



NATIONAL  
ENDOWMENT  
FOR THE  
HUMANITIES

DIVISION OF PRESERVATION AND ACCESS

## **Narrative Section of a Successful Application**

The attached document contains the grant narrative and selected portions of a previously funded grant application. It is not intended to serve as a model, but to give you a sense of how a successful application may be crafted. Every successful application is different, and each applicant is urged to prepare a proposal that reflects its unique project and aspirations. Prospective applicants should consult the NEH Division of Preservation and Access application guidelines at <https://www.neh.gov/program/cultural-and-community-resilience> for instructions. Applicants are also strongly encouraged to consult with the NEH Division of Preservation and Access staff well before a grant deadline.

Note: The attachment only contains the grant narrative and selected portions, not the entire funded application. In addition, certain portions may have been redacted to protect the privacy interests of an individual and/or to protect confidential commercial and financial information and/or to protect copyrighted materials.

**Project Title:** Grit and Resilience: Developing a Community-Centered Approach to Documenting Climate Change in "Grit City"

**Institution:** City of Tacoma

**Project Director:** Anna Trammell

**Grant Program:** Cultural and Community Resilience

**Grit and Resilience:**  
**Developing a Community-Centered Approach to Documenting**  
**Climate Change in “Grit City”**

**Project Goals and Humanities Content**

Tacoma, Washington earned the nickname “Grit City” beginning in the 1990s. Pollution, crime, and poverty led outsiders to assign the derogatory moniker. In 2003, a local columnist wrote an editorial encouraging Tacomans to embrace the nickname for its alternate meaning: “courage and resolve, strength of character, and firmness of mind or spirit.” Since then, Tacoma has fully and proudly accepted the name. “*Grit and Resilience: Developing a Community-Centered Approach to Documenting Climate Change in ‘Grit City’*” will engage Grit City residents in the process of exploring, documenting, interpreting, and discussing the local impact of our changing climate.

The current and future impact of climate change is visible every day in Tacoma. Recently, a heavily used beachfront park was shut down for two years so that the Metro Parks Department could move all facilities and hiking paths further away from the shoreline as water levels rise. Wildfires, once an infrequent occurrence, have become so regular in the summer months that residents have filtered box fans, masks, and air quality monitors ready to respond. A relatively mild climate year-round, most homes have never been equipped with air conditioning until recent years. Higher temperatures and poor air quality have forced those who can afford it to invest in AC units for the first time. In June 2021, an unprecedented “heat dome” shot local temperatures up to 110 degrees Fahrenheit. The average temperature in Tacoma is 70 degrees in June. Between 1894 and 2021, temperatures of over 100 degrees were only recorded 3 times. In the last two years, these temperatures have been reached annually, often for multiple days.

In addition to dealing with the reality of climate change in the present, Tacoma’s complex past intersects with corporate pollution, negative health effects from toxic exposure, depleted fish populations, and environmental injustice. One of the first superfund sites in the country was in Tacoma, the result of the Amercian Smelting and Refining Company (ASARCO) whose history dates to the 1888 establishment of the Tacoma Smelter. The health impacts of people exposed to pollution and plumes from the company began being documented in the 1970s and lawsuits are ongoing. The city was a hotbed of the “fishing wars,” which included violent confrontations between armed officers and Indigenous protestors over treaty violations regarding fishing. Environmental injustice can be traced through the city’s history to the present day.

The Tacoma Public Library is in a unique position to document the impact of climate change in the region and make that information widely accessible for current and future scholars, artists, and community members. Since the 1970s, the Northwest Room at Tacoma Public Library has preserved and provided access to a vast local history collection which includes photographs, newspapers, personal and family papers, and organizational and business records. The records of ASARCO, for example, were made publicly accessible last year and have already been heavily utilized for a variety of research purposes by local and non-local researchers.

