

**CITY OF ISSAQUAH
Equity Board**

6:00 PM
October 22, 2025

Steelhead Room, 235 1st Ave.
SE, Issaquah

MINUTES

BOARD AND ADMINISTRATIVE PERSONNEL PRESENT

Board members:

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

Kelly Munn - Alternate
Nisha Nair – Alternate
Kunal Srivastava* - Alternate

*Youth Members

Administration/Staff:

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

CALL TO ORDER

Chair Millender-Irwin called the meeting to order at 6:03 PM.

PUBLIC COMMENTS

Victor White provided public comment on transportation matters in the City.

APPROVAL OF MINUTES

- a) Minutes of September 3, 2025 meeting.
The minutes were approved as presented by unanimous consent.

CHAIR REPORT

- a) **Opening Question**
Presented by:
Lesley Millender-Irwin, Equity Board Chair
Chair Millender-Irwin posed the question: If you could have any supernatural power just for Halloween night, what would it be? All members and staff present answered.

STAFF REPORT

- a) **Updates since the September 3, 2025 meeting**

Presented by:

Gillian Straub, Management Analyst

Straub provided the following updates:

- Deputy Council President de Michele did not end up using the equity vs equality tabling materials at the farmers market, but they are stored at City Hall for future use.
- This meeting is no longer a joint meeting with the Transportation Advisory Board. The joint meeting had been scheduled to discuss refining the equity considerations for City transportation projects and the Issaquah Climate Action Plan update. The transportation element was deferred to 2026 to sync up the equity considerations for transportation projects with the rest of the projects in the capital improvement plan (CIP). The ICAP update was deferred to November 19, where the Sustainability Division will provide an update on the ICAP update efforts and seek Equity Board representation on the committee reviewing ICAP metrics. Both items are addressed through memos in the other business portion of the agenda.
- Dale Markey-Crimp is back and will be the liaison for the November 19 meeting; she has requested that you all email her with what you prefer for a meeting in December – December 10 or December 17.

AGENDA ITEMS

a) **Equity Assessment RFP Review (D)**

Presented by:

Gillian Straub, Management Analyst

Straub provided an overview of the RFP goals and deliverables, then sought Board feedback on the community engagement, board touchpoints and deliverables proposed and requested 1-2 members of Board help select the consultant.

The Board provided the following feedback:

- Be conscious of the setting for hearing from the community; certain settings won't work to hear from the community
- Recruitment and outreach are important to bring organizations in
- Question of how council is involved, and ensuring their feedback doesn't bias the community engagement process
- Request to add an understanding of elected leadership versus community leadership to the RFP
- Request to ensure the tool in phase 2 includes next steps/recommended action
- Request to review criteria to ensure it avoids jargon, is accessible to smaller consultants and center the community engagement experience for reviewers

Priti Mody-Pan volunteered to assist with selecting the consultant. Kelly Munn did as well, as long as no other Board members were interested. Straub agreed to wait until October 31, 2025 to finalize the Board members assisting with selection.

b) **Update on Equity Framework (D)**

Presented by:

Lesley Millender-Irwin, Karthik Kashinath, Quan Palmer, Chris Ziade - Equity Framework Subcommittee

Chair Millender-Irwin provided an overview of the work of the subcommittee. Their deadline to provide the revised equity framework for Equity Board feedback is March 2026. The subcommittee identified 4 focus-areas: types of inequity, internal vs external, desired outcomes, quantitative versus qualitative. The group is considering a workflow and providing data guidelines for staff. The subcommittee will come back in December with material for the Board to react to.

OTHER BUSINESS / ANNOUNCEMENTS

- a) **Deferred Review of Equity Criteria for City Transportation Projects**
Presented by:
Gillian Straub, Management Analyst
See the Staff Report section of the agenda.

- b) **2026 Issaquah Climate Action Plan Update and Equity Board Engagement**
Presented by:
Gillian Straub, Management Analyst
See the Staff Report section of the agenda.

- c) **New item: King County Stop Hate Hotline**
Presented by: Prity, Mody-Pan
A toll-free number to report any hate incidents anonymously: 833-786-7481
More information can be found at [Stop Hate Hotline - King County, Washington](#).

ADJOURNMENT

**CITY OF ISSAQUAH
Equity Board**

6:00 PM
February 4, 2026

MINUTES

Steelhead Room, 235 1st Ave.
SE, Issaquah

BOARD AND ADMINISTRATIVE PERSONNEL PRESENT

Board members:

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

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

Administration/Staff:

Dale Markey-Crimp, Assistant to the City
Administrator

CALL TO ORDER

Chair Millender-Irwin called the meeting to order at 6:03 PM.

PUBLIC COMMENTS

Ted Lucas and Saba Mahanian of the Bahais of Issaquah made public comment. Specifically, Lucas shared encouragement for the Equity Board's work given the current political climate and shared about ongoing persecution of members of the Bahai faith living in Iran. Mahanian shared a Margaret Mead quotation relating to small groups having big impact.

APPROVAL OF MINUTES

- a) Minutes of the January 7, 2026 meeting.
The minutes of the January 7, 2026 meeting were approved unanimously without modification.

CHAIR REPORT

- a) **Opening Question**

Presented by:

Lesley Millender-Irwin, Equity Board Chair

Chair Millender-Irwin invited all members of the board to share their answer to the following question as an opening activity: "What does being a good neighbor mean to you, especially for those facing uncertainty or fear." All present members (virtual and in-person) shared their answer to this question.

STAFF REPORT

- a) **Update on Items Since January Meeting**

Presented by:

Dale Markey-Crimp, Assistant to the City Administrator

Markey-Crimp provided a brief update on actions related to light rail planning that have occurred since the January Joint Meeting with the Human Services Commission. This includes the movement of the Senior Transportation Planning into the Executive Office and an upcoming Rally for Issaquah Light Rail that will take place on Tuesday, February 24.

AGENDA ITEMS

a) **2025 Year End Report (D)**

Presented by:

Dale Markey-Crimp, Assistant to the City Administrator

Markey-Crimp shared a draft of the 2025 Year End Report for Board feedback and input. There were no substantive changes recommended by the Board. The report will return to the Board for action at the March meeting.

b) **2026 Proposed Work Plan (D)**

Presented by:

Dale Markey-Crimp, Assistant to the City Administrator

Markey-Crimp presented the draft 2026 work plan for feedback and input. The Board validated the items already on the draft workplan and their alignment to the Board's stated mission. Discussion centered around the inclusion of two potential additional items—advising on the Council vacancy appointment process and the City's approach to communication over social media, especially given ongoing federal action in cities across the county. Markey-Crimp committed to bringing these potential additional workplan items back to the Mayor and City Administrator for consideration. The 2026 Proposed Work Plan will return to the Board in March for further discussion and action.

OTHER BUSINESS / ANNOUNCEMENTS

a) **Update from Equity Framework Subcommittee**

Presented by:

Lesley Millender-Irwin, Equity Board Chair

Chair Millender-Irwin provided a brief presentation on the work that the subcommittee has been doing and is planning to do related to revision of the Equity Framework. The Subcommittee will provide a presentation of proposed changes in April as an item of regular business.

b) **Closing Thoughts**

Facilitated by:

Lesley Millender-Irwin, Equity Board Chair

Chair Millender-Irwin provided a summary of the meeting's discussion and commitment to continue to request that the City provide a clear values-aligned statement in support of Issaquah community members, especially those who are threatened by current federal immigration action, and provide clear resources for all community members.

ADJOURNMENT

The meeting was adjourned at 7:31 PM.

The next meeting is currently scheduled for Wednesday, March 18, 2026.