



# SEATTLE CITY COUNCIL

## Neighborhoods, Education, Civil Rights, and Culture Committee

### Agenda

Friday, March 24, 2023

9:30 AM

Council Chamber, City Hall  
600 4th Avenue  
Seattle, WA 98104

Tammy J. Morales, Chair  
Kshama Sawant, Vice-Chair  
Andrew J. Lewis, Member  
Sara Nelson, Member  
Dan Strauss, Member

Chair Info: 206-684-8802; [Tammy.Morales@seattle.gov](mailto:Tammy.Morales@seattle.gov)

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<http://seattle.gov/cityclerk/accommodations>.



**SEATTLE CITY COUNCIL**  
**Neighborhoods, Education, Civil Rights, and**  
**Culture Committee**  
**Agenda**  
**March 24, 2023 - 9:30 AM**

**Meeting Location:**

Council Chamber, City Hall, 600 4th Avenue, Seattle, WA 98104

**Committee Website:**

<https://www.seattle.gov/council/committees/neighborhoods-education-civil-rights-and-culture>

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This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

Members of the public may register for remote or in-person Public Comment to address the Council. Details on how to provide Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at the meeting at <http://www.seattle.gov/council/committees/public-comment>. Online registration to speak will begin two hours before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

In-Person Public Comment - Register to speak on the Public Comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. Registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

Submit written comments to Councilmember Tammy J. Morales at [Tammy.Morales@seattle.gov](mailto:Tammy.Morales@seattle.gov)

*Please Note: Times listed are estimated*

**A. Call To Order**

**B. Approval of the Agenda**

**C. Public Comment**

**D. Items of Business**

**Consent Agenda Appointments**

*A recommendation for items listed on the Consent Agenda will be taken with a single vote.*

1. [Appt 02493](#) **Reappointment of Maria Zepeda Flores as member, Seattle Immigrant and Refugee Commission, for a term to January 31, 2024.**

Attachments: [Appointment Packet](#)

2. [Appt 02483](#) **Appointment of Jonathan Cracolici as member, Pike Place Market Historical Commission, for a term to December 1, 2024.**

Attachments: [Appointment Packet](#)

3. [Appt 02485](#) **Reappointment of Grace Leong as member, Pike Place Market Historical Commission, for a term to December 1, 2025.**

Attachments: [Appointment Packet](#)

4. [Appt 02486](#) **Reappointment of Lisa Martin as member, Pike Place Market Historical Commission, for a term to December 1, 2025.**

Attachments: [Appointment Packet](#)

5. [Appt 02487](#) Reappointment of Golnaz Mohammadi as member, Pike Place Market Historical Commission, for a term to December 1, 2025.

*Attachments:* [Appointment Packet](#)

6. [Appt 02482](#) Appointment of Lance Wagner as member, Pike Place Market Historical Commission, for a term to December 1, 2023.

*Attachments:* [Appointment Packet](#)

7. [Appt 02488](#) Appointment of Ching-In Chen as member, Cultural Space Agency Public Development Authority Governing Council, for a term to December 1, 2025.

*Attachments:* [Appointment Packet](#)

8. [Appt 02489](#) Appointment of Olisa Enrico-Johnson as member, Cultural Space Agency Public Development Authority Governing Council, for a term to December 1, 2025.

*Attachments:* [Appointment Packet](#)

9. [Appt 02490](#) Appointment of Gladys Ly-Au Young as member, Cultural Space Agency Public Development Authority Governing Council, for a term to December 1, 2025.

*Attachments:* [Appointment Packet](#)

10. [Appt 02491](#) Appointment of ChrisTiana ObeySumner as member, Cultural Space Agency Public Development Authority Governing Council, for a term to December 1, 2025.

*Attachments:* [Appointment Packet](#)



11. [Appt 02492](#) Appointment of Ixtli White Hawk as member, Cultural Space Agency Public Development Authority Governing Council, for a term to December 1, 2025.

*Attachments:* [Appointment Packet](#)

12. [Appt 02484](#) Appointment of Elisa Shostak as member, Pike Place Market Historical Commission, for a term to December 1, 2025.

*Attachments:* [Appointment Packet](#)

13. [Appt 02481](#) Appointment of Mark C. Childs as member, Pike Place Market Historical Commission, for a term to December 1, 2023.

*Attachments:* [Appointment Packet](#)

14. [Appt 02494](#) Appointment of Becca Pheasant-Reis as member, Landmarks Preservation Board, for a term to August 14, 2025.

*Attachments:* [Appointment Packet](#)

15. [Appt 02495](#) Appointment of Dong Soo Michael Seo as member, Community Involvement Commission, for a term to May 31, 2023.

*Attachments:* [Appointment Packet](#)

**Legislation and Department Presentations**

16. [Appt 02497](#) **Appointment of Derrick D. Wheeler-Smith as Director, Office for Civil Rights, for a term to Mayor's Discretion.**

*Attachments:* [Appointment Packet](#)

*Supporting*

*Documents:* [Council Appointment Questionnaire](#)

**Briefing, Discussion, and Possible Vote** (20 minutes)

**Presenters:** Greg Wong, Deputy Mayor, Office of the Mayor; Derrick Wheeler-Smith, Interim Director, Office for Civil Rights

17. **Panel on a Municipal Role in Building Generational Wealth**

**Briefing and Discussion** (40 minutes)

**Presenters:** Reginald Gordon, Deputy Chief Administrative Officer for Human Services, City of Richmond, VA; Nneka Onwuzurike, Community Wealth Building Lead, City of Chicago Mayor's Office

18. [CB 120525](#) **AN ORDINANCE establishing the Race and Social Justice Initiative as City policy; establishing governance of the Race and Social Justice Initiative within the Office for Civil Rights; authorizing the Office for Civil Rights to lead the Race and Social Justice Initiative; and adding new Sections 3.14.941 through 3.14.945 to the Seattle Municipal Code.**

*Supporting  
Documents:*

[Summary and Fiscal Note](#)

**Briefing, Discussion, and Possible Vote** (20 minutes)

**Presenter:** Asha Venkataraman, Council Central Staff

## E. Adjournment



Legislation Text

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**File #:** Appt 02493, **Version:** 1


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Reappointment of Maria Zepeda Flores as member, Seattle Immigrant and Refugee Commission, for a term to January 31, 2024.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Maria Zepeda Flores</i>		
<b>Board/Commission Name:</b> <i>Seattle Immigrant and Refugee Commission</i>		<b>Position Title:</b> <i>Member</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Term of Position: *</b> <i>2/1/2022 to 1/31/2024</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> <i>District 5</i>	<b>Zip Code:</b> <i>98195</i>	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> <p>Maria Zepeda Flores spent years working directly with immigrant populations in California and Connecticut prior to coming to Seattle. She is currently a Project Program Manager at King County Metro Transit. She first engaged with the City of Seattle's Office of Immigrant and Refugee Affairs at the Seattle United Mega-Workshop in 2018. This experience reminded her that even though there's a lot of needs and work that needs to be done, we can make meaningful impacts through concerted effort.</p> <p>Maria is also a graduate student at the University of Washington Evans School of Public Policy and Governance where she explores the consequences for immigrant communities in adding a citizenship question to the 2020 Census. She is also a development organizer with the Washington Bus.</p> <p>As a child of immigrants and someone who has worked with immigrants for several years, she hold dear the opportunity to make a bigger impact for these communities who face additional needs and barriers to success.</p>		
<b>Authorizing Signature (original signature):</b> 	<b>Appointing Signatory:</b> <i>Tammy J. Morales</i> <i>Councilmember, District 2</i>	

\*Term begin and end date is fixed and tied to the position and not the appointment date.

# MARIA ZEPEDA FLORES

## SUMMARY

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- Experienced nonprofit professional studying public policy with a focus on social policy
- Skilled in research, data analysis, and creative problem-solving strengthened through MPA coursework
- Native Spanish bilingual speaker and experienced working with populations including women, people of color, LGBTQ+, immigrants, and individuals with disabilities

## EDUCATION

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**Evans School of Public Policy & Governance, University of Washington, Seattle, WA** June 2019

Master of Public Administration Candidate GPA 3.67

- Nancy Bell Evans Endowed Fellowship; UW Graduate School's Graduate Opportunity – Minority Achievement Program Award; Omega Phi Beta Golden Calibri Grant
- Relevant Coursework: Race & Equity in Policy and Governance; Macroaggressions and Macroassaults – Equity in Praxis

**Yale University, New Haven, CT** May 2014

Bachelor of Arts: Psychology

- Relevant Coursework: Ethnicity, Race & Migration; and U.S. Gay & Lesbian History

## WORK EXPERIENCE

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*Development Organizer* (Jan 2018 – Present); *Development Intern* (Oct 2017 – Dec 2017) Oct 2017 – Present

The Washington Bus – Seattle, WA

- Spearhead transition from Salesforce and other systems to EveryAction by identifying program and development staff's needs to ensure smooth transition
- Coordinate with staff members, organizational partners, and various platforms to streamline communication and provide logistical support for EveryAction transition

*Bilingual Community Support for Families Worker* Sep 2015 – Jul 2017

Wellmore Behavioral Health – Waterbury, CT

- Advocated for families using knowledge of educational, clinical, and community systems to establish families' stability in their homes and increase community engagement
- Launched initiative for undocumented families by adapting and distributing a resource packet, focused on informing families of their rights, of community legal services, and of the need to create an action plan
- Collaborated with other local agencies and nonprofits through Waterbury's cradle-to-career partnership to increase parent engagement,

*Program Leader* Aug 2014 – Jul 2015

AmeriCorps/Think Together – San Jose, CA

- Implemented character building lessons for 18+ second graders by utilizing research-based activities
- Collaborated with parents and teachers on a daily basis to strategize on improving students' behavior and/or academic performance

## ADDITIONAL EXPERIENCE

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*Evans School Partnership for Community & Diversity* Sep 2017 – Present

- Advocate for policy changes regarding racial and social equity within the Evans School
- Lead fundraising initiatives for the 2<sup>nd</sup> Annual Voices and Visions Awards Breakfast

*Various Positions* Mar 2014 – Present

Omega Phi Beta Sorority, Inc.

- Organize panels, discussions, and community service events to raise awareness of violence against women
- Develop and implement cultural sensitivity curriculum focused on inclusivity and the LGBTQIA+ community

# Seattle Immigrant and Refugee Commission

15 Members: Pursuant to *Ordinances 12822 and 120345 and SMC 3.14.545*, [all] members subject to City Council confirmation, [14 [ have 2-year terms, (1) Get Engage Member has 1 year term:

- 7 City Council-appointed
- 8 Mayor-appointed
- 0 Other Appointing Authority-appointed (specify):

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	F	NA	1.	Member	Gul Siddiqi	2/1/21	1/31/23	1	Council
8	F	NA	2.	Member	Hajer Al-Faham	2/1/21	1/31/23	1	Council
1	F	2	3.	Member	Bao-Tram Do	2/1/21	1/31/23	1	Mayor
			4.	Member	Vacant	2/1/21	1/31/23	1	Mayor
			5.	Member	Vacant	8/1/20	7/31/22	1	Council
2	F	NA	6.	Member	Ilays A. Aden	8/1/21	7/31/23	1	Mayor
			7.	Member	Vacant	8/1/21	7/31/23	1	Mayor
8	F	NA	8.	Member	Naheed G. Aaftaab	2/1/22	1/31/24	2	Council
3	F	NA	9.	Member	Maria Zepeda Flores	2/1/22	1/31/24	2	Council
			10.	Member	Vacant	2/1/21	1/31/23	1	Mayor
2	M	7	11.	Member	Emmanuel G. V. Dolo	2/1/22	1/31/24	1	Mayor
1	F	3	12.	Member	Heather Yang Hwalek	2/1/21	1/31/23	1	Council
3	F	4	13.	Member	Amanda Sandoval	8/1/20	7/31/22	1	Mayor
			14.	Member	Vacant	2/1/2022	1/31/24	1	Council
1	F	7	15.	Get Engaged Member	Afra Mohamed	9/1/21	8/31/22	1	Mayor

## SELF-IDENTIFIED DIVERSITY CHART

			(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		
	Men	Women	Transgender	Unknown	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other (Specification Optional)	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor													
Council													
Other													
Total													

## Key:

- \*D List the corresponding *Diversity Chart* number (1 through 9)
- \*\*G List *gender*, M = Male, F= Female, T= Transgender, U= Unknown
- RD Residential Council District number 1 through 7 or N/A

*Diversity information is self-identified and is voluntary.*



Legislation Text

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**File #:** Appt 02483, **Version:** 1

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Appointment of Jonathan Cracolici as member, Pike Place Market Historical Commission, for a term to December 1, 2024.

The Appointment Packet is provided as an attachment.





# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Jonathan Cracolici		
<b>Board/Commission Name:</b> Pike Place Market Historical Commission		<b>Position Title:</b> Position 7 – Resident
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other	<b>Date Appointed:</b> 01/31/23.	<b>Term of Position: *</b> 12/2/2021 to 12/1/2024  <input checked="" type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> Downtown	<b>Zip Code:</b> 98101	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> Jonathan Cracolici has been involved with the Market in a variety of capacities including working in a historic produce high stall, building community among locals and visitors as a bartender, and as a resident. He brings regulatory and compliance experience from his professional background as a civil engineer. Additionally, he has a background in civic engagement and advocacy having held Board and other leadership roles within transit-focused nonprofit organizations.		
<b>Authorizing Signature (original signature):</b>   <b>Date:</b> 1/31/2023		<b>Appointing Signatory:</b> Bruce A. Harrell Mayor of Seattle

\*Term begin and end date is fixed and tied to the position and not the appointment date.

# Jonathan Cracolici

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<b>OBJECTIVE</b>	I intend to use my knowledge of the Market, my community building skills, and my existing relationships with many Market residents and merchants to ensure that the Market remains a vibrant, prosperous, and safe place.
<b>EDUCATION</b>	<b>UC Berkeley, Berkeley, California</b> MS in Civil Engineering, Geosystems Class of 2017 <b>Seattle University, Seattle, Washington</b> BS in Civil Engineering, Class of 2016 <b>Seattle Central College, Seattle, Washington</b> Class of 2014
<b>MARKET WORK EXPERIENCE</b>	<b>White Horse Tavern, Seattle, WA</b> (2019-Present) <i>Bartender:</i> <ul style="list-style-type: none"><li>• My role is to ensure a pleasant and comfortable atmosphere in a neighborhood pub.</li></ul> <b>Choice Produce and Peppers, Seattle, WA</b> (2008-2014) <i>Greengrocer:</i> <ul style="list-style-type: none"><li>• Help customers find excellent produce and a little weird fun as well.</li><li>• Set up and close down the stand, key-holding responsibility.</li></ul> <b>Pappardelle's Pasta, Seattle, WA</b> (2004) <ul style="list-style-type: none"><li>• Selling gourmet pasta and oils. Fourth hire.</li></ul>
<b>ENGINEERING WORK EXPERIENCE</b>	<b>GeoEngineers, Inc, Seattle, Redmond, and Tacoma, WA</b> (2017-Present) <i>Geotechnical Engineer:</i> <ul style="list-style-type: none"><li>• Lead and perform probabilistic seismic hazard analysis for high-rise development projects in Seattle and Bellevue.</li><li>• Provide coordination and responses to peer-review teams on high-importance project including high-rise development and infrastructure projects.</li><li>• Liquefaction hazard analysis.</li><li>• Project management and geotechnical report writing.</li></ul> <b>McMillen Jacobs Associates, Seattle, WA</b> (2015) <i>Intern:</i> <ul style="list-style-type: none"><li>• Assisted on cost estimates for a \$110,000,000 Sound Transit parking garage project.</li><li>• Helped design micro piles for a BNSF tunnel restoration</li><li>• Performed construction observation on excavation of the University District Light Rail Station.</li></ul>
<b>VOLUNTEER EXPERIENCE</b>	<b>Seattle Subway, Seattle, WA</b> (2012-Present) <i>Outreach Director (501c3 President Emeritus):</i> <ul style="list-style-type: none"><li>• Plan, promote, manage and provide staffing for weekly farmer's market booth</li><li>• Managed an all-volunteer signature gathering effort that averaged a signature every 90 seconds</li><li>• Conduct media interviews on behalf of Seattle Subway's STComplete campaign</li><li>• Provide testimony to the Sound Transit Board</li></ul> <i>Board Member (501c3):</i> <ul style="list-style-type: none"><li>• Organized a direct outreach campaign to activate voters for a potential Sound Transit 3 vote in 2016.</li><li>• Attends Board meetings, contributes to direction of organization.</li></ul> <i>Volunteer:</i> <ul style="list-style-type: none"><li>• Staff booth at farmer's markets</li><li>• Created a guerrilla marketing piece</li><li>• Write and edit articles and releases</li></ul> <b>Cascadia Rail, Seattle, WA</b> (2018-2019) <i>Founding Board Officer, Director of Volunteer Coordination and Chapter Relations</i>

- Co-Authored founding documents, bylaws, and chapter launch materials
  - Travel to establish chapters and provide start-up support
  - Mentor local leaders on public outreach and volunteer coordination
- Transportation Choices Coalition**, Seattle, WA (2013)
- Acted as spokesperson for pro-transit constituents from the 43rd district in meetings with then Sen. Murray, then Rep. Pederson, and Speaker Chopp.
  - Testified before the Senate Transportation Committee against SB 6001 on the grounds that it failed to include transit funding.

**AWARDS**

Co-President Seattle University College of Science and Engineering Bannan Scholars,  
Member of Tau Beta Pi ~ America's Engineering Honor Society  
2x UCA of SME YMF World Tunneling Conference Scholarship

**INTERESTS**

Transit, Tunnels, Public Service, Community Outreach, Soccer, History, Urbanism

# Pike Place Market Historical Commission

12 Members: Pursuant to Ordinances 100475 & 124935, all members subject to City Council confirmation, 3-year terms:

- 0 City Council-appointed
- 12 Mayor-appointed
- 0 Other Appointing Authority-appointed (specify):

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	F	7	1.	Friends of the Market	Elisa Shostak	12-2-22	12-1-25	1	Mayor
6	F	7	2.	Friends of the Market	Leslie Buker	12-2-20	12-1-23	1	Mayor
1	F	7	3.	Architect	Grace Leong	12-2-22	12-1-25	2	Mayor
6	M	1	4.	Architect	Mark Childs	12-2-20	12-1-23	1	Mayor
6	M	7	5.	Merchant	Lance Wagner	12-2-20	12-1-23	1	Mayor
8	F	N/A	6.	Merchant	Golnaz Mohammadi	12-2-22	12-1-25	2	Mayor
6	M	7	7.	Resident	Jonathan Cracolici	12-2-21	12-1-24	1	Mayor
			8.	Resident	Vacant	12-2-20	12-1-23		Mayor
6	F	1	9.	Property Owner	Lisa Martin	12-2-22	12-1-25	2	Mayor
			10.	Allied Arts of Seattle	Vacant	12-2-21	12-1-24		Mayor
6	M	1	11.	Allied Arts of Seattle	Samuel Farrazaino	12-2-17	12-1-20	2	Mayor
1	F	7	12.	At-Large	Stephanie Young	12-2-21	12-1-24	2	Mayor

## SELF-IDENTIFIED DIVERSITY CHART (1) (2) (3) (4) (5) (6) (7) (8) (9)

	Male	Female	Transgender	NB/ O/ U	(1) Asian	(2) Black/ African American	(3) Hispanic/ Latino	(4) American Indian/ Alaska Native	(5) Other	(6) Caucasian/ Non-Hispanic	(7) Pacific Islander	(8) Middle Eastern	(9) Multiracial
<b>Mayor</b>	4	6	0	0	2	0	0	0	0	7	0	1	0
<b>Council</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	4	6	0	0	2	0	0	0	0	7	0	1	0

### Key:

- \*D List the corresponding *Diversity Chart* number (1 through 9)
- \*\*G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown
- RD Residential Council District number 1 through 7 or N/A

*Diversity information is self-identified and is voluntary.*



Legislation Text

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**File #:** Appt 02485, **Version:** 1

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Reappointment of Grace Leong as member, Pike Place Market Historical Commission, for a term to December 1, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Grace Leong		
<b>Board/Commission Name:</b> Pike Place Market Historical Commission		<b>Position Title:</b> Position 3 – Architect
<input type="checkbox"/> <b>Appointment</b> OR <input checked="" type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other	<b>Date Appointed:</b> 01/31/23.	<b>Term of Position: *</b> 12/2/2022 to 12/1/2025  <input type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> Downtown	<b>Zip Code:</b> 98101	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> Re-appointment to a second term is sought for Grace Leong. Ms. Leong is a licensed architect with vast experience as a project architect, project manager, consultant, and principal. She worked on various design phases of the Pike Place Marketfront and the Market Commons. Her commitment to serving the community has included Board service for local non-profits focusing on children and families, as well serving two terms on the Downtown Seattle Design Review Board. She has served as Chairperson for the Historical Commission’s Design Review Committee and was recently elected to serve as Commission Chairperson.		
<b>Authorizing Signature (original signature):</b>  <b>Date:</b> 1/31/2023		<b>Appointing Signatory:</b> Bruce A. Harrell Mayor of Seattle

\*Term begin and end date is fixed and tied to the position and not the appointment date.

## Grace Leong AIA, NCARB, LEED AP

<b>credentials</b>	<b>licensed architect, Washington state #10040</b> NCARB certification LEED AP with Building Design + Construction specialty, accredited professional SEED certified professional [Social Economic Environmental Design]
<b>education</b>	<b>Massachusetts Institute of Technology</b> School of Architecture and Planning Bachelor of Science in Art and Design  <b>University of Washington</b> Master of Architecture guest critic for thesis and design studios <i>ongoing</i> teaching assistant / design critic for Introduction to Architecture design studio Finrow Fellowship for Studies Abroad [architectural study at the University of Washington Rome Center] Naramore Scholarship, awarded by MIT for graduate study in architecture
<b>experience</b>	<b>Studio MGL, LLC <i>since 2016</i></b> principal design at all scales, furniture to site planning  architectural consultant [multi-family, education] consultant for Sundberg Kennedy Ly-Au Young Architects projects include Othello Square (low income housing ownership); The Pratt (mixed use building with retail and instructional art studios at street level)  <b>Weinstein Architects + Urban Designers LLC 2015 - 2016</b> project architect / project manager mixed-use / multi-family  lead for coordination with all disciplines of the design team and building documentation  <b>The Miller Hull Partnership, LLP 2005 - 2015</b> project architect / project manager projects include civic, educational, residential [single family, multi-family, and mixed use], and office buildings  Responsibilities include lead for coordination with all disciplines of the design team, fee management, building documentation [primarily in Revit], specification coordination, facilitating meetings with constituent groups, presentations to the public and stakeholders, and contracts. Involved in marketing proposals and staff roundtables focused on construction, documentation, and administrative discussions.
<b>service</b>	<b>Pike Market Child Care and Preschool</b> [501(c)(3) non-profit organization] Board officer; Equity Change Team member <b>Parents for a Better Downtown Seattle</b> [501(c)(3) non-profit organization] Board member <b>City of Seattle Design Review Board, Downtown district</b> [2 terms, 2015 - 2019] <b>Seattle Public Schools</b> Capacity Management Task Force

**references**     The following architects are available as professional and personal references:

**The Miller Hull Partnership**

**David Miller** FAIA



**Sian Roberts** FAIA, LEED AP



**Ron Rochon** FAIA



**Weinstein A+U**

**Ed Weinstein** FAIA



**Sundberg Kennedy Ly-Au Young Architects**

**Rick Sundberg** FAIA, LEED AP



**John Kennedy** AIA, LEED AP



**Gladys Ly-Au Young** AIA, LEED AP



**SHKS Architects**

**David Strauss** Ph.D., AIA, LEED AP



Additional references available, please request.



# Pike Place Market Historical Commission

12 Members: Pursuant to Ordinances 100475 & 124935, all members subject to City Council confirmation, 3-year terms:

- 0 City Council-appointed
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6	M	7	5.	Merchant	Lance Wagner	12-2-20	12-1-23	1	Mayor
8	F	N/A	6.	Merchant	Golnaz Mohammadi	12-2-22	12-1-25	2	Mayor
6	M	7	7.	Resident	Jonathan Cracolici	12-2-21	12-1-24	1	Mayor
			8.	Resident	Vacant	12-2-20	12-1-23		Mayor
6	F	1	9.	Property Owner	Lisa Martin	12-2-22	12-1-25	2	Mayor
			10.	Allied Arts of Seattle	Vacant	12-2-21	12-1-24		Mayor
6	M	1	11.	Allied Arts of Seattle	Samuel Farrazaino	12-2-17	12-1-20	2	Mayor
1	F	7	12.	At-Large	Stephanie Young	12-2-21	12-1-24	2	Mayor

## SELF-IDENTIFIED DIVERSITY CHART

	SELF-IDENTIFIED DIVERSITY CHART												
					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	4	6	0	0	2	0	0	0	0	7	0	1	0
Council	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>

## Key:

- \*D List the corresponding Diversity Chart number (1 through 9)
- \*\*G List gender, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown
- RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

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**File #:** Appt 02486, **Version:** 1



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Reappointment of Lisa Martin as member, Pike Place Market Historical Commission, for a term to December 1, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Lisa Martin		
<b>Board/Commission Name:</b> Pike Place Market Historical Commission		<b>Position Title:</b> Position 9 – Property Owner
<input type="checkbox"/> <b>Appointment</b> OR <input checked="" type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other	<b>Date Appointed:</b> 01/31/23.	<b>Term of Position: *</b> 12/2/2022 to 12/1/2025  <input type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> West Seattle	<b>Zip Code:</b> 98116	<b>Contact Phone No.:</b> 
<b>Background:</b> Re-appointment to a second term is sought for Lisa Martin. Ms. Martin’s involvement in the Pike Place Market Historical District spans her entire lifetime through her family’s ownership and management of The Champion Building. She is a second-generation Market Historical Commissioner, prior owner and operator of a small independent Market business and has worked extensively with a wide variety of prospective small business tenants. Her richly informed perspective on the Pike Place Market was further enhanced during her two-term tenure as Commission Chairperson from May 2021 – January 2023.		
<b>Authorizing Signature (original signature):</b>  <b>Date:</b> 1/31/2023		<b>Appointing Signatory:</b> Bruce A. Harrell Mayor of Seattle

\*Term begin and end date is fixed and tied to the position and not the appointment date.

