

**EQUITY SUBCOMMITTEE MINUTES**  
**City of Spokane**  
**Equity Subcommittee**  
**Pacific Islander Community Association of WA (PICA)**  
**10/15/25**

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**Call to Order:** 12:07pm

**Attendance**

Subcommittee Members Present:

Sarah Dixit, Shelby Lambdin (Council Liaison), John Alder, Luke Cobin, Wendy Schatz, Sebastian Ruiz, Kiana Mckenna, Naghma Sherazi

Absent:

KJ January (notified), Patricia Castaneda (notified), Tyler Tamoush

Staff Present:

Alex Gibilisco, Andres Grageda

**Approval of Minutes**

- Voted to approve September and August minutes

**Agenda Items**

**Briefing Items**

1. Chair and Vice Chair Conversation – Sarah Dixit

- No Action Taken, Discussion Only

- The Chair will help facilitate meetings, co-create agenda with city council staff and council member liaison. The Chair will assist council staff and council member liaison with resolving conflicts amongst the group.
- Vice-chair will co-create agenda with city council staff and council member liaison. The term of the vice chair is for two years, with the expectation that the second year of the term they will serve as the chair.
- Kiana nominated as chair
- Sebastian and John nominated as vice chair
- Votes will take place during the next meeting

2. Working Groups – Alex Gibilisco

- No Action Taken, Discussion Only
  - Having an outline for how the City's current budget process looks like would help find ways to improve the process
  - Currently, the focus has been balancing the budget with limited revenues and increasing costs.
  - CM Lambdin suggested looking forward to the 27-28 Biennial budget and finding low hanging fruit, or simple changes that could have a large impact.
  - The Equity Subcommittee won't be as effective in suggesting specific things to fund or not fund. Instead, our role should be to provide a framework that centers equity for decision makers to implement and use throughout the process.
  - Equitable Budgeting
    1. Can we create a framework for the City to implement equitable budgeting?
    2. What are some useful definitions we can all agree on? Definitions for Equitable Budgeting, Participatory Budgeting, etc.
    3. How can the city be held accountable to equitable budgeting practices?
    4. How can we ensure that the city takes the communities feedback and truly implements it?
    5. John, Sebastian, Naghma and Kiana want to be in this workgroup
  - Community Engagement in Budgeting
    1. As the administration is making decisions on the budget, how can they engage with the community on their needs?
    2. How else can we frame the budget discussion to be as approachable as possible?
    3. How have other organizations, such as Spokane Public Schools, engaged the community?
    4. Is the Administration or Council the right groups to be engaging certain communities? Are there creative ways to leverage relationships that the City has (such as through members of the Equity Subcommittee) to reach communities through their trusted messengers?
    5. How can the Equity Subcommittee Better engage with the Finance and Administration Committee?
- 3. Host a Community Training – Alex Gibilisco
  - No Action Taken, Discussion Only
    - CP saw a presentation on inclusive policing. Would the Equity Subcommittee be interested in hosting this discussion?

- Does not seem like the ES has the capacity to take this on. Human Rights Commission has also been hosting policing town halls.

**Standing Updates**

1. Council Liaison Update – CM Lambdin
2. Share successes in life, work or advancing equity
3. Equity – training ideas

**Adjournment**

The meeting adjourned at 1:26pm.

Next Equity Subcommittee Meeting, November 19<sup>th</sup>, at 12:00pm, City Hall, Tribal Room (1<sup>st</sup> floor)

**Prepared by:**

Andres Grageda, Legislative Assistant to CM Lambdin

**Approved by:**

Subcommittee Consent