

EQUITY SUBCOMMITTEE MINUTES
City of Spokane
Equity Subcommittee
City Hall Lobby, Tribal Room
12/17/25

Call to Order: 12:07pm

Attendance

Subcommittee Members Present:

Sebastian Ruiz (Chair), John Alder, Kiana Mckenna, Patricia Castaneda, Luke Kobin, KJ January

Absent:

Naghmana Sherazi (notified), Sarah Dixit

Staff Present:

Alex Gibilisco, Andres Grageda, Lisa Gardner (left at 12:27pm)

Others Present:

Anne Martin

Approval of Minutes

- Voted to approve November minutes

Agenda Items

Briefing Items

1. Member Recruitment – Sebastian Ruiz
 - No Action Taken, Discussion Only
 - Kiana suggested both looking broadly for people interested in budgeting work and doing targeted outreach to certain communities
2. Resolution Recognizing the Importance of Cultural Celebrations – Lisa Gardner
 - No Action Taken, Discussion Only
 - National Parks Services replaces MLK Day and Juneteenth with Constitution Day and Flag Day (Trump's Birthday) on their calendar
 - Proposed resolution to affirm Spokane's recognition of MLK Day and Juneteenth

1. While federally there is an effort to erase Black History and American History, the City of Spokane continues to celebrate and host cultural, historical celebrations
 - **Council will vote on January 12th**
 - Patricia asked for an invite to be sent to as many people as possible to come testify on that day

3. Equitable Budget Workgroup Update – Workgroup
 - No Action Taken, Discussion Only
 - **Overarching Goals**
 1. Disparity Mitigation
 - a. Does the budget aim at (or at least avoid worsening) social disparities? These include race, sex, gender, disabilities, geography, and income disparities.
 2. Data Driven
 - a. Does the budget enhance data collection, tracking and utility across agencies?
 3. Outreach
 - a. Has the finance committee liaison attended equity subcommittee meetings?
 4. Community Input
 - a. Does the budget name the concerns that guided the budget design? Do those concerns reflect community priorities? i.e. public safety, program efficiency, food security
 5. Expanding Funding Streams
 - a. What budget elements could be supported by private funders/philanthropy?
 - Patricia commented that these goals seem realistic and viable
 - Kiana suggested clarifying the social impacts and social disparities that we'd like the city to address
 - Patricia suggested creating a plan of action as a next step to recommending priorities that align with these overarching goals
 - **Guiding Principles**
 1. Accountability
 - a. Evidence-based budget design
 - b. Data driven policy priorities
 2. Community-informed allocation of resources
 3. Collaborative Governance: Bilateral communications between City electeds, orgs and potential funders, sponsors and philanthropy
 - a. Outreach? Via Equity Subcommittee?
 4. Deepened, more authentic relationships with Spokane Communities

4. Community Engagement – Workgroup

- No Action Taken, Discussion Only

- Considering the communities our organizations serve; considering our workload as volunteers in the ESC; what outreach strategies can we suggest?
- Examples
 1. Council liaison in all ESC meetings
 2. Invite non-member orgs to ESC meetings, share links
 3. One-on-one meetings between ESC members and their district councilmembers
 4. Consolidate Immigrant & Refugee Affairs Committee (Mayor's advisory committee)
- Anne suggested a member or group of the Subcommittee present to Greater Spokane Progress on the work that the ESC is doing
 1. Kiana feels that the group is too early in the process to present outwardly
- Different organization representatives in the ESC, such as KJ with Spectrum, were interested in being involved in this equitable budgeting work

5. Reflections/Accomplishments/2026 Workplan – All

- No Action Taken, Discussion Only

- The City took steps to protect immigrants in Spokane
- Established Equity Metrics in the HEART Fund
- Kept up the messaging of welcoming in the City for all people
- Sarah Dixit being elected to represent District 1

Standing Updates

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

Adjournment

The meeting adjourned at 1:20pm.

Next Equity Subcommittee Meeting, January 21st, at 12:00pm, City Hall, Tribal Room (1st floor)

Prepared by:

Andres Grageda, Legislative Assistant to CM Telis

Approved by: Consensus at January meeting