



# **CBC Emerging Leader Seats**

City of Tacoma | Council Member Sarah Rumbaugh

**Community, Vitality & Safety Committee**

**July 24, 2025**

**ITEM #1**





# OVERVIEW



- Eight Committees, Boards, and Commissions (CBCs) have youth seats or past legislative direction to create a youth seat.
- This proposal aligns appointment processes and requirements for all CBC youth to reduce confusion in the application process, increase recruitment and retention for youth seat positions, and streamline work.



# BACKGROUND



Handout A provides legislative background for:

- Human Services Commission
- Tacoma Arts Commission
- Tacoma Area Commission on Disabilities
- Community's Police Advisory Committee
- Commission on Immigrant and Refugee Affairs
- Tacoma Creates Advisory Board
- Human Rights Commission
- Climate and Sustainability Commission



# ISSUES



- Frequency of no candidate for youth seats
- Inconsistencies between youth seat recruitment processes and requirements
- Narrow age range
- Desire for more professional development and leadership focus
- Recruitment and retention has a high administrative cost



# PROPOSAL



- Rename “Youth Seats” to “Emerging Leader” seats
- Align recruitment of Emerging Leader seats to the regular recruitment timeline for each CBC
- Use standard appointment process for Emerging Leader applications
- 16 – 24 age range
- One-year term, with option to automatically renew for a second one-year term, as long as the volunteer regularly attends CBC meetings and meets the age requirements at the start of the term



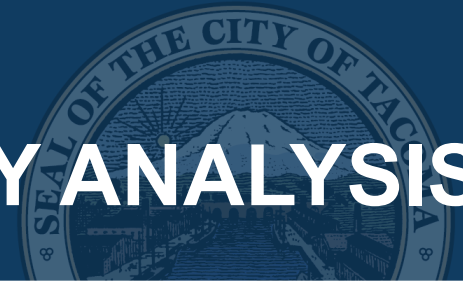
# PROPOSAL (Cont.)



- Add a purpose statement that incorporates:
  - The value of engaging youth early in life to encourage lifelong service
  - How these positions are opportunities for youth to lead in community and access professional development
  - The value of youth voice in shaping recommendations to the City Council
- Direct the City Manager to explore:
  - Mayor's Youth Commission arranging Emerging Leader Cohort events and activities
  - CBC Chairs or Leadership teams acting as mentors to Emerging Leader Volunteers
  - Youth-focused recruitment tools and strategies to reach 16 – 24-year-olds
  - Review onboarding process to welcome Emerging Leaders to the role



# HEALTH, EQUITY & SUSTAINABILITY ANALYSIS



- Engagement of the Youth Demographic has been historically challenging for all CBCs
- While the majority of Tacoma residents are white, younger populations in the City are more diverse. According to OSPI data, Approximately 64% of Tacoma School District's enrolled students are BIPOC or two or more races
- Enhancing youth participation in advisory CBCs will incorporate more voices into the City Council's decision making, reduce barriers to youth participation, and provide professional and educational opportunities to Tacoma's youth.



# OUTREACH



- On May 5, CM Rumbaugh attended a Mayor's Youth Commission leadership team meeting.
- In May and June of 2025, CM Rumbaugh contacted CBC staff liaisons to request feedback on alignment of CBC youth seat processes.
- In June, a revised proposal was re-shared with CBC liaisons and CBC members for additional feedback.
- Two listening sessions for CBC members to discuss the proposal directly with CM Rumbaugh occurred on Monday 6/23 over the lunch hour and Wednesday 6/25 in the evening.





# RECOMMENDATIONS

(if presentation to Committee)



- CM Rumbaugh recommends the Community, Vitality and Safety Committee forward the Emerging Leader Seat proposal to City Council for consideration and approval



# NEXT STEPS



- Council Study Session Review – August
- City Council Consideration – September
- Ordinance Effective by end of year
- Additional Education & Outreach - 2026