# Lisa Martin

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## SUMMARY

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Seasoned Pike Place Market owner, vendor, and customer with exemplary skills in communication and organization. Engaging personality and service driven background coupled with knowledge of business ownership and historical building stewardship. Seeking opportunity to give back to the community which has been so much a part of my family for over three generations.

## SKILLS

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- History of ownership and stewardship of a Pike Place Market Building for over three generations
- Knowledge of the guidelines, ordinances and standards set to guide the preservation of the Pike Place Market
- First-hand experience of owning and working in the Market for over twenty years

## EXPERIENCE

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### **Building Manager**

The Champion Building | Seattle, WA | November 2016 - Current

- The building was bought by my grandfather in the early 1950's. A self-taught artist and entrepreneur, he created the first display company west of the Mississippi
- I began as a toddler, picking up sequins on the costume floor and would continue in the world of fashion working for local designers after graduating from the University of Washington
- Since high school, I was taught the business side of owning a building. However, it was not until college where I truly honed my bookkeeping and spreadsheet making skills
- Since my father's illness and subsequent passing, I have taken on full responsibility of stewardship of the property. Negotiating leases, financials, overseeing routine maintenance, repairs and improvements. In addition, I continue to foster good relationships with our current tenants, neighbors and contractors

### **Business Owner**

Taxi Dogs | Seattle, WA | May 1997 – May 2019

- Created this business after graduating from college. Named after The Dollar Taxicab Company which our building was built for 1928
- Developed the menu, oversee the day to day operations, financials and staffing
- Written up in many magazines and publications

## **Business Owner**

Pear Delicatessen & Shoppe | Seattle, WA | February 2003 - September 2017

- First developed as Pike Place Grocery & Deli and then we changed the name to Pear Delicatessen & Shoppe in 2005
- Created as a specialty food store & deli. All our products were hand selected and focused on local and small family produced items. Everything served in the deli was made in house and sourced from small family farms
- My responsibilities included management of staff, customers relations, vendor relations, product development, displays, social media, A/R, A/P, catering, purchasing etc.
- Written up in many magazines, publications, as well as, featured on TV

## **EDUCATION AND TRAINING**

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**Bachelor of Arts:** Communications

University of Washington | Seattle, WA | 1994

# Pike Place Market Historical Commission

12 Members: Pursuant to Ordinances 100475 & 124935, all members subject to City Council confirmation, 3-year terms:

- 0 City Council-appointed
- 12 Mayor-appointed
- 0 Other Appointing Authority-appointed (specify):

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	F	7	1.	Friends of the Market	Elisa Shostak	12-2-22	12-1-25	1	Mayor
6	F	7	2.	Friends of the Market	Leslie Buker	12-2-20	12-1-23	1	Mayor
1	F	7	3.	Architect	Grace Leong	12-2-22	12-1-25	2	Mayor
6	M	1	4.	Architect	Mark Childs	12-2-20	12-1-23	1	Mayor
6	M	7	5.	Merchant	Lance Wagner	12-2-20	12-1-23	1	Mayor
8	F	N/A	6.	Merchant	Golnaz Mohammadi	12-2-22	12-1-25	2	Mayor
6	M	7	7.	Resident	Jonathan Cracolici	12-2-21	12-1-24	1	Mayor
			8.	Resident	Vacant	12-2-20	12-1-23		Mayor
6	F	1	9.	Property Owner	Lisa Martin	12-2-22	12-1-25	2	Mayor
			10.	Allied Arts of Seattle	Vacant	12-2-21	12-1-24		Mayor
6	M	1	11.	Allied Arts of Seattle	Samuel Farrazaino	12-2-17	12-1-20	2	Mayor
1	F	7	12.	At-Large	Stephanie Young	12-2-21	12-1-24	2	Mayor

## SELF-IDENTIFIED DIVERSITY CHART

	SELF-IDENTIFIED DIVERSITY CHART												
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	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	4	6	0	0	2	0	0	0	0	7	0	1	0
Council	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>

## Key:

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- RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

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**File #:** Appt 02487, **Version:** 1

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Reappointment of Golnaz Mohammadi as member, Pike Place Market Historical Commission, for a term to December 1, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Golnaz Mohammadi		
<b>Board/Commission Name:</b> Pike Place Market Historical Commission		<b>Position Title:</b> Position 6 – Merchant
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other	<b>Date Appointed:</b> 01/31/23.	<b>Term of Position: *</b> 12/2/2022 to 12/1/2025  <input type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> Kirkland, WA	<b>Zip Code:</b> 98034	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> Re-appointment to a second term is sought for Golnaz Mohammadi. Ms. Mohammadi has owned and operated a family business within the Market since 2018. She has the experience of being an applicant appearing before the Commission, as well as being a Commissioner evaluating proposals and rendering decisions. In addition to this valuable combination of perspectives, she is a licensed architect and has been a great asset as a member of the Commission’s Design Review Committee. In January 2023 she was elected by her peers to serve as Vice Chairperson, and was also re-appointed to serve on the Design Review Committee.		
<b>Authorizing Signature (original signature):</b>   <b>Date:</b> 1/31/2023		<b>Appointing Signatory:</b> Bruce A. Harrell Mayor of Seattle

\*Term begin and end date is fixed and tied to the position and not the appointment date.



OBJECTIVE

Project Architect / Project Manager

SUMMARY OF QUALIFICATION

- A savvy self-motivated designer with strong design engineering skills and computation
- Managing multiple projects and related documentations
- Subject expert matter in AutoCAD as an instructor, architect
- Exceptional relationship building ability and customer orientation
- Master Thesis in Building Information Modeling (BIM)

***Pizza And Pasta Bar: General Manager, Seattle, WA*** *2018-current*

***Pike Place Market Historic commission member, Seattle, WA*** *2019-current*

***Terrene Homes: Architectural Designer / Manager, Bellevue, WA*** *3/2017-6//2018*

- Design and manage high-end residential homes. Manage design process from scratch to complete construction while applying best practices to manage construction cost and delivering superior design
- Managing all cross-communications between structure engineering and trusses company
- Preparing the design and construction documents for permit and construction
- Improving the company CAD Management Systems. Creating new CAD Templates for different building types to be utilized across different organizations in the company.

***Craft Architects: Project Architect, Seattle, WA*** *2016-2017*

- Worked on variety of projects such as banks, office improvement to warehouse feasibility studies and design
- Managed all stages of project from design to construction documents

***Jensen Fey Architecture: Project Architect, Redmond, WA*** *2015-10/2016*

- Project: Courtyard Marriott Pullman with Modular design
- Responsible for all phases of Architectural projects including project management, construction administration, production, construction documents, project meetings, and specifications
  - Responsible for leading of project in specific regard to Architectural Scope of Work, budget, and schedule
  - Interfaced with all disciplines to integrate all project elements into coherent designs
  - Client interaction through project meetings, and phone contacts
  - Permit submittals as well as Labor and Industry

***ITT Tech: Instructor (Part-time), Everett, WA*** *2012-2015*

- School of Drafting and Design: teach Design and CAD/BIM courses such as AutoCAD, 3D Modeling, Design Theory, Sustainable/Green Design and Photoshop classes

***Panasonic: Design Engineer II, (Contract) Bothell, WA*** *2012-2015*

- Utilize AutoCAD to perform complex and precise aircraft wiring diagrams design, cable assemblies, and seat configuration
- Responsible for assisting with the end-to-end projects cycle within the Systems Installation Group
- Utilize AutoCAD to design and develop in-flight entertainment engineering documentations
- Collaborate and support cross-functional groups to coordinate project requirements and milestones
- Development of drawing / document per customer and Regulatory Agencies standards

***Zirak Design and Consulting: Owner / Operator, Bothell, WA*** *2010-2012*

Freelancing residential design / additions utilizing AutoCAD Architectural Desktop or ArchiCad, and oversight the city permit and building code process

**Olympics Associates:** CAD Manager/Designer, Seattle, WA 2006-2007

- Design and production of construction documents of Starbucks Stores using MicroStation and AutoCAD for development as well as coordination with cross-functional teams and external clients
- Created and designed a AutoCAD user interface as well as Cad tool Pallets, tool bars for Auto cad2007
- Installed and upgraded CAD versions to existing AutoCAD 2007 companywide, designed and modified CAD blocks, CAD templates and CAD libraries for explicit company use
- Trained, mentored and helped the entire company with the new CAD System.

**Mithun Architects:** Architect / Designer, Seattle, WA 2005-2006

*High Point (ULI Global Award) and Sunrise Pasadena projects:*

- Managed construction documents for over 30 unit types, including single and multi-family buildings
- Integration of design changes, and collaboration with structure, site, and other cross-functional teams
- Addressed all design revisions and codes required by the City

**Starbucks Coffee Company,** Architectural Designer/Job Captain, Seattle, WA 2004-2005

- Architectural design and production of construction documents using MicroStation and AutoCAD for development as well as coordination with cross-functional teams and external clients
- Designed and provided interior elevations illustrating interior finishes, material, and details. Select and assign interior materials, finishes and colors
- Collaborated with cross-functional teams and other key stakeholders to meet the stringent project deadlines (two-week per store) set by the Corporate Office

**Rod Novian Architecture,** Project Architect/Manager, Seattle, WA 2001-2004

- Designed schematics, developed construction documents for single and multi-family residential projects
- Designed wood framing plans and details and coordination with structural engineer
- Computer drawing production, 3D modeling, space planning, site analyses, zoning analyses

**KSI Architecture + Planning,** Architectural Designer, Seattle, WA 2001-2002

- Designed and drafted plans, elevations, sections, and details for the interiors and exteriors of residential, educational, and retail projects

**Scenery West,** Job Captain/Designer, North Hollywood, CA 1999-2000

Texas Wild Theme Park and Scenery Project

- Produced up to 100 complex design and construction documents, involving multiple company packages and large-scale metrics

#### ACADEMIC EXPERIENCE

**Master of Science:** Architecture, University of Washington, Seattle, WA...June 2004

**Master of Art:** Architecture, Azad University, Tehran...May 1999

#### SOFTWARE AND COMPUTATION EXPERTISE:

AutoCAD Architectural Desktop, MicroStation, 3D Studio MAX, Adobe Photoshop, Adobe Illustrator, Animation, and Java Programming/Designing by Number (DBN), and working knowledge of Revit.

# Pike Place Market Historical Commission

12 Members: Pursuant to Ordinances 100475 & 124935, all members subject to City Council confirmation, 3-year terms:

- 0 City Council-appointed
- 12 Mayor-appointed
- 0 Other Appointing Authority-appointed (specify):

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	F	7	1.	Friends of the Market	Elisa Shostak	12-2-22	12-1-25	1	Mayor
6	F	7	2.	Friends of the Market	Leslie Buker	12-2-20	12-1-23	1	Mayor
1	F	7	3.	Architect	Grace Leong	12-2-22	12-1-25	2	Mayor
6	M	1	4.	Architect	Mark Childs	12-2-20	12-1-23	1	Mayor
6	M	7	5.	Merchant	Lance Wagner	12-2-20	12-1-23	1	Mayor
8	F	N/A	6.	Merchant	Golnaz Mohammadi	12-2-22	12-1-25	2	Mayor
6	M	7	7.	Resident	Jonathan Cracolici	12-2-21	12-1-24	1	Mayor
			8.	Resident	Vacant	12-2-20	12-1-23		Mayor
6	F	1	9.	Property Owner	Lisa Martin	12-2-22	12-1-25	2	Mayor
			10.	Allied Arts of Seattle	Vacant	12-2-21	12-1-24		Mayor
6	M	1	11.	Allied Arts of Seattle	Samuel Farrazaino	12-2-17	12-1-20	2	Mayor
1	F	7	12.	At-Large	Stephanie Young	12-2-21	12-1-24	2	Mayor

## SELF-IDENTIFIED DIVERSITY CHART

	(1)		(2)		(3)		(4)		(5)		(6)		(7)		(8)		(9)	
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial					
Mayor	4	6	0	0	2	0	0	0	0	7	0	1	0					
Council	0	0	0	0	0	0	0	0	0	0	0	0	0					
Other	0	0	0	0	0	0	0	0	0	0	0	0	0					
<b>Total</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>					

## Key:

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Legislation Text

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**File #:** Appt 02482, **Version:** 1

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Appointment of Lance Wagner as member, Pike Place Market Historical Commission, for a term to December 1, 2023.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Lance Wagner		
<b>Board/Commission Name:</b> Pike Place Market Historical Commission		<b>Position Title:</b> Position 5 – Merchant
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other	<b>Date Appointed:</b> 01/31/23.	<b>Term of Position: *</b> 12/2/2020 to 12/1/2023  <input checked="" type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> Downtown	<b>Zip Code:</b> 98101	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> Lance Wagner is a professional photographer and an inaugural merchant-resident of the artist cottages located within the Pike Place Market’s MarketFront development. His prior experience with historic preservation includes presenting to the Pike Place Market Historical Commission for past photography business operations, and involvement with the landmark designation process of the Cedar Park Elementary School in Seattle. He has donated photography services to the Pike Place Market Foundations and to organizations focusing on reproductive rights and civil liberties issues.		
<b>Authorizing Signature (original signature):</b>  <b>Date:</b> 1/31/2023		<b>Appointing Signatory:</b> Bruce A. Harrell Mayor of Seattle

\*Term begin and end date is fixed and tied to the position and not the appointment date.

## LANCE WAGNER



### AREAS OF EXPERTISE

Color and black&white technical, fine art, editorial, fashion and illustrative photography, digital, 35mm, 120, and 4X5 and 8x10 camera. Tintype, wet plate collodion photography. Mac and Photoshop proficient, Commercial studio and location shooting, lighting and preparation techniques. Extensive assisting history, studio management, and client relations. Writing, production and direction of video shorts and documentaries.

### EDUCATION

Bachelor of Arts, Photo Communications, California State University Fullerton, 1982 Associate of Arts, Photography, Chabot College, Hayward California, 1977.

### VOLUNTEER WORK

2014-2017, Pike Place Market Foundation. Photographer. Projects included, but not limited to, Public Relations photography, 2015 Foundation annual report photography, Pike Up Market front project, principal photographer from fund raising, ground breaking, construction, and ribbon cutting.

2012, I worked with **do\_co,mo.mo\_US\_wewa** (<https://www.docomomo-wewa.org/modern-places/>) to gain Landmark Preservation status to my residence, 2004 to 2013, Artwood Studios /Cedar Park Elementary School, .

The building was designed by Paul Thiry and was slated to be demolished to make way for the construction of a new elementary school. I contacted doc momo wewa and worked with them to help preserve the building from destruction. It was designated as a landmark in 2012.

(<https://www.seattle.gov/Documents/Departments/Neighborhoods/HistoricPreservation/Landmarks/RelatedDocuments/cedar-park-elementary-designation.pdf>)

2011, *Wounded Warrior Project, Photography.*

2010 National Abortion Rights Action League. Photography.

1994 Seattle A.C.L.U, public relations photography.

1988 to 1993 Los Angeles A.C.L.U. public relations photography.

1998 to 1993 Planned Parenthood Los Angeles, public relation photography.

1989 to 1993 Clinic Defense Alliance of Los Angeles. Protecting clinic patients from anti choice terrorists.

1989 to 1993 Fund for the Feminist Majority. Protection of patient rights.

### EMPLOYMENT

2022 to present, owner, iris PORTRAITS in Pike Place Market.

2017 to 2022, Photographer, Self Employed Seaside Oregon

Commercial Photography. Clients included, Mayor Jay Barber Campaign, Seaside Chamber of Commerce, Niblack Events, Cannon Beach vacation Homes.

1993 to 2016, Photographer, Self Employed, Seattle.

Owner of Lance Wagner Photography, OldSchoolPinUps, Seattle Retro Photography.

Commercial photography including but not limited to editorial, advertising, corporate portraiture, event coverage, product, journalistic and technical. Clients include but not limited to, Nordstrom, Olivia Newton John, Pin Up Girl Vodka, Pike Place Market Foundation, Bill and Melinda Gates, Seattle Mariners, Home Depot, Washington Mutual Bank, Donna Karan, Estee Lauder, Cesari Response Television, The Limited, Fare Start, W Magazine, Town and Country Magazine, 20th Century Fox, Alex Borstein.

1988 to 2001 , Photographer Assistant Service , Self Employed Los Angeles and Seattle.

Free lance assistant service for commercial photographers.

1978 to 1981 Photographer for Specht Design.

Primary client, American Honda. Photograph Autos and Motorcycles for advertising and promotion.

1988 to 2001

**Los Angeles / Seattle Production Service, owner.**

PHOTOGRAPHER'S ASSISTANT/ PRODUCTION ASSISTANT/GRIP SERVICE, LIGHTING TECH

#### PARTIAL CLIENT LIST

##### **AMERICAN**

LINDSAY MILGATE/ NORDSTROM EDDIE BAUER NEIMAN MARCUS

BEN VAN HOUTEN/ SEATTLE MARINERS

KWAKU ALSTON/ ESPN MAGAZINE RAY ALLEN

BONNIE SCHIFFMAN/ DISNEY STUDIOS

TIM ZINNEMAN/ BUZZ MAGAZINE BILLY WILDER JENNIFER TILLY

ANDY PHILLIPS/ MEGADEATH

NANCY ELLISON / JEFF BRIDGES ESQUIRE, NATALIE COLE, CD COVER

DIRK HALSTEAD/ PARAMOUNT STAR TREK

NIGEL PARRY/ VANITY FAIR STEVE BALMER

FRANK OCKENFELS III DAVID BOWIE

##### **BRITISH**

TIM O'SULLIVAN / RONALD REAGAN JOHN CLEESE LONDON TIMES

JULIAN BARTON/ CUBA GOODING JR

GERALD WORTMAN/ HARPER'S BAZAAR FASHION

##### **JAPANESE**

D.O.G. PRODUCTIONS / G.Q. MAGAZINE RITZ MAGAZINE

SHIGEO SUZUKI / SHISEDO COSMETICS

U INTERNATIONAL/ BRUCE WILLIS NIPPON TELEPHONE AND TELEGRAPH

BRENTWOOD PICTURES/ CHARLIE SHEEN V BEVERAGE

# Pike Place Market Historical Commission

12 Members: Pursuant to Ordinances 100475 & 124935, all members subject to City Council confirmation, 3-year terms:

- 0 City Council-appointed
- 12 Mayor-appointed
- 0 Other Appointing Authority-appointed (specify):

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
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## SELF-IDENTIFIED DIVERSITY CHART

	(1)		(2)		(3)		(4)		(5)		(6)		(7)		(8)		(9)	
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial					
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Council	0	0	0	0	0	0	0	0	0	0	0	0	0					
Other	0	0	0	0	0	0	0	0	0	0	0	0	0					
<b>Total</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>					

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- \*\*G List gender, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown
- RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.





Legislation Text

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**File #:** Appt 02488, **Version:** 1

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Appointment of Ching-In Chen as member, Cultural Space Agency Public Development Authority Governing Council, for a term to December 1, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Ching-In Chen</i>		
<b>Board/Commission Name:</b> <i>Governing Council of the Cultural Space Agency</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>	<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>The Constituency of the Cultural Space Agency</i>	<b>Term of Position: *</b> 12/1/2022 to 12/1/2025 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> <i>Lake Forest Park</i>	<b>Zip Code:</b> <i>98155</i>	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> <i>Descended from ocean dwellers, Ching-In Chen is a genderqueer Chinese American writer, community organizer and teacher. They are author of The Heart's Traffic: a novel in poems (Arktoi Books/Red Hen Press, 2009) and recombinant (Kelsey Street Press, 2018 Lambda Literary Award for Transgender Poetry winner) as well as chapbooks to make black paper sing (speCt! Books) and Kundiman for Kin :: Information Retrieval for Monsters (Portable Press at Yo-Yo Labs, Leslie Scalapino Finalist).</i> <i>Chen is co-editor of The Revolution Starts at Home: Confronting Intimate Violence Within Activist Communities (South End Press, 1st edition; AK Press, 2nd edition) and Here Is a Pen: an Anthology of West Coast Kundiman Poets (Achiote Press). They have received fellowships from Kundiman, Lambda, Watering Hole, Can Serrat, Imagining America, Jack Straw Cultural Center and the Intercultural Leadership Institute as well as the Judith A. Markowitz Award for Exceptional New LGBTQ Writers.</i> <i>A community organizer, they have worked in Asian American communities in San Francisco, Oakland, Riverside, Boston, Milwaukee, Houston and Seattle and are currently a core member of the Massage Parlor Outreach Project. They currently teach at University of Washington Bothell in the School of Interdisciplinary Arts and Sciences and the MFA program in Creative Writing and Poetics</i>		
<b>Authorizing Signature (original signature):</b>  <i>Bruce A. Harrell</i> <b>Date Signed (appointed):</b> 11/21/2022	<b>Appointing Signatory:</b> <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>	

\*Term begin and end date is fixed and tied to the position and not the appointment date.

# Ching-In Chen



## Teaching Experience

University of Washington	Assistant Professor	2019 – Present
Sam Houston State University	Assistant Professor	2016 – 2019
University of Wisconsin	Teaching Assistant	2010 – 2014
University of California at Riverside	Teaching Assistant	2008 – 2009

## Literary Experience

Cream City Review	Editor In Chief	2011 – 2015
Drunken Boat	Poetry Reader	2013 – 2014
Asian American Resource Workshop	Director of Programs	2004 – 2006

## Education

University of California at Riverside	Master of Fine Arts	2010
University of Wisconsin at Milwaukee	Doctor of Philosophy	2015

## Skills

Creative writing, grantwriting, nonprofit management, volunteer management, program development, and community development.

# Cultural Space Agency Preservation and Development Authority

Five Members: Pursuant to the charter of the Cultural Space Agency, five members subject to City Council confirmation, three-year terms:

- # City Council-appointed
- # Mayor-appointed
- #18 Other Appointing Authority-appointed (specify): The Constituency of the Cultural Space Agency

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	NB		1.	Member	Ching-In Chen	12/1/22	12/1/25	1	CSA
2	NB		2.	Member	ChrisTiana ObeySumner	12/1/22	12/1/25	1	CSA
1	F		3.	Member	Gladys Ly-Au Young	12/1/22	12/1/25	1	CSA
4	F		4.	Member	Ixtli White Hawk	12/1/22	12/1/25	1	CSA
2	F		5.	Member	Olisa Enrico-Johnson	12/1/22	12/1/25	1	CSA

## Previously Approved Members:

2	F	3	6.	Member	Geneiva Arunga	10/1/21	10/1/24	1	CSA
2	F	n/a	7.	Member	Nia Arunga	10/1/21	10/1/24	1	CSA
1	F	2	8.	Member	Julie Chang Shulman	10/1/21	10/1/24	1	CSA
2	F	2	9.	Member	Nyema Clark	10/1/21	10/1/24	1	CSA
2	F	2	10.	Member	Afua Kouyate	10/1/21	10/1/24	1	CSA
2	M	2	11.	Member	Sergio Max Legon Talamoni	10/1/21	10/1/24	1	CSA
4	F	2	12.	Member	Melina Rivera	10/1/21	10/1/24	1	CSA
3	M	2	13.	Member	CM Ruiz	10/1/21	10/1/24	1	CSA
6	M	3	14.	Member	Michael Seiwerrath	10/1/21	10/1/24	1	CSA

## Founding Members:

2	M	2	15.	Member	Tim Lennon	1/1/20	1/1/23	1	CSA
6	M	2	16.	Member	Randy Engstrom	1/1/20	1/1/23	1	CSA
3	F	1	17.	Member	Coté Soerens	1/1/20	1/1/23	1	CSA
6	F	5	18.	Member	Sarah Wilke	1/1/20	1/1/23	1	CSA

## SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor													
Council													
Other	5	11		2	3	8	2	2		3			
Total	5	11		2	3	8	2	2		3			

**Key:**

**\*D** List the corresponding *Diversity Chart* number (1 through 9)

**\*\*G** List *gender*, **M**= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary **O**= Other **U**= Unknown

**RD** Residential Council District number 1 through 7 or N/A

*Diversity information is self-identified and is voluntary.*



## Legislation Text

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**File #:** Appt 02489, **Version:** 1


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Appointment of Olisa Enrico-Johnson as member, Cultural Space Agency Public Development Authority Governing Council, for a term to December 1, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Olisa Enrico-Johnson</i>		
<b>Board/Commission Name:</b> <i>Governing Council of the Cultural Space Agency</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>	<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>The Constituency of the Cultural Space Agency</i>	<b>Term of Position: *</b> 12/1/2022 to 12/1/2025  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> <i>Rainier Beach</i>	<b>Zip Code:</b> <i>98118</i>	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> <i>Olisa is an artist, educator and administrator who believes in the unique power of art to cultivate community and culture. Olisa spent her childhood writing music and performing, traversing genres and rooting in hip hop as her primary form of expression. She branched out to theater and found passion for the power of story to reveal and heal. A performing artist who prioritizes connection to emotional, spiritual and cultural truth, Olisa writes, produces and performs in a multidimensional magical manifestation of the moment.</i>  <i>She earned her BFA in Theatre Performance Magna Cum Laude and an MFA in Theatre Pedagogy with a dual focus in Both Acting/Directing and Voice/Speech. She specializes in the use of Ritual Poetic Drama Within the African Continuum and Archetypes for the Artist.</i>  <i>Olisa is a board member of The Conciliation Project (TCP). We engage the community in courageous conversations to undo oppression that is woven into the fabric of this complex nation.</i> <a href="http://www.theconciliationlab.org">www.theconciliationlab.org</a>  <i>Olisa is the Artistic and Executive Director of <a href="http://www.GriotGirلز.org">www.GriotGirلز.org</a>, a collective of Black Womxn artists whose mission is to engage the community in the art of storytelling through cultural practice and performance. Olisa is Co-Director of Arts Education at <a href="http://www.Artscorps.org">www.Artscorps.org</a>, igniting the creative power of young people. Olisa provides performances, professional development, curriculum development, consultations and workshops through her business <a href="http://www.PraxisEssentials.com">www.PraxisEssentials.com</a>. Olisa proclaims that artists and art are vital to the state of culture and society and shares her soul through performance and cultural practice. Olisa engages collaboration, in relationship, and community.</i>		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> 11/21/2022	<b>Appointing Signatory:</b> <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>	

\*Term begin and end date is fixed and tied to the position and not the appointment date.



