KJ January, Tyler

Staff: Council President Betsy Wilkerson, Abbey Martin, Ginny Ramos, Lisa Gardner

Land Acknowledgment

Approving November Minutes

Meeting minutes were not approved due to lack of quorum.

Council Liaison Update

Council President Wilkerson shared some updates about Council and her first few days as Council President. New Council Member Paul Dillon started officially last night. There will be an application process opening on December 8th to replace now Council President Wilkerson on Council to represent District 2. All eligible residents are encouraged to apply.

Council approved a temporary agreement for the TRAC shelter. Council also approved the Mayor's 2024 Proposed Budget. Incoming Mayor Lisa Brown will be having a press conference at 11, to announce her transition team.

The importance for this subcommittee will play into a search for a new Chief of Police and the City's monthly budget discussions between Council and the Administration.

There will be a special election in February. Park levy, redistricting measure and library levy got deferred.

On December 14th, the 3rd Legislative District electeds will be attending Study Session. The Equity Subcommittee was invited to attend.

2023 Look Back – 2024 Workplan

Alex shared the Visualize-Normalize-Operationalize-Organize model that he has been using to guide the Equity Subcommittee. The subcommittee met 9 times it's first year. He also shared some online tools to help further the cause of Equity. Some major themes and milestones were:



- Establishing by-laws, and electing chair and vice chair
- Providing policy feedback to Council
- Hosting numerous guest speakers
- Building relationships with community members and like-minded local organizations
- Providing opportunity for feedback

As for Normalizing:

The subcommittee hosted a "Why Race Matters Workshop," Dr Powell from the Othering and Belonging Institute and helped pass "In Spokane We All Belong" as the City motto.

As for Organizing:

Many department heads from the City of Spokane either presented at or attended the Equity Subcommittee as well as Council Members Cathcart, Stratton, Zappone and Council Presidents Beggs and Wilkerson.

Please see attached presentation for more information.

Recruitment, MCJCS Interview Panel

The Equity Subcommittee discussed multiple ways to recruit for and promote the Equity Subcommittee. Some ideas were suggested were:

- street light banners
- cross promotion at City events and in volunteer groups like Community Assembly
- Gonzaga University's leadership academy
- reaching out to individual networks to see if there are people interested in DEIB initiatives.

Next meeting will be February 6th at 9:30am via Teams and in the Tribal Conference Room at City Hall