

## Spokane Matters 3.0

Title: District 1 Equity and Inclusion Initiative

Problem statement: Following information from the Government Alliance on Race and Equity (GARE), racial inequities exist across every indicator for success—including health, criminal justice, education, jobs, housing, and beyond—and government at all levels has historically had a role in creating and maintaining inequities. Policies and practices have created and still create disparate results, even if the intention to discriminate is not present. Local government can be a key leader in proactively working towards racial equity and an inclusive and effective democracy. To do this, government must focus not only on individual programs, but also on policy and institutional strategies that create and maintain inequities.

Scope: [Spokane Matters 3.0](#) is a program of the Mayor’s Office in which a unique District scale and an interdepartmental approach to addressing community concerns manifests in creative and thoughtful problem solving. While equity and inclusion is important across the city, the nature of the Spokane Matters program is to focus at District levels. District 1, which covers nine neighborhoods in Northeast Spokane, selected the Equity & Inclusion Initiative as the top district priority.

The proposed project in District 1 would begin engaging with an equity framework through shared learning. City departments would come together for a proactive and critical conversation about equity and our role in addressing this work across departments. In addition, the City could work together with partner agencies and organizations doing similar work to build community knowledge and understanding. The path toward racial equity is a much longer process, but the initial learning phase could be addressed through the Spokane Matters 3.0 program year.

Proposal:

- Develop a racial equity framework that:
  - Articulates the City’s vision for racial equity
  - Conduct a shared analysis process to develop an understanding of institutional racism across City departments and programs
  - Develop shared definitions and differences between individual, institutional, and structural racism, as well as implicit and explicit bias
  - Identify institutional accountability mechanisms
- Build organizational capacity and set the foundation for developing a culture of equity in City government
- Work in partnership with agencies, departments, and community organizations

Potential Internal Stakeholders	Potential External Stakeholders
At least one representative of each City Division/Department	Spokane Regional Health District
Administration	Greater Spokane Progress ( <a href="http://www.spokaneprogress.org/members/">http://www.spokaneprogress.org/members/</a> )
City Council	Community Centers
Police	Spokane Public Schools
Human Rights Commission	Higher education equity offices
Spokane Public Library	Community and non-profit organizations