Performing Artist/Word Smith  
 Educator/Youth Empowerment  
 Curriculum Design

Arts Administration  
 Master Facilitation  
 Professional Development

[www.griotgirlz.org](http://www.griotgirlz.org)  
[www.olisaenrico.com](http://www.olisaenrico.com)  
[www.praxisessentials.com](http://www.praxisessentials.com)

**Professional Statement**

A lifetime of experience as a performing artist of music, poetry and theater with two decades spent as a teacher of all ages and stages has given me the insight needed to see various types of projects though from inception to completion. Two decades spent in the facilitation of courageous conversations around race and social justice has gifted me empathy, awareness and respect for humanity.

**Education**

**Virginia Commonwealth University**

**Masters of Fine Arts:**

*May 2010*

*Magna Cum Laude Graduate*

**Concentration:** Theatre Pedagogy

**Dual Focus:** Performance // Voice and Speech

<http://scholarscompass.vcu.edu/etd/2113/>

**Bachelors of Fine Arts**

*December 2007*

*Magna Cum Laude Graduate*

**Major Concentration:** Performance

**Minor Concentration:** African American Studies

**Specialized areas of study:** <sup>\*certified</sup>

Ritual Poetic Drama Within the African Continuum\*

Devised Works with marginalized groups.

Directing

Emotional Mapping

Archetypes for the Actor/Singer\*

OxyRhythms- Breath/Body/Voice\*

Shakespeare/Classical Texts

International Phonetic Alphabet

**Certifications**

2019	<b>Secondary ELA Teachers Certification</b>	Northwest Education Development OSPI
2010	<b>Ritual Poetic Drama Within the African Continuum</b>	Dr. Tawnya Pettiford-Wates
2010	<b>OxyRhythms</b>	Janet Rodgers
2010	<b>Archetypes for the Actor</b>	Janet Rodgers & Frankie Armstrong

**Arts Administration**

Present	<b>Executive and Artistic Director</b>	Griot Girlz
Present	<b>Chief Executive Officer</b>	Praxis Essentials
Present	<b>Co-Director of Arts Education</b>	Arts Corps
2004-Present	<b>Board Member</b>	The Conciliation Project

**Consultation, Committees, Cohorts; Rosters**

Present	<b>4 Culture Artist/Activist Digital Resource Hub</b>	King County 4Culture
Present	<b>4 Culture Cultural Education Task Force</b>	King County 4 Culture
Present	<b>Touring Artist Roster</b>	King County 4Culture
Present	<b>Creative Advantage Teaching Artist Roster</b>	City of Seattle Creative Advantage



2021	<b>ITAC Knowledge Sharing &amp; Digital Learning Advisory Committee</b>	International Teaching Artist Collaborative/Creative Generation
2021	<b>BASE: Building Art Space Equitably</b>	City of Seattle: Office of Arts and Culture
2020	<b>Residency Steering Committee</b>	The Residency Seattle: Youth Development through Hip Hop
2019	<b>H2Oxo Movement Consultant</b>	Tessa Hays Nordin
2019	<b>Mentoring the Hustle</b>	Museum of Pop Culture
2019	<b>Grant Review Panel Member</b>	Seattle Office of Arts and Culture
2019	<b>Grant Review Panel Member</b>	Washington State Arts Commission

**Professional/Organizational Memberships**

Present	<b>Member of the Governing Council</b>	Cultural Space Agency
Present	<b>Racial Equity Committee Co-chair</b>	Cultural Space Agency
2003 – Present	<b>Board Member</b>	The Conciliation Project
2007 – 2010	<b>Executive Board Member</b>	The Conciliation Project
2008 – 2010	<b>Secretary</b>	GOGS: Guild of Graduate Students
2007 – 2010	<b>Treasurer</b>	GOGS: Guild of Graduate Students
2009 – Present	<b>Member</b>	Voice and Speech Trainers Assoc
2006 – Present	<b>Member</b>	Southeastern Theatre Network
2010 - Present	<b>Member</b>	Black Theatre Network

**Professional/Organizational Awards, Grants & Scholarships**

2022	<b>City Artist Grant</b>	Seattle Office of Arts and Culture
2022	<b>Griot Girlz: Operations Grant</b>	Scandiuzzi Krebs
2022	<b>Griot Girlz: Arts Project</b>	4 Culture
2022	<b>Praxis Essentials: The Circle</b>	City of Seattle Office of Arts and Culture/Seattle Parks and Recreation
2022	<b>Griot Girlz: Acting Up On your feet</b>	Neighbor to Neighbor: Seattle Foundation
2022	<b>Griot Girlz: Alafia Sacred drum and dance</b>	Seattle Parks and Recreation: Welcome Back Seattle Grant
2022	<b>Griot Girlz: Cultural Education Fund</b>	City of Seattle Office of Arts and Culture
2022	<b>Griot Girlz: Neighbor to Neighbor</b>	The Seattle Foundation
2021	<b>Griot Girlz: Black Joy</b>	The Seattle Foundation
2021	<b>Griot Girlz: Alafia Sacred Drum and dance</b>	Seattle Parks and Recreation: Welcome Back Seattle Grant
2020	<b>Griot Girlz: Arts in the Park</b>	City of Seattle Office of Arts and Culture/Seattle Parks and Recreation
2020	<b>Griot Girlz: Community Move n Groove</b>	Seattle Parks and Recreation: Get Moving Grant Program
2020/2021	<b>Griot Girlz: Gxrlz Act</b>	City of Seattle Office of Arts and Culture: Youth Arts Grant Program
2019	<b>Griot Girlz: Community Move n Groove</b>	Seattle Parks and Recreation: Get Moving Grant Program
2018	<b>Griot Girlz: Community 4Culture Grant</b>	King County 4Culture

2010 **Clyde Vinson Memorial Scholarship** Voice and Speech Trainers Association  
 \*Runner up/Special Award

**Curriculum Design and Development**

**Arts Impact**  
 2021-Present Collaboratively design arts integration lesson for classroom teachers Arts Impact

**Griot Girlz**  
 2021-present Design pedagogical framework for performing arts intensives Griot Girlz

**South End Stories**  
 2020-Present Designing a culturally responsive unit for high school English language arts with a focus on Raisin in the Sun by Lorraine Hansberry SES/the Intiman

2019 **The Residency**  
 Youth Development Through Hip Hop The Residency Seattle

2013 **Curriculum Development- Summer Performance Program Ages 6-12 and Ages 13-19** Langston Hughes Performing Arts Institute

**Artist Residencies**

Spring 2020 **African Diaspora Exploration Residency**  
 Celebrate and explore the concept of diaspora and identity with the 3<sup>rd</sup> grade students Maple Elementary

10/2018-12-2019 **Artist in Residence**  
 Develop programming to enhance the arts in Tukwila City of Tukwila

**Publication**

2020 Re-imagining personal and organizational polices as sources of radical change [Arts Education Policy Review](#)

**Educational Awards, Honors and Recognitions**

<u>Scholarships/Awards</u>	<u>Honors/Recognitions</u>
2010 VCU Theatre- Graduate, Theatre for Excellence Award	Dean's List
2010 Spring Graduate School Thesis Assistantship	Presidential Award on Community Multicultural Enrichment
2009-2010 Commonwealth Art Award	Phi Kappa Phi Honor Society
2009-2010 Alice Cabell Horsely Parker Scholarship Award	Tau Sigma National Transfer Honour Society
2008-2009 Graduate School Scholarship	Golden Key International Honors Society
2008-2009 Commonwealth Art Award	VCU Nominee:
2008 Black History in the Making Award	Phi Kappa Phi Lauren A Woods Graduate Scholarship
Theatre VCU Alumnae Scholarship	VCU Theatre Nominee:
Dean's International Study Grant	

**Design and Facilitation of Professional Development  
Race, Social Justice, Inclusion, Equity, Diversity**

*Infused with theater-based practices these Interactive workshops allow participants the space to engage in active, inclusive and empathetic listening to inform courageous conversations in a brave and sacred space. Trust, truth and community are cultivated through individual and collective responsibility. These culturally responsive workshops are designed to break down barriers and build bridges.*

**UMBUNTU: Organizational culture shifting**

A year long process of relationship-based culture building with the intent of creating a more equitable and inclusive workspace. This process included 2 workshops a month, race-based caucus intensives, culminating in an organizational statement of intentional workspace culture.

**Lead Facilitator**  
Arts Corps  
2021-2022

**THE ART OF LISTENING**

3-hour workshop in person (2019) and virtual (2020) designed to prepare a cohort to engage in a year of building valuable skills in organizational community strengthening and development. The art of listening is the first step in learning and growing together.

**Lead Facilitator**  
LIBRARY SYSTEMS GOLD SERIES  
University of WA. 2019, 2020

**USING EMOTIONAL INTELLIGENCE TO CREATE AN INCLUSIVE WORKPLACE**

Theater infused workshop that brings experiential learning and engaged momentum toward inclusivity in the workplace through the lens of Emotional Intelligence

**Lead Facilitator**  
Evolve  
Seattle, Washington. 2019

**RACISM AND DIVERSITY TRAINING FOR EDUCATORS**

A performance lecture that weaves together images of people of color in the academy. The participants dissect personal experience with both colleagues and students.

**Lead Facilitator/Guest Lecturer, with TCP**  
for OMSA  
Virginia Commonwealth University,  
Richmond, VA Summer 2012

**A DAY OF ABSENCE**

An opportunity for self-identified students of color to come together to address issues of race and racism in their institution

**Lead Facilitator/Guest Lecturer,**  
TCP for Day of Absence Committee  
The Evergreen State College, Tacoma, WA.  
2012

**Teacher Trainings**

Workshops that provide K-12 teachers with arts-based tools for lesson planning, classroom management, 21<sup>st</sup> century skills, habits of mind and more

Highline Public Schools, 2021

k-12 De-Colonizing the classroom

Seattle Public Schools/Creative Advantage 2020, 2021, 2022

6-12 Theater of the Oppressed strategies in Ethnic Studies Curriculum

Arts Time Conference, Tukwila Wa. 2019

- k-2 Drama as a tool for focused fun
- 3-5 Theater in the General Education Classroom
- 6-8 Make it A Play: Theater as Project based learning
- k-8 Play is the thing

**Workshops/Presentations at Conferences and Universities  
Youth Development Workers Trainings/Professional Development**

Workshops that provide Youth Development professionals with skills needed to maximize organizational and programmatic format, content, and delivery

2021	<b>Highline Public. Schools Equity Symposium</b>	Theater of the Oppressed as a tool for teaching in the general education classroom  Olisa Enrico  Meredith Arena
2021	<b>Bridge Conference</b>	Building Together: The Arts Corps Race and Social Justice Framework Meredith Arena   Olisa Enrico   Carina del Roasario
2020	<b>Bridge Conference</b>	From the Simple to the Sacred: Connecting in a virtual space Olisa Enrico   Heleya deBarros
2020	<b>Arts Education Partnership Conference</b>	Can Hip Hop Save Us: the power of youth centered pedagogy Olisa Enrico   James Miles

***Heightened and Poetic Text/ Shakespeare  
Original Methodology***

**HIP-HOP SHAKESPEARE: FINDING THE FLOW**

**A multigenerational gateway into heightened text.** Chesapeake Shakespeare Company, 2021  
Berea College, Dept of Theatre, Berea KY, March 2010  
Discover the heartbeat of a new piece or freshen up an old one. A facilitated step by step journey into a unique vocal/physical exploration of rhythm and rhyme. Southeastern Theatre Conference, Lexington, KY, March 2010  
Voice and Speech Trainers Association Conference, New York, NY, August 2009  
The Conciliation Project Annual Retreat, Corolla, NC. March 2009  
Guild Of Graduate Students, Virginia Commonwealth University, VA, Feb 2009

***Archetypes for the Actor/Singer***

Based on the work of Frankie Armstrong, Nigel Jamieson and Janet Rodgers

**CREATOR/DESTROYER**

archetype journey that explores the dichotomy of extremes both vocally and physically. The work can be applied to artistic expression of all mediums. A taste of the archetypes, March 2022

**ARCHETYPES FOR THE SOCIAL ACTIVIST**

Select archetype journeys that are especially active in social justice arts environments that can be applied to artistic expression of all mediums. The Conciliation Project Annual Retreat, Corolla, NC. March 2009

**ARCHETYPE INTENSIVE! SIXTEEN ARCHETYPES IN TWO DAYS**

Explore the vocal and physical manifestations of human and mythical figures that inhabit the pool of legend, myth and folklore. Apply to cold reading contemporary Guild Of Graduate Students, Virginia Commonwealth University, Richmond, VA, Feb 2009

and classic texts.

### THE CREATOR/DESTROYER

Experience a journey inspired by creation stories from around the world. Explore the Creator/Destroyer through body and voice. Apply to cold reading contemporary and classic texts.

Senior Voice Seminar Class, Virginia Commonwealth University, Richmond, VA, November 2009,2008

### ***The Use of Ritual Poetic Drama Within the African Continuum***

Based on the methodology developed by Dr. Tawnya Pettiford-Wates

### ENGAGED AND INCLUSIVE LISTENING

This training is designed for facilitators of difficult dialogue. We explore the dynamics of listening as a tool for facilitation and cultivating empathy

**Workshop-** The Conciliation Project  
Summer, 2020 Co-facilitated with Joseph Carlson

### HISTORY LIVE: THE EXHIBIT

A versatile performance/workshop that uses theatre as a tool for diversity training and multicultural awareness incorporating facilitated exercises and conversations. The goal is honest dialogue about racism in America to promote racial healing.

A detailed list of performances and facilitated workshops can be found in the following section titled **Intercultural and Multicultural Theatre:** Performances and Workshops with Facilitated Dialogue

### RITUAL POETIC DRAMA WITHIN THE AFRICAN CONTINUUM IN ACTOR TRAINING

An introduction to a methodology of training the actor that focuses on the actualized artist through the building of community and collaboration. "Ritual" incorporates the triple powers of movement, sound and word, how it can be utilized in all areas of theatre and acting training.

**Workshop-** Black Theatre Network Annual Conference, Los Angeles, CA, July 2010

### IN SEARCH OF THE AUTHENTIC VOICE

An introduction to the pedagogy of Ritual Poetic Drama Within the African Continuum and how it can be utilized in the area of voice and speech.

**Paper Presentation-** Voice And Speech Trainers Association Conference, Mexico City, Mexico, August 2010

### EXPLORATIONS OF SELF: DIG DEEPER

An introduction to the Ritual Poetic Drama Within the African Continuum and how it can be utilized in the area of creating original content for an autobiography.

**Guest Master Teacher**  
Lessons Learned, Wisdom Earned: Studies in Identity, Joye Hardiman, Nia Arunga  
The Evergreen State College, Olympia, WA  
October 2014

### NAMING THE SELF: WHO AM I

An introduction to the use of Ritual Poetic Drama Within the African Continuum. Building trust through truth. Finding your personal truth and expressing that in work with marginalized communities.

**Guest Master Teacher**

Lessons Learned, Wisdom Earned: Studies in Identity, Joye Hardiman, Nia Arunga  
The Evergreen State College, Olympia, WA  
November 2015

**General Performance and Presentation**

**CREATIVE COLLABORATION FOR CLASSROOM PRESENTATION**

An interactive overview of devising in a group with the intention of presenting information to a group using creative devised performance.

**Guest Teacher, Against All Odds: The Black Woman's Experience, Kabby Mitchell III, Joye Hardiman. The Evergreen State College, Olympia, WA. May 2012**

**COLLABORATION IN THE CLASSROOM 2**

An interactive workshop exploring methods of devising performance pieces with the intention of presenting information.

**Guest Teacher, Against All Odds: The Black Experience, Kabby Mitchell III, Joye Hardiman The Evergreen State College, Olympia, WA. May 2014**

**Voice and Speech**

**WHAT IS THIS CRAZY THING CALLED VOICE AND SPEECH?**

An interactive overview of voice and speech as they pertain to the actor. Learn why we warm up and why. Explore how an actor might incorporate voice into building character.

**Guest Lecturer, Introduction to acting, Joseph Carlson Virginia Commonwealth University, Richmond, VA June 2011**

**Mask and Minstrelsy**

**STEREOTYPES AND THE MEDIA**

A performance lecture that weaves together historic images of people of color. The participants dissect contemporary images in the media while asking the question- what is the media's role in racism.

**Guest Lecturer, Images in the media, John O'Neil Virginia Commonwealth University, Richmond, VA February Spring 2008. Fall 2009, Spring 2010**

**Paper Presentations at Conferences**

***The Use of Ritual Poetic Drama Within the African Continuum***

Based on the methodology developed by Dr. Tawnya Pettiford-Wates

**IN SEARCH OF THE AUTHENTIC VOICE**

An interrogation of Ritual Poetic Drama Within the African Continuum and how it can be utilized in the area of voice and speech.

**Paper Presentation- Voice And Speech Trainers Association Conference, Mexico City, Mexico, August 2010**

**Anti-Racist Theatre/Communications 2003-Present**

*Community collaboration, multicultural awareness, and effective diversity practices*



<b>THE CONCILIATION PROJECT 501C3 (TCP)</b> <a href="http://www.theconciliationproject.org">www.theconciliationproject.org</a>	2003-present
<i>The mission of The Conciliation Project is "...To promote, through active and challenging dramatic work, open and honest dialogue about racism and oppression in America in order to repair its damaging legacy." We engage communities in dialogues on race with the intent to foster cultural pluralism, multicultural awareness, and effective diversity practices in both the personal and professional worlds.</i>	Director Board Member Master Facilitator Ensemble Actor Contributing Writer Sound Design

**THE PLAYS**

These full-length dramatic works use **mask, minstrelsy, and satire** to inspire emotional response in the audience/participant in order to **facilitate honest dialogues on race** done with the intent to foster **cultural pluralism, multicultural awareness, and effective diversity practices** in both the personal and professional worlds. Our facilitation techniques build a brave space and foster relationship as the foundation for inclusive practices.

<i>uncle tom: de-constructed</i>	<i>Yellow Fever: the internment</i>	<i>Stolen Land: border crossings</i>
<i>Genocide trail: a holocaust un-spoken</i>	<i>Global SeXXXism: un-wrapped</i>	<i>PIC: prison industrial complex</i>

**COMMUNITY COLLABORATIONS**

These theatrical projects are devised in conjunction with community partners upon their request in order to create a performance piece that addresses vital subjects and serves as a catalyst for difficult dialogues. TCP serves as the facilitator of the process by which these plays are created, produced, performed, and discussed.

<i>Spades: a book without a cover</i> <b>Facilitator/Ensemble Member</b> Created in collaboration with The Daily Planet. This play deals with the subject of Homelessness and Mental Illness	<i>Un-Equal Access</i> <b>Facilitator/Ensemble Member</b> Created in collaboration with Housing Opportunities Made Equal. This play deals with the subject of housing discrimination	<i>The Bottom Line</i> <b>Songwriter</b> Created in collaboration with The Daily Planet and The Healing Place. This play deals with issues of Addiction and Alcoholism.
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Performances / Workshops with Facilitated Dialogue Ritual Poetic Drama Within the African Continuum	
TOPIC TALK, What <i>are you afraid of?</i> Virtual, 2020	National Conference on Race and Ethnicity, <b>key note presentation, uncle tom: de-constructed</b> , New York, NY 2006; presentation, <b>Genocide Trail: a holocaust unspoken</b> , Miami, FL. 2005
In city Tour, <i>Genocide Trail: a Holocaust Un-Spoken</i> , Richmond, VA. 2012	Erickson Theater Off Broadway, <i>Global SeXXXism: un-wrapped</i> , Seattle, WA. 2005

Boaz and Ruth Juneteenth Celebration, <b>History Live</b> , Richmond, VA. 2012	Virginia Commonwealth University Theatre, <b>uncle tom: de-constructed</b> , Richmond, VA, 2005
The Evergreen State College, <b>History Live</b> , Olympia, WA, 2012	South Eastern Theatre Conference, <b>Genocide Trail: a holocaust un-spoken, uncle tom: de-constructed</b> , Greensboro, NC, 2005
RootsFest2011, <b>Un-Equal Access</b> , Baltimore, MD. 2011	Spokane Valley Community College, <b>Yellow Fever: the internment</b> , Spokane Valley, WA. 2004
Boaz and Ruth Juneteenth Celebration, <b>History Live</b> , Richmond, VA. 2011	Whitman College, <b>Genocide Trail: a holocaust un-spoken</b> , Walla Walla, WA, 2004
Unity of Richmond, <b>Stolen Land: Border Crossings</b> , Richmond, VA. 2011	Ethnic Cultural Theatre, <b>Genocide Trail: a holocaust un-spoken, Stolen Land: border crossings</b> , Seattle, WA. 2004
Alternate Roots Annual Meeting, <b>History Live 2010, PIC: Prison Industrial Complex</b> 2008, <b>uncle tom: de-constructed</b> 2007, Arden, NC.	Rutgers University, <b>History Live: the exhibit</b> Piscataway, NJ. 2004
Unity of Richmond, <b>Global SeXXXism: unwrapped, Yellow Fever: the internment</b> , Richmond, VA. 2010	Broadway Performance Hall, <b>Stolen Land: Border Crossings</b> , Seattle, WA. 2004
NAACP, VCU Chapter- Black History Month Celebration- <b>History Live: the exploration</b> , Richmond, VA. 2009, 2010	Seattle Art Museum, <b>History Live: the exhibit</b> , Seattle, WA. 2003, 2004
Virginia Commonwealth University Brand Center, <b>History Live: the exhibit</b> , Richmond, VA. 2008, 2009, 2010	Everett Community College, <b>uncle tom: de-constructed</b> , Everett, WA. 2004
Firehouse Theater, <b>uncle tom: de-constructed, PIC: Prison Industrial Complex</b> , Richmond, VA. 2009	Ethnic Cultural Theatre, <b>Yellow Fever: the internment, uncle tom: de-constructed</b> , Seattle, WA. 2003
New Orleans Fringe Festival, <b>uncle tom: de-constructed</b> , New Orleans, LA. 2008	Edmonds Community College, <b>Genocide Trail: a holocaust un-spoken</b> , Edmonds, WA. 2004
The Heat Exchange, <b>History Live: the exhibit</b> , South Africa, 2008	Students of Color Conference, <b>History Live: the exhibit</b> , SeaTac, WA, 2003
Gallery Five, <b>History Live: the exhibit</b> , Richmond, VA. 2007	The Moore Theatre, <b>History Live: the exhibit</b> Seattle, WA. 2003, 2004
Sycamore Rouge, <b>uncle tom: de-constructed, Global SeXXXism: un-wrapped</b> , Petersburg, VA. 2007	Little Theater Off Broadway, <b>Yellow Fever: the internment</b> , Seattle, WA. 2003
Shafer Alliance Laboratory Theatre, <b>Genocide Trail: a holocaust un-spoken</b> , Richmond, VA. 2007	Redmond High School, <b>History Live: the exhibit</b> , Redmond, WA. 2003
Shafer Alliance Laboratory Theatre, <b>uncle tom: de-constructed</b> , Richmond, VA. 2006	



Teaching Artist experience Performance		
03/2011- 5/2011	<b>Monologue Preparation</b> Coach six actors ranging from age 6-56 on how to prepare a found and/or self-written monologue for a competition.	MPI Productions Seattle, WA
6/2010 - 8/2010	The acting class at a summer camp that offers youth between the ages of 7 and 16 experience in various performing arts culminating in the performance of vignettes from a popular musical.	Camp Shine Richmond, VA
06/2016-2021	<b>The Residency: Youth Development through Hip Hop</b> 4-week hip hop intensive for youth 13-19. Youth learn, record and perform hip hop music	The Residency Seattle, WA
Dec 2020	<b>POP: Presence Ownership and Power</b> Exploration of hip hop and theater for high school aged students in an intensive theater program	STARFISH Program; Guest teacher; Intiman Theater Seattle, WA
May 2020	<b>Hip Hop Don't Stop</b> 3 lessons created for middle and high school students on crafting and performing rap	Creative Advantage for Seattle public schools/Online Arts Project
2019-2020	<b>Arts Corps: Spoken Word Poetry</b> Exploring the power of the spoken word, writing and sharing poetry	Interagency High School Seattle, WA
May 2019	<b>West Side Story Project YOUTH SUMMIT</b> Workshop cycle for middle school students	5 <sup>th</sup> Avenue Theater Seattle, WA
01/2016-12/2018	<b>Creative Justice Mentor Artist</b> Infuse Social Justice education with an Arts experience as a diversion to youth incarceration	4Culture/Creative Justice Seattle, WA
Summer 2016	<b>Drama/Singing</b> Intensive five-day series of specialized classes focused in elevating performance skills.	Coyote Central Seattle, WA
04/2016-6/2016	<b>Storytelling/Drama After School</b> Plan and implement quality classes that focus on storytelling as a performer through body, melody and word	Griot Girlz Seattle, WA
02/2016	<b>Performance/Drama Workshop</b> Provide a workshop for high school students	New Start High School Highline, WA
07/2015	<b>Stage Presence Master Class</b> Provide a master workshop for youth at a hip-hop intensive camp	EMP Hip Hop Artist Residency Seattle, WA

01/2013-08/2014	<b>Voice and Speech Drama Teacher</b> Fundamentals of performance and acting for the stage	Langston Hughes Performing Arts Institute Seattle, WA
07/2014-0/8-2014	<b>Director of Youth Musical- Summer Academy</b> Conceptualized, Developed and wrote script Staged, Coached, designed and organized play <b>Ages 6-12</b>	Langston Hughes Performing Arts Institute Seattle, WA
06/2013-0/8-2013	<b>Director of Youth Musical- Summer Academy</b> Conceptualized, Developed and wrote script Staged, Coached and organized play <b>Ages 6-12</b>	Langston Hughes Performing Arts Institute Seattle, WA
10/2012-10/2014	<b>T eaching Artist/Drama Teacher-Mock Trial Team</b> Fundamentals of performance and presentation for use in mock trial competition.	Jefferson Community Center Seattle, WA
03/2011-08/2012	<b>Faculty- Performing Arts</b> Drama, Creative Dance, Choir/Voice Folktales and more!	Arts in Motion Seattle, WA
7/2012	<b>Classes for the community. Performing Arts Exploration Rap, Acting, Rhythm, Dance, Comedy</b> A two-week program culminating in a performance. 100 youth ranging from kindergarten to the fourth grade.	Atlantic Street Center Day Camp Seattle, WA
03/2012-05/2012	<b>Faculty- Music and Drama</b> Singing Technique and Storytelling for 5-8 years old	Bel-Red Bilingual Academy Bellevue, WA
9/2011-03/2012	<b>Devised Collaborative Theatrical Work</b> An in-school weekly class culminating in a devised piece created by the middle school students	St. Edwards Catholic School Seattle, WA
7/2011	<b>Performing Arts Exploration Rap, Acting, Rhythm, Dance, Comedy</b> A one-week program culminating in a performance. 60 youth ranging from kindergarten to the fourth grade.	Atlantic Street Center Day Camp Seattle, WA
2/2011	<b>Play rehearsal and performance- The Stolen Ones</b> Assistant Direct and Coach Students in the rehearsal and performance process	Denny International Middle School Seattle, WA
4/2007-6/2007	<b>Performance Mentor and Program Facilitator</b> <b>Develop and facilitate a program for youth</b> using theatre as a tool to interrogate the racial divide between Black and Latino high school students in Richmond.	City Of Richmond, Department of Juvenile Services; Truancy, Richmond, VA

