

Application

Please demonstrate your interest in serving by completing the application below. We recognize there may be barriers to completing a written application. Please contact the Foundation Staff for assistance in identifying alternatives.

Name: Zeenia Junkeer Date: 3/12/2024

Street Address: [REDACTED]

City: Bellingham Zip Code: 98225

Mailing Address (if different from street address): _____

Preferred Telephone Number: [REDACTED]

Preferred Email Address: [REDACTED]

(if you may not be reached via email, we will work with applicants to contact them in different ways)

If appointed, would you prefer to serve a 2- or 3-year initial term? ☐ 2-year ☐ 3 year ☒ Open to either

In our pursuit that each applicant is given the greatest opportunity to join the WREC, **we are asking applicants to self-identify ALL the roles they would be eligible for and comfortable representing** on the Commission. Please check all roles you would like to be considered for:

1. ☒ Community Member (Up to 7 members)
 - ☐ A student living in Whatcom County;
 - ☐ A community member with experience caring for a student currently attending a Whatcom County public school such as parent, foster parent, grandparent, caregiver, or guardian;
 - ☒ An immigrant, migrant, or refugee;
 - ☒ A business owner, manager, or independent contractor;
 - ☐ A youth or young adult aged 16 to 24 at the time of appointment;
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 - ☐ Working in local higher education institutions
 - ☐ Working in local K-12 schools;
3. ☐ Human service providers, including, but not limited to, victim or offender services, housing or houseless services, and mental health services;
4. (Not being seated at this time) Subject matter expert, individuals with expertise in, and/or specialists in the commission's areas of concern;
5. ☒ Social justice advocate or activist whose area of focus is racial equity;
6. ☒ Philanthropic organizations;
7. ☐ Faith leadership;
8. ☒ Multilingual health care provider.

All candidates under this section shall have an interest in or have been impacted by racial equity issues. (2.107.060 Additional Appointed Members.) It is not required that members of the Commission speak a specific language and translation/interpretation services can be made available to members.

Please note that the 2.107.060 (4) *Up to Four subject matter experts, individuals with expertise in, and/or specialists in the commission's areas of concern* are not being seated at this time. As the seated Commission determines its "areas of concern", the seats will be open for individuals with expertise in those areas.

Applicant Statements

In addition to the information above, we will use responses to the prompts in our evaluation of potential candidates. To reduce barriers, we are offering various ways to respond.

Please respond to the following 3 prompts:

- Describe your lived, community activity related, professional, educational, and/or personal experiences that may support and advance the work of the Commission. You may include a list of experiences if needed in this response to capture additional information.
- Please describe why you're interested in serving on this commission.
- Please describe one goal you would have for the Commission, one challenge in reaching that goal, and how you envision the Commission achieving the goal.

Response format options:

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Application Submission:

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WREC@ChuckanutHealthFoundation.org

Zeenia Junkeer, ND

Describe your lived, community activity-related, professional, educational, and/or personal experiences that may support and advance the work of the Commission. You may include a list of experiences if needed in this response to capture additional information.

Growing up in the Pacific Northwest as a multi-racial, multi-cultural woman has offered an interesting perspective on how our own Pacific Northwest experiences intentionally and unintentionally uphold systems of oppression that do not allow all communities to thrive. Witnessing and experiencing inequities in the education system, learning about and experiencing inequities in health care access, lack of access to generational wealth, and feeling the lasting impacts of trauma, racism, colonialism, and ableism in my communities drives me to seek change I know is possible when we center the experiences, stories, wisdom, and solutions of those most impacted by inequities. I feel a deep sense of responsibility to leverage my privilege, my proximity to the dominant culture, and my educational, and financial privilege that comes with being in a position of power professionally, to create new opportunities, processes, and cultural norms that support strong community voice, and representative leadership.

I have a Bachelor of Science in Justice Studies and Social Inquiry. While I didn't learn many of the frameworks I use today in that program, it was pivotal in my trajectory as I chose to attend a Naturopathic medical school vs an allopathic medical school, as a way to try and get closer to the root cause of the suffering of people. Before I understood Indigenous ways of knowing, I knew there had to be a way to support people holistically, in culturally responsive ways. After I graduated from medical school, I spent two years out of the county learning and working alongside incredible leaders in the first independent Black republic, Haiti. My work consisted of direct medical care during the day and meetings with local hospital executives and public health leaders working towards more equitable structures and systems for all community members. This work has deeply impacted not only my racial justice analysis, but also shaped my understanding of compassion, care, and community. Working alongside people from all over the world, in settings that were life and death, and watching the power of collaboration, the strength of community wisdom and solutions, and the importance of power sharing.

