



CAW Recruitment Update

Thurston Climate Mitigation Collaborative - Staff Team
Executive Committee Meeting
January 8, 2023

A decorative horizontal bar at the bottom of the slide, consisting of a dark blue section on the left and a green section on the right.

Recruitment Process

- All jurisdictions either posted or shared social media posts requesting applications to the CAW
- The Staff Team provided flyers to 50+ locations across Thurston County. These locations included but were not limited to senior centers, government buildings, public schools, tribal centers, food banks, local small businesses, community-based organizations, libraries, college campuses, etc.
- The Staff Team also directly contacted ~50 organizations to solicit applications and/or ask the organizations to share the application with their contacts.



The flyer features the Thurston Climate Mitigation Plan logo in the top left and right corners. The main title is 'JOIN THE CLIMATE COLLABORATIVE' in large, bold, dark blue letters. Below the title are three icons: a red rounded square with the text 'APPLY BY SEPTEMBER 30TH, 2023', a teal square with an illustration of hands holding a globe, and a yellow square with a QR code. At the bottom, a dark blue rounded rectangle contains text about the CAW's purpose, meeting frequency, stipend, and contact information.

THURSTON CLIMATE MITIGATION PLAN

JOIN THE CLIMATE COLLABORATIVE

APPLY BY SEPTEMBER 30TH, 2023



JOIN THE THURSTON CLIMATE MITIGATION COLLABORATIVE BY APPLYING FOR THE COMMUNITY ADVISORY WORKGROUP (CAW).

THE CAW MEETS MONTHLY TO SHARE COMMUNITY PERSPECTIVES AND PROVIDE FEEDBACK ON ACTIONS AND STRATEGIES TO REDUCE REGIONAL GREENHOUSE GAS EMISSIONS. A \$50 STIPEND PER MEETING IS PROVIDED UPON REQUEST

