





City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Dr. W. Tali Hairston PhD</i>		
Board/Commission Name: <i>The Seattle Public Library Board of Trustees</i>		Position Title: <i>Trustee</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Date Appointed: <i>3/2/2023</i>	Term of Position: * <i>4/2/2023</i> to <i>4/1/2028</i>
Residential Neighborhood: <i>Rainier Beach – Rainier Valley</i>	Zip Code: <i>98178</i>	Contact Phone No.: 
Background: <p><i>Dr. Wilford (Tali) Hairston was appointed to the Library Board by Mayor Jenny Durkan in February 2020. Dr. Hairston is a lifelong Seattle resident and Seattle Public School graduate. He is Principal Consultant at Equitable Development LLC where he leads research, development, and facilitation of community and corporate initiatives, and conducts educational research. Currently, Dr. Hairston leads the Seattle Presbytery’s Lilly Endowment initiative, a project he designed to prepare congregations to learn to adapt to social and cultural challenges and opportunities. He enjoys the work of integrating equity and inclusion into performance-based outcomes and community engagement practices. With 17 years of experience within higher education, Dr. Hairston is an able communicator, researcher, speaker, trainer, consultant, and facilitator. Through his work in global development, Dr. Hairston learned a sociocultural approach to forming inclusive learning communities. He previously served on the Priority Hire Advisory Committee and Our Best Black Male Achievement Initiative.</i></p>		
Authorizing Signature (original signature):  Date: <i>3/2/2023</i>		Appointing Signatory: <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>

*Term begin and end date is fixed and tied to the position and not appointment date.



Dr. W. Tali Hairston PhD

[REDACTED]

Principal Consultant, Equitable Development LLC

Dr. Tali Hairston leads research, development, and facilitation of community and corporate initiatives, and conducts educational research. Father of four amazing young adults, and husband to Crystal, Tali has 25+ years of significant experience leading equity-centered organizational culture change, public policy, and designing equity-inclusive frameworks. Born in Seattle's Rainier Valley, the vibrant diversity but often unfair treatment of the African American community, refugees, immigrants, and the poor, centered his focus on justice and education at an early age. Beginning as a youth outreach worker Hairston learned from teachers and counselors, youth involved in gangs and the criminal legal system, and families attempting to manage homelessness, poverty, and underemployment.

Currently, Dr. Hairston leads the Seattle Presbytery's Lilly Endowment initiative, a project he designed to prepare congregations to learn to adapt to the social and cultural challenges and opportunities. As a researcher, Hairston is the recipient of three National Science Foundation grants in university physics and equity, where he has co-authored several articles. His doctoral studies deepened his capacity to design inclusive learning and working environments where he developed a sociocultural-situated approach.

After 17 years in higher education, where he was the founding director of the only university-based reconciliation and community development center, he found his passion for assisting business, community, faith, and thought leaders in social and organizational change. Since that time, his profile includes over \$300 million in community investments and projects in both the public and private sector.

Known for his wisdom and insightfulness, Hairston's career has involved multiple engagements in eight countries. This included supporting the development of a township school in South Africa, co-designing and facilitating a trauma-informed restorative practices collaboration in Jamaica, and similar projects in Vietnam, Cambodia, and Colombia.

Hairston speaks, trains, and teaches weekly to businesses, non-profits, churches, and schools. Valued for his lived experiences and intriguing perspective, he takes each opportunity to make an impact with humility.

Dr. W. Tali Hairston PhD



Education

University of Washington, Seattle, WA	History	B.A., 1995
Fuller Seminary, Pasadena, CA	Global Leadership and Development	MAGL 2012
Seattle Pacific University, Seattle, WA	Inclusive Physics Learning Environments (Diss)	PhD (2022)

Professional Experience

Project researcher - Consultant – Facilitator on the following projects:

- Racism as a Public Health Crisis Initiative – community facilitation and allocation of \$25 million, King County (2022-23).
- Teen and Senior Intergenerational Center community engagement plan and project development, City of Tukwila (2021-22).
- National Science Foundation physics education research multi-grant awardee for equity and education. Working with multiple universities on physics and equity research (2016-24).
- Develop statewide framework for African American Studies, Office of Superintendent and Public Instruction (2022-23).
- Formation of Free Methodist USA diversity and equity framework for Board of Bishops (2020-21)
- Facilitate the development of recommendations to State Legislature on African American Studies, Office of Superintendent & Public Instruction (2020).
- Equitable Philanthropy Project – United Way King County Black Community Building Collective (2020-22)
- Workforce Development Council Strategic Recommendations Team – COVID recovery (2020)
- Workforce Diversity - Priority Hire Advisory Council (2018-22).
- Anti-racism Facilitation – Evergreen High School & Lynnwood Elementary (2020-21).
- Safe and Thriving Youth and Adult Co-Design and RFQ, Human Services Division, City of Seattle (2018-19).
- King County’s Puget Sound Taxpayers Accountability Account. Development and implementation of the community engagement process for \$311 million-dollar education initiative (2019-20).
- King County’s Puget Sound Taxpayers Accountability Account. Assessing educational needs and strategies (2018-19).
- Co-chair of the Black Male Achievement Initiative, Department of Education and Early Learning, City of Seattle (2017-19).
- Annual facilitator/speaker for Faith Leaders Collaborative on Justice and Peace-Building – Colombia (2012-22).
- Director of Community Development, Reconciliation and Leadership Center at Seattle Pacific University (2001-18).

Academic Presentations & Publications

- “The Journey Ahead: Relearning & Unlearning” (keynote address) - Seattle Pacific University’s School of Education Diversity Conference (March 2022).
- “Leading in Divided Times” (workshop) – Washington State Community and Technical Colleges (December 2020).
- “Resolving your Story: Identity, Belonging, & Trust” – Wheaton College (January 2020).

- “Social Wellness: Building Community in the Workplace” – President’s Symposium, Highline College (November 2019).

Robertson, A.D., & Hairston, W.T. (2022) Observing whiteness in introductory physics: A case study. *Physical Review Physics Education Research*, 18(1), 010119. <https://link.aps.org/doi/10.1103/PhysRevPhysEducRes.18.010119>. National Science Foundation Grant No. 1760761.

Scherr, R., McKagan, S.B., Hairston, W.T. (2020, July 22-23). Centering and marginalization in introductory university physics courses. Conference paper presented at Physics Education Research Conference 2020, virtual conference. <https://doi.org/10.1119/perc.2020.pr.Scherr>. National Science Foundation Grant No. 1760761.

Robertson, A., Hairston, W., & Scherr, R. (2018, August 1-2). Belonging, success, access, and disruption: Physics faculty goals for inclusive learning environments. Conference paper presented at Physics Education Research Conference 2018, Washington, DC. <https://doi.org/10.1119/perc.2018.pr.Robertson>. National Science Foundation Grant No. -1611318.

Volunteer Activities and Honors

- Awarded Lilly Endowment Grant for Transformational Learning Congregations and Communities (2021 – 2025)
- Seattle Public Library Board of Trustees (2020 – 2022)
- Leadership Tomorrow Board of Trustees (2021-2022)
- Franklin High School Public Service Academy “Spirit of Rev. Dr. Martin Luther King Jr. Service AWARD (January 2017)
- Jurisprudence Champion Award – Section on Public Law and Administration (2016) – for contributions to the practice of public law and administration.

Seattle Public Library Board of Trustees

5 Members: Pursuant to RCW 27.12, City Charter Article XII, all members subject to City Council confirmation, 5-year terms:

- # City Council-appointed
- 5 Mayor-appointed
- # Other Appointing Authority-appointed (specify):

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
3	F	6	1.	Trustee	Carmen Bendixen	4/2/2020	4/1/2025	1	Mayor
6	M	7	2.	Trustee	Jay Reich	4/2/2019	4/1/2024	2	Mayor
2	M	2	3.	Trustee	Dr. W. Tali Hairston PhD	4/2/2023	4/1/2028	2	Mayor
9	F	7	4.	Trustee	Yazmin Mehdi	4/2/2022	4/1/2027	1	Mayor
1	M	2	5.	Trustee	Ron Chew	4/2/2021	4/1/2026	2	Mayor

SELF-IDENTIFIED DIVERSITY CHART

	(1)		(2)		(3)		(4)		(5)		(6)		(7)		(8)		(9)	
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial					
Mayor	3	2			1	1	1			1							1	
Council																		
Other																		
Total																		

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

**G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.