After my international NGO work, I worked in local public health in Oregon, at culturally specific community-based organizations, I led a BIPOC-led policy and advocacy organization for several years and co-led a collaborative of local BIPOC Leaders, the Decolonizing Data Council, a group that was able to impact statewide disaggregated data collection, in the early phase of the pandemic. I have held positions on multiple Governor-appointed committees in Oregon, such as the Governor's Racial Justice Council's Health Equity Committee, and the Universal Access to Care Taskforce, the latter of which I was the co-chair. I have also engaged in Leadership Development Cohorts through Forward Together's Stepping into Power, and am a part of the 2024 class of Washington School, a leadership development cohort led by Initai Foundation, bringing local philanthropy leaders together to strengthen and learn collectively how to further

our anti-racist, anti-colonial philanthropic practices. Currently, I am the Executive Director at Mount Baker Foundation, a local private philanthropic organization serving Whatcom County.

Please describe why you're interested in serving on this commission.

I am interested in serving because I believe that my living, educational, and personal experiences are very well suited for this work and can bring a unique perspective as a healthcare provider, non-profit executive, and philanthropic sector professional. I bring a strong analysis around racial, social, and gender justice issues that are rooted in liberation, popular education methodology, and other Indigenous ways of learning and knowing. I understand the nuances of doing this important work in a way that maintains the integrity and fidelity of the commission, as conceptualized by the people at the table and I hope to be able to help move the vision of the leaders who advocated for this commission, forward.

Please describe one goal you would have for the Commission, one challenge in reaching that goal, and how you envision the Commission achieving the goal.

I would like to see a commitment from the City of Bellingham to name opportunities for community members to have decision-making power in aspects of the budget, and policies controlling the budget as a way to demonstrate the values in the guiding principles of the commission. Having access to and influence over budget decisions has been the hardest thing I have seen governmental agencies struggle with, I would imagine a good first step would be around budget and data transparency and capacity building, and then collaboratively looking at how the City can engage in more of a collaborative decision making within it's structure. I can see this goal being realized with a lot of relationship building, capacity building, and a strong commitment to flexing our muscles around hard conversations, power sharing in action, and reimagining how we do our work in ways that don't perpetuate oppressive practices.

Application

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Name: Yazil A Dhilpe Castro Date: 02/29/2024

Street Address: [REDACTED]

City: Lynden Zip Code: 98264

Mailing Address (if different from street address): _____

Preferred Telephone Number: [REDACTED]

Preferred Email Address: [REDACTED]

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Yazil A Dhilpe Castro WREC Applicant Statements

Part 1: [IMG_3965.MOV](#)

Part 2: [IMG_3966.MOV](#)

Application

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Name: Julieta Garcia Suarez Date: 02/28/24

Street Address: [REDACTED]

City: Sumas Zip Code: 98295

Mailing Address (if different from street address):

Preferred Telephone Number: [REDACTED]

Preferred Email Address: [REDACTED]

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6. ☐ Philanthropic organizations;
7. ☐ Faith leadership;
8. ☒ Multilingual health care provider. **Medical Assistant- bilingual**

Julieta Garcia Suarez



I still recall this day as it was yesterday. 24 years ago at the age of 10 years old, my life took a drastic change overnight. I am from beautiful tiny village called Coro Michoacán Mexico - a with a population of about 500 people.

During this time I was being raised by the most kind human I have known, my grandmother. She had raised me from just a few months old.

On this particular day, I woke up and went to school like I did everyday. Upon my return home I encountered a tiny bag packed, filled with a few of my belongings. Next to this an outfit free of holes neatly set out. I was a little confused. I then realized my parents were there waiting for me individuals who I really did not know.

My father started by asking my grandmother if she can tell me the news. News she had just learned a few hours earlier. My grandmothers voice trembled and her eyes filled with tears. She got down to eye level and told me that this hurt her so very much, but that she loved me very much. Eventually she said "your parents have decided to take you with them" she proceeded by telling me "you will have a better life full of opportunities in America" I was shocked to say the least. Still in disbelief, I cried. I had a horrible knot feeling in my stomach.

