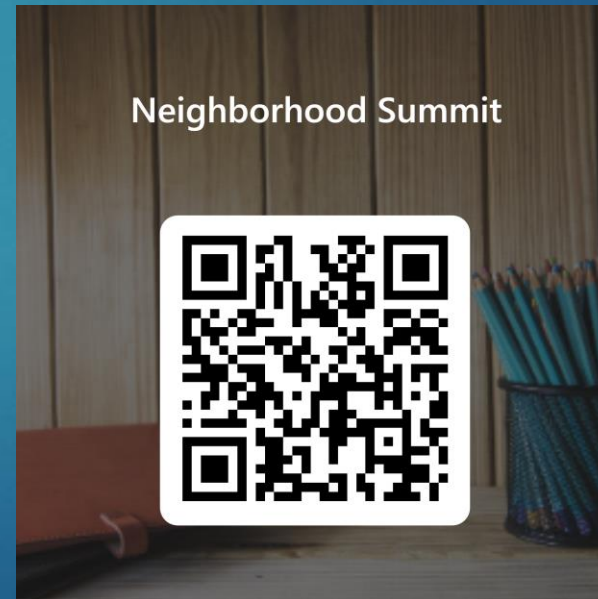


In Spokane We All Belong

ALEX GIBILISCO

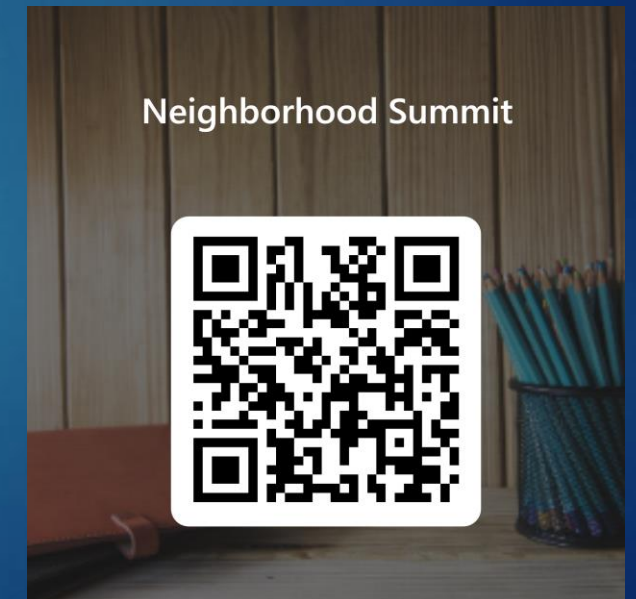
MANAGER OF EQUITY
AND INCLUSION AT
CITY COUNCIL OFFICE



About me



- ▶ Manager of Equity and Inclusion Initiatives
- ▶ A little about me
- ▶ Experience



Today

- ▶ Council Office journey to Belonging
- ▶ Concepts from training
- ▶ A little more about Belonging
- ▶ What can be done to advance belonging in the City of Spokane and your neighborhoods?

