



101 PREFONTAINE PL S
SEATTLE, WA 98104
4CULTURE.ORG

Native Cultural Facilities Giving Committee Member

Department: Preservation

Location: 4Culture, 101 Prefontaine Pl S, Seattle, WA 98104

Status: Volunteer

Stipend: \$1,800.00

Works with:

Polly Olsen (Yakama), Kah-Sina' Consulting LLC,
Jayden Robles (Chumash/Cahuilla/Ohlone), Building for
Equity Program Manager

Apply by: Friday, July 25, 2025

About Us

4Culture is an independent public agency, chartered under state law and King County ordinance in January 2003, after 35 years as the King County Office of Cultural Resources. The ideal candidate for this position champions public support for arts and culture and has demonstrated commitment to, and experience advancing racial equity and social justice. As the cultural funding and services agency for King County, Washington, 4Culture works to make the region vibrant. The organization's five program areas—Arts, Heritage, Historic Preservation, Public Art, and Science and Technology—put public resources to use all over King County.

Guided by a vision of a King County in which every person has what they need to explore and create culture, we're working to become an actively anti-racist organization. We know that this work is urgent and ongoing; as a public agency, we're committed to being transparent about our successes and failures. 4Culture is part of the system of white supremacy that has historically disadvantaged Black, Indigenous, and other People of Color. We are working to understand systems of structural racism, dismantle them with the tools available to us, and build up something equitable that supports and recognizes the value in cultural expression of all of people, especially those in King County.

Building for Equity

In 2019, a joint initiative between 4Culture, Executive Dow Constantine, and the King County Council was passed to create a pathway to racial equity in our cultural facilities funding. As a result, the Building for Equity program was created to reconfigure 4Culture's existing Cultural Facilities Program with equity measures built in, prioritizing organizations and Tribes serving historically disadvantaged communities.

Currently, Building for Equity is an evolving interdisciplinary program and vehicle for 4Culture to work toward dismantling racism in cultural facilities funding throughout the county. Existing grants under this program are the Facilities (previously “Cultural Facilities”) and Project Development (previously “Capacity Building”) grants. In 2025, 4Culture will launch two additional grants, Native Cultural Facilities and Anchoring Community (Facilities projects over \$10M).

Terms and Definitions

Native:

- **American Indian:** Members of federally recognized, state recognized, and descendants of tribal nations and communities Indigenous to what is now the continental US.
- **Alaska Native:** Members of Alaska Native villages and corporations.
- **Native Hawaiian:** Descendants of the Indigenous Polynesian people of the Hawaiian Islands.

Native Cultures:

- “Native cultures” as defined by this program refers to the unique customs, beliefs, and practices shared across generations that are rooted in the long-standing histories of communities residing in the United States and territories prior to colonization. Native cultures are often foundational to contemporary identities of individuals and groups. **Cultural practices may include but are not limited to:** Performing arts; Recreational activities; Knowledge and practices concerning nature and the universe; Social practices; Ceremonies and practices related to life and death cycles; Craftsmanship; Oral traditions and expressions, including language as a vehicle of intangible cultural heritage.

Native Cultural Facilities Program

This program supports Native cultural facilities projects for land acquisition, development, renovations, and new construction to advance the preservation, expression, and vitality of Native cultures in King County, WA.

It recognizes the essential role transfer, loss, and theft of land played in the systemic oppression and genocide of Native peoples and the vital role land continues to hold in developing, growing, and anchoring Native communities. We will shape this program with community support.

Use of funds will be recommended by a Native Giving Committee, to be identified by the Native Cultural Facilities Advisory Council. As is mandated by 4Culture’s guiding legislation for all funding decisions, 4Culture’s Board of Directors will be the final approving body of all recommendations made through this program. 4Culture staff will ensure the program meets legal requirements and will provide administrative support.

Native Cultural Facilities Giving Committee

Up to 5-members to advise for a 40-hour term on the funding recommendations for Native Cultural Facilities grants.

Scope

1. Review and provide recommendations for a fair and equitable process to grant funds from 4Culture.
2. Participate in Pre-submittal Interviews with applicants and make invitation recommendations on a panel with 4Culture staff. 4Culture staff will review eligibility and facilitate to ensure legal and program requirements are met.
3. Read, score, and provide written comments on assigned funding applications to 4Culture prior to assigned panel meeting days;
4. Attend and participate in assigned panel meeting day(s) to discuss applications, scores (if applicable), and funding recommendations.
5. Augment written comments and scores as needed and provide such augmented comments and scores to 4Culture before the conclusion of the final Panel Day.

Term

- Up to 40-hours paid stipend from July to December 2025.
 - Orientation, including Disrupting Bias training, two 2-hour sessions (4 hours total)
 - Pre-submittal interviews (estimated 5-10 hours total, depending on availability and number of interested parties)
 - Estimated time for pre-panel prep, application review (estimated 7.5-12 hours total, depending on number of applications received)
 - Deliberation time, "panel days", two 7-hour sessions (14 hours total)
- Meetings are virtual and on-site at 4Culture and various locations and will be scheduled in advance. 4Culture will take availability into mind when scheduling. All Giving Committee members will be required to attend all meetings.

Desired Experience

We are looking for individuals that have experience in at least one of the fields listed below through a combination of their work, education, and life experience as demonstrated in their resume, website, or other means of documentation.

- Community-based projects
- Tribally-based projects
- Equitable Funding platforms or grant-making program development
- Neighborhood/community, Facility Project Development
- Cultural Organizations, Arts, Heritage, Preservation
- Environmental Conservation
- Traditional and/or Non-Traditional Healing, Health, or Wellness Organizations
- Indigenous Science and Traditional Ecological Knowledge (TEK)

- Indigenous Data Sovereignty
- Maternal and Child Health
- Grassroots community organizing with Native communities
- Current Undergraduate and Graduate Students studying related disciplines (including but not limited to: American Indian Studies, Disability Studies, Communications, Environmental Studies, and Urban Planning)

Compensation

A stipend of \$1,800 per year for a up to 40-hour term will be provided for each Giving Committee member. Payment will be made in one lump sum at the end of the panel process.

To receive this payment, you must provide a current W-9 and sign a 4Culture Consultant Contract package to be sent to you via email from Conga Sign. Lauren Miles, Building for Equity Support Specialist, will assist in completing paperwork with 4Culture's finance team. This Consultant Contract package will include a Conflict of Interest form.

To Apply

Respond no later than Friday, July 25, 2025 via email to Jayden Robles (Chumash/Cahuilla/Ohlone), Building for Equity Program Manager, at jayden.robles@4culture.org.

You will need to log in or [create a 4Culture account](#) in order to accept your invitation to serve. A resume, and demographic information will be requested.

Please contact Lauren Miles, Building for Equity Support Specialist, at Lauren.Miles@4Culture.org if you have any difficulty with this process.

The privacy of individuals will be respected and preserved until the last phase of the orientation process.