The next day, just like that. I was on a bus bound to America. Three days past and we made it the Mexico/US border. Once at the border we got off the bus, walked through the pedestrian crossing and onto America we arrived. Building and roads like I have never seen before. Following the crossing we made it to a greyhound station and then continued on an additional 2.5 day bus trip to Washington.

What a culture shock to say the least. It was cold, and nothing but lots of trees I didn't even know existed. New beginnings for my young self. I felt lost. I was enrolled at Nooksack Elementary a few months remaining of fourth grade. At this time time the school had no Spanish speaking staff. My name Julieta was quite unique and difficult to pronounce. Therefore my teacher decided to Americanize this and called me Julie. This took a lot from my safety net, and created confusion on a small child. An ELL program has just been launched ant Nooksack Elementary School and the teacher was not bilingual. Teaching was by done by pointing, thumbs up and or speaking loudly. I cried in silence everyday in the schools bathroom during lunchtime. There were a few classmates that were bilingual (English/Spanish) they helped me through a few things. When Julie's name was called I of course kept forgetting that "I was Julie according to my teacher" my classmates would tap my arm to remind me that was me.

Summer came, I was enrolled in a migrant school program since my parents were farm workers. A bilingual program, I was like a sponge that summer and knew that was opportunity to learn English and learn it fast.

5th grade came and by this time I know basics! I was able to say Hello/hi, my name is Julieta and few other sentences.

My language skills grew throughout the years and I became fluent. My interest grew in middle school about helping others. I started helping new students that only spoke Spanish navigate through the school as they newly arrived in the community. Taking them under my wing to help ease the burden of feeling lost and alone. I would often translate for them.

A few years later, I then started volunteering in A Watered Garden in Everson community center. I helped in their ELL adult English class, clothing bank. It was such a rewarding feeling to help others. I thrived on helping new community members with local resources.

Years went by and I then decided I wanted to a career in healthcare, I knew that this was the best way of helping others in their most vulnerable moments specially folks that shares a similar background like me. After all I became my family's personal medical translator at the age of 11 so I already had some experience under my belt. I wished I could have added that to my resume.

I continue to share my time with now my very own 10 year old little helping individuals in the community. We volunteer at A Watered Garden in Everson when time allows. My daughter is proud to be bilingual and has also become quite the little advocate for her non English speaking classmates. I help my kiddo make sack lunches for the less fortunate at least one per month as she finds it in her heart to help others.

I am a mother to a small child, sister, daughter of migrant farm workers and a health care professional. I am a medical assistant that has made it to a leadership position. Unfortunately this is not the same for many like me. I am a member of the Health Equity, Diversity and Inclusion committee. Through this committee (through my employer) we were able to write a policy around interpreter services to our non English speaking patients and implemented language carts in every facility with the network to create access to language. Access to equal healthcare is very important to me as I have personally experienced the typical stereotype that I was less intelligent because my language was set to Spanish in my medical record and similar experiences go for my father. However as an a child and an adult I have had to be an advocate for his care more than I would like to admit to help him navigate through the difficult healthcare system and getting him quality care.

I am interested in serving this community as I have been a member of the small town of Everson for many years, there is currently a huge lack of diversity and engagement. I noticed specially during the flood of 2021 the lack of support for our non English community members. I was too affected by this flood which took my home, since this was out of my control. The City of Everson called for volunteers to do surveys pertaining damages by the flood waters to help in providing

data to FEMA. I volunteered and I was saddened by seeing that the Everson meadows residents were still in apartments that were affected by flood waters. Everson Meadows "Little Mexico" was known by the community. I asked specifically to help the folks in that area. As I helped walk through and helped fill out the surveys I made sure folks were aware of the amount of all the resources available for flood affected individuals.

I would love to create a committee to bring individuals both English speaking children and non English speaking children together outside of a school function. Acceptance for others starts at a small age.

The health care professional in me also loves the idea of having preventive care campaign reaching out to minority groups in the community that don't usually have access to these services or have such knowledge on the importance of them.

One of the challenges I can see running into this is the lack of community engagement, and fear from non English community members. Fear - Most individuals I know share that they are scared to open engage as they think something bad could happen.

