112 Second Street P.O. Box 366 Langley, WA 98260 (360) 221-4246



SCOTT CHAPLIN Mayor

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# City of Langley Notice of Special Meeting of the Langley City Council and the Climate Crisis Action Committee

**NOTICE IS HEREBY GIVEN** that a quorum of the Langley City Council will meet with the CCAC on September 26, 2022 @ 5:30 pm

Meeting is a hybrid, in person City Hall Council Chambers (112 2nd St, Langley, WA 98260) or click the below link to join the meeting remotely.

https://us02web.zoom.us/j/81333791577?pwd=ZTcyaVVBeFQ0NUpFdVVva2syQ1p4dz09

Passcode: 444379

Webinar ID: 813 3379 1577

Or One tap mobile:

US: +12532158782,,81333791577#,,,,\*444379# or +16699006833,,81333791577#,,,,\*444379#

Call to Order: Roll Call Approval of Agenda

- 1. CCAC Roster
- 2. March 21, 2022, Report to Council
- 3. CCAC Accomplishments as of September 2022

Adjourn

**REPORT:** This is a report from Langley's Climate Crisis Action Committee to accompany the presentation we will make to the Langley City Council on Monday, March 21, 2022.

**APPENDIX 1**: References to the Langley Comprehensive Plan.

**APPENDIX 2**: Current roster of the CCAC.

Our City Council presentation on Monday March 21 will be conducted by four committee members: Peter Morton, who serves as the chair, will introduce the presentation and provide summary/closing remarks. Dean Enell will present our suggestions for *reducing* the currently occurring greenhouse emissions for both the municipality and our residents and businesses. Derek Hoshiko will share recommendations to *mitigate* some of the ongoing damage to our environment and how we might begin *adapting* to the inevitable effects of the climate crisis from already accumulated greenhouse gasses. Linda Irvine will request your support for a communications plan to engage and inspire residents and businesses to achieve our shared goals for a safer, healthier environment in and around our beloved Village by the Sea.

CCAC was formed in August of last year as a result of the Climate Emergency Declaration created by United Student Leaders. The members of the CCAC illustrate the diversity of climate expertise and passion that resides within our community. We believe you will find the credentials of our speakers to be impressive and appropriate to their topics; see Appendix 2.

CCAC work is done under a Vision and Mission Statement, adopted by CCAC October 21, 2021.

Vision: CCAC is an inspiring image of unity, hard work and accountable climate action on behalf of all our communities and our future.

Mission: The CCAC works with the City of Langley and our Whidbey Island neighbors, to promote, finance and implement rapid, just, and measurable actions that fully meet the scale and urgency of the climate crisis.

In preparing for this meeting, we reviewed the Langley 2018 Comprehensive Plan. Besides its Sustainability Element, other Elements specify goals to reduce greenhouse gasses, mitigate practices that currently contribute to climate change and adapt to inevitable change. We are pleased to see this evidence that Langley has set visions over the last two decades with an obvious awareness and concern for climate matters. If Langley could execute on all these plans, we would make significant progress! See the Appendix 1 table at the end of this report if you are curious about the specific Comp Plan elements we are referencing in our presentation.

Understanding the nature of the Comp Plan, CCAC will work within the next six months to prioritize Langley Comp Plan actions for consideration in the 2023 budget and attempt to identify external funding sources for as many such actions as possible. We recognize the aspirational nature of the Comp Plan in the out years, and that concrete actions require funding in the annual budgetary cycle. Our timing will respect this schedule.

CCAC has adopted a formal taxonomy to minimize ambiguity in our work. We have defined *Goals* for reduction, mitigation, and adaptation; *Strategies* necessary to achieve those Goals; and tangible, discrete, and measurable *Actions* within various strategies.

Page 1 of 8 3/18/22

Goal #1 Immediately reduce fossil fuel consumption by the City of Langley and residents and businesses.

Action: Install visible solar arrays around town. We are a society that uses a lot of energy. Sixty-one percent of that energy comes from the burning of fossil fuels resulting in 420 ppm of CO2 that currently resides in our atmosphere and has been increasing global temperature since the industrial age. We recommend installing solar arrays on city and other public property. Our 2022 vision is around 100 panels costing in the ballpark of \$100k and producing 40-50 MW hours per year.

