



SEATTLE CITY COUNCIL

Neighborhoods, Education, Civil Rights, and Culture Committee

Agenda

Friday, February 11, 2022

9:30 AM

Remote Meeting. Call 253-215-8782; Meeting ID: 586 416 9164; or
Seattle Channel online.

Tammy J. Morales, Chair
Kshama Sawant, Vice-Chair
Andrew J. Lewis, Member
Sara Nelson, Member
Dan Strauss, Member

Chair Info: 206-684-8802; Tammy.Morales@seattle.gov

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Council Chamber Listen Line: 206-684-8566

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206-684-8888 (TTY Relay 7-1-1), email CouncilAgenda@Seattle.gov, or visit
<http://seattle.gov/cityclerk/accommodations>.



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Culture Committee
Agenda
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Meeting Location:

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Committee Website:

<https://www.seattle.gov/council/committees/neighborhoods-education-civil-rights-and-culture>

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

Pursuant to Washington State Governor's Proclamation No. 20-28.15 and Senate Concurrent Resolution 8402, this public meeting will be held remotely. Meeting participation is limited to access by the telephone number provided on the meeting agenda, and the meeting is accessible via telephone and Seattle Channel online.

Register online to speak during the Public Comment period at the 9:30 a.m. Neighborhoods, Education, Civil Rights, and Culture Committee meeting at <http://www.seattle.gov/council/committees/public-comment>.

Online registration to speak at the Neighborhoods, Education, Civil Rights, and Culture Committee meeting will begin two hours before the 9:30 a.m. meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

Submit written comments to Councilmember Tammy J. Morales at tammy.morales@seattle.gov

Sign-up to provide Public Comment at the meeting at <http://www.seattle.gov/council/committees/public-comment>

Watch live streaming video of the meeting at <http://www.seattle.gov/council/watch-council-live>

Listen to the meeting by calling the Council Chamber Listen Line at 253-215-8782 Meeting ID: 586 416 9164

One Tap Mobile No. US: +12532158782,,5864169164#

Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

D. Items of Business

Presentations

1. 2022 Office of Arts & Culture (ARTS) Work Preview

Supporting
Documents: [Presentation](#)

Briefing and Discussion (20 minutes)

Presenters: royal alley-barnes, Director, Ashraf Hasham, Tina LaPadula, and Michael Davis, ARTS

2. Department of Education & Early Learning (DEEL) Youth Social Justice Grant Briefing

Supporting
Documents: [Presentation](#)

Briefing and Discussion (20 minutes)

Presenter: Dwane Chappelle, Director, and Marissa Rousselle, DEEL

Appointments

3. [Appt 02094](#) **Reappointment of Allan Nyaribo as member, Seattle Human Rights Commission, for a term to January 22, 2024.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote (20 minutes)

Presenters: Marta Idowu and Janet Stafford, Office for Civil Rights (OCR)

4. [Appt 02095](#) **Reappointment of Julia A. Ismael as member, Seattle Human Rights Commission, for a term to January 22, 2024.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote (20 minutes)

Presenters: Marta Idowu and Janet Stafford, Office for Civil Rights (OCR)

E. Adjournment



Legislation Text

File #: Inf 1983, **Version:** 1

2022 Office of Arts & Culture (ARTS) Work Preview

ARTS 2022 Programs Overview

Neighborhoods, Education, Civil Rights & Culture Committee
Friday, February 11, 2022

2/7/2022

ARTS

2022 Office of Arts & Culture Overview



City of Seattle

- Individual Artist Grant
- Mentoring Scholarships
- Arts Education grants and roster
- Hope Corps
- Cultural Education Grants



Individual Artist Grants

2023 CityArtist Grant

- Total funding: \$180,000
- Set funding amounts: \$2,000, \$5,000, or \$8,000
- Artist-focused, not project-based
- Typically, 200+ applications with 24 awards
- Funding artist disciplines in alternating years. For this application cycle:
 - Dance/Choreography
 - Music/Composition
 - Theater (including Playwriting)

Open now! Deadline April 27th, 2022



Cherdonna Shinatra's DITCH by Jenny Peterson

Mentoring Scholarships

[Artists Up Scholarships](#)

- Funder collaborative: ARTS, 4Culture, ArtsWA
- Focus on under-represented artists statewide
 - BIPOC, LGBTQ+, artists w/ disabilities, elders
- Created in response to community feedback
- Scholarship covers 4 hours of online, artist peer-to-peer mentoring by and for under-represented creatives
- Supported in part by an award from the [National Endowment for the Arts](#)

Opens March 1st



Poet Anis Gisele; Artwork in the background by Leah Gerrard; Photo by Sunita Martini

Creative Youth Development + Arts Education Grants

Youth Arts Grant

- Total annual funding : \$144,000
- Set funding amount: \$12,000 over 2 years
- Out-of-school time arts programs for Seattle's Middle and High School aged youth
- Prioritizes programs serving young people from diverse racial & socio-economic backgrounds
- Open to individual teaching artists, art & cultural organizations, youth-service agencies, and degree-granting institutions



Opens March 7th



Creative Youth Development + Arts Education Roster



[The Creative Advantage Community Arts Partner Roster](#)

- A vetted list of culturally responsive teaching artists and community arts & culture organizations approved to work in Seattle Public Schools that receive City funding for school-day work
- Arts partners provide integrated and cultural arts learning for students, professional development for teachers, and exposure to different methods of expression and viewing the world
- Open to teaching artists, community arts organizations and cultural institutions serving students in Seattle

Open now!

