

**CITY OF ISSAQUAH
Equity Board**

6:00 PM
May 7, 2025

MINUTES

Steelhead Room, 235 1st Ave.
SE, Issaquah

BOARD AND ADMINISTRATIVE PERSONNEL PRESENT

Board members:

Christopher Ziade
Heather Youngs (virtual attendee)
Oscar Montano
Varnika Dokka*
Quan Palmer
Priti Mody-Pan
Karthik Kashinath
Lesley Millender-Irwin (excused absence)
Lorna Gilmour

Administration/Staff:

Dale Markey-Crimp, Assistant to the City
Administrator
Gillian Straub, Management Analyst

Kelly Munn – Alternate (excused absence)
Nisha Nair – Alternate (virtual attendee)
Kunal Srivastava* - Alternate

*Youth Members

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.

A recording of the meeting will be posted to the City's YouTube channel:
[issaquahwa.gov/youtube](https://www.issaquahwa.gov/youtube).

CALL TO ORDER

Chair Priti Mody-Pan called the meeting to order at 6:06 PM.

PUBLIC COMMENTS

Deputy Council President de Michele visited the Equity Board to thank the returning members and new members of the Equity Board. She shared gratitude for the Equity Board's work on creating the Cultural and Religious Calendar. Deputy Council President de Michele also shared about a recent meeting that she and Mayor Pauly chaired with members of the nonprofit and human services community and shared that they are facing many challenges in this current

environment. She reiterated the importance of the Board's role in making sure that the City is making decisions with equity at the center.

Ted Lucas and Saba Mahanian from Baha'i's of Issaquah to share about their upcoming Community Building Social. The upcoming event will be a community conversation on the role of spirituality in the effort of community building. The event will take place on May 31, 2025 at 5PM at 405 Jasmine PI NW, Issaquah, WA.

APPROVAL OF MINUTES

- a) Minutes of March 5, 2025 Meeting and April 2, 2025 Meeting
The minutes of both the March 5, 2025 meeting and the April 2, 2025 meeting were both unanimously approved without revisions.

CHAIR REPORT

- a) **Opening Question**
Presented by:
Priti Mody-Pan, Equity Board Chair
Chair Mody-Pan provided an opening question to start the meeting: "What led you to apply to the join the Equity Board and/or what keeps you on this Board?" All present members, virtual attendees, and staff responded to the question.

STAFF REPORT

- a) **Updates Since March 2025 Meeting**
Presented by:
Dale Markey-Crimp, Assistant to the City Administrator
Assistant to the City Administrator Markey-Crimp shared a brief update from the previous meeting where the King County Floodplain Management Team requested feedback on their plan and input on who they would reach out to ahead of the Capital Investment Strategy development. The King County team recently shared their proposed outreach list for final Board feedback. Markey-Crimp shared that she would share this draft list with the Board following this meeting for a last review.

AGENDA ITEMS

- a) **Equity and the City's Board and Commissions - Evans Consulting Group Presentation**
Presented by:
Gillian Straub, Management Analyst
The Graduate Student Consulting Group from the Evans School of Public Policy and Governance at the University of Washington shared the process, findings, and recommendations from their project exploring the ways in which equity currently is or is not being considered and implemented in the City's boards and commission processes. The Board provided feedback on the draft recommendations. Feedback included better data collection and strategies to understand board member retention and attrition, a deeper understanding of the demographics of board applicants and members beyond race, ethnicity, and neighborhood, including, but not limited to age, years lived in Issaquah, a more nuanced race/ethnicity options, and primary spoken language. Staff will return to the Equity Board in June to discuss finalized recommendations and implementation of the report's findings.

OTHER BUSINESS / ANNOUNCEMENTS

- a) **Equity Board Interim Liaison**

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*Presented by:**Gillian Straub, Management Analyst*

Management Analyst Gillian Straub introduced herself to the Equity Board as she will be serving as interim liaison from June to mid-October.

ADJOURNMENT

The meeting was adjourned at 7:34 PM.

The business of this meeting will be adjourned at 7:34 PM, and the current and past members of the Equity Board convened for social connection in the Steelhead Room from 7:35-8:30 PM to welcome newly appointed board members.

The next meeting is currently scheduled for Wednesday, June 4, 2025.