

Friday, October 25, 2024



City of Olympia Boards and Commissions Committee Application

DEADLINE FOR APPLICATION SUBMISSION

Friday, December 13th at 5:00 PM PST

Advisory committees are a structured way for individual community members to share their opinions and perspectives, study issues, and develop recommendations in a focused small group. Their primary purpose is to provide judicious advice, from a community member's perspective, to the Olympia City Council.

Committee activities may include study of critical issues, hearing public testimony, independent research, and reviewing staff reports and recommendations - all of which is intended so that the committee is prepared to discuss, formulate, and forward well-developed, thoughtful recommendations to the City Council in a timely manner.

The City of Olympia values participation from all perspectives and life experiences and looks for equity and inclusion in advisory board appointments.

To reduce barriers to community member participation, the City offers stipends of \$25 per meeting attended to Advisory Committee members. Those members who certify as low income are eligible to receive stipends of \$50 per meeting attended. Advisory Committee members may waive the stipend upon request.

The Olympia City Council's Community Livability and Public Safety Committee recommends appointments to the full Council. Recommendations are made following review of applications and interviews of qualified candidates.

All of this careful consideration takes time, please be aware that you will not be notified until February of 2025 of any next steps in the process.

The City of Olympia is committed to the non-discriminatory treatment of all persons in employment and the delivery of services and resources. Questions? Contact Dawn Carvalho, Executive Services Assistant, 360.753.8065, dcarvalh@ci.olympia.wa.us

If you saved or submitted an application and did not receive a confirmation, please check your spam folder. When filed with the City, your application and attachment documents are public records and may be subject to public release.

Name

[REDACTED]

Email

[REDACTED]

Primary Phone Number

[REDACTED]

Address

[REDACTED]

Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?

No

If you choose other please write in your area:

Spurgeon Creek/Yelm Hwy

Which Boards and Commissions would you like to apply for?

Arts Commission

Bicycle and Pedestrian Advisory Committee

Metropolitan Parks District Advisory Board

Parks and Recreation Advisory Committee

Planning Commission

Social Justice and Equity Commission

If you applied for Multiple Boards and/or Commissions, please rank them in order of interest below:

Planning Commission, Bicycle and Pedestrian, Parks and Rec, Soc Justice, Arts, Metro Parks District

Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

Briefly describe why you wish to serve on this/these Advisory Committee(s).

Realtor with Abbey Realty for 11 years. RN for 20 years, volunteer with Thurston County Inclusion and Olympia Free Clinic. I like being involved with community and that is why I'm volunteering for this.

Describe your experience, qualifications, and/or skills which would benefit the advisory committee(s) you are applying to.

Please see above.

Share the ways you've been involved or have volunteered in the community.

Please see above. Also volunteered with Barb and Friends for 6 years for thanksgiving and Christmas meals . CFA for 10 years mainly at their auctions. Lastly volunteered heavily at my children's elementary and middle schools for all activities.

List your educational and/or professional background and area of study.

RN 20 years .11 years broker at Abbey Realty. Landlord of our own rentals in Thurston County.

Appointment to an advisory committee will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?

At least ten

Question Applies to the Arts Commission: What art form resonates most with you and why?

Impressionism

Question Applies to the Arts Commission: Describe your own engagement with the Olympia arts community?

Probably not enough

Question Applies to the Bicycle and Pedestrian Advisory Committee: Describe your participation with walking and biking in Olympia.

Runner for 37 years on roads and trails. Also biker. Lots of experience where you should and should not bike or run.

Question Applies to the Bicycle and Pedestrian Advisory Committee: Do you have a unique perspective on walking and biking? If so, please explain.

Unique in that I'm a female and distance run so I have to be careful where I am.

Question Applies to the Bicycle and Pedestrian Advisory Committee: Have you done any other volunteer work in the community? If so, please describe it.

Lots, see above

Question Applies to the Planning Commission: In your own words, describe the role of a Olympia Planning Commissioner?

Planning for the future of Olympia and what best suits the area. When building how to take advantage of the space given while conserving nature and resources.

Question Applies to the Planning Commission: What interests you the most about community planning?

Low income homes, how they will address schools.

Question Applies to the Planning Commission: What skills would you bring to the work of the Planning Commission and what do you hope to learn?

Real estate broker and landlord.

Question Applies to the Planning Commission: Have you ever taken a Short Course in Local Planning, read an Olympia Planning Commission meeting packet or attended a meeting?

I have just been a part of the stop the airport group and attended those meetings.

Question Applies to the Parks and Recreation Advisory Committee: Describe your interest in and use of parks in Olympia.

I love the parks for what they offer to our community and children specifically.

Question Applies to the Parks and Recreation Advisory Committee: Please describe your interest in recreation (sports leagues, summer camps, classes or trips) in Olympia.

When my children were growing up we utilized the parks a lot. Very frequently we attended Olympia Parks and Rec camps and classes.

Question Applies to the Parks and Recreation Advisory Committee: What particular perspectives or skills would you bring to the Parks and Recreation Advisory Committee?

I really enjoy landscaping. I own 5 acres and take care of that. We also have rentals that we have to take care of and look into the future of what is being built around them.

Question Applies to the Metropolitan Park District Advisory Committee: Describe any experience you have in budgeting, accounting or parks-related finance that may benefit this advisory committee.

We have to budget for our rentals as well as teaching my clients to budget for home ownership.

Question Applies to the Social Justice and Equity Commission: What is your understanding of, or experience in, issues related to social justice, human rights, racial and/or other forms of discrimination?

I volunteered in the schools for many years. Also volunteered with Barb and Friends so we got to see the economic impacts of race. I also volunteer at Olympia Free Clinic and you can see the disparities there as well.

Question Applies to the Social Justice and Equity Commission: What lived experiences or skill sets would you bring to the Commission?

Landlord, parent, friend and volunteer.

Question Applies to the Social Justice and Equity Commission: Describe a time when you experienced a personal bias and how you worked through that bias; or describe a time when you worked with someone with different viewpoints than yours and how you worked through those differences?

Its on a daily basis now due to the presidential race. Polite but keep your ethics and morals there.

Question Applies to the Social Justice and Equity Commission: Describe what a "just and equitable Olympia for all people" looks or feels like to you and how would you include all marginalized people into this vision.

People would get the mental health care they need.

If you are not appointed to a Board or Commission at this time:

Do you wish to be considered for appointment to another Board or Commission?

No

Do you wish to be considered for future appointment to your preferred Board or Commission?

No

Thank you for your interest in serving on a City of Olympia Advisory Committee!

Please hit the "submit" button below when you have completed your application .

Thursday, October 31, 2024



City of Olympia Boards and Commissions Committee Application

DEADLINE FOR APPLICATION SUBMISSION

Friday, December 13th at 5:00 PM PST

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Name

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?

No

Select your residential area (Olympia residency is not required; however, it is a primary consideration.)

Other

If you choose other please write in your area:

Rochester is a census designated area. It is where I live.

Which Boards and Commissions would you like to apply for?

Social Justice and Equity Commission

Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

Attach a Resume



Resume Octpdf

Briefly describe why you wish to serve on this/these Advisory Committee(s).

I wish to serve on the Social Equity Advisory Board to actively contribute to building a more inclusive and equitable community. Through my studies in public administration, I have developed a strong understanding of policy's role in addressing social inequities and bridging gaps in access, representation, and opportunity. My work with veterans and commitment to community service have given me firsthand insight into the challenges that underserved populations face and the importance of equitable policies in addressing them.

While I'm early in my career, I am eager to apply what I've learned and gain hands-on experience in promoting meaningful change. I believe my perspective, grounded in public service values and informed by recent academic study, would allow me to support initiatives that reflect and serve the diverse needs of our community.

Describe your experience, qualifications, and/or skills which would benefit the advisory committee(s) you are applying to.

I bring a unique combination of skills, experiences, and insights that I believe would benefit the Social Equity Advisory Board. With a Master's in Public Administration, my education has equipped me with a solid foundation in policy analysis, community engagement, and the mechanics of local government—key areas for promoting effective equity initiatives.

My ten years working with veterans gave me extensive experience in direct service and advocacy, where I observed and addressed the complex needs of underserved populations. This work fostered my skills in empathetic communication, problem-solving, and navigating bureaucratic systems to help individuals access the resources they deserve. Additionally, my time in the Marines strengthened my commitment to service and resilience, qualities that drive me to seek impactful, equitable solutions.

Though I am still early in my career, I am eager to contribute to the board with fresh ideas and a strong

dedication to learning. I am confident that my background in public service, combined with a strong interest in developing meaningful social equity policies, would enable me to support the board's efforts effectively.

Share the ways you've been involved or have volunteered in the community.

My community involvement has largely centered on supporting veterans and underserved groups, driven by a commitment to empathetic service and making a difference locally. For over ten years, I worked closely with veterans, helping them navigate challenges in accessing resources and adapting to civilian life. This experience not only allowed me to advocate for a population with unique needs but also instilled in me a deep understanding of the barriers many face in securing equitable treatment and opportunities.

Additionally, my time in the Marines serving in diplomatic security roles fostered a sense of civic responsibility that I've carried forward into my career. I have continued to support community causes that promote inclusion and access, aligning with my current work in local government and public administration. Each experience has strengthened my dedication to service and reinforced my desire to contribute to equitable policies that empower all community members.

List your educational and/or professional background and area of study.

I am currently completing my Master's in Public Administration at the Mark O. Hatfield School of Government at Portland State University, focusing on local government. My educational path includes a dual degree in political science and psychology from Saint Martin's University, complemented by an Associate of Arts from South Puget Sound Community College. This academic foundation has given me insights into both governmental operations and human behavior, essential for understanding and addressing community needs.

Professionally, I bring over ten years of experience working directly with veterans, helping them navigate resources and advocating for their unique needs. Additionally, my five years in the Marines, where I served in diplomatic security, have instilled a strong sense of resilience, leadership, and public service. This combination of education and experience equips me with a balanced perspective and a commitment to advancing impactful, equity-centered initiatives within public administration.

Appointment to an advisory committee will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?

