



Tuesday, November 30, 2021

City of Olympia Social Justice and Equity Commission Application

Advisory committees are a structured way for community members to share their opinions and points of view, study issues, and develop recommendations in a focused small group to the Olympia City Council.

Commissioners will be tasked with aligning the Commission work plan to elevate the voices, perspectives, and needs of marginalized community members; mediation and investigation of discrimination and harassment complaints; studying issues; hearing public testimony; independent research; and reviewing staff reports and recommendations. The Commission will also prepare, discuss, put together and forward well-developed recommendations to the City Council.

Appointment to the Commission requires living or working within Olympia City limits.

The City of Olympia values participation from all perspectives and life experiences and looks for equity and inclusion in advisory commission appointments. The Olympia City Council's General Government Committee recommends appointments to the full Council. Recommendations are made following review of applications and interviews of qualified candidates.

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

The City of Olympia is committed to the non-discriminatory treatment of all persons in employment and the delivery of services and resources. The City can provide reasonable accommodation for anyone who needs it to participate fully in the commission.

For questions, please contact Susan Grisham, Assistant to the City Manager, 360.753.8244, sgrisham@ci.olympia.wa.us

Name

sarah lloyd

Appointment to the Commission requires living or working within Olympia City limits. Do you:

Live in Olympia

Work in Olympia

Email Address

[REDACTED]

Home Address

[REDACTED]

Work Address

[REDACTED]

Select the neighborhood where you live or work (whichever is applicable):

Southwest



View a larger, zoomable map here:

https://www.olympiawa.gov/community/neighborhood_associations/index.php

Primary Phone Number



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



Why are you interested in serving on the Social Justice and Equity Commission?

beyond being the line of work that i am currently engaged in, and beyond being the specific area of my academic learning at the doctoral level, social justice and equity are my life. i graduated from high school in this community, and i have chosen to raise my kids here. while i love the sentiment that olympia is welcoming and diverse, i have been a child and an adult in this community; a direct service worker, and a nonprofit executive; an employee and an entrepreneur; a high school student and a doctoral candidate. the scope of experience and understanding that i have about this community is diverse and well-rooted, and deeply enhanced by my lived experience as a Black woman in the pacific northwest.

What is your understanding of, or experience in, issues related to social justice, human rights, racial and/or other forms of discrimination?

i have facilitated development opportunities in all areas of social justice for communities throughout washington, and the rest of the country, for over 20 years. specifically, i have worked in crisis support, k20, workforce development, and youth services realms to support the systemically marginalized populations that are directly impacted by systemic inequities. i have lived experience as a Black woman in our community, through great times and challenging, and i have had extensive interactions with the system, both in partnership contexts, and in community member capacities. this is enhanced by my academic engagement in learning with a master's degree in educational leadership with an emphasis in multicultural education, and a ph.d. in progress in social justice leadership.

What lived experiences or skill sets would you bring to the Commission?

my lived experience is extensive and addressed in the questions above.

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?

this question is a reflection of some of the challenges that i have on an ongoing basis in this community. the traumatization, and re-traumatization of systemically marginalized individuals is often perpetuated with great intentions. AND. they are traumatizing all the same.

inherently, existing on the fringes of societal acceptability results in troubling times like this on a regular basis. truly understanding this would prevent asking community members from sharing trauma to validate their qualification to do the work.

i would love for us to refuse to utilize the trauma that some of our community faces in the day-to-day as a metric for usefulness in the work.

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.

it looks like being able to show up unapologetically in all spaces, and having your humanity honored, based solely on the idea that you exist, and thus are valuable.

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

as many as it takes to make this work real and substantial, and not performative.

Thank you for your interest in serving on a the City of Olympia Social Justice and Equity Commission!

sarahlloyd, Ph.D. Candidate, CWDP

VISION FOR AN EQUITABLE WASHINGTON

WE move in ways that honor the seven generations, decolonized in thought, purpose, and action, so that all of us can live our utmost purpose; to serve the greater good.