In 2021, the Tacoma Public Library received a federal grant from the Institute of Museum and Library Services (LG-250126-OLS-21) to develop and launch the Community Archives Center. This program works to document Tacoma’s present moment with a particular focus on communities whose voices have been suppressed or missing in traditional archives. To date, the project has developed 20 community-

centered collections which includes approximately 1,400 digital objects and 300 oral histories and short interviews. This proposed project would combine the extensive collections of the Northwest Room and the goals and momentum of the Community Archives Center to pursue four key initiatives:

**An intergenerational interview and climate response project that would engage middle, high school, and college students in conversation with the community around the experience and impact of climate change.** Last year, the Tacoma Public Library Archives and Special Collections launched a K-12 instruction program. In that first year, we worked with over 400 students and led workshops for nearly 150 educators. Our most successful educational collaborations have involved engaging students in a local history topic and then using that context as a starting point for an oral history project. For example, students enrolled in high school Language Arts and Ethnic Studies classes engaged in a hands-on primary source analysis workshop related to topics like the local incarceration of Japanese Americans in World War II, the Tacoma Cushman Indian Boarding School, and treaty violations impacting the Puyallup Tribe of Indians. This exercise was guided into discussion around race, discrimination, and archival silences. Students then used this discussion to design an oral history project. They selected an interviewee, developed questions, conducted the interview, and then wrote a reflection on the process. These projects then became a part of the Community Archives Center digital archive and are now publicly available to users.

With support from NEH, we would expand this successful program and reorient its focus to climate change. In order to make the program scalable, project staff would prepare a digital primary source set related to climate change in Tacoma along with a lesson plan. Teachers would walk their students through this exercise and then introduce the oral history project. Students would select a climate activist, community elder, government employee, first responder, or another individual who could speak to the impact of climate change. The interview recording, transcript, and reflection would be published and made publicly accessible. Students and teachers would also have the option of focusing their projects on other methods of interpreting and documenting climate change locally. This may include research projects focused on examining the history of climate change in Tacoma or current local climate legislation and response, creative projects that interpret climate change through art, or documentation efforts that record the impact of climate change through photo, video, and/or journaling. With signed release from the student and their guardian (if under 18), the content produced for these projects would be made publicly available in the library's online archives database.

A half day workshop would be led for local educators to walk them through the process and the teaching materials and to collaboratively develop prompts and lesson plans based on the direction they choose to take the initiative as informed by their discipline and the needs of their students.

**A series of access initiatives aimed at increasing awareness and discoverability of historical materials related to climate change.** The Archives and Special Collections of Tacoma Public Library has extensive collections that could be drawn upon to explore and interpret climate change in the region. Due to constrained staff time and resources, content from collections is typically not digitized or the collection or file level metadata is often limited. This project would digitize and describe historical materials related to the environment and climate in local history and make them publicly accessible. These may include:

1. Business records from ASARCO, a company that traces its local history back to 1888. The state of Washington reached a \$94.6 million settlement with the company in 2009 to fund clean-up of the superfund site.

2. Photographs from the *Tacoma News Tribune* Photograph Archive of local pollution, oil spills, fish depopulation, environmental activism, and other relevant topics. The *Tacoma News Tribune* is the state's second largest newspaper. Their extensive photograph archive was transferred to the Tacoma Public Library in 2021.
3. Documents, photographs, video recordings, and other material related to environmental community groups and activist organizations.
4. Records from the Tacoma Metro Parks department illustrating changes to the physical environment of public outdoor spaces.
5. Records from the Chambers-Clover Creek Watershed Council, a collaborative community/local government initiative focused on watershed cleanup, education, and development projects.

Once accessible, digitized content will be made available through the library's digital archive system (Northwest ORCA). To increase access to a broad range of scholars, the content will also be harvested and accessible through the Northwest Digital Heritage hub of the Digital Public Library of America (DPLA). This newly accessible content will be highlighted in exhibits, primary source sets, and the library's public facing channels. Staff will produce a "Climate Change and Environmental Activism Research Guide" which will point users to these resources and other relevant holdings.

**An oral history project that would document the stories of people most impacted by climate change.**

In the last year and a half, the Community Archives Center has conducted nearly 300 oral histories. These have included lengthy video oral histories as well as shorter interviews conducted at community events focused on one key topic or question. For this project, we would launch an oral history initiative around climate change that would record interviews with those most impacted. This would include climate activists, local government officials, fire fighters, people experiencing homelessness, people living in neighborhoods impacted by climate change, and organizers working on various initiatives aimed at mitigating the risk of climate change. Both the recording and any resulting transcripts would be made publicly available in the existing digital archive database, Northwest ORCA, alongside other oral histories and content gathered for the Community Archives Center project. In addition to this series of oral histories, we would also continue the work of our mobile oral history recording booth. With this mobile recording booth, we regularly attend community events and record short interviews with attendees on relevant topics. For this project, we would use the mobile booth to record interviews at events with a focus on climate change or the environment such as Earth Day celebrations, "Tidy Up Tacoma" litter clean up events, Metro Parks community discussion forums, and more. Previously, we have recorded mobile oral histories related to climate change at Earth Day events and a Metro Parks community forum focused on the future of a waterfront park.

**A training and support program for community organizations with onsite records and local collections.** Many local organizations have retained their own archive, providing valuable documentation of their operations and activities. While many such organizations choose to deposit records with an archives or special collections library, others retain their records due to a need for immediate access, concerns over ownership, or distrust of institutional archives. Additionally, archives are often at capacity with limited space and staff necessary for providing an appropriate level of care, time, and expertise needed to manage such community records. These records are often held in basements, attics, and storage units. Extreme weather, forest fires, and other climate change impacts could very easily lead to the destruction and total loss of this valuable material. This initiative would partner with community organizations to build capacity for them to preserve and provide some level of access to their records. We conducted a pilot project in 2022 with Tacoma Community House (TCH), a non-profit organization that provides classes and support for immigrants and refugees. With a history dating back to 1910, TCH had

developed a significant collection of photographs, documents, lesson plans, programs, scrapbooks, and other records. Not only did these materials document the history of the organization, but they also documented the local story of immigration over the past 110 years. As part of the Community Archives Center initiative, we engaged student interns in the process of basic arrangement and description of TCH's records and digitization of items with high community research value. This description, along with the digitized content, was made available through the library's Northwest ORCA digital archives database while the physical content remained with TCH.

With support from NEH, we would build upon this work with a greater focus on education and scalability. We would host a series of workshops for organizations and individuals interested in preserving their records. These workshops would cover topics like arrangement and description, rehousing, preservation, disaster preparedness, and digitization. Archives and Special Collections staff will also provide on-site consultations for community organizations whose records are in danger. These consultations would involve a condition assessment, advice on priority steps, suggestions for disaster response planning, and resources for further action. In some cases, these conversations may result in a transfer or partial transfer of the holdings to the library. In other scenarios, they may result in additional support from the library including organization and digitization. This initiative will produce a toolkit that will be widely distributed to community organizations across Washington state and beyond who are interested in taking initial steps to ensure their records are preserved.

This multi-faceted project will have a significant impact on local and non-local users including humanities researchers, educators, and the public.

### **Program Priority**

Tacoma is a mid-sized urban port city situated on the Puget Sound between Seattle and Olympia. One of the most diverse cities in the state of Washington, Tacoma has a long history of having its narrative shaped by external perspectives or its story overshadowed by cities to the north and south. The 1990s headlines declaring Tacoma "the most dangerous city in America," the decades of corporate pollution, the racist legacy of "the Tacoma method" of Chinese expulsion, and the violence, poverty, and political neglect experienced by residents over the decades have shaped a negative portrayal of a vibrant city. As people are priced out of more historically "desirable" locations, gentrification has accelerated, pushing out longtime residents and driving up housing costs. In recent years, the city has experienced major upheaval as a result of gun violence, police violence, homelessness, community displacement, COVID-19, and climate change.

The Climate and Economic Justice Screening Tool identifies the majority of Tacoma as being within disadvantaged tracts. Additionally, large parts of the city, including the historically underserved Eastside, are in dark blue, indicated higher rates of disadvantage based on the tool's metrics. Some of the key factors in this designation for Tacoma include low income, linguistic isolation, diesel particulate matter exposure, projected flood risk, and projected wildfire risk.

The Eastside of Tacoma has been traditionally disadvantaged and underserved. The Archives and Special Collections at Tacoma Public Library has had a committed presence in this community over the last two years through the Community Archives Center program. In 2022, we hosted Salishan Story Fest in the Eastside neighborhood of Salishan. This event focused specifically on surfacing, documenting, and celebrating stories from this neighborhood at a day long community preservation event. In 2024, Eastside Story Fest will broaden this initiative. If selected for funding, this project will also focus specifically on the Eastside and other parts of Tacoma which experience high rates of poverty, violence, and environmental injustice.