Hope Corps

ARTS' Hope Corps program seeks to connect under- and unemployed workers in the creative industries with career opportunities, specifically in areas that meet the civic needs of our times.

Funds individuals and groups/organizations for projects or ongoing work in these focus areas:

- Public Health
- Mental Health & Healing
- Food Security
- Storytelling, Media, & Journalism
- Arts Education
- Social Cohesion & Belonging



Budget: \$2 million

- \$1.5M City funds
- \$500k NEA grant



Impact: 100+ workers

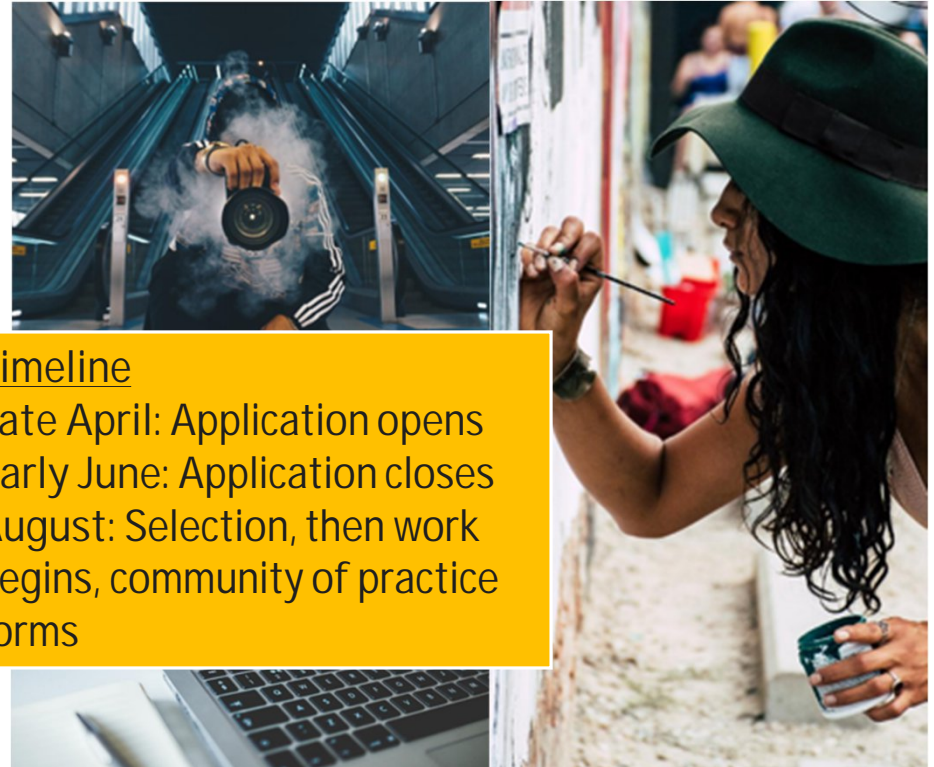
- employed for up to 6 months
- earning up to \$12k



Hope Corps

Examples of types work

- Artists in residence
- Free art, theater, music lessons/courses at community centers
- Public theater, music, writing, design, painting and other projects that bring community together
- Capturing current moment in history – audio/visual/written documentation, historical records
- Sustain existing creative, educational, research, and service work that supports any focus area (such as food security)



Timeline

Late April: Application opens
Early June: Application closes
August: Selection, then work begins, community of practice forms

Cultural Education

The [26-member Equitable Communities Initiative Task Force](#) researched inequities in our community and created a \$30 million budget recommendation to invest in Seattle's BIPOC community. In 2021, The Office of Arts & Culture awarded \$2M in ECI funds to support cultural education for BIPOC youth.

Process

- Coordinate with ARTS staff, SAC, SMC, ECITF, community members to identify 100 orgs providing cultural education
- Using criteria identified by ECITF, that list was shorted to 66 orgs that met ECITF criteria (BIPOC led, 75% BIPOC youth served, deep community connection)
- Convened members of arts community and ECITF members to form selection panel to recommend orgs for funding



Cultural Education

Results

- 29 orgs selected
- \$1.85M awarded
 - 12 orgs awarded \$100k
 - 9 orgs awarded \$50k
 - 8 orgs awarded \$25



NORTHWEST TAP CONNECTION
 LOOK, LISTEN + LEARN TV
 THE UNSPOKEN TRUTHS
 WEAPP
 REEL YOUTH FILM CAMP
 POWERFUL VOICES
 NAAM
 RED EAGLE SOARING
 CREATIVE JUSTICE
 INSPIRED CHILD
 BUFFALO SOLDIERS OF SEATTLE

YOUNG WOMEN EMPOWERED
 THE RESIDENCY
 KEY TO CHANGE
 LANGSTON
 GEEKING OUT KIDS OF COLOR
 TOTEM STAR
 WING LUKE MEMORIAL
 FOUNDATION
 FEEST
 INTERNATIONAL CAPOEIRA AN
 GOLA FOUNDATION SEATTLE

ORQUESTA NORTHWEST
 ACTS ON STAGE
 GRIOT GIRLZ
 SEATTLE MONGOLIAN
 YOUTH CENTER
 JOYAS MESTIZAS
 CD FORUM
 EL CENTRO DE LA RAZA
 SOUTH END STORIES
 RISING REELS





Legislation Text

File #: Inf 1989, **Version:** 1

Department of Education & Early Learning (DEEL) Youth Social Justice Grant Briefing