Twelve hours a month. Three hours a week. More if needed, but only if I am available.

Question Applies to the Social Justice and Equity Commission: What is your understanding of, or experience in, issues related to social justice, human rights, racial and/or other forms of discrimination?

My mentor once explained that equity is about intentional unequal treatment for the sake of fairness. While equality suggests treating everyone the same, it often overlooks individual differences. Equity, by contrast, focuses on distributing goods and services based on specific individual or community needs.

For instance, if two children require support, the resources allocated to each may differ. One child may need more food due to their size to avoid malnutrition, while the other might thrive on three balanced meals daily. Proper allocation, therefore, might be adjusted to ensure each child receives what they truly need to succeed.

This principle of equity extends beyond the individual and ripples through entire communities. For example, children who lack proper nutrition may struggle in school, act out, or face increased risks, perpetuating a cycle of disadvantages. Under-resourced communities encounter these challenges more frequently than their affluent neighbors, and their children are often more vulnerable to compounding barriers like educational inequities and social stigmatization.

Consider this concept within the workforce: imagine a parent from an underserved community who hesitates to apply for a job, fearing their skills are inadequate. If municipal roles prioritized training and support for new hires rather than expecting them to perform perfectly from day one, cities might see improved job retention and higher application rates. Equity-focused hiring practices that recognize the

diversity of applicants' backgrounds can transform workforce dynamics, ensuring that everyone has a fair chance to thrive and contribute meaningfully to their community.

Question Applies to the Social Justice and Equity Commission: What lived experiences or skill sets would you bring to the Commission?

I bring a blend of lived experiences and skill sets rooted in my time working with veterans, serving in the Marines, and pursuing public administration. For over a decade, I worked closely with veterans and their families, many from underserved backgrounds, helping them navigate access to healthcare, housing, and employment resources. This role deepened my understanding of the systemic barriers faced by marginalized groups and highlighted the importance of equitable policies that address unique needs.

In addition, my role in Medicaid oversight—focused on identifying and mitigating fraud, waste, and abuse—reinforced my dedication to ensuring that public resources reach those most in need. This work taught me to analyze complex systems and identify inefficiencies that can disproportionately impact vulnerable communities. It strengthened my commitment to fair and effective resource distribution, especially in programs critical to low-income individuals.

My experience in the Marines instilled resilience, adaptability, and an unwavering commitment to service, all of which shape my approach to community work. Now, as I complete my Master's in Public Administration, I am building the tools to analyze policies critically, advocate for systemic improvements, and navigate the nuances of local government.

These experiences collectively provide me with a strong foundation in advocacy, deep empathy for underserved communities, and a commitment to developing policies that foster equity and inclusion. I am eager to bring this perspective to the Commission to support impactful, community-centered initiatives.

Question Applies to the Social Justice and Equity Commission: Describe a time when you experienced a personal bias and how you worked through that bias; or describe a time when you worked with someone with different viewpoints than yours and how you worked through those differences?

Working with veterans, you encounter a wide range of beliefs, viewpoints, and biases. However, the goal isn't to judge or challenge their perspectives; it's to assist them in navigating their needs. One example that stands out is from my time working as a liaison between the federal government and the State VA in the Federal building in downtown Seattle. A veteran came into my office, frustrated and using offensive language, referring to a colleague by saying, "that colored girl wouldn't answer any of my questions."

Before he could continue, I interrupted and said, "We don't use that language here. Her name is Sarah, and she's very good at her job. I won't be able to help you if this continues." It took a moment, but he realized I was serious and adjusted his tone. I answered his questions, and he remained cordial for the rest of our conversation. Later, I checked in on Sarah, who told me that the same individual had come by to apologize for his behavior.

Through experiences like this, I've learned the importance of setting respectful boundaries while still fulfilling my role. Even when others' beliefs and rhetoric oppose my own, I remind myself that my job is to ensure they can meet their basic needs. At the end of the day, differences only go so far before we all need a helping hand.

Question Applies to the Social Justice and Equity Commission: Describe what a "just and equitable Olympia for all people" looks or feels like to you and how would you include all marginalized people into this vision.

In a perfect Olympia, every community member would have access to affordable housing; the food bank would no longer be a necessity; and children would receive adequate nutrition not just during the school week but on weekends as well. Kids could play freely without fear of unnecessary police intervention, and women could walk safely at night, free from the threat of assault. Employers would value people for their potential to learn and grow, mental health support would be accessible for all, and Olympia would offer robust, compassionate support for those experiencing homelessness.

But we know this ideal doesn't reflect our current reality. In fact, the coming years will be challenging, and achieving these goals may be harder than ever. Reaching this vision will require dedication, patience, and a willingness to confront and unlearn personal biases, fostering a community where everyone feels secure and valued. Together, we can work toward an Olympia that rises through adversity and brings us closer to a truly just and equitable future.

If you are not appointed to a Board or Commission at this time:

Do you wish to be considered for appointment to another Board or Commission?

No

Do you wish to be considered for future appointment to your preferred Board or Commission?

Yes

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[REDACTED]

My purpose is to leverage expertise in public administration to drive inclusive community development, advance social justice, and foster equitable, empathetic leadership within local government.

Goal: A role within city council focused on social justice and equity, creating opportunities in local government for qualified individuals hesitant to pursue municipal roles.

Education

Master of Public Administration, Local Government Specialization, Mark O. Hatfield School of Government, Portland State University, Portland, OR

- *Degree expected Fall 2024*

Bachelor of Arts in Political Science and Psychology, Saint Martin's University, Lacey, WA

- *May 2010*

Associate of Arts, South Puget Sound Community College, Tumwater, WA

- *December 2007*

Professional History

Oregon Health Authority – Program Integrity Audit Unit, Salem, OR Nov '19 - Present
Administrative Assistant 2

- Provide support for OHA's Program Integrity Audit Unit and Investigations Unit on Medicaid fraud, waste, and abuse
- Distributed Letters of Intent for the Oregon Health Authorities Behavioral Health Resource Network management project

Washington State Department of Veterans Affairs, Seattle, WA Feb '13 - Apr '19
Claims Quality Assurance Specialist

- Liaison between the Federal and State Veterans Administration
- Oversaw performance-based contracts with veteran service organizations and affiliates
- Lead trainer for the State of Washington on VA compensation, VA benefits, and pension

- Monitored and reported revenue generated through VA claims for Washington State, which exceeded \$250 million annually

Washington State Department of Veterans Affairs, Olympia, WA Aug '10 - Feb '13
Homeless Veterans Reintegration Program Coordinator

- Per US Dept of LaborVets provided employment services for homeless veterans in five counties around the Puget Sound area
- Networked with government agencies, nonprofits, and small businesses to enhance awareness and services for homeless veterans
- Experienced working with clients who have experienced war trauma, substance abuse and who have been homeless for extended periods

The United States Marine Corps

Aug 2000 – Aug 2005

Extracurricular Activities

Thurston County Veterans Advisory Board

July '24 - Present

Volunteer time and services (Not a current member)

Marion County WIC Enrollment

Jun '19 - Aug '19

Volunteer

King County Library System

Sep '18 - Feb '19

ESL Facilitator

Saint Martin's University

Jan '10 - May '10

Volunteer

Honors and Awards

Washington Dept. of Veterans Affairs Certificate of Achievement	May 2011
Abraham Lincoln Pillar of Excellence Award – Agency Award	May 2014
Class speaker for Wounded Warrior Advocacy Training Program	Aug 2014
Washington Dept. of Veterans Affairs Certificate of Achievement	Aug 2015
Washington Dept. of Veterans Affairs Certificate of Appreciation	May 2016
Washington Dept. of Veterans Affairs Distinguished Service Award	Jun 2016
Washington Dept. of Veterans Affairs Certificate of Appreciation	May 2017

Skills

Counseling, community engagement, veteran support and advocacy, security and safety management, strong leadership and team collaboration, exceptional communication and writing abilities, deep empathy and service-oriented, problem solving, and excellent soft skills.

Saturday, October 12, 2024



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Name

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?

Yes

Select your residential area (Olympia residency is not required; however, it is a primary consideration.)

Westside

Which Boards and Commissions would you like to apply for?

Heritage Commission

Planning Commission

Social Justice and Equity Commission

If you applied for Multiple Boards and/or Commissions, please rank them in order of interest below:

- 1) Heritage
- 2) Planning
- 3) Social Justice

Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

Attach a Resume



Resume.pdf

Briefly describe why you wish to serve on this/these Advisory Committee(s).

Heritage: As a historic preservation professional, I would like to bring my expertise to the City and help the Commission improve its programming, messaging, and public outreach in ways that are mutually beneficial to the City and Commission and historic preservation.

Planning: As a historic preservation professional, I would like to see historic preservation represented in planning-related decisions, so that our City can thrive and progress into the future while still successfully retaining our important historic resources. The Planning Commission has a large audience and I would enjoy the opportunity to dispel common misconceptions about preservation to as many people as possible.

Social Justice: The historic preservation field is going through a transformation at this very moment, recognizing how our predecessors have left us with a legacy of exclusion and elitism that does not resonate with the generations just now becoming leaders of the field. Just as one example: the Olympia Heritage Register has no properties listed that relate to the history of our marginalized communities, and I would like to learn from those communities what they would like to see done about it.

Describe your experience, qualifications, and/or skills which would benefit the advisory committee(s) you are applying to.

I have been working in the historic preservation field for 14 years. I have served in a variety of historic preservation and cultural resource management projects, including positions at both public and private institutions. I have a thorough understanding of the needs, methods, and techniques of historic

preservation at the local, state, and federal levels as they relate to the built environment.

Share the ways you've been involved or have volunteered in the community.

I have volunteered at the Bigelow House a few times, and would like to do more as opportunities become available where I can best be of assistance to them.

List your educational and/or professional background and area of study.

M.S. Historic Preservation, University of Oregon, 2012
B.A. Public History, Western Michigan University, 2010

Appointment to an advisory committee will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?

24

Question Applies to the Heritage Commission: Why do you think Olympia's historic places are important?