6/2010		
8/2010	Teaching Artist Visit designated summer day camp to <b>teach children about acting and what it means to “play” theatrically speaking.</b>	Lamont Crawley Richmond, VA
10/2006-12/2006	Teaching Artist Visit designated elementary schools to <b>offer classes to children in performance.</b>	Ascend, Inc., Richmond, VA
<b>Design</b>		
4/2011	<b>Artistic Collaboration- Mural Design</b> Help to facilitate the formation of ideas for a community mural to be designed/painted by residents of teen shelter	Cocoon House Everett, WA
2/2011	<b>Music Production- Guest teacher</b> knowledge to <b>use a Mac to write and record a song</b> as well as tools to write lyrics.	Arts Corps Seattle, WA
Summer 2007	<b>Sound Design and Music Mentor</b> for a program that offers “at-risk” youth summer work in the performing arts. Students form teams in order design and produce a Shakespeare play.	Shakespeare Festival LA: Will Power to Youth-- Richmond, VA

**Educational Appointments at University**

<b>Virginia Commonwealth University</b>	Instructor/Adjunct Faculty
<i>August 2007-May 2010</i>	<b>*Teaching Assistant</b>
<b>Voice and Speech</b>	<b>OxyRhythms:</b> improve breath capacity, spinal awareness and flexibility; Spring 2010 <b>Advanced Speech:</b> IPA, Characters, Cold Reading, Intro to heightened text, Intro to dialects, Vocal Extremes; Spring 2010, Fall 2009, Spring 2008 <b>Breath and Body:</b> Centering, Presence, Support, Sound, Vocal Health; Fall 2009 <b>BFA Senior Seminar-</b> Archetypes for the Actor/Singer; *Fall 2007
<b>Graduate Voice and Speech*</b>	<b>Dialects:</b> Interrogation of the pedagogy of dialects for the American stage; *Spring 2010, Spring 2008 <b>Archetypes for the Actor/Singer:</b> The use of Archetypes in voice and character; *Spring 2009
<b>Communications</b>	<b>Effective Speech:</b> Public speaking; Spring 2010, Fall 2009
<b>Acting</b>	<b>Junior Acting Studio - parts one and two</b> I- Ritual Poetic Drama, Emotional Mapping, Rite of Passage Narrative; Fall 2009, *Fall2008 II- Contemporary Scenes, Shakespeare, Heightened Text; Spring 2010, *Spring 2008 <b>Introduction to Performance:</b> Non-performance majors experience the world of the theatre; Spring 2009, Fall 2008

Olisa Enrico-Johnson

**History/Theory**

**Black Theatre:** Exploration of theatre history as an expression of the Black experience in America; Spring 2010, Fall 2009

**Production of Devised Work**

**Archetypes and Ritual Poetic Drama:**

A Thousand Faces: Every Day Heroes: The Musical!; Spring 2010

A Thousand Faces: Every Day Heroes; Spring 2009

**Ritual Poetic Drama-:**

PIC: Prison Industrial Complex; \*Fall 2007

**Educational Appointments: Secondary Education**

August 2016-June 2018

Chief Leschi School

**Middle School:** Acting 1, Creative Writing

**High School:** Eleventh Grade English Language Arts, Stagecraft, Drama

**Advisory:** 8<sup>th</sup> /9<sup>th</sup> Grade

**Theatre, Dance and Music Performance Experience**

**PERFORMANCE- Music/Poetry**

2020	<b>Hip Hop</b>	<i>Living Legacies of Hip Hop</i>	Folk Life (Virtual)
2020	<b>Dancehall</b>	<i>The Madaraka Festival</i>	One Vibe Africa (Virtual)
1990- present	<b>Hip Hop</b>	<i>Spyc-E</i>	eMCee
1993- 2004	<b>Funk, Soul, Hip Hop Jam Band</b>	<i>Phat Phunk Phamily Band</i>	Lead vocals
1987- 1995	<b>Reggae</b>	<i>SassyFras</i>	Keyboards, Background, and lead vocals

**PERFORMANCE- Acting/Contemporary**

12/2020	<b>Woman</b>	<i>Black Queens</i>	Crossroads Theater Company Emerging Artist (Virtual)
02/2019	<b>Woman</b>	<i>This Mess</i> <i>Olisa Enrico</i>	Washington Hall Seattle, Washington
12/2018	<b>Black Queen</b>	<i>Black Queens</i> <i>Olisa Enrico</i>	Washington Hall Seattle, Washington
05/2011	<b>The Curator</b>	<i>Calling Mary Kate</i> Morgan Sobel	Barnstorm: The Cabaret Re-imagined, Seattle. WA Director: Adrian Cameron
05/2011	<b>The Barker</b>	<i>My Time With the Lady</i> Ron Richardson	Market Theatre, Seattle, WA Director: John Longenbaugh
12/2008	<b>Self</b>	<i>About Love: a solo performance</i> Olisa Enrico-Johnson	Firehouse Theatre, Richmond, VA Director: Dr. Tawnya Pettiford-Wates

8/2008	<b>Gloria</b>	<i>The Gingham Dog</i> Lanford Wilson	Shafer Alliance Laboratory Theatre, Richmond, VA Director: Trey Hartt
2/2008	<b>Lady in Blue</b>	<i>For Colored Girls Who Have Considered Suicide When The Rainbow is Enuf</i> Notazake Shange	VCU Main Stage Production, Richmond, VA Director: Dr Tawnya Pettiford-Wates
8/2007	<b>Rose</b>	<i>Fences</i> August Wilson	Sycamore Rouge, Petersburg, VA Director: Christopher Shorr
11/2005	<b>Ruby Johnson</b>	<i>Carry Me</i> Jenny Hundley	Newdick Theatre, Richmond, VA Director: Jenny Hundley
5/2004	<b>Abiosaa</b>	<i>Les Blancs</i> Lorraine Hansberry	Freehold: East Hall, Seattle, WA Director: Dr. Tawnya Pettiford-Wates
2/2004	<b>Narrator Me Happy</b>	<i>The Niggerette Series</i> Rachel Ferguson	Freehold: East Hall, Seattle, WA Director: Rachel Ferguson
<b><u>PERFORMANCE- Acting/Classical</u></b>			
11/2007	<b>Festes</b>	<i>Twelfth Night</i> William Shakespeare	Shafer Street Playhouse, Richmond, VA Director: Janet Rodgers
11/2006	<b>Chorus (Nurse US)</b>	<i>Medea</i> Euripides	VCU Main Stage Productions, Richmond, VA Director: Heather Davies
<b><u>PERFORMANCE- Children's Theatre</u></b>			
02/2011	<b>Actor/ Facilitator</b>	<i>Power of One</i> Sorren Bennick	Anti-Bully Elementary School Tour Washington and Oregon
<b><u>PERFORMANCE- Movement/Dance Based</u></b>			
5/2011	<b>African Modern Demo</b>	<i>The Art of Rhythm</i> Self	Seattle, WA Self
4/2008	<b>The Goblin Queen</b>	<i>The Mixed Tape- Valley of the Damned</i> Louisa Sargent	Shafer Alliance Laboratory Theatre, Richmond, VA Director: Louisa Sargent
4/2008	<b>Woman</b>	<i>The Mixed Tape- Gravity</i> A devised piece	Shafer Alliance Laboratory Theatre, Richmond, VA Director: Brandon Crowder
4/2008	<b>Daughter/ Mother</b>	<i>The Mixed Tape- Deeper</i> A devised piece	Shafer Alliance Laboratory Theatre, Richmond, VA Director: Ebony Arunga
<b><u>PERFORMANCE- Musical Theatre</u></b>			
11/2009	<b>Songs sung by Nell Carter</b>	<i>Ain't Misbehavin'</i> Richard Maltby Jr. and Murray Horwitz	VCU Main stage Production, Richmond, VA Director: Patti D'Beck
7/2006	<b>Billie Holiday</b>	<i>Lady Day at the Emerson Bar and Grill</i>	Sycamore Rouge, Petersburg, VA Director: Dr. Tawnya Pettiford-Wates

Lanie Roberts

12/2004	<b>Ensemble</b>	<i>Runaways</i> Elizabeth Swados	Paul Robeson Performing Arts Center, Seattle, WA Director: Dr. Tawnya Pettiford-Wates
12/2002	<b>Anita</b>	<i>Westside Story</i> Laurents/ Burnstein/ Sondheim	Langston Hughes Cultural Arts Center Director: Dr. Tawnya Pettiford-Wates

**PERFORMANCE- Burlesque**

8/2011	<b>Doll</b>	<i>The Bed</i> Nichelle Alderson	Colombia City Theatre Director: Nichelle Alderson
2/2011	<b>Wife</b>	<i>Barber Chair</i> Alvin Horn	The Little Red Studio Director: Alvin Horn
11/2010	<b>Girlfriend</b>	<i>Phone Sex</i> Alvin Horn	The Little Red Studio Director: Alvin Horn

**PERFORMANCE- Staged Readings**

4/2008	<b>Annie Rae</b> <b>Sally</b> <b>Greyfeather</b>	<i>Freedom Quilt</i> April Jones	Shafer Alliance Laboratory Theatre; Richmond, VA Director: April Jones
7/2006	<b>Explic</b>	<i>Skins</i> Donyell Spotsville	Freehold Theatre, Seattle, WA Director: Donyell Spotsville
11/2002	<b>Valencia</b>	<i>God's Rubble</i> Dan Owens	American Contemporary Theatre, Seattle, WA Director: Dr. Tawnya Pettiford-Wates

**Film and Video Experience****Acting/Contemporary**

12/2011	<b>2<sup>nd</sup> Contraband</b> <b>Woman</b>	<i>Lincoln</i> Tony Kushner	DreamWorks Director: Steven Spielberg
6/2011	<b>Miriam</b>	<i>Laila</i> Yossera Bouchtia	VCU Cinema Short Director: Duy Nguyen
3/2011	<b>Singer</b>	<i>Motherless Child</i>	Creative Live: Multicam Test Video Ric Kasnoff

**Voice Acting and Voiceover Experience**

8/2019	<b>advertise</b>	<i>Crosscut Courage Awards</i>	KCTS
11/2009	<b>Pre-Show</b> <b>announcement</b>	<i>Ain't Misbehavin</i>	VCU Theatre
2003	<b>Sistah Girl</b>	<i>uncle tom: De-Constructed</i>	The Conciliation Project

**Spoken Word**

2021	<b>Spoken Word</b>	<i>El Centro de la Raza</i>	Fundraiser (Pre-recorded)
2019	<b>Interactive</b> <b>Poetry</b>	North West Public Art Conference	Langston Seattle
02/2014	<b>Featured Poet</b>	<i>Afrodisiac</i>	Lucid Lounge

08/2011 **Featured Poet** *Afrodisiac* Columbia City Theater

### Theatre Direction Experience

#### DIRECTING

10/2021	<b>Director</b>	<i>Dispersed: The Womxn of Region Six</i>	Langston Seattle, WA
4/2016- 6/2016	<b>Director</b>	<i>Diaries of a Mad</i> A Hip-Hop Play	Washington Hall Seattle, WA
11/2015	<b>Director</b>	<i>Diaries of a Mad</i> (20 min Version)	The Crocodile Seattle, WA
08/2014	<b>Director</b>	<i>Rooted</i>	Langston Hughes Performing Arts Institute Seattle, WA
8/2013	<b>Director</b>	<i>Keeper of the Fire</i>	Langston Hughes Performing Arts Institute Seattle, WA
2/2011	<b>Assistant Director</b>	<i>The Stolen Ones</i>	Denny Middle School Seattle, WA
5/2009	<b>Director</b>	<i>A Thousand Faces: Everyday Heroes</i> Conceived by Olisa Enrico-Johnson	Shafer Alliance Laboratory Theatre, Richmond, VA
11/2009	<b>Director</b>	<i>Wine in the Wilderness</i> Alice Childress	Shafer Alliance Laboratory Theatre, Richmond, VA
3/2009	<b>Assistant Director</b>	<i>uncle tom: de-constructed</i> <i>PIC: Prison Industrial Complex</i> Collaborative	Firehouse Theatre, Richmond, VA Conceived by Dr Tawnya Pettiford-Wates for TCP
4/2008	<b>Director</b>	<i>The Mixed Tape/Forgive Me/Time</i> Collaborative	Shafer Alliance Laboratory Theatre, Richmond, VA Conceived by Olisa Enrico-Johnson
3/2008	<b>Director</b>	<i>Genocide Trail: a holocaust un- spoken</i> Collaborative	Shafer Alliance Laboratory Theatre, Richmond, VA Conceived by Dr Tawnya Pettiford-Wates for TCP
4/2006	<b>Director</b>	<i>uncle tom: de-constructed</i> Collaborative	Shafer Alliance Laboratory Theatre, Richmond, VA Conceived by Dr Tawnya Pettiford-Wates for TCP

#### MUSIC DIRECTING

2010	<b>Assistant Music Director Vocal Arrangement</b>	<i>Global SeXXXism: un-wrapped/</i> <i>Yellow Fever: the internment</i> The Conciliation Project	Unity of Richmond, Richmond, VA Directors: Dr. Tawnya Pettiford-Wates; Trey Hartt Musical Director: Andrienne Wilson
2008	<b>Music Director</b>	<i>PIC: Prison Industrial Complex</i> The Conciliation Project	Shafer Alliance Laboratory Theatre, Richmond, VA Director: Dr. Tawnya Pettiford-Wates

2007	<b>Music Director</b>	<i>Global SeXXXism: un-wrapped</i> The Conciliation Project	Sycamore Rouge, Petersburg, VA Director: Dr Tawnya Pettiford-Wates
2007	<b>Music Director</b>	<i>uncle tom: de-constructed</i> The Conciliation Project	Sycamore Rouge, Petersburg, VA Director: Dr Tawnya Pettiford-Wates
<b><u>Composition for theater</u></b>			
2021	<b>Composition and songwriting</b>	<i>Dispersed: The Womxn of Region Six</i>	Langston   Seattle Washington
2012	<b>Composition and Songwriting</b>	<i>Goddess in the Temple/Demon in the Well</i>	Columbia City Theater   Seattle Washington
2008	<b>songwriter</b>	<i>PIC: Prison Industrial Complex</i> The Conciliation Project	Shafer Alliance Laboratory Theatre   Richmond, VA Director: Dr. Tawnya Pettiford-Wates
2005	<b>songwriter</b>	<i>Global SeXXXism: un-wrapped</i> The Conciliation Project	Erickson Theater off Broadway Seattle, WA
2004	<b>songwriter</b>	<i>Stolen Lands: border crossing</i>	Broadway Performance Hall Seattle, WA
<b><u>SINGING COACHING</u></b>			
12/2004	<b>Vocal Coach</b>	<i>Into the Woods</i>	Broadway Performance Hall, Seattle, WA Director: Maureen Freehill
<b><u>DIALECT COACHING</u></b>			
2007	<b>Southern American</b>	<i>A Day of Absence</i>	Newdick Theatre, Richmond, VA Director: Ebony Arunga
2007	<b>Standard British</b>	<i>Black Comedy</i>	Shafer Alliance Laboratory Theatre, Richmond, VA Director: Walid Chaya
<b><u>SOUND DESIGN AND OPERATION</u></b>			
12/2009	<b>Sound Design</b>	<i>For Colored Girls Who Can't Stay Still</i> Jasmine Coles	Firehouse Theatre, Richmond, VA Director: Dr. Tawnya Pettiford- Wates
12/2008	<b>Sound Design Sound Board Operator</b>	<i>Solo Performance class fall 2008</i>	Firehouse Theatre, Richmond, VA Director: Dr. Tawnya Pettiford- Wates
11/2008	<b>Sound Design</b>	<i>uncle tom: de-constructed</i> The Conciliation Project	New Orleans Fringe Festival, New Orleans, LA Director: Dr. Tawnya Pettiford- Wates
4/2008	<b>Sound Design Sound Board Operator</b>	<i>PIC: the prison industrial complex</i> The Conciliation Project	Shafer Alliance Laboratory Theatre, Richmond, VA Director: Dr. Tawnya Pettiford- Wates
8/2007	<b>Sound Design Sound Board Operator</b>	<i>Romeo and Juliet</i> William Shakespeare	Firehouse Theatre, Richmond, VA Will Power to Youth: Richmond
5/2003	<b>Sound Board Operator</b>	<i>The Laramie Project</i> Moises Kaufmann	The Little Theatre Off Broadway, Seattle, WA Director: Dr. Tawnya Pettiford- Wates



**LIGHTING DESIGN AND OPERATION**

11/2008	<b>Lighting Technician</b>	<i>First Year Discovery Project</i>	VCU Theatre, Richmond, VA
8/2006 5/2007	<b>Lighting Technician</b>	<i>Newdick Theatre</i>	VCU Theatre, Richmond, VA

**Production and Management Experience**

2003-Present	<b>Production Team Member</b>	Help to coordinate, market and debrief theatrical productions	The Conciliation Project (501c3)
2019-Present	<b>Stage Management</b>	Coordinate performers	The Great Surprisal
2019	<b>Stage Management</b>	MLK Unity Day	The City of Seattle
8/2006	<b>Project Coordinator-The HIP NIC</b>	Collaborate to <b>produce a live music event celebrating diversity in Washington State</b> through hip-hop- free and open to the public. Transportation from the city out the park provided from select locations	Washington Parks and Recreation Washington State
6/2003 - 8/2003	<b>Associate Production Manager</b>	Langston Hughes Performing Arts Center presents it's summer <b>musical offering inner city teens work in the performing arts</b>	Paramount Theatre Seattle, WA
2003	<b>Stage Manager</b>	The Laramie Project	The Little Theater Off Broadway Seattle, WA
2003	<b>Run Crew</b>	Gi Gi	Civic Light Opera Seattle, WA

**PLAYS WRITTEN/CONCEIVED**

02/2019	<i>This Mess</i>	Washington Hall Seattle, WA
12/2018	<i>Black Queens</i>	Washington Hall Seattle, WA
3/2011	<i>Goddess in the Temple/ Demon in the Well</i>	Columbia City Theatre Seattle, WA
4/2010 4/2009	<i>A Thousand Faces: Everyday Heroes The Musical</i>	Shafer Alliance Laboratory Theatre Richmond, VA
12/2008	<i>About Love- A Solo Performance</i>	Firehouse Theatre, Richmond, VA
2007	<i>The Buzzard and the Monkey- A one act</i>	

2008 *Tongue: A re-vision of Euripides Medea- A one act*

5/2004 *An Act of Faith- a one act*

Little Theatre Off Broadway, Seattle,  
WA

## Music Performance and Production

In my youth Hip hop, Reggae, Funk and Soul were the main genres of music composition and performance that I explored. I wrote rhymes and freestyled in cyphers and eMCee battles around the Puget Sound area. I was one of few female rappers representing the 206 (Seattle) through the 90's and into the new millennium. I recorded low budget CD's that I pressed in my bedroom sell and sold them out of my backpack after shows in clubs, bars and at festivals. All through middle school, high school and into my young adult life I rapped and sang for my supper.

Over the years I have played with countless artists at countless venues- festivals, rallies, conferences, house parties, street performances, poetry slams, nightclubs, commemorative events and more. I have sung, rapped or played for audiences ranging from one person to 10,000. I have graced microphones and stages with songs and poetry across the nation and internationally. I have been given the gift to experience most styles, forms and positions on music's stage.

I am currently a **Singer/Songwriter and Hip-Hop/Spoken Word Artist**. The foundational elements of my explorations with the stage and its majesty were nurtured by my family. I have spent countless hours in the rehearsal room, the recording studio and on stage. In my youth I conceived and hand copied 3 albums that I independently "street" released and sold several hundred with hand drawn labels out of my backpack and online.

I have been blessed to be influenced by and work on collaborations, performances and recordings with phenomenal artists in and around the Seattle, Puget Sound area, most recently **Amos Miller, Evan Flory-Barnes, Devon Lewis, King Khazm, Chava Mirel, Adra Boo (Fly Moon Royalty), Ayrion Jones and the Way** and many talented local musicians as the host of **LoveCityLove Wednesday music sessions**. I have worked with Seattle legends **Thadeus "Thadilac" Turner of Maktub** and his big brother **Gerald "Tugboat" Turner of CherryWine/Shabazz Palaces, Gabriel Teodros, Felicia Loud, Laura "Piece" Kelley and Choklate** to name a few.

In addition to the local wonders are the national and international artists that I have had the privilege to write, record, perform or jam with. Unforgettable moments like recording with **MegaNut of Weapon of Choice** out of Los Angeles at Stone Gossards personal studio in Seattle, and sitting on a panel of women in Hip-Hop with the legendary battle MC **Medusa** at a conference on women in hip-hop in Olympia, WA, or after winning a rap battle at a **Pharcyde** show being asked join them in Portland, Oregon to rock with them, or getting to offer **three time Grammy nominated bluesman Billy Branch** my microphone to jam with the **Phat Phunk Phamily** at one of our several weekly club nights around the Seattle area.

I have infused my music expertise into how I perform and teach all aspects of performance. I use my musical upbringing to guide the composition of musical elements for theatrical productions. The music moves through me from the ether to the eardrum vibrating the soul.

## Continuing Education For Professional Development

### *International Study*

Serbia 2009- Dah Theatre Eugenio Barba/Jersy Gratowski	Eastern European theatre practices based in the work of Eugenio Barba and Jersy Gratowski; edge of balance, double direction, chi gong, three step and methods of directing
England 2009- Frankie Armstrong Archetypes for the Actor/Singer	Archetypes for the Actor/Singer- Series of guided imagery journeys that explore the breadth of the human voice through application of universal archetypal figures.
South Africa 2008- Lucy Damasane The H.E.A.T. Exchange	South African Culture and History- the H.E.A.T. (Health, Education, Art, Technology) Exchange, provided an overview of South African culture and history including colonization, apartheid, post-apartheid, and the aids epidemic.

### ***Voice, Speech and Singing***

#### **CERTIFICATIONS**

OxyRhythms	A series of rhythmic exercises, based on Yoga, Feldencrais, and Pilates while expanded and developed by Janet Rodgers. These exercises combine breath, voice, and body movements with group rhythm while stretching inter-costal muscles, expanding breath capacity, releasing excess body tension and focusing the mind. These exercises are designed to expand the actor/singer's intuitive response to breath/voice needs.
Archetypes for the Actor/Singer	Based on the work of Frankie Armstrong and Nigel Jamieson, students explore the human and mythical figures that inhabit the pool of legend, myth and folklore. After exploring the physical, vocal and psychological journeys of these archetypes, they apply them to acting and text.