Department of Education and Early Learning

Topic: Youth-Led Social Justice Mini-Grant

Audience: NECRCC Presentation

Date: Friday, February 11, 2022



Background & Priorities



- \$1.5M Citywide commitment in response to rise in hate crimes and bias aimed at AAPI community
- \$100,000 allocated from DEEL's 2021 budget (FEPP Levy)
- Purpose of funds for mini-grants to youth-led groups and clubs for special projects focused on issues of racism, discrimination, and bias

Low barrier

Youth-friendly

Inclusive

Non-competitive

Encourages innovation

Compliant with City protocol + gift of public funds regulations

Timeline & Overview

- Apr-Aug- Grant development
 - Jul 9 + Aug 18- Seattle Youth Commission
 - Jul 20- Youth Survey
- Sept 14- Release grant
- Oct 5-8- Information and technical assistance sessions
- Oct 25- Applications due
- Nov-Jan- Application review period
- Feb- Applicant notification

“Youth leadership on social justice projects is important because we have diverse perspectives to share based on our lived experiences... It’s important youth have opportunities to design and lead our own projects so that our experiences and ideas aren’t excluded.”

- Seattle Youth Commissioner



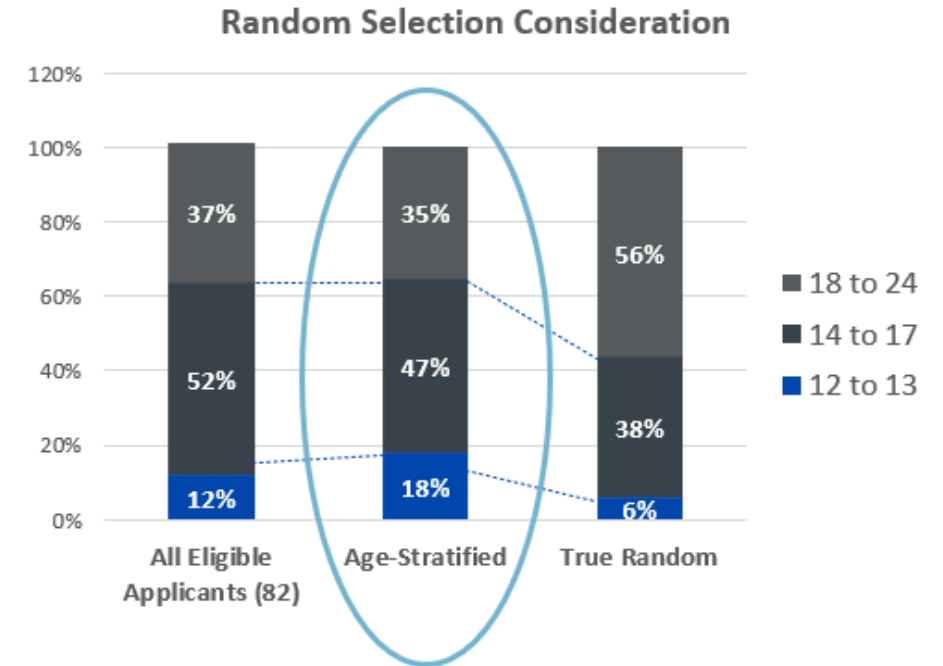
Applicant Notification

- **Feb 1** – DEEL e-mail notification to applicants incorrectly notified 65 applicants their projects were awarded
 - Retraction of emails and new information regarding random selection of awardees caused confusion
- **Feb 7** – New communication honoring the initial miscommunication and DEEL commitment to work with applicants and make funding available for all projects
- **Feb 9-18** – DEEL staff phone calls to all applicants to confirm receipt and understanding of new funding decision

Selection Process Overview


- Prioritization Matrix – *not used*
 - Randomization – *used for Feb 1 communications*
 - All technically compliant are funded – **current**

Application Prioritization Rubric			
Prioritization Categories	3 points	2 points	1 points
Council District	2, 7	1	3,4,5,6
Social Justice Topic	Race/Ethnicity	Gender or LGBTQIA+	
Fiscal Sponsor	Yes	No	No
Audience Served	White-identified or cis-gendered people	All people	
Number of people served	More than 30	10-29	Less than 10




Funding Decision Effective Feb 8


82 Applications Identified for Funding - \$525,773 Available



"We are planning to co-host a **series of three events...** [that] will include elements of art, music, and food while drawing attention to issues of racial equity and gender bias... We will center the art presented **around young, Black women who are musicians, artists, and chefs.** Sharing our cuisine, songs, and other art forms, we will **encourage others to explore their own art and identity** while promoting people who deserve a platform."



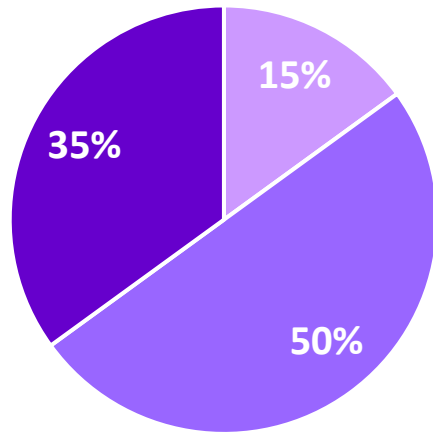
"This project will **generate community research and data** on the most **urgent issues in the Filipino community.** If we don't know what the problems are and what their root causes are, how can we do anything to fix them?"