They are our only tangible connections to how the City became what it is today. Without these places, we lose our sense of place, and Olympia becomes Anywhere, U.S.A.

Question Applies to the Heritage Commission: What is your experience working with the history or preservation of build or cultural heritage?

2024 – present, Senior Architectural Historian/Historian, Statistical Research, Inc., Ellensburg, Washington
2023 – 2024, Historic Preservation Officer, Olympia, Washington
2018 – 2023, Built Environment Regulatory Reviewer, Washington Department of Archaeology and Historic Preservation, Olympia, Washington
2017 – 2018, Self-employed Historic Preservation Consultant, Portland, Oregon
2014 – 2017, Architectural Historian, Archaeological Investigations Northwest, Portland, Oregon
2013 – 2014, Historic Preservation Specialist, Adapt Engineering, Portland, Oregon
2011 – 2014, Self-employed Historic Preservation Consultant, Eugene and Portland, Oregon

Question Applies to the Planning Commission: In your own words, describe the role of a Olympia Planning Commissioner?

Educate the public and the City about historic preservation and our historic places, make the various reviews fun and informative, provide public-forward programming, assist property owners.

Question Applies to the Planning Commission: What interests you the most about community planning?

How little preservation recognized or represented in it means a lot of opportunities for education and dispelling misinformation.

Question Applies to the Planning Commission: What skills would you bring to the work of the Planning Commission and what do you hope to learn?

I would bring a skillset that makes preservation fun and approachable, and I would like to learn where it can be of most use to City planning.

Question Applies to the Planning Commission: Have you ever taken a Short Course in Local Planning, read an Olympia Planning Commission meeting packet or attended a meeting?

Yes, several.

Question Applies to the Social Justice and Equity Commission: What is your understanding of, or experience in, issues related to social justice, human rights, racial and/or other forms of discrimination?

First and foremost, I know that learning about them is a marathon, not a race, and likely has no actual end. My current understanding is that these issues are engrained in many of our institutions today in ways that make it seem nearly impossible to undo. But I also understand that they will never be undone if we don't

do anything.

Question Applies to the Social Justice and Equity Commission: What lived experiences or skill sets would you bring to the Commission?

I know as a white person that I have unintentional bias and privilege, but as a woman with mental health conditions, I have experienced discrimination in some forms that are too much to write into this box. I am a critical thinker, problem solver, and highly empathetic.

Question Applies to the Social Justice and Equity Commission: Describe a time when you experienced a personal bias and how you worked through that bias; or describe a time when you worked with someone with different viewpoints than yours and how you worked through those differences?

Communication is key - even if it doesn't go well, or you're not a good communicator, it is better to say something than to leave things hidden and covered up, no matter how ugly it may be.

Question Applies to the Social Justice and Equity Commission: Describe what a "just and equitable Olympia for all people" looks or feels like to you and how would you include all marginalized people into this vision.

Marginalized people are the only ones with the answer I would care about to this question.

If you are not appointed to a Board or Commission at this time:

Do you wish to be considered for appointment to another Board or Commission?

Yes

Do you wish to be considered for future appointment to your preferred Board or Commission?

Yes

If you wish to be considered for another Board or Commission, please identify others you would be interested on being considered for in order of interest:

Wherever the Council deems best.

Thank you for your interest in serving on a City of Olympia Advisory Committee!

Please hit the "submit" button below when you have completed your application .

[REDACTED]

SENIOR ARCHITECTURAL HISTORIAN/HISTORIAN

[REDACTED]

EDUCATION

M.S. Historic Preservation, University of Oregon, 2012
B.A. Public History, Western Michigan University, 2010

QUALIFICATIONS

Has served in a variety of historic preservation and cultural resource management projects since 2011, including positions at both public and private institutions; has a thorough understanding of the needs, methods, and techniques of cultural resource management and regulations at the local, state, and federal levels as they relate to the built environment; meets the Secretary of the Interior's Professional Qualification Standards for history, architectural history, and historic preservation

AREAS OF INTEREST AND EXPERTISE

Pacific Northwest U.S. history, with special emphases on settlement-era resources in the Willamette Valley; architectural history of the Pacific Northwest; evaluating and nominating properties for listing in the National Register of Historic Places, Washington Heritage Register, and local heritage registers; developing historic contexts; large format photography; preparing public interpretation materials; providing treatment recommendations for historic buildings; over-looked historic-period resources such as mobile homes and mobile home parks; consultation with State Historic Preservation Offices

PROFESSIONAL EXPERIENCE

2024 – present, Senior Architectural Historian/Historian, Statistical Research, Inc., Ellensburg, Washington
2023 – 2024, Historic Preservation Officer, Olympia, Washington
2018 – 2023, Built Environment Regulatory Reviewer, Washington Department of Archaeology and Historic Preservation, Olympia, Washington
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2011 – 2014, Self-employed Historic Preservation Consultant, Eugene and Portland, Oregon

CERTIFIED LOCAL GOVERNMENT PROJECTS

Browne's Addition Historic District Nomination to the Spokane Heritage Register of Historic Places. Prepared for the City of Spokane, Washington, 2017
Browne's Addition Historic District Design Guidelines. Prepared for the City of Spokane, Washington, 2017
Independence Intensive Level Survey. Prepared for the Town of Independence, Oregon, 2018
Corvallis Central Multiple Neighborhoods Survey (with R. Keeney). Prepared for Plannext for the City of Corvallis, Oregon, 2012 - 2014
Linn County Settlement Era Intensive Survey (with R. Keeney). Prepared for the Linn County Historical Commission, Albany, Oregon, 2012
Linn County Settlement Era Reconnaissance Survey (with R. Keeney). Prepared for the Linn County Historical Commission, Albany, Oregon, 2011

NATIONAL REGISTER NOMINATIONS

2024 KGY Studio, Olympia, Washington. Prepared for Greg Griffith
2024 National Guard Armory, Olympia, Washington. Prepared for the City of Olympia
2022 Bassett Company Hardware Store, Washtucna, Washington. Prepared for the Washtucna Heritage Museum
2018 Laurelhurst Historic District, Portland, Oregon. Prepared for the Laurelhurst Neighborhood Association

Wednesday, October 9, 2024



City of Olympia Boards and Commissions Committee Application

DEADLINE FOR APPLICATION SUBMISSION

Friday, December 13th at 5:00 PM PST

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The City of Olympia values participation from all perspectives and life experiences and looks for equity and inclusion in advisory board appointments.

To reduce barriers to community member participation, the City offers stipends of \$25 per meeting attended to Advisory Committee members. Those members who certify as low income are eligible to receive stipends of \$50 per meeting attended. Advisory Committee members may waive the stipend upon request.

The Olympia City Council's Community Livability and Public Safety Committee recommends appointments to the full Council. Recommendations are made following review of applications and interviews of qualified candidates.

All of this careful consideration takes time, please be aware that you will not be notified until February of 2025 of any next steps in the process.

The City of Olympia is committed to the non-discriminatory treatment of all persons in employment and the delivery of services and resources. Questions? Contact Dawn Carvalho, Executive Services Assistant, 360.753.8065, dcarvalh@ci.olympia.wa.us

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Name	Jeremy Ruse
Email	jmruse4807@gmail.com
Primary Phone Number	(360) 480-6304
Alternate Phone Number	(206) 762-3372
Address	3519 13th Ave SW Olympia, WA, 98512

Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?

Yes

Select your residential area (Olympia residency is not required; however, it is a primary consideration.)

Westside

Which Boards and Commissions would you like to apply for?

Social Justice and Equity Commission

Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

Briefly describe why you wish to serve on this/these Advisory Committee(s).

As a long time resident of Thurston county, I recognize the diversity of our community and the importance of creating a welcome environment for everyone. I believe we would benefit greatly by focusing on youth programs that would engage, mentor, and develop strong community values for our future. I also believe we need to further develop community programs that bring people together, provide safe environments to focus less on differences, more on our lifes experiences.

Describe your experience, qualifications, and/or skills which would benefit the advisory committee(s) you are applying to.

I am a local business owner, in our company we work with a broad range of customers from the PNW region, this provides me a great opportunity to hear and understand others perspectives. I'm a great communicator and problem solver, I take a common sense approach to challenges, I believe in creating solutions and refining them as they evolve. I've been in leadership the past 22 years, I take a lot of pride in my ability to build up those around me.

Share the ways you've been involved or have volunteered in the community.

I've volunteered on the boards of the Black Hills Football Club and Olympia Cycling Club, I own/Operate a local business, thru our business we are actively involved in the Olympia Toy Run and try to support as many youth programs thru our philanthropy

List your educational and/or professional background and area of study.

I have a technical degree from SPSCC, I've attended Management training programs with Harley-Davidson and General Motors, I've developed business operations for new businesses and consulted for existing businesses to improve operational procedures and budget control.

Appointment to an advisory committee will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?

8-10

Question Applies to the Social Justice and Equity Commission: What is your understanding of, or experience in, issues related to social justice, human rights, racial and/or other forms of discrimination?

I grew up on the heels of the Civil Rights and Womens rights movements, in my lifetime I believed we were

making progress to reduce racism and bigotry, but unfortunately, the past few years have seen a decay in that progress. I don't support extremism, I believe that most citizens share the same challenges, I think we live in a society that would benefit from less sensationalism, a greater sense of community can reduce the division that we see.

Question Applies to the Social Justice and Equity Commission: What lived experiences or skill sets would you bring to the Commission?

I grew up as a military kid, I've lived around the country in diverse ethnic communities that were predominantly poor. My family is racially diverse, my life's experiences have enabled me to be successful because of the values I took from my family and the mentors I've had in my life. I believe I have the life skills and perspective to contribute, I've been blessed in life and it's very important to me that I give back to our community, I have a strong work ethic and would take that approach with this

Question Applies to the Social Justice and Equity Commission: Describe a time when you experienced a personal bias and how you worked through that bias; or describe a time when you worked with someone with different viewpoints than yours and how you worked through those differences?

My Grandfather was a Southern Baptist Minister and extremely racist, as a child of latino descent, it was difficult for me during my teen years to understand his perspectives. As I've grown older, I've realized to appreciate life experiences, I believe that very few people are truly hateful, I think we all are reflections of our environments. I've found that finding common ground and Listening to hear, instead of waiting to speak, carries a huge amount of importance in life if you expect growth and progression.