APPLY AT (INSERT WEB ADDRESS). TO LEARN MORE CONTACT PAMELA BRAFF AT PBRAFF@CI.OLYMPIA.WA.US

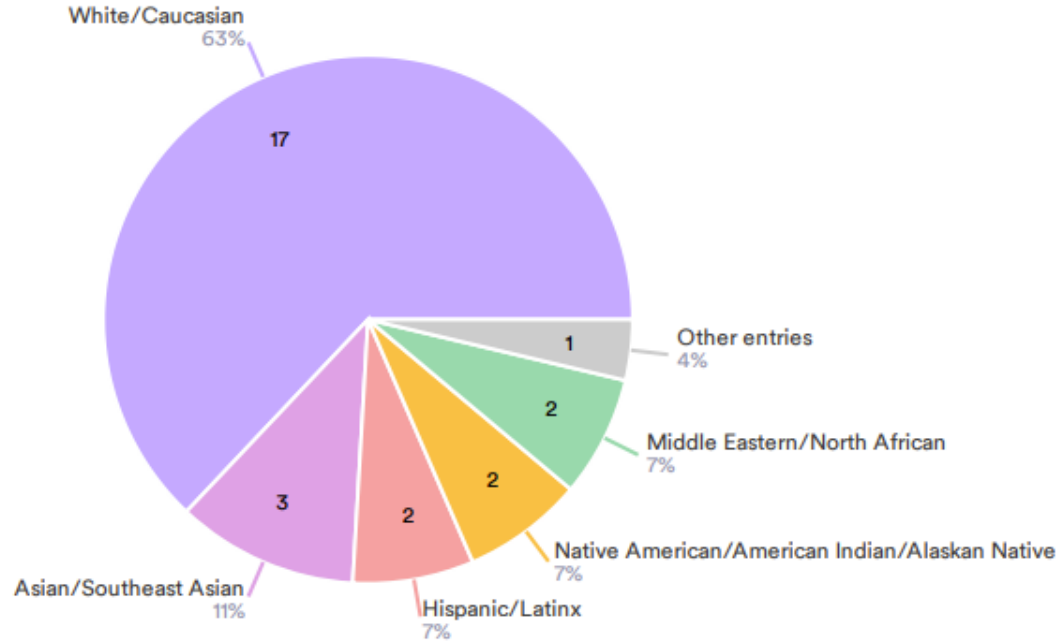
Optional Demographic Survey Results

- All applicants were invited to take an optional demographic survey.
- Not every applicant took the demographic survey.
- The demographic survey cannot be associated with any particular applications.
- Showing the results of this demographic survey now serves the purpose of showing that we reached a wide audience for recruitment
- This demographic survey is not a demographics make-up of the appointed CAW

Demographic Survey Results

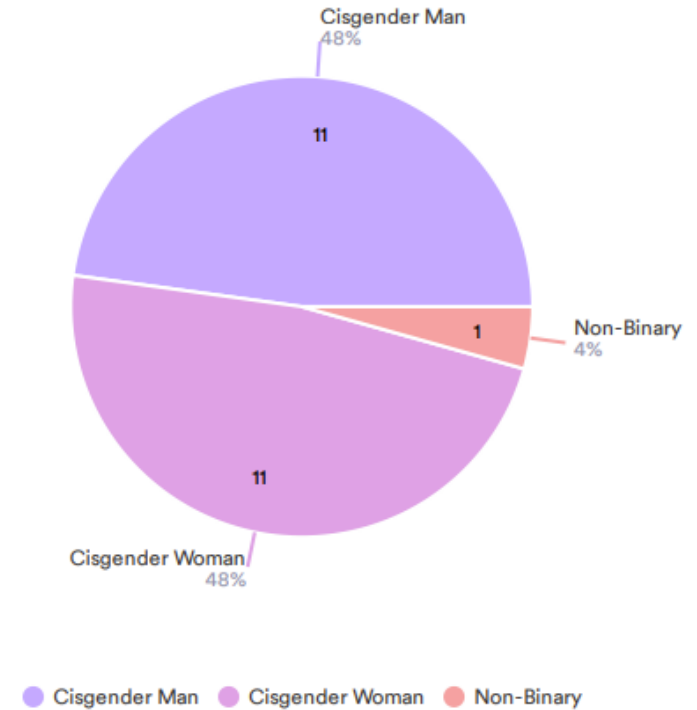
What is your race/ethnicity?

27 Responses



What gender do you identify as? (Note: Cisgender is a term for people who are not transgender.)

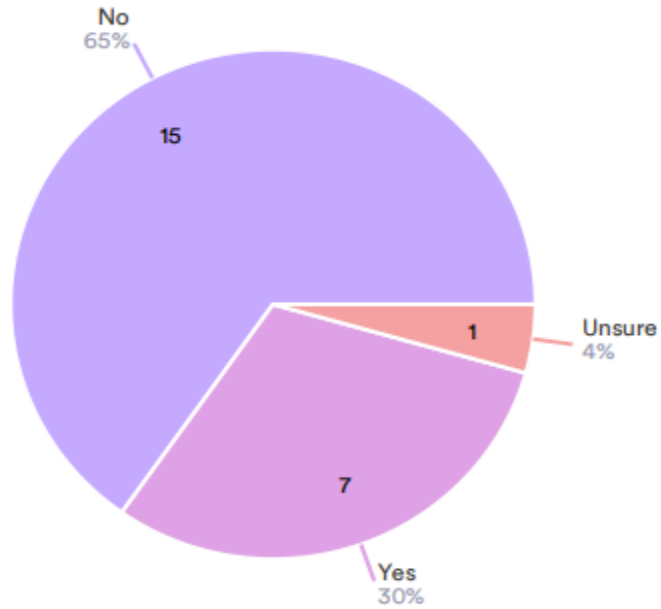
23 Responses



Demographic Survey Results

Do you have a disability, chronic illness, neurodivergence, or mental illness?

