



## City of Olympia Community Policing Board Application

### ***DEADLINE FOR APPLICATION SUBMISSION***

***Friday, July 11th at 5:00 PM PST***

The Purpose of the Community Policing Board is to increase opportunities for community involvement in law enforcement. The City is seeking members who bring a diversity of lived experiences and community perspectives to the serve as representatives within Olympia's Oversight of Law Enforcement system, serving as advisory to City Council.

The Board will work closely with the Civilian Police Auditor, meeting regularly to provide community perspectives on the auditor's reports and recommendations. The board will collaborate with the Auditor on engagement and education initiatives to better understand community priorities and values around policing, and for community members to better understand the City's oversight system.

Board members may be called to serve as community representatives on the Olympia Police Department's Internal Use of Force Review Board and/or the regional Capitol Metro Independent Investigations Team (CMIIT) when needed to investigate officer-involved critical incidents.

### **What You Will Be Doing as a Member of the Board:**

- Collaborate with the Civilian Police Auditor on community engagement about policing, police oversight, and related community concerns.
- Assist City Council with recruitment and selection of the Civilian Police Auditor.
- Provide input to the Civilian Police Auditor on their annual work plan, audit reports, and recommendations for updates to OPD policy, training, and operations.
- May serve as community representatives on the Capitol Metro Independent Investigations Team (CMIIT) or OPD Internal Use of Force Review Board when needed to investigate officer-involved critical incidents.

### **Eligibility:**

- Must be able to pass a background check that meets Criminal Justice Information Service (CJIS) requirements, as established by the Federal Bureau of Investigation;
- Must not have an active arrest warrant and must not have been convicted in any state of any felony, gross misdemeanor or misdemeanor involving domestic violence, or any other crime that could impact the ability of a community member representative to impartially

serve as part of an independent team of investigators on a police use of deadly force matter.

- Must not be a current or former employee of the City of Olympia police department in the twenty years prior to appointment. In addition, Members shall have no other prior relationship with the Olympia Police Department that might create actual or perceived bias for or against the police department or its officers.
- **Must reside or work within the city limits of Olympia** at the time of appointment or reappointment
- The ability to exercise professionalism and abide by the requirement to protect from disclosure confidential, nonpublic Olympia Police Department files and records to which members have been provided access.

### **Qualities, Skills & Abilities:**

- Reputation for integrity and professionalism
- Commitment to the need for and responsibilities of law enforcement
- Ability to relate and engage effectively with all who have a stake in policing
- Appreciation for the City of Olympia's ethnic and socioeconomic diversity and experience working with and valuing perspectives of diverse groups and individuals
- Ability to exercise sound judgement, independence, fairness, impartiality and objectivity in an environment where controversy is common
- Must be available to serve on a team that will independently investigate a police use of deadly force event;
- Must be available to serve during non-traditional working hours;
- Must be willing and able to attend the City of Olympia Police Department Community Member's Academy as well as other training relevant to participation on an investigative team;

### **Time Commitment:**

Regular meetings include quarterly meetings with the Civilian Police Auditor and 2-4 trainings per year relevant to participation on an investigative team.

In the event of an officer-involved critical incident (i.e. use of deadly force) two members will be called to assist with a CMIIT investigation or serve on an Internal Use of Force Review Board. Depending on the case details, investigations can require anywhere from 10 to 50 or more hours within a three- to four-month timeframe. In the past three years community representatives have participated in two CMIIT investigations and three Internal Use of Force Review Boards.

New board members are expected to prioritize participating in the Olympia Police Department Community Academy within the first year of appointment. Community Academy is held once a year for approximately six weeks, with one three-hour session per week.

### **Questions?:**

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 Margo Morales, Community Engagement Program Specialist, (360)753-8150, [mmorales@ci.olympia.wa.us](mailto:mmorales@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**

Lisa Ostler

**Email**

[REDACTED]

**Primary Phone Number**

[REDACTED]

**Address**

[REDACTED]  
[REDACTED]

## Qualifications

**Candidates must reside or work within the City of Olympia city limits to be appointed to the Community Policing Board. Do you live or work in the City of Olympia?**

Yes

**Select Your Residential Area:**

Westside

**Community Policing Board members must not be a current or former employee of the Olympia Police Department in the 20 years prior to appointment. Have you ever worked for the Olympia Police Department?**