"Although Black youth make up 14% of the population, their **rates in houselessness are disproportionately high** in comparison to their white counterparts. We hope to **give support all Black youth especially queer youth** by making sure they are safe and have the **materials they need to thrive.**"

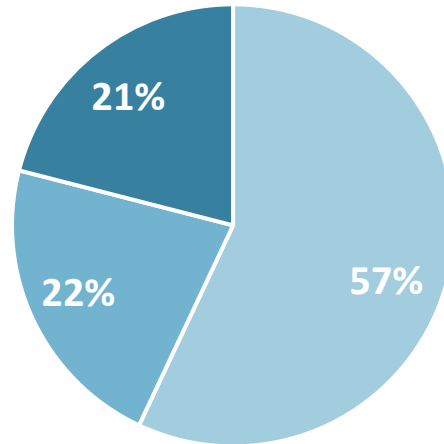
Applicant Summary

Age of Applicant



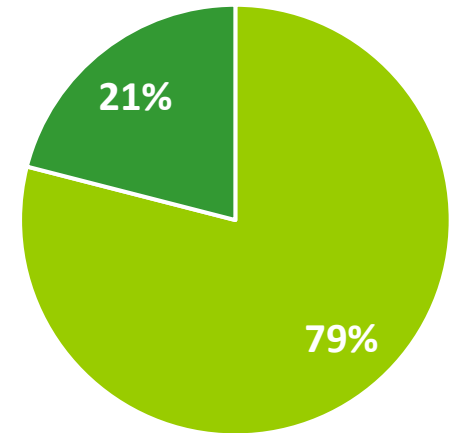
■ 12-13 ■ 14-17 ■ 18-24

Fiscal Sponsor



■ Community-Based Organization ■ School ■ None

Type of Submission



■ Written ■ Video

Next Steps: February-March 2022

Internal DEEL Continuous Quality Improvement

- DEEL process mapping to identify strengths and areas for corrective action
- Opportunities for applicants and adult allies to provide feedback

Fiscal Sponsor Paperwork and Issue Grant Awards

- Fiscal sponsor completion of required paperwork (W-9; Grant Agreement Form)
- DEEL applicant support
- Opportunities for youth to connect

Possible Implementation Challenges

- Need for fiscal sponsor for all applicants
- Applicants may no longer be interested in implementing their project
- Applicants may need to change their project concept to complete in 2022, or before end of school year
- Applicants/fiscal sponsors may want to reduce their requested budget
- Youth groups may need specific support on project implementation in ways not yet identified (event permits, field or building rental, etc.)

Preliminary DEEL Reflections

Process

- Internal system to check for accuracy prior to contacting grant applicants

Youth-Involved Grants

- Early engagement of adult allies
- Identification of community-based/non-profit partner to serve as fiscal sponsor or grant administrator
- Timing of communications to better align with school-day schedule
- Balance need for documentation with relational approach



Thank you & Questions



Legislation Text


File #: Appt 02094, **Version:** 1

Reappointment of Allan Nyaribo as member, Seattle Human Rights Commission, for a term to January 22, 2024.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Allan Nyaribo</i>		
Board/Commission Name: <i>Seattle Human Rights Commission</i>		Position Title: <i>Member</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 checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other:	Date Appointed:	Term of Position: * 1/23/2022 to 1/22/2024 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood:	Zip Code:	Contact Phone No.:
Background: Allan has been involved in the Community Mental Health Sector and has functioned in various capacities as a case manager, therapist, and program manager. He is a passionate mental health advocate and believes in integrating mental health into daily living as a vehicle of self-empowerment for immigrant and minority populations. He is currently a graduate student at the School of Social Work and Criminal Justice at the University of Washington, Tacoma and holds a bachelor’s degree in Social Psychology. Allan writes poetry in his spare time focusing on and inspired by his experiences as a first-generation immigrant encompassing topics of race, ethnicity, and identity all of which he passionately advocates for in different forums. Allan has been active member and looks forward to his continued work on the commission.		
Authorizing Signature (original signature): 		Appointing Signatory: <i>Councilmember Tammy Morales</i> <i>Seattle City Council</i>

Allan Nyaribo

Summary

- Associates Degree Social and Cultural Anthropology University of Nairobi
- BA Social Psychology Interdisciplinary Evergreen State University
- MSW candidate University of Washington Tacoma Class of 2022.
- Credentials - CDPT – Active / Agency Affiliated Counselor - Active
- Proficient in Microsoft software packages Excel, Word, Outlook, PowerPoint.
- Proficient with Electronic Health Records - Avatar, Credible and CareWare

Education

- University of Washington Tacoma MSW Candidate Class of 2022
- Evergreen State College BA Social Psychology (Interdisciplinary) Class of 2019
- University of Nairobi - Social and Cultural Anthropology – Associates Degree
- Undergraduate Internship - Behavioral Health Resources - Counseling Capstone Project
- MSW Graduate Generalist Practicum completed with Cascade Community Healthcare's Crisis Stabilization Unit.

Employment

Cascade Community Healthcare Evaluation and Treatment Center

Inpatient Program Manager – 4/1/21 to Date

Current Duties

- Provides planning, organizing, and coordination for the Inpatient Services Program.
- Provides supervision, training, and evaluations of program staff.
- Participates in program development.
- Provides coordination between program and community, program, and other Cascade programs.
- Provides on call clinical supervision as directed by the Director of Acute Psychiatric Services.
- Participates in other selected activities at the direction of the Director of Acute Psychiatric Services.

Cascade Community Healthcare: Inpatient Acute Psychiatric Case Manager

4/17/20 – 4/1/21

- Conducting intakes and clinical scales for the purposes of developing collaborative treatment plans for clients assigned to the Acute Psychiatric Services team.

