

## 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: Rachel Rosalinda Rodriguez Date: 3/13/24

Street Address: [REDACTED]

City: Bellingham 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

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  - ☐ A student living in Whatcom County;
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  - ☒ 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.

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- 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.

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**WREC@ChuckanutHealthFoundation.org**

**Describe your lived, community activity related, professional, educational, and/or personal experiences that may support and advance the work of the Commission**

- I have raised 4 bipoc children in Whatcom County
- I have survived and thrived thru Women Care and DVSAS services
- I am a first gen graduate of high school in my family
- I am a first gen that has attended college in my family
- I have endured the justice system in Whatcom County
  - Navigating the legal system
  - Navigating lawyers
  - Wearing an anklet while homeless going to college
  - Picking myself up years later realizing when I had no advocate for myself at the time and taking a plea when I didn't have to out of fear; because if I didn't "win" my children would have been sent to their other parent where we had already survived "DV" from.
- I vividly and painfully recall an experience with a white mentor of mine while I was in college writing her class papers about my life stories using my intersections and interviewing me while I was in her office to receive services. I did not give consent to be her "research subject"
  - inviting me to come to her class as a guest and everyone except me knows what she wrote about. Understanding how I was used for her profit having my trauma story and multiple marginalizations used as a "trauma narrative" for her thesis as a research subject
  - navigating the years it took me to understand what that took from me under the pretense of "helping me" feeling like subject matter in front of her entire class
- To this day Lummi won't allow "researchers" into their community and I have been welcomed in two years in a row to their smokehouse ceremonies, homes, and community events, learning their ways, hearing their needs, navigating the local and state governments requirements and their own ways of governing helping build resources and supports for mutual benefit of our community and those most impacted within it. Those that welcome me have come to rely on me as a transparent voice for them and advocate
- Navigating my role at WCC front desk registrar with a 30+ yr old system to enroll students to the school I quickly learned that we could legally add students' alternate names and even their pronouns. Once I knew we could do it with the technology we had it took me half a year to get the higher up decision makers to let me do it. Navigating their "fears", bias, lack of education in a graceful yet firm way and getting them to let me create a way our entire staff was trained during professional development days to train

staff in using students' preferred names and learning about how bias can show up in the classroom unconsciously.

- I have experience leading DEIB work for 1+ yr at a local high school
- I have started a Synergy collective meetup designed for bipoc community leaders, non-profits,. and allies to support each other in the community work, building bridges, and creating space to heal, celebrate each other and work on our anti-racist work together
  - Designed to educate those willing to be educated, share the load instead of being siloed, I have created a relationship with the new chief of police and Sheriff that have committed to our community work thru synergy collective and Fatherhood the Foundation
- I have lost family members due to gang violence, drug overdose, & suicide
- I have been diagnosed with complex trauma ptsd. I know how to
- I have experience navigating as a mother, sibling, aunt, educator, and community activist navigating the resources/services in our community such as CPS, APS, CCS, Juvenile Detention Center, Opportunity Council, Boys and Girls Club, Hope House, respite care, Bellingham Housing Authority, DVSAS, DSHS, Law Advocate, Whatcom Dispute Resolution Center, Goodwill, WCC, BTC, United Way of Whatcom County, Bellingham School District, Agape House, Meals on Wheels, SeaMar. PeaceHealth, Planned Parenthood, United Ministries, Animals as Natural Therapy, Unbridled Spirit, all the local churches that support and provide services, NWYS along with so many others
- I work for Liz Baxter, CEO of North Sound ACH as her executive assistant.
- I have built support systems in our community and help sustain them advocating for our people of color that do not have a support network, a family or a community.

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

I have for 13 years on my own tried to figure out how to best serve our community. I have navigated my own internal pain, trauma and my own internal bias and have decided that despite all the work that needs to be done, our next generation deserves for Whatcom County residents to do our absolute best to come together and advocate for change. Even though I have great momentum with the community that has been built around the work I do, I think that with like minded people what we could do together would increase the change that is so needed.

When I was originally approached to apply for this position, I initially declined because of my bandwidth. Yet when I was asked a few more times I started to really reflect on what you are looking for and what type of community members you are requesting and I realized this is the work I already do and have been doing and will continue to keep doing.