## **Community Participation**

Over the course of the last two years, the Tacoma Public Library Archives and Special Collections has engaged in a fully participatory, community-driven project. Funded by the Institute of Museum and Library Services, Tacoma Public Library developed and launched the Community Archives Center. This project included a series of participatory co-design workshops which engaged the community in the process of collaboratively visioning the program. Participants weighed in on decisions around access, description, scope of work, and other key design decisions. Over the course of the two-year project, we collaborated with over 40 community groups and institutions who participated in every aspect of decision making and operations.

For this project, we will carry forward this work and continue to build upon these relationships. The community will participate in the project from the earliest stages when a series of community meetings will be held with a focus on organizations whose mission intersects with climate change. Younger community members will engage with the project through the K-12 instructional program which will be refined through feedback from local educators. The public will be invited to participate in sharing their reflections on the topic of climate change through the mobile oral history recording program. Community organizations will be invited to participate in the Community Collections Resilience Program. This program will be designed to align with and support the participating organizations' mission, vision, and values.

All content gathered for this project will be made publicly accessible to the community with consent from participants. The oral history release form, student work release form, and take down policy created in collaboration with the community for the Community Archives Center project will be utilized. Participants will also be asked to weigh in on decisions around description and subject headings to be applied to their content.

We have demonstrated a commitment to building and sustaining equitable and collaborative community partnerships. We are committed to furthering and expanding this work through this proposed project.

## **Methodology**

The Tacoma Public Library adheres to best practices and professional standards for all access and preservation projects. This includes utilizing DACS (Describing Archives: A Content Standard) for description and providing access to materials through AtoM (Access to Memory), a standards-aligned, open-source software developed in collaboration with the International Council on Archives. As further described in the "Deliverables" section below, all oral histories, student projects, collection descriptions, and digital objects produced for this project will be made accessible and discoverable. Creators and community partners will help make decisions regarding how their content is described for access.

Oral histories will be recorded following procedures established for our recent Community Archives Center grant project. Questions will be developed following guidelines from the Oral History Association and feedback and expertise from Project Advisors Cifor and Young. Cifor specializes in community-driven preservation projects and Young is a subject area expert in the field of climate change and community resilience. Video oral histories will be recorded in the library's Memory Lab with a 4K video camera and lapel microphones. The Memory Lab provides a private, acoustically sound recording space with a neutral backdrop. Audio only oral histories and interviews conducted with the mobile recording station will utilize the Zoom H1n handheld audio recorder, a device widely utilized and recommended by oral historians. As with previous oral history projects we have managed, oral histories will be indexed to highlight major topics discussed and this indexing will be searchable in our online archives database.

More extensive interviews will be transcribed using the AI service Rev. While these transcripts do require thorough editing, they are an affordable and scalable option for producing searchable transcripts in a scalable way. Project Interns archives volunteers will assist in the work of editing and uploading transcripts as oral histories are completed.

Following best practices for digital preservation, all digital content is stored on three geographically dispersed servers. Fixity is verified regularly to ensure the stability of digital files. Preservation copies are of high quality and stored in lossless file formats. Access copies publicly uploaded into our database are generated from the preservation copies with file sizes and in formats that are easy for the public to utilize on their personal devices.

## **Deliverables**

Project deliverables include:

1. A collection of approximately 75 publicly accessible oral histories.
2. A collection of approximately 150 publicly accessible student projects focused on documenting climate change in Tacoma.
3. Publicly accessible collection descriptions and digitized content from archival collections related to climate change and the environment.
4. A toolkit for community organizations that provides advice and practical steps for preparing records for long term preservation in response to the impact of climate change.