- Coordinating treatment services for clients with severe mental illness by teaming up with and making referrals to a variety of community service providers and linking up clients with community resources after discharge.
- Consulting with professionals during clinical assessment meetings on a variety of problems including delivery of needed services for clinically complex cases including reporting on escalating symptoms medication access and management with a view of stabilizing the client.
- Providing individual mental health counseling and case management services under the supervision of a Mental Health Professional using CBT/DBT and other evidence based therapeutic interventions.
- Attending clinical assessment meetings to determine client progress in treatment while in the CSU/ETU with the objective of safely discharging the client after their voluntary/involuntary hold.
- Developing crisis and safety planning with designated clients while in the facility to ensure client and staff safety including mitigating escalating behaviors post discharge.

Pierce County Aids Foundation: Mental Health Case Manager

12/2/2019 – 4/4/20

- Developing, Implementing, monitoring, reviewing, and updating individual service plans with clients with an objective of tailoring the plans to the clients' specific needs.
- Maintaining a comprehensive understanding of the statewide standards for HIV Medical Case Management and adhere to the requirements that govern HIV management in Washington State.
- Document client contacts as required by funding sources by maintaining accurate records and preparing statistical reports in a precise and timely manner.
- Developing and demonstrating knowledge of HIV/AIDS related conditions and treatment, and use knowledge to educate clients and people in their social support systems.
- Cultivate and sustain positive working relationships with medical, mental health, chemical dependency, and other social service providers in the community. Facilitate referrals for such services when necessary and make appropriate follow-ups to ensure client access.

Cascade Community Healthcare: Clinician 1 Intensive Case Management

7/19/20 – 11/19/20 –

- Establishing and maintaining a therapeutic relationship with clients served with an objective of providing a safe and trusting environment for the clients to stabilize within the community.
- Conducting Assessments and Intakes for the development of Treatment Plans and creating Case Management profiles for clients entering and leaving the program to assist clients stabilize, access and utilize community resources.
- Monitoring medication compliance and providing supports for medication management services in coordination with the medical team.

- Addressing Crisis situations involving symptomatic clients with a view to stabilization closely collaborating with DCR's and Law Enforcement.
- Coordinating client care while in transition from psychiatric holds, jail or involuntary detentions with aim of a smooth transition into community living.
- Documenting all treatment provided consistently within agency deadlines including keeping track of insurance authorizations, expiring treatment plans and client exits from the program.

Behavioral Health Resources RITZ Program: Counselor Undergraduate Intern (Recovery and Integrated Recovery Services)

3/26/2019 – 7/01/2019

- Collaborated closely with clients to develop a tailored Case Management Plan for the purpose of maintaining appropriate levels of care needed for maintaining abstinence, including emotional support and coping skills, social support, medical support and medication compliance.
- Provided Co-Occurring (COD) CD Intervention, Counseling and Case Management services to clients exhibiting chronic and persistent Chemical Dependency with Co-Occurring Mental Illness, emotional disorders and/ or other co-occurring disorders.
- Conducted Assessments and Intakes for the development of Treatment Plans.
- Addressed Crisis situations involving symptomatic clients with a view to stabilization closely collaborating with DCR's and Law Enforcement.
- Coordinated with client to set up after care plans and strategies for follow up for client stability in the community.

Seattle Human Rights Commission

January 2022

21 Members: Pursuant to *SMC 3.14.920*, all members subject to City Council confirmation, 2-year terms:

- 8 City Council-appointed
- 9 Mayor-appointed (includes 1 Get-engaged Mayor position)
- 4 Other Appointing Authority-appointed: Commission-appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	M	4	1.	Member	Schuyler Reid	7/23/21	7/22/23	1	City Council
			2.	Member	Robel Mulugeta	7/23/21	7/22/23	1	Mayor
2	M	7	3.	Member	Tyrone Grandison	7/23/21	7/22/23	2	City Council
	F		4.	Member	Roopali Dhingra	7/23/21	7/22/23	1	Mayor
	F		5.	Member	Guneeta Chadha	7/23/21	7/22/23	1	City Council
	F		6.	Member	Amanda Richer	1/23/21	1/22/23	1	Mayor
	M		7.	Member	Allan Nyaribo	1/23/22	1/22/24	2	City Council
	F		8.	Member	Julia Ismael	1/23/22	1/22/24	2	Commission
			9.	Member	Vacant	7/23/20	7/22/22	1	Mayor
2	F	6	10.	Member	Jackie Turner	7/23/20	7/22/22	2	City Council
1	F	7	11.	Member	Erika Chen	7/23/20	7/22/22	2	Mayor
			12.	Member	Vacant	7/23/20	7/22/22	1	City Council
	F		13.	Member	Jackie Schultz	1/23/21	1/22/23	1	Mayor
			14.	Member	Vacant	1/23/21	1/22/23	1	City Council
			15.	Member	Vacant	1/23/21	1/22/23	1	Mayor
	F		16.	Get Engaged	Kira Rosenlind	9/1/21	8/31/22	1	Mayor
			17.	Member	Vacant	7/23/20	7/22/22	1	City Council
	M		18.	Member	Alexander Tang	1/23/22	1/22/24	1	Mayor
			19.	Member	Vacant	7/23/20	7/22/22	1	Commission
6	M	3	20.	Member	Brian Egger	1/23/20	1/22/22	2	Commission
6	F	3	21.	Member	Jessica C. Bhuiyan	7/23/20	7/22/22	2	Commission

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	1	7																
Council	3	5																
Comm	1	2																
Total	5	13																