No

**Board members may be called on to serve on an independent investigations team in the event of a police use of deadly force. Are you available outside of non-traditional working hours to serve on an investigations team?**

Yes

**Board members must be able to pass a background check that meets Criminal Justice Information Services (CJIS) requirements. Are you willing to undergo a background check if selected for the Board?**

Yes

## Interests & Experiences

**What lived experience or skill sets would you bring to the Community Policing Board?**

I bring a unique and informed perspective grounded in over two decades of service in healthcare and public health. As a Registered Nurse with 23 years of experience, including Emergency Room and Flight Nursing, and in my current role in county-level Public Health, I've worked extensively at the intersection of trauma, crisis response, and in high stressful situations.

In the past, I served as a Reserve Deputy Coroner, responding to scenes of unexpected or unexplained death. That role gave me direct insight into the ripple effects of violence, mental health crises, and community-level trauma. It also deepened my understanding of the urgent need for systems that support prevention, accountability, and healing.

In my current work, I focus on maternal and infant health, including reviews of preventable deaths and coordination with multi-agency teams to improve outcomes. My background includes formal training in Polyvagal Theory, and trauma-informed care, skill sets that help me navigate sensitive conversations and complex human dynamics with empathy and effectiveness.

**Please share any training or experiences that might help you approach this work with a fair and impartial, and objective lens?**

My career has required me to consistently navigate emotionally charged situations with neutrality, empathy, and professionalism. As a Registered Nurse with over 23 years of experience, including time in Emergency Rooms, as a Flight Nurse, and now in Public Health. I've worked across diverse communities and responded to a wide range of crises. In these roles, I've had to assess complex situations quickly and accurately, ensuring that decisions were based on evidence, not emotion or assumption.

My former service as a Reserve Deputy Coroner also shaped my ability to remain objective while working closely with law enforcement, grieving families, and forensic teams. That role demanded careful documentation, adherence to protocol, and a clear separation between fact and feeling—skills that directly translate to fair and impartial work on a Community Policing Board.

Additionally, I hold advanced training in trauma-informed care and Polyvagal Theory, which has helped me approach people and systems with a deeper understanding of behavior, regulation, and response. These frameworks allow me to hold multiple perspectives at once and to ask thoughtful questions without bias or blame.

Above all, I believe that fairness begins with listening, and that objectivity comes from understanding both data and lived experience.

**Describe a time when you sought out or found yourself in a situation outside your comfort zone. How did you approach it, and what did you learn?**

One of the most challenging transitions in my career was stepping away from Emergency and Flight Nursing into a role in Public Health. I was used to making rapid decisions, responding to life-or-death situations, and seeing the impact of my actions immediately. Public Health, by contrast, operates on a broader scale—with outcomes that are often slower, more systemic, and less visible in the moment.

Initially, I felt uncomfortable not having the immediate feedback that comes from acute care. I also had to adapt to more policy-driven work, longer timelines, and navigating institutional systems that didn't always move with urgency. But I knew that if I wanted to help communities heal on a deeper level, this was where I needed to be.

I approached the shift with curiosity and humility. I asked questions, sought mentors, and applied my clinical experience to advocate for prevention, health equity, and maternal-infant outcomes.

What I learned is that impact doesn't always have to be immediate to be meaningful. Slowing down and stepping back from the bedside allowed me to see patterns and root causes in a way I couldn't before. It stretched me professionally and gave me a deeper respect for the power of prevention and long-term change.

**In the event of a police use of deadly force event involving the Olympia Police Department, members of the Community Policing Board will be called on to be non-law enforcement community representatives on an independent investigation team. You may be exposed to crime scene information and/or images that show moments of crisis or violence. Are you willing to serve on an independent investigation team?**

es, I am willing to serve on an independent investigation team.

Through my background as a nurse, former Reserve Deputy Coroner, and public health professional, I have experience with high-stress, emotionally intense environments and have been exposed to scenes involving trauma, crisis, and death. I understand the seriousness and sensitivity of this responsibility and am committed to approaching it with professionalism, respect for due process, and care for the community.

I also recognize the importance of impartial civilian oversight in rebuilding trust and ensuring transparency. I am prepared to hold this role with integrity and contribute meaningfully to fair and thorough investigations.

