



Saturday, January 1, 2022

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

Marianne Ozmun-Wells

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):

Castlewood



View a larger, zoomable map here:

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

Primary Phone Number



Alternate 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?

I am passionate about social justice in both my professional and personal life. I am committed to improve access and equity for those from historically and currently marginalized identity groups.

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 involved in social justice efforts and working with and on behalf of people from marginalized groups for over 30 years in two states. From teaching children of migrant farm workers in the fields where their parents worked, to building a mentoring program for formerly drug and gang involved youth on a Native American reservation. I served as the housing director for the largest poverty advocacy and homeless services non-profit in Tucson, Arizona, served those with complex developmental disabilities and children and youth with severe mental illness and conduct disorders. Have worked for the Washington State Department of Social and Health Services for 20 years. For the past nine years I have served in equity, diversity, and inclusion leadership.

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

I am a former foster child, having been born into the Arizona State child welfare system and aging out of that same system at age 18. I have lived in abject poverty and have experienced homelessness. I am recovering from behavioral health and substance use disorders (35 years) and live with an often debilitating but less visible genetic physical disability called Ehlers-Danlos Syndrome. I have been "out" as a member of the LGBTQIA+ community since 1982 and came out two years ago as non-binary. I identify as a non-binary lesbian and my pronouns are she/they. I am over 50 and appear female. I am white and have benefited from my whiteness throughout my life and work to use my privilege when useful (and requested) whenever I can in service to those with less racial privilege. My wife and I have

been together for 28 years and we have a 17-year-old daughter. All three of us live with physical disabilities that impact multiple life domains, but few would know that by seeing our family. My wife and I moved from Tucson, Arizona to Olympia twenty years ago, primarily in hopes of starting a family in a more affirming environment than we had experienced in Arizona.

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 work with people who have different ideologies than me often. The nature of my work requires that I have the ability to engage people who may not immediately adopt the principles of anti-racism and equity. Personally, I have experienced untold numbers of words and acts of bias and discrimination. In 1982, I was in a relative placement with an Aunt and Uncle who were preparing to adopt me. I was a senior in high school, preparing for a career in the United Methodist ministry when I had my coming out experience. That experience cost me my home, family, faith, future, and nearly my life. Working through that experience was a lengthy undertaking involving therapy and a recovery community. I understand in my cells what it means to lose everything because of who I am and whom I love. More recently, over the years under the previous presidential administration, visible hatred for people like me and families like mine increased exponentially. We not only saw hate on display on Capitol Boulevard, we saw it on Boulevard Road. For the first time, in our 20 years as Washingtonians, my family and I feared for our safety. We saw parades of hatemongers driving up and down Boulevard, and because one corner of our home is on Boulevard, my family and I purchased plywood to board up our windows and doors if things became violent right outside our home. The same racist, homophobic, misogynistic mentality we left behind two decades ago became publicly sanctioned and somewhat normalized even in the Pacific Northwest in recent years.

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 means no individual or family ever fears that hate threatens their safety. It means safe and adequate housing for every member of our community. It means that those who navigate the world in wheeled chairs or with canes or crutches or unstable legs, can get up curbs and across streets and into buildings. I found it unconscionable that as the state formed a business resource group for state employees with disabilities, there was inadequate disabled parking to attend those meetings. It means that our Black and Brown neighbors never have to have "the talk" with their children about how to stay alive when encountering law enforcement. It means a place for those in mental health crisis and in the throes of addiction can get help. It means the very old and the very young have place and purpose in their lives. It means our leadership at every level, looks like the community they serve. It means no decisions are made without all voices at the table and that the voices aren't tokenized, they are valued!

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?

6-8 hours per month, more if emergent needs require.

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

MARIANNE KATHLEEN OZMUN-WELLS

[REDACTED], Olympia, Washington 98501

Phone: [REDACTED]

e-mail: [REDACTED]

Mobile: [REDACTED]

Proven Progressive Anti-Racism, Equity, Diversity, Inclusion Leadership

PROFESSIONAL PROFILE

- Public, private, non-profit leadership in two states.
- Proven history of private/public partnership and effective coalition building.
- Exceptional Communications Manager; expert verbal, visual, and written communicator.
- Successful Project Manager-strategic planning, quality improvement, equity, diversity, inclusion.
- Recognized subject matter expert in myriad anti-racism, equity, diversity, and inclusion topics.
- Skilled Performance Manager-performance outcome tracking, visualization, and reporting.
- Motivator and mobilizer of diverse groups; often with competing interests.
- Computer literate desktop publishing, data, presentation, and graphic design producer utilizing the full suites of Microsoft and Adobe applications as well as other statistical, MIS, and design programs.

