

EQUITY SUBCOMMITTEE MINUTES
City of Spokane
Equity Subcommittee
City Hall Lobby, Tribal Room
11/19/25

Call to Order: 12:07pm

Attendance

Subcommittee Members Present:

Sarah Dixit (Chair), Shelby Lambdin (Council Liaison), John Alder, Sebastian Ruiz, Kiana Mckenna, Patricia Castaneda, KJ January

Absent:

Naghmana Sherazi (notified), Tyler Tamoush, Luke Cobin

Staff Present:

Alex Gibilisco, Andres Grageda, Mark Carlos, Lisa Gardner

Others Present:

Priya Mhlophe

Approval of Minutes

- Voted to approve October minutes

Agenda Items

Briefing Items

1. Vote Chair and Vice Chair – Sarah Dixit
 - The Body voted to elect Sebastian Ruiz and John Alder as Vice Chair
 - Sebastian Ruiz – Chair
 - John Alder – Vice Chair
2. Equitable Budgeting Workgroup Update – Workgroup
 - No Action Taken, Discussion Only
 - Double click for Equitable Budgeting Workgroup Presentation:



Equity SC Workgroup
Budgeting 11-19.pptx

- Pat asked if the Equity Subcommittee has a budget to implement some of the ideas in the PowerPoint; no, we don't, but Council President has said she's always open to a proposal
- Outreach slide has a proposed for how an outreach strategy could look
- Sarah suggested presenting to a department head or staff initially to get their feedback before presenting to council
- Sebastian proposed adopting the WA state office of Equity definition of Equity
 1. *Equity is not equality. Equity requires developing, strengthening, and supporting policies and procedures that distribute and prioritize resources to people in identified groups who have been historically and currently are marginalized, including tribes;*
 2. *Equity requires the elimination of systemic barriers that have been deeply entrenched in systems of inequality and oppression; and*
 3. *Equity achieves procedural and outcome fairness, promoting dignity, honor, and respect for all people.*
- Sarah suggested using examples when presenting the equity assessment tool
- Priya suggested looking at tools or processes that local organizations are implementing, since they already apply to our community, and scaling that to the City

3. Revisit Equity Assessment Draft – Alex Gibilisco

- No Action Taken, Discussion Only
 - **Purpose of this tool:** to facilitate conscious consideration of equity examine how communities of color, low-income, and other impacted populations will be affected by a proposed action/decision of the city.
 - Are there resources that might be missing in the tool? Are the questions still relevant/effective?

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 1:15pm.

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

Prepared by:

Andres Grageda, Legislative Assistant to CM Lambdin

Approved by:

Subcommittee Consent