I, like so many of us, do more than just a day job. I have insisted for myself to work for an organization that aligns with my beliefs and moral compass. I have been blessed to find that very job. I spend much of my time outside of work in the community building relationships, as I firmly believe that people are inherently good. I bring with me the skill of understanding how to build a way for people to understand each other and how to gracefully yet firmly insist on the voiceless to be heard.

Representation is key to wellness and having a true community. Those of us who don't have living elders, family, aunties, close friends and allies looking out for us and our greatest good. This is my strong suit. Since I was a youth, I did not have a family of my own that valued me, Other than my children I still do not. I know how to bring strength, despite loss and have faith despite seeing the cruelty of humans. I love our community and know we have what it takes to make real change happen together.

**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.**

One goal I have actively been working on is understanding the non-profits that are here locally, the work they strive to do, who else in the community is attempting to do the same type of work, what strengths and learnings they have individually & collectively, and how can their work be supported. I question who is getting the "black & brown dollars and are they using it to truly serve our black & brown? Which nonprofits are doing the work and not receiving the financial support which would sustain their work? How are we as a community supporting the very people who are in the trenches doing this work?

Most nonprofits work is on the shoulders of one or just a few people. Either their personal life, and health suffer or their non-profit suffers when they rest out of illness instead of wellness. Building bridges within the community to get wrap around support for the very leaders who are doing this work has been a goal I have had in mind. It is one of the leading reasons I have decided to work for the organization I work for and one of the leading things I do in the community. Finding ways for our black and brown leaders to rest and repair and restore so that they can be sustained in the never ending but pivotal work they do is a focus of mine which has led me to the beginning phases of creating synergy collective which main goal is bring awareness, support, and change in how we as a community support our leaders of all kinds who are in the trenches. I would love for this to be a goal the commission takes on.

A challenge I see in reaching this goal is determining which organizations and nonprofits are reaching their mission and vision, and how is their work being sustained? Where is the financial support coming from and are there tangible outcomes that are truly going to our most marginalized populations it is designed to support?

How I envision the Commission achieving this goal is by putting trust in its community representatives.

- Allowing the people who are in the trenches to represent their community
- providing financial support and resources to further the work
- Allowing them to be the decision makers in how the work gets done.
- Providing education on areas of their work they may need strength in.
- Spending time and building relationships is how to build a stronger community.
- Creating opportunities to share the burdens by providing rest to those who are leading this work
- Providing true equity is to demonstrate through actions that those in power believe our community together has

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Street Address: [REDACTED]

City: Bellingham Zip Code: 98226

Mailing Address (if different from street address): \_\_\_\_\_

Preferred Telephone Number: [REDACTED]

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My name is Brett Muskavage, and I am eager to contribute to Whatcom Racial Equity Commission. With over four years of experience as a school counselor advocating for racial equity, I have devoted my professional journey to creating an inclusive and secure learning environment for my students. Currently pursuing a doctoral degree in counselor education and supervision, I aim to further my professional development and contribute to cultivating multicultural and social justice competencies among aspiring school counselors.

### **Lived, Community, Professional, Educational, and Personal Experiences**

My personal and professional identity is rooted in the pursuit of equitable educational opportunities within our community. As a white cisgender male, I engage in ongoing reflection on the privileges I possess and the space I take up. It is crucial for individuals from the dominant population to heighten awareness of the power structures they may consciously or unconsciously reinforce in our society. They must actively participate in efforts to dismantle and rectify these systems. In essence, it is no longer adequate to simply abstain from racism; we must actively strive to be anti-racist.

As described by Dr. Cheryl Holcomb McCoy, a distinguished professor at American University and a leader in school counseling, anti-racism entails the proactive stance individuals take to confront racist ideas, behaviors, and policies. As a school counselor, I have strived to incorporate anti-racist practices. At Eastlake High School in Sammamish, WA, our Latinx students faced disproportionate academic and career-related challenges following the pandemic. To bridge their studies with real-world applications, I spearheaded a career-related intervention for these students, collaborating with the Latinos Unidos club to organize a bilingual "How to Pay for College" night delivered in Spanish and English. The event garnered significant attention, extending beyond our school to encompass the entire district and community. We witnessed a commendable turnout and established enduring partnerships for future endeavors.

Upon transitioning into my current role at Meridian Middle School, I encountered pervasive racial slurs, prompting discussions with my administrative and counseling team to devise strategies for a safer environment. After students voiced concerns about the school climate, I started regular lunch groups with a fellow teacher, allowing students to share their experiences. These discussions unveiled numerous instances of racism and microaggressions, underscoring students' exhaustion with these comments. Moreover, through conversations with staff, it became evident that many educators felt unequipped to address racist language or intervene in instances of microaggressions. Drawing from this feedback, I organized a staff training session focusing on racism and discrimination. I presented disciplinary data related to racist remarks and discriminatory behavior, supplemented by anecdotal evidence from the lunch groups. Addressing the staff's uncertainty about intervening, I also presented case scenarios highlighting racial incidents that had transpired during the year, prompting them to collaborate in devising effective responses. As a result, staff members left the training equipped with specific language and skills to effectively address instances of racism and discrimination within the classroom.

While professional development for staff is essential in fostering an anti-racist school environment, it alone is insufficient. Recognizing the potential of student action, I created a student-driven club, the "Social Justice League," which convened weekly to explore social justice projects and initiatives. Among our accomplishments were the celebration of various heritage months (such as Black History Month and Women's History Month) through readings of quotes from notable figures over the morning announcements, engaging in self-reflective exercises to deepen our understanding of identities, and crafting a video addressing the impact of microaggressions on students and strategies for intervention. Now in its second year, our club has seen three former members, now in high school, express a desire to

participate once more at the middle school level. Witnessing the profound impact on our students, to the extent that they seek to return even after advancing to high school, has been both an immensely gratifying moment for me and a sign that our club can continue to grow in its impact on others.

Expanding on my dedication to racial equity beyond my professional endeavors, I actively integrate principles of social justice and anti-racism into my academic pursuits. As I begin the journey to become a counselor educator, I am deeply committed to preparing future generations of school counselors to serve as advocates for social justice and equity in educational settings. Within this framework, I aim to equip emerging counselors with a comprehensive understanding of systemic racism and the tools to challenge and dismantle oppressive structures within schools. Central to my academic engagement is my dissertation, which focuses on the development and validation of a survey aimed at assessing the presence of anti-racism within the school environment. This research represents not only a scholarly pursuit but also a tangible contribution to the ongoing dialogue surrounding racial equity in education. By creating a validated tool to measure anti-racism within schools, I aspire to provide administrators and educators with valuable insights into the efficacy of current initiatives as well as feedback for areas for improvement.

Furthermore, beyond my dissertation, I am actively engaged in scholarly discourse and collaborative efforts aimed at advancing racial equity within the field of school counseling and counselor education. Through research publications, conference presentations, and community engagement, I seek to amplify voices advocating for racial justice and facilitate meaningful dialogue around the complexities of systemic racism within educational institutions. At the 2024 Washington School Counseling Association Conference, I presented a research study examining BIPOC students' perceptions of their school counselors. The findings of this study shed light on the need for school counselors to take actionable steps to enhance their multicultural competencies, engage in proactive outreach to BIPOC students, and utilize their leadership positions to advocate for increased diversity among school staff.

### **Interest in Serving on the Commission**

Through my extensive professional journey and educational pursuits, I have come to understand the profound influence that the community holds in shaping the educational landscape. I am deeply passionate about participating in initiatives that facilitate meaningful discussions and tangible actions toward racial equity within our community. As detailed earlier, my diverse experiences in both professional settings and academic endeavors have equipped me with the necessary knowledge and skills to actively contribute to the advancement of the commission's objectives and initiatives.

As a school counselor advocating for racial equity, I have directly observed the profound impact of community engagement in addressing systemic issues and cultivating inclusive environments within educational institutions. My participation in diverse projects, including the organization of bilingual events and facilitation of staff training sessions on racism and discrimination, has highlighted the pivotal role of community collaboration in fostering positive transformations. Additionally, I have actively contributed to our district's Equity Committee, a collective effort involving employees, administrators, parents, and students. Together, we undertook the revision of our district's equity policy, ensuring that its language accurately reflects the overarching goals and mission of the school community. This collaborative effort exemplifies the importance of inclusive dialogue and collective action in advancing equity and justice within our educational system.

Moreover, my ongoing doctoral research, particularly focused on assessing and promoting anti-racism within school environments, aligns closely with the commission's mission to cultivate equitable practices

and dismantle discriminatory structures. By leveraging insights gained from my research and professional experiences, I am committed to actively contributing to the commission's efforts to promote racial equity and social justice within Whatcom County.

### **Goal for the Commission**

One goal I am particularly passionate about pursuing within the Racial Equity Commission is the systematic collection and analysis of qualitative and quantitative data to identify racial disparities across crucial sectors including education, healthcare, housing, and employment. Given my background and expertise in data analysis, I believe I am well-positioned to spearhead this initiative and contribute meaningfully to the commission's overarching mission of addressing racial inequities.

One significant challenge we may face in achieving this goal is the limited availability and accessibility of comprehensive data sources across sectors. Often, data concerning racial disparities may be incomplete or insufficiently disaggregated, hindering efforts to gain a comprehensive understanding of the extent of racial inequalities within our community. Moreover, systemic barriers and historical biases characteristic of data collection processes can perpetuate underrepresentation or misrepresentation of marginalized communities. For instance, the process of disaggregating data, while necessary for identifying disparities, can also be inherently reductionistic. It is crucial to exercise caution and avoid overlooking individuals' intersecting identities when combining demographic categories for data analysis purposes. This ensures that the unique experiences and challenges faced by diverse communities are accurately reflected and accounted for in our data-driven initiatives aimed at addressing racial equity.

To overcome these challenges, the Commission must embrace a multifaceted strategy. Firstly, we should establish partnerships and collaborations with relevant agencies, non-profit organizations, research institutions, and community stakeholders to facilitate data sharing and collaboration. By leveraging existing datasets and fostering strategic alliances, we can enhance our data collection endeavors and ensure inclusivity and representation across diverse demographic groups. Additionally, it is imperative to employ equitable data analysis practices to ensure that we accurately represent the individuals we are advocating for.

In conclusion, my commitment to serving on the Whatcom Racial Equity Commission stems from a deeply ingrained dedication to fostering inclusive and just communities. Through over four years of advocating for racial equity as a school counselor and pursuing doctoral research, I've honed the skills and insights necessary to contribute meaningfully to the commission's objectives. My experiences at Eastlake High School and Meridian Middle School have underscored the vital importance of community engagement in addressing systemic issues and fostering environments where all individuals feel valued and respected. Collaborating with diverse stakeholders, I've championed initiatives like bilingual events and staff training sessions on racism and discrimination, witnessing firsthand the transformative power of collective action. Looking ahead, I am particularly drawn to the goal of systematically collecting and analyzing data to identify racial disparities across various sectors. While challenges such as incomplete data and historical biases exist, I am confident that through strategic partnerships and equitable data analysis practices, we can overcome these obstacles and pave the way for meaningful progress. In essence, my journey has equipped me with the passion, expertise, and collaborative spirit needed to advance the commission's mission of promoting racial equity and justice in Whatcom County. I am eager to leverage my skills and experiences to contribute to building a more inclusive and equitable future for all members of our community.

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Name: Eric Scott Date: 2/29/2024

Street Address: [REDACTED]

City: Bellingham Zip Code: 98225

Mailing Address (if different from street address): \_\_\_\_\_

Preferred Telephone Number: [REDACTED]

Preferred Email Address: [REDACTED]

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WREC Appointment Committee Members,

I appreciate the opportunity to submit my application for consideration to become a Commissioner of the Whatcom Racial Equity Commission (WREC). I am excited to share my background related to civil rights and diversity, equity, and inclusion (DEI) while also providing some detail into why I am so excited to join this commission. I believe that my experiences below qualify me for two different appointments. (1) Diversity Officer or Staff Members engaged in DEI work in educational institutions (Higher Education Institution) or (2) the Social Justice Advocate or Activist whose area of focus is racial equity.