We anticipate timely grant possibilities from Puget Sound Energy and the Wash. State Dept of Commerce. We expect the Langley City contribution to be minimal. The benefits would be a very <u>visible</u> (and hence "contagious") display of meaningful climate action—45 tons of CO2 not emitted to the atmosphere and a proven incentive to get off fossil fuels.

Strategy: Promote the use of efficient, non-fossil energy for our building needs. Scientists tell us that 40% of greenhouse gasses come from our homes and buildings. These numbers can be substantially reduced by the technology of electric heat pumps for both buildings and hot water. Langley city hall has already been retrofitted with heat pumps. We want to educate and provide incentives to enable residents and businesses to make these changes.

Four cities in Washington have codified the use of such devices in certain types of new construction including Bellingham which was featured recently in the NY Times. Regionally, Eugene, OR has taken aggressive steps in the same direction. Langley can move in this direction with respect to both new homes and remodels.

**Strategy:** Accommodate grey water catchment in anticipation of changing Wash. State Codes. Changing building codes to collect and use gray water in future Langley development could substantially reduce the load carried by our sewer system and defer needs to increase plant capacity without environmental consequences. This may require changes in state codes which we propose Langley vigorously promote.

Action: Replace city vehicles with electric vehicles. The transportation sector contributes 30% of our society's greenhouse gasses. Langley municipal vehicles are due for replacement in a rotating sequence, and electric vehicle technology has matured so that future EV replacements for police vehicles and pick-up trucks are financially attractive from a life-cycle point of view. Any extra expense for acquisition will be more than offset by significantly lower maintenance and no trips to the gas station. Of course, this applies to Langley residents and businesses as well so we should expect to install more EV charging stations!

Strategy: Get people out of their cars.

Action: Establish a shuttle service to the ferry and a Langley circulator. We see a great future where Whidbey tourists leave their cars on the mainland, walk on the ferry, thus avoiding those 3-hour Saturday lines, and get shuttled to their Langley or South Whidbey destination. Langley's attraction will grow as we become known as *the* most beautiful destination with a low carbon footprint. Island Transit has expressed considerable interest in such a scenario and supports an idea of a Langley municipal shuttle to move people around the city. Finally, imagine a passenger ferry shuttling between Everett, Hat Island, and Langley in the near future, providing a second mainland base for Whidbey tourists who prefer to walk on, and perhaps include convenient parking, which we've never been able to arrange in Mukilteo.

Page 2 of 8 3/18/22

Strategy: Change legislation to make the price of fossil fuel pollution reflect its true cost.

**Action**: Toward this end, in 2022 we'd like Langley to consider resolutions endorsing and promoting state and federal legislation to meaningfully reduce greenhouse gas emissions. Examples include a carbon fee and dividend proposed within the US House and supported by the Citizen's Climate Lobby, and strengthening cap and trade legislation which actually passed in the Wash. State Legislature last year.

#### Goal #2 Promote ecosystem health and build resilient communities.

Strategy: Restore healthy, resilient ecosystems starting with trees and forests. Our island's forests are a sink for a good amount of the carbon that we emit. We need to protect existing mature trees and forests, while replanting—and planting new areas. Current incentives at all levels of government from city, to county, to state are biased toward cutting trees, and that needs to change.

Action: Develop or update an urban forest strategy to protect naturally occurring carbon sequestration of our existing tree canopy. We can protect all the existing trees within the Langley City jurisdiction, educate and encourage home owners to cherish and protect their important and existing "carbon sinks."

**Action**: **Advocate that Island County incentivize tree protection** by landowners. For both of these actions we request the City Council and the Mayor write letters of support and exert whatever influence possible. This probably requires a revision of existing property tax codes to include forest carbon capture capabilities in the criteria for landowners to enter a forest tax classification.

Action: Establish a City Gardener position for Langley A recent report affirms that the Pacific Northwest is in a drought situation now with areas of Washington State in extreme drought. We must conserve and store water, slow and spread water through swales, protect bluffs, and use water conservatively for trees, fruits, vegetables, and animals. Langley depends almost entirely on food from the mainland. We envision more of our food being sourced locally to adapt to potential supply chain disruptions and increased food cost. Moreover, food produced locally can reduce the carbon intensity of our food supply, while pre-consumer and post-consumer food waste adds to greenhouse gas emissions, if not composted.

