

**CITY OF ISSAQUAH
Equity Board**

6:00 PM
July 2, 2025

MINUTES

Steelhead Room, 235 1st Ave.
SE, Issaquah

BOARD AND ADMINISTRATIVE PERSONNEL PRESENT

Board members:

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

Administration/Staff:

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: 210 370 548 730 7
- Meeting Password: DP24hf3F

Join by Phone

- Call 1-206-485-0299, enter Phone Conference ID: 617 051 915#

If planning to make verbal comments, please email gillian.straub@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 Millender-Irwin called the meeting to order at 6:01 PM.

PUBLIC COMMENTS

Christina Bruning, from the Downtown Issaquah Association, thanked the Board for their service and engagement. She shared summer programming by the Association.

APPROVAL OF MINUTES

- a) Minutes of June 4, 2025 meeting.
The minutes of the June 4, 2025 meeting were approved unanimously without revision.

CHAIR REPORT

- a) **Opening Question**
Presented by:
Lesley Millender-Irwin, Equity Board Chair
Chair Millender Irwin provided an opening question to start the meeting: If you could instantaneously travel to anywhere, where would you go and why? All present members, virtual attendees and staff responded to the question.

STAFF REPORT

- a) **Updates Since June 4, 2025 Meeting**
Presented by:
Gillian Straub, Management Analyst
Straub shared that the internal staff Equity Team continues work on an RFP for a broad equity assessment, and the Executive Department is working to prioritize the Evans School student consultant group recommendations for boards and commissions. Straub also noted that the Equity Board typically doesn't meet in August, and that the next meeting is scheduled for September 3, 2025.

AGENDA ITEMS

- a) **Equity and Inclusion Glossary Implementation (I)**
Presented by:
Gillian Straub, Management Analyst
Straub reviewed the history of the Equity & Inclusion Glossary, and reviewed the implantation and training conducted in May. The Equity Board provided feedback in three main areas:
1. Make the training required for non-supervisors to ensure there is consistency in adopting this language.
 2. Have presenters who come to the Equity Board review the Glossary for their materials and presentation.
 3. Share this with other boards – through onboarding training, onboarding packet, annual board training, liaison training.
- All suggestions were driven by a desire to have a common language and understanding of key equity ideas and themes. Straub committed to sharing the feedback with the Equity Team members.
- b) **Welcoming Week Plan (D)**
Presented by:
Lesley Millender-Irwin, Equity Board Chair
September 5, 2025: 5:30 - 7:30 PM
The Board discussed how to engage attendees, explain the work of the Equity Board and items for tabling. Quan, Varnika, Karthik and Lesley indicated interest in working on this, with Chris, Quan, Karthik and Lesley available on the day of to work the event.

OTHER BUSINESS / ANNOUNCEMENTS

ADJOURNMENT

The meeting was adjourned at 6:57 PM.

The next meeting is currently scheduled for September 3, 2025. The Equity Board has historically chosen to not meet in August, but the Board can decide to meet if needed.

INQUIRIES

Please contact Gillian Straub at Gillian.Straub@issaquahwa.gov.

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

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