Legislation Text

File #: Appt 02095, **Version:** 1

Reappointment of Julia A. Ismael as member, Seattle Human Rights Commission, for a term to January 22, 2024.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Julia A. Ismael</i>		
Board/Commission Name: <i>Seattle Human Rights Commission</i>		Position Title: <i>Member</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 type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>Commission</i>	Date Appointed:	Term of Position: * <i>1/23/2022</i> to <i>1/22/2024</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood:	Zip Code:	Contact Phone No.:
Background: Julia Ismael is the founding Head Architect of Aspirations of The Equity Consortium, a convener and gatherer of collective wisdom. Julia is also a Transformative Justice practitioner. After participating and learning for three years in peacemaking circles, she's kept her own since 2015 and focuses mainly on race, gender, healing, and their intersections. She is a Black, Muslim woman who is the mother of three amazing children and calls Seattle her home since 1979. Currently, she's teaching herself Swahili and how to welcome herself as an artist again. Julia is the current Chair of the Seattle Human Rights Commission and looks forward to continuing her work on the Commission.		
Authorizing Signature (original signature): 		Appointing Signatory: <i>Erika Chen, Leadership/Appeals Chair</i> <i>Seattle Human Rights Commission</i>

Julia A. Ismael

INTENTION

To institutionalize equity.

EDUCATION

2012 Antioch University, Seattle, WA BA Liberal Arts, Leadership & Organizational Studies, “*Student of Excellence*” Scholarship, 2011

2011 University of Washington Certificate, National Education for Women Leadership Program

2005 University of Washington Certificate, Fundraising Management

2000 National Assoc. of Parliamentarians Certificate and Membership (*eligible for renewal*)

1998 San Diego Central Community College Philosophy Department, honors student

PUBLICATION

Ismael, Julia, et al. “It Takes Heart: The Experiences and Working Conditions of Caring Educators.” *The Radical Teacher*, vol. 119, Winter 2021, pp. 1-31.

CURRENT WORK

Founder, Head Architect of Aspirations

The Equity Consortium

www.TheEquityConsortium.com

<https://www.facebook.com/TheEquityConsortium>

THE EQUITY CONSORTIUM

The Equity Consortium institutionalizes equity. We envision a future in which organizations and individuals are both

equipped to thrive without perpetuating historically harmful practices.

SCOPE OF WORK

We redefine the role of equity in our organizations, institutions, and systems. We do this by offering three services that

aim to address a lack of equitable justice in our daily lives:

Monthly Listening Circles: In recognition of the whole human outside of position and title, we invite the equity community to comfort, inform, and inspire. This recurring event also serves to inform the work of The Consortium.

Equity Variables Test / Equity Factors Assessment: To find the best place to start, we encourage organizations to first take the truncated, low-cost *Equity Variables Test*, quickly evaluating their current equity work. To dive deeper, members of The Equity Consortium created the *Equity Factors Assessment*, an organizational equity assessment process that includes community contracted evaluation.

Equity Adjudicator Service: An investigative service giving voice and community perspective to any individual experiencing harm caused by discrimination, harassment, and/or retaliation. This transparent and compassionate process includes anonymized Peer Review Case Studies and Truth and Grace Circles contracted to equity advocates.

WORK HISTORY

RACIAL EQUITY CONSULTANT, 2013 - 2020 (highlights)

● **Muslim Association of Puget Sound:** Facilitated a listening circle for racial equity

- **Kent-Meridian High School:** Designed and led a two-day talking circle to address implicit bias in the classroom
 - **Rainier Beach High School:** Designed and led three-day Peacemaking Circle for faculty and staff
 - **Garfield High School:** Designed and organized one day, all campus Talking Circle introduction
 - **The Amistad School:** Design and facilitate a series of staff and parent education nights, Staff listening circles
 - **Kellogg Foundation's National Community Learning Exchange, Peacemaking and Healing:** Designed and guided a walking tour of the Central District's historical sites and modern issues of gentrification
- WASHINGTON BUILDING LEADERS OF CHANGE (WA-BLOC), Restorative Justice Coordinator, 2018 - 2019**
- Integrate restorative justice practices into the current disciplinary system at Rainier Beach HS
 - Train students, teachers, and staff on equitable conflict management and restorative practices
 - Mediate severe individual conflicts involving students using restorative practices
- SEATTLE CENTRAL COLLEGE, Student Involvement Coordinator, February 2015 – September 2018**
- Advises team who support between 30-50 student organizations (over 1,200 student club members)
 - Collective-wisdom approach to equitable design of Fall student leadership orientations and Winter retreats
 - Designs curriculum for an innovative student centric weekly *Third Space: A Student Leadership Institute*
 - Collaboration with Multicultural Center on an innovative support strategy for Legacy Clubs
 - Introduced to-scale, donation-based food pantry for students and staff with plans to take root
 - Elected Chair the Classified [Professional] Development Advisory Committee (2015- 2018)
 - Completed Search Advocate training to apply equitable hiring practices
 - Community Learning, Inquiry and Practice (CLIP) Participant (Research "The Ethics of Care on Campus")
- AL-NOOR ACADEMY of ARTS AND SCIENCES (ANAAS), Founder, Head Architect of Aspirations, 2012-2015**
- Coordinated community-dependent programs and mentorship for Muslim girls ages 10-16 with a focus on overarching themes of self-identity, social equity, and academic confidence
 - Created and coordinated over 20 courses with community educators
 - 95% percent of the age eligible ANAAS graduates are currently enrolled in college or university
- NON-PROFIT ANTI-RACISM COALITION (NPARC), Elected Chair, 2011-2014**
- NPARC is an alliance of organizations and individuals committed to ending institutional racism with a focus on the nonprofit sector