As long time member of the community I could be seen as a trustworthy individual, helping this committee and creating a welcoming environment. Diversity means representation and I have this in me, I have similar background and life experiences.

Application

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Name: Scott Ryckman Date: 02/28/2024

Street Address: [REDACTED]

City: Ferndale Zip Code: 98248

Mailing Address (if different from street address):

Preferred Telephone Number: [REDACTED]

Preferred Email Address: [REDACTED]

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My name is Scott Ryckman and I currently serve the City of Bellingham as the Division Chief of Emergency Medical services. I have lived in Whatcom County since getting hired with the fire department in 2007. During my tenure I have served as a firefighter, Paramedic, Company Officer, and now Chief Officer of EMS.

I grew up in the Seattle area, spent time at University of Washington, then transferred to Washington State University to finish my undergraduate degree in Saxophone Performance with an emphasis in Jazz Studies. I graduated in 2001 and was asked to stay as a Graduate Student in Jazz Studies. While completing graduate work I served as the Teaching Assistant to the Jazz Studies Department which allowed me to teach at the university level. I instructed Jazz Big Band, Improvisation, Theory, Jazz History, History of Rock, and general Music History Classes.

After graduation I moved to Boston with my wife to pursue music as a career. I taught music at the Milton Academy, a private boarding school in the Boston area, was an instructor at the Joy of Music Program in Worcester, and played regularly in the Boston area at clubs and events. My wife and I moved back home in 2007 to support her father, who was in kidney failure and needed a transplant, and re-establish roots at home.

I have a deep love for teaching, learning, and challenging my own beliefs. I have had the ability to be a Senior EMS Instructor for the State of Washington, teach EMT classes in the rural community, am the Program Director for Paramedic Training for Bellingham Technical College, and love to do outreach to local fire districts to help educate our local responders.

In 2023 I began mentoring at Ferndale High School with the Be the One program, am on the Board of Directors for Whatcom County Mudcats Baseball, enjoy volunteering with Mt. Baker Ski patrol as an on mountain medical provider, and am also a Coach for the Mudcats organization.

My interest in this appointment comes from a variety of experiences. As an Engine Captain at BFD my assignment was Station 34 on McKenzie Road on Lummi Point. I can say that serving the Lummi Nation has been one of the best experiences of my career, and I still have strong connections with Tribal Health and leadership on the Lummi Reservation.

It was eye opening to serve a community that is deeply connected to the area but also has so much trauma, poverty, and struggle. Lummi Nation is unwavering in their dedication to their people, culture, and creating a better future for their Tribe. My time on the point reset my compassion, strengthened my resolve to do more for the greater community, and created ties and friendships that have led to collaborative problem solving between my department and the Tribe.

As a Paramedic I have the privilege and responsibility to go into people's homes, take care of their loved ones, and on most occasions do not have any questions asked about why or how I plan to help. Dialing 911 is access for anyone, anytime, to call for help and receive assistance with their problem. That said, not everyone gets the same help. Not everyone feels like they can call 911 for help. There are barriers to care such as language, cultural sensitivities, fear of uniforms, fear of healthcare, and the list goes on.

I would like to be part of identifying barriers to emergent and non-emergent healthcare and find ways to educate the public and caregivers about things that deter from people seeking help when they need it. Education for health care workers about implicit bias and the way it affects decisions on treatment or care provided to underrepresented groups. Help our community find ways to get people enrolled and educated about health care benefits that are available. I think there is more that is possible, but I need access to more people, with a broader background and different lived experiences to help me learn more and better understand pathways forward for healthcare.

I look at this commission to give back and give a voice to those who are muted and need advocates. I have had the privilege to do an amazing array of jobs and professions, but growing up playing music allowed me to be around the most diverse group of people I can imagine. In many ways my peer group for so many years blinded me to the challenges that should have been so obvious around racial equity. It is embarrassing to put that in writing because I wish I had been more aware of the struggles my friends were experiencing and had a better understanding of their life experiences.

Although I can't fix my lack of understanding, education, or awareness from the past, I can use the voice I have now to do better for my kids, my friends, my family, and our community. It would be an honor to work with the Whatcom Racial Equity Commission to solve problems and create solutions around equity and inclusion in this Community.

I appreciate your time and consideration for my application. If selected I commit to being an open minded contributor who is dedicated to advancing and advocating inclusivity, equality, diversity and compassion within our community.

