

**From:** [pmartinez@cityofpt.us](mailto:pmartinez@cityofpt.us)  
**To:** [MEisler@cityofpt.us](mailto:MEisler@cityofpt.us); [tolson@cityofpt.us](mailto:tolson@cityofpt.us); [JMauro@cityofpt.us](mailto:JMauro@cityofpt.us)  
**Cc:** [LeadershipTeam@CityofPT.us](mailto:LeadershipTeam@CityofPT.us)  
**Subject:** Re: crowd-sourcing empathetic communications  
**Date:** Thursday, August 4, 2022 3:54:46 PM  
**Attachments:** [image001.png](#)

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Not much to add here as I agree with the comments already received from the team.  
Forward/future thinking is the way to go.

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**From:** Melody Eisler <[MEisler@cityofpt.us](mailto:MEisler@cityofpt.us)>  
**Sent:** Thursday, August 4, 2022 3:31:08 PM  
**To:** Thomas Olson <[tolson@cityofpt.us](mailto:tolson@cityofpt.us)>; John Mauro <[JMauro@cityofpt.us](mailto:JMauro@cityofpt.us)>  
**Cc:** Leadership Team <[LeadershipTeam@CityofPT.us](mailto:LeadershipTeam@CityofPT.us)>  
**Subject:** RE: crowd-sourcing empathetic communications

I agree with Tom and Heidi- and love Michelle Obama's quote.

Being future focused on how interactions can improve sets a positive tone going forward. I also applaud leaders when they admit mistakes, show reflection, and commit to doing better (I wish we saw that more on a national level). I think that part of David's message is powerful and it would be a unfortunate to lose that vulnerability and courage from him.

I worry that he is in a shame spiral and nothing good comes from that. I hope he will give himself grace and know that we are all on a learning journey together and part of being a strong team is how we support and lift one another up during difficult times.

**Melody Sky Weaver (née Eisler)** (she/her) | Library Director  
City of Port Townsend | <http://ptpubliclibrary.org/> | [meisler@cityofpt.us](mailto:meisler@cityofpt.us)  
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The Library's mission is, *"Uplifting our community through reading, learning, connection, and creativity."*

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**From:** Thomas Olson <[tolson@cityofpt.us](mailto:tolson@cityofpt.us)>  
**Sent:** Thursday, August 4, 2022 2:37 PM  
**To:** John Mauro <[JMauro@cityofpt.us](mailto:JMauro@cityofpt.us)>  
**Cc:** Leadership Team <[LeadershipTeam@CityofPT.us](mailto:LeadershipTeam@CityofPT.us)>  
**Subject:** Re: crowd-sourcing empathetic communications

I would agree that he should focused on the future. Talk about expectations and what a city council meeting should look like. Talk about behavior that is not acceptable without using past examples of bad behavior. Don't point and shake fingers and say neutral. Everyone should be encouraged to engage with city council without getting ridiculed, no matter what their opinion is on a specific topic

is.

I think this letter could set the stage for public opinion on whether the council is approachable or not.

Thomas Olson  
Chief of Police  
Port Townsend Police Department  
360-531-4965

Sent from my iPhone

On Aug 4, 2022, at 2:13 PM, Heidi Greenwood <[HGreenwood@cityofpt.us](mailto:HGreenwood@cityofpt.us)> wrote:

I don't want to say "very fine people on both sides" because I do not believe that, but I would want to emphasize that there both sides displayed poor behavior by calling names and labeling people with sweeping generalities. My advice to David in his message would to be future-focused. Now is not the time to naval-gaze, but to say what we expect in the future. We expect our public discourse to be civil. We can disagree without being disagreeable. We will engage in a dialogue and exchange of ideas and will not label people and call names. In short, we will follow Michelle Obama's advice, "When they go low, we go high."

Heidi

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**From:** John Mauro <[JMauro@cityofpt.us](mailto:JMauro@cityofpt.us)>  
**Sent:** Thursday, August 4, 2022 2:02 PM  
**To:** Leadership Team <[LeadershipTeam@CityofPT.us](mailto:LeadershipTeam@CityofPT.us)>  
**Subject:** crowd-sourcing empathetic communications

Hello all

I'd like to be discreet about this email from Mayor Faber since he's looking for advice and probably doesn't think it'll travel beyond Deputy Mayor Howard and me at this point. So given our conversations and your recent reflections and how much I value them (and you!), I'd like to share his email and my quick first thoughts. In brief, I'm not comfortable with his message – didn't say this and might change my mind, but I think it might harm more than help, it gives away too much power, and it fails to reflect a more empathetic and unification-minded long-game approach. I've posed a few questions back to David in the meanwhile and I expect he and I will discuss over the weekend. Perhaps we can discuss on Monday or earlier if you'd like.

