

CITY OF ISSAQUAH
Equity Board

6:00 PM
November 6, 2024

MINUTES

Steelhead Room, 235 1st Ave.
SE, Issaquah

BOARD AND ADMINISTRATIVE PERSONNEL PRESENT

Board members:

Ray Manahan (virtual attendee)
Shalanda Fleming (virtual attendee)
Tony Curry (excused absence)
Varnika Dokka* (virtual attendee)
Cristina Abonce (excused absence)
Priti Mody-Pan
Karthik Kashinath (excused absence)
Lesley Millender-Irwin
Lorna Gilmour (excused absence)

Kelly Munn - Alternate
Shani Kapoor - Alternate (excused absence)
Kunal Srivastava* - Alternate (excused absence)

*Youth Members

Administration/Staff:

Dale Markey-Crimp, Assistant to the City
Administrator

You may join the meeting in-person at the address above, or virtually using the following options:

Join by Computer

- Microsoft Teams [meeting link](#)
- Meeting ID: 236 456 431 769
- Meeting Password: KKaUyr

Join by Phone

- Call 1-206-485-0299, enter Phone Conference ID: 110 519 608#

If planning to make verbal comments, please email dalemc@issaquahwa.gov. Submit written comments to equityboard@issaquahwa.gov.

CALL TO ORDER

Equity Board Chair Priti Mody-Pan called the meeting to order at 6:08 PM.

PUBLIC COMMENTS

Public comment was made by Ted Lucas on behalf of the Bahá'ís of Issaquah. Lucas invited Equity Board members and all members of the community to attend the upcoming November Community Building Social hosted by the Bahá'ís of Issaquah. This even will take place on Saturday, November 16, 2024 at 5pm at 19532 SE 51st Street, Issaquah. It will feature Issaquah City Councilmembers Victoria Hunt, Tola Marts, and Chris Reh as special guest speakers.

APPROVAL OF MINUTES

- a) Minutes of September 4, 2024 Meeting and November 16, 2024 Joint Meeting with Human Services Commission were approved unanimously without revision.

CHAIR REPORT

- a) **Opening Question**

Presented by:

Priti Mody-Pan, Equity Board Chair

Board Chair Mody-Pan provided an opening question to start the meeting: "What is something that has happened in the last few days that has brought a smile to your face?" All present members, virtual attendees, and City staff responded to the question.

STAFF REPORT

- a) **Actions Since September 2024 Meeting**

Presented by:

Dale Markey-Crimp, Assistant to the City Administrator

Assistant to the City Administrator Markey-Crimp provided an update on the impact of Equity Board input and actions that have taken place since the Board's September meeting. Specifically, Markey-Crimp shared the news that even with significant revenue shortfalls and the need to reduce programs and staff in the upcoming budget, Mayor Pauly did include the Equity Impact Assessment in her proposed budget, which was presented to City Council for consideration on October 28, 2024. Markey-Crimp encouraged Equity Board members to participate in the public deliberations over the budget that will take place in the upcoming weeks.

AGENDA ITEMS

- a) **Cultural & Religious Calendar Review (I)**

Presented by:

Dale Markey-Crimp, Assistant to the City Administrator

Assistant to the City Administrator Markey-Crimp provided the Equity Board with the list of Cultural and Religious Calendar holidays around which the City will schedule meetings for the 2025 Council, Board, and Commission calendar. This calendar will be formally reviewed every three years, but will be shared informationally to the board annually.

- b) **DEIB Glossary (A)**

Presented by:

Dale Markey-Crimp, Assistant to the City Administrator

On behalf of the City's internal Equity Team, Assistant the City Administrator Markey-Crimp presented the final draft of the proposed DEIB Glossary tool to the Board for approval. The Board voted in favor of the Administration implementing this tool with staff with one minor addition—defining all the terms that make up the acronym LGBTQIA, which was already included in the glossary. The Board provided additional feedback about how the Equity Team might most effectively implement the tool with staff, and requested that the glossary come back to the Board in June 2025 for a mid-year checkpoint and update on implementation progress.

- c) **School Zone Safety Cameras - Equity Impact Assessment (D)**

Presented by:

Dale Markey-Crimp, Assistant to the City Administrator

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Assistant to the City Administrator Markey-Crimp presented the initial draft of the Equity Impact Assessments for the potential addition of two new school zone speed camera locations at Issaquah Valley Elementary School on Newport Way NW and Grand Ridge Elementary School on NE Park Drive. The Board had a robust discussion of the draft equity impact assessment; consensus was that the assessment provided adequate information given the data available and that the best practices offered as ways to mitigate disproportionate burden on historically marginalized groups should be pursued by the City if new camera locations are approved.

OTHER BUSINESS / ANNOUNCEMENTS

Board member Kelly Munn shared that she could have used a reminder about applying an equity framework to the previous month's special meeting topic of the light rail. Given that the topic is of such great interest, it is easy to forget that Equity Board members are weighing in specifically to provide an equity lens to the City's decision-making process.

Board member Kelly Munn elevated a desire to further discuss an email from community member Connie Marsh about the warmth and welcoming of city facilities. Assistant to the City Administrator Markey-Crimp recommended having staff from Administrative Services leading facility efforts present to the Board in 2025.

Board Chair Priti Mody-Pan adjourned the meeting with an opportunity for all members present to share one word or phrase to describe their feeling at the end of the meeting.

ADJOURNMENT

The meeting was adjourned at 7:51 PM.

The next meeting is currently scheduled for Wednesday, December 4, 2024 at 6pm.

INQUIRIES

Please contact Dale Markey-Crimp at (425) 340-2708 or dalemc@issaquahwa.gov.

Note: Times listed for meeting topics are approximate and items are subject to change.

(A) Action, (D) Discussion, (I) Information