Question Applies to the Social Justice and Equity Commission: Describe what a "just and equitable Olympia for all people" looks or feels like to you and how would you include all marginalized people into this vision.

I believe too much emphasis is put into isolating groups and identifying those in need, if we can build a stronger sense of community that provides opportunities that are inclusive, we can organically grow past a lot of the challenges that we face. Too many people harbor ill will because of ignorance or a sense of exclusion, we need to focus on the community as a whole, people will naturally grow together if provided the opportunity, they simply need guidance

If you are not appointed to a Board or Commission at this time:

Do you wish to be considered for appointment to another Board or Commission?

No

Do you wish to be considered for future appointment to your preferred Board or Commission?

Yes

Thank you for your interest in serving on a City of Olympia Advisory Committee!

Please hit the "submit" button below when you have completed your application .

Thursday, October 17, 2024



City of Olympia Boards and Commissions Committee Application

DEADLINE FOR APPLICATION SUBMISSION

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Name

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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No

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Southeast

Which Boards and Commissions would you like to apply for?

Arts Commission

Social Justice and Equity Commission

If you applied for Multiple Boards and/or Commissions, please rank them in order of interest below:

Arts Commission

Social Justice and Equity Commission

Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

Attach a Resume



██████████_Resume.pdf

Briefly describe why you wish to serve on this/these Advisory Committee(s).

This year, I've become more aware than ever of the value of arts communities and social justice initiatives in Olympia. I was laid off in February, and without the fellowship and support of my two musical communities – The Olympia Peace Choir and the Olympia Musical Theatre Singers – I would be on the road to becoming one of the growing numbers of women experiencing homelessness.

My hope in participating on an Olympia advisory committee is to give back to the community that has supported me and held me up, keeping my head above water. I have always understand the importance of both the arts and social programs for sustaining a small community, but now I understand them on yet another level.

Describe your experience, qualifications, and/or skills which would benefit the advisory committee(s) you are applying to.

I'm a career writer with excellent written communication skills, a knack for project management, and a head for strategic thinking. I'm empathetic, and I'm able to use that empathy to contribute thoughtfully and compassionately to difficult conversations.

Share the ways you've been involved or have volunteered in the community.

I have been a member of arts organizations for over a decade. I served on The Olympia Peace Choir board of directors, and helped the choir navigate the Covid pandemic, which not only sidelined our 10th anniversary season but also challenged us to reinvent ourselves as an online choir for our 2020-2021 season.

List your educational and/or professional background and area of study.

I have been a communications professional for most of my adult life.

Appointment to an advisory committee will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?

15-20

Question Applies to the Arts Commission: What art form resonates most with you and why?

Music and writing are my passion.

I've been making music since I was five years old and started playing the organ by ear. I've discovered that belonging to a musical community has incredible emotional and cognitive advantages (according to science!)

Writing is another thing I've loved since I won my first statewide Young Authors Competition in third grade. In an age where AI is taking over so many art forms, the ability to communicate on a human level is more important than ever.

Question Applies to the Arts Commission: Describe your own engagement with the Olympia arts community?

I've been fortunate to experience them in my involvement with community choruses over the past decade. I've been so inspired by The Olympia Peace Choir that I've composed songs for the choir. (You can see one of them here: <https://www.youtube.com/watch?v=ZExj7VRR3tg>)

I've also been a staff writer for OLY Arts magazine, and I've loved contributing my words to support local artists.

Question Applies to the Social Justice and Equity Commission: What is your understanding of, or experience in, issues related to social justice, human rights, racial and/or other forms of discrimination?

I've learned about social justice, human rights, and discrimination through my own experiences and by taking classes.

I once faced unfair treatment at work because I was pregnant, which taught me how important it is to protect everyone's rights. As a volunteer with The Olympia Peace Choir, I help spread awareness about these issues through music. I've also taken online training about diversity and inclusion to learn more.

These experiences have shown me that to make our community fair for everyone, we need to keep learning, talking openly about problems, and working together to solve them. I'm excited to bring what I've learned to this advisory role and to keep learning from others as we try to make our community better for all.

Question Applies to the Social Justice and Equity Commission: What lived experiences or skill sets would you bring to the Commission?

My experience facing workplace discrimination gives me a personal understanding of these issues. I also bring communication skills from my professional background, which can help share important information about the Commission's work with the community.

Question Applies to the Social Justice and Equity Commission: Describe a time when you experienced a personal bias and how you worked through that bias; or describe a time when you worked with someone with different viewpoints than yours and how you worked through those differences?

As a neurodivergent person, I've encountered people with implicit biases against people with ADHD. I've learned that biases aren't often malevolent — they stem from a lack of understanding. Someone who has never experienced ADHD symptoms such as executive dysfunction, time blindness, or rejection sensitivity

would struggle to understand how a neurodivergent person functions best. In these circumstances, I've found that educating people about neurodivergence can help neurotypical people develop empathy and work more collaboratively.

Question Applies to the Social Justice and Equity Commission: Describe what a "just and equitable Olympia for all people" looks or feels like to you and how would you include all marginalized people into this vision.

A just and equitable Olympia is one where everyone feels safe, respected, and has equal access to opportunities, regardless of their background. This means fair housing, good schools, and job opportunities for all.

To include marginalized people, we need to actively seek out and listen to their voices, making sure they're represented in decision-making processes. It's about creating spaces where everyone can participate and contribute to our community's growth.

If you are not appointed to a Board or Commission at this time:

Do you wish to be considered for appointment to another Board or Commission?

No

Do you wish to be considered for future appointment to your preferred Board or Commission?

Yes

If you wish to be considered for another Board or Commission, please identify others you would be interested on being considered for in order of interest:

NA

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Profile

Versatile digital communications professional with over 15 years of experience in content creation, strategic communications, and digital platform management. Adept at translating complex concepts into clear, engaging content across various digital channels. Skilled in managing multiple projects, collaborating with cross-functional teams, and adapting to evolving digital landscapes. Eager to apply expertise in digital communications to support internal communication initiatives and intranet management.

Skills

Content Strategy & Development, Multi-Channel Campaign Management, Team Leadership & Mentoring, Cross-Functional Collaboration, Data-Driven Performance Optimization, SEO Optimization Brand Management, Product Launch, Support Strategic Communications, Social Media Management, Audience Persona Development, Media Relations

Work Experience

Communications Consultant, Human Intelligence Institute

2024-Present

- **Consultant on communications strategy and editorial direction for a startup** providing certification for human creators in the age of AI.
- Project manage a team of five content creators, assuring written content is delivered on schedule.
- Write newsletter copy and manage weekly newsletter distributed on Substack platform.
- Edit all written content to align with brand style guidelines and ensure high quality human-created work.

Senior Content Writer / Content Manager, ID.me

2022-2024

- **Managed content marketing initiatives for a Deloitte Fast 500 company**, demonstrating ability to handle complex communication initiatives for large-scale organizations.
- Developed and implemented customer personas for professional audiences including veterans, nurses, teachers, first responders, and government employees, ensuring targeted and relevant content creation.
- Wrote blog posts and website copy that translated complex technical concepts into clear and engaging content, driving a 240% year-over-year increase in user benefits.
- Guided freelance design agency and a team of three writers in the launch of a new e-commerce blog, achieving 1.6 million views and high user engagement in the first year.
- Oversaw social media channels, managing a social media specialist and ensuring all content was accurate, clear, and on-brand.
- Managed relationships with freelance content creators and vendors, overseeing budgets to ensure cost-effective content production while maintaining quality.

Senior Content Marketing Specialist, Siege Media

2021-2022

- Engineered strategic content marketing initiatives for B2B and B2C clients, translating complex topics into accessible content for diverse audiences.
- Led strategy sessions with C-suite leaders, aligning content initiatives with business goals.
- Created SEO-first digital content strategies for enterprise clients, including Casper Mattress, Norton, and Plaid, securing front-page Google rankings.
- Conducted media and blogger outreach, forming strategic partnerships to elevate client content initiatives.
- Developed design briefs and collaborated with graphic design team on visual and video content creation.

Managing Editor, Macmillan Publishers

2019-2021

- Directed editorial strategy for a major publisher's largest digital channel, overseeing content across multiple subject areas.
- Coordinated a team of 6-9 subject-matter experts to produce weekly podcasts.
- Managed content and design direction for a complex Drupal website.
- Optimized underperforming content through A/B testing, leading to a 28% increase in audience engagement.
- Implemented SEO strategy that improved search ranking for 87% of updated content, significantly boosting organic reach and engagement.

Media Relations & Content Marketing Specialist, Grammarly Inc.

2015-2018

- Drove media relations campaigns for a high-growth SaaS startup, contributing to user growth from one million to 10 million daily active users, showcasing the ability to craft and disseminate impactful messages.
- Orchestrated high-impact media outreach, securing over 1,800 backlinks within four months from elite publications like *The Wall Street Journal*, *USA Today*, *Politico*, and *The Washington Post*.
- Engineered specialized PR email campaigns achieving 52% average open rate and 14% CTR.
- Wrote video scripts resulting in top-ranking videos across multiple keywords.

Volunteer Experience

Communications Chair & Liaison, The Olympia Peace Choir | 2018-2024

- Led strategic communication efforts for a 120-member non-profit community chorus dedicated to inclusivity, diversity, and social justice advocacy.
- Managed crisis communications during the COVID-19 pandemic, effectively guiding the transition from in-person to online rehearsals and maintaining stakeholder engagement.
- Create inclusive branding materials, including text and visual assets for social media campaigns.
- Designed accessible flyers and visual assets to promote events and fundraising initiatives.
- Collaborate with diverse stakeholders to align communication strategies with the choir's mission of raising consciousness about social justice and environmental stewardship.