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Name: Chao-ying Wu MD Date: 2/27/2024
Street Address: [REDACTED]
City: Bellingham Zip Code: 98225
Mailing Address (if different from street address): same
Preferred Telephone Number: [REDACTED]
Preferred Email Address: [REDACTED]

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Dear Members of the WREC Appointment Committee:

Before I speak to the prompts in the application, I would like to clarify my goals in applying. I am fully supportive of the goals of the WREC and the work to come, and I will be available to engage with, and support, that work whether I am a member of the commission or not. My goal is to help the work of the WREC move forward, and I can do that without being a member of the WREC. If my not being a member creates more space for someone else to be heard, recognized and elevated, then I would prefer for that to happen, and whatever contribution I can make would not thereby be diminished.

I am a 66 year old Chinese American male, child of immigrants, who came to the USA from China on the tail of World War 2 with the intention of pursuing graduate degrees, and then returning to China to help rebuild and modernize their nation following the the century of humiliation that followed the opium wars, and the devastation of World War 2. After the Communist Revolution my parents were no longer able to safely return to China, and so naturalized as American Citizens.

My upbringing as the youngest of 4 children in an academic family, of minority culture, modest financial means, and extravagant educational privilege gave me an unusual perch from which to view the operation of privilege and power in the USA, and the opportunity to benefit from privilege.

My work experiences with janitorial work, St. Louis County youth programs, US Job Corps, in retail, and in the practice of Primary Care Medicine in Seattle, the Navajo Nation, New Zealand with a primarily Maori population, and here in Whatcom County have afforded me the privilege of learning from diverse populations throughout my career.

As many physicians do, I came to realize that the practice of medicine often operates in a realm of mitigating health consequences, while looking upstream with sadness at opportunities missed to address cause. I also came to realize that most modifiable health outcomes are less determined by the individual, and more heavily influenced by the circumstances of their birth, the social construct of their “race”, their

location, their economic status, and the adults present, or absent, in their lives during their early years. I have come to know, and through my patients, to experience and feel, how these external influences lead to profound differences in quality of life, in years of life lost or gained, and in pain suffered or avoided.

Because my wife, Suzanne Wu, is an early childhood educator, I learned about the power of human resilience, and have come to believe that we now know enough to build a path that leads from our current culture, to one where chronic multigenerational poverty is abolished. To be effective this path will necessarily address, mitigate, and correct the profound disparities of trauma and opportunity experienced by our children, and because the social construct of race is such a powerful driver of these disparities, I am drawn to serve the goals of the Whatcom Racial Equity Commission.

A goal I have for the WREC is for the WREC to be consistently open and welcoming to having difficult conversations with each other, especially with those where level of comfort is lowest, and to learn the ability to do so with compassion and genuine radical curiosity. By radical I mean at the root level, a curiosity that comes from willingness to learn a different fundamental truth that may conflict with what one has always known.

By practicing this ability with each other, and by modeling these conversations, the WREC will help our entire community learn to do the same.

The challenge in reaching this goal is that we are humans, and this approach can feel profoundly vulnerable, all the more so when the stakes are high, the conversation is public, and most of our daily interactions are transactional, and conflict avoidant.

The work, however, calls us to be transformational and address conflict directly, so I envision the WREC achieving this goal in the usual flawed human way, in fits and starts, with progress and relapse, with smiles and tears, wailing, gnashing of teeth, friendships made and lost and made again, and more than a few (hopefully figurative) scars along the way. And I envision the WREC persevering through all of this, powered by the need and the vision that birthed the WREC, and driven by the

understanding that we cannot legislate, mandate, or otherwise order racial equity. We have to make it out of relationships one by one. The WREC can model this as it does the work of advising how to dismantle the systematic structures that promote and maintain inequity, and replace them with structures that promote equitable relationships with each other.

Thank you for your consideration, and for all the work you are doing. I expect you are all busy and will have many applications to review, so I have made this as condensed as possible, but I am happy to discuss further anytime.

With gratitude,

Chao-ying Wu MD

Application

Please demonstrate your interest in serving by completing the application below. We recognize there may be barriers to completing a written application. Please contact the Foundation Staff for assistance in identifying alternatives.

