

Snohomish County Boards & Commissions Application Form

SNOHOMISH COUNTY BOARDS & COMMISSIONS APPLICATION FORM

NOMINEE: Please fill in this section

Name of Board/Commission: Human Rights Commission

New Appointment

Snohomish County Council District (Please choose one): 2

Name Demi Chatters

Home Address 1715 75th ST SE

Mailing Address (if different) *Field not completed.*

City Everett

State WA

Zip Code 98203

Telephone (Home) 4254186614

Telephone (Work) 2064138185

Email demichatt@outlook.com

Current Employer Self Employed

Occupation Personal Care Product Developer

Education Associate of Arts (Edmonds Community College), Bachelor of Science in Business Administration with a concentration in both Marketing and Leadership, Organization & Management (Eastern Oregon University), Masters Level coursework in Finance, Marketing, Project Management, Business Operations, Strategic Planning, Accounting, Human

Licenses held (if applicable) *Field not completed.*

Why would you like to serve on this board/commission? I deeply believe in the work of creating a just society where the human rights of all people are respected and where we all enjoy the right to dignity, fairness, and equality of access to opportunity and resources. It would be an honor and a privilege to serve on the Human Rights Commission and to contribute to the work of making these ideals a reality for the entire Snohomish County Community.

Please explain why you are a qualified candidate, including relevant professional experience, to serve on the board/commission. Although my formal educational background is in Business, my personal interest in the area of human rights has made me a lifelong student of history and the human condition and experience. This had led me to the study of social liberation movements (disability, gay, feminist, transgender, Black, Indigenous), the conditions from which they were borne, and the ways in which they have impacted policies, laws, and public discourse in pursuit of a more just human experience for all.

My professional experience has included nearly ten years of work in real estate sales, appraisal and property management where I had the opportunity to work with people of various socioeconomic and cultural backgrounds. It also includes seven years of service in public employment where I learned about the value of the work being done by the many dedicated public servants in our communities, as well as the critical need for inclusive policies and practices (which are continuously reviewed, evolved, and improved) in support of that work. For example, many years ago I had the opportunity to serve on the King County Superior Court Human Resources Committee formed to create updated performance evaluation tools. This allowed me an opportunity to participate in a motivated group whose goal was to thoughtfully approach the creation of a more fair employee evaluation process.

My formal education in various areas under the umbrella of Business Administration have taught me that not only are measures to increase workplace diversity necessary to comply with various laws and internal initiatives, but that it is a potential value creation boon for organizations in that it can facilitate innovation and opportunities in new markets or market

segments.

I recognize that I will still have blind spots due to the layers of filters through which I, personally, experience the world. The only way to overcome this deficiency is to listen and learn from marginalized communities who are seeking support in upholding their human rights. I am a qualified candidate most of all because I am committed to this ongoing process of listening and learning.

Please list community involvement/volunteer activities

As a parent of four kids in public schools, I have been an ongoing advocate for policies and practices which uphold students' human rights and foster a positive educational environment. Some of the issues I have challenged our schools to improve upon include: raising awareness around the need for culturally sensitive and inclusive scripts for school plays, applying gender-neutral/race-neutral dress codes and staff training around this issue; student rights with regard to bathroom policies and improved staff training on students' right to utilize bathroom facilities when necessary; issues around exclusionary discipline policies; the need to make after school snacks available for student athletes of families who may have limited means; and fostering respectful and welcoming interactions from school staff toward all students during both in-school hours and after-school sports.

Over the course of the last twenty years, I have held many volunteer roles in public schools including: Room Parent; Art Docent; Celebration/Festival volunteer; Field Trip Chaperone, Elementary school math helper, Senior Project Interview Prep volunteer; provider of team snacks for sports events.

Seattle Suns Board Member and Community Outreach Volunteer (non-profit, youth sports organization)

Students of Color Career Conference Volunteer (EVCC Event)

How did you learn of this opportunity?

This opportunity was brought to my attention by Snohomish County Council Representative of District 2, Megan Dunn.

Do you currently serve on a Snohomish County board or commission?*

No

**2.03.060SCC - Candidates for appointment to county boards or commission must meet the following requirements:*

(1) Possess qualifications for the appointment sought, as shown by the candidate's written documentation and any hearing testimony;

(2) If a reappointment, demonstrate the continuing benefits of retaining the board member as discussed in the executive's recommendation and a satisfactory attendance record, as determined by adopted criteria of the particular board;

(3) Reside or work in Snohomish County, or show evidence of special interest in Snohomish County, PROVIDED That a candidate may not be a County employee.

By signing this Application Form, Nominee acknowledges that he/she will comply with all county policies, county code, and state law. Nominee also acknowledges that any record, including personal e-mail, prepared, owned, used, or retained by Nominee in the conduct of Board/Commission business is a public record, and Nominee agrees to produce said records to County upon request. Failure to comply with the above provisions may result in Nominee's removal from Board/Commission.

Signature	Demetria Chatters
-----------	-------------------

Date	4/8/21
------	--------

Please attach resume if available and either submit this form or print it and mail to	<i>Field not completed.</i>
---	-----------------------------

Pursuant to the Public Records Act, Chapter 42.56 RCW, records submitted to Snohomish County and County Council are subject to public disclosure. The practice of the council office is to post all meeting and hearing materials to our website to ensure transparency, as well as to assist in facilitating public records requests.