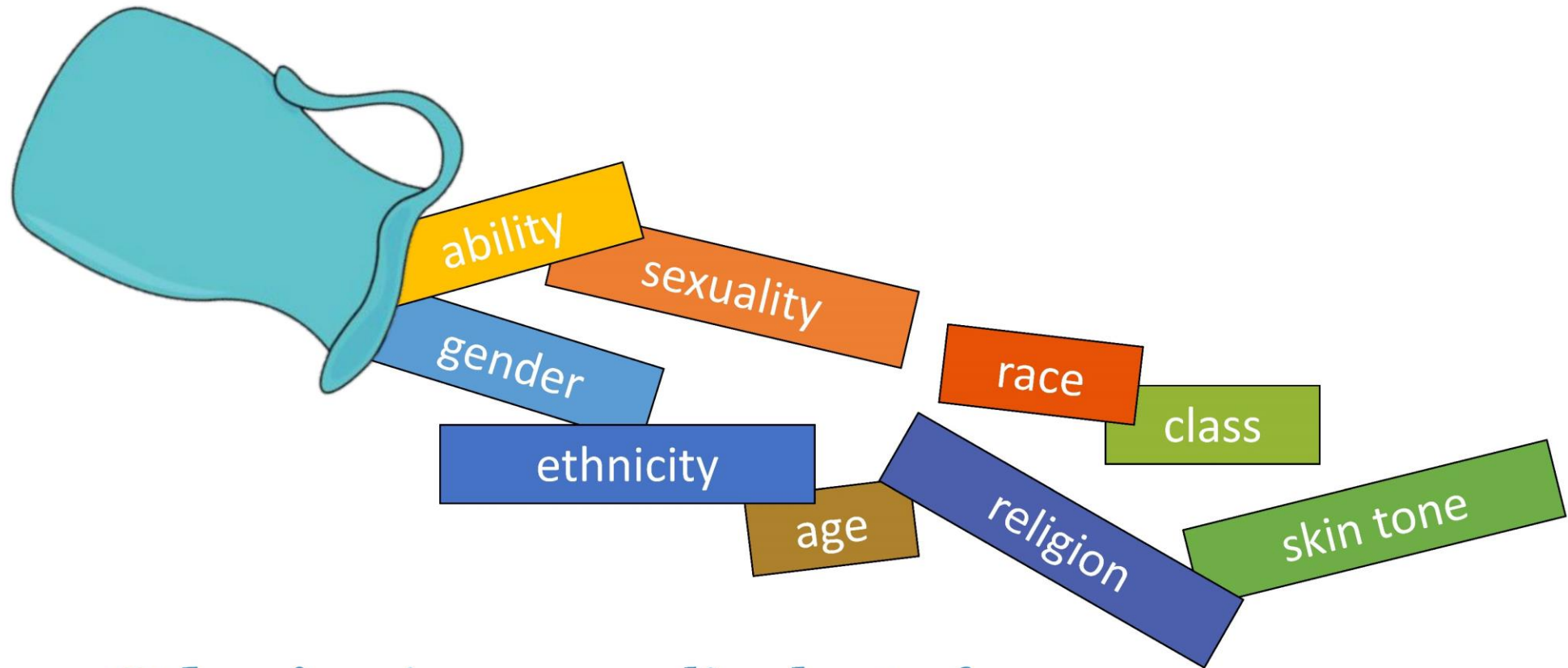
Council Office Journey

- ▶ 2021 Racial Equity 101 Training
- ▶ What does belonging mean?
- ▶ 2023 – aspirational- what does it mean?
- ▶ June 29th, training on Belonging john powell
- ▶ July 10th Ordinance adopting City motto “In Spokane We All Belong”