Name: LUCIA ZAMORA CHAMORRO Date: 02/11/2024

Street Address: [REDACTED]

City: Bellingham, WA Zip Code: 98226

Mailing Address (if different from street address): same

Preferred Telephone Number: [REDACTED]

Preferred Email Address: [REDACTED]

(if you may not be reached via email, we will work with applicants to contact them in different ways)

If appointed, would you prefer to serve a 2- or 3-year initial term? ☐ 2-year ☐ 3 year ☒ Open to either

In our pursuit that each applicant is given the greatest opportunity to join the WREC, **we are asking applicants to self-identify ALL the roles they would be eligible for and comfortable representing** on the Commission. Please check all roles you would like to be considered for:

1. Community Member (Up to 7 members)
 - ☐ A student living in Whatcom County;
 - ☐ A community member with experience caring for a student currently attending a Whatcom County public school such as parent, foster parent, grandparent, caregiver, or guardian;
 - ☒ An immigrant, migrant, or refugee;
 - ☐ A business owner, manager, or independent contractor;
 - ☐ A youth or young adult aged 16 to 24 at the time of appointment;
2. Diversity officers or staff members engaged in DEI work in educational institutions (2 total members)
 - ☐ Working in local higher education institutions
 - ☐ Working in local K-12 schools;
3. ☒ Human service providers, including, but not limited to, victim or offender services, housing or houseless services, and mental health services;
4. (Not being seated at this time) Subject matter expert, individuals with expertise in, and/or specialists in the commission's areas of concern;
5. ☒ Social justice advocate or activist whose area of focus is racial equity;
6. ☐ Philanthropic organizations;
7. ☐ Faith leadership;
8. ☐ Multilingual health care provider.

All candidates under this section shall have an interest in or have been impacted by racial equity issues. (2.107.060 Additional Appointed Members.) It is not required that members of the Commission speak a specific language and translation/interpretation services can be made available to members.

Please note that the 2.107.060 (4) *Up to Four subject matter experts, individuals with expertise in, and/or specialists in the commission's areas of concern* are not being seated at this time. As the seated Commission determines its "areas of concern", the seats will be open for individuals with expertise in those areas.

Applicant Statements

In addition to the information above, we will use responses to the prompts in our evaluation of potential candidates. To reduce barriers, we are offering various ways to respond.

Please respond to the following 3 prompts:

- Describe your lived, community activity related, professional, educational, and/or personal experiences that may support and advance the work of the Commission. You may include a list of experiences if needed in this response to capture additional information.
- Please describe why you're interested in serving on this commission.
- Please describe one goal you would have for the Commission, one challenge in reaching that goal, and how you envision the Commission achieving the goal.

Response format options:

- **Attach a document.** We recommend a length of up to 3 pages, but the page count will not be a factor in determining who to appoint.
- **Record your response.** We will be accepting recorded audio or video in response to these prompts. We recommend 2-3 minutes per prompt. We want to emphasize that in assessing this audio or video essay, we will prioritize the content over production quality. The depth of your ideas and the message you convey are of utmost importance to us.
- **Work with Foundation Staff.** We recognize there may be barriers to completing a written version of this application for a variety of reasons. The Foundation Staff is available to provide technical support in completing the written application and, utilizing transcription software, summarize responses to the prompts for applicants.

Please do not submit a resume, letters of recommendation, or personal references for this process. Please be detailed and specific in your responses. The Committee will be considering both lived and learned experiences in this process. The prompts and application have been designed to support the deliberation and recommendation drafting by the Appointment Committee. Should additional follow up be needed with an applicant, that individual may be contacted by the Chuckanut Health Foundation Staff and the Appointment Committee.

Application Submission:

If you are preparing your materials personally, you may submit materials via email to
WREC@ChuckanutHealthFoundation.org

If you are submitting materials while working with the Foundation Staff, the staff member will ensure your materials are submitted.

Application to be a member of the Whatcom Racial Equity Commission.

Lucia Zamora Chamorro

Describe your lived, community activity-related, professional, educational, and/or personal experiences that may support and advance the work of the Commission. You may include a list of experiences if needed in this response to capture additional information.

Since my youth I have had a spirit of entrepreneurship and helping people in greatest need and who are experiencing situations of abuse or discrimination. In my country I studied Law and dedicated myself to work in Human Rights, representing vulnerable populations and minorities who are suffering difficulties due to not having the tools that the State must provide to the populations. I worked for 8 years in the Supreme Court of Justice of my country, which allowed me to handle several cases of different kinds. I had the opportunity to complete my master's degree in Environmental Law in Spain - Madrid and then return to my country to continue working.