**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.**

I am fortunate to share that my lived, educational, and professional experiences align directly with the work of the WREC. I consider my non-lived experiences to have begun during 2008, when I dedicated 4 hours a week to tutor children through The Ethnic Minorities of Burma Advocacy and Resource Center (EMBARC) in Des Moines, Iowa, during my junior year of undergrad. This was my first experience working with refugee communities, and it was an incredibly humbling experience and motivated me to alter my career trajectory and go to law school.

While at Drake law school, I received a certification in International & Comparative Human Rights Law out of a desire to continue to help diverse communities in need. Upon my graduation in 2016, I began my career as a Human Rights Specialist for the City of Des Moines' Civil and Human Rights Commission (DMCHR). As a result, I have experience that directly relates to the work that WREC is tasked with completing. During my time at DMCHR, I routinely sat in our biweekly Commission meetings and worked directly with commissioners to strategize on how to address the needs of our constituents and determine whether concerns should be investigated by our office. While working for the DMCHR, I conducted investigation into allegations of discrimination in housing, employment, municipal practices, and public accommodations. Some of my most notable investigations including working to dismantle slum housing conditions created by landlords which were specifically impacting our immigrant and refugee communities. Outside of investigations, I also collaborated with city officials in several projects dedicated to creating a more equitable community in Des Moines. A few of these initiatives include planning community events and outreach opportunities such as our annual Human Rights Symposium and our community initiative "Breaking Bread, Building Bridges", heading DMCHR's partnership with the Des Moines Public Schools' (DMPS) Coalition for Community School Engagement and Co-designing DMPS Back to School Seminars for international families, serving as the Vice-Chair for the City's Equal Opportunity Advisor Committee and as an Editor on the City Publication, "City Source". Lastly, I was fortunate to serve on the Board of Genesis Youth Foundation which created educational, artistic and athletics after-school opportunities for DMPS children who were predominantly from Eastern African.

In 2018, I decided to move to the West Coast to pursue an opportunity with Portland State University as an Equity & Compliance Investigator in the Department of Global Diversity and Inclusion (GDI). From 2018 – 2020, I again conducted investigations into allegations of discrimination, but instead within a higher education institution. These investigations included complaints for all protected classes and sexual harassment. The investigations were completed for students, faculty, and staff. Beyond investigations, I collaborated with GDI staff and colleagues across the institution to draft university policies, coordinate MLK Celebrations, and create a sexual misconduct campus climate survey. Lastly, I

chaired the Multiracial Staff and Faculty Affinity Group which was created to give multiracial staff and faculty across campus a sense of belonging and access to resources.

During the pandemic, I resigned from my position to take care of family in the Midwest, but after I returned, I received an offer to work at Western Washington University (WWU) as a Civil Rights & Title IX Investigator. Since 2021, I have worked at WWU conducting investigations into complaints of discrimination and sexual harassment and collaborated with university officials to address policies that have disparate impacts upon populations within our community. Beyond investigations, I have found numerous ways to provide service to the university. I serve as a Coordinator of the athletic department's Justice, Equity, Diversity, & Inclusion (JEDI) Committee creating programming for the department; as well as both the University's Threat Assessment Committee and Violence/Sexual Violence Committee, where I evaluate threats to the campus community. Lastly, I work with WWU's Police Department (UPD) on the Campus Police Public Safety Advisory Council to provide clarity on policy, transparency within the department, and create better trust between UPD and our campus community.

In conclusion, the totality of my academic and professional experiences directly aligns with the mission of the WREC, and I would be honored to work with similarly aligned individuals to continue to move equity forward for Whatcom County.

**Please Describe why you're interested in serving on this commission**

Thus far, the culmination of my professional career has been a desire to create a sense of equity and belonging for all people where I live and work. Though I have fond memories of my time living in Portland, I also regret that I was unable to be as involved in the community on the level that my previous employment with DMCHR allowed and required. I tend to be a very service focused individual, and that was always a piece that was missing in Portland, partially due to the politics of the city and partially because of the size. When my partner and I discussed the job opportunity here at WWU, one of the things I was most excited about was moving to a smaller city, similar to Des Moines. I am highly motivated by opportunities like WREC where I can be engaged and involved in local decisions and outcomes. I cannot think of a better suited position within Bellingham or Whatcom County than the WREC.