The City Gardener will put a permaculture lens on our town, looking at how to maximize the wealth of sun, water, soil, yards, parks, and rooftops to conserve energy and water, build soil fertility and gardens, plant fruit and nut trees, supporting current and future generations to flourish. The City Gardener will answer residents' and business owners' questions, develop best practices, educate the community, and develop further recommendations for action.

Strategy: Promote zero waste to create and encourage circularity in the waste system rather than tossing consumer items and organic material in the trash. While organic waste alone is a major contributor to greenhouse gas emissions, eliminating all forms of waste can make a significant impact by reducing packaging waste, preventing the production of petrochemicals derived from fracked gas, and avoiding the embedded energy in products. As far as we could tell there are not yet zero waste actions in the Comprehensive Plan.

Action: Pass a zero waste ordinance modeled after those in cities such as Bainbridge Island

**Action: Pass a zero waste ordinance** modeled after those in cities such as Bainbridge Island and Bellingham. There is a middle school class and a community group already working on zero waste issues with whom we could/should collaborate.

Page 3 of 8 3/18/22

Goal 3: Listen, teach, and communicate in our community about take-action-now urgency.

Renowned climate scientist Katherine Hayhoe says, "the most important thing we can do to fight climate change is to talk about it."

Action: Initiate a community conversation and survey. Our objective is to discover stories of what people are already doing to cut their carbon footprints, identify barriers they experience to doing more, and gather input on where they expect the City to take the lead. We plan to launch the survey during Earth and Ocean Month (April) and keep collecting responses through end of year, stopping periodically to reflect on what we've learned. We hope to have 1,000 responses by the end of the year, giving us a trove of information about local climate attitudes, actions, and opportunities right here.

Action: Identify and nurture partnerships with other groups on the island. We will identify and map natural allies who can inform and guide our work, as well as the community-based organizations through which we can share our messages. Our aim is to invite collaboration and information sharing.

Action: Issue a quarterly dispatch. We will identify local climate content, generated with input from residents and business owners, and advocate posting curated material onto the City of Langley's CCAC web page. Our dispatch will provide information for our collaborator groups—for example the Mayor's Newsletter, Public Works' annual water quality mailing, perhaps a South Whidbey Record column, or other channels identified through our community survey. Our intention is not to create new communication paths, but to support conversations about climate in existing venues.

Action: Develop a Langley climate identity. In harmony with advocacy for a car-free environment, we propose to develop a brand identity for Langley as a community that acts on climate. We want to foster a sense of shared destiny and shared effort for the community, so that any resident or visitor will understand that fighting climate change is "how we roll." With input from our survey, we will develop a logo and tag line to build recognition and belonging. Think: "Rising Together" or "Village by the (Rising) Sea" or "Fossil Free Village by the Sea." There could even be a contest to develop our climate action tag line and logo.

Action: Consider joining the BrightAction project. Reinforcing our brand as a community that acts on climate, we have discovered the BrightAction project, an online interactive site that enables local teams of residents to compete with each other to reduce fossil fuel use, conserve water and power, and reduce waste. The price tag is \$5,000 per year, and we are asking that this be considered during the next 2022 budget update. If the County endorses their Climate Action Plan and hires a Sustainability Coordinator, we will advocate that the County enroll in the BrightAction Project and that Langley participate, perhaps assisting in funding. This would provide access to 85,000 potential participants instead of 1,100 through Langley's enrollment.

This report conveys our ambition to get some easy and early success in 2022 and 2023 to build your confidence that—together—we can be an effective force inspiring Langley toward a carbon neutral future *ahead* of state, national, and international objectives. Langley can show climate action leadership by example. In 2023, you can expect CCAC to advocate ambitious initiatives, such as incorporating zoning and permitting rules to harness solar power, enable grey water for new construction, inspire Puget Sound Energy to incentivize renewable power, and urge Langley to pass resolutions supporting state and national innovation on renewable energy sources.

Page 4 of 8 3/18/22

Island County Commissioners are considering a new Island County Climate Action Plan prepared for them that, among other things, recommends hiring a Sustainability Manager. The position scope may include climate initiatives across the County and within its municipalities, businesses, and organizations. We advocate that Langley join the County to amplify impact and influence beyond the city limits of Langley, perhaps inspiring County-wide participation through the Island County Council of Governments. We believe Langley and other jurisdictions should participate, support, and help fund County-wide initiatives.