#### **CLASSES/EXTENDED WORKSHOPS**

2009-2010	Andrienne Wilson	<b>Singing pedagogy</b>	Private lessons on the art of teaching/coaching the singing voice
Spring 2010	Janet Rodgers	<b>Pedagogy of Stage Dialects</b>	Black South African, Subcontinent of India, Greek, Czech Republic, Japanese, Cuban, Upper Peninsula Michigan
Fall 2009	Janet Rodgers	<b>Vocal Extremes</b>	Exploration of the vocal mechanism and sound made on stage, other than text
Fall 2008	Janet Rodgers	<b>Shakespeare: War of the Roses</b>	Foundations of speaking verse while incorporating elements of expressing vocal imagery
Fall 2007	Janet Rodgers	<b>Archetypes for the Actor/Singer</b>	Exploration of the manifestation of Archetypal imagery on the body and voice
Fall 2006	Janet Rodgers	<b>Stage Dialects</b>	General American, Southern America (NC) British (RP), Cockney, Irish, French
Fall 2005	Chip Bolcik	<b>Master class: Voice Over Practices</b>	The business of voiceover and the process of preparing to enter that business

#### **MASTER CLASSES AND WORKSHOPS**

August 2010	Elise Witt	Workshop	World Harmony: Singing in Community
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August 2010	<b>Robin Miles</b>	Workshop	Audiobooks: a re-focusing of techniques to fit a burgeoning hybrid industry
August 2010	<b>Marina Tyndall</b>	Workshop	Dialect Coaching the Bilingual Actor: Challenges and Strategies
August 2010	<b>Shannon Vickers</b>	Paper	Project Babel: A Theatrical Collaboration in Many Languages
August 2010	<b>Amy Stroller</b>	Workshop	Multiple Personality Disorder: Many Voices, One Actor (Dialects)
August 2010	<b>Donzell Lewis</b>	Workshop	Qi UP! Tae Kwon Do and the Voice
August 2010	<b>Fidel Monroy</b>	Workshop	Playing with Voice
August 2010	<b>Alejandra Marín</b>		
August 2010	<b>Robin McNair</b>	Workshop	Breathing with your whole self: a bilingual Feldenkrais workshop
August 2010	<b>María del Carmen Cortés</b>		
August 2010	<b>Melissa Grogan</b>	Workshop	Contact Improvisation and Vocal Dynamics: Freeing up instinctual responses
August 2010	<b>Pat Stone</b>		
August 2010	<b>Miguel Flores</b>	Workshop	Words in Movement
August 2010	<b>Jorge Ávalos</b>		
April 2010	<b>Theresa Davis</b>	Master Class	Alexander Technique
August 2009	<b>Patsy Rodenburg</b>	Master Class	The Second Circle- energy, presence and awareness
VASTA conference			
August 2009	<b>Kristen Linklater</b>	Master Class	Breath/body/text helping your student find center
VASTA conference			
August 2009	<b>Catherine Fitzmaurice</b>	Master Class	de-structuring/re-structuring; principles of "tremoring"
VASTA conference			
August 2009	<b>Catherine Fitzmaurice</b>	Master Class	Shakespeare
VASTA conference			
August 2009	<b>Kristen Linklater</b>		
August 2009	<b>Patsy Rodenburg</b>		
VASTA conference			
August 2009	<b>Daydrie Hague</b>	Workshop/Panel	Sharing the Wealth: Speech Language Pathologists and Actor-Voice Trainers Serving the Transgendered Client
VASTA conference	<b>Richard Adler</b>		
	<b>Douglas McArthur</b>		
	<b>Joanna Cazden</b>		
August 2009	<b>Michael Barnes</b>	Workshop/Dialogue	Things that work- Practices in Voice and Speech
VASTA conference			
August 2009	<b>Julia Guichard</b>	Pedagogy Roundtable	Pedagogical practices in voice
VASTA conference			
August 2009	<b>Vivian Majkowski</b>	Workshop	When Deep Release is Needed: Massage Techniques for the Neck, Temporomandibular Joint and liopsoas
VASTA conference			
August 2009	<b>Rene E. Pulliam</b>	Workshop	Breath and the Dancer: Training the Musical Theatre Dancer
VASTA conference			
August 2009	<b>Heather Lyle</b>	Workshop	Historical exercises to slow down ribcage recoil and allow for the ribs to float down while speaking
VASTA conference			
August 2009	<b>Michael Barnes and Phil Thompson</b>	Workshop	Techonology for the voice techophobe
VASTA conference			

**Performance: Acting and Directing****CERTIFICATIONS**

<i>The use of Ritual Poetic Drama Within the African Continuum (RPDWAC)</i>	RPDWAC is a holistic approach to actor training, directing and teaching. It incorporates African centered principles of community and shared responsibility in order to create a learning environment of critical thinking and self-sufficiency. RPDWAC is an inclusive methodology that focuses on process rather than product and fosters self-actualized artists.
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**CLASSES/EXTENDED WORKSHOPS**

Spring 2009	Dr. Tawnya Pettiford-Wates	<b>Staging Political Theatre</b>	A class on experimental staging with a focus on political theatre.
Fall 2008	Dr. Tawnya Pettiford-Wates	<b>Solo Performance</b>	A semester long class creating and staging a solo performance applying Ritual culminating in performance.
Spring 2008	Dr Tawnya Pettiford-Wates	<b>Coaching Shakespeare</b>	How to help actors apply Ritual and Emotional Mapping to classic texts

**MASTER CLASSES AND WORKSHOPS**

July 2010 BTN	Darryl Davis	<b>Etuding the Script</b>	Etuding: A process that yields substantial benefits to character development and ensemble cohesiveness.
July 2010 BTN	Dr Connie Rappoo Andre Harrington Loyce Arthyr Cornelius E Onyekaba	<b>PANEL: Ritual Performance</b>	Panel exploring the presence of Ritual in performance
Spring 2007	Andre De'Sheilds	<b>Master class in presence and focus</b>	One week, three hours a day of techniques to develop presence and focus
Spring 2006	Kwame Kwei Armah	<b>Master class in cold reading and casting</b>	One week, three hours a day on professional practices concerning acting/directing

**Intercultural Communications****TRAINING AND WORKSHOPS**

6/2011	The Conciliation Project Annual Meeting, Dr. Tawnya Pettiford-Wates	<b>Racism 101</b>	Workshop on breaking down the complex system of racism into language that can be useful in difficult dialogues and discussions of discrimination
8/2010	Alternate Roots Annual Meeting	<b>Uprooting Racism</b>	Workshop on how to connect, communicate and create with strangers through story circles
7/2010	Black Theatre Network Eleisa Jordan, M.A. Anthony Hill David Catanzarite	<b>PANEL: Classroom Translations</b>	Incorporating music and performance into your classroom; supporting diverse learning

7/2010	Black Theatre Network Robert Michael James Dr. Marta Effinger-Crichlow Catherine Vrtis	<b>PANEL: Staging History and Ethnicity</b>	Panel discussion exploring colorblind and cross-cultural casting and theatre that portrays historical events
2/2009	Brecht Forum: Institute For Popular Education, Kayhan Irani	<b>Boal techniques to address Internalized Racism</b>	Weekend workshop that explored fundamentals of <u>Rainbow of Desire</u> by Augusto Boal- <i>Mask of Racism, Cops in the Head</i>
3/2009	The Conciliation Project Annual Meeting and Retreat, Dr. Tawnya Pettiford-Wates	<b>Facilitating Dialogue on Racism</b>	Workshop in facilitating dialogues about racism, techniques in engaging participants and creating a safe space
3/2008	Dr. Tawnya Pettiford-Wates	<b>Listening</b>	Workshop deconstructing the process of listening and interrogating good listening practice for quality communication
6/2006 6/2005	NCORE	<b>Various workshops</b>	National Conference on Race and Ethnicity (NCORE) – offered a multitude of works and processes concerning addressing and healing from racism in America.
2004	Edree Allen-Agbro	<b>Facilitation; Conflict resolution</b>	One day intensive on facilitation styles with special focus in difficult topics- Race, Religion, Politics and Money
2004	Tim Wise	<b>Racism in America</b>	Presentation and workshop on being an anti-racist white person in America and how to address issues of privilege.

### **Movement and Dance**

<b>CLASSES AND EXTENDED WORKSHOPS</b>		
Spring 2009	<b>Master Class: Butoh</b>	Maureen Freehill
Spring 2007	<b>Master Class: Choreography for the Actor</b>	Kabby Mitchell III
Fall 2006	<b>Grotowski inspired movement laboratory</b>	Drew Vidal and Joseph Carlson
Spring 2006	<b>Tap Basics</b>	Melanie Richards
Winter 2004	<b>Ballet Basics Salsa/Merengue/Caribbean</b>	Anita Kuriowa Maensy Sanchez
Fall 2003	<b>Jazz</b>	Anita Kuriowa
Summer 2003	<b>Dance Intensive and Conditioning</b>	Anita Kuroiwa
Winter 2003	<b>Butoh</b>	Maureen Freehill
Fall 2002	<b>Jazz Stage Combat- hand Modern</b>	Anita Kuroiwa Bob Borwick Kabby Mitchell III
2000-2001	<b>Capoeira</b>	Mestre Jurandir Nascimento
1996	<b>Escrima</b>	Lizamie Bustillo

<b>WORKSHOPS</b>			
June 2011	<b>Hula Hoop</b>		Rachel Braford
Dogtown Dance Theatre, May 29, 2010	<b>Capoeira</b>		Maria Bauman
TCP annual meeting 2008	<b>Exploration in Viewpoints and Escrima</b>		Theo Macabeo
TCP annual meeting 2008	<b>Tae Kwon Do</b>		Donzell Lewis
Alternate Roots Conference 2007	<b>Open Space: Hip Hop Dance</b>		Olive Dance Company
<b><i>Arts Management and Business of Theatre</i></b>			
<b>CLASSES/EXTENDED WORKSHOPS</b>			
Fall 2007	Dr. Noreen Barnes	<b>The Business of Non-Profit Theatre</b>	A class on designing and maintaining a non-profit theatre company
<b>MASTER CLASSES AND WORKSHOPS</b>			
August 2010	Alternate Roots	<b>Money Matters</b>	Financial Tools and Coaching to Empower Individual Artists and Small Organizations
July 2010	Black Theatre Network PANEL: Various	<b>Meet me at Metro</b>	A new festival model for urban areas
May 2009	Mary Burress	<b>Promotion and Marketing for Non-Profits</b>	An intensive workshop marketing and promotional techniques



**Education Related Work Experience**

2/2013 -6/2013	<b>Support Teacher</b> Infants-PreK	Our Beginning- Reggio inspired early learning center
6/2007 - 8/2007	<b>Teacher- Camp Ganim</b> Teach and care for two year olds at a summer camp.	Carole and Marcus Weinstein Jewish Community Center
11/2004 - 1/2006	<b>Teacher/Day care provider/Kitchen Manager</b> Provide Montessori based care and education. Held positions as "Floater" "Teacher- Infants, T1, T2 and T3.	Legacy Montessori Day Care

**Arts and Education Related Volunteer Experience**

2004	<b>Performance Mentor/Coach</b> Hit the Beach- Mentor and coach high school age students culminating in a community performance.	Rainier Beach High School Seattle, WA
2001 - 2002	<b>Tutor</b> After school program for elementary age students	Brighton Elementary School Boys and Girls Club Seattle, WA
10/1998 - 6/1999	<b>Corps Member</b> National Service Organization; tutor, mentor and physically serve the community	City Year/AmeriCorps Seattle, WA
9/1997 - 6/1998	<b>Tutor/Teachers Assistant</b> Tutor and mentor high school students in a non-traditional educational environment	Middle College High School Seattle, WA



# Cultural Space Agency Preservation and Development Authority

Five Members: Pursuant to *the charter of the Cultural Space Agency*, five members subject to City Council confirmation, *three-year terms*:

- # City Council-appointed
- # Mayor-appointed
- #18 Other Appointing Authority-appointed (specify): The Constituency of the Cultural Space Agency

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	NB		1.	Member	Ching-In Chen	12/1/22	12/1/25	1	CSA
2	NB		2.	Member	ChrisTiana ObeySumner	12/1/22	12/1/25	1	CSA
1	F		3.	Member	Gladys Ly-Au Young	12/1/22	12/1/25	1	CSA
4	F		4.	Member	Ixtli White Hawk	12/1/22	12/1/25	1	CSA
2	F		5.	Member	Olisa Enrico-Johnson	12/1/22	12/1/25	1	CSA

## Previously Approved Members:

2	F	3	6.	Member	Geneiva Arunga	10/1/21	10/1/24	1	CSA
2	F	n/a	7.	Member	Nia Arunga	10/1/21	10/1/24	1	CSA
1	F	2	8.	Member	Julie Chang Shulman	10/1/21	10/1/24	1	CSA
2	F	2	9.	Member	Nyema Clark	10/1/21	10/1/24	1	CSA
2	F	2	10.	Member	Afua Kouyate	10/1/21	10/1/24	1	CSA
2	M	2	11.	Member	Sergio Max Legon Talamoni	10/1/21	10/1/24	1	CSA
4	F	2	12.	Member	Melina Rivera	10/1/21	10/1/24	1	CSA
3	M	2	13.	Member	CM Ruiz	10/1/21	10/1/24	1	CSA
6	M	3	14.	Member	Michael Seiwerath	10/1/21	10/1/24	1	CSA

## Founding Members:

2	M	2	15.	Member	Tim Lennon	1/1/20	1/1/23	1	CSA
6	M	2	16.	Member	Randy Engstrom	1/1/20	1/1/23	1	CSA
3	F	1	17.	Member	Coté Soerens	1/1/20	1/1/23	1	CSA
6	F	5	18.	Member	Sarah Wilke	1/1/20	1/1/23	1	CSA

## SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor													
Council													
Other	5	11		2	3	8	2	2		3			
Total	5	11		2	3	8	2	2		3			

**Key:**

**\*D** List the corresponding *Diversity Chart* number (1 through 9)

**\*\*G** List *gender*, **M**= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary **O**= Other **U**= Unknown

**RD** Residential Council District number 1 through 7 or N/A

*Diversity information is self-identified and is voluntary.*



## Legislation Text

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**File #:** Appt 02490, **Version:** 1

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Appointment of Gladys Ly-Au Young as member, Cultural Space Agency Public Development Authority Governing Council, for a term to December 1, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Gladys Ly-Au Young</i>		
<b>Board/Commission Name:</b> <i>Governing Council of the Cultural Space Agency</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>	<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>The Constituency of the Cultural Space Agency</i>	<b>Term of Position: *</b> 12/1/2022 <b>to</b> 12/1/2025  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> <i>Queen Anne</i>	<b>Zip Code:</b> <i>98119</i>	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> <i>Gladys Ly-Au Young is a Partner at Sundberg Kennedy Ly-Au Young Architects. She combines a deep understanding of sustainable design together with sensitivity to context and place in all her work. Committed to design excellence, Gladys works closely with clients and stakeholders to help guide them through the design process, ensuring ideas are translated gracefully to drawing documents. She thrives on challenges: from the intimate complexities of a residence to more expansive ideas of adaptive reuse and urban design, all the while creating work that is environmentally sensitive, elegant, and functional. A current passion is designing sustainable affordable housing to achieve Living Building certification. Gladys has worked with Rick and John for more than twenty-five years, first at Olson Sundberg Kundig Allen Architects as a project architect, and currently, as a partner at SKL. Together, they collaborate with a shared design sensibility and thoughtful integrity to all work undertaken by the firm.</i>		
<b>Authorizing Signature (original signature):</b>  <i>Bruce A. Harrell</i> <b>Date Signed (appointed):</b> 11/21/2022		<b>Appointing Signatory:</b> <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>

\*Term begin and end date is fixed and tied to the position and not the appointment date.



# Gladys Ly-Au Young

NOMA, AIA, ALEP, DBIA Assoc., LEED AP | Partner

A founding partner of Sundberg Kennedy Ly-Au Young Architects, Gladys Ly-Au Young is driven by a social purpose to design earth-friendly, community-based places that function well, create belonging, and promote health, well-being, and sustainability.

A leader in sustainable buildings, she has created some of the most energy-efficient buildings in Western Washington. Gladys is most recently honored by King County with the 2021 Green Globe “Leader in Green Building” Award.

Gladys held an MS in Sustainable Design from Carnegie Mellon University and a Bachelor of Architecture from Washington State University. She has been applying a deep understanding of sustainable design, passion for empowering communities, and thoughtful design integrity to projects for close to 30 years. She is currently pursuing a Graduate Certificate in Social Justice at Harvard Extension School.



## Curriculum Vitae

# Gladys Ly-Au Young

### EDUCATION

2022	Harvard Extension School, Graduate Certificate in Social Justice
2007	Master of Science in Sustainable Design, Carnegie Mellon University
1994	Bachelor of Architecture, Washington State University
1993	B.S. in Architectural Studies, Washington State University
1993	Danish Institute for Study Abroad (DIS), Spring semester

### PROFESSIONAL POSITIONS

2012 -	Sundberg Kennedy Ly-Au Young Architects
2008 - 2012	Graham Baba Architects
2007 - 2008	Zimmer Gunsul Frasca Architects
1994 - 2006	Olson Sundberg Architects/Olson Sundberg Kundig Allen Architects

### ARCHITECTURAL REGISTRATION

2001	Washington #8105
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### ACADEMIC HONORS

2007	George W. Anderson Award, First Place, Carnegie Mellon University
1994	AIA Henry Adams Medal of Excellence
1993	National Society of Registered Architects, Student Design Achievement Award
1993	Danish Institute for Study Abroad (DIS), Architecture and Design Award for Academic Excellence
1987	Mayor's Cup for Community Spirit, Folkstone, UK

### PROFESSIONAL AFFILIATIONS

2022	Accredited Learning Environments Planner (ALEP) designation
2022	National Organization of Minority Architects (NOMA)
2021	Design-Build Institute of America (Assoc. DBIA)
2005	LEED Accredited Professional
2001	American Institute of Architects
2001	National Council of Architectural Registration Boards
2022-2023	AIA Seattle Co-Chair Honor Awards
2020	AIA Seattle Co-Chair/Moderator Community Engagement Forum
2016-2018	AIA Seattle Strategic Advisory Council
2009-2012	AIA Seattle, Design in Public, Advisory Board
2008-2012	AIA Seattle, Board of Directors
2010	AIA Seattle, Future Shack Committee
2010	AIA Seattle, Nomination Committee
2008	AIA Seattle, Committee on the Environment Committee
2008	AIA Seattle, Counting Carbon Workshop, 50>>50 Committee
2008	AIA Seattle, Residential Forum Committee
2002	AIA Seattle, Honor Awards Planning Committee



### CIVIC AND COMMUNITY

2021-	<b>Cultural Space Agency, BASE Constituent</b> The Cultural Space Agency is a mission-driven, values-based cultural real estate development company chartered by the City of Seattle as a Public Development Authority, driven by a group of BIPOC stakeholders.
2022-2023	<b>International Living Future Institute, Organizational Equity Technical Advisory Group (TAG)</b> Advise ILFI on strategic and structural considerations for shaping the program.
2021-2024	<b>Seattle 2030 District, Board of Directors</b> Board member to support the mission and vision of 2030 District Network
2022	<b>City of Seattle, Design Review Statement of Legislative Intent Stakeholder</b> Stakeholder group to conduct a Racial Equity Toolkit analysis of the Design Review Program and report to the Seattle City Council on the outcomes.
2018-2024	<b>Northwest School Board of Trustee, Facilities Board Committee Chair, DEI Board Committee Member and Carbon Neutrality Task Force Member</b> Lead board efforts in Diversity, Equity and Inclusion mission, chair the Facility Committee and led overall school efforts to achieve net-zero carbon by 2030.
2019-2020	<b>Housing Development Consortium, Exemplary Building Committee</b> Member of a committee to advance energy efficiency, use of non-toxic materials in the affordable housing sector.
2018-2020	<b>Living Building Challenge, Affordable Housing Framework</b> Led material research and key contributor to Materials List for Affordable Housing, download at <a href="https://living-future.org/affordable-housing/">https://living-future.org/affordable-housing/</a>
2016-2020	<b>South King Tool Library, Partner in charge</b> Led architectural team to design and permit the tool library, providing access to tools and training in low-income and under-served populations.
2014-	<b>Songea's Kids and Hope Village Organization, Design Principal</b> Led architectural team to build Hope Village in Tanzania, providing housing, health clinics, schools to orphans and villagers.
2010	<b>DAH/University of Washington, Sustainable Historic Preservation in Washington State, Advisory Board</b> Member of an advisory team on adaptive reuse of old buildings in Washington.
1998-2001	<b>The Bra Show, Board Member</b> Board member of a non-profit organization provided valuable outreach and funding to support breast cancer research and awareness.

## Awards, Honors and Recognition

### AWARDS

#### AIA Awards

2020	AIA Seattle Honor Award, Olympic High School, Honorable Mention Jurors: Marsha Maytum, FAIA, Pacale Sablan, AIA, NOMA, Tatiana Bilbao	2020
2019	AIA Washington Civic Design Award, Olympic High School, Citation Award Jurors: Mark Cavagnero, FAIA, Renee Chow, AIA, Ryan Jang, AIA	2019
2019	AIA Seattle Honor Award, Seattle Resource HUBs, Conceptual, Merit Award Jurors: Bryan C. Lee Jr., Lisa Matthiessen FAIA, Jonathan Tate	2019
2018	AIA Seattle Displaced: Design for Inclusive Cities   A Design Competition, Seattle Resource HUBs, Second Place Jurors: Allan Ekberg, Charles Mudede, Cleo Barnett, Milenko Matanovic, Osama Quotah, Sergio Davila, Sheryl Cababa	2018
2010	AIA Seattle Honor Award, The Kolstrand Building, Commendation Award Jurors: Jim Jennings AIA, Sheila O'Donnell Hon. FAIA, Gilles Saucier, FRAIC	2010
2009	AIA Architecture Firm Award Olson Sundberg Kundig Allen	2009
2006	AIA Northwest Design Awards, Northwest Family Retreat, Western Washington	2006
2001	AIA Seattle Honor Award, Seattle University School of Law, Merit Award	2001

#### Other Awards

2022	Association for Learning Environment, Planning & Design Award for Renovation/Major Addition, Olympic High School	2022
2021	King County Green Globe Award, Leader in Green Building Award. <a href="#">Link.</a>	2021
2020	Illuminating Engineering Society (IES) Puget	2020

2020	Sound 2020 Gloria Koch Leonidas Illumination Award for Interior Lighting Design.	2020
2020	National Illuminating Engineering Society, Olympic High School, Merit Award	2020
2017	National Illuminating Engineering Society, Kingsgate Library, Merit Award	2017
2019	ASHRAE Technology Award, Westside School	2019
2001	Masonry Institute of Washington, Seattle University School of Law, Citation Award	2001
2003	Society for Marketing Professional Services, Marketing Communication Award, Olson Sundberg Kundig Allen Website	2003

### LECTURES + PRESENTATIONS

2022	AIA Seattle Practicing Equity & Advocacy in Rapid Decarbonization. Climate Leadership Summit. The Value of Responsible Building. <a href="#">Link.</a>	2022
2021	AIA Montana Fall Conference and 100 Year Anniversary. Keynote - Daffodils, Land and Waterhole: Stories from Practicing Equitable Architecture. <a href="#">Link.</a>	2021
2021	Association of Learning Environment Pacific Northwest Regional Conference. Creating Equity for an Underserved Population: Olympic High School's Cinderella Story	2021
2020	Bellingham Green Building Slam. Day One. <a href="#">Link.</a>	2020
2020	AIA Seattle Community Engagement Forum. Establishing Meaningful Relationships with Communities You Serve. <a href="#">Link.</a>	2020
2020	USGBC, Intersectional Environmentalism in the Building Industry	2020
2020	AIA Seattle Town Hall, Back to the Office: Return Strategies	2020
2020	AIA Knowledge Net, LBC and Affordable Housing. <a href="#">Link.</a>	2020
2020	Living Future unConference 2020, From Personal Life to Project Scale – What inhibits Us to Act?	2020

2020	Living Future unConference 2020, Health and Wellness Summit	2020
2020	Skyway Youth Council, a discussion with the Youth Council on what makes a successful affordable housing development	2020
2020	MLK Day of Service: Framework for Equitable Community Development	2020
2019	Greenbuild, Bring Sustainability Home: Affordable Housing Leads the Way	2019
2019	Eco Building Guild, Othello Square, A Model of Equity Based Development	2019
2019	Housing Development Consortium Lunch and Learn, Othello Square: A Case Study in Community Based Development	2019
2019	Seattle Design Festival, Balance: Community Engagement Civic Transformation Panel	2019
2019	Housing Development Consortium, Affordable Housing Week, Othello Square Building D: Case Study in Red-List Free, Healthy Materials	2019
2019	Living Future unConference 2019, Progress to the Summit: Living, Affordable Housing	2019
2019	Olympic High School, Grand Opening keynote	2019
2016	Songea Kids, Grow the Circle of Care for Songea/Lutikira Orphans and Vulnerable Youth, Keynote	2016
2016	Kingsgate Library, Grand Opening Keynote	2016
2016	Grand Opening for the Center for Architecture & Design, Lighting Talks: FitNation projects	2016
2015	Revitalize WA, Community Enrichment Series: Sustainability and Green Building, Design Review, Design Guidelines and Urban Infill, Development and Tourism, Community Outreach and Partnerships	2015
2009	ZGF Sustainable Design Workshop, Life cycle analysis tools	2009
2008	ZGF Sustainable Design Workshop, 2030 Challenge	2008
2008	AIA Seattle, Counting Carbon Workshop, 50>>50	2008

**PUBLICATIONS, MEDIA (About Project)**

2021 Gonchar, Joann. (2021). *The Living Building Challenge Grows Up: A stringent standard for regenerative design expands its reach and influence.* Architectural Record. February 2021.

2020 Melton, Paul. (2020). *Equity in Design and Construction: Seven Case Studies: From an affordable multifamily building to an iconic museum, these projects are designed and built to advance equity, diversity, and inclusion.* Building Green Spotlight Report.

2020 Puri, Susan, and Smith, Kathleen. (2020). *Living Building Challenge, Framework for Affordable Housing: A pathway to overcome social, regulatory, and financial barriers to achieving Living Building Challenge Certification in affordable housing.* International Living Future Institute.

2019 Heater, Morgan, and Baker, Stephanie. (2020, March). *ASHRAE Technology Award Case Studies: Church Transformations to Neighborhood School.* ASHRAE Journal.

2019 Harrell, Bruce. (2019, May 8). *City of Seattle announces \$4.92 million to permanently fund affordable housing cooperative at Othello Square.* The Seattle Medium.

2019 Roberts, Paul. (2019, June 1). *With Othello Square, a Rainier Valley community gets some help in the battle against gentrification.* Seattle Times.

2019 Houston, Serin D. (2019). *Imagining Seattle: Social values in Urban Governance.* University of Nebraska Press, Lincoln, p.p 97-132.

2019 Powers, John. (2019, March). *A vision of our bright future at Olympic High School.* Kitsap Business Journal.

2019 *12 winners in AIA civic design awards.* (2019, October 19). Daily Journal of Commerce.

2018 Kathryn Merlino. (2018). *Building Reuse: Sustainability, Preservation, and the Value of Design.* University of Washington Press.

2018 Johnson, Cat. (2018, April 12). *How coworking is revitalizing one Seattle Neighborhood.* Allwork.

2017 Barnett, Erica. (2017). *Anchors against displacement: Seattle experiments with community-owned hubs and job incubators.* Sightline Institute.

2015 Sam Bennett. (2015). *Hammer & Hand competition lets young designers tackle net-zero buildings.* Journal of Commerce.

2015 Batayola, Maria. (2015, March 24). *Hing Hay Coworks to inject entrepreneurial spirit into ID.* International Examiner.

2015 International Examiner. (2015, April 2). *Announcement: Hing Hay Coworks completion caps a 14-year journey.*

2015 McCuen, Ashley. (2015, June 12). *Kingsgate Library design puts families first in renovation.* Kirkland Reporter.

2010 Minner, Kelly. (2010, November 19). *60th AIA Seattle Honor Awards for Washington Architecture.* ArchDaily.

2010 Porter, Lynn. (2010, November 10). *Love at first sight for AIA's top award winner.* Daily Journal of Commerce.

**PUBLICATIONS, MEDIA (About Gladys Ly-Au Young)**

2021 Women's History Month Spotlight: Uche Okezie (HomeSight) & Gladys Ly-Au Young (SKL Architects). Housing Development Consortium. Exemplary Building Program.

**PUBLICATION (By Gladys Ly-Au Young)**

2018 Ly-Au Young, Gladys. (2018, September 10). *Independent School Finds Opportunity for Progressive Learning Spaces in a Well-worn Church.* Retrofit.

