

Application Form

Profile

Dr. Irvin

First Name

M

Middle Initial

Brown

Last Name

Email Address

Home Address

Suite or Apt

Salem

City

OR

State

97308

Postal Code

What Ward do you live in? *

☒ Ward 5

Primary Phone

Alternate Phone

Department of Education

Employer

PreK-3rd Grade
Coordinator/Early Childhood

Job Title

Policy Advisor/Educator

Occupation

Which Boards would you like to apply for?

Citizen Budget Committee: Submitted

Community Police Review Board: 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 believe the moral imperative of a servant-leader requires a deep cultural change that mobilizes the passion and commitment of the community, policy-makers, business owners, and others to improve the cohesive learning of its Board/Commission as well as to its external stakeholders. Secondly, guiding and leading operational systems to improve is a challenge with the greatest payoff. I know that success in leading this level of change requires an understanding of people in work-practice, fostering a clear vision for programs and operations, serving affinity groups, and the unwavering belief in equity. I have a hunger for growing the capacity of systems to benefit all community members while focusing on the tenets of inclusion and social justice. As the first African American to earn a doctorate from the University of Portland, I believe my research on examining the intersectionality of race, microaggressions, and resiliency from marginalized populations places me uniquely qualified to serve alongside others on a Board or Commission. As a proud City that aspires in being an inclusive environment to honor and value the contributions of its diverse neighbors, communities of Color, refugee, and immigrant communities - I would be humbled if given the privilege to join a team (or teams).

[Upload a Resume](#)

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

I recently relocated to this community and would like to get more involved by serving my neighbors. Secondly, as a Disabled Veteran of the Armed Services, I value diligence, sacrifice, and servitude. Giving back is always a win-win. Once the local restrictions of COVID-19 have been lifted, I hope to meet other community members in person. But until then, I will attend virtually and/or digitally.

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

At the state level, the clarity of a visionary leader is critical to reduce and ultimately eliminate predictable barriers towards equitable outcomes. My experience in policy development and implementation, student and staffing decisions, budget management, tracking reports, partnering with legislators, performance evaluations, and team building has equipped me with the educational tools and knowledge to have an immediate, strong, positive impact in this role. As a member of the Board or Commission, I will provide executive and tactical leadership, manage with authenticity, and model inclusive excellence. I will also give assistance in the development and implementation of proactive equity, diversity, and inclusion initiatives to increase the use of an equity trauma-informed lens. Being an equity champion, I will give direction on intersectional approaches of racism, poverty, sexism, ageism, classism, ableism, and other forms of oppression that impact the workforce that is perpetuated in policies and systems. I have a resilient, collaborative spirit, and will build leadership capital that will deliver appropriate communication strategies to reach and engage diverse audiences, including conflict resolution and leading courageous conversations.

List any experience you have with volunteering for the City of Salem or other organizations.

A "cradle through careers" focus will assist me in serving and leading with an equity stance – internally and externally – every day and for every individual. In my current role, I have established cross-agency relationships with the Office of Equity, Diversity, and Inclusion, Higher Education Coordinating Commission, Youth Development Division – including stakeholders such as the Confederated Tribes of the Umatilla Indian Reservation, NAACP, LGBT Center, International Dyslexia Association, Confederation of Oregon School Administrators, Oregon School Board Association, Oregon School Activities Association, and the Commission on Black Affairs. Using a servant-leadership model, I will foster humility and collaboration among diverse groups and empower these groups to make progress towards the civil and affirmative action plans.

Briefly explain any experience you have working with your neighborhood association or other public bodies or committees.

I recently moved into the neighborhood and have been learning from my neighbors about opportunities to get involved (i.e. real estate boards, property tax concerns, and initiatives, safety and security measures, people experiencing poverty and homelessness). As a Veteran of the U.S. Navy (Enlisted Petty Officer - E5 Aviation Warfare Specialist) and Paralegal Assistant to the Judge Advocate General (JAG), the transferable skills I have that relate to serving on a Board or Commission: 1. Demonstrated a leadership commitment to, and requiring personnel to embrace and support, statutes, laws, regulations, and policies as per the Judge Advocate General's instruction. 2. Legal assistance, and administrative, civil, operational and procedural law matters 3. Law officer manager 4. Conducting legal research 5. Maintaining legal records, official publications, and organizing appeals 6. Preparing official records for hearings and investigations 7. Immigration and naturalization 8. Tax, family law, consumer advocacy (wills and estates) 9. Perform various clerical law office and administrative duties as assigned Community Relations NAACP • International Dyslexia Association • Y.O.Uth Portland • Because People Matter, Humanitarian Services • Medical Teams International • HOLLA Mentoring • King County Juvenile Detention/Youth Chaplaincy Program • Younglife • Motivational Speaker – K-20 Student Conferences • Organized – Stop the Hate Town Hall Meetings • Liaison with Police Departments • Advisory Board on Understanding Diversity for Community Colleges • Snohomish County Task Force on Discrimination • Everett City Council Candidate (former)

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).

Dr. Casey Ward -

Rep. Janelle Bynum -
(Pastor) Dr. Mike Roth -

What is your experience with ethnic and cultural diversity, including demonstrated life experiences or training in cultural or ethnic diversity?

As an experienced, hands-on educator, I have worked in partnership with cities, colleges, for/non-profit organizations, primary and secondary schools for over 20 years. I have been instrumental in 1) training employees on equity, diversity, inclusion, and cross-cultural relevance, 2) advising hundreds of students and families about career and college pathways, 3) leading curriculum and counseling departments, 4) teaching academic and leadership coaching classes (using Strengths Finder 2.0, MBTI) to enhance equitable outcomes for all employees, and 5) analyzing performance data to shift an organization's culture and climate. I have designed and facilitated the completion of city government, district and school-wide projects on equity, diversity, inclusion, implicit biases, and positive race relations, college and career events, organizational change and financial management, mentorship programs, anti-bullying and harassment campaigns. My work has provided data from marginalized populations to implement new policies, practices, and strategies to enhance equitable outcomes in creating safe, inclusive learning cultures. I use a framework centered on Critical Race Theory, Gender Relevant, and Culturally Relevant Pedagogies. In my current role, I have established cross-agency relationships with the Office of Equity, Diversity, and Inclusion, Higher Education Coordinating Commission, Youth Development Division – including stakeholders such as the Confederated Tribes of the Umatilla Indian Reservation, NAACP, LGBT Center, International Dyslexia Association, Coalition of Oregon School Administrators, Oregon School Board Association, Oregon School Activities Association, and the Commission on Black Affairs. As an instructional leader, I have been actively participating in administrative team meetings, human resource management, networking with community organizations, EDI leadership training, and curriculum and counseling services. Having this type of 'team mindset' has sharpened my learning to better support employees, staff, and community partners.

Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

Ethnicity

☒ African American

Gender

☒ Male