- Increased membership 800%
 - created the Racial Equity Professionals of Color Consortium
- SETH (KELLY) FULCHER, ATTORNEY AT LAW, Paralegal, 1999 – 2009**
- Sole practice in general law
 - managed the personal injury, business, and estate planning cases and office management
 - interviewed clients, gathered, and documented medical records, itemized bills, and drafted settlement demands
-

COMMUNITY BUILDING / VOLUNTEER WORK

Rainier Beach Restorative Justice Project, Keeper Trainer, 2015 - 2019

Worked with individuals preparing to introduce restorative justice models and circle keeping practices as an equitable alternative to current conflict management techniques in any sector, size, or field but specifically for those most impacted in South Seattle.

Seattle Central College, Employee Volunteer Positions, 2015 – 2018

Communities of Learning, Inquiry and Practice (CLIP): *“Caring for Students and Each Other, Expectations of*

Care and Love in our Work”, 2016-17

Classified Development Advisory Committee (CDAC), Committee Chair, 2015-2018

College Council, 2016-17 Co-Chair Strategic Plan Implementation Committee

Search Committee for Interim President, 2015

Search Committee for Director of Outreach and Strategic Enrollment, 2016

Search Committee for Re-Entry Specialist, 2017

Professional Development Committee, 2016-2018

Scholarship Review Committee, 2015-2018

City of Seattle, Participatory Budget Process, Chair Public Safety and Civil Rights Sub-Committee, 2016

Invites community input in how a group of young people should propose to spend the City’s \$700,000 for

community based projects. I chaired the sub-committee on Public Safety and Civil Rights.

Seattle Human Services Coalition (SHSC), City Budget Task Force Co-Chair, January 2014 - 2016

SHSC is a multi-racial, multicultural coalition of over 230 agencies who present a budget recommendation

package to the City of Seattle that incorporates a racial equity impact lens and client-centric model

Seattle Race and Social Justice Initiative (RSJI), Community Survey Work Team, 2013

Based on the RSJI biennial survey to City employees, various academic and anti-racism practitioners gather to

determine the best mode of delivery and content design to launch a public survey on progress of undoing

institutional/structural racism in Seattle.

Africatown Center for Education and Innovation, Founding Board Member 2013

Professional development certification and program coordination, Community Advocate
Seattle Public Schools, Committee Chair, 2013 - 2015
Chair of the Equity and Race Advisory Committee for Professional Development
Circle Leadership Team, Peacemaking Circle keeper, 2012 - 2015
Team introduced use of a peacemaking circle in restorative and transformative justice initiatives in Seattle
Public Schools and the King County Juvenile Court

FACILITATION

The Equity Consortium Monthly Listening Circles

2021 "Helping Each Other Finish the Job"

"Redefining Professionalism"

"Redefining Professionalism, ENCORE!"

"Truth and Grace"

"Good vs Evil"

2020 "This Miraculous Moment"

"Self in Community"

"At a Crossroads"

"The Role of Giving"

"The Cost of Care"

Washington Building Leaders of Change at Rainier Beach High School 2016 - 2019

Semester class: "Introduction to Peacemaking Principles"

Talking Circle Introduction for teachers, admin, and staff (over three years)

Freedom School Restorative Justice Orientation

Professional Development: "Transparent Assignments (Transparency in teaching as a means of equity)"

Professional Development: "Arriving at the Issue" with Equity Eco cycle Planning

Professional Development: "Addressing Toxic Masculinity"

Professional Development: "If We Were Free" Addressing Systemic Oppression

In Community

2019 Youth Development Executives of King County Symposium: "The Ethics of Care: Time and Cost"

Black Panther Youth Empowerment Summit: "Youth Redefining Power"

Students of Color Conference: "Introduction to Talking Circles", "Talking Circle: When We Are Free",

"Talking Circle: Conference Debrief"

University Prep: "Understanding Justice Talking Circle: What's Next?"

King Co Trauma Informed Restorative Practices Cohort: "Ethics of Care: The Role of Peer Support"

2018 Seattle Public Schools: "Elements of Restorative Practices: Asking the Right Questions"

Students of Color Conference: "Introduction to Talking Circles", "Muslim Identity Caucus"

Green River Community College: "When Women Rule the World"

2017 Students of Color Conference: "Introduction to Talking Circles"

Green River College: "Women in Islam"

Students of Color Conference: "Introduction to Peacemaking Circles"

2016 Africatown Center for Education and Innovation: “Doctor for a Day”
2015 Seattle Family Connector University: “Culturally Responsive Conflict Mgmt. and Meeting Facilitation”
2014 Emerge: WA State Nonprofit Conference: “Shared Leadership as a Path to Racial Equity”