I am so pleased to tell you that in addition to very positive feedback at the Board, the conversation about LGBTQ+ persons and inclusion, respectful communication, pronouns, courtesy titles, etc. is apparently spreading to the Network group for Administrative Law Judges at other state agencies. Your presentation yesterday was approved for continuing legal education (CLE) credit by the Washington State Bar Association

~Jamie Moore, Industrial Appeal Judge

EXPERTISE

- Audience-driven communications
- Consultation, training, and technical assistance.
- LGBTQ+ inclusion; age, disability, gender, veteran's issues, identity intersectionality
- Operations, personnel, and budget management
- Adult learning theory and competency-based curriculum development and education
- Continuous Quality Improvement: Baldrige, Lean, Six Sigma, Results Washington
- Legislative and policy analysis, policy writing, law and policy equity assessment
- Stakeholder mapping and engagement
- Communications planning; publications, design, and management
- Equity, diversity, and inclusion, anti-racism, race, power, privilege, unconscious bias, microaggressions
- Media relations, public relations
- Writing for legislature, leadership, staff, clients, and the public

PROFESSIONAL EXPERIENCE

Equity, Diversity, and Inclusion Manager

Washington State DSHS Economic Services Administration, Olympia, WA 11/2016-Present, Nicole Ross 360-725-4558

- Vision, develop, deploy, direct equity, diversity, and inclusion programs, policies, and practices throughout the largest administration in the largest state agency.
- Coach and consult senior leadership team on anti-racism and equity accountability and action.
- Develop and deploy comprehensive anti-racism, and equity, diversity, inclusion curriculum.
- Develop and deploy comprehensive equity, diversity, and inclusion communications.
- Supervised EDI professionals and interns, represented EDI at senior leadership.

Equity, Diversity, and Inclusion Manager, *Washington Department of Social and Health Services, Olympia, WA 07/2013-11/2016, Theresa Powell, 360-902-7999*

- Oversee Affirmative Action planning, development, metrics, monitoring, and reporting for all of DSHS
- Convene and direct the work of the Equity, Diversity, and Inclusion Council
- Develop policies to support diversity, equity, and inclusion for the DSHS workforce and clients
- Lead and support cultural competency and diversity initiatives statewide.

Communications Manager, LGBTQ Children, Youth & Families Consultant *Washington Department of Social and Health Services, Olympia, WA*

12/2001-2/2006, 11/2006-8/2012, and 4/2013-7/2013, Sherry Hill (Retired)

- Design and author communications plans, reports, fact sheets, newsletters, messages and talking points, briefing papers, web-based content, and other publications for legislators, executive leadership, personnel, stakeholders, constituents, and the media.
- Developed LGBTQ+ Curriculum, deployed to multiple audiences.
- Develop strategic plans and co-coordinate Continuous Quality Improvement initiatives.
- Interpret complex data and visually communicate statistical concepts for the legislature and other audiences.
- Spearhead social marketing campaigns.

Communications Director, Acting, *Denise Revels Robinson, (Retired)*

Department of Social and Health Services, Children's Administration Olympia, WA

- Executive leadership, planning, and product development for all agency communications.
- Collaborated with DSHS Public Affairs on media relations and external communications.
- Chaired Diversity Council.
- Supervised Children's Administration Communications Unit.

Administrative Program Specialist II, Foster Care to College, *Temporary Appointment*

Washington Office of Superintendent of Public Instruction & DSHS, Olympia, WA, 2006, Gina Brimmer, resigned

- Developed and launched new program to support foster youth in persisting in, and completing programs of post-secondary education at universities, community colleges, and trade schools.
- Coordinated and facilitated multi-agency private/public partnership advisory committee.
- Facilitated multiple workgroups, developed policies, authored program implementation plan.

Technical Assistance & Communications Manager, *Project MATCH, Tucson, AZ, Becky Thomas, (Retired)*

- Developed and distributed all project-related information through print and electronic media for System of Care model program for children with complex needs and multi-system involvement.
- Designed training and communications materials for local, regional, tribal, and national presentation as the agency representative to the National Communications and Technical Assistance partnership.
- Chaired Cultural Competency Committee.

Housing Director, *Primavera Services, Inc., Tucson, AZ, Karin Uhlich, 520-791-4711*

- Oversaw operations, budget, and personnel in four housing programs throughout the city of Tucson for the metropolitan area's largest homeless service and poverty advocacy organization.
- Hired and supervised all personnel including Program Managers and Master's level clinicians.
- Served as member of executive management team

Education Coordinator, *La Paloma Family Services, Inc., Tucson, AZ, David Bradley, (Senator) 602-926-5262*

- Oversaw the educational provisions for at-risk and dependent youth in five group homes.
- Designed, implemented, and received Arizona State Department of Special Education licensure on an alternative school for at-risk and dependent children ages 6-18; served as interim school principal.
- Supervised certified teaching personnel.

Youth Mentor Program Coordinator, *Pascua Yaqui Housing Authority, Tucson, AZ, Marilyn Chico, (Retired)*

- Designed and implemented media-arts based mentoring program for Native American youth.
- Worked closely with law-enforcement, social services, and other community entities.
- Hired, trained, supervised young adults to become mentors to younger children in their own community.

EDUCATION

- University of Phoenix, Master of Management in Public Administration, MMPA, June 2013
- University of Arizona, Tucson, Arizona, Art Education, multicultural emphasis, BFA

PROFESSIONAL MERIT & CERTIFICATIONS

- Elected Chair RAIN, Rainbow Alliance and Inclusion Network, Olympia, WA 2017-2019
- Certified Diversity Executive, Institute for Diversity Certification, Olympia, WA, 2018
- Certified Diversity Professional, Institute for Diversity Certification, Olympia, WA, 2016
- Certified Lean Six-Sigma Practitioner; DSHS, Olympia, WA 2014
- Master Trainer, NASW Moving the Margins: Child Welfare for GLBTQ Youth, Seattle WA, 2009
- Chairwoman, YWCA Women's Leadership Program, Tucson, AZ

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