

2025 JAN -9 PM 3:07

**To the Seattle City Council,**

I am honored to express my interest in serving as the caretaker for the open District 2 City Council seat. With nearly 28 years of dedicated service to the City of Seattle, currently as the manager of environmental education and adventure programs for the Parks Department, I bring a deep understanding of city operations, a proven record of leadership, and a demonstrated commitment to our community.

My career has been defined by tangible results, innovative solutions, and authentic engagement. From managing programs at Discovery Park and Camp Long to creating the Youth Green Corps and maintaining over 100 miles of soft surface trails citywide, I have consistently demonstrated the ability to manage complex budgets, deliver critical services, and foster community connections. These experiences have equipped me with an understanding of the city's infrastructure, departments, resource allocation, and the intricate workings of government systems as a member of many interdepartmental Team (IDT) efforts.

Equally important is my lifelong legacy of volunteer service in District 2. I have proudly served with organizations such as Southeast Youth and Family Services, Real Change, and the Black Legacy Homeowners Initiative, striving to uplift and empower the most vulnerable members of our community. My commitment to civic engagement extends to my role as an elected Precinct Committee Officer (PCO) with the 37th District Democrats, where I have listened and worked to amplify the voices of District 2 residents and advocate for equity and inclusion by creating solutions. This extensive history of service reflects my deep connection to our district and my steadfast dedication to its success.

In addition to my professional and volunteer roles, I have been working visibly in the community on critical issues such as land use (Comprehensive Plan), education, and housing. These areas of focus have provided me with valuable insights into policy development and implementation that align directly with the responsibilities of the council. This experience positions me to contribute effectively to committee assignments related to these pressing issues, ensuring that District 2's unique perspectives are represented and prioritized.

The lessons I learned during my 2020 campaign for State Representative in the 37th District have deepened my appreciation for grassroots engagement and reinforced my commitment to addressing critical issues like equitable development and environmental stewardship. My advocacy has never been confined to a campaign—it is a lifelong commitment, reflected in my work as a volunteer, activist, and mentor within District 2.

As I prepare to retire from city service in April of 2026, this appointment represents an ideal opportunity to bring my experience to bear in this "Out of Class" role. Upon retirement, I plan to take some time off and away. **I am not seeking election in the next cycle, enabling me to focus solely on serving the community with the diligence and dedication this role demands.** I believe this distinction positions me to act impartially and prioritize the needs of District 2 residents without the distractions of campaigning.

My unique qualifications will flatten the typical learning curve associated with joining the council. I have lived the challenges and triumphs of city operations firsthand, and I am well-versed in the

complexities of public budgets, policy implementation, community advocacy. These attributes, combined with my experience balancing the demands of leadership and public accountability, ensure I can contribute immediately and effectively to the council's work.

It would be a privilege to bring my expertise, passion, and commitment to this role, serving as a bridge between city government and the vibrant, diverse communities of District 2. Thank you for considering my application, and I look forward to the opportunity to further discuss how my experience can contribute to Seattle's future.

Sincerely,

**Chukundi Salisbury Sr.**



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CITY CLERK

MANAGERIAL  
PHILOSOPHY

My leadership philosophy empowers staff to make decisions responsibly and with confidence. I encourage my staff to take ownership and pride in their work, both internally and externally. Empowered staff knows that they are an important community asset and that they do make a difference. As a leader, I utilize the 360 method of communication with management and employees to develop a well-informed working unit. This helps build a collaborative team who can respond to build a relationship with the community. I am a sounding board for my team member, my community partners and any other individuals to foster collaborative problem solving and sustainable solutions. As a supervisor, I approach the challenging aspects of the job with clear expectations that the final decision is my responsibility. In regards to employee discipline, I adhere to the progressive discipline model and want to work with the employee and labor to offer training when needed and support when I am able, understanding that each situation must be handled with a fair outcome for all. I am dependable, well-organized, professional, and innovative decision maker. My nearly 28 years of civil service experience has taught me that from coordination to management one excels best through collaborative leadership. I support and embrace a diverse workforce engaged in an everchanging environment.

