

Welcoming and Inclusive Group

New Member Application Information Packet



INTRODUCTION & BACKGROUND

The Welcoming & Inclusive Group (WIG) was initially started during 2020 to support staff, lead discussions, and provide learning content related to racial equity and social justice issues for all district employees. This group eventually agreed to form the district's new version of an internal equity team, "Welcoming and Inclusive Group" (formerly known as the Welcoming and Inclusive Committee).

The WIG is the district's investment to a long-term commitment — designed to outlast our pandemic response structure, and be a permanent employee-led, internal committee championing the district's diversity, equity, inclusion, and access (DEIA) values.

PURPOSE

The WIG aims to provide employee-led leadership and innovation to support the district's DEIA values. The WIG is focused on employee support, development, and advising and implementing actions that strengthen our internal DEIA efforts.

MEMBER RESPONSIBILITIES

- Serve as the district's in-house, employee-led, think tank on all items DEIA.
- Recommend and help prioritize internal steps the organization should take to support DEIA.
- Serve as ambassadors for the WIG to their respective work division or department share information learned through their committee experience with workgroup.
- Create content, to be shared with all employees via the Employee Update, staff meetings, employee resource materials, and more, related to DEIA.
- Facilitate the Staff Equity Grant process and selection.
- Meet with and report progress to the Management Team and more!

ACCOMPLISHMENTS

- Wrote THPRD's [Equity and Inclusion Statement](#)
- Supported THPRD equity initiatives with the Staff Equity Grant
- Partnered in establishing THPRD's Affinity Groups and Transformation and Allyship Group
- Helped craft THPRD's Work Attire for Safety and Performance Policy

TIME COMMITMENT

Participation in the WIG is a two-year commitment, with monthly meetings of 2-3 hours (paid release time will be provided), with some additional preparation and review work outside of meetings.

REQUIRED SKILLS

- Ability to work collaboratively within a diverse group setting.
- Experience collaborating with, or within, diverse groups to overcome obstacles and improve outcomes.
- Self-awareness and an open mind.
- Understanding of how ideas such as (including but not limited to) race, class, disability, are created by society and expressed in interpersonal, organizational, and other systems around us.

- Humility and understanding that our changing world will always challenge our assumptions of these ideas created by society, and that we each have more to learn.

PREFERRED SKILLS

- Ability to listen, understand, interpret, and communicate about lived experiences, social history, and traditional research methods in support of building structures and practices for more equitable outcomes.
- Ability or interest in developing or analyzing policy with a DEIA lens.
- Ability or interest in developing practical tools for implementing equity and inclusion objectives.
- Ability to participate in dialogues around removing barriers and promoting district's diversity, equity, inclusion, and access (DEIA) values.
- Ability to communicate on complex, sensitive, or difficult topics with co-workers in ways that respect perspectives different than own.

NEW MEMBER APPLICATION

Submit your application by completing the [New Member Application \(MS Form\)](#) by Sunday, April 13, 2025.

Not on a computer often? Reach out to WIG@thprd.org or any members if you need a paper application. The WIG is not concerned with the length of answers or writing skills. It's far more important that your answers are honest about your experiences. WIG members will review applications with names redacted; responses will not be shared outside of the group.

APPLICATION TIMELINE

- **Applications Available:** Wednesday, March 5, 2025
- **Applications Due:** Sunday, April 13, 2025
- **Applicants Notified:** Thursday, May 1, 2025

NEW MEMBER INFORMATION

Join an (optional) information session to hear about WIG's work, ask questions and learn how to apply. Each session covers the same content, so attend whichever time works best for you:

- Thursday, March 13, 2025, 2:00 p.m. – 3:00 p.m. (Microsoft Teams, [Join the meeting](#))
- Tuesday, March 18, 2025, 10:00 a.m. - 11:00 a.m. (Microsoft Teams, [Join the meeting](#))
- Thursday, March 20, 2025, 9:00 a.m. – 10:00 a.m. (Microsoft Teams, [Join the meeting](#))
- Tuesday, March 25, 2025, 10:00 a.m. – 11:00 a.m. (Fanno Creek Service Center, Sequoia Room)

Lunchtime with WIG (Social Event)

We want to connect with you! Chat with members about the application process, ideas or suggestions for the WIG and more. Pizza and light refreshments will be available.

- Wednesday, April 2, 2025, 11:00 a.m. - 1:00 p.m. (HMT, Dryland Room)

WIG Members

- Kenia Perez
- Cinthya Rodriguez-Méndez
- Joss Brown
- Katie Hirota
- Keely Haugen
- Peter Swinton
- Sebastian Ford