

EQUITY SUBCOMMITTEE MINUTES
City of Spokane
Equity Subcommittee
City Hall – City Conference Room Lobby - Tribal
05/06/25

Call to Order: 9:37am

Attendance

Subcommittee Members Present:

Sarah Dixit, John Alder, Jacky Garcia, Kianna McKenna, KJ January

Staff Present:

CM Lili Navarrete, Alex Gibilisco, Andres Grageda, Katie Anderson

Others Present:

Approval of Minutes

- Voted to approve April minutes

Agenda Items

Briefing Items

1. De-brief Equitable Budget Presentation – All

- No Action Taken, Discussion Only

- Reflection

1. Keeping in mind that the City is in a deficit
2. “Local Budget Equity Assessment” pilot program that ranks cities
3. Having relationships with department heads is very important – they have a large influence on budgets
4. Challenges
 - a. Budget math is very subjective, not always complete, “forecasts”
 - b. Outcomes and efficiencies are lost in the budgeting process
 - c. Process feels invisible, how can we make it more visible

5. We could find a grant for an efficiency study for different departments (police, fire)
6. Questions
 - a. What Data is used in the budgeting process?
 - b. How is equity factored into the equation?
 - c. Are department heads required to consider equity in budgeting?
7. **How is equity defined? Specifically in budgeting?**
 - a. **Community sourced definition?**
 - b. **Expert definition?**
8. Departments need to be educated on what equity means to implement it properly.
9. What metrics can be used to measure outcomes, whether equity is being implemented and improving people's lives
- Organizing
 1. Do we need to shift the language? Could "DEI" affect the cities funding?
 2. We can talk to the Chief Financial Officer to see how equity is being implemented in the budget
 3. **Hold meetings and different community centers to hear about their priorities**
 - a. **We would need to go with specific questions to help communities efficiently express their priorities**
 - b. **What would the communities like to be asked?**
 4. Where is the Office of Civil Rights Equity and Inclusion in this conversation?

2. Subcommittee – All

- No Action Taken, Discussion Only
 - Recruitment Process is Open
 1. We would like to have new members nominated by June
 2. Alex will draft an email to send out for recruitment
 3. Will City Council be at Pride?
 - Chair and Vice Chair Conversation
 1. We will need new Chair and Vice Chair
 2. Chair term is 1 year
 3. Vice Chair term for 1 year, transitions into Chair
 4. Vote at the June Meeting
 - Number of Subcommittee Members
 1. Jesus Torres resigned last month

2. Ana Trusty hasn't been attending (Jacky has come in her place)
3. Lindsey Shaw has not been attending
4. We would be down to 7 members
- Reflection of Year
 1. How do we respond to emergencies?
 2. Communication directors presented
 3. Joint SHRC + Equity Subcommittee meetings
 4. Heard about the AG's Hate Crime Hotline
 5. Explanations of the ordinances are appreciated
- Moving Forward
 1. Moving into our equitable budgeting conversation
 2. In person meetings quarterly, possibly off-site?
 3. Work on emergency communications
 4. Revisit meeting time, especially if we get new members
 5. Prioritize topics or goals
3. Parks Ordinance – CM Navarrete
 - No Action Taken, Discussion Only
 - **Going on Urban Experience on May 12th 12pm Council Chambers**
4. Resolution – Procurement Develop Inclusive, Data Driven, and Transparent – Alex Gibilisco
 - No Action Taken, Discussion Only

Standing Updates

1. Council Liaison Update – CM Navarrete
2. Share Successes in life, work or advancing equity
3. Recruitment

Adjournment

The meeting adjourned at 11:00am.

Next Equity Subcommittee Meeting, June 3rd, at 9:30am, City Hall, Tribal Room (1st floor)

Prepared by:

Andres Grageda, Legislative Assistant to CM Navarrete

Approved by consensus 8/20/25