Certificates & Learning

- Content Marketing, HubSpot Academy, 2022
- Creating a Communications Strategy, LinkedIn Learning, 2021
- Diversity, Inclusion, and Belonging, LinkedIn Learning, 2021

Thursday, November 21, 2024



City of Olympia Boards and Commissions Committee Application

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Name

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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Yes

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Westside

Which Boards and Commissions would you like to apply for?

Social Justice and Equity Commission

Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

Attach a Resume



Resume Social... .pdf

Briefly describe why you wish to serve on this/these Advisory Committee(s).

From the moment I learned about social injustice, I've been passionate about changing it. My journey in this area began with a leadership seminar back in 2012, where I was presented with statistics that highlighted the prejudice faced by many. I have spent the last 12+ years learning all I can to improve the world around me, which involved switching my major in college and pursuing Diversity, Equity, and Inclusion (DEI) work in my career. About a year ago, I embarked on a certificate program at the Evergreen State College for Trauma Informed Engagement and Healing. It was heavy and intense, but illuminating and transformational. As a lifelong Olympia native, I am ready to commit to a more intentional opportunity for inspiring change at a local level, making a difference and honoring the community that has always been my home.

Describe your experience, qualifications, and/or skills which would benefit the advisory committee(s) you are applying to.

I am skilled at interpersonal relations, facilitation, listening, conflict resolution, and emotional intelligence. My understanding of the human experience allows me to bring inclusion and compassion into all interactions. Experience in corporate DEI and its strategy has taught me patience and professionalism on the journey towards equality.

And from the great Loretta Ross, I have learned that joy is an essential part of activism. I'm starting to realize just how true that is. I not only bring passion for change, but the joy to keep us fighting.

Share the ways you've been involved or have volunteered in the community.

Getting involved in my local circus community has been one of my favorite ways to give back. That community has taught me practical understanding of DEI concepts, especially within the LGBTQIA+ community. Serving on the Airbound Arts Board of Directors challenged me to find commonality and compromise among dissenting board members.

In my youth I loved to give back to Olympia, from LEAD environmental outreach, Tumwater Youth Programs, Capital Playhouse, various leadership seminars, etc. There is so much research into how giving back is returned exponentially to our own wellness. I am ready to give more in this area.

List your educational and/or professional background and area of study.

My specialty is in Culture & Diversity work, as well as various capacities of Human Resources. I currently design all culture and diversity assets for various monthly observances, acting as the face of our DEI programs. I host and facilitate trainings, develop DEI content and presentations; we are currently launching Employee Resource Groups (ERGs) and are in the midst of vetting external platforms and vendors who can provide relevant, unbiased, engaging DEI content for staff training.

Appointment to an advisory committee will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?

15 - 20 hours a month seems reasonable, though I can be flexible with this.

Question Applies to the Social Justice and Equity Commission: What is your understanding of, or experience in, issues related to social justice, human rights, racial and/or other forms of discrimination?

Unfortunately, there are demographics that experience systemic discrimination and inequality which leads to illness, poverty, and the destruction of beautiful people and communities. This inequality is so deeply engrained, as it is the foundation of our very society. Whether it's employment, education, wealth, home ownership, the Prison Industrial Complex, healthcare, food insecurity, etc., it is rampant and suffocating. These groups are strategically disenfranchised, in order to keep a specific dominant, privileged identity in power. That power takes precedent over the rights and needs of these marginalized communities. All humans deserve safety, equality, and compassion. This is a fight for our humanity.

Question Applies to the Social Justice and Equity Commission: What lived experiences or skill sets would you bring to the Commission?

Although there are elements of my identity that are targeted (woman, queer, middle-eastern), I hold many privileges. With this privilege comes a responsibility to make a difference and fight injustice so that someday, all people feel safe to exist exactly as they are.

Question Applies to the Social Justice and Equity Commission: Describe a time when you experienced a personal bias and how you worked through that bias; or describe a time when you worked with someone with different viewpoints than yours and how you worked through those differences?

Any time you are working with someone with different viewpoints than you, effective communication, listening to understand, and finding common ground is key. This was how Airbound Arts survived during a global pandemic with a consensus board. Our only option was to find compromise and solutions that worked for everyone.

With that said, what I have learned is that humans are biased as a part of our biology, and it's sometimes necessary for survival. I have had to learn to be aware of my biases towards those who hold power (white, able-bodied, cisgender heterosexual men), to understand that stereotyping and judgment of any demographic will not bring the equality I seek. At the same time, there is a knowing that I am also conditioned to be prejudiced towards the marginalized communities I am fighting for. Oftentimes, reality (and our identities) are the coexistence of multiple contradictory truths.

The work is never done. As much as one may study and learn about these topics, true processing of our engrained conditioning will only come from exposure to diverse bodies and experiences, who can inspire and challenge us to learn from one another and create a more just world.

Question Applies to the Social Justice and Equity Commission: Describe what a "just and equitable Olympia for all people" looks or feels like to you and how would you include all marginalized people into this vision.

All Olympians would have their basic human needs met, which means some may need more or less resources than others. We lift each other up, empower authenticity in our identities and inner multitudes, acknowledge intersectionality, find nuance within the binary. We see each person as a spirit having a human experience, and we nourish that spirituality through ensuring our needs are met within all areas of wellness.

And I think it's important to understand that this vision can and will change. As we grow and learn, we get closer to what we envision, but there is always work to do, both within and around us.

If you are not appointed to a Board or Commission at this time:

Do you wish to be considered for appointment to another Board or Commission?

Yes

Do you wish to be considered for future appointment to your preferred Board or Commission?

Yes

If you wish to be considered for another Board or Commission, please identify others you would be interested on being considered for in order of interest:

I would be open to joining the Arts Commission, Cultural Access Advisory Board, or similar (no specific order of interest).

Thank you for your interest in serving on a City of Olympia Advisory Committee!

Please hit the "submit" button below when you have completed your application .

Professional Experience

CULTURE & DIVERSITY SPECIALIST

WSECU | APRIL 2019 - PRESENT

- Lead culture and employee development programs to promote inclusion, drive engagement, and enhance community
 - Diversity, Equity, & Inclusion (DEI), classes, wellness, recognition, volunteerism, onboarding, surveys, brandwear, employee events
 - Improved efficiencies to save four weeks of annual work
- Implement Employee Resource Groups (ERGs), racial equity training, unconscious bias courses; standardize employee DEI learning journey
- Strategize, design, distribute all culture and diversity assets
- Facilitate, organize, present, and evaluate culture & DEI trainings
 - Monthly feedback that classes are inspiring, impactful, & inclusive
- Champion brand as ambassador and liaison with community partners, volunteer organizations, members, employees, vendors
- Provide strategic engagement recommendations to C-Suite

PROGRAM SPECIALIST

DEPARTMENT OF LABOR & INDUSTRIES | JULY 2018 - APRIL 2019

- Program and administrative support, maintaining 20+ calendars
- Determined variances from program standards, updating policies to reflect unit goals/objectives while adhering to state laws
- Planned and facilitated conferences and department meetings
- Served as liaison for departments and external stakeholders

HUMAN RESOURCES ASSISTANT

BEHAVIORAL HEALTH RESOURCES (BHR) | JULY 2016 - JULY 2018

- Managed training, recruiting, funding, leave, credentialing, payroll, benefits, HR information system for 300+ employees
- Implemented applicant tracking system, recruiting strategies, desktop procedures, employee programs (onboarding, NEO, wellness)
- Researched HR laws and advocated for changes re: compliance

Volunteer Experience

AIRBOUND UNDERGROUND CIRCUS COLLECTIVE (2021 - PRESENT)

- Project management and organization of shows
- Perform and volunteer in various capacities

AIRBOUND ARTS BOARD OF DIRECTORS (2020 - 2023)

- Led a nonprofit arts organization through a global pandemic
- Facilitated meetings, navigating & resolving conflict between dissenting members of a consensus board
- Established and evaluated organizational policies through DEI lens
- Increased revenue, acquired grants, managed budget



Profile

Certified DEI professional with a nuanced understanding of the human condition and over 10 years of education and experience in understanding systemic inequality, fighting for human rights, inclusion, & belonging in the Olympia community.

Education

BACHELOR OF ARTS

Western Washington University
Communications & Music
magna cum laude

CERTIFICATIONS

- Trauma Informed Engagement & Healing
- Diversity, Equity, & Inclusion
- Project Management Essentials
- Human Resources Essentials
- SharePoint

Skills

- Communication
- Conflict Resolution
- Event Planning
- Creative Problem-Solving
- Facilitation & Public Speaking
- Leadership
- Emotional Intelligence
- Organization

HUGH O'BRIEN & ALBERT SCHWEITZER YOUTH LEADERSHIP (2012 - 2018)

- Facilitated intentional conversations around DEI, empowering students to bring leadership, service, and action to their communities
- Seminar planning and recruitment
- Developed and presented content around DEI and effective communication

Wednesday, November 6, 2024



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Name

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Address

[REDACTED]

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Yes

Select your residential area (Olympia residency is not required; however, it is a primary consideration.)

Other

If you choose other please write in your area:

Southwest

Which Boards and Commissions would you like to apply for?

Arts Commission

Cultural Access Advisory Board

Social Justice and Equity Commission

If you applied for Multiple Boards and/or Commissions, please rank them in order of interest below:

1. Cultural Access Advisory Board
2. Social Justice and Equity Commission
3. Arts Commission

Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

Attach a Resume



[REDACTED].pdf

Briefly describe why you wish to serve on this/these Advisory Committee(s).

My partner and I moved to Olympia from Kansas City a little under a year ago. We did so in search of one primary thing: Community. And in particular, community that aligned with a shared set of values that made us fall in love with Olympia and the people who live here.

When we visited Olympia for the first time, we met people who sought to uplift and empower those around them. We met people who sought to make others feel welcome. And we met people who sought to share the beauty and the culture that makes Olympia such a wonderful place to live and visit.

My short answer for why I'd love to get involved with the Arts Commission, The Cultural Access Advisory Board or the Social Justice and Equity Commission is because I don't want to just enjoy those values. I want to help enact them. I want to help enrich the lives of everyone who is lucky enough to live here. And I want to help protect and preserve that for future generations of Olympians.

Describe your experience, qualifications, and/or skills which would benefit the advisory committee(s) you are applying to.

I believe that I have a variety of relevant experience and skills that would be of great service to the Arts Commission, The Cultural Access Advisory Board and the Social Justice and Equity Commission. But in order to highlight my relevant experience and skills, I think it'd be best to break them down by each of the

advisory committees that I am applying to.

The Arts Commission:

I've spent over ten years working in the advertising industry where I've had the privilege to help build brands of all shapes and sizes – both globally and nationally. And while advertising itself may not always be art – much of the work that goes into it is. From design and art direction to copy writing and working with local creators, my experiences in this industry have given me an immense appreciation for the impact that art and artists have on us culturally and collectively.

The Cultural Access Advisory Board:

My actual role within the advertising industry is in brand strategy – and a core part of my job function is to understand different cultures and subcultures so that we can more effectively and authentically represent people, their backgrounds and their cultures in the work that we create. As a part of this process, I've had opportunities to go on months-long research journeys to better understand people and the cultures that help define them. This has taught me that we are at our best when we're free to learn from each other and share with each other. And I believe that giving more people more opportunities to experience different cultures can help bring our city closer together and create a baseline for shared understanding and empathy that we need more of as Americans today.

The Social Justice and Equity Commission:

This has always been a passion of mine. And in fact, one of the core areas of focus for me in my current role was to help develop and lead Subaru's first ever inclusivity strategy. As a part of that work stream, I've been able to attend and present at several conferences and summits related to diversity, equity, inclusion and belonging (DEIB). We also help Subaru's network of retailers donate and give back to various underserved communities through our Love Promise program and we continue to help create educational resources to share with Subaru to help them create more equitable working environments for women, BIPOC employees and the LGBTQ+ community in particular.

Share the ways you've been involved or have volunteered in the community.

I have lived in several states since I graduated from college – and I've always made an effort to get involved in our community in some way, shape or form.

When I lived in California, I volunteered regularly with local organizations like food banks and after school mentorship programs.

In Texas, I spent a lot of time getting involved with mentorship programs with the 4As and MAIP – both of which are organizations geared towards helping women and BIPOC talent succeed in the advertising industry.

Most recently, in Kansas – I spent lots of time helping young, first-time voters register to vote in the 2022 mid-term elections.

Now that I live here, I'd love to get involved by serving the city of Olympia more directly. And in the future, I'd love to run for some kind of office.

List your educational and/or professional background and area of study.

I graduated from the University of Oklahoma in 2014 with a degree in Journalism. I also have minors in economics and philosophy.

My professional background is in advertising, where I have worked at several top agencies nationally and have helped build and shape brands both nationally and globally.

Currently, I am a brand strategy director at an agency called Carmichael Lynch working on our Subaru team. My primary emphasis is on launching new vehicles and leading our multicultural strategy team.

Appointment to an advisory committee will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?

I am willing to commit as many hours as it takes. I regularly work in between 40-50 hours as a remote worker, which gives me flexibility during the day to prepare for meetings, read pertinent research, etc.

On a monthly basis, this would give me at least 30-40 hours of available time to volunteer.

Question Applies to the Arts Commission: What art form resonates most with you and why?

At my core, I am a writer. Books, poetry and short stories have always encapsulated deep-seated human truths that capture our imaginations and bring us together. Words inspire us to try new things, expand our minds and seek out new experiences. They help us express love and joy. They empower us to support friends who are grieving. They evolve as we evolve.

I once had a mentor who told me that the words we choose – especially in our hardest moments – make up who we are. And while I admire all forms of art, writing has always resonated with me the most.

Question Applies to the Arts Commission: Describe your own engagement with the Olympia arts community?

Since I haven't been an Olympian for that long, my personal engagement with the arts community in Olympia leaves much to be desired. In my short time here, I've been able to visit several art galleries and I take some time every Friday to visit local breweries and admire the stunning murals that make up our beautiful downtown. And while I hope that there is a lot more engagement to come, I hope that my desire to get involved with the Arts Commission shows how passionate I am about this topic and our community at large.

Question Applies to the Cultural Access Advisory Board: Describe your experience with and knowledge of the communities and organizations meant to be served by the Olympia's Cultural Access Program.

As a newer Olympian, there have been so many wonderful communities and organizations that I've already had an opportunity to explore. From Olympia Lamplighters and our local art studios all the way to the funk festival, I've been able to understand and enjoy only a slice of what our great city has to offer. And while I recognize that I still have a lot to learn about, I am passionate about the opportunity to help facilitate a stronger sense community that this particular advisory board helps foster.

Question Applies to the Social Justice and Equity Commission: What is your understanding of, or experience in, issues related to social justice, human rights, racial and/or other forms of discrimination?

As mentioned in one of my previous answers, social justice is not just of personal interest to me – it's one of my primary professional functions. Having had the opportunity to attend and present at several conferences related to Diversity, Equity, Inclusion and Belonging (DEIB) is something I take great pride in. Learning about how to better show up for underserved communities is a lifelong passion of mine. And fostering productive conversations about this topic – particularly with people who may otherwise feel uncomfortable talking about it – is something I've spent years doing, both personally and professionally.

Question Applies to the Social Justice and Equity Commission: What lived experiences or skill sets would you bring to the Commission?

As a white man, I recognize that I yield a great deal of privilege in my everyday life. But I believe that the hard work of establishing social justice should be just as much my hard work as it is anyone else's. Especially as someone who has regularly benefitted from systemic advantages, I see it as part of my civic duty to help other people understand and acknowledge societal injustices that exist so that we can create safer, more productive dialogue to help solve them.

Question Applies to the Social Justice and Equity Commission: Describe a time when you experienced a personal bias and how you worked through that bias; or describe a time when you worked with someone with different viewpoints than yours and how you worked through those differences?

If I'm being fully honest, there aren't any examples of a time in my life that I can recall where my race, ethnicity or sexual orientation created bias that worked against me.

However, there have been multiple times in my career and in my personal life where I've had to work with someone who has different values and viewpoints than I do. An example of this is how I've continued to advocate for more inclusive advertising with my current client: Subaru.

For a long time, Subaru has been lauded as an inclusive brand. They were among the first set of brands to advertise directly to the LGBTQ+ community in the 90s. And they set a historical precedent that still impacts their brand perception today. But current Subaru leadership has pushed back against our efforts to support the LGBTQ+ community with our advertising and our actions, because they are afraid of right wing blowback in popular culture.

To work through that fundamental difference in philosophy, my team and I decided to remain objective. And in particular, we shared stats with Subaru leadership to show them that the vast majority of our country supports the LGBTQ+ community, that our audience supports brands that stand up for the LGBTQ+ community and that there has never been a better time to be an advocate and an ally for this community. This has allowed us to have productive conversations and move our work forward.

Question Applies to the Social Justice and Equity Commission: Describe what a "just and equitable Olympia for all people" looks or feels like to you and how would you include all marginalized people into this vision.

A "just and equitable Olympia for all people" looks like a place where everyone can feel safe. Where everyone can afford to live. And most importantly, where our entire community is supportive of the people who live here.

Social justice is a collective act. And I believe that including all marginalized people within that act is the only way for us to build a stronger, more connected Olympia. To do that, I believe we need to continue creating opportunities for open dialogue and shared experiences in our community. That means more community events that emphasize connection across social classes and socioeconomic status, race and ethnicity, and gender identity and sexual orientation so that we can better understand and relate to each other.

If you are not appointed to a Board or Commission at this time:

Do you wish to be considered for appointment to another Board or Commission?

Yes

Do you wish to be considered for future appointment to your preferred Board or Commission?

Yes

If you wish to be considered for another Board or Commission, please identify others you would be interested on being considered for in order of interest:

The Planning Commission
The Parks & Recreation Advisory Committee

**Thank you for your interest in serving on a City of Olympia
Advisory Committee!**

**Please hit the "submit" button below when you have completed
your application .**

CREATIVE BRAND STRATEGIST

Olympia, WA



ABOUT ME

I am a creative brand-builder and strategist with over ten years of experience developing holistic brand strategies and building strong brands from sometimes uncomfortable consumer-led and cultural truths. I have worked on award-winning campaigns in categories ranging from men's hygiene to hospitality and theme parks to tires. And I've been lucky enough to do it with some truly amazing people at some great creative agencies around the country. In my personal life, I love to travel, meet new people, explore new places and especially experience new foods as a culinary school drop-out.

INTERESTS

WRITING
COOKING
RUNNING
THE ARTS
TRAVELING
ANIMALS OF ALL KINDS
MENTORING AND TEACHING

EDUCATION

UNIVERSITY OF OKLAHOMA
BACHELOR OF JOURNALISM
EMPHASIS IN ADVERTISING
GRADUATION - 2014

EXPERIENCE

CARMICHAEL LYNCH STRATEGY DIRECTOR
REMOTE NOV 2021- PRESENT

Currently leading Subaru's pivot into the EV category. Launched the MY2024 Crosstrek and Impreza. Developed Subaru's first ever inclusivity strategy. Collaborated with retail brand team to create consistency between Subaru of America and our retailers across the country.

VMLY&R DIRECTOR, STRATEGY & INSIGHTS
KCMO NOV 2020 - NOV 2021

Led global creative strategy for Intel's consumer pillar. Flipped the script on Apple's renowned "Get a Mac" campaign. Defined the global value proposition for the Intel Evo portfolio of laptops.

CLIENTS: Intel (CCG, Consumer and Apple Compete)

GSD&M ASSOCIATE STRATEGY DIRECTOR
AUSTIN, TX OCT 2019 - NOV 2020

Led strategic efforts for Universal Parks & Resorts, including the development and implementation of the brand's first ever global strategic platform. Spearheaded a re-positioning for Pizza Hut.

CLIENTS: Universal Parks & Resorts, Pizza Hut, New Biz

GSD&M SENIOR BRAND STRATEGIST
AUSTIN, TX AUG 2018 - OCT 2019

Crafted a new global strategic platform for Goodyear. Helped win GSD&M its first ever Glass Lion at Cannes via Harry's Razors. Pitched and won the Universal Parks & Resorts business.

CLIENTS: Goodyear, Harry's Razors, Universal Parks & Resorts, New Biz

GSD&M BRAND STRATEGIST
AUSTIN, TX FEB 2016 - AUG 2018

Regularly led briefings, synthesized and analyzed research that helped establish new brand positions for Hilton Hotels & Resorts, Hampton Hotels, Hilton Garden Inn and Hilton's "All Suites" brands. Assisted strategy directors and group strategy directors with various day-to-day duties.

CLIENTS: Hampton Hotels, Hilton Garden Inn, Hilton All Suites, Hilton Hotels & Resorts

DEUTSCH BRAND STRATEGIST
LOS ANGELES, CA JULY 2015 - FEB 2016

Managed all copy testing and ad tracking duties while establishing the positioning for the global launch of the Volkswagen Atlas — Volkswagen's first ever three row SUV. Collaborated with and inspired creative teams to bring integrated campaigns to life in both traditional and "new" media.

CLIENTS: Volkswagen

CP+B JR. STRATEGIST
SANTA MONICA, CA AUG 2014 - JULY 2015

Assisted senior strategists and strategy directors with the development of creative briefs. Led several qualitative and quantitative research projects to unearth insights and learnings for new campaign work across a variety of clients in a variety of categories.

CLIENTS: NBA2K, Charles Schwab, Applebee's, Estrella Jalisco, Infiniti

Monday, October 21, 2024



City of Olympia Boards and Commissions Committee Application

DEADLINE FOR APPLICATION SUBMISSION

Friday, December 13th at 5:00 PM PST

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Name

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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Yes

Select your residential area (Olympia residency is not required; however, it is a primary consideration.)

Westside

Which Boards and Commissions would you like to apply for?

Arts Commission

Heritage Commission

Social Justice and Equity Commission

If you applied for Multiple Boards and/or Commissions, please rank them in order of interest below:

1. Arts Commission
2. Heritage Commission
3. Social Justice & Equity Commission

Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

Briefly describe why you wish to serve on this/these Advisory Committee(s).

As a newer resident of Olympia, Washington and the PNW at large, I found it difficult to navigate and tap into the local arts community, specifically through the lens of being a queer, Latinx artist myself. Coming from a city where there were several opportunities to take advantage of that supported a creative economy, it was interesting for me to see the gap that a capital city like Olympia had in cultivating a vibrant creative economy that highlights local artists on a regular basis to allow them to live and work in their own city. Additionally, I was surprised to see that there was little, if no, pipeline for young artists to participate in a creative economy.

Describe your experience, qualifications, and/or skills which would benefit the advisory committee(s) you are applying to.

I have been in arts management for over 15 years and doing systems building work for the past 5-10 years. Additionally, I have worked as a teaching artists and have been a working artists in the community. For the past 5 years, I worked within the arts community and OST learning community to provide arts enrichment programming for schools and community partners.

Share the ways you've been involved or have volunteered in the community.

I am currently the Executive Director of Youth Development for the South Sound YMCA. As part of my work, I have been connecting with multiple school districts to discuss the opportunity to engage with their CTE programs to create and support a more intentional pipeline for young artists to get the experience that they need to be a working artists.

List your educational and/or professional background and area of study.

Bachelor of Fine Arts - Music Education Voice - University of North Texas, Denton, TX

Teaching Artist - Theatre, Musical Theatre 2001 - 2015, Dallas, TX

Working Actor in the Dallas/Fort Worth Metroplex 2001 - 2023

National Association of Latino Arts & Culture 2018 Leadership Institute Cohort - San Antonio, TX

Presenter and Speaker at National Summer of Learning 2018-2022 Conferences on Learning Systems, Micro-credentialing in the OST sector, Activating Space; Making Informal Learning Formal - Washington DC

20 Years in Non-Profit and Arts Management - Dallas, TX

Appointment to an advisory committee will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?

10-15 hours

Question Applies to the Arts Commission: What art form resonates most with you and why?

Music and Theatre

Question Applies to the Arts Commission: Describe your own engagement with the Olympia arts community?

I have currently started to explore more of the arts community. I have participated in local community theatre and am currently a member of the Capital City Chorus

Question Applies to the Heritage Commission: Why do you think Olympia's historic places are important?

Historic place allow an opportunity to have open dialogue and understand the systems/systems of oppression that were put in place to potentially change those systems/systems of oppression. Additionally, it provides an opportunity to highlight voices that may not typically have an opportunity to express their voices through their identity and culture.

Question Applies to the Heritage Commission: What is your experience working with the history or preservation of build or cultural heritage?

While in Dallas, I was part of a group that was advocating and taking the steps be considered an Arts District in the Oak Cliff community of Dallas.

Question Applies to the Social Justice and Equity Commission: What is your understanding of, or experience in, issues related to social justice, human rights, racial and/or other forms of discrimination?

I have been part of several BIPOC and Queer arts organizations and round tables to look at access opportunities and expansion of those organizations to breakdown cultural and identity barriers through the lens of arts and culture.

Question Applies to the Social Justice and Equity Commission: What lived experiences or skill sets would you bring to the Commission?

As a queer Latino artists, I find that accessing and engaging with theatre that highlights my lived experience is few and far between. Especially since moving to Washington, the opportunity to engage with in theatrical stories that I can connect with has been very minimal. I have been able to speak to and mentor young people who are looking for representative leadership to be a guide for their personal and professional journeys

Question Applies to the Social Justice and Equity Commission: Describe a time when you experienced a personal bias and how you worked through that bias; or describe a time when you worked with someone with different viewpoints than yours and how you worked through those differences?

I often get asked if I speak Spanish and if I can translate small social media posts, flyers, and other quick MAR/COMM outputs. While I do speak Spanish and have worked in media before, I, at times, feel tokenized for my skills sets. I have been able to set personal and professional boundaries in these

instances where I feel the need to lean into and/or lean out of.

Question Applies to the Social Justice and Equity Commission: Describe what a "just and equitable Olympia for all people" looks or feels like to you and how would you include all marginalized people into this vision.

Ideally, a just and equitable Olympia would be a place where people felt that they are being represented and that their voice is heard and that actions are being taken to support change. Additionally, being able to access resources and opportunities for free to be able to express themselves and provide for themselves in a sustainable environment and ecosystem.

If you are not appointed to a Board or Commission at this time:

Do you wish to be considered for appointment to another Board or Commission?

No

Do you wish to be considered for future appointment to your preferred Board or Commission?

Yes

If you wish to be considered for another Board or Commission, please identify others you would be interested on being considered for in order of interest:

None at this time

Thank you for your interest in serving on a City of Olympia Advisory Committee!

Please hit the "submit" button below when you have completed your application .

Sunday, October 20, 2024



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Name

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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Yes

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Eastside

Which Boards and Commissions would you like to apply for?

Arts Commission

Planning Commission

Social Justice and Equity Commission

If you applied for Multiple Boards and/or Commissions, please rank them in order of interest below:

Social Justice and Equity

Arts Commission

Planning Commission

Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

Attach a Resume



Resume for [REDACTED] docx

Briefly describe why you wish to serve on this/these Advisory Committee(s).

As a member of the Leadership Thurston County class of 2025 I am looking for ways to support my community in meaningful ways. By serving on one of the commissions I will be able to use my education and personal experience to uplift our community and create ways to get more of our community members engaged.

Describe your experience, qualifications, and/or skills which would benefit the advisory committee(s) you are applying to.

I became well connected to many of the unions, nonprofits, business owners, and community leaders during my internship with the City of Olympia. This has allowed me to expand my network, collecting ideas from many people. I also love to work collaboratively with others who are making a difference.

Share the ways you've been involved or have volunteered in the community.

I was an intern on the Olympia Strong Project with the economic development department. This created my networking web and taught me the importance of strategic planning. I have also volunteered with the YMCA and the Special Olympics as a soccer coach. My favorite place to volunteer has been ASHHO Cultural Community Center. We hand out hot meals to those in the community who are struggling financially.

List your educational and/or professional background and area of study.

I have a master's in public administration from The Evergreen State College and have worked for the City of Olympia, Morningside, and Thurston County Public Health and Social Services Department of

Developmental Disabilities. While my degree is in public administration my passion is supporting and advocating for our community members who have disabilities.

Appointment to an advisory committee will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?

I can commit to 25 hours a month unless more time is needed.

Question Applies to the Arts Commission: What art form resonates most with you and why?

I love all types of art forms. I use many methods to express myself such as writing, singing, and painting. I can find the beauty in all art as I can imagine how freeing it was for the artist to create it.

Question Applies to the Arts Commission: Describe your own engagement with the Olympia arts community?

I love to attend the plays that are performed at the venues located in Olympia. I have many friends who take part in the development of the plays, and I make sure that I support them. I also run a drama activity for participants who have disabilities at the Olympia Family Theater and find great joy in doing this.

Question Applies to the Planning Commission: In your own words, describe the role of a Olympia Planning Commissioner?

An Olympia Planning Commissioner is responsible for engaging with the community to bring information back to the council. They also review development plans and guide long-term planning. Finally, they are able to recommend policy and make sure that we are using sustainable development that follows the laws we have in place.

Question Applies to the Planning Commission: What interests you the most about community planning?

Community planning gives us space to imagine what could be. Working with a team to build our communities future allows us to partner with our community members and really learn what it is that people need. I thrive in environments that can sometimes be intense and become a mediator, letting people feel heard.

Question Applies to the Planning Commission: What skills would you bring to the work of the Planning Commission and what do you hope to learn?

My strengths for this commission would include my networking skills, dedication to our community to develop a cohesive plan, and be a mediator during harder conversations by using my active listening skills. I want to learn more about the laws that we have in place when it comes to developing in our community.

Question Applies to the Planning Commission: Have you ever taken a Short Course in Local Planning, read an Olympia Planning Commission meeting packet or attended a meeting?

I have attended multiple meetings while working for the city. While at Evergreen I took many courses on planning and learned how important it is to strategically plan for the future while at the same time breaking down the boundaries that make it hard for some of our community members to thrive.