MANAGERIAL  
STRENGTHS

Innovative Leadership, proven ability to engage in geographic, ethnic, environmental, and business communities across the city, ability to analyze information and make decisions, strong verbal skills, organized, positive in showing initiative, ability to multi-task, meet deadlines and work within budgets constraints, a motivator, a teacher, a mentor, excellent writing skills. Excellent knowledge of Word, Excel, PowerPoint, Access, Publisher, Outlook, and Social Media Platforms.

## EDUCATION

**Bachelor of Science in Computer Science, May 1992**

Elizabeth City State University, Elizabeth City, NC

## EXPERIENCE

**2018 to Present - Sustainability and Environmental Engagement Manager 1**

- Budget responsibility for citywide community environmental education and food systems programs environmental messaging delivered by staff and volunteers.
- Overseeing Environmental Education Programs at both Discovery Park and Carkeek Park Learning Centers, be SPR's liaison and representative with Environmental Education Center Advisory Councils.
- Planning, analysis and coordination of Environmental Education public information or related programs accountability for translating City and departmental objectives into specific outcomes in the areas of policy, programs, and service delivery in the areas of Sustainability, Environmental Education, and related programs.
- Design, develop, update and implement policies, guidelines and best practices for the unit. management of the Environment Learning, Wildlife; Integrated Pest Management and Urban Food Systems (Urban Gardening/Farming).
- Work with internal staff in the department's Planning and Development and Facilities Divisions. Produce special programs and events and maintains community and governmental relations.
- Manage, monitor, evaluate, and report on the program services provided to the public by the Environment Learning Centers at Discovery Park and Carkeek, and the Urban Food Systems.
- Research and develop new programming strategies and best business practices for our natural resources on Park land.
- Supervise the Program Education Supervisor responsible for developing program curriculum and implementing program services at the Discovery Park and Carkeek Environmental Learning Centers, as well as the Program Education Specialist responsible for similar duties for the Urban

Food System Program, and the Staff that manages the Integrated Pest Management and Wildlife policies and practices.

- Make recommendations to the Division Director on policy changes and present updates to division senior management
- Regularly provide written reports, status updates, and white papers to the Division Director and senior management regarding Environmental Education, Integrated Pest Management, and Urban food system issues.
- Periodically work with the SPR Communications Manager in drafting correspondence, email responses, and briefing papers in response to public or elected official requests. There will be times when the position provides presentations to the SPR Executive Team, the Superintendent, Park Board, and Mayoral/City council members regarding Environment Education, Integrated Pest Management, and Urban food system issues.
- Meet with advisory councils and special interest groups.
- Work cross-divisionally and with other city department stakeholders on departmental and/or city-wide projects or initiatives related to Environmental Education, Wildlife, and Pest Management System issues.
- Work collaboratively and successfully with a wide variety of department staff, citizens, and stakeholders; experience in developing and applying problem solving strategies.

**1999 – 2018 Seattle Parks and Recreation, Planning and Development Specialist Sr./Director of Camp Long Environmental Learning Center**

**OTHER EXPERIENCE**

- Develop/Manage \$325,000 annual budget for major maintenance projects of soft surface trails and paths within Seattle Parks.
- Provide direct oversight to \$500,000 annual budget for Camp Long Environmental Center.
- Coordinated the installation of the WSU Ropes Challenge Course at Camp Long.
- Oversee the development and implementation of Environmental Education Programs/curriculum at Camp Long Environmental Learning Center.
- Created innovated community-based partnerships to achieve program goals within Seattle Parks Trails programs.
- Leveraged capital funding to establish a community-based partnership to facilitate economic opportunities for diverse community youth around Urban Forestry, Trail Restoration and workforce readiness.
- Establish marketing and outreach campaigns for Camp Long, Green Seattle Partnership, Youth Green Corps, and Trails Program to target and engage people of color, people with low incomes, immigrants and refugee youth and families.
- Perform site analysis and public outreach that include SEPA reviews, CPTED and other design principles for major maintenance and community-based projects.
- Conduct public meetings and engagements to educate constituents on design standards.
- Assist with strategic planning and policy development on major maintenance and various capital projects.
- Work with a multi-disciplinary team of professionals while multi-tasking and balancing project demands.
- Implemented a quality of excellence to ensure racial and social equity above the standard approach to reach a diverse group of stakeholders, partners, contractors and volunteers.
- Solicit consultation through RFPs for various projects and establish deliverables.
- Coordinate inter-department planning efforts and assists management staff and Executive Team in presenting recommendations to Mayor's Staff and City Council. Provide direct oversight and leadership for up to 12 FTE staff along with program volunteers and contractual partners.
- Design roadmap and implementation plan for Seattle Parks Natural Resource Units investment in Youth Green Corps and Forestry U Program model.
- Review and Monitor performance data to measure progress on indicators and milestones per contractual agreements.
- Manage and monitor \$450,000 in contractual agreements with Environmental Community Based Organization.