We CCAC members have already been experimenting with every recommendation we are asking of the City Council. And then some. For instance, members have installed solar panels and heat pumps; some have instant water heaters and have removed fossil fuel heat and cooking sources; several of us drive electric vehicles and one member eschewed air travel. Any of us can learn to use carbon offsets, grow our own food, compost and reduce waste, plant trees, and value our tree canopy. Bottom line, we are not asking anything of the City that we aren't willing to do ourselves.

In closing, please remember that famous Pledge: God grant me the serenity to accept the things I cannot change, courage to change the things I can, and the wisdom to know the difference.

There are some things in climate we cannot change, but with courage there is much we can do to reduce, mitigate, inspire, and adapt to the climate crisis. We believe CCAC can help Langley with the task of marshaling the commitment and political will to make a significant difference.

Sincerely,

Members of the Langley Climate Action Committee, adopted March 17, 2022 by CCAC

Page 5 of 8 3/18/22

<u>APPENDIX 1</u>: These Elements of the Langley 2018 Comprehensive Plan are relevant to the requests of the Climate Crisis Action Committee's recommendations to the Langley City Council

- Housing Goal #6 Green Housing: Encourage the development of housing and neighborhoods that reduces consumption of water, energy and other resources and are less impactful on the natural environment
  - Housing Element H-6.2 Support and ongoing program to inform homeowners, planners, and developers about opportunities to make new and existing housing resource efficient and environmentally friendly
  - Housing Element H-6.2 Support and ongoing program to inform homeowners, planners, and developers about opportunities to make new and existing housing resource efficient and environmentally techniques
- Land Use Element LU-8.17: Develop an urban forest strategy to guide tree management activities on public and private lands
- Land Use Element LU-8.18: Review the Langley Municipal Code to remove barriers that prevent and adopt regulations to encourage urban agriculture
- Land Use Goal #11 Transportation; Strive for multi-modal network that safely and conveniently accommodates multiple functions including travel, social interaction and commerce, to provide for more vibrant neighborhoods and more livable communities.
- Land Use Goal #12 Climate Change: work with public and private partners to develop a strategy and related programs to prepare for and mitigate the potential impacts of climate change on City operations and on the broader Langley community
  - Land Use Element LU-12.3 Develop programs and incentives that encourage existing land use, buildings and infrastructure to reduce their carbon footprints
  - LU-12.5 Foster local renewable-energy generation including solar
  - LU-12.6 Foster approaches to transportation that reduce per capita fossil fuel use, such as adding more recharging stations for electric vehicles and encouraging more public transit ridership
  - LU-12.7 Model these examples, where practical and cost-effective, through City facilities and activities such as the selection of low or zero emission vehicles for the City fleet
- Parks and Open Spaces Element POS-4.1 Prepare and implement an urban forest strategy to guide tree management on private and public lands in Langley
- Parks and Open Spaces Element POS-4.2 Work with Island County and the department of Natural Resources to develop an urban forest strategy for the UGA (urban growth area) and JPA (joint planning area)

Page 6 of 8 3/18/22

- Parks and Open Spaces Goal #7: Urban agriculture should be an integral component of Langley's Parks and Open Space
  - Element-7.1 Establish community gardens in public parks and open spaces
  - Element POS-7.2 Consider planting fruit and vegetable plants for landscaping on public property
  - Element POS-7.3 Review the Municipal Code and remove barriers to urban agriculture activities on private
- Transportation Goal #7: Emphasize transportation improvements that have positive or minimal adverse impacts on the natural environment, air quality, energy consumption, and that reduce greenhouse gas emissions
- Transportation Element T-7.3 Develop an urban forest strategy that includes street trees for development/redevelopments both public and private
- Sustainability Goal #5 Facilitate access to healthy, locally-grown food
  - Element S-5.1 Enhance food security by enabling and supporting local food production
  - Element S-5.2 Reduce barriers to increase urban agriculture and local food production
- Sustainability Element S-6.5 Work to achieve a sustainable urban forest that contains a diverse mix of tree species and ages in order to use the forest's abilities to reduce storm water run-off and pollution, absorb air pollutants, provide wildlife habitat, absorb carbon dioxide, provide state, stabilize soils and increase property values
- Sustainability Goal S-9 **Climate Change**: work with public and private partners to develop a strategy and related programs to prepare for and mitigate the potential impacts of climate change, both on city operations and on the broader Langley community
  - Sustainability Element S-9.3 Develop programs and incentives that encourage existing land use, buildings and infrastructure to reduce their carbon footprints
  - o S-9.5 Foster local renewable-energy generation including solar
  - S-9.6 Foster approaches to transportation that reduce per capita fossil fuel use, such as the location of recharging stations for electric vehicles
  - S-9.7 Model these examples, where practical and cost-effective, through City facilities and activities, such as the selection of low emission vehicles for the City fleet

