



Saturday, December 4, 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

Rachelle Martin

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

Live in Olympia

Email Address

[REDACTED]

Home Address

[REDACTED]

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

[REDACTED]



View a larger, zoomable map here:

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

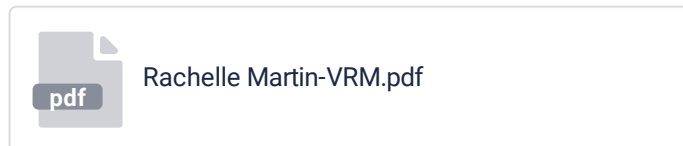
Primary Phone Number



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?

Working with this Commission would intersect a lot of my experiences, interests and skills. I am a certified mediator, specializing in high conflict areas. I was part of the group that began the first EDI training program for the staff at Timberland Regional Library, that became the district standard. I am currently a Quality Improvement Analyst with the Center for Health Statistics under the State Department of Health. I am also the coordinator of a division-wide project/work product overview to provide the leadership in Disease Control and Health Statistics a comprehensive view of all of the current and proposed work that is being done so resources may be allocated equitably. Working with this Commission would use a lot of the skills I enjoy cultivating to serve the people of Olympia.

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

I am a committee member of the Poor People's Campaign, specializing in policy and outreach work. A constant conversation within this group is surrounding the struggles that people living in systemic poverty endure and how to change the system that we all inhabit so we can lift everyone up. I am also a board member of the AFL-CIO Pride at Work group where we work with LGBTQIA+ members within the labor movement to advocate for our brothers, sisters and siblings. My internship in college was working at the SafePlace domestic and sexual violence center, both as a direct advocate as well as support staff member. I am also a facilitator with Pizza Klatch, where queer identified youth meet for discussions and support.

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

I am a queer woman.

I am a survivor of domestic violence.

I am a single mother.

I was raised within the Pentecostal church and suffered significant institutional trauma within the faith system.

I have lived in poverty for the majority of my adult life.

My resume lists some of my other volunteer work and interests.

These lived experiences have given me a deep level of empathy and compassion to everyone. My mediation style is very collaborative and healing. It is very powerful to help people work through their conflict. My traumatic experiences and the healing that I have done afterwards has given me a unique perspective and energy to conflict management as well as organizational change/dynamics.

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 have always lived in poverty and have struggled to connect with people of means. I had a lot of personal bias against wealthy individuals and struggled to connect with them because of that bias. In my work at DOH I have encountered a diverse work population, including people with affluence. I have gone through numerous bias trainings, but it was only recently that I directly worked on my own classism. I have sought out opportunities to connect with people of different economic means than my own in an effort to become more aware of this bias and it has really broadened my awareness of people's struggles that are not connected to their economic status.

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 a hard time with mission/vision statements like this as I am a very practical, task oriented person. Through that lens a 'just and equitable Olympia for all people' would be an environment that fosters conflict/complaint management with a strong eye towards systematic changes and efficiencies.

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?

I am able to commit to 10+ hours of asynchronous work a month. Monthly evening meetings are not a problem either. I would be open to additional work, but I would need to have a discussion about expectations and balance.

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

Dear Ms Remsbecker and other Selection Committee

I would like to express my interest in the Vital Record Manager position at the Center for Health Statistics. My supervisory, labor relations, records management and quality improvement experience make me a uniquely qualified candidate. In my past position at Timberland Regional Library as an Operations Supervisor, I managed a staff of 16 people that were tasked with the core operations of two public library branches. Beyond my day to day management tasks, I also worked on district wide initiatives that impacted 27 library branches in 5 counties, such as strategic planning, automation, circulation policy/procedure creation, implementation and training. I have worked with my union as a steward, as well as executive board member. Counseling supervisors and direct reports on coaching, discipline and advocacy was a core component of my work with the union for the 13 years that I worked at Timberland. This experience has made me comfortable parlaying my coaching skills out of a union setting and into management

Since my hiring in February I have learned so much about DOH and CHS and the work that the teams accomplish to support the residents of Washington. When I was hired into CHS as a non-permanent staff, I set out to determine the next steps of my career and how I can best utilize and cultivate my skills. To that end, I have continued my mediation training to be able to independently take on cases and have completed Labor Arbitrator training through the Federal Mediation and Conciliatory Agency. While I could be successful with making conflict resolution as a career path, the reality of case driven work would not allow for an ideal work-life balance that working at CHS would permit.

Seeing and understanding the work and challenges of CHS allows a feeling of confidence that I would be successful in the role of Vital Records Manager for an extended amount of time. I thrive on having a strong routine that allows for lots of challenges and room for growth. I worked at Timberland for 13 years because I was able to learn and cultivate my skills while serving the public. Working at CHS is similar to library work and the Vital Records side of the Center is very close to the work I was accomplishing at Timberland. As Operations Supervisor, I supported direct line staff in record management and customer service tasks. I was a conflict escalation resource for staff and patrons, as well as an information disseminator regarding district wide plans, providing context and training into rule making decisions that affected workflow and morale. I also worked with IT professionals, both internal to Timberland and outside IT companies to enhance the customer and staff experience. The largest example of this was the selection and implementation of check-out machines for our patrons that then allowed our front line staff to take on tasks that were part of their new classifications.

In my free time I volunteer with several local organizations (Dispute Resolution Center of Thurston County, CascadiaNow!, AFL-CIO Pride at Work, Washington St Labor Council and the Thurston Lewis Mason Central Labor Council) and consider it my civic duty to advocate for the residents of Washington to receive the services required to meet their needs. Easy, correct and prompt access to Vital Records is fundamental to residents to interact with the bureaucracy of their communities. Having a customer driven mindset, as well as keeping an accurate assessment of who our customers are, is a pillar of my managerial strategy.

Thank you all for your consideration. I am enjoying my time as the CHS Quality Improvement Analyst and look forward to being able to use a greater number of my skills to serve the CHS team and the residents of Washington.