Concepts of Belonging

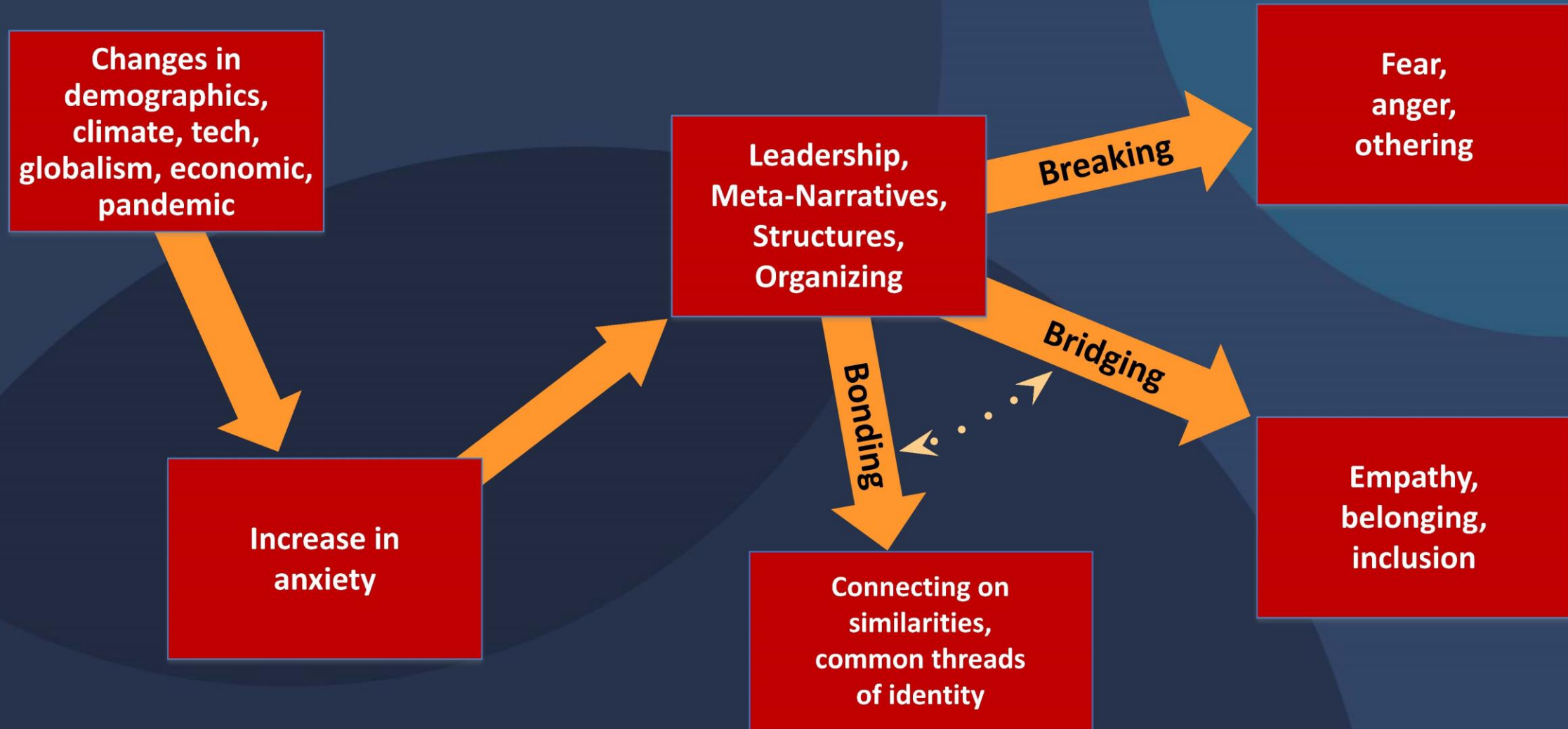
- ▶ Othering and Belonging
- ▶ Bridging and Breaking
- ▶ Targeted Universalism





Othering is a generalized set of common processes that engender marginality and group-based inequality across any of the full range of human differences

Rapid change produces collective anxiety:



Indices of Othering

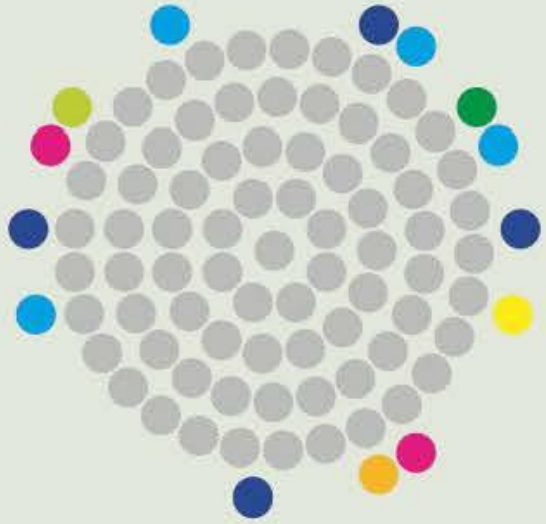
Lack of effective voice
Lack of representation
Lack of recognition
Lack of power