Question Applies to the Social Justice and Equity Commission: What is your understanding of, or experience in, issues related to social justice, human rights, racial and/or other forms of discrimination?

I live by the notion of treat people how you would want to be treated. I background in social justice and equity began with becoming an advocate for people with disabilities and while in school I started developing a bill that would place a special education advocate in every school in Washington State and ending the pattern of not supporting kids with disabilities properly until 2nd grade.

Question Applies to the Social Justice and Equity Commission: What lived experiences or skill sets would you bring to the Commission?

As a woman who grew up in a lower socioeconomic family, I know what it's like to struggle with paying bills, having food to eat, and having a place to live. I was always looked at as the bad kid in my friend

groups and had many parents who blamed me for my friend's behavior. These experiences are what kept me furthering my education because I felt like I had a duty to end the stigma against people who weren't as well off and show those around me that they could do it too.

Question Applies to the Social Justice and Equity Commission: Describe a time when you experienced a personal bias and how you worked through that bias; or describe a time when you worked with someone with different viewpoints than yours and how you worked through those differences?

During my time at Evergreen State College, I had times where my opinions did not align with my classmates or professors. I took time to really process the different opinions of the issues we were discussing. I learned to step out of my comfort zone to find how our ideas matched and how they were different so that my perspective could grow.

Question Applies to the Social Justice and Equity Commission: Describe what a "just and equitable Olympia for all people" looks or feels like to you and how would you include all marginalized people into this vision.

From the work I have done in the past I know that we as a community are doing the work needed to make big changes in how the systems that create obstacles for those of us who experience them. I think a just and equitable Olympia feels like there is a sense of engagement and having spaces for everyone to share their ideas and opinions. In order to do this, we have to continue reaching out and partnering with our community leaders and advocates, sometimes having tough conversations but remaining respectful.

If you are not appointed to a Board or Commission at this time:

Do you wish to be considered for appointment to another Board or Commission?

Yes

Do you wish to be considered for future appointment to your preferred Board or Commission?

Yes

If you wish to be considered for another Board or Commission, please identify others you would be interested on being considered for in order of interest:

I would be interested in working on any of the boards, the three I chose for now were ones that I feel very connected to.

Thank you for your interest in serving on a City of Olympia Advisory Committee!

Please hit the "submit" button below when you have completed your application .



Highly organized and results-driven office management professional with skills from my work experience and education background that make me efficient in overseeing administrative operations, streamlining office processes, and leading support staff. I am committed to delivering exceptional support and fostering a productive work environment.

EXPERIENCE

2022-PRESENT



SPECIALIZED RECREATION LEAD, THURSTON COUNTY PUBLIC HEALTH

- Coordinated and executed inclusive events for people with disabilities, ensuring accessibility and accommodation for diverse needs.
- Developed partnerships with local organizations and businesses to secure sponsorships, resources, and venues, enhancing the quality and reach of events and fostering community support.
- Provided personalized support and advocacy for attendees, addressing individual concerns and promoting an inclusive environment.

2022-2023



PUBLIC ENGAGEMENT INTERN, CITY OF OLYMPIA

- Facilitated effective communication between the organization and community stakeholders, conducting regular meetings, surveys, and forums to gather feedback and address concerns, leading to improved community relations and trust.
- Designed and executed outreach initiatives to educate and inform the public about key programs and services, resulting in heightened awareness and support from diverse community groups.

EDUCATION

JUNE 2024



MASTER OF PUBLIC ADMINISTRATION, THE EVERGREEN STATE COLLEGE

Focus: leadership, project management, and budgeting

JUNE 2019



ASSOCIATE OF ARTS, SOUTH PUGET SOUND COMMUNITY COLLEGE

Focus: special education

VOLUNTEER

ASHHO COMMUNITY CENTER

- Supported in preparing and handing out hot meals to families in need
- Coordinated events for multiple occasions

BRIGGS YMCA SOCCER COACH

- Coached and mentored a youth soccer team, developed age-appropriate training programs, and fostered teamwork and physical fitness



City of Olympia Boards and Commissions Committee Application

DEADLINE FOR APPLICATION SUBMISSION

Friday, December 13th at 5:00 PM PST

Advisory committees are a structured way for individual community members to share their opinions and perspectives, study issues, and develop recommendations in a focused small group. Their primary purpose is to provide judicious advice, from a community member's perspective, to the Olympia City Council.

Committee activities may include study of critical issues, hearing public testimony, independent research, and reviewing staff reports and recommendations - all of which is intended so that the committee is prepared to discuss, formulate, and forward well-developed, thoughtful recommendations to the City Council in a timely manner.

The City of Olympia values participation from all perspectives and life experiences and looks for equity and inclusion in advisory board appointments.

To reduce barriers to community member participation, the City offers stipends of \$25 per meeting attended to Advisory Committee members. Those members who certify as low income are eligible to receive stipends of \$50 per meeting attended. Advisory Committee members may waive the stipend upon request.

The Olympia City Council's Community Livability and Public Safety Committee recommends appointments to the full Council. Recommendations are made following review of applications and interviews of qualified candidates.

All of this careful consideration takes time, please be aware that you will not be notified until February of 2025 of any next steps in the process.

The City of Olympia is committed to the non-discriminatory treatment of all persons in employment and the delivery of services and resources. Questions? Contact Dawn Carvalho, Executive Services Assistant, 360.753.8065, dcarvalh@ci.olympia.wa.us

If you saved or submitted an application and did not receive a confirmation, please check your spam folder. When filed with the City, your application and attachment documents are public records and may be subject to public release.

Name

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?

Yes

Select your residential area (Olympia residency is not required; however, it is a primary consideration.)

Downtown

Which Boards and Commissions would you like to apply for?

Social Justice and Equity Commission

Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

Briefly describe why you wish to serve on this/these Advisory Committee(s).

I'm passionate about Human Rights and matters involving equality. I also would like to become more involved in the community. I moved here in 2022. This committee seems like a good fit given my prior work history and past community involvements in Grays Harbor County. Given the current SCOTUS and incoming POTUS, I am very concerned. The State of Wa. for all it's liberal DEI policies, may not be immune to project 2025's proposals. For me, this is a way to serve the community (micro) while simultaneously challenging far right policies threatening democracy (macro).

Describe your experience, qualifications, and/or skills which would benefit the advisory committee(s) you are applying to.

For nearly 3 decades I worked with At Risk and Delinquent Youth within Grays Harbor County. I held various positions but with the same population. My last position as a youth worker was that of a Juvenile Probation Counselor. The families I worked with faced many challenges and were frequently marginalized. Their challenges included: economic, educational, substance abuse and mental health issues. As a result of my career choices I believe I am proficient at: active listening, communication, advocacy, critical thinking, emotional intelligence/empathy, coordination with multiple agencies and cultural sensitivity. These skills would translate well into service on this committee.

Share the ways you've been involved or have volunteered in the community.

In Thurston County, I have recently been approved as a volunteer for Joint Animal Services in Olympia. I have a tour on 1/9/25. I will also have training in Jan. or Feb. of 2025. As a resident of Grays Harbor County my involvements included: 1) Grays Harbor Juvenile Justice Advisory Committee Gang Assessment Task Force (member) 2) Harbor After School (board member) 3) Juvenile Court Workers Association of Washington (treasurer) 4) Grays Harbor County Juvenile Justice Committee (member) and 5) Grays Harbor Interagency Coordinating (member)

List your educational and/or professional background and area of study.

Bachelor of Arts in Criminal Justice St. Martin's College Lacey wa.

Appointment to an advisory committee will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?

I am retired so I can commit as many hours as it takes to get the job done!

Question Applies to the Social Justice and Equity Commission: What is your understanding of, or experience in, issues related to social justice, human rights, racial and/or other forms of discrimination?

As an older woman I have definitely lived experience in all of the above. These experiences have been personal, professional, familial and observational. My degree is in Criminal Justice. In my mind the emphasis has always been about the justice more than the criminal. I would not be applying for this position if I didn't have a firm understanding what issues related to to social justice, human rights, racial and/or other forms of discrimination were. I've always met people where they were at and stood up for the under dog. To me it's simple: treat everyone with respect.

Question Applies to the Social Justice and Equity Commission: What lived experiences or skill sets would you bring to the Commission?

In terms of skill sets: Communication, critical thinking, emotional intelligence/empathy/ and cultural sensitivity. As a older female I have definitely experienced discrimination on various levels.

Question Applies to the Social Justice and Equity Commission: Describe a time when you experienced a personal bias and how you worked through that bias; or describe a time when you worked with someone with different viewpoints than yours and how you worked through those differences?

I experienced bias from a close family member that I loved but didn't like. I was estranged from him on and off for years. When he became ill I was tasked with the job of caregiver. I had to move in with him in close quarters. I also had a very large German shepherd sweet but very clumsy. It was in a word: a nightmare.....for both of us. As time went on he became sicker and more irritable and we were at each other's throats. The lesson was this: we were both forced to deal with each others biases. We were both forced into working through longstanding differences and resentments leading to acceptance and forgiveness. Had he died while we were estranged I would have felt horrible.

Question Applies to the Social Justice and Equity Commission: Describe what a "just and equitable Olympia for all people" looks or feels like to you and how would you include all marginalized people into this vision.

I have to say compared to where I came from it appears "just and equitable" as it is. That is the reason I moved here from Aberdeen. If you would have asked me while I lived in Aberdeen what a just and equitable city looks like I would have said Olympia Wa. I have not been disappointed! I live down town and love it. Maybe your Social Justice and Equity Commission is doing a good job! With respect to marginalized people what comes to mind for me are the homeless. This of course is a universal problem right now. Homelessness is a complex multilayered issue with no easy fix. Add fentanyl and other drugs and the marginalized become even harder to reach. My vision for all marginalized people would be housing with wraparound services that would include treatment, medical/dental services and job training/assistance. This vision would be a multi agency effort.

If you are not appointed to a Board or Commission at this time:

Do you wish to be considered for future appointment to your preferred Board or Commission?

Yes

Thank you for your interest in serving on a City of Olympia Advisory Committee!

Please hit the "submit" button below when you have completed your application .