- Intentional outreach and community capacity building with underserved and marginalized Community groups with emphasis on immigrant and refugee organizations.
- Represent the department at various public meetings, regional conferences and national conventions.
- Prepares consultant contracts, coordinates and monitors the work of consultants and participate in selection of consultants for capital and Major Maintenance projects.
- Proactive management of Park sites to identify physical changes that might improve public or staff safety through Community Prevention Through Environmental Design (CPTED) Reviews
- Knowledge of multiple physical geographic areas and neighborhoods across and within the City of Seattle Boundaries including North, Central and South Seattle. With emphasis on specific community needs, drivers and outcomes.

#### **1997-1999 Seattle Parks and Recreation, Recreation Center Assistant Coordinator**

- Coordinate and manage facility's staff workflow within the geographic division, to include responding to internal and external customer inquiries both orally and written.
- Collect data and statistical reports to assist in tracking the overall budget reporting.
- Assist supervisor (Recreation Center Coordinator) in planning, coordinating, supervising, assigning, monitoring and evaluating the monthly assignments of all Recreation Leaders, Recreation Attendants, interns and volunteers who provide recreational programs for the general public.
- Develop and recommend recreation-specific programming techniques, procedures, materials and equipment; informs and instructs subordinates, volunteers and participants concerning policies, procedures and programs.
- Assists supervisor in reviewing and preparing recommendations for new recreation center programs and recreation program policies for the surrounding communities that serve people of color, low income families, immigrants and refugee youth and families.
- Provide input for the preparation of the center's annual budget; grant proposals. Planned and organized Annual ARC Budgets.
- Assists supervisor in organizing, staffing and coordinating the activities of the center's advisory council. Recruit advisory council members and monitor expenditures of Advisory Council programs
- Assist supervisor in preparing press releases and other promotional materials for community recreation programs.
- Serving on the Resource Enhancement Committee assisting the department in revenue generating ideas.
- Develop and maintain partnerships with community businesses, organizations, inter-department staff, Public and Private Schools.

#### **1993-1997 Student Conservation Association, Regional Coordinator**

- Promote and recruit youth to engage in service projects around environmental careers through our Conservation Career Development Program
- Responsible for \$250,000 in grants and sponsorships to support program operations.
- Develop and maintain partnerships with land managers and grant funders.
- Developed the Duwamish Youth Initiative through grant funding by Environmental Protection Agency (Environmental Justice Division - Region 10).

**COMMUNITY  
ENGAGEMENT**

**Volunteer Experience:**

- Service Is a Lifestyle – Volunteer Founder (Black Legacy Homeowners, 100 Black Parents, UrbVote)
- YMCA Camping Services – Member of Board of Directors
- King County Parks Levy Task Force – Team Member
- Central District Community Preservation and Development Authority – Board Member
- Community Coalition for Environmental Justice – Team Member
- Philip Randolph Institute Seattle Chapter - Outreach and Engagement Team Member
- Multi-Cultural HIV/Hepatitis Action Network – Outreach and Engagement Team Member
- Real Change Homeless Empowerment Project – Member of Board of Directors
- Mothers for Police Accountability – Member of Board of Directors
- Volunteer for Outdoor Washington – Member of Board of Directors
- African-American Police Advisory Council – Team Member
- SouthEast Youth and Family Services – Member of Board of Directors
- Elected PCO – 37TH District Democrats

**ACCOMPLISHMENTS**

**2020 Candiate for office - 37th District State Representative**

**2014 Seattle Management Association Leadership Award for Race and Social Justice 2014**

**Phi Beta Sigma – Seattle Chapter- ‘Man of the Year’ Award Winner**

**LICENSES Valid Washington State Drivers License**



# City of Seattle

## FINANCIAL INTEREST STATEMENT AND ADDRESS VERIFICATION

### CANDIDATES FOR COUNCIL DISTRICT 2

All City of Seattle officials and employees are subject to the provisions of Seattle Municipal Code (SMC), Chapter 4.16, (the "Ethics Code"). The purpose of the Ethics Code is to ensure that no public office is used for personal gain; and that the public have confidence in the integrity of its government. An individual with certain financial interests may be prohibited from participating in City business, as specified in the Ethics Code. Please click [HERE](#) to see SMC 4.16.070, a list of prohibited conduct.

The City Council is interested in knowing whether you have any financial interests that could be an issue with your service on the Council. Please answer the following questions to the best of your ability. Answering "Yes" does not necessarily disqualify you from consideration:

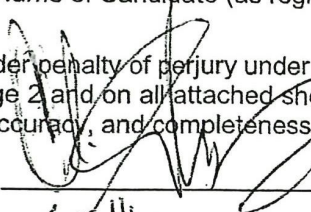
1. Do you, or any member of your family, **receive compensation** from any person or entity that engaged in any transactions or activities with Seattle City government in the past five years? ☐ No ☒ Yes, please complete item 1 on page 2.
2. Do you, or any member of your family, have a **direct financial interest** in any person or entity that engaged in any transactions or activities with Seattle City government in the past five years? ☐ No ☒ Yes, please complete item 2 on page 2.
3. Have you, or any member of your family, served in the past five years as an officer, director, trustee, or employee of an entity that engaged in any transactions or activities with Seattle City government? ☐ No ☒ Yes, please complete item 3 on page 2.
4. After referencing SMC 4.16.070, do you have any other relationships, employment history or financial interests that you feel could be an issue with your service on the Council under the Ethics Code? ☒ No ☐ Yes, please complete item 4 on page 3.

In order to be eligible for appointment to Council Position 2, you must be a resident of District 2 for at least 120 days (City Charter Article IV, Sec. 2; Article XIX). Please confirm your eligibility by clearly printing your current residential address and affirming the length of your residency at that address:

Street Address: [REDACTED]  
Zip Code: [REDACTED]  
Resident at this address since: 1997

Name of Candidate (as registered with King County Elections): Chukundi Salisbury

I certify under penalty of perjury under the laws of the State of Washington that the information provided on this page and on page 2 and on all attached sheets is true and correct and that I have made reasonable inquiry to determine the truth, accuracy, and completeness of my responses.

Signature: 

Signed at Seattle, Washington

Date: 01/09/2025

(City or other location must be filled in.)

Note: If you are appointed to the City Council, you will be required to complete a "Personal Financial Affairs Statement" on a form provided by the Seattle Ethics and Elections Commission (SEEC). You can

**EXPLANATIONS FOR RESPONSES ON PAGE 1:** (Use additional sheets if necessary. For assistance, please call the Seattle Ethics and Elections Commission at 206-684-8500.)

1. Please provide the name and address of each person or entity for which you answered Yes on page 1

Name: HG Walden

SIAL

Address:

[Redacted Address]

[Redacted Address]

2. Please provide the name and address of each entity for which you answered Yes on page 1.

Name: Converge Media

Address:

[Redacted Address]

[Redacted Address]

3. Please indicate (i) the name of the person holding the position (you or an immediate family member); (ii) the title of the office, directorship, trusteeship or employment held; and (iii) the name and address of the entity.

Person holding the position: Omari Salisbury

Harriett Walden

Position held with entity: COO

Founder

Entity name: Coverge Media

HG Walden

Entity address:

[Redacted Address]

[Redacted Address]



4. Please describe the relationships, employment history or financial interests for which you answered YES on page 1.

Omari Salisbury is my Brother and he is the Co-Founder of Converge Media and they have contracts and a business relationship with the City of Seattle. I dont have any financial interest in this entity and I do not volunteer or work for this entity.

Rev. Harriett Walden is my Mother and she is the Founder of HG Walden and they have contracts and a business relationship with the City of Seattle. I dont have any financial interest in this entity, however, I have served as a volunteer.

I am a volunteer with Service is a Lifestyle (SIAL) where I play a roll in the overal direction of the organization, however, I do not have a financial interest in this entity and/or recieve any compensation for my advocacy.