In 2012, the Inter-American Development Bank, based in Washington DC, hired me as a consultant to develop sustainable development projects (always in my country EL Salvador) with them I had the opportunity to obtain certifications in PM4R and group leadership, which helped me perform my work, achieving a better comprehensive development of the management indexes of the projects on which I worked. The projects were aimed at improving the quality of life of the most vulnerable and poor people in my country.

In 2019 I was working voluntarily as a human rights defender of people who suffered serious violations of their rights to freedom, expression, etc, by the authorities of my country. I was collaborating with the HUMAN RIGHTS WATCH Organization (HRW) in providing information to make visible cases of violence against Human Rights in my country.

In 2021 I suffered persecution by the government of El Salvador, for the events that I denounced and for the work done. This led me to request refuge from the United Nations, which began a legal process to obtain refuge for me and my nuclear family (husband and two children) that took place in October 2022. The US government gave us refuge and located us in Washington State, Bellingham. Since that date, I have been searching for my place in society, since I consider that as a migrant and refugee, I can contribute to the protection of the causes of inequality, racism, and any abuse of human rights suffered by the most vulnerable populations that live in Whatcom County.

I currently work at the Washington State Department of Children, Youth and Families, analyzing and following up on childcare benefit applications from families who have low income and cannot access child care on their own because it is a very expensive service. This work has given me the possibility of having a broad vision of the situations that families in Washington State experience, their needs and difficulties.

For more information you can visit my profile on Linked-In: www.linkedin.com/in/luciazamora

Please describe why you're interested in serving on this commission.

I have always shown strong empathy for people who suffer violations of their rights and as a lawyer, I have professionally safeguarded the rights of the members of my community, mainly for those who do not have resources and suffer some type of discrimination or are victims of abuse. . .

My family is a recent member of the Whatcom County community, specifically the city of Bellingham, and being of Hispanic origin, a minority group in the county, I would like to get involved in activities that promote the advancement of racial equity.

Consider that my professional and life experience can contribute to achieving the objectives of this Commission.

Guaranteeing the rights of all allows a peaceful experience, achieving the objective of a sense of belonging that all members of a community desire, promoting the sustainable development of the county, avoiding the social isolation of vulnerable marginalized sectors, in turn avoiding crime, violence, and inequality.

Please describe one goal you would have for the Commission, one challenge in reaching that goal, and how you envision the Commission achieving the goal.

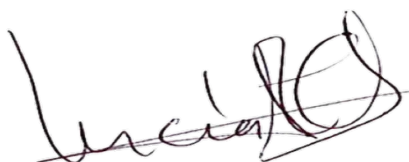
There are so many objectives that the Commission must develop, but one of the objectives that should be worked on is the dissemination of the rights, benefits, and programs to which people who reside in Whatcom County have access by law. Example: I have realized that the majority of low-income families do not know the benefits they can choose for the care of their children.

Daily experience in the US and culture promotes the independence of human beings, but this independence must be reinforced with the necessary tools so that people who are in vulnerable situations can opt for the greatest possible benefits and can quickly get out of that condition. And become productive people who create greater development in Whatcom County. Outreach campaigns, signs on buses, banners, advertisements in public places, and training for humanitarian aid institutions can be promoted, which at the moment are unaware of the benefits and programs that people in Whatcom County can access.

Work must be done on proposing municipal ordinances and bills on access to information for vulnerable groups.

PD: My English learning is in tracking. My first language is Spanish.

Thank you.

A handwritten signature in dark ink, appearing to read 'Lucia Zamora', with a stylized, overlapping flourish at the end.

Application

Please demonstrate your interest in serving by completing the application below. We recognize there may be barriers to completing a written application. Please contact the Foundation Staff for assistance in identifying alternatives.