2017 Heater, Morgan, and Ly-Au Young, Gladys. (2017, Winter). *From Church to School.* High Performance Buildings.

2015 Curbed. (2015). *What Can Architects Do to Help Fight Climate Change?*

**DESIGN JURIES**

2021-22 Seattle 2030 District Energy Design Award

2014-16 perFORM Competitions

2014 AIA Portland Architecture Awards

Ongoing University of Washington thesis/studio jury

**EXHIBITIONS**

2018 Seattle Resource HUBs, AIA Seattle Displaced: Design for Inclusive Cities, Bill and Melinda Gates Foundation Discovery Center

2016 PastFORWARD, FitNation Exhibit, AIA Seattle's first exhibit at the Center for Architecture & Design, explores projects and strategies that make our environment more conducive to physical activity as a part of everyday life

**COHORTS**

2018-20 Living Building Challenge Affordable Housing. Worked tirelessly to reach LBC goals to enhance the positive impact of affordable housing on the lives of residents and communities while mitigating the persistent inequalities often present in low-income communities.

2019-20 Housing Development Consortium Leadership Development. Demonstrated leadership in the affordable housing sector by working on issues related to health equity and energy efficiency.

2020-21 BASE - Build Art Space Equitably. 30-person cohort consisting experts in fields related to cultural space, and entirely of People of Color. Enthusiastically committed through a racial equity lens to create, activate, and preserve Cultural Space for Communities of Color.



# PROVING SUSTAINABLE DESIGN IS ATTAINABLE IN EVERY PROJECT

Identifying barriers is the starting point for successfully tackling the tough issues of social equity and achieving outcomes with lasting benefits.

## OLYMPIC HIGH SCHOOL



Bremerton, Washington  
2019 Phase 1 and 2021 Phase 2

Restored pride and new life to an underfunded school and achieve 70% energy reduction, to become the new model for the school district.

Role of Nominee  
Partner in charge

Firm  
SKL Architects

## WESTSIDE SCHOOL



Seattle, Washington  
2016

Transformed and re-purpose an old church to a cost-effective, energy-efficient, and healthy K-8 school to become the most energy-efficient school in the Pacific Northwest.

Role of Nominee  
Partner in charge

Firm  
SKL Architects

## ENVIRONMENTAL EDUCATION AND RESEARCH CENTER



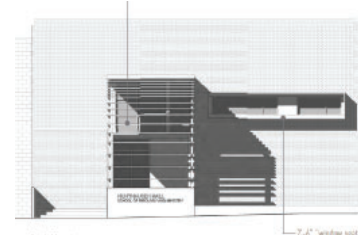
King County, Washington  
2022

Achieved a unique living laboratory and outdoor classroom in St. Edward State Park, while integrating sustainability to an underfunded public project.

Role of Nominee  
Design Principal

Firm  
SKL Architects

## SEATTLE UNIVERSITY PASSIVE COOLING AND HEAT GAIN STUDY



Seattle, Washington

An important contributor to the overall goal in reducing the University's carbon footprint 12% by 2020 and 51% by 2035. The University has exceeded the 2020 reduction goal, and is on track to meet the 2035 carbon reduction target.

Role of Nominee  
Partner in charge

Firm  
SKL Architects

KALMIOPSIS ENVIRONMENTAL  
RETREAT CENTER



Siskiyou National Forest, Oregon  
2014

The off-grid project shows that net-zero water and energy and a low embodied carbon footprint are achievable on a budget by leveraging the assets of the site.

Role of Nominee  
Partner in charge

Firm  
SKL Architects

MELROSE SQUARE URBAN INFILL



Seattle, Washington  
2009

A pilot project of the City of Seattle's Priority Green program, Gladys led the design of the adaptive reuse turned an auto garage into an off-grid mixed-use building.

Role of Nominee  
Project Manager/Sustainability Lead

Firm  
Graham Baba Architects

HALE KUMAU



North Kohala, Hawaii  
2007

Designed to be fully off-grid, this project empowers Hawaii's renewable industry as a showcase of services and materials.

Role of Nominee  
Project Manager/Sustainability Lead

Firm  
Olson Sundberg Kundig Allen  
Architects

EXETER



Oxford, UK  
2011 Conceptual

Led the sustainability vision for the design competition to form Exeter College's "Third Quadrangle" in the center of Oxford.

Role of Nominee  
Design Team/Sustainability Lead

Firm  
Richard Sundberg Architect with  
SKL Architects

*“Gladys gets the need to be willing to push on confronting climate change through the built environment and does so fully aware of the need to also address equity.”*

Marty Kooistra, Executive  
Director, Housing  
Development Consortium

# EMPOWERING COMMUNITIES

Shift our ideas from an individual chore to build communities of care

U-LEX  
AFFORDABLE  
HOMEOWNERSHIP BUILDING



Seattle, Washington  
Construction starts 2023

This project is designed and is used as a new model in affordable housing with 45% energy reduction and the use of red-list free materials.

Role of Nominee  
Partner in charge

Firm  
SKL Architects

WHITE CENTER HOPE UNITY  
BELONGING (HUB)



White Center, Washington  
Construction starts 2023

With deep engagement from the White Center community, Gladys centers both housing affordability and health disparities in a neighborhood experiencing displacement. Community input is reflected in 100% affordable family-sized units with social services and community health clinic.

Role of Nominee  
Partner in charge

Firm  
SKL Architects

REJUVENATION COMMUNITY  
DAY CENTER



Seattle, Washington  
Construction starts 2022

Gladys is transforming a dilapidated building into a day center for the unhoused community through a healing-centered approach.

Role of Nominee  
Partner in charge

Firm  
SKL Architects

HING HAY COWORKS



Seattle, Washington  
2014

The Chinatown-International district neighborhood gained a community gathering place and support center for local organizations through adaptive reuse. Gladys led her team in the renovation and showed it is possible to use healthy materials and create a warm environment on a shoestring budget.

Role of Nominee  
Partner in charge

Firm  
SKL Architects

*“Gladys’ projects become case studies of what is possible. These examples inform the larger community and help transform the way that we conceive of design, and deliver projects that benefit everyone with a focus on equity and social and environmental justice.”*

Jonathan Heller, Ecotope

### HOPE VILLAGE



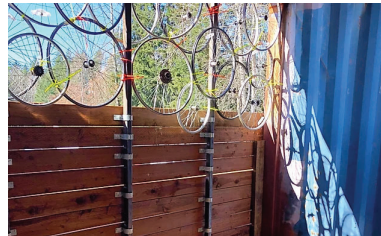
Lutikira, Tanzania  
Ongoing  
Pro-Bono project

Improved affordable methods of building in a developing country by honoring the local tradition while elevating design and construction methodologies.

Role of Nominee  
Design Principal

Firm  
Sundberg Architecture Initiative,  
SKL Architects

### SOUTH KING TOOL LIBRARY



South King County, Washington  
2019  
Pro-Bono project

Re-purposed donated shipping containers to become a model for community tool library while fostering neighborhood resiliency, economic empowerment, environmental stewardship, and equity in all its forms.

Role of Nominee  
Partner in charge

Firm  
SKL Architects

### SALMONBERRY LOFTS



Seattle, Washington  
Construction completion 2022

Co-create a culturally-relevant healing space with Chief Seattle Club as a model to add social and health supportive services to their Native housing program.

Role of Nominee  
Design Principal

Firm  
SKL Architects

### NUWE REIS VILLAGE



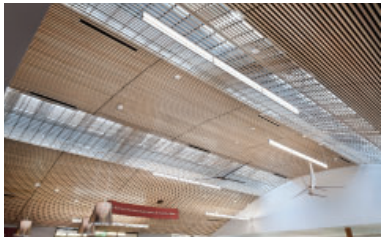
Bremerton, Washington  
Construction starts 2024

Nuwe Reis means new journey in Afrikaans. Gladys is creating a new model for place-based affordable housing with supportive services for people experiencing homelessness.

Role of Nominee  
Design Principal

Firm  
SKL Architects

### KINGSGATE LIBRARY



Kirkland, Washington  
2015

Led the sustainability through reuse efforts to turn a rundown but beloved community library to become a neighborhood cultural space.

Role of Nominee  
Partner in charge

Firm  
SKL Architects

### CENTENNIAL TRAIL PASTforward



Snohomish County, Washington  
2014

Successfully created a model for community history telling by combining education and recreation. Through trust-building, the project brought forward stories from Japanese American internment told for the first time.

Role of Nominee  
Design Principal

Firm  
SKL Architects with Site Story and Luminous Creative

### PHINNEY COMMUNITY LAND TRUST



Seattle, Washington  
Construction start 2023

This project is an innovative model for affordable homeownership addressing both housing comfortability, anti-displacement, and climate resilient design.

Role of Nominee  
Partner in charge

Firm  
SKL Architects

### SEATTLE RESOURCE HUBS



Seattle, Washington  
2018 Conceptual

Amplified the need for refugee communities to have access to urban resources and won the AIA Seattle Honor Merit Award, and the AIA Seattle Displaced: Design for Inclusive Cities Award.

Role of Nominee  
Design Principal

Firm  
SKL Architects



### PRATT FINE ARTS CENTER



Seattle, Washington  
2017 Conceptual

Led the efforts to create public outdoor spaces in private development with the vision to connect beyond its footprint. The funding for this project did not come to fruition, but it shifted the dialogue on place-based community development in a gentrifying neighborhood.

Role of Nominee  
Partner in charge

Firm  
SKL Architects

### KEIRO SENIOR CENTER



Seattle, Washington  
2012  
Pro-Bono project

Informed by community feedback, Gladys led design with limited donated funds to build a series of culturally relevant community spaces. The result is more than a functional physical space; it serves as a place for the continuing creation and validation of identities or communities who feel invisible in the mainstream culture.

Role of Nominee  
Design Architect

Firm  
Richard Sundberg Architects with  
Murase Associates

### KOLSTRAND



Seattle, Washington  
2008

Transformed a 1910 marine supply building into an energy-efficient mixed use building. Gladys' efforts not only extended the life of the building but preserved a vernacular that is quickly disappearing. She worked with many levels of stakeholders to remove barriers to reinforce the vitality of a walkable neighborhood.

Role of Nominee  
Project Manager/Design Architect

Firm  
Graham Baba Architects

*“Gladys active and thoughtful participation in ILFI’s Affordable Housing Program has made a meaningful difference in residents’ lives and has helped push the market forward. These efforts are creating real and beneficial change benefiting many more than those directly housed in the units she is creating.”*

Kathleen Smith, Vice  
President, Living Building  
Challenge, International Living  
Future Institute (ILFI)

# MAGNIFYING INFLUENCE

LIVING BUILDING CHALLENGE  
- AFFORDABLE HOUSING FRAMEWORK



This tool empowers affordable housing agencies to create sustainable and equitable projects. Gladys spearheaded section on red-list free materials, using her experience in the sector to understand and help remove barriers to creating healthier buildings.

Role of Nominee  
Framework Contributor/Reviewer  
  
Audience  
Local/Regional/International

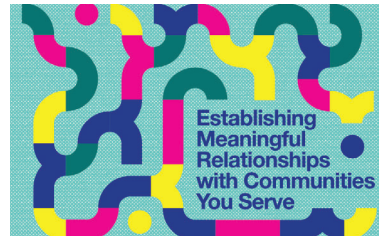
LIVING FUTURE 20  
- HEALTH AND WELLNESS SUMMIT  
- FROM PERSONAL LIFE TO PROJECT SCALE – WHAT INHIBITS US TO ACT?



As a speaker and a panelist at the Living Futures Summit, Gladys made compelling cases for healthy materials and showing the connections between the elimination of toxic materials, health equity and climate change.

Role of Nominee  
Speaker/Panelist  
  
Audience  
Local/Regional/International

AIA SEATTLE COMMUNITY ENGAGEMENT FORUM  
- ESTABLISHING MEANINGFUL RELATIONSHIPS WITH COMMUNITIES YOU SERVE



Led the development of this community engagement forum as a Co-Chair and serves as a moderator for the panel she envisioned called Authentic Connection in Black, Indigenous, and Peoples of Color (BIPOC) Communities.

Role of Nominee  
Co-Chair, Moderator  
  
Audience  
Local/Regional

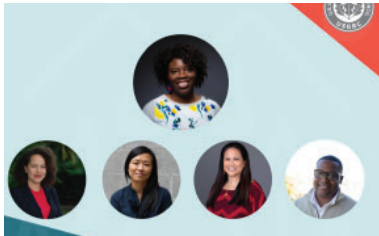
SEATTLE DESIGN FESTIVAL  
- COMMUNITY ENGAGEMENT AND CIVIC TRANSFORMATION



AIA Seattle's Diversity Roundtable brought together three women leaders in built environment to talk about how their investment in cultural convening and community spaces provide lessons and perspective to catalyze communities of color to control their own destiny as development continues in our neighborhoods.

Role of Nominee  
Panelist  
  
Audience  
Local

USGBC - INTERSECTIONAL ENVIRONMENTALISM IN THE BUILDING INDUSTRY

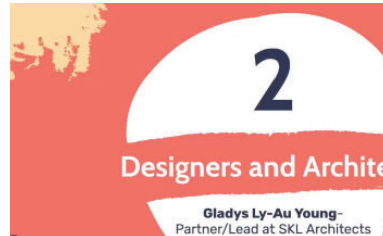


The US Green Building Council Pacific Region event brought together BIPOC experts from across the green building community to share their understand and perspective on intersectional environmentalism. Over 150 audiences from around the world participated.

Role of Nominee  
Panelist

Audience  
Local/Regional/International

SKYWAY YOUTH COUNCIL



Contributed her expertise to the Skyway Youth Council on affordable housing and equity issues. The youth spent two years understanding the problems and came up with five actionable items to advocate for Skyway.

Role of Nominee  
Contributor

Audience  
Local

DESIGN IN PUBLIC AND THE CENTER FOR ARCHITECTURE & DESIGN



During Gladys' three years as leader of AIA Seattle's Design in Public Advisory Board, they planned the physical space called the Center for Architecture & Design. The Center is now a dynamic public space for conversations that explore design's role in shaping cities.

Role of Nominee  
Advisory Board

Audience  
Local/Regional/International

AIA KNOWLEDGE NET WEBINAR ON LIVING BUILDING CHALLENGE AND MULTIFAMILY AFFORDABLE HOUSING



Shared knowledge on navigating the sticky barriers in achieving the goals of the Living Building Challenge in affordable housing project delivery.

Role of Nominee  
Speaker

Audience  
Local/Regional/International



HOUSING DEVELOPMENT  
CONSORTIUM  
WOMEN'S HISTORY MONTH



During the Women's History Month, Housing Development Consortium celebrated Gladys and other women as key players in helping to bring the principles and practices of "exemplary building" to King County's affordable housing sector.

Role of Nominee  
Honoree

Audience  
Local/Regional

KING COUNTY GREEN GLOBE  
LEADER IN GREEN BUILDING  
AWARD



Executive Dow Constantine in 2021 honored Gladys with the Green Globe Awards for Leader in Green Building. The award from King County is for outstanding work to protect and restore the environment, including ensuring environmental justice for all.

Role of Nominee  
Awardee

Audience  
Local/Regional

AIA MONTANA

Come Together



As the keynote speaker at AIA Montana's 100th anniversary celebration, Gladys shared stories from recent projects on a theme of rethinking architectural practice and ways to make meaningful changes toward an equitable future.

Role of Nominee  
Speaker

Audience  
Local/Regional

BELLINGHAM GREEN BUILDING  
SLAM



In her "Day One" presentation, Gladys shared stories from her equitable practice to suggest "Day One" priorities for the incoming Biden/Harris administration. She showed what her practice is doing in response to climate change, racial equity, covid-19, and the rising economic inequality.

Role of Nominee  
Speaker

Audience  
Local/Regional

# Cultural Space Agency Preservation and Development Authority

Five Members: Pursuant to *the charter of the Cultural Space Agency*, five members subject to City Council confirmation, *three-year terms*:

- # City Council-appointed
- # Mayor-appointed
- #18 Other Appointing Authority-appointed (specify): The Constituency of the Cultural Space Agency

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	NB		1.	Member	Ching-In Chen	12/1/22	12/1/25	1	CSA
2	NB		2.	Member	ChrisTiana ObeySumner	12/1/22	12/1/25	1	CSA
1	F		3.	Member	Gladys Ly-Au Young	12/1/22	12/1/25	1	CSA
4	F		4.	Member	Ixtli White Hawk	12/1/22	12/1/25	1	CSA
2	F		5.	Member	Olisa Enrico-Johnson	12/1/22	12/1/25	1	CSA

## Previously Approved Members:

2	F	3	6.	Member	Geneiva Arunga	10/1/21	10/1/24	1	CSA
2	F	n/a	7.	Member	Nia Arunga	10/1/21	10/1/24	1	CSA
1	F	2	8.	Member	Julie Chang Shulman	10/1/21	10/1/24	1	CSA
2	F	2	9.	Member	Nyema Clark	10/1/21	10/1/24	1	CSA
2	F	2	10.	Member	Afua Kouyate	10/1/21	10/1/24	1	CSA
2	M	2	11.	Member	Sergio Max Legon Talamoni	10/1/21	10/1/24	1	CSA
4	F	2	12.	Member	Melina Rivera	10/1/21	10/1/24	1	CSA
3	M	2	13.	Member	CM Ruiz	10/1/21	10/1/24	1	CSA
6	M	3	14.	Member	Michael Seiwerrath	10/1/21	10/1/24	1	CSA

## Founding Members:

2	M	2	15.	Member	Tim Lennon	1/1/20	1/1/23	1	CSA
6	M	2	16.	Member	Randy Engstrom	1/1/20	1/1/23	1	CSA
3	F	1	17.	Member	Coté Soerens	1/1/20	1/1/23	1	CSA
6	F	5	18.	Member	Sarah Wilke	1/1/20	1/1/23	1	CSA

## SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor													
Council													
Other	5	11		2	3	8	2	2		3			
Total	5	11		2	3	8	2	2		3			

**Key:**

**\*D** List the corresponding *Diversity Chart* number (1 through 9)

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**RD** Residential Council District number 1 through 7 or N/A

*Diversity information is self-identified and is voluntary.*



Legislation Text

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**File #:** Appt 02491, **Version:** 1

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Appointment of ChrisTiana ObeySumner as member, Cultural Space Agency Public Development Authority Governing Council, for a term to December 1, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>ChrisTiana ObeySumner</i>		
<b>Board/Commission Name:</b> <i>Governing Council of the Cultural Space Agency</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>	<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>The Constituency of the Cultural Space Agency</i>	<b>Term of Position: *</b> 12/1/2022 <b>to</b> 12/1/2025  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> <i>Greenwood</i>	<b>Zip Code:</b> <i>98117</i>	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> <i>ChrisTiana ObeySumner is a Black, queer, non-binary, and multiply disabled person, community organizer and activist. They are CEO and principal consultant of Epiphanies of Equity LLC -- A social equity consulting firm that particularly specializes in social change, intersectionality, antiracism, and disability justice.</i>		
<b>Authorizing Signature (original signature):</b>  <i>Bruce A. Harrell</i> <b>Date Signed (appointed):</b> 11/21/2022	<b>Appointing Signatory:</b> <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>	

\*Term begin and end date is fixed and tied to the position and not the appointment date.

# ChrisTiana ObeySumner

## Experience

Epiphanies of Equity	CEO / Principal	2018 – Present
Diverse City LLC	Disability Justice Consultant	2018 – Present
Seattle Office for Civil Rights	Racial Equity Toolkit Taskforce	2018 – 2019
Sherae for State	Campaign Manager	2020
Social Impact Consultant	Seattle Opera	2018
Clinical Support Specialist	DESC	2014 – 2016
Residential Counselor	Compass Housing Alliance	2013 – 2015

## Education

Seattle University	Masters of Public Administration	2020
Seattle University	Masters of Education	2018
Seattle University	Masters Non-Profit Management	2016
Seattle University	Bachelors of Psychology	2013
Jefferson Community College (KY)	Associate's Degree	2010

## Boards & Commissions

City of Seattle	Renter's Commission	2017 – Present
City of Seattle	Commission for People with Disabilities	2014 – 2021
City of Seattle	Housing Affordability and Livability	2016 – 2017
Seattle University	Arts and Sciences Graduate Council	2015 – 2016

## Partial Client List

Bill and Melinda Gates Foundation	The Seattle Opera
Menchie's Frozen Yogurt	Wizards of the Coast
Solid Ground	Philanthropy NW
Social Justice Find NW	Triangle Associates

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**RD** Residential Council District number 1 through 7 or N/A

*Diversity information is self-identified and is voluntary.*





Legislation Text

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**File #:** Appt 02492, **Version:** 1

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Appointment of Ixtli White Hawk as member, Cultural Space Agency Public Development Authority Governing Council, for a term to December 1, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Ixtli White Hawk</i>		
<b>Board/Commission Name:</b> <i>Governing Council of the Cultural Space Agency</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>The Constituency of the Cultural Space Agency</i>	<b>Term of Position: *</b> 12/1/2022 to 12/1/2025 <input type="checkbox"/> Serving remaining term of a vacant position	
<b>Residential Neighborhood:</b> <i>Central District</i>	<b>Zip Code:</b> 98122	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> <i>Ixtli is an Indigenous Artist and Cultural Educator/Consultant; born into the Pochteca society, within the Mexika culture. She has been traveling the world from a very young age as the spokesperson for TLOKE-NAHUAKE Traditional Aztec Fire Dancers, the family dance circle. Her artistic work is an expression of her Mexika roots; as she lives and thrives in two worlds.</i>		
<b>Authorizing Signature (original signature):</b> <i>Bruce A. Harrell</i> <b>Date Signed (appointed):</b> 11/21/2022	<b>Appointing Signatory:</b> <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>	

\*Term begin and end date is fixed and tied to the position and not the appointment date.

# IXTLI WHITE HAWK



## Experience

Independent Multi-disciplinary Artist	1980 – Present
Tloke' Nahuake Fire Dancers	1980 – Present
Indigenous	

## Education

Informal Training in Indigenous History and Culture	1980 – Present
North Seattle Community College	Printmaking 1992 – 1994

## Skills

Performing artist, visual artist, craftsperson, and educator.

# Cultural Space Agency Preservation and Development Authority

Five Members: Pursuant to the charter of the Cultural Space Agency, five members subject to City Council confirmation, three-year terms:

- # City Council-appointed
- # Mayor-appointed
- #18 Other Appointing Authority-appointed (specify): The Constituency of the Cultural Space Agency

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	NB		1.	Member	Ching-In Chen	12/1/22	12/1/25	1	CSA
2	NB		2.	Member	ChrisTiana ObeySumner	12/1/22	12/1/25	1	CSA
1	F		3.	Member	Gladys Ly-Au Young	12/1/22	12/1/25	1	CSA
4	F		4.	Member	Ixtli White Hawk	12/1/22	12/1/25	1	CSA
2	F		5.	Member	Olisa Enrico-Johnson	12/1/22	12/1/25	1	CSA

## Previously Approved Members:

2	F	3	6.	Member	Geneiva Arunga	10/1/21	10/1/24	1	CSA
2	F	n/a	7.	Member	Nia Arunga	10/1/21	10/1/24	1	CSA
1	F	2	8.	Member	Julie Chang Shulman	10/1/21	10/1/24	1	CSA
2	F	2	9.	Member	Nyema Clark	10/1/21	10/1/24	1	CSA
2	F	2	10.	Member	Afua Kouyate	10/1/21	10/1/24	1	CSA
2	M	2	11.	Member	Sergio Max Legon Talamoni	10/1/21	10/1/24	1	CSA
4	F	2	12.	Member	Melina Rivera	10/1/21	10/1/24	1	CSA
3	M	2	13.	Member	CM Ruiz	10/1/21	10/1/24	1	CSA
6	M	3	14.	Member	Michael Seiwerrath	10/1/21	10/1/24	1	CSA

## Founding Members:

2	M	2	15.	Member	Tim Lennon	1/1/20	1/1/23	1	CSA
6	M	2	16.	Member	Randy Engstrom	1/1/20	1/1/23	1	CSA
3	F	1	17.	Member	Coté Soerens	1/1/20	1/1/23	1	CSA
6	F	5	18.	Member	Sarah Wilke	1/1/20	1/1/23	1	CSA

## SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor													
Council													
Other	5	11		2	3	8	2	2		3			
Total	5	11		2	3	8	2	2		3			

**Key:**

**\*D** List the corresponding *Diversity Chart* number (1 through 9)

**\*\*G** List *gender*, **M**= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary **O**= Other **U**= Unknown

**RD** Residential Council District number 1 through 7 or N/A

*Diversity information is self-identified and is voluntary.*



Legislation Text

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**File #:** Appt 02484, **Version:** 1

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Appointment of Elisa Shostak as member, Pike Place Market Historical Commission, for a term to December 1, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Elisa Shostak		
<b>Board/Commission Name:</b> Pike Place Market Historical Commission		<b>Position Title:</b> Position 1 – Friends of Market
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other	<b>Date Appointed:</b> 01/31/23.	<b>Term of Position: *</b> 12/2/2022 to 12/1/2025  Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> Magnolia	<b>Zip Code:</b> 98199	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> Elisa Shostak is an experienced paralegal and contract administrator whose professional background conducting detailed review and analysis will make her a valuable addition to the Commission. Her current role as an independent consultant and prior background as a market researcher give her a strong understanding of business environments, which is crucial to making decisions regarding the Pike Place Market. She is a passionate supporter of public markets both in Seattle and her previous home of Boston, MA.		
<b>Authorizing Signature (original signature):</b>    <b>Date:</b> 1/31/2023		<b>Appointing Signatory:</b> Bruce A. Harrell Mayor of Seattle

\*Term begin and end date is fixed and tied to the position and not the appointment date.