SUMMARY OF QUALIFICATIONS

- 20 years of visionary, relational, outcomes-driven leadership in local, regional, and statewide capacities
 - Subject matter expertise in innovative initiative design centered in strengths-based equity
 - Creative approach to traditional leadership opportunities through social media, blog, and podcast messaging
 - Engaging and effective public speaker that actively connects theory to practice for diverse audiences
- StrengthsFinder Strengths:** Ideation, Futuristic, Maximizer, Belief & Strategic
-

SELECTED CAREER ACHIEVEMENTS

Equity-Centered Leadership

- Facilitated innovative and creative processes to recruit, hire and train over 600 staff to effectively identify highly qualified candidates to provide leadership that prioritizes strong community representation;
- Created and implemented multiple strengths-based programs centered in equity and social justice with various levels of curriculum, structure, and incentives to support systemically marginalized populations;
- Initiated organizational structure revisions to dramatically enhance and improve equitable practices, accountability, financial solvency, governance, and staff retention metrics for optimum agency stability;
- Created and implemented strategy to recruit board members to increase vocational, cultural, racial and LGBTQ+ representation to bolster effectiveness and reach through foundational community representation;
- Convened partners in ongoing strategic alliance planning sessions to identify successes and obstacles, facilitate expectation setting, engage stakeholders, and maintain effective, ongoing communication;
- Provided oversight for operational budgets of up to \$2.1 million annually to allocate funds to staffing and operational costs, programmatic sustainability and participant support.

Assessment & Accountability

- Created a MWBE-certified business to create growth opportunities to expand the competency and access for community leaders in equity-centered ways that challenge traditional operational paradigms;
- Gathered, analyzed, and reported on performance data utilizing mixed research methods (qualitative and quantitative) to establish organizational performance, optimizing structures, services, and staffing models;
- Collaborated with statewide executive leadership teams to address, identify, and strategize around systemic inequities that served as obstructions to operationalized equity throughout their agencies;
- Built streamlined workflow systems and resources to eliminate longstanding organizational inefficiencies that hindered success, creating feedback loops for continuous improvement in various processes;
- Redesigned performance evaluation processes to more effectively support intentional professional development and create an organizational culture of feedback and growth opportunities;
- Established benchmarks, timelines and effective measurement tools for high-functioning teams to maintain successful and sustainable performance, moving organization to statewide top performer.

Strategic Planning

- Facilitated strategic planning efforts to establish shared language, revisit and redefine organizational priorities and values, establish performance goals and benchmarks for operationalizing equity-centered work;
- Facilitate radical change coaching sessions to support executive leaders in challenging personal, organizational, and systemic inequities in every aspect of decision-making;
- Designed, implemented, and supported global initiative to support mission amplification through coaching for nonprofit organizations in racial equity, healthy communities, human trafficking, and climate emergency areas;
- Provided transformational leadership in significant organizational transition leading toward bolstered stability in operations for budget, personnel, program delivery, board engagement, and community relations;
- Led collaborative effort to complete rigorous application process for programmatic initiative review to the Washington State Institute for Public Policy to be considered as a Evidence-Based Practice;
- Strategized agency approach to diversify revenue streams with private funding sources, successfully building programmatic sustainability strategies by 39% in a single calendar year.

Community Engagement

- Fostered strong relational partnership collaborations with various community entities to move previously siloed organizations toward full-system integration in collective-impact model for coalition building;
- Revitalized community engagement to rebuild relationships, increase awareness, and reposition brand to expand community willingness to engage and invest resources, resulting in a 17.6% increase in revenue at annual event;
- Established strong community-wide partnership group of peers centered around intercultural excellence and accountability to create systems change for more equitable community resource allocation;
- Increased organizational accessibility for systemically marginalized groups through increased partnership engagement, heightened community outreach, and commitment to building community-wide cultural humility;
- Initiated key partnership to establish intensive training for key organizational leadership to actively pursue increased cultural humility toward heightened knowledge, skills and abilities in creating equitable spaces;

PROFESSIONAL EXPERIENCE

Soul on Fire Consulting, LLC • Olympia, Washington
Principal Disruptor • January 2020 to Present

SafePlace • Olympia, Washington
Executive Director • August 2017 to November 2019

PacMtn WorkForce Development Council • Tumwater, Washington
MyJOB Program Manager • May 2016 to August 2017
Youth Initiatives Coordinator • September 2014 to May 2016

Community Youth Services • Olympia, Washington
Director, Youth Employment & Education Services • August 2010 to September 2014
YouthBuild Work Readiness Case Manager • April 2010 to July 2010

PROFESSIONAL PRESENTATIONS

Co-Host • Zero Apologies: Droppin' Truths Podcast • South Sound YMCA • 2020 to 2021
Philanthropy for a More Equitable Future • Washington State Nonprofit Conference • 2019
International Women's Day & Domestic Violence Podcasts • Washington State Combined Fund Drive • 2017, 2018
Doing the Work of Social Justice • SPSCC MLK Legacy Conference • 2017
The Power of the Five • University of Washington Young, Gifted & Black Conference • 2017
MyJOB - Successful Youth Reentry in Action • Workforce Training & Education Coordinating Board • 2017
Strengths-Based Leadership • PacMtn Workforce Development Council • 2016 to 2018
Engaging Incarcerated Youth in Workforce • Washington Workforce Association Conference • 2016
Uplift! Workforce Training Program • Community Youth Services • 2014 to 2018
Doing the Work of Social Justice • Community Youth Services • 2012 to 2018
NASPA Silver Excellence Award Winning Student Leadership Institute • Pacific Lutheran University • 2010
Students of Color Retreat • Pacific Lutheran University • 2008 to 2016