**You are welcome to attach a resume**



resume 2025\_5435.pdf

**Thank you for your interest in serving on the Community Policing Board!**

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

## LISA OSTLER



### ***WORK EXPERIENCE***

#### **Thurston County Public Health and Social Services**

*March 2023-present*

##### **Fatality Review Coordinator/Injury and Violence Prevention Community Health Nurse II**

- Facilitate quarterly MDT meetings to review child fatalities and monthly MDT meetings to review fetal and infant fatalities.
- Create outreach programs, county campaigns, and education to help prevent future injury and death
- Provide space for families to share their stories
- Co-facilitate a Bereavement Support Group for Parents
- Community education
- Provide education regarding Maternity/Fetal/Infant Mortality
- Built the first Fetal Infant Mortality Review program in WA state.

#### **Integrative Nurse Coach Academy**

*September 2021-September 2024*

*Clinical Faculty Member*

- Educate, Facilitate, and Guide small groups of Nurses in Holistic HealthStrong Communication, Reflective Listening, Motivational Interviewing, Morale Building, Awareness Practice Offerings

##### **Webinar Creator and Host**

- Create, Deliver, and Integrate Content for monthly webinars
- Co-host monthly webinars where we interview nurses breaking barriers and paving the way in Holistic Health

##### **Creator and Instructor of Yoga 4 Nurses: A Holistic Approach to Wellness**

- 10 week virtual Yoga program helping nurses find the tools to move through burnout, heal vicarious trauma, and realign with their passion for nursing.

#### **Nurse Renewal Retreat Facilitator**

*2023-present*

##### **Harmony Hill Healing Retreat Center**

- Co-facilitate quarterly 2 day Nurse Renewal Retreats
- Optimize provider well-being and resilience, promote healthy work relationships, and enhance patient outcomes and satisfaction
- Topics Discussed: Trauma and Resilience, Communication, Stress Response, Self-Compassion
- Practices Offered: Mindfulness, Yoga, Journaling, Healing Circles



## **Yoga Instructor**

*2021-present*

### **True Self Yoga Studio**

- I offer weekly Yoga classes to help students tap into a place of peace and calmness with the hope that the tools they learn on the mat are taken into their day off the mat
  - *Vinyasa Flow, Gentle, Therapeutic Flow, Fusion, Ashtanga*
- Host/Co-host workshops centered around Healing, Moon Ceremonies, and Yoga
- Quarterly Ayurvedic Workshops for health and wellness education.

## **Providence St. Peter's Hospital, Olympia, WA**

*2019-2023*

### **PACU**

- RN in busy post-anesthesia care unit
- Preceptor for new employees
- Co-chair of Unit Based Council Committee
- Member of Hospital Staffing Committee
- Charge RN
  - Conflict resolution
  - Critical conversations

## **Providence St. Peter's Hospital, Olympia, WA**

*2017-2019*

### **Emergency Department,**

- Team approach to patient care.
- Emergent care for patients of all age groups
- Charge Nurse
- Unit Based Committee Member

## **Medical Solutions (Carlisle Regional Hospital)**

*February 2017-August 2017*

### **Emergency Department-Travel Contract**

- RN in a small community hospital.
- Utilize a team approach to care for patients within all age groups.

## **Allegheny General Hospital**

*June 2016-March 2017*

### **Emergency Department**

- RN in a busy Level 1 Trauma Center
- Work within a team approach to achieve the highest level of patient care Works as the

- primary RN within the trauma team utilizing advanced trauma skills
- Complete all areas of patient care utilizing primary nursing skills and care

## **AMR AIR/Air Ambulance Specialists**

### **October 2013 -May 2017**

- Primary RN for care of critical and non-critical patients during air and ground transports Domestic and international transports
- Work within a small team of RN/RT team Two week on/two week off rotation
- Primary caregiver of patient's, utilizing critical care skills in a autonomous work environment Team leader during all transports
- Transport of adults and pediatric patients

## **MedFlight-One**

### **June 2012-August 2013**

- Primary RN for care of critical and non-critical patients during air and ground transports Domestic and international transports Work within a small team of RN/RT team Two week on/two week off rotation
- Primary caregiver of patient's, utilizing critical care skills in a autonomous work environment Team leader during all transports Transport of adults and pediatric patients
- Flight Nurse, Fixed Wing Transport
- Primary RN for care of critical and non-critical patient during air and ground transports