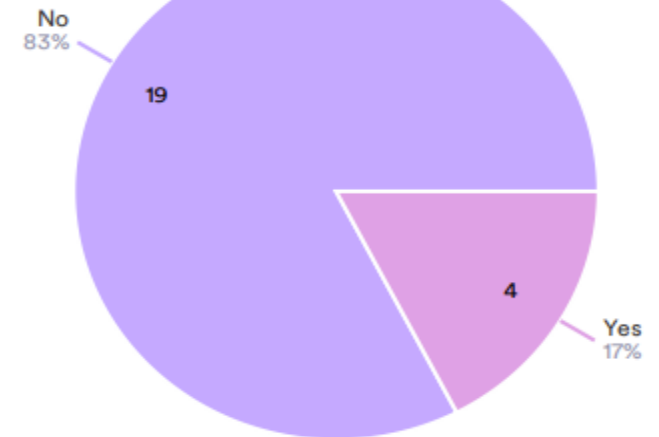
23 Responses



● No ● Yes ● Unsure

Do you identify as LGBTQ+?

23 Responses

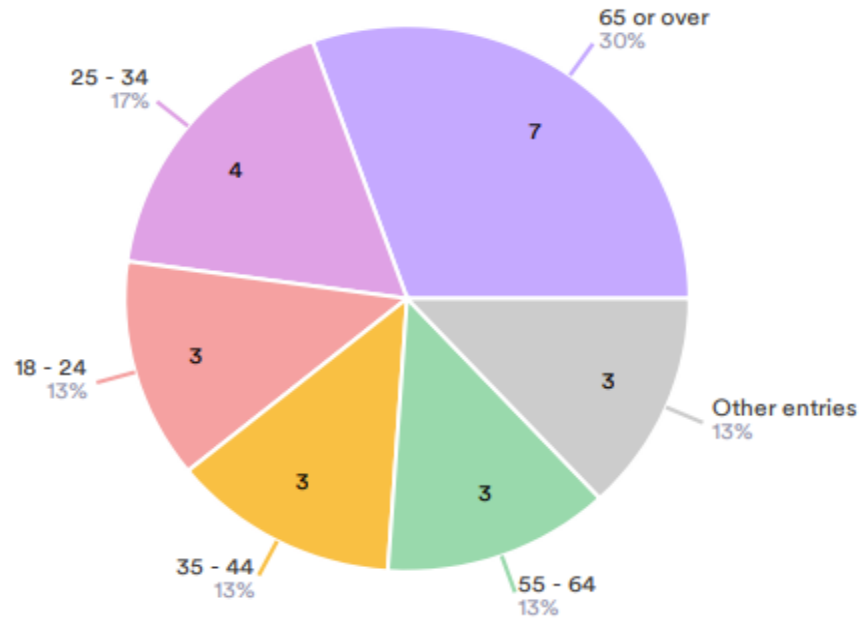


● No ● Yes

Demographic Survey Results

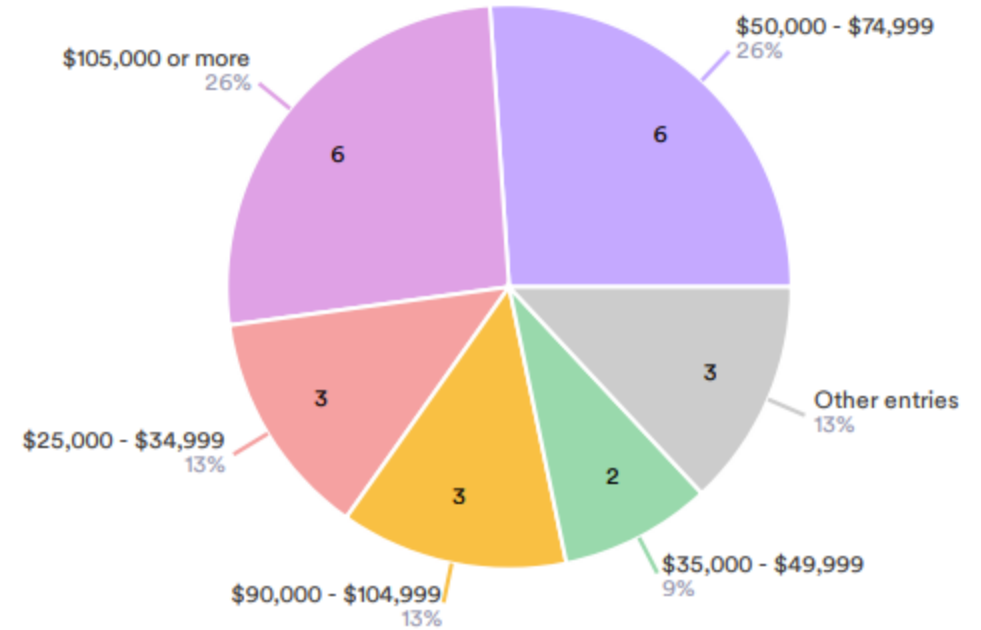
What is your age?

23 Responses



What is your household's annual income before taxes?