All content created, digitized, or made accessible through this project will be published through the Northwest ORCA online archives database. This database, which uses AtoM (Access to Memory) open-source software, currently serves as the access for portal for digitized and born digital material, along with collection descriptions, for the Community Archives Center at Tacoma Public Library, the Northwest Room Local History Collections at Tacoma Public Library, and the City of Tacoma Office of the City Clerk. Northwest ORCA stands for Online Records and Collections Access. It was launched publicly in April 2022 and currently provides access to 293 collections which includes nearly 18,000 digital objects (images, text, audio, and video). Oral histories created as part of this project will be uploaded to Northwest ORCA and publicly available. Collection descriptions and digitized content produced for this project will also be published here. This database, while new, is widely utilized by the Tacoma community as well as non-local researchers. It is user-friendly, highly versatile, and adheres to archives and digital preservation best practices. All content published in Northwest ORCA is also accessible through the library's general catalog so that library users can connect to the database even when they do not navigate to it directly. Materials made available for the project but not digitized will be searchable through this database and available for viewing onsite within the Tacoma Public Library's Northwest Room. Material may be digitized in the future based on user demand. Organizations participating in the Community Collections Resilience Program will have the option of providing access to a selection of their records through the Northwest ORCA database. Oral histories and digitized materials associated with the project will also be made available through Northwest Digital Heritage, the regional hub for the Digital Public Library of America. This additional access point will allow for broader discoverability for scholars and humanists within and beyond the region. All oral history participants will be asked to sign a release form providing their consent for broad public access of their recording and any transcripts, images, or other content resulting from it. All student projects will require a student work release signed by their parent or guardian (for students under 18 years of age).

## **Work Plan**

### *Project Kick-Off and Building Staff/Community Capacity*

In August 2024, Project Director Trammell, Project Personnel barrow, Project Personnel Bowman, and Project Advisor Gilmore will finalize details for the Cultural and Community Resilience Project Associate role. The job description will be solidified and posted through the City of Tacoma Jobs Board. It will also be distributed across community organizations, cultural heritage organizations, and other relevant avenues. An initial Project Team meeting will take place in September 2024 which will convene all project personnel and project advisors. Several community partners will also join the meeting. This meeting will discuss the project and finalize timelines and expectations. This will also be an opportunity for the full project team to learn more about the job posting and distribute the opportunity to their networks. Interviews for the Cultural and Community Resilience Project Associate will occur in late fall 2024 and the individual will be in place by January 2025. Intern job postings will be finalized over the course of fall 2024 and someone will be in place in this role by January 2025.

Project Advisor Gilmore, Project Personnel barrow, and Project Director Trammell will develop a list of community organizations and individuals working in the area of climate change and community resilience. These groups and individuals will be contacted about the project and invited to meet with the project team to provide feedback on the project's activities and indicate how they would like to be involved in the various initiatives. Gilmore, barrow, and Trammell will use these meetings to begin generating a list of individuals for oral history interviews in addition to upcoming community events where recording booth oral histories can take place. A list of organizations holding records who may be interested in participating in the Community Collections Resilience Program will also begin to be created as a result of these consultations.

*Program Area 1: An intergenerational interview project that would engage middle, high school, and college students in conversation with the community around the experience and impact of climate change.*

Key Personnel for Program Area 1 include Project Director Trammell, the Cultural and Community Resilience Project Associate, Project Personnel Bowman, and Project Advisor Everett. Everett, an instructional facilitator for Tacoma Public Schools, will guide this initiative which will build upon the Archives and Special Collection's strong and growing relationship with the local school district.

Between September 2024 and February 2025, Trammell and Bowman will partner with Everett to plan the teacher's workshop which will take place in March 2025. During this period, applications will be sought from teachers interested in participating in the training and interview program. Applicants will be sought from a variety of academic disciplines including Language Arts, Science, Art, and Social Studies. The training will be hosted in March 2025 and will be led by Trammell, Bowman, Everett, and the Project Associate. Teachers will be prepared to implement the program in the 2025-2026 academic year. Over the course of the academic year, Trammell, Everett, and the Project Associate will support the participating teachers and their students. Content received from the teachers will be uploaded and made publicly accessible at the end of each semester.

*Program Area 2: A series of access initiatives aimed at increasing awareness and discoverability of historical materials related to climate change.*

Key Personnel for Program Area 2 include Project Director Trammell, the Cultural and Community Resilience Project Associate, Project Personnel Bowman, and the Project Intern.