*Resume*  
Elisa Shostak



***Experience***

Strategic Consultant: **Compass Rose Strategic Consulting LLC**

February 2002 – Present

- Developed competitive strategies and provided on demand research services
- Provided on site and virtual assistance as required

Real Estate Paralegal (Contract): **Seattle Housing Authority**

September 2008 – December 2016

- Completed transactions, created and managed checklists for complex commercial purchase and sale agreements: to open escrow, prepare closing documents and track post-closing activities

Research Analyst: **The Body Shop Digital**

August 2000 – January 2001

- Provided on-going and on-demand market intelligence to management and staff on skin care, competitors and the impact on retailers by the emerging field of Internet marketing

Contracts Administrator: **Luminant Worldwide (formerly Free Range Media)**

September 1997 – August 2000

- Developed contract management system based on accountability and profitability

Program Manager: **The Housing Partnership, Seattle, Washington**

January 1995 – August 1997

Legal Assistant: **Law Office of James C. Middlebrooks, Seattle, Washington**

October 1991 – January 1995

Executive Assistant: **Boston Land Company, Boston, Massachusetts**

June 1984 – September 1991

Education

**Northeastern University, Boston, Massachusetts**

Bachelor of Science, Business Administration, concentration in marketing



# Pike Place Market Historical Commission

12 Members: Pursuant to Ordinances 100475 & 124935, all members subject to City Council confirmation, 3-year terms:

- 0 City Council-appointed
- 12 Mayor-appointed
- 0 Other Appointing Authority-appointed (specify):

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	F	7	1.	Friends of the Market	Elisa Shostak	12-2-22	12-1-25	1	Mayor
6	F	7	2.	Friends of the Market	Leslie Buker	12-2-20	12-1-23	1	Mayor
1	F	7	3.	Architect	Grace Leong	12-2-22	12-1-25	2	Mayor
6	M	1	4.	Architect	Mark Childs	12-2-20	12-1-23	1	Mayor
6	M	7	5.	Merchant	Lance Wagner	12-2-20	12-1-23	1	Mayor
8	F	N/A	6.	Merchant	Golnaz Mohammadi	12-2-22	12-1-25	2	Mayor
6	M	7	7.	Resident	Jonathan Cracolici	12-2-21	12-1-24	1	Mayor
			8.	Resident	Vacant	12-2-20	12-1-23		Mayor
6	F	1	9.	Property Owner	Lisa Martin	12-2-22	12-1-25	2	Mayor
			10.	Allied Arts of Seattle	Vacant	12-2-21	12-1-24		Mayor
6	M	1	11.	Allied Arts of Seattle	Samuel Farrazaino	12-2-17	12-1-20	2	Mayor
1	F	7	12.	At-Large	Stephanie Young	12-2-21	12-1-24	2	Mayor

## SELF-IDENTIFIED DIVERSITY CHART

			(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	4	6	0	0	2	0	0	0	0	7	0	1	0
Council	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>

## Key:

- \*D List the corresponding Diversity Chart number (1 through 9)
- \*\*G List gender, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown
- RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

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**File #:** Appt 02481, **Version:** 1


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Appointment of Mark C. Childs as member, Pike Place Market Historical Commission, for a term to December 1, 2023.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Mark C. Childs		
<b>Board/Commission Name:</b> Pike Place Market Historical Commission		<b>Position Title:</b> Position 4 – Architect
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other	<b>Date Appointed:</b> 1/31/2023	<b>Term of Position: *</b> 12/2/2020 to 12/1/2023  <input checked="" type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> West Seattle	<b>Zip Code:</b> 98116	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> Mark Childs is an architect and urban planner who previously served as Dean of the School of Architecture and Urban Design at University of New Mexico. His research and publications have often focused on public spaces, including the Pike Place Market which he has admired and supported for decades. His design practice frequently involved working collaboratively between community members, tribes, municipalities and design professionals and these skills will be well-suited for the work of the Commission.		
<b>Authorizing Signature (original signature):</b>   <b>Date:</b> 1/31/2023		<b>Appointing Signatory:</b> Bruce A. Harrell Mayor of Seattle

\*Term begin and end date is fixed and tied to the position and not the appointment date.

## EDUCATION

Master of Public Administration, University of Washington, 1991.  
Master of Architecture, University of Oregon, 1983.  
Bachelor of Science in Architecture, M.I.T., 1981.

Taos Toolbox, Master Class in Science Fiction Writing, 2013.

## ARCHITECTURAL REGISTRATIONS

Washington, 1987 to 1994 (on voluntary hold); New Mexico, 1994 to 2021 (on voluntary hold).

## ACADEMIC APPOINTMENTS

School of Architecture and Planning, University of New Mexico 1994 – 2020:

- Interim Dean, 2019 to 2020.
- Associate Dean for Research, 2014 to 2019.
- Founding Director of the Urban Design Certificate Program, 2004 to 2015.
- Interim Director of Community and Regional Planning, summer 2015.
- Interim Director of Architecture, 2010 to 2011.
- Associate Director of Architecture, 2008 to 2010.
- Acting Director of the Landscape Architecture Program, fall 2007.
- Director of the Design and Planning Assistance Center, 2002 to 2006.

## PROFESSIONAL EXPERIENCE

- Mark C. Childs Urban Design Consulting, 1996 to 2020.
- Southwest Land Research, Albuquerque, NM. Urban Design Planner, 1995 & 1996.
- King County Parks and Planning, Seattle, WA. Planner, 1991 to 1993.
- ARC Architects, Seattle, WA. Project Architect, 1984 to 1989.
- Arrowstreet, Boston, MA. Intern Architect, 1979 & 1980.

## AWARDS

New Mexico Heritage Preservation Award for *Imagine a City that Remembers*, 2019.

Speculative Fiction Poetry Association Award, second place short poem for “An Elephant in Ophir,” 2019 and “Tin-Head Soliloquy,” 2018.

New Mexico-Arizona Book Award for *The Zeon Files*, 2017.

Heritage Preservation Award from the State of New Mexico for *The Zeon Files*, 2017.

Environmental Design Research Association Great Places Book Award for *Urban Composition*, 2013.

Faculty Fellow of the Provost’s Office of Support for Effective Teaching focused on scholarship of engagement, fall 2008 and spring 2009.

NCARB Prize 2006 for DPAC’s work with the State of New Mexico Main Street Program.

Fulbright Senior Scholar, Cyprus 2005.

2003 Charter Award from the Congress for New Urbanism (CNU) for DPAC studio on Doña Ana Plaza Plan.

Heritage Preservation Award from the State of New Mexico, 1999 for *Never Say Good-bye: The Albuquerque Rephotography Project*, with Anthony Anella.

Boit Prize for poetry, MIT, 1980.

## PUBLICATIONS

### Books and Collections

[\*Foresight and Design: Composing Future Places\*](#), Routledge, 2022.

[\*Imagine a City That Remembers\*](#) with Anthony Anella. University of New Mexico Press, 2018. [New Mexico History Publication Award 2019.](#)

[\*The Zeon Files\*](#) with Ellen Babcock. University of New Mexico Press, 2016. [New Mexico History Publication Award 2017.](#) [New Mexico-Arizona Book Award in history 2017.](#)

See NM PBS episode - <http://portal.knme.org/video/2365799822/>

[\*Urban Composition: Developing Community through Design\*](#). Princeton Architectural Press, 2012. [EDRA Great Places Book Award 2013.](#)

*The Shapes of Transportation*. New Mexico Department of Finance and Administration, 2007.

[\*Squares: a public place design guide for urbanists\*](#) UNM Press, 2004.

[\*Planetizen Top Ten Books of 2005, and Top 8 Public Space Design Books.\*](#)

[\*Never Say Goodbye\*](#) with Anthony Anella, Albuquerque Museum, 2000. Previously published in the *Albuquerque Tribune*, 1998 to 1999. [New Mexico Heritage Publication Award, 2000.](#)

[\*Parking Spaces: A Design, Implementation, and Use Manual for Architects, Planners, and Engineers\*](#), McGraw-Hill, 1999. Reprinted in Mandarin, 2003.

### Other publications

14 book chapters

18 peer-reviewed articles

11 general public articles

61 poems

20 articles in a newspaper column

## SELECTED PROFESSIONAL PROJECTS (1995 to 2010)

### Mark C. Childs Urban Design Consulting:

“Parking Infrastructure Policies and Patterns” for City of Albuquerque Uptown Sector Plan, 2009 (adopted).

“Bernalillo Transit Stations Area Plan Charrette” for Middle Rio Grande Council of Governments, 2007 (adopted).

“Policy and Design Analysis of Parking” for the New Mexico State Fair, 2001.

Thomas House Additions. Porch and Guest House, 1997 - 2001 (unbuilt).

Expert witness consulting on parking lot design for Hennelly & Grossfeld LLP, Pacific Palisades, CA, 2001.

Tomé Hill Center Urban Design Plan for Campbell Associates, 2000 (unbuilt).

“Regional Plan Urban Design Public Lectures” for Middle Rio Grande Council of Governments, 1996.

“La Cueva Sector Plan” consulting for the City of Albuquerque, 1996 (adopted).

Southwest Land Research, Albuquerque (1995 -1996):

Consultant, Albuquerque’s Community Identity Project (adopted).

Consultant, Albuquerque’s Transportation Evaluation Study.

Lead consultant, Albuquerque Open Space Plan (adopted).

**SELECTED PRESENTATIONS, RADIO & TV INTERVIEWS**

Zeon Files -

- *University Showcase*, KUNM radio Albuquerque, Aug. 2017. <http://kunm.org/post/resurrecting-memories-route-66-signs>
- “Zeon Files,” with Ellen Babcock, keynote for *Radiance, Rust, and Revival on the Mother Road*, Albuquerque Museum, 2016
- *Colores*, New Mexico PBS, June 18, 2016. <http://portal.knme.org/video/2365799822/>
- *Good Day New Mexico*, KOB TV, May 6, 2016. <http://www.kob.com/lifestyle/the-zeon-files-with-authors-mark-childs-and-ellen-babcock/4136994/?cat=11121#.VznlvErKhc>

Squares -

- “Six Questions about the Design of Streets and Squares,” 6<sup>th</sup> Carmichael Lecture, Halifax, Nova Scotia, 2007.
- “Town Squares,” Canadian Broadcast Corporation *Radio 3*, June 2006.
- “100 Year Open Space Plan,” KUOW radio Seattle, Jan. 2006.
- “How to Make Compelling Public Places” for the City of Seattle Sustainability Forum, Seattle, 2005.
- “Civil Society and Urban Design” sponsored by the University of Cyprus, Nicosia, Cyprus, 2005.
- “Seven Questions about the Design of a Square” at Eastern Mediterranean University, Famagusta, Cyprus, 2005.

Urban Composition -

- “Urban Composition,” SOM Architects, Chicago, 2013.
- Podcast Interview *Monocle*, discussion of *Urban Composition*, April, 2012.
- “Parking Spaces,” KUNM radio Albuquerque, Feb. 2000.

Other -

- “Public Health and Urban Design in Native Communities,” Notah Begay III Foundation, 2014.
- “Public Art as Urban Design”, National Main Street Annual Conference, Albuquerque, 2004.

**SELECTED SERVICE**

Reviewer (Grants, Awards)

Reviewer for the Global Innovation Initiative, a collaboration of U.S. Department of State, UK Department of Business, Innovation and Skills and the British Council, 2013, 2014, 2016.

Member of the Healthy People – Healthy Places Steering Committee – a Convergence Partnership Innovation Fund Grant Selection and Advisory Committee, 2013 to 2016.

External Peer Reviewer for Idaho State Board of Education, Research Center Grant Program, 2010.

Member, CIES (Fulbright) Architecture and City Planning Peer Review Committee, 2007 to 2010.

Grant Review Committee for Albuquerque Community Foundation, 2003.

Professional

- Resource team member for Mayors' Institute on City Design, West Region, 2016.
- American Institute of Architects Rural/Urban Design Assistance Team, Pilot Point, Texas, 2013.
- Member of the Albuquerque AIA Board, 2008 to 2010.
- Co-host with New Mexico Main Street of the Town Design Conference for local elected officials, 2006 & 2008.
- Member of Albuquerque AIA Urban Design Committee, 1996 to 2011.

Academic Non-UNM

- ACSA nomination to NAAB Visiting Team Members, 2007 to 2011 & 2012 to 2016.
- Member of Visiting Teams, 2010, 2014, 2015.
- Advisory Board Member, Faculty of Architecture, Ondokuz Mayıs University, Samsun, Turkey, 2013 to 2016.
- Task Force Member, Planning Program Executive Review, Auburn University, 2014.

Community

- Board Member, Friends of the Orphan Signs, Albuquerque, NM, 2012 to 2016.
- Advisory Board Member, Pomegranate Center, Issaquah, WA, 2006 to 2013.
- Advisory Board Member, New Mexico Trust for Public Land, 2000 to 2009.
- Board Member, Cornerstones Community Partnerships, Santa Fe, NM, 2002 to 2005.
- President, The Institute for Civic Arts & Public Space, Albuquerque, 1996 to 2001.  
*Founder of a 501c-3 organization dedicated to education and support for civic arts and public space.*

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# Pike Place Market Historical Commission

12 Members: Pursuant to Ordinances 100475 & 124935, all members subject to City Council confirmation, 3-year terms:

- 0 City Council-appointed
- 12 Mayor-appointed
- 0 Other Appointing Authority-appointed (specify):

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	F	7	1.	Friends of the Market	Elisa Shostak	12-2-22	12-1-25	1	Mayor
6	F	7	2.	Friends of the Market	Leslie Buker	12-2-20	12-1-23	1	Mayor
1	F	7	3.	Architect	Grace Leong	12-2-22	12-1-25	2	Mayor
6	M	1	4.	Architect	Mark C. Childs	12-2-20	12-1-23	1	Mayor
6	M	7	5.	Merchant	Lance Wagner	12-2-20	12-1-23	1	Mayor
8	F	N/A	6.	Merchant	Golnaz Mohammadi	12-2-22	12-1-25	2	Mayor
6	M	7	7.	Resident	Jonathan Cracolici	12-2-21	12-1-24	1	Mayor
			8.	Resident	Vacant	12-2-20	12-1-23		Mayor
6	F	1	9.	Property Owner	Lisa Martin	12-2-22	12-1-25	2	Mayor
			10.	Allied Arts of Seattle	Vacant	12-2-21	12-1-24		Mayor
6	M	1	11.	Allied Arts of Seattle	Samuel Farrazaino	12-2-17	12-1-20	2	Mayor
1	F	7	12.	At-Large	Stephanie Young	12-2-21	12-1-24	2	Mayor

## SELF-IDENTIFIED DIVERSITY CHART

	(1)		(2)		(3)		(4)		(5)		(6)		(7)		(8)		(9)	
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial					
Mayor	4	6	0	0	2	0	0	0	0	7	0	1	0					
Council	0	0	0	0	0	0	0	0	0	0	0	0	0					
Other	0	0	0	0	0	0	0	0	0	0	0	0	0					
<b>Total</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>					

## Key:

- \*D List the corresponding Diversity Chart number (1 through 9)
- \*\*G List gender, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown
- RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.





Legislation Text

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**File #:** Appt 02494, **Version:** 1

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Appointment of Becca Pheasant-Reis as member, Landmarks Preservation Board, for a term to August 14, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Becca Pheasant-Reis</i>		
<b>Board/Commission Name:</b> <i>Landmarks Preservation Board</i>		<b>Position Title:</b> <i>Architect</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Date Appointed:</b> <i>2/14/2023</i>	<b>Term of Position: *</b> <i>8/15/2022</i> <b>to</b> <i>8/14/2025</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>New Holly</i>	<b>Zip Code:</b> <i>98108</i>	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> <i>Ms. Pheasant-Reis is a local licensed architect that specializes in historic building rehabilitation. She holds a Bachelor of Architecture from the University of Houston, and worked in architecture in Austin, Texas for several years before moving to Seattle in 2014. Ms. Pheasant-Reis has experience balancing the complexities of building preservation with the practical realities of programs, codes, and the changing environment, and has come before the Landmarks Preservation Board in this capacity as an applicant. In addition to contributing her technical restoration expertise, she looks forward to helping tell the city's full history.</i>		
<b>Authorizing Signature (original signature):</b>  <b>Date:</b> <i>2/14/2023</i>		<b>Appointing Signatory:</b> <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>

\*Term begin and end date is fixed and tied to the position and not the appointment date.



**EXPERIENCE / SEATTLE + ARCHITECT**

Becca is an architect living and working in Seattle since 2014 with a specific focus on historic buildings. She is a Senior Associate at CLARK / BARNES and the Historic Conservation Team Lead. She also serves on the board of the Association for Preservation Technology Northwest (APTNW).

Becca's architectural experience includes all aspects from design and detailing to permitting and construction administration.

**EXPERIENCE / HISTORIC**

Landmark board presentations • historic surveys • as-built documentation • feasibility studies for historic properties • property inventories • application of local and national historic evaluation criteria • application of the Secretary of Interior's Standards for Rehabilitation • SEPA Appendix A • federal historic tax credit + local tax valuation preparation • technical consultation

**PROJECTS / SEATTLE LANDMARKS + WITHIN LANDMARK DISTRICTS**

Seattle Brewing/Malting Co - Bottling Plant + Malt House • Franklin High School • Lincoln High School • Grand Central • Buttnick + City Loan • Magnuson Park Hangar 2 • A.L. Palmer Building

**PROJECTS / HISTORIC + NOT SEATTLE LANDMARKS**

Skinner Building (Seattle) • Burrows Island (WA) • King County Civic Campus (Seattle) • Carver Genealogy Center (Austin, TX) • Stagecoach House (Buda, TX) • Cephas House (San Marcos, TX) • Harris Co Courthouse (Houston, TX) • Potter Co Courthouse (Amarillo, TX)

**EDUCATION**

Bachelor of Architecture (2006),  
University of Houston

**ARCHITECTURE REGISTRATION**

Washington 10943  
Texas 23818  
NCARB Cert. 77322

**CONTACT**

 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**ACTIVITIES / LEADERSHIP**

The Association for Preservation Technology Northwest (APTNW)  
*Board of Directors - Secretary (current)*

The Association for Preservation Technology International (APTI)  
*2023 Local Conference Committee Member (current)*

American Institute of Architects (AIA)  
*Women's Leadership Summit Organizing Committee  
Architecture in Schools*

Seattle Architecture Foundation  
*Youth Program Volunteer*

Girls in Gis (Brazilian Jiu Jitsu)  
*Washington Lead Ambassador (current)*

**HISTORY / PROFESSIONAL**

CLARK / BARNES Seattle, WA (2018 - CURRENT)  
*Senior Associate, Senior Historic Architect*

Bassetti Architects Seattle, WA (2014 - 2018)  
*Staff Architect, Project Manager*

Carter Design Associates Austin, TX (2010 - 2013)  
*Architect, Project Manager*

ARCHITEXAS Austin, TX (2006 - 2010)  
*Architecture Intern*

Cork City Council Cork, Ireland (2006)  
*Dept of Planning & Development Intern*

# Landmarks Preservation Board

12 Members: Pursuant to *Ordinance No. 106348*, all members subject to City Council confirmation, 3-year term for 11 members, and 1-year term for Get Engaged Member:

- 12 Mayor-appointed

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	M	5	1.	At- Large	Dean E. Barnes	08-15-22	08-14-25	2	Mayor
2	M	3	2.	At-Large	Lawrence Norman	08-15-21	08-14-24	1	Mayor
1	F	2	3.	Structural Engineer	Roi Chang	08-15-22	08-14-25	2	Mayor
6	M	7	4.	Get Engaged	Marc Schmitt	09-01-20	08-31-22	1	Mayor
6	F	4	5.	Architect	Taber Caton	08-15-21	08-14-24	1	Mayor
6	M	2	6.	Urban Planning	Ian Macleod	08-15-21	08-14-24	1	Mayor
-	-	-	7.	Real Estate	vacant	08-15-22	08-14-25	1	Mayor
6	F	3	8.	At-Large	Harriet Wasserman	08-15-21	08-14-24	2	Mayor
2	F	N/A	9.	Historian	Lora-Ellen McKinney	08-15-21	08-14-24	1	Mayor
6	F	2	10.	Architect	Becca Pheasant-Reis	08-15-22	08-14-25	1	Mayor
6	M	1	11.	Finance	Padraic Slattery	08-15-22	08-14-25	1	Mayor
1	M	6	12.	Historian	Matt Inpanbutr	08-15-22	08-14-25	2	Mayor

## SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	6	5			2	3				6			
Council													
Other													
Total													

## Key:

- \*D List the corresponding *Diversity Chart* number (1 through 9)
  - \*\*G List gender, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown
  - RD Residential Council District number 1 through 7 or N/A
- Diversity information is self-identified and is voluntary.*



Legislation Text

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**File #:** Appt 02495, **Version:** 1


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Appointment of Dong Soo Michael Seo as member, Community Involvement Commission, for a term to May 31, 2023.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Dong Soo Michael Seo</i>		
<b>Board/Commission Name:</b> <i>Community Involvement Commission</i>		<b>Position Title:</b> <i>City Council District 6 Member</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>	<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Term of Position: *</b> <i>6/1/2021</i> <b>to</b> <i>5/31/2023</i>  <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> Ballard	<b>Zip Code:</b> <i>98107</i>	<b>Contact Phone No.:</b>
<b>Background:</b> I was born in Illinois, grew up in Seoul, and spent my 20's in New York City and am now calling Ballard my home. Daily and nightly basis I bike or bus (sometimes light rail too!) around Seattle and talk to anybody anytime in any neighborhood to see what is up. I would like to help Seattleite get more involved in community actions. I believe in people's collective power. This city should not be run and driven by just a few politicians, (self claimed) visionaries and influencers.  I started my career as a local newspaper reporter. I learned how to communicate with all walks of life and how to give them voices. I then went to a grad school and studied readily applicable urban planning & community development theories and practices. After that, I worked for a community development finance institution, where I helped a series of innovative community & economic development projects. Then I moved to a labor union to learn more about economic justice and community organizing. I am now working for a nationwide cooperative developer & investor, helping community members start their own food, housing, and worker co-ops.		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b>	<b>Appointing Signatory:</b> <i>Tammy Morales</i> <i>Seattle City Councilmember, District 2</i>	

\*Term begin and end date is fixed and tied to the position and not the appointment date.

# DONG SOO MICHAEL SEO

## WORK EXPERIENCE

### **Shared Capital Cooperative, Remote**

Portfolio Analyst (Full Time)

Feb. 2022 – Present

- Reach out to communities throughout the nation to help them start Worker, Housing, Food cooperatives.
- Analyze financial performance of co-op borrowers.
- Help Lending team underwrite investment deals.
- Manage compliance reporting projects for investors and grantors.

### **SEIU775, Seattle, WA**

Data Analyst (Full Time)

April 2020 – Feb.2022

- Examined and maintained data integrity of 775's membership database.
- Designed financial models for collective bargaining with WA state government and private agencies.
- Analyzed the performance of 775's political campaigns including A/B testing, GIS, and sentiment analysis.
- Created data visualization and perform quantitative analyses for 775's Research Team projects.

### **Local Initiatives Support Corporation, New York, NY**

Senior Financial Analyst (Full Time)

Aug. 2017 – Feb. 2020

- Built dashboards and performed analysis for CFO and other executives.
- Served as the internal point person for loan portfolio information at LISC. Reported on loan portfolio performance and trends to LISC's Board of Directors and Senior Management
- Coordinated compliance and performance reportings for investors and regulators to LISC. Coordinated due diligence packages for appraisers (S&P) and investors.
- Defined LISC's performance data. Improved data quality procedures.
- Designed and implemented procedures to increase operational efficiency.

### **Cornell University, Ithaca, NY**

GIS Teaching Assistant (Paid Assistantship)

Aug. 2015 – May 2017

- Taught how to utilize GIS for urban data analyses. Taught how to acquire, process, and visualize Census data.

### **The Korea Central Daily News, Inc. (JoongAng Ilbo), Queens, NY**

News Reporter (Full Time)

Aug. 2012 – Dec. 2013

- Wrote over 100 articles on affordable housing, real estate finance, city planning issues.
- Wrote over 800 articles on public service, NGO, immigration issues.
- Conducted full-length interviews with over 50 people from all walks of life.

### **Republic of Korea Army 1519 Field Artillery Battalion, Gyeonggi-do, Korea**

Fire Direction Officer (1st Lieutenant, Full Time Active)

Mar. 2010 – June 2012

- Led platoon composed of over 70 privates. Calculated exact artillery firing data under urgent situations.

## SKILLS & TRAINING

**Computer:** Excel, VBA / Google Spreadsheet, App Script / SQL / ArcGIS, QGIS, Carto, R(spatial modeling packages) / JavaScript / Google Data Studio / Salesforce / Python / HTML, CSS / Git, GitHub

**Spoken Language:** Fluent in Korean

**Interests:** Perform improv comedy for live audiences

## EDUCATION

**Hunter College, New York, NY:** GIS Certificate (Coursework completed, not administratively certified yet) May 2020

**Cornell University, Ithaca, NY:** Master of Regional Planning (with Real Estate Finance Minor) May 2017

**Hankuk University of Foreign Studies (HUFS), Seoul, Korea:** Bachelor of Arts; English Linguistics (1st major),  
Bachelor of Political Science; Journalism & Media Studies (2nd major) Feb. 2010



# Community Involvement Commission

Sixteen Members: Pursuant to Ordinance 125192, all members subject to City Council confirmation, one – and two-year terms for the initial round of appointments, two-year terms thereafter:

- 7 City Council-appointed
- 7 Mayor-appointed
- 2 Other Appointing Authority-appointed (specify): Commission-selected

## Roster:\*Updated 1/17/23

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
		1	1.	City Council District 1 Member	VACANT	6/1/22	5/31/24	1	City Council
		2	2.	City Council District 2 Member	VACANT	6/1/21	5/31/23	1	City Council
		3	3.	City Council District 3 Member	VACANT	6/1/22	5/31/24	1	City Council
2	F	4	4.	City Council District 4 Member	Martha Lucas	6/1/21	5/31/23	1	City Council
2	M	5	5.	City Council District 5 Member	William (Bill) Southern	6/1/22	5/31/24	2	City Council
1	M	6	6.	City Council District 6 Member	Dong Soo Michael Seo	6/1/21	5/31/23	1	City Council
		7	7.	City Council District 7 Member	VACANT	6/1/22	5/31/24	1	City Council
2/9	F	6	8.	At-Large Member	Julia Jannon-Shields	6/1/21	5/31/23	1	Mayor
			9.	At-Large Member	VACANT	6/1/22	5/31/24	1	Mayor
			10.	At-Large Member	VACANT	6/1/21	5/31/23	1	Mayor
2	F	6	11.	At-Large Member	Ahoua Koné	6/1/22	5/31/24	1	Mayor
1	F	6	12.	At-Large Member	Saba Rahman	6/1/21	5/31/23	1	Mayor
2			13.	At-Large Member	VACANT	6/1/22	5/31/24	1	Mayor
6	F	4	14.	Get Engaged Member	Fiona Murray	9/1/22	8/31/23	1	Mayor
2	M	7	15.	Commission-Selected Member	Marcus White	6/1/21	5/31/23	1	Commission
			16.	Commission-Selected Member	VACANT	6/1/22	5/31/24	2	Commission

## SELF-IDENTIFIED DIVERSITY CHART (1) (2) (3) (4) (5) (6) (7) (8) (9)

	Male	Female	Transgender	NB/O/U	(1) Asian	(2) Black/African American	(3) Hispanic/Latino	(4) American Indian/Alaska Native	(5) Other	(6) Caucasian/Non-Hispanic	(7) Pacific Islander	(8) Middle Eastern	(9) Multiracial
Mayor		4			1	2*				1			1*
Council	2	1			1	2							
Other	1	0				1							
<b>Total</b>	<b>3</b>	<b>5</b>			<b>2</b>	<b>5</b>				<b>1</b>			<b>1</b>

\*One Commissioner identifies as both (2) and (9) so totals will be different

### Key:

\*D List the corresponding *Diversity Chart* number (1 through 9)

\*\*G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown

RD Residential Council District number 1 through 7 or N/A

*Diversity information is self-identified and is voluntary.*





Legislation Text

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**File #:** Appt 02497, **Version:** 1

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Appointment of Derrick D. Wheeler-Smith as Director, Office for Civil Rights, for a term to Mayor's Discretion.

