

AGENDA

Welcome and Introductions

Spokane Matters 3.0 Updates

Discussion: Project Outcomes

- Draft Equity Paper Outline
- Stakeholder Survey?

Communication

- What does the process look like moving forward?
- Who else needs to be included in this discussion?

Next Steps?

MEETING NOTES

Discussion about Spokane Matters 3.0 Updates

- Last year of Spokane Matters program. Most likely will not continue in the new administration.
- Final report out to the Mayor on November 12.
- How do we continue conversation outside of Spokane Matters program? What else is the City working on?

Discussion about District 1 Community

- Hopes to keep this conversation going. District 1 neighborhood council chairs meet regularly without city staff. Could be a place to spread racial equity conversations.
- Start educating neighborhoods about race, racial equity
- District 1 has higher racial diversity than rest of city, but neighborhood councils are not representative of that
- Center people of color as leaders
- SRHD could offer short training on racial equity for neighborhood councils
- District 1 community pushes city government to do something about racial equity, equity paper

Discussion about Equity Paper

- Draw attention back to own City documents:
 - City of Spokane Diversity Plan
 - Gender and Racial Pay Gap Study
 - Strategic Plan vision
- SRHD is an example of racial equity in gov't. Being recognized nationally for its work
- Include non-Seattle references in the equity paper—cities that are similar size and racial make-up
- Include some statement about calling in the City of Spokane to commit to racial equity—in line with other cities around the country and SRHD, library, SPS(?), other local examples
- Understand the social determinants of equity.
- Reference data
 - Example: City is primarily white, but 30% of SPS students are students of color.

- Redlining - include reference of Spokane's red lining and how it directly relates to inequalities in neighborhoods today
- Call attention to the North-South Freeway, history repeating itself of I-90. Not a coincidence NS freeway is along redlined areas
- Equity paper audience needs to go beyond just the administration and can be a resource across City and for community
- Include recommendations for doable next steps. Examples may include:
 - All departments go through racial equity training
 - GARE membership
 - Implement and follow up on recommendations from the Gender and Racial Pay Gap study
 - Further data analysis to disaggregate data by race, gender, neighborhood, other equity indicators
- City of Spokane's interest in racial equity cannot stop after Spokane Matters 3.0 is over
 - Community organizations have been trying to get their foot in the door for years, decades, about racial equity and inclusion, and have not been heard. Communities know what they need best. It's up to the City and other institutions to listen.
 - Continue to amplify community voice. Empower the community to tell its own story. Recognize the resilience of the NE neighborhoods and share the story of assets in the community.
 - City leadership needs to commit resources, capacity, and funding for racial equity. City of Spokane needs to be an active participant in community discussions about racial equity.
 - Need to collaborate with other departments, institutions, public, private partnerships

Discussion about survey

- Support idea to send out a survey to stakeholders.
- Send out survey with a reasonable deadline.
- Incorporate results into the paper.

In attendance:

- Liz Kennedy, Communities in Schools
- Rowena Pineda, SRHD
- Lauren Schubring, Logan Neighborhood/Arc of Spokane
- Lindsey Shaw, Logan Neighborhood/The Zone Project
- Anne Martin, Greater Spokane Progress
- Maren Murphy, City of Spokane
- Elise Kuterbach, City of Spokane