Additionally, I have a strong desire to connect WWU with the rest of Whatcom County. Though, I am sure the pandemic played a significant role in this reality, I have been shocked by how siloed WWU feels from the rest of Bellingham and Whatcom County. I feel it is imperative that WWU has a better connection to the region and create opportunities for community members to engage in the wealth of resources, knowledge, and experience WWU can offer. Simultaneously, I feel it is critical that WWU connect with the people in the region and learn from those who call this place home, in particular the communities of Lummi Nation and the Nooksack.

Lastly, I just welcomed the birth of my daughter in late 2023. I cannot think of a better gift for my daughter than to contribute to the community she will grow up in and to ensure that she lives in a community that recognizes and sees her equitably. If I am given the chance to join WREC, I hope to create systems and equitable services that she can rely on for the rest of her childhood into the rest of her life.

**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 love to see Whatcom County or Bellingham create a Department of Civil Rights that conducts civil rights investigations for employment, housing, and public accommodations. I believe that the greatest way to create an equitable city is by holding people accountable and by minimizing barriers between constituents and justice. Whatcom County is a highly populated and visited community and requiring a state agency to conduct all potential allegations of investigation creates significant barriers and delays. If we are able to create a Commission that oversees civil rights investigations, we will significantly reduce barriers that exist and hold people accountable within our community. This is to me the best way to ensure we are creating a more equitable community in Whatcom County.

This goal comes with several challenges, both within our county/city's legal framework and in gathering support and financial resources for staffing positions. I anticipate this would be a multiyear effort, but I think the result would be more than worth the effort.

To create a Department of Civil Rights, I would like to learn more about the model utilized in Seattle and understand the process they took to create their investigatory division. I would then want to work with our partners within the county and City of Bellingham to understand the legal questions that they have and work to navigate and address any. I also believe collaborating with the EEOC and/or HUD could be beneficial to moving this initiative forward. I then believe we would need to campaign within our community on this initiative to not only educate on the benefits of an investigative department but also to ensure we get the buy-in and support to pass any legislative hurdles that may exist. Though it could be a long road ahead, I feel this is the kind of work that can do the most to create an equitable County we can all live in.

In conclusion, I appreciate the time you have all taken to review my application and look forward to having further conversations about ways we may be able to collaborate on this important work in the future.

Best,

Eric Scott J.D.



## 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: Frank Lee Date: 2/21/24

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;
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.

1. The experience that I have that may help support and advance the work of the Whatcom Racial Equity Commission comes from growing up on Tacoma's East Side in the 1980's living in the Salishan Housing Projects. I was raised in a single mother low -income home and faced poverty. I had to navigate making the right decisions to avoid becoming a statistic to drugs, violence, and crime.

I saw that receiving a helping hand turns into giving a helping hand. As a teenager I was employed through the Summer Youth Employment Training Program and worked for the Metropolitan Park District of Tacoma as a playground assistant. This allowed me at a young age to work directly in my neighborhood and see the power of helping through providing opportunities for structured recreation, food, and mentoring to young children. This is when my perspective on the importance of working within your community to improve it began.

I went on to college at Western Washington University and was very active in student mentoring and leadership. As a peer mentor and Vice President of the Black Student Union I was able to support African American Students with acclimating to life at the university. I was able to engage with the university administration and advocate for the needs of students of color as it relates to feeling included and being included. My involvement helped make the Ethnic Student Center a critical asset to the college experience of students of color for years to come.

While at Western I began working for Whatcom Juvenile Court in the Detention Center as a part time Correction Officer. I worked with incarcerated youth who were involved with the Criminal Justice System. Eventually I became a full time Correction Officer and after two years promoted to Juvenile Court Probation as a Probation Officer where I am currently employed. I have been involved with the Criminal Justice System for 30 years.

In my profession I have and continue to work with youth and families who have a multitude of needs. I assist them with accessing community-based resources and interventions that can help improve their situation and reduce their involvement with the Juvenile Justice System.

2. I am interested in serving on the Whatcom Racial Equity Commission because through my work at Juvenile Court I have seen firsthand the importance of families having access to Social Services and the need for those services having sustained funding. America has never been faced with the intense challenges of coming out of a pandemic, social justice reforms, economic instability, rising homelessness, the mental health crisis and drug epidemic.