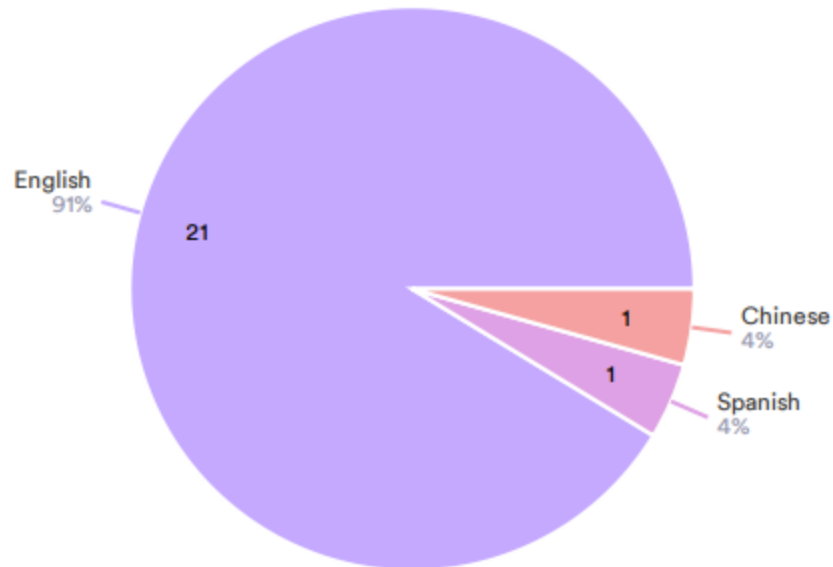
23 Responses



Demographic Survey Results

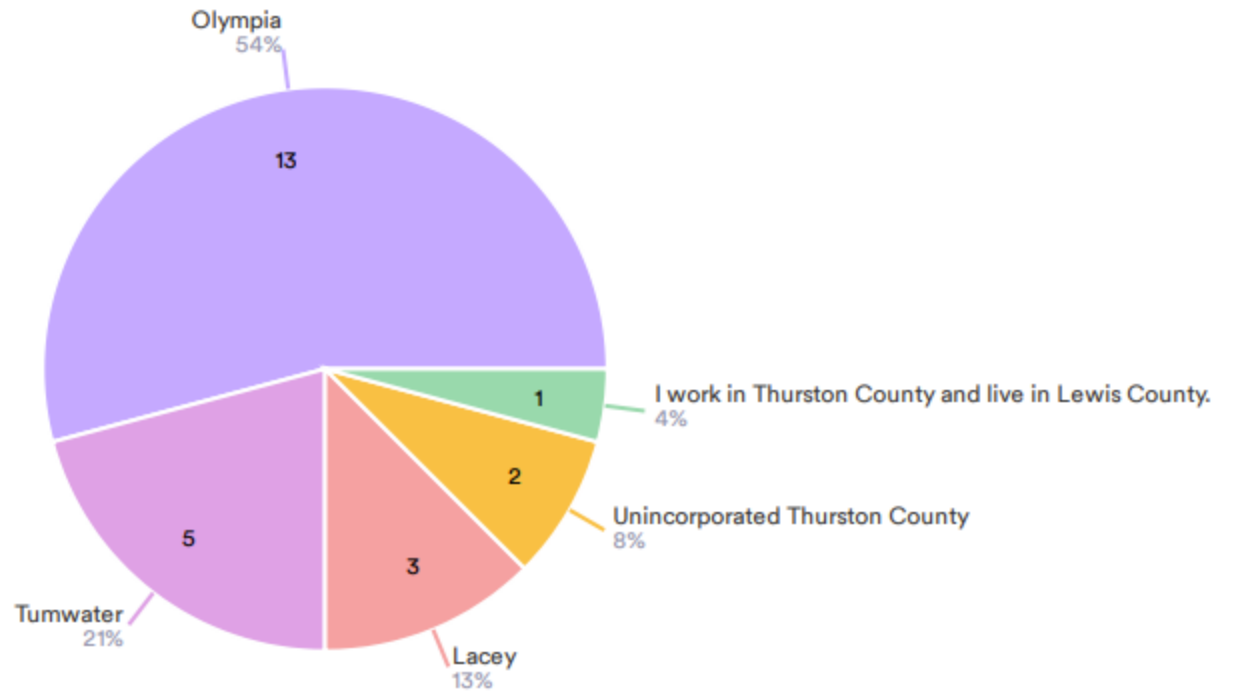
What is the main language that people use in your home?

23 Responses



Where do you live in Thurston County?

24 Responses



Review of Applications

1. Screening

1. Does the applicant live, work, or recreate in Thurston County?
2. Does the applicant use hateful language or cite participation in any SPLC listed Hate Groups?

2. Scoring

1. **Connection to Thurston County:** Does the applicant demonstrate a strong connection to the Thurston Region?
2. **Knowledge Expertise and Lived Experience:** Does the applicant demonstrate a combination of knowledge skills, and experience that would be valuable to help achieve TCMP goals or visions?
3. **Interest in Serving on the CAW:** Does the applicant demonstrate an understanding of the climate crisis, a desire to serve their community, and collaborate with others?

3. Final Selection

1. The staff team reviewed all applications for unique knowledge, skills, experience, or perspective.
2. Workgroup members were selected based on their application score **and their ability to provide a unique perspective.**
 - A high scoring applicant may not be selected if their experience/expertise is already well represented by higher scoring applicants or existing CAW members (e.g., academia, climate advocacy, and environmental programs).
 - A lower scoring applicant may be selected if they represent a unique area of expertise that is not yet represented on the CAW.

Appointed Members

- Staff received a total of 48 applications between September 1 and September 30.
 - 10 new CAW members were selected and notified by October 31.
 - Two applicants who were not appointed requested feedback on why they weren't selected. That feedback was provided.
- Amita Devarajan
 - Candace Penn (reappointed)
 - Courtney Cecale
 - Elsie Sabel
 - Jolie Song (youth alternate)
 - Juan Haeckermann-Godoy
 - Kim Piper (reappointed)
 - Lauren Tamboer
 - Mackenzie McCall
 - Matthew Landers
 - Rachel Hastings (reappointed)
 - Shannon Sipher
 - Stephen Bernath
 - Tierra Bonds (reappointed)
 - Tom Crawford (reappointed)

Lessons Learned for Next Time

For the next recruitment, the Staff Team will make the following improvements to the process:

- Clearly state on the application link that the applications will be anonymized
- Clearly state on the application link that applications will only be reviewed based on the content of the application.

Questions or Feedback?

