



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Julia Ismael		
Board/Commission Name: Seattle Human Rights Commission		Position Title: Member
<input checked="" type="checkbox"/> Appointment <input type="checkbox"/> Re-Appointment		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: * 1/23/2020 to 1/22/2022 <input checked="" 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.		

Authorizing Signature (original signature):

Appointing Signatory:

A handwritten signature in black ink, appearing to read 'Tyrone Grandison', written in a cursive style.

Tyrone Grandison, Co-Chair

Seattle Human Rights Commission

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.

Julia A. Ismael

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

Julia A. Ismael

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

Julia A. Ismael

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"

Julia A. Ismael

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

Julia A. Ismael

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

Julia A. Ismael

REFERENCES

(Letters of Reference available upon request)

Marcel Baugh

Equity Variables Test Manager
The Equity Consortium

Brianna Ishihara

Evaluations Manager
The Equity Consortium

Eric Santiago

Sans Design Studio
Designer, Creative Director

Kamal Patel

Visual + Interaction Designer
<https://kamalpatel.co/>

Sean Goode

Executive Director
Choose 180

Christiana ObeySummer

Principal, Owner
Epiphanies of Equity

Natasha Marin

Author, "Black Imagination"

Vu Le

Community-Centric Fundraising

Non-Profit AF



Erica Chin

Community Centric Fundraising



Rosslyn Shea

School Social Worker

Seattle Public Schools



Gentle McGaughey

High School Teacher,

Circle Participant

Seattle Public Schools



Ruth Prudence

Monthly Listening Circle Participant



Ross Marshall

DEI Partners, NYC



Erin Jones

Consultant, Erin Jones, LLC



Althea Lazzaro

Librarian Faculty, Co-Author

Seattle Central College



Lyall Rudenskjold

Highline College

Manager, Academic Success Center



Seattle Human Rights Commission

July 2021

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	Aaron G. Oravillo	7/23/21	7/22/23	2	City Council
			2.	Member	Vacant	7/23/21	7/22/23		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 Annie Chadha	7/23/21	7/22/23	1	City Council
	F		6.	Member	Amanda Richer	1/23/20	1/22/22	1	Mayor
	M		7.	Member	Allan Nyaribo	1/23/20	1/22/22	1	City Council
	F		8.	Member	Julia A. Ismael	1/23/20	1/22/22	1	Commission
	F		9.	Member	Rachel Kramer	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
6	F	3	12.	Member	Elizabeth W. Pachaud	7/23/20	7/22/22	2	City Council
	F		13.	Member	Jackie Schultz	1/23/21	1/22/23	1	Mayor
	F		14.	Member	Kayleigh Mary Kleiva	1/23/21	1/22/23	1	City Council
6	F	7	15.	Member	Claire Guilmette	1/23/21	1/22/23	2	Mayor
6	M	3	16.	Get Engaged	Robel Mulugeta	9/1/20	8/31/21	1	Mayor
	F		17.	Member	Natasha A. Bennett	7/23/20	7/22/22	1	City Council
	M		18.	Member	Alexander Tang	1/23/20	1/22/22	1	Mayor
			19.	Member	Vacant	7/23/20	7/22/22		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	3	5											
Council	3	5											
Comm	1	2											
Total	7	12											

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.