## **Providence St. Peter's Hospital, Olympia, WA**

*2009-2015*

### **Emergency Department**

- Team approach to patient care.
- Emergent care for patients of all age groups
- Preceptor for nursing students and ED residents.
- Member of the Emergency Department Education Team

## **Providence St. Peter's Hospital, Olympia, WA**

*2008-2009*

- Intermediate Care, Telemetry Unit, and ICU
- Primary care nursing for cardiac patients.
- Rhythm strip/EKG interpretation.
- Primary care nurse for post-operative coronary artery bypass patients. Preceptor for new graduates and new employees.
- Act as a patient advocate, assessment of patient status, and notify physicians of clinical changes.
- Float nurse to the ICU, as needed for staffing.



## **Solutions Staffing Agency, British Columbia**

### **Travel Nurse, Northern Rural Outpost Facilities**

**2008**

- Travel nursing contracts in northern British Columbia's rural areas. Acute/Emergency/Trauma care to Aboriginal and general population.
- Care for patients undergoing alcohol and drug stabilization, emergency care, and transport for critical patients.

## **King Faisal Hospital, Riyadh, Saudi Arabia**

**2004-2008**

### **Staff Nurse, Neurosurgery/Epilepsy Monitoring Unit**

- Fulfilled the role of charge nurse; responsibility to supervise 8 RNs on night and weekend shifts.
- Evaluate staffing requirements, floor assignments, and organize activities for a 36-bed unit.
- Responsible for patient care in a complex environment
- Care provided for all patients, pediatric through geriatric
- Implemented total patient care: for 3-5 high acuity patients per shift. Preceptor for Saudi student nurses, and new international nursing staff.

## **Vancouver General Hospital, Vancouver, BC**

### **Staff Nurse, General Surgery/ENT Unit/Step down Unit**

**2001-2004**

- Fulfilled the role of charge nurse, on night and weekend shifts.
- Evaluated staffing requirements, floor assignments, and organize activities for a 40-bed unit, which provided care for acute post-operative patients.
- Permanent Step-Down Unit position for high acuity post-operative patients (i.e., Whipple procedure, Total Neck Dissection, and Liver Resections)
- Preceptor for nursing students, and mentor/coach for new nursing staff. Participated in the development of patient care guidelines.

## **North York General Hospital, Toronto, ON**

**2001**

### **New Graduate/Staff Nurse, Gynecology/Urology Unit**

- Implemented total patient care through a team nursing process covering 8-10 patients per shift.
- Assessed, made interventions, and evaluated care for pre- and post-operative patients.
- Act as a patient advocate, assessment of patient status, and notify physicians of clinical changes.

## **CERTIFICATIONS:**

- CARES: Victim Advocacy Program (2025)
- Comprehensive Bereavement Skills Training (2024)
- Advanced Ayurvedic Certificate (2023-2026)
- 300hr YTT Ayurvedic Yoga (2024)
- Ayurvedic Wellness Advisor (2024)
- Applied PolyVagal Theory for Trauma Recovery in Yoga (2024)
- PanchaKarma Certification (2024)
- Reserve Deputy Coroner (2023)
- HeartMath-Trauma Sensitive HeartMath Certification (2022)
- Forensic Nursing Certificate (2021)
- Functional Nutrition Certificate-MindBodyGreen (2022)
- Functional Medicine for RN's-INCA (2022)
- Nurse Coach-Board Certified-AHNA (2021)
- Certificate of Emergency Nursing (2022)Advanced Cardiovascular Life Support (ACLS)
- Pediatric Advanced Life Support (PALS)
- Yoga Behind Bars-Trauma Informed Yoga Certificate (2020)
- 200 hr YTT-Yoga Loft (2020)

## **EDUCATION:**

- Sarasvati Ayurvedic Institute, Portland, OR
  - o Graduate in 2026
- Athabasca University, Athabasca, AB
  - o BSN-Graduated March 2021
- Sir Sanford Fleming College, Peterborough, ON
  - o Graduated 2001 with Nursing Diploma

## **VOLUNTEER WORK:**

- Connect & Breathe: Post
  - AbortionTalk-line
- Thurston County Coroner Office
  - Reserve Deputy Coroner