Name: Martha L. Lopez, Ed.D. Date: 02/26/2024

Street Address: [REDACTED]

City: Bellingham, WA 98229 Zip Code: 98226

Mailing Address (if different from street address):

Preferred Telephone Number: [REDACTED]

Preferred Email Address: [REDACTED]

(if you may not be reached via email, we will work with applicants to contact them in different ways)

If appointed, would you prefer to serve a 2- or 3-year initial term? ☒ 2-year ☐ 3 year ☐ Open to either

In our pursuit that each applicant is given the greatest opportunity to join the WREC, we are asking applicants to self-identify **ALL the roles** they would be eligible for and comfortable representing on the Commission. Please check all roles you would like to be considered for:

1. Community Member (Up to 7 members)
 - ☐ A student living in Whatcom County;
 - ☐ A community member with experience caring for a student currently attending a Whatcom County public school such as parent, foster parent, grandparent, caregiver, or guardian;
 - ☐ An immigrant, migrant, or refugee;
 - ☐ A business owner, manager, or independent contractor;
 - ☐ A youth or young adult aged 16 to 24 at the time of appointment;
2. Diversity officers or staff members engaged in DEI work in educational institutions (2 total members)
 - ☐ Working in local higher education institutions
 - ☐ Working in local K-12 schools;
3. ☐ Human service providers, including, but not limited to, victim or offender services, housing or houseless services, and mental health services;
4. (Not being seated at this time) Subject matter expert, individuals with expertise in, and/or specialists in the commission's areas of concern;
5. ☒ Social justice advocate or activist whose area of focus is racial equity;
6. ☐ Philanthropic organizations;
7. ☐ Faith leadership;
8. ☐ Multilingual health care provider.

All candidates under this section shall have an interest in or have been impacted by racial equity issues. (2.107.060 Additional Appointed Members.) It is not required that members of the Commission speak a specific language and translation/interpretation services can be made available to members.

WHATCOM RACIAL EQUITY COMMISSION APPOINTED MEMBER APPLICATION

Responses from Martha L. Lopez, Ed.D.

- *Describe your lived, community activity related, professional, educational, and/or personal experiences that may support and advance the work of the Commission. You may include a list of experiences if needed in this response to capture additional information.*

My father was born in Mexico and came to the United States with his green card at 14 years of age to work on the railroads. My mother was Mexican, born in Arizona. My parents had six sons and I was the last born. We lived life as migrant, farmworkers in Delano, CA. Caesar Chavez started his farmworker movement in Delano where my family was involved in the harvest of grapes and potatoes. In the winters, we would pack up and go to Utah, Oregon, and other parts of California to plant seed potatoes. I worked in the potato packing shed as a teen. My patchwork education had no continuity until I was in high school. My mother died when I was 16 and I was in charge of the household chores. I became a young mother and was determined to get a college education to prove to myself that I could and would somehow help others. I have lived the hardships and discrimination faced by low-income and migrant families.

Decades have passed since I completed my education and I have had a successful career and consulting business. My University of California career as a researcher/educator was geared towards improving the health of the Latinx and Asian populations through nutrition, community health, and fitness programs. I designed culturally sensitive educational curricula developed through participatory research.

In my consulting work, I developed community needs assessments for Migrant/Seasonal Head Start Programs in 7 CA counties for over 20 years. I was the national trainer of trainers for a parenting education curriculum, Los Niños Bien Educados for parents with children 3-12. Additionally, I was the Wellness Consultant for Dora the Explorer, a Viacom television program.

I served on various community and national advisory boards when I lived in California. I retired from the University of California in 2007 and moved to Bellingham. I retired 3 years ago from my consulting business and I am now in a position where I feel I could offer my assistance on a community-wide basis.

- *Please describe why you're interested in serving on this commission.*

I believe in working with others towards positive outcomes and contributing to the community where I reside. Additionally, I have academic training that requires ethical principles (respect, beneficence and justice) are applied in decisions affecting human subjects.

WHATCOM RACIAL EQUITY COMMISSION APPOINTED MEMBER APPLICATION

- *Please describe one goal you would have for the Commission, one challenge in reaching that goal, and how you envision the Commission achieving the goal.*

The purpose of the Whatcom Racial Equity Commission is to gather, review, and evaluate data and to make recommendations on eliminating racial inequities, in all its forms, throughout Whatcom County.

The task of the commission is complex and concerning. I see the challenge as two-fold: 1) Determining what racial, cultural and/or ethnic group(s) experience disparities; 2) Which policy, program or decision needs review/revision to address the disparities. My goal for the commission is efficacy and that it would work in unison. Given the diversity of the membership, there may be a need for team-building training and insuring a foundation of trust and respect. Together, as a commission, we can address the racial inequity in Whatcom County.