COMMUNITY INVOLVEMENT

Board Member • Career Path Services • 2020 to Present
Vice Chair, Social Justice & Equity Committee • Board of Trustees • South Sound YMCA • 2020 to Present
South Sound Exceptional Woman • Soroptimist of Olympia • 2020
Member • Expanded Learning Opportunities Council • 2015 to 2016
Board Member • YWCA of Olympia • 2013 to 2014
Mentor • Washington State Achiever's Program • 2008 to 2009
Facilitator • LeaderShape • 2008

TRAINING & CERTIFICATIONS

Credentialed Coach Pathway (In Progress)
inviteCHANGE & International Coach Federation

Mediation & Arbitration Certificate
South Seattle College

Nonprofit Executive Leadership Institute
University of Washington, Evans School of Public Policy & Governance

Leadership Forum for National Service Executives: Program Assessment
University of Washington, Evans School of Public Policy & Governance

Certified Workforce Development Professional
National Association of Workforce Development Professionals

Master Trainer & Facilitator
The Workplace Excellence Series

Alumnus
Social Justice Training Institute

EDUCATION

Doctor of Philosophy, Leadership Studies & Social Justice (*Candidate*)
Saint Martin's University • Lacey, Washington

Master of Arts, Educational Leadership
University of Northern Colorado • Greeley, Colorado

Bachelor of Arts, Communication/Advertising
Washington State University • Pullman, Washington

sarahlloyd, Ph.D. Candidate, CWDP

VISION FOR AN EQUITABLE WASHINGTON

WE move in ways that honor the seven generations, decolonized in thought, purpose, and action, so that all of us can live our utmost purpose; to serve the greater good.

SUMMARY OF QUALIFICATIONS

- 20 years of visionary, relational, outcomes-driven leadership in local, regional, and statewide capacities
 - Subject matter expertise in innovative initiative design centered in strengths-based equity
 - Creative approach to traditional leadership opportunities through social media, blog, and podcast messaging
 - Engaging and effective public speaker that actively connects theory to practice for diverse audiences
- StrengthsFinder Strengths:** Ideation, Futuristic, Maximizer, Belief & Strategic
-

SELECTED CAREER ACHIEVEMENTS

Equity-Centered Leadership

- Facilitated innovative and creative processes to recruit, hire and train over 600 staff to effectively identify highly qualified candidates to provide leadership that prioritizes strong community representation;
- Created and implemented multiple strengths-based programs centered in equity and social justice with various levels of curriculum, structure, and incentives to support systemically marginalized populations;
- Initiated organizational structure revisions to dramatically enhance and improve equitable practices, accountability, financial solvency, governance, and staff retention metrics for optimum agency stability;
- Created and implemented strategy to recruit board members to increase vocational, cultural, racial and LGBTQ+ representation to bolster effectiveness and reach through foundational community representation;
- Convened partners in ongoing strategic alliance planning sessions to identify successes and obstacles, facilitate expectation setting, engage stakeholders, and maintain effective, ongoing communication;
- Provided oversight for operational budgets of up to \$2.1 million annually to allocate funds to staffing and operational costs, programmatic sustainability and participant support.

Assessment & Accountability

- Created a MWBE-certified business to create growth opportunities to expand the competency and access for community leaders in equity-centered ways that challenge traditional operational paradigms;
- Gathered, analyzed, and reported on performance data utilizing mixed research methods (qualitative and quantitative) to establish organizational performance, optimizing structures, services, and staffing models;
- Collaborated with statewide executive leadership teams to address, identify, and strategize around systemic inequities that served as obstructions to operationalized equity throughout their agencies;
- Built streamlined workflow systems and resources to eliminate longstanding organizational inefficiencies that hindered success, creating feedback loops for continuous improvement in various processes;
- Redesigned performance evaluation processes to more effectively support intentional professional development and create an organizational culture of feedback and growth opportunities;
- Established benchmarks, timelines and effective measurement tools for high-functioning teams to maintain successful and sustainable performance, moving organization to statewide top performer.