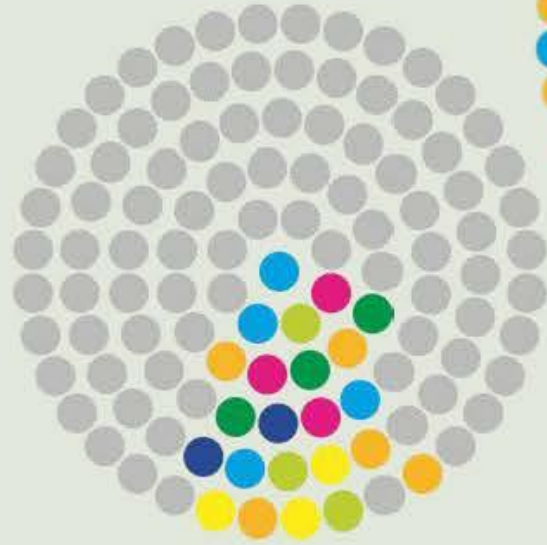
People can experience strong othering in one or some of these areas and low or no othering in others. When someone experiences othering on all of these indices, then the othering is more likely durable. High durability also exists when othering happens between the interpersonal, structural, and cultural levels.

A close-up photograph of a large number of glossy, spherical objects arranged in a grid. Most are red, but one in the center is blue. The background is a soft, out-of-focus gradient of red and pink.

The opposite of Othering is *not* saming but belonging.



Exclusion



Inclusion



Belonging



Leading through Belonging

- How do I welcome in my own and others' **agency**?
- How do I welcome **shared power**?
- How do I welcome **multiple voices**?
- How do I welcome **shared responsibility**?
- *What is the process for ensuring that practices are resonant, meaningful and accountable?*

Consider:

- Outreach materials
- Look, feel & sound of the space
- Accessibility of the space
- Accessibility of staff to people entering the space
- Who is there

In Spokane We All Belong

- ▶ The official motto for the City of Spokane shall be “In Spokane We All Belong.” Where practical, all City departments, boards and commissions shall endeavor to incorporate this motto and its foundational principles into their communication efforts including, but not limited to, public relations communications, social media, website pages and advertisements.
- ▶ the City of Spokane recognizes that not all individuals and communities in Spokane feel the City is welcoming of people of color and diverse cultures and beliefs, nor that the City provides full opportunities for all people to participate in the City’s representative government; and
- ▶ the City of Spokane as local government is well suited to create the space to bridge all of our communities to ensure its residents come together as individual selves, communities identities, and collective identities; and

On Going Work

- ▶ Community engagement...How does belonging look at the City and partners?
 - ▶ How do our policies impact the culture of belonging at the City?
- ▶ Equity Subcommittee - <https://my.spokanecity.org/bcc/committees/finance-and-administration/equity-subcommittee/>
 - ▶ Subcommittee to Finance and Administration Committee
 - ▶ Ongoing learning
 - ▶ Belonging at City Council Meetings
 - ▶ Co-creating policy with impacted communities
- ▶ [Survey Results](#)





Leading through Belonging

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American
Alliance of
Museums

Museums Fostering Belonging



In an increasingly polarized world, the AAM began exploring the role of museums in

- bridging divides and bringing communities together
- building empathy and understanding
- fostering a sense of belonging
- creating more welcoming and inclusive communities

WELCOMING AMERICA



BUILDING A NATION OF NEIGHBORS



Belonging in Practice

Welcoming America uses belonging strategies to build communities that welcome immigrants and values their customs and contributions.

A Belonging City in Rockford Illinois

Belonging Task Force Structure



Artists, sponsors and other supporters of the Rockford Area Arts Council's Screw City Steel initiative pose for a photo Tuesday, Oct. 4, 2022, in front of Laura Gommel's mural in Davis Park. (Photo by Kevin Haas/Rock River Current)

Belonging Efforts in the Judiciary



Washington Supreme Court Rulings

- Struck down mandatory minimum sentences for people under 21
- Invalidated Washington's drug possession law and retroactively overturned drug convictions
- Made it easier for people to challenge misconduct in the criminal justice system

Belonging in Courtrooms

- Provide childcare to make it easier for people to make court dates
- Trainings on belonging and implicit bias
- Equity team to help with hiring decisions
- Develop mission statements

Any Questions?

- ▶ What can be done to advance belonging in the City of Spokane?
- ▶ What can be done to advance belonging in our neighborhood councils?
- ▶ [Survey Results](#)