The result is communities across this country now have greater dependence on social services to survive to get basic needs met. I have seen the impact of this cycle play out in Whatcom County and am extremely concerned by the disproportionality of need than availability and access of services. Unfortunately, for communities of color the impact has been negatively amplified causing further displacement and despair. I want to help and be a part in fixing this problem so that it improves the quality of life for Whatcom County's Community of Color. The positive result of this happening is that there will be framework that can be used to strengthen Whatcom County's entire Social Service System leading to quality of life being improved for all Communities in Whatcom County.

3. One goal I have for the Whatcom Racial Equity Commission is to be a catalyst in building partnerships between local government and the corporate and business sector. By working

collaboratively to fund Social Service infrastructure it will improve the delivery and access of Social Services to everyone.

The challenge that I see in achieving this goal is that local government and the corporate and business sector traditionally have fundamentally different missions. I see this as a potential barrier when trying to develop mutual interest, partnership, and shared infrastructure that will be needed to improve Social Services here in Whatcom County.

I envision the Whatcom Racial Equity Commission achieving the goal of improving delivery and access of Social Services to everyone by doing the necessary groundwork of fiscal and policy advocacy. Being involved in guidance and decision making will positively influence the implementation of needed Social Service infrastructure and programs. The work that we do will be a template for all to follow and while doing it we will be creating community partnerships that share the same mission.

This advocacy could be viewed by some in our community as divisive. I encourage the Whatcom Racial Equity Commission to be prepared to respond to this. The reality is that our Nation is divided around issues of inclusion and equity. If I am chosen to be part of the Whatcom Racial Equity Commission, I believe I can be the most effective in helping this Commission's efforts by advocating from a Centrist framework.

Thank You

## 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: Jason McGill Date: 3/5/24

Street Address: [REDACTED]

City: Bellingham Zip Code: 98229

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

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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.

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## Applicant Statements

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- 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.

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## Application Submission:

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3/5/24

Responses to WREC 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.

- I am a creative, detail-oriented innovative leader with 15 years' professional experience and 2 years of Executive Leadership experience. I bring a passion for improving the lives of young people through innovative research and programming. In addition to, I have strong history of building and leading high-performance teams to meet or exceed objectives that promote accountability and awareness around anti-racist policies and practices that centers the mission of an organization.
- Please describe why you're interested in serving on this commission.
  - I am deeply interested in joining a racial equity movement because I believe in the fundamental principle that all individuals, who are historically under-resourced and vulnerable, deserve equal rights, opportunities, and treatment. Witnessing the pervasive inequities and injustices faced by marginalized communities based on race has fueled my passion to stand up against systemic discrimination and work towards a more just and inclusive society. I am committed to actively challenging the status quo, advocating for policies that promote equity, and engaging in conversations that raise awareness and foster understanding of racial issues. By participating in a racial equity commission, I aim to contribute to creating a community where everyone is valued, respected, and empowered to thrive without facing discrimination based on their race.
- 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.
  - Although we all will have numerous goals that we would like to achieve through the commission, I think that one of the goals that I would like to see actualized is providing racial equity education and communication to the community. Essentially, educating the community on why the commission exists. This could lead to a better understanding of how current systems and structures operate and how those same systems keep certain community members "trapped" in poverty.
  - The barriers to achieving this will be folks not having the proper patience or commitment to creating or establishing a culture of learning due to our societal norms of being conditioned to rush the process because we need results. Additionally, political resistance, lack of representation within our county and city government structures, and cultural insensitivity could hinder the implementation.
  - I envision the commission achieving this goal of establishing a culture of learning first, by being persistent with the messaging and communication to various stakeholders.



## 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: Lance Edward Jones Date: 2.29.24

Street Address: [REDACTED]

City: Bellingham Zip Code: 98229

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

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2. Diversity officers or staff members engaged in DEI work in educational institutions (2 total members)
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## Application Submission:

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**WREC@ChuckanutHealthFoundation.org**

Lance Edward Jones WREC Applicant Statements:

[Lance Jones - Prompt 1.m4a](#)

[Lance Jones - Prompt 2.m4a](#)

[Lance Jones - Prompt 3.m4a](#)