FACILITATION Continued

Seattle Central College, 2015 – 2018

- College Council Strategic Planning Sub-Committee: “Implementation Share and Learn”
 - Community Conversations with the Muslim Community
 - Faculty Focus on Student Success: Student Voice Talking Circle
 - Tutor training on Diversity: “Where does knowledge come from?” and “Keys to Tutoring Diverse Students”
 - Classified Development Advisory Committee (CDAC) Retreat, “Building Community, the How”
 - CDAC “Building a Community” with College President, Dr. Sheila Edwards Lange
 - CDAC, Change Management Workshop: “Telling Our Story: Understanding the Now to Guide our Future”
 - CDAC, Fall Retreat: “Beyond Diversity: A Talking Circle”
 - Black Student Union: “Choosing Battles Talking Circle”
 - Black Student Union: “Where We At: Present and Future of Black Liberation”
 - Conversations on Social Issues: “Stay Woke: Remaining Awake Through a Great Revolution”
 - Seattle Central College Strategic Planning Listening Session for Students
 - Women in Society course: “The Role of the Ally”
 - Conversations on Social Issues: “NCORE Conference Roundtable”
 - Student Leadership Retreats and Orientations (4 Corners, Conversation/World Café, Anatomy of Conflict)
 - Leadership Institute / Third Space workshops:
Trust Me, I’m a Professional
Show me the Money
Pages of the Same Book – Allyship
Recording Your Legacy
In 30 Seconds or Less: Refining Your Introduction
Finding Purpose: Your Personal Statement
- Non-Profit Anti-Racism Coalition, 2011-2014**
Women as Face of Islam: Misconceptions and Realities
What is Your Dream of an Equitable America?
Coalitions as Agents of Change
Undoing Racism: Transformative Power of Women
Equitable Education is…A Must
We Are Not Alone: Sustaining Anti-Racism Work
Racial Equity: Evolution of Training and Ally Action
Resiliency: An NPARC Workshop for People of Color
Anti-Racism: The Role of Healing
Racial Equity: The Role of Shared Leadership

Undoing Racism: Using Tools
Using Money to Undo Racism
Undoing Racism: Intersections with Food
Racial Equity: Youth in Action
3 Day Racial Healing Circle for POC

FACILITATION Continued

Al-Noor Academy of Arts and Sciences, 2012-15

Following is a list of all courses offered during the summer and spring break periods for Muslim middle school girls. The program invited guest instructors from the community and took weekly field trips.

Sew Your Own Hijab

Green the Deen

Women of Islam, Past and Present

Creative Selves Workshop

Film Production at the NW Film Forum

Put Some Picnic in it

Tidepool Scavenger Hunt

Math + (Hem+Addicts) = Mathematics!

Conversational Arabic

Human Lights and Rights

Livin' the Life Skills

ANAAS Girls Fly Kites

ANAAS Girls are Mountaineers!

ANAAS Girls do Eid Henna (Entrepreneurship)

ANAAS Girls Host Iftar (Community building)

ANAAS Girls are Poets

ANAAS Girls and Business

ANAAS Girls Speak Arabic

Express Your Selfies: a PhotoVoice Project

ANAAS Explores the Golden Age

ANAAS Girls go on College Tours (annual)

FUNDRAISING ACCOMPLISHMENTS

2013 Individual Donors, Al-Noor Academy of Arts and Sciences \$12,200

2014 City of Seattle grant fund for equity, available to any non-profit serving Seattle \$60,000 annual in perpetuity

2014 Foundation Grant, Africatown Center for Education, and Innovation \$10,000

2014 City of Seattle increase in human services from Mayor's proposed (via SHSC) \$1.2 million

2015 Foundation Grant, Africatown Center for Education, and Innovation \$11,200

2015 Seattle Central College increase in annual budget, Student Involvement \$32,000

2015 Assist nine Seattle Central student organizations' fundraising efforts \$11,250

Seattle Human Rights Commission

January 2022

21 Members: Pursuant to *SMC 3.14.920*, all members subject to City Council confirmation, 2-year terms:

- 8 City Council-appointed
- 9 Mayor-appointed (includes 1 Get-engaged Mayor position)
- 4 Other Appointing Authority-appointed: Commission-appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	M	4	1.	Member	Schuyler Reid	7/23/21	7/22/23	1	City Council
			2.	Member	Robel Mulugeta	7/23/21	7/22/23	1	Mayor
2	M	7	3.	Member	Tyrone Grandison	7/23/21	7/22/23	2	City Council
	F		4.	Member	Roopali Dhingra	7/23/21	7/22/23	1	Mayor
	F		5.	Member	Guneeta Chadha	7/23/21	7/22/23	1	City Council
	F		6.	Member	Amanda Richer	1/23/21	1/22/23	1	Mayor
	M		7.	Member	Allan Nyaribo	1/23/22	1/22/24	2	City Council
	F		8.	Member	Julia A. Ismael	1/23/22	1/22/24	2	Commission
			9.	Member	Vacant	7/23/20	7/22/22	1	Mayor
2	F	6	10.	Member	Jackie Turner	7/23/20	7/22/22	2	City Council
1	F	7	11.	Member	Erika Chen	7/23/20	7/22/22	2	Mayor
			12.	Member	Vacant	7/23/20	7/22/22	1	City Council
	F		13.	Member	Jackie Schultz	1/23/21	1/22/23	1	Mayor
			14.	Member	Vacant	1/23/21	1/22/23	1	City Council
			15.	Member	Vacant	1/23/21	1/22/23	1	Mayor
	F		16.	Get Engaged	Kira Rosenlind	9/1/21	8/31/22	1	Mayor
			17.	Member	Vacant	7/23/20	7/22/22	1	City Council
	M		18.	Member	Alexander Tang	1/23/22	1/22/24	1	Mayor
			19.	Member	Vacant	7/23/20	7/22/22	1	Commission
6	M	3	20.	Member	Brian Egger	1/23/20	1/22/22	2	Commission
6	F	3	21.	Member	Jessica C. Bhuiyan	7/23/20	7/22/22	2	Commission

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	1	7											
Council	3	5											
Comm	1	2											
Total	5	13											

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.