Strategic Planning

- Facilitated strategic planning efforts to establish shared language, revisit and redefine organizational priorities and values, establish performance goals and benchmarks for operationalizing equity-centered work;
- Facilitate radical change coaching sessions to support executive leaders in challenging personal, organizational, and systemic inequities in every aspect of decision-making;
- Designed, implemented, and supported global initiative to support mission amplification through coaching for nonprofit organizations in racial equity, healthy communities, human trafficking, and climate emergency areas;
- Provided transformational leadership in significant organizational transition leading toward bolstered stability in operations for budget, personnel, program delivery, board engagement, and community relations;
- Led collaborative effort to complete rigorous application process for programmatic initiative review to the Washington State Institute for Public Policy to be considered as a Evidence-Based Practice;
- Strategized agency approach to diversify revenue streams with private funding sources, successfully building programmatic sustainability strategies by 39% in a single calendar year.

Community Engagement

- Fostered strong relational partnership collaborations with various community entities to move previously siloed organizations toward full-system integration in collective-impact model for coalition building;
- Revitalized community engagement to rebuild relationships, increase awareness, and reposition brand to expand community willingness to engage and invest resources, resulting in a 17.6% increase in revenue at annual event;
- Established strong community-wide partnership group of peers centered around intercultural excellence and accountability to create systems change for more equitable community resource allocation;
- Increased organizational accessibility for systemically marginalized groups through increased partnership engagement, heightened community outreach, and commitment to building community-wide cultural humility;
- Initiated key partnership to establish intensive training for key organizational leadership to actively pursue increased cultural humility toward heightened knowledge, skills and abilities in creating equitable spaces;

PROFESSIONAL EXPERIENCE

Soul on Fire Consulting, LLC • Olympia, Washington
Principal Disruptor • January 2020 to Present

SafePlace • Olympia, Washington
Executive Director • August 2017 to November 2019

PacMtn WorkForce Development Council • Tumwater, Washington
MyJOB Program Manager • May 2016 to August 2017
Youth Initiatives Coordinator • September 2014 to May 2016

Community Youth Services • Olympia, Washington
Director, Youth Employment & Education Services • August 2010 to September 2014
YouthBuild Work Readiness Case Manager • April 2010 to July 2010

PROFESSIONAL PRESENTATIONS

Co-Host • Zero Apologies: Droppin' Truths Podcast • South Sound YMCA • 2020 to 2021
Philanthropy for a More Equitable Future • Washington State Nonprofit Conference • 2019
International Women's Day & Domestic Violence Podcasts • Washington State Combined Fund Drive • 2017, 2018
Doing the Work of Social Justice • SPSCC MLK Legacy Conference • 2017
The Power of the Five • University of Washington Young, Gifted & Black Conference • 2017
MyJOB - Successful Youth Reentry in Action • Workforce Training & Education Coordinating Board • 2017
Strengths-Based Leadership • PacMtn Workforce Development Council • 2016 to 2018
Engaging Incarcerated Youth in Workforce • Washington Workforce Association Conference • 2016
Uplift! Workforce Training Program • Community Youth Services • 2014 to 2018
Doing the Work of Social Justice • Community Youth Services • 2012 to 2018
NASPA Silver Excellence Award Winning Student Leadership Institute • Pacific Lutheran University • 2010
Students of Color Retreat • Pacific Lutheran University • 2008 to 2016

COMMUNITY INVOLVEMENT

Board Member • Career Path Services • 2020 to Present
Vice Chair, Social Justice & Equity Committee • Board of Trustees • South Sound YMCA • 2020 to Present
South Sound Exceptional Woman • Soroptimist of Olympia • 2020
Member • Expanded Learning Opportunities Council • 2015 to 2016
Board Member • YWCA of Olympia • 2013 to 2014
Mentor • Washington State Achiever's Program • 2008 to 2009
Facilitator • LeaderShape • 2008

TRAINING & CERTIFICATIONS

Credentialed Coach Pathway (In Progress)
inviteCHANGE & International Coach Federation

Mediation & Arbitration Certificate
South Seattle College

Nonprofit Executive Leadership Institute
University of Washington, Evans School of Public Policy & Governance

Leadership Forum for National Service Executives: Program Assessment
University of Washington, Evans School of Public Policy & Governance

Certified Workforce Development Professional
National Association of Workforce Development Professionals

Master Trainer & Facilitator
The Workplace Excellence Series

Alumnus
Social Justice Training Institute

EDUCATION

Doctor of Philosophy, Leadership Studies & Social Justice (*Candidate*)
Saint Martin's University • Lacey, Washington

Master of Arts, Educational Leadership
University of Northern Colorado • Greeley, Colorado

Bachelor of Arts, Communication/Advertising
Washington State University • Pullman, Washington