

Application Form

Profile

Lucy _____ K _____ Hamer _____
 First Name Middle Initial Last Name

 Email Address

 Home Address

 Suite or Apt

 City

 State

 Postal Code

What Ward do you live in? Use the following link to determine your Ward if you do not know: (<https://www.cityofsalem.net/government/city-council-mayor/about-city-council/find-a-ward-map>) *

Ward 2 - Downtown (south of State St.), Southeast, and Airport area

I live: *

In a single-family house

I work for: *

A small company (1-20 employees)

I am: *

Work full-time

 Primary Phone

 Alternate Phone

Espousal Strategies, LLC
 Employer

Senior Manager, Workforce Training and Civil Rights Compliance Services
 Job Title

Consultant
 Occupation

Which Boards would you like to apply for?

Salem Human Rights Commission: Submitted

Which of the following City of Salem Board or Commission meetings have you attended? *

None

Interests & Experiences

What do you feel you can contribute as a board or commission member?

I have been working in civil rights compliance since 2016 and have expertise in the Civil Rights Act of 1964, the Americans with Disabilities Act, and the Disadvantaged Business Enterprise (and Oregon's own COBID) Program. I can also bring some fresh perspective as a relatively new West Coaster (since 2023). While being newer to Salem may be seen as detrimental, I think it brings an opportunity to exchange new ideas. I've also been working with Washington County in setting up their own advisory groups, so I have a deep understanding of the opportunities and constraints in how a board operates and serves the community.

Upload a Resume

What prompted your interest in applying to serve as a board or commission member?

I was contracted to help Washington County with their advisory groups in updating their charters and bylaws, which inspired me look to see if there was an opportunity to serve the City of Salem. Since moving to Oregon, I have only ever lived in Salem and sincerely believe in the growing potential of this city

Please explain how your education, professional, personal, lived, or volunteer experience and knowledge qualify you to serve on the board(s) or commission(s) for which you are applying.

I am a Returned Peace Corps Volunteer (Albania, 2014-2016), and passionately believe in service. I currently volunteer for the Education Committee for the American Contract Compliance Association (the ACCA focuses on how businesses can partner with larger firms and/or public agencies/jurisdictions on projects). I identify as gay - it was in fact my wife's job that brought us to Salem, and coming from Georgia, I can speak personally to the importance of creating inclusive communities. Additionally, I have experienced job insecurity in my time both as a furloughed federal employee, then again when having to relocate to the West Coast without a position secured for me. As the "breadwinner" for my family, this was emotionally and financially devastating, but it also brought enormous appreciation for services like food pantries, which we relied on during those times. I also have a Masters of Science in Historic Preservation ("old building studies").

List any experience you have with volunteering for the City of Salem, your neighborhood association, or other public bodies organizations.

None for City of Salem (yet)

In the last five years, I have: *

- Earned less than livable wage
- Experienced food insecurity

What language(s) do you speak?

English, French, Russian, Albanian

Can you commit to attending a minimum of 75 percent of scheduled meetings? (Please refer to the City's website for the meeting schedule. Failure to meet the attendance requirement may result in removal from office.)

- Yes No

Please list up to three (3) references whom we could contact to learn more about your qualifications (name/email address or phone number/relationship).

Johnell Bell (Chief Executive Officer of Espousal Strategies), johnell@espousalstrategies.com
Yemaya Hall-Ruiz (former colleague at Espousal Strategies), yemayahallruiz@gmail.com
Annsleigh Carter (fellow RPCV from Albania), annsleigh.carter5490@gmail.com

Question applies to Downtown Advisory Board

Select the following positions for which you are applying: *

Representative of the Salem community at-large. (Note: You must not have a business or own property withing the Riverfront-Downtown Urban Renewal Area.)

Question applies to Salem Human Rights Commission

As part of its mission, the Human Rights and Relations Advisory Commission strives to reach out to the Salem community. Please describe your affiliations within the community that may aid the Commission in this mission.

I do not have formal affiliations; I simply live here and believe I bring the lived experience and expertise that would be beneficial to the Commission's mission.

Question applies to Salem Human Rights Commission

The Salem Human Rights and Relations Advisory Commission includes one youth representative who shall not be younger than 15 years of age and not older than 21 years of age. Are you applying for this position?

Yes No

Demographics

The following information helps track our recruitment and diversity efforts.

Lucy K Hamer

Ethnicity

Gender

Question

Age: *

35-44

Disability Status: Do you identify as a person with a disability? *

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- Yes
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If comfortable, please specify disability:
