

# Spokane Matters 3.0

## Project Worksheet for Quarter 1

### 1. Project Name

Equity and Inclusion Initiative

### 2. District Involved

District 1

### 3. Stakeholders Involved

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.spokaneprogess.org/members/">http://www.spokaneprogess.org/members/</a> )
City Council	Community Centers
Police, Fire	Spokane Public Schools
Human Rights Commission	Higher education equity offices
Other boards and committees	Spokane Public Library
	Community and non-profit organizations

### 4. Project Goals

For Spokane Matters 3.0, the Equity and Inclusion Initiative seeks to begin engaging a racial equity framework with community partners and City departments with a focus on District 1 through shared learning and understanding.

### 5. Project Benchmarks

#### DRAFT Benchmarks:

- Identify local data sources and indicators on inequities, including but not limited to race. Prepare a usable infographic to help build awareness of the data, with a focus on the nine neighborhoods that make up District 1. This could be shared across the City, as well as with community organizations and partners to build a common understanding of inequities.
- Work with City departments to understand what data is being collected across programs that could be analyzed further around race, income, and other indicators, with a focus on District 1.
- Continue to build connections and network with the work that you and your organization are doing across District 1 to develop a better and more informed understanding of what equity looks like and feels like.

### 6. Project Progress

The co-organizers have identified an initial working group of community leaders and organizations working in equity, with a focus on District 1. We have hosted a kick-off meeting in June and have another meeting scheduled for mid-July. We continue to build this group with additional contacts. We also have been meeting one-on-one with partners to learn about equity work within the community, and understand how we can support and amplify that work within the District and at the City. We will continue to build this working group with ongoing communication, transparency, and iterative feedback as we work towards the project benchmarks.

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### **7. Successes so far?**

The successes so far have been bringing people and community partners to the table who are working in equity in and around District 1. Normalizing the conversation is the first step, and we have been receiving positive response on this project as well as critical and important feedback. We have also had strong momentum and support on identifying and analyzing data around equity. We are working with City GIS and partner agencies on pulling together data and indicators on equity, with a focus on District 1.

### **8. Challenges so far?**

Like the successes, there has also been a challenge in bringing everyone to the table, whether it is coordinating schedules or earning trust among the community for the project. In beginning this conversation, we are faced with the history and legacies of inequities. 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. But local government can be a key leader in proactively working towards racial equity and an inclusive and effective democracy, and understanding the data is a good first step to normalizing the conversation with shared learning and understanding.

We have been focusing on meeting with and learning from community members, but we also need to engage with this discussion internally with City staff. We are working out what this looks like and how to best engage in a broader conversation. Additionally, the timeline is very short, and we gotten feedback regarding the challenges this poses. 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.

### **9. Anything you'd like for us to know?**

In our meetings and conversations, community members and partners are ready to engage in an intentional conversation around equity, and people are ready for more equitable Spokane. Still there is a level of earned distrust among the community, and questions about why it has taken so long to have this conversation. The following are notes from the group discussion we had at first meeting June 4, 2019:

- Equity work has been going on for years—even decades. Community organizations have been trying to get their foot in the door about Equity/Inclusion at the City and have not been heard.
- Equity and inclusion is work that needs to happen at all levels, and should not and cannot be the sole responsibility of one district.
- While this project is one step towards putting equity and inclusion on the City's radar, it is still meant to focus on District 1's goals, community, and priorities.
- Should be centered on people most impacted
- Need to focus on results-based accountability
- Health comes from people feeling empowered
- There needs to be more empowerment than just education
- Poverty is a reality for all people, but poverty and socio-economic status are inextricably linked with race
- When you can access a place, there is more equity
- Concern with people incarcerated or formally incarcerated, and the permanent underclass.
- Neighborhood councils are the people in power and who have traditionally had access to power. Underrepresented communities do not feel welcome at neighborhood council meetings.