Best

John

**John Mauro** | City Manager

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**From:** John Mauro

**Sent:** Thursday, August 4, 2022 1:55 PM

**To:** David Faber <[DFaber@cityofpt.us](mailto:DFaber@cityofpt.us)>

**Cc:** Amy Howard <[AMHoward@cityofpt.us](mailto:AMHoward@cityofpt.us)>

**Subject:** RE: September Newsletter

Thank you, David, for sharing and for writing this. It's gusty and heartfelt.

I, too, may be better able to respond with some contemplation, so my initial rough thoughts are probably best framed as questions for now:

- What's the right balance between responsibility/self-immolation (past) and acknowledgment that the meeting did not go well and here's what we're doing about it (future)?
- Is the lead – maybe that we're going to be working to ensure City Hall and our community is a safe place for free exchange of perspectives and ideas and we need you to join us– buried?
- Is the unfortunate timing of this article dropping on 9/1 going to rekindle issues we would have worked through by then or be too stale to help steward forward momentum?
- Might the references to language from the meeting add further pain to members of our community who have already been injured by them?
- What's the right balance of accountability with empathy (for everyone, even those whose behavior was abhorrent)?
- Could some parts of the message come across as shaming and will that undermine our aim to bring people together?
- Might reference to removal from Chambers help incite a challenge or test at a subsequent meeting?
- Is a desire to (rightly) acknowledge and take action on this event compromised by trying to get the message "perfect"?

I'm still thinking this through, obviously, so would welcome a dialogue about this with you. I was really lucky to enjoy an all-department director meeting yesterday to unpack, discuss and think some of this through and I'd love to add some of the team's insights and reflections into the mix. It's also come up in several occasions with other administrators (4-5 agencies and counting) and I have made mention to each that we are all in similar places of responsibility and opportunity in learning from/taking action

in this space.

Best,  
John

**John Mauro** | City Manager

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**From:** David Faber <[DFaber@cityofpt.us](mailto:DFaber@cityofpt.us)>

**Sent:** Thursday, August 4, 2022 1:34 PM

**To:** John Mauro <[JMauro@cityofpt.us](mailto:JMauro@cityofpt.us)>; Amy Howard <[AHoward@cityofpt.us](mailto:AHoward@cityofpt.us)>

**Subject:** September Newsletter

All, here is what I wrote for the September Utility Newsletter. Would you both please read it and let me know if you think I did okay with it, or if I should add anything else?

"A Word About Community & Respect

In the July utility newsletter, I invited & encouraged people to attend council meetings and made the request of the public to “please remember that we . . . are all human, and kindness is appreciated. I’m not saying that you can’t disagree, or even disagree vehemently. . . Instead, I ask that you bring disagreement to meetings in a collegiate & mutually-respectful fashion.”

Well, that didn’t last long.

This last Monday, August 1<sup>st</sup> (I am writing on Thursday, August 4<sup>th</sup>, given the deadlines for newsletter content), the City Council meeting chambers were filled with protesters upset about the local YMCA enforcing state law against a patron who, a few days earlier, had verbally harassed and demeaned a transgender staff member. Throughout an hour of public comment, I was appalled and disgusted to hear people—all of them my elders, to shame—repeatedly call trans persons “pedophiles” and “rapists”, and otherwise deliberately and aggressively malign, misgender, and treat the trans members of our community—our friends, family, and loved-ones—with utter contempt.

It was an awful display. Stopping myself from responding to the protesters

with anger took every ounce of my self-control, and when they ignored my gavel and my requests that they show basic decency & decorum, and avoid jeering, shouting, applauding, & other bullying behavior, I gave up and instead did my best to model the sort of behavior that the protesters were utterly failing to display: I listened quietly, as one by one they approached the podium to spread their vitriol.

But in my attempt to embrace decorum & model good behavior, I realize now that I was abandoning our transgender community who were actively being bullied by the protesters. It was incumbent upon me, as presiding officer, to bring the meeting to order, and to remind people that if they cannot engage respectfully & without boisterous displays of bigotry, they could (and should) be removed from council chambers.

I failed. I am sorry. And I promise to try to do better in the future.

The events of the August 1<sup>st</sup> council meeting have resulted in further discussions and the City Council will be fine-tuning our rules and procedures around what is to be done—including not just what the presiding officer *can* do in this situation, but what the presiding officer *should* do—if similar situations like this happen in the future. I need training, and I need to understand the tools I have so I can do my job effectively. This is on me. I did not do my job well.

Until then, I want to again remind people who want to come to council: you are welcome, even encouraged to come and say your piece, but *please* remember the humanity of those around you, and I implore those of you who displayed such contempt for transgender people at our August 1 meeting to be *better members of our community*. "

I just want to double check my thinking and approach here. Please let me know!

Thank you.

Best,  
David J. Faber