The Appointment Packet is provided as an attachment.

# City of Seattle



## **Director Office for Civil Rights**

**Confirmation Packet  
March 1, 2023**

**Derrick D. Wheeler-Smith**



March 1, 2023

The Honorable Debora Juarez  
President, Seattle City Council  
Seattle City Hall, 2<sup>nd</sup> Floor  
Seattle, WA 98104

Dear Council President Juarez:

It is my pleasure to transmit to the City Council the following confirmation packet for my appointment of Derrick D. Wheeler-Smith as Director of the Office for Civil Rights (OCR).

The materials in this packet are divided into two sections:

**A. Derrick D. Wheeler-Smith**

This section contains Mr. Wheeler-Smith's appointment and oath of office forms, his resume, and the press release announcing his selection.

**B. Background Check**

This section contains the report on Mr. Wheeler-Smith's background check.

Derrick Wheeler-Smith has dedicated his life to uplifting and empowering the voices of the historically marginalized. In the 13 months Derrick has served as Interim OCR Director, he's worked with his committed team to build the skills and foster an office culture needed to tackle the challenges ahead. He's invested in his staff by offering mentorship and training opportunities, recognizing that a functional department requires an OCR team that is healthy, energized and has the skills they need to succeed. He managed to clear the considerable and longstanding civil rights investigations backlog, a critical office function with meaningful impact. He also brought a sense of stability to the office, beginning his role with a 35% employee vacancy rate, with only two vacant positions remaining to fill today. Derrick shows up for work every day with a dedication to connect community to government to advance equity and justice.

Derrick Wheeler-Smith formerly served as the Director of Zero Youth Detention for King County Public Health, overseeing the implementation of the Zero Youth Detention Roadmap and the development of a regional public safety plan to address gun violence. He played an integral role in mapping initial steps for King County's declaration of Racism as a Public Health Crisis and was a co-organizer of the "We Want to Live" march in South Seattle, bringing together thousands of community voices in response to the murder of George Floyd. Derrick began work as a youth outreach worker and coach at Franklin High School, has served as a teacher and a counselor at Seattle Urban Academy, architect of the Federal Way School District's first Racial Equity Policy, and National Director of Youth Engagement for World Vision. He believes the work of anti-racism is the work of becoming a better human toward your fellow humans.

In recent weeks, my office consulted with stakeholders regarding Derrick Wheeler-Smith's performance. We also engaged in a series of one-on-one interviews with a random selection of 25 percent of OCR staff to hear their perspective about Interim Director Wheeler-Smith's leadership since serving as Interim Director. The Seattle Department of Human Resources also administered a voluntary all-employee

survey to the OCR staff to solicit their perspective about what the department needs in a Director. We solicited the advice and feedback from the four commissions that operate under OCR: the LGBTQ Commission, the Women's Commission, the Disability Commission, and the Human Rights Commission. Separately, my office consulted with external stakeholders including representatives from the Regional Peacekeepers Collective, CHOOSE 180, the Boys & Girls Club of King County's Southeast Network SafetyNet, Equitable Development LLC, and the YES! Foundation. Derrick's lifetime of service to our community, review of the solicited feedback, and evaluating his impressive work since being nominated Interim Director is what informed my decision to advance his nomination for your review today.

Derrick Wheeler-Smith is an insightful, approachable presence who looks to reframe challenges by offering constructive solutions through a positive lens. When I reviewed responses to the survey in which OCR staff offered the characteristics they seek in a Director, it's as though they were describing Derrick himself: "compassion," "trustworthy," "empathy," "deeply entrenched in the Seattle community." He leads from a place of grace, humility, and a commitment to serving others. He takes a consensus-building approach and has served as a key bridge between OCR, my office, the Legislative Branch, and the community throughout the development of the proposed legislation to codify the Race and Social Justice Initiative.

I am grateful Derrick accepted the opportunity to lead this essential office, as the City benefits every day from his demonstrated lifetime commitment to advancing equity and investing in people. I trust that after reviewing Derrick Wheeler-Smith's application materials, meeting with him, and following the diligent review of his abilities and vision through Councilmember Morales' Neighborhoods, Education, Civil Rights & Culture Committee, you will find that he is the right choice to serve as Director of the Office for Civil Rights.

If you have any questions about the attached materials or need additional information, Deputy Mayor Greg Wong would welcome hearing from you.

Sincerely,

A handwritten signature in black ink that reads "Bruce A. Harrell". The signature is written in a cursive, flowing style.

Bruce A. Harrell  
Mayor of Seattle

## **SECTION**

### **A**



# City of Seattle

Mayor Bruce Harrell

---

February 15, 2023

Derrick D. Wheeler-Smith  
Seattle, WA  
Transmitted via e-mail

Dear Derrick,

It gives me great pleasure to appoint you to the position of Director of the Office for Civil Rights at an annual salary of \$182,000.

Your appointment as Director is subject to City Council confirmation; therefore, you will need to attend the Council's confirmation hearings. Once confirmed by the City Council, you serve at the pleasure of the Mayor.

Your contingent offer letter provided employment information related to the terms of your employment, benefits, vacation, holiday and sick leave.

I look forward to working with you in your role as Director and wish you success. We have much work ahead of us, and I am confident that the Office will thrive under your leadership.

Sincerely,


A handwritten signature in black ink that reads "Bruce A. Harrell". The signature is written in a cursive, flowing style.

Bruce A. Harrell  
Mayor of Seattle

cc: Seattle Department of Human Resources file



# City of Seattle Department Head Notice of Appointment

<b>Appointee Name:</b> <i>Derrick D. Wheeler-Smith</i>	
<b>City Department Name:</b> <i>Office for Civil Rights</i>	<b>Position Title:</b> <i>Director</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>	<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Term of Position: *</b> Council Confirmation <b>to</b> Mayor's Discretion <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Background:</b> Derrick D. Wheeler-Smith formerly served as the Director of Zero Youth Detention for King County Public Health, overseeing the implementation of the Zero Youth Detention Roadmap and the development of a regional public safety plan to address gun violence. He played an integral role in mapping initial steps for King County's declaration of Racism as a Public Health Crisis and was a co-organizer of the "We Want to Live" march in South Seattle, bringing together thousands of community voices in response to the murder of George Floyd. Derrick began work as a youth outreach worker and coach at Franklin High School, has served as a teacher and a counselor at Seattle Urban Academy, architect of the Federal Way School District's first Racial Equity Policy, and National Director of Youth Engagement for World Vision. He believes the work of anti-racism is the work of becoming a better human toward your fellow humans.	
<b>Authorizing Signature:</b>  <b>Date Signed:</b> March 1, 2023	<b>Appointing Signatory:</b> <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>

\*Term begin and end date is fixed and tied to the position and not the appointment date.



CITY OF SEATTLE ▪ STATE OF WASHINGTON  
OATH OF OFFICE

---

State of Washington

County of King

I, Derrick D. Wheeler-Smith, swear or affirm that I possess all of the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of the Director of the Office for Civil Rights; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of The City of Seattle; and that I will faithfully conduct myself as the Director of the Office for Civil Rights.

---

Derrick D. Wheeler-Smith

Subscribed and sworn to before me

this \_\_\_\_ day of \_\_\_\_\_, 2023.

[Seal]

---

Elizabeth M. Adkisson, Interim City Clerk



## DERRICK D. WHEELER-SMITH



### QUALIFICATIONS

- Highly motivated and skilled professional with twenty years' experience managing programs for children and young adults.
- More than 25 years' experience counseling historically marginalized youth resulting in the outstanding counselor of the year award.
- A leader, mentor, and trail-blazer with a strong background in advocacy and community relations.
- Effective writer and exceptional public speaker
- Developing program strategy including data-driven design, implementation, technical support, monitoring and evaluation resulting in the expansion of a National program from 12 to 17 cities.
- Proven facilitator of meetings and presentations.
- Excellent analytical, problem solving and administrative skills.
- Self-starter with the ability to balance multiple priorities.
- Ability to partner and work interdependently with a wide spectrum of people, organizations and institutions across social, ethnic, religious and cultural lines.

### EXPERIENCE

#### **Interim Director, Seattle Office for Civil Rights**

**2022-Present**

- Serve as Chief Executive Officer of the Seattle Office for Civil Rights (SOCR), providing overall leadership and responsible for all aspects of management, budgeting, operations, and professional development and support of SOCR staff.
- Oversee and administer the overall enforcement system to ensure compliance with federal and local civil rights laws, covering the highest number of protected classes of any municipality in the country.
- Direct and guide the Citywide implementation of the City's Race and Social Justice Initiative (RSJI).
- Ensure that equity is embedded in the foundation of all City Departments' and Offices' policies and practices.
- Provide subject matter expertise to all City Departments' and Offices' executives, elected officials and department heads related to RSJI.
- Support and coach City Departments' and Offices' executives and department heads, stakeholders' institutions, and community leaders on RSJI issues, concerns, challenges, problem-solving opportunities and enforcement.
- Regularly oversee highly sensitive requests, inquiries, complaints/concerns from and actions by community members, the public, Mayor's Office, elected officials.
- Anticipate and strategically react to new issues and political changes that affect community members most impacted by structural and institutional racism and other forms of discrimination and oppression.

- Oversee consultants for strategic planning with SOCR Staff and Commissions (including needs-specific facilitation and support to the Disability Commission) and training providers for department directors and Mayor’s Office staff.
- Serve as Co-Executive Sponsor of City’s Workforce Equity Strategic Plan.

**Project Director, Zero Youth Detention**

**2019-2022**

King County – Department of Public Health

- Build effective working relationships across a diverse array of community partners and system allies to create support for and participation in implementing strategies and related opportunities.
- Supervise staff assigned to implementing the Road Map to Zero Youth Detention including the Public Health approach to the juvenile legal system.
- Convene and support a structure of committees and teams that oversee and enact implementation of the Road Map through following results-oriented, equity focused, collaborative, and transparent approaches.
- Represent the department and King County in internal and external forums and to the public. Resolve politically sensitive issues in consultation with the Department Director, elected officials, and other leaders.
- Establish consistent and intentional practices for involving youth, families, and employees at all stages of developing, implementing, and evaluating strategies.
- Provide briefings and reports to the Department Director, elected officials, and other leaders.
- Lead development of annual work plans.
- Ensure alignment of efforts with Best Starts for Kids and its emphasis on stopping the school to prison pipeline.
- Develop with the support of the communications team multiple channels for engaging diverse communities and transparently reporting on progress.
- Track and meet legislative requirements such as annual reports.
- Participate in national learning communities to share King County's experience, learn from other communities and jurisdictions, and stay current with relevant research and trends.
- Ensure efforts are consistent with County policy and that the County's resources are deployed appropriately and efficiently to maximize outcomes.
- Ensure that policies and procedures are consistent with the County's Equity and Social Justice plans and values.

**Facilitator of Scholar Empowerment & Engagement**

**2017-2019**

Federal Way School District

- Lead for equity and social justice while systemically overseeing the development, implementation, and evaluation of a Racial Equity Policy.
- Ensure anti-bullying and harassment policy is enforced in all schools. Assist the District and schools in resolving educational issues affecting educators, students, parents, and the community by serving as a compliance officer.
- Assist educators in creating culturally supportive learning environments that ensures high expectations for the academic achievement of all students.

- Develop and provide professional development for administrators, principals, and site staff to effectively integrate Restorative Practices.
- Increase the capacity of each district High School to provide opportunities, services, and support to promote positive development of Scholars. Increase Scholar Voice through Scholars Organized Against Racism Initiative.
- Develop and maintain data-driven standards to qualitatively and quantitatively measure and assess the programs, services, and community resources in the department.
- Facilitate Racial Equity Trainings across the District that provide staff with culturally competent professional development to ensure high expectations of all student-scholars intellectual capabilities and create a culture of inclusivity, equity and accountability.

**Community Liaison**  
City of Seattle

**2017-2020**

- Constituent support at City-hosted events.
- Feedback and expertise on cultural concerns and barriers.
- Accurate records and reports of participant feedback and concerns.
- Community workshops and events that parallel larger City-hosted meetings.
- Meet with individuals, organizations, small businesses, and others based on the needs of the community and each City department's outreach goals.
- Connect groups with services, respond when issues arise, and provide technical assistance.

**Independent Consultant**

**2015-Present**

- Project management planning and oversight.
- Coaching and Leading for Racial Equity.
- Community Engagement.
- Plan & execute research development.
- Data mapping & stakeholder input integration.

**National Director of Youth Engagement**  
World Vision U.S. Programs

**2010-2015**

- Direct and manage short and long-term national strategies which led to the development and expansion of the Youth Empowerment Program in various locations across the United States.
- Provided technical support and coaching to U.S. Programs staff ensuring that programs are carried out with a high standard of excellence in varying contexts.
- Developed and implemented national standards and protocols to ensure desired impact of programs.
- Supervise a staff team, several contractors, interns and volunteers and support 14 field staff.

- Support fund development for projects through collaboration with integrated funding teams.
- Develop and maintain strategic alliances with affinity national organizations and partners.
- Oversee a budget of \$1M ensuring fiscal responsibility, stewardship and appropriate allocation to strategic projects.
- Serve as a Subject Matter Expert on trends related to youth empowerment, youth-led advocacy, and civic engagement.
- Create curriculum resources to support field implementation of various national projects and initiatives.

**EDUCATION**

Bachelor of Arts, Ministry Leadership, Northwest University, WA	2008
Certified Pacific Educational Group Affiliate Trainer	2017
Soul Formation	2018
Advancing Leadership	2018
Youth Engagement 800 hours of training World Vision	1998-2002

**CIVIC / COMMUNITY RELATIONS**

Board of Directors, New Horizons Ministries	2009-2012
Board of Directors, Jeff Smith & Associates	2010-2015
Leadership Foundation	2023- Present
Juvenile Justice Steering Committee	2017-2022

**AWARDS**

Seattle Public Schools Outstanding Counselor Award	2010
World Vision Service Award for Alabama Tornado	2011
Community Icon Award	2019

# Press Release

## For Immediate Release

### Contact Information

Jamie Housen

Phone: 206-798-5002

Email: [jamie.housen@seattle.gov](mailto:jamie.housen@seattle.gov)



**City of Seattle**  
Office of the Mayor-Elect

## Mayor-Elect Harrell Makes Additional City Leadership Announcements, Including Kendee Yamaguchi as Deputy Mayor and Gael Tarleton as Head of Intergovernmental Relations

*Harrell announces hires for Deputy Mayor of External Affairs, Chief of Staff, Legal Counsel, and Gun Violence Prevention Liaison, along with changes in department leadership*

**Seattle** – Today, Seattle Mayor-elect Bruce Harrell announced the latest round of hires joining his administration’s cabinet as he prepares to enter office next week and continues to build out his executive department and cabinet.

“Over the past several months, I have heard – in transition meetings and on the street, with city leaders and with everyday neighbors – calls for a representative and responsive City government. My executive team and cabinet are being built with that priority front of mind,” **said Mayor-elect Harrell**. “I’m excited by the team of leaders we’ve convened to effectively move Seattle forward. In my administration, you’ll see our staff truly engage with the community – visible

and accessible to all, empowered to take action, and committed to seeking the solutions that drive positive change.”

Drawing on the input and stated priorities of community leaders, Harrell has hired Kendee Yamaguchi to serve as deputy mayor of external affairs. Yamaguchi, a former City employee who currently serves as executive director for Snohomish County, will be tasked with fostering strong and collaborative relationships between the City of Seattle and community groups, non-profit organizations, and local businesses.

Yamaguchi will help support the City’s COVID response, direct the mayor-elect’s external relations team, and coordinate mayoral priorities around cultural initiatives and events, including in the arts, film, music, sports, job creation and nightlife sectors.

Harrell will appoint Gael Tarleton as interim director of the Office of Intergovernmental Relations. Tarleton will bring her experience as a former state legislator and port commissioner to facilitate collaboration across all levels of government, advocate for federal and state investments, and ensure the City of Seattle is a trusted and engaged partner in regional efforts.

“Gael Tarleton’s proven leadership will be a huge asset for Seattle,” **said Harrell**. “Her unique ability to build and sustain productive relationships will greatly enhance Seattle’s ability to increase its resources and develop favorable legislative policy.”

Also joining the Harrell Administration will be Matt Chan, who will serve as special advisor for public engagement, advising the mayor on the City’s strategic use of digital technology to enhance public engagement, strengthen transparency, and address the digital divide. Chan brings over 45 years of award-winning success in the television industry and has served on the KCTS Board of Directors. His work landed him a spot as one of the few people of color on the Hollywood Reporter’s ‘Top 50 Reality Power Producers’ list.

“I am pleased when people like Matt Chan answer the call of public service to help Seattle reach a new level of meaningful public engagement where all voices are heard,” **said Harrell**. “This is a critical part of our vision.”

Harrell will also appoint Derrick Wheeler-Smith, currently King County’s director of Zero Youth Detention, to serve as interim director of the Seattle Office for Civil Rights (SOCR). Wheeler-Smith will focus on implementing the mayor-elect’s equity and justice priorities, including the Race and Social Justice Initiative, expanding housing and workforce opportunities, and delivering youth support and mentorship.

Current SOCR Director Mariko Lockhart will rejoin the Seattle Department of Education and Early Learning (DEEL) as a deputy director, where she and Director Dwane Chappelle will continue to drive major equity initiatives and deliver high-quality support to Seattle students. **Harrell added**, “The combination of Ms. Lockhart’s previous leadership in education coupled with Mr. Wheeler-Smith’s leadership in equity work will produce outstanding results in our major equity initiatives with education and mentorship being primary components.”

Harrell also announced the hiring of Jennifer Samuels as chief of staff and Jeremy Racca as legal counsel. Samuels will be responsible for overseeing the workings of the Mayor’s Office – from directing office staff to addressing constituent needs and improving office efficiencies. Racca will provide analysis and support on policy and legal issues facing the City, as well as interface with the City Attorney’s Office and City departments.

Finally, executing on his campaign pledge to elevate the pressing issue of gun violence to the top of his administration, Harrell is announcing the hire of DeVitta Briscoe, who will serve as gun violence prevention liaison. Briscoe is a respected community leader and strategist who will focus on community-driven solutions to address and prevent gun violence, coordinating with local nonprofits, the Regional Peacekeeper Collective, law enforcement, and impacted community members.

“There are few people and few leaders more committed to gun violence prevention than Ms. Briscoe,” **said Harrell**.

Learn more about Mayor-elect Harrell, his team, and his transition structure at [seattle.gov/mayor-elect](https://seattle.gov/mayor-elect).

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**Deputy Mayor of External Relations Kende Yamaguchi**

Kende Yamaguchi brings to the City of Seattle more than two decades of service at all levels of government, having held leadership roles in the White House and Washington State's Department of Commerce, Office of the Attorney General and Commission on Asian Pacific American Affairs. In the private sector, she worked both as an attorney and television executive for a leading international cable network. Most recently, as Executive Director for Snohomish County, she led the early COVID-19 economic response strategy where the first case occurred in the United States. She earned a

bachelor's degree from American University and law degree from Seattle University. Yamaguchi has served on the Seattle Ethics and Elections Commission, Washington State Bar Association Professionalism Committee, and local and national boards.



**Interim Director of the Office of Intergovernmental Relations Gael Tarleton**

Gael Tarleton represented Washington's 36th legislative district in Olympia for eight years before retiring last year, including posts as House Finance Committee Chairwoman and House Majority Floor Leader. Previously, Tarleton was elected twice to the Port of Seattle Commission. Before elected office, Tarleton spent a career in the national security field: strategic adviser at the University of Washington;

Vice President for international business at a Fortune 300 science and technology company; and senior defense intelligence analyst at the U.S. Defense Intelligence Agency. Tarleton holds an M.A. in Government and National Security and B.S. in Foreign Service from Georgetown University, Washington, D.C. She and her husband, Bob, have lived in Ballard for nearly 30 years.





**Special Advisor for Public Engagement Matt Chan**

Matt Chan has spent 45 years in the television industry, winning awards and driving storytelling success by focusing on audience. Chan has worked in every facet of the industry, from operating television stations to running national television series. His creative work led the Hollywood Reporter to include him as one of the very few people of color on their “Top 50 Reality Power Producers” list. His focus on refining the science and art of storytelling

has come in the form of personal projects, teaching at the University of Washington’s Communication Leadership program, and consulting on network television programs. His passion is to give back to the community, training and educating new generations of citizen journalists and storytellers for the new world of media.



**Interim Director of the Seattle Office for Civil Rights Derrick Wheeler-Smith**

Derrick Wheeler-Smith currently serves as the Director of Zero Youth Detention for King County Public Health, overseeing the implementation of the Zero Youth Detention Road Map and the development of a regional public safety plan to address gun violence. He played an integral role in mapping initial steps for King County’s declaration of Racism as a Public Health Crisis and was a co-

organizer of the “We Want to Live” march in South Seattle, bringing together thousands of community voices in response to the murder of George Floyd. Wheeler-Smith began work as a youth outreach worker and coach at Franklin High School, has served as a teacher and counselor at Seattle Urban Academy, architect of the Federal Way School District’s first Racial Equity Policy, and National Director of Youth Engagement for World Vision. Wheeler-Smith believes the work of anti-racism is the work of becoming a better human toward your fellow humans, and recognizes marrying his wife Stephenie as his life’s greatest decision and the raising of his children as its most important work.



### **Chief of Staff Jennifer Samuels**

Jennifer Samuels brings a diverse background in government and law office management. Previously serving in Mayor-elect Harrell's office during his tenure at the Seattle City Council from 2008 through 2019, Samuels' primary responsibilities included managing the Council President's committee work, full council briefings, human resources, constituent services, and community priorities. Samuels also served at the Washington State Supreme Court as lead judicial aide to State Supreme Court Justice Robert F. Utter. In Olympia, Samuels served as a liaison between the judicial, legislative and executive branches.



### **Legal Counsel Jeremy Racca**

Jeremy Racca served as a legislative aide for then Councilmember Harrell for seven years, where he staffed civil rights and public safety matters, and is particularly proud to have worked on 'Ban the Box' legislation, police accountability policies, and digital privacy protections. Racca joins the administration from the global law firm Clyde and Co. in New York City. His practice focused on domestic and international litigation and arbitrations involving insurance, energy, trade and commodities, infrastructure, and transportation. Racca also volunteers for organizations that provide support to people with Crohn's Disease.



### **Gun Violence Prevention Liaison DeVitta Briscoe**

Drawing on her own experience as a survivor, as well as a mother who lost her son Donald McCaney to gun violence in 2010 and as a sister who lost her brother Che Taylor to police violence, DeVitta Briscoe has worked toward intervention and frontline support for youth of color to reduce gun violence, ensure police accountability, and empower grieving families. Briscoe launched the Black Women's Coalition to End Violence to address root causes of urban gun violence and center Black women's leadership, and is trained to facilitate Restorative Justice-based healing circles, and the Alive & Free™ violence prevention methodology. Briscoe is a graduate of Evergreen State College.

## **SECTION**

### **B**



# City of Seattle

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## Seattle Department of Human Resources

Kimberly Loving, Interim Director

**March 16, 2022**

TO: Adam Schaefer, City Budget Office

FROM: Annie Nguyen, Seattle Department of Human Resources

SUBJECT: Background check for Derrick Wheeler-Smith

The Seattle Department of Human Resources has received a copy of **Derrick Wheeler-Smith** background check provided by Global Screening Solutions. There were no findings that would impact their employment eligibility.

Cc: Personnel File

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Seattle Department of Human Resources

Seattle Municipal Tower, 700 5<sup>th</sup> Avenue Suite 5500, PO Box 34028, Seattle, WA 98124-4028  
(206) 684-7999 • TTY:7-1-1 Fax: (206) 684-4157 • Employment Website: [www.seattle.gov/jobs](http://www.seattle.gov/jobs)

An equal employment opportunity employer. Accommodations for people with disabilities provided upon request.



## **Derrick Wheeler-Smith - Seattle Office for Civil Rights Seattle City Council Confirmation Questions**

### **Background and Vision**

#### **1) Why do you want to be the Director of the Seattle Office of Civil Rights? What are your primary goals for the Department?**

I am wired for Social Justice. For me, being the Director of the Seattle Office of Civil Rights (SOCR) isn't a vocation, it's a calling. When the founding Fathers of this country crafted the Constitution, the first three words were, "We The People". Unfortunately, the "We" were limited to cisgendered, heterosexual white men. Since I was a young man, I saw the wrong in that and have since dedicated my life to expanding opportunities for those not represented at the Constitutional Convention.

Being the Director of SOCR is a calling not to merely be a professional with a title, but to inspire us all to be friends, neighbors, colleagues, residents, and lovers of the global world. In doing so, we are redefining the "We" in "We the People" in a way that widens the circle of human concern and dispels the notion that somebody has to have the power to dominate others for us to have a Civil Society. Enforcing the rights of Seattle residents' political and social freedom for the last year I've served as Interim Director has been an honor.

My goal for the department is to organize systems and structures of belonging, increasing agency for the persecuted and prevented groups in the city of Seattle. We do that by undertaking enforcement, policy, and education activities that align with the mission of a city of thriving and powerful communities that fosters shared healing and belonging. If confirmed by the City Council, there are so many opportunities I hope to pursue, civil rights laws to enforce, and voices to uplift. A few examples include my aim to develop a proactive Policy Agenda