Page 7 of 8 3/18/22

#### **APPENDIX 2 CCAC ROSTER**



Langley Climate Crisis Action Committee Roster March 18, 2022 \*CCAC Leadership & Agenda Subcommittee

112 Second Street P.O. Box 366 Langley, WA 98260 (360) 221-4246

Terra Anderson  Deputy Chair*	MS, Leader in Greening Congregations of Whidbey Island, <a href="https://gccwhidbey.weebly.com">https://gccwhidbey.weebly.com</a> , organization development professional and facilitator, climate activist
Dean Enell Deputy Chair*	Licensed engineer, BS in Psychology, MBA, climate activist, <a href="https://citizensclimatelobby.org">https://citizensclimatelobby.org</a> , former member Island County Planning Commission, member CCL (Citizen's Climate Lobby), former chair conservation voters of Whidbey, former chair Freeland Incorporation Committee, member Whidbey Smart Growth Coalition, board member Whidbey Community Solar.
Dr. Richard Gammon	Climate scientist and activist, professor chemistry, oceanography, and atmospheric science & co-director UW Environmental Program (ret), served on first United Nation's Intergovernmental Panel on Climate Change (IPCC) report committee ( <a href="https://www.ipcc.ch/">https://www.ipcc.ch/</a> ) Directed the US government program to measure CO2 in the global atmosphere (1982-84).
Holly Harlan	Founded Entrepreneurs for Sustainability, an economic development organization focused on building a sustainable regional economy in Northeast Ohio. Supported start-up of the City of Cleveland Office of Sustainability and their 10-year Sustainable Cleveland community engagement program. Worked at Rocky Mountain Institute, Biomimicry Institute and currently fundraising at the Whidbey Institute.
Derek Hoshiko	Community organizer for Rapid and Just Climate Action, youth climate justice advisor, facilitator and speaker, and was Coordinating Team member for Washington Climate Assembly. Has worked with Cascadia Climate Collaborative, Climate Solutions, Greenpeace USA, and is a trained Climate Reality Leader.
Linda Irvine Secretary*	Teacher (ret), Langley Comprehensive Plan Energy Committee (2005), Langley Climate Action Plan Report (2007), Community Resource Conservation Manager (2008) Program Director at Spark Northwest (https://sparknorthwest.org/) building a clean energy future.
Peter Morton Chair*	CCAC Chair & Langley City Council Liaison to CCAC, engineer, Boeing executive (ret), climate activist, member Citizen's Climate Lobby.
Maggie Nattress	High School Student, leader in United Student Leaders, climate activist, co-author Langley Climate Emergency Declaration Resolution, President South Whidbey High School Social Justice Club https://www.heraldnet.com/news/students-lead-charge-as-langley-council-takes-climate-action/
Claire Philp	High School Student, leader in United Student Leaders, climate activist, co-author Langley Climate Emergency Declaration Resolution, <a href="https://www.heraldnet.com/news/students-lead-charge-as-langley-council-takes-climate-action/">https://www.heraldnet.com/news/students-lead-charge-as-langley-council-takes-climate-action/</a>
Vicki Robin	Writer, speaker, climate activist, author NYTimes bestseller, Your Money or Your Life. Author, Blessing the Hands that Feed Us (about Whidbey Island food system), Board member, Post Carbon Institute, Host "what could possibly go right?" podcast.
Staff Liaison Scott Chaplin	Mayor City of Langley, climate activist, served on White House Office of Science and Technology's panels to assess the potential impacts of climate change in the U.S. and on the Pacific Northwest National Laboratory/ Battelle's Greening of the White House project while working for Rocky Mountain Institute ( <a href="www.rmi.org">www.rmi.org</a> ) and Solar Energy International ( <a href="www.solarenergy.org">www.solarenergy.org</a> ).
Council Liaison Rhonda Salemo	Chair Langley Planning Advisory Board, SOS Whidbey Steering Committee member, CERT first responder, climate activist, affordable housing expert, advocate, and leader. Retired teacher of forty years and a long time early childhood advocate.
<i>DSR Liaison</i> Jackson Murphy	South Whidbey High School Student, climate activist, member United Student Leaders, member Langley Dismantling Systemic Racism Advisory Group (DSR)

V14

Page 8 of 8 3/18/22



# Langley Climate Crisis Action Committee Roster July 20, 2022 \*CCAC Leadership & Agenda Subcommittee

112 Second Street P.O. Box 366 Langley, WA 98260 (360) 221-4246

Terra Anderson	MS, Leader in Greening Congregations of Whidbey Island, <a href="https://gccwhidbey.weebly.com">https://gccwhidbey.weebly.com</a> , organization
Deputy Chair*	development professional and facilitator, climate activist
	Licensed engineer, BS in Psychology, MBA, climate activist, <a href="https://citizensclimatelobby.org">https://citizensclimatelobby.org</a> , former member Island
Dean Enell	County Planning Commission, member CCL (Citizen's Climate Lobby), former chair conservation voters of Whidbey,
Deputy Chair*	former chair Freeland Incorporation Committee, member Whidbey Smart Growth Coalition, board member
	Whidbey Community Solar.
	Climate scientist and activist, professor chemistry, oceanography, and atmospheric science & co-director UW
Dr. Richard	Environmental Program (ret), served on first United Nation's Intergovernmental Panel on Climate Change (IPCC)
Gammon	report committee (https://www.ipcc.ch/) Directed the US government program to measure CO2 in the global
	atmosphere (1982-84).
	Founded Entrepreneurs for Sustainability, an economic development organization focused on building a
Holly Harlan	sustainable regional economy in Northeast Ohio. Supported start-up of the City of Cleveland Office of Sustainability
	and their 10-year Sustainable Cleveland community engagement program. Worked at Rocky Mountain Institute,
	Biomimicry Institute and currently fundraising at the Whidbey Institute.
	Community organizer for Rapid and Just Climate Action, youth climate justice advisor, facilitator and speaker, and
Derek Hoshiko	was Coordinating Team member for Washington Climate Assembly. Has worked with Cascadia Climate
	Collaborative, Climate Solutions, Greenpeace USA, and is a trained Climate Reality Leader.
Linda Irvine	Teacher (ret), Langley Comprehensive Plan Energy Committee (2005), Langley Climate Action Plan Report (2007),
Chair*	Community Resource Conservation Manager (2008) Program Director at Spark Northwest
	( <a href="https://sparknorthwest.org/">https://sparknorthwest.org/</a> ) building a clean energy future.
Peter Morton	CCAC Chair & Langley City Council Liaison to CCAC, engineer, Boeing executive (ret), climate activist, member
Secretary*	Citizen's Climate Lobby.
Maggie	High School Student, leader in United Student Leaders, climate activist, co-author Langley Climate Emergency
Nattress	Declaration Resolution, President South Whidbey High School Social Justice Club
	https://www.heraldnet.com/news/students-lead-charge-as-langley-council-takes-climate-action/
	High School Student, leader in United Student Leaders, climate activist, co-author Langley Climate Emergency
Claire Philp	Declaration Resolution, <a href="https://www.heraldnet.com/news/students-lead-charge-as-langley-council-takes-climate-">https://www.heraldnet.com/news/students-lead-charge-as-langley-council-takes-climate-</a>
	action/
Ben Courteau	Langley resident, Mainstreet Association member, co-owner Flying Bear farm and florist.
	Mayor City of Langley, climate activist, served on White House Office of Science and Technology's panels to assess
Staff Liaison	the potential impacts of climate change in the U.S. and on the Pacific Northwest National Laboratory/ Battelle's
Scott Chaplin	Greening of the White House project while working for Rocky Mountain Institute ( <u>www.rmi.org</u> ) and Solar Energy
-	International ( <u>www.solarenergy.org</u> ).
Council Liaison	Chair Langley Planning Advisory Board, SOS Whidbey Steering Committee member, CERT first responder, climate
Rhonda	activist, affordable housing expert, advocate, and leader. Retired teacher of forty years and a long time early
Salerno	childhood advocate.
DSR Liaison	South Whidbey High School Junior, president SWHS Queer & Trans Club, climate activist, member United Student
Jackson	Leaders, member Langley Dismantling Systemic Racism Advisory Group (DSR)
Murphy	