In August 2024, collections with relevance to the topic of climate change or the environment will be surveyed by Trammell and Bowman. A plan will be developed for each distinct collection which will



identify materials for digitization and outline a plan for arrangement and description of un-processed or under-processed collections. Based on the outcome of this plan, a firm schedule will be put into place and staff assigned to different portions of these projects. Under the guidance of Trammell and Bowman, experienced archivists and preservation professionals, the processing and digitization work would be carried out by Archives and Special Collections Interns, staff, the Project Associate, and Project Interns. This work will take place over the first year of the project. By August 2025, all identified collections will be digitized, described, and made publicly accessible through the Northwest ORCA online archives database. The related research guide will be published in September 2025. Digitized content will be harvested by the Northwest Heritage Hub of the Digital Public Library of America between August 2025 and August 2026 based on DPLA's harvesting schedule for that period.

*Program Area 3: An oral history project that would document the stories of people most impacted by climate change.*

Key Personnel for Program Area 3 include Project Director Trammell, the Cultural and Community Resilience Project Associate, Project Personnel barrow, Project Advisor Gilmore, Project Advisor Cifor, and Project Advisor Young.

In August and September 2024, Project Director Trammell, Project Personnel barrow, and Project Advisor Gilmore will hold meetings with organizations and individuals involved in activities related to climate change. From these meetings, and from existing community relationships developed by Trammell, barrow, and Gilmore, a list of oral history interviewees will begin to be created and interviews will be scheduled. These may include video oral histories or audio only oral histories. Initial interviews may be conducted by Trammell or barrow. This work will become a key part of the Project Associate role once they begin in January 2025. Oral histories will be scheduled over the course of the entire project. These may include one-on-one or group interviews and can take place in the library's Memory Lab recording area or at alternate locations depending on the interviewees. Oral histories will be published as they are recorded within the Northwest ORCA database.

Oral histories interviews will also be recorded at various climate related community events. An initial listing of these community events will be developed in consultation with Project Advisor Gilmore with additional events added from meetings with partners and community members. These events may include the annual South Sound Sustainability Expo, Tidy Up Tacoma events, Earth Day events, and various community events associated with the development of the Metro Park's Climate Action Plan. Interviews will be published as they are recorded in the Northwest ORCA database.

*Program Area 4: A training and support program for community organizations with onsite records and local collections.*

Key personnel for Project Area 4 include Project Director Trammell, the Cultural and Community Resilience Project Associate, Project Personnel barrow, Project Personnel Bowman, Project Advisor Gilmore, Project Advisor Cifor, and Project Advisor Young.

In Fall 2024, the project team will engage in a series of meetings with community partners whose work intersects with climate change. From this outreach, a list of organizations with a climate-focused mission holding physical records will be generated. Based on information gathered from previous community-focused projects, additional organizations holding records will also be contacted regarding the program.

In early 2025, a call will be issued to local community organizations to apply to participate in the program. The project team will review applications and construct a cohort of 10-15 organizations. Each

organization will have 1-2 representatives. In spring 2025, each site will be visited by the project team and a needs assessment will be conducted. Program participants will take part in a series of asynchronous exercises and in person workshops that will be led by the project team and regional archives and preservation experts. The training program will have concluded by Fall 2025. For the remainder of the grant period, the project team will continue to provide support for the participants. This may include providing onsite organization and digitization support, assisting with grant applications, and, in some cases, facilitating the transfer of records to the Tacoma Public Library Archives and Special Collections. In 2026, the project team will create a toolkit for community organizations about how to care for and preserve their records in a practical manner. This will be released in late summer 2026 and will be distributed to local community organizations who did not participate in the program. It will also be distributed nationally through professional channels like the Public Library Association and the Society of American Archivists so that librarians and archivists working with community organizations within their own geographic areas have a guide to distribute to these groups facing similar challenges regarding the safekeeping of their records.

### **Project Personnel and Advisors**

*Anna Trammell, Manager of Archives and Special Collections at Tacoma Public Library, will serve as Project Director.* Trammell manages the Northwest Room Local History Collections and the Community Archives Center. She holds an MLIS from the University of Illinois and is a Certified Archivist with the Academy of Certified Archivists. She is an alum of the Archives Leadership Institute (2019), the appointed Vice Chair/Chair Elect of the Society of American Archivists Committee on Public Awareness, and a co-host of the *Archives in Context* podcast. She recently served as Project Director/Primary Investigator on a \$250,000 grant from the Institute for Museum and Library Services. As Project Director, Trammell will supervise the Cultural and Community Resilience Project Associate and Project Personnel, manage day-to-day activities, convene and lead Project Team meetings, and ensure all reporting and deliverables are completed on time.

*The Cultural and Community Resilience Project Associate* will be hired to work full time on the project for a period of one year. In the Tacoma Public Library system, Associates are union-represented, benefitted positions. The Project Associate will work full time on the project. They will record oral history, plan public programs, and support education, digitization, and training initiatives. Applicants with a background or interest in environmental studies and/or climate activism will be prioritized. The Project Associate will receive mentorship and support for transitioning into another role after the project period ends.

*Spencer Bowman, Northwest Room Librarian at Tacoma Public Library, will serve as Project Personnel.* Bowman holds an MLIS from the University of Washington. He leads reference services for Tacoma Public Library's Northwest Room. He also supports community outreach, digitization, and arrangement and description projects for special collections. He previously managed a Washington Digital Heritage grant-funded project which digitized artwork from artist and book illustrator Thomas Handforth and made them publicly available online. For this project, Bowman will play a key role in supporting instruction, digitization, collections processing, and outreach tasks.

*dindria barrow, Community Archives Center Associate at Tacoma Public Library, will serve as a Project Personnel.* barrow helped develop, launch, and lead Tacoma Public Library's Community Archives Center program. Originally hired as part of the IMLS grant, barrow has recorded 200 oral histories over the past year and a half. She has also organized and supported over 30 outreach programs during this period, including events attended by over 100 community members. A former public school teacher,

barrow has also supported instructional programs for Tacoma Public Library's Archives and Special Collections. For this project, barrow will support oral history and community outreach and engagement initiatives.

*Project Interns* will be hired over the course of the project to assist with digitization, arrangement and description, program planning and execution, oral history transcription, and research guide development. Positions will be advertised through area colleges and universities. Students studying the humanities, archives or museum studies, or environmental studies will be prioritized for consideration. The Tacoma Public Library Archives and Special Collections regularly employs approximately four interns per academic semester.

*Jamie Gilmore, Outreach Librarian at Tacoma Public Library*, will serve as the *Project Consultant for Outreach and Community Engagement*. Gilmore's role as Outreach Librarian has led to strong connections with community organizations across Tacoma. Gilmore regularly represents the library at community meetings and leads outreach and engagement initiatives. For this project, Gilmore will facilitate connections between community organizations and the project team. She will also serve as an advisor for project tasks related to community outreach and engagement.

*Nichol Everett, K-12 Social Studies Instructional Facilitator for Tacoma Public Schools*, will serve as the *Project Consultant for Educational Programs*. Everett has been working in education since 2001 and has taught students from pre-school to university both domestically and internationally. She specializes in experiential learning and educational technology integration. As the K-12 Social Studies Instructional Facilitator she supports educators across the district through curriculum development and training. For this project, Nichol will serve as a member of the Project Team and will facilitate educational programs for the project.

*Marika Cifor, PhD, Assistant Professor of Library and Information Science at the University of Washington*, will serve as the *Project Consultant for Community Archives*. Cifor is Assistant Professor in the Information School and adjunct faculty in Gender, Women & Sexuality Studies at the University of Washington. She is a feminist scholar of archival studies and digital studies. Her research investigates how individuals and communities marginalized by gender, sexuality, race and ethnicity, and HIV-status are represented and how they document and represent themselves in archives and digital cultures. Cifor is the author of *Viral Cultures: Activist Archiving in the Age of AIDS* (University of Minnesota Press, 2022). Cifor has published widely in critical information studies, gender and sexuality studies, and American studies on topics including affect and archives, feminist data studies, and community-based information practices. She will serve as a member of the project team and an advisor on community engagement and community archives. She will support instructional activities for community organizations participating in the project.

*Jason Young, PhD, Senior Research Scientist at the University of Washington*, will serve as the *Project Consultant for Climate Change and Environmental Studies*. Young is a Senior Research Scientist and Affiliate Assistant Professor with the University of Washington Information School, Technology and Social Change Working Group, Center for an Informed Public, and Jackson School of International Studies. His work explores how historically minoritized and marginalized groups use digital technologies for empowerment, with a focus on how communities use technologies to build their resilience in the face of environmental change. Young's research methods are highly participatory and interdisciplinary in nature. For this project, he will serve as a subject area expert on the topic of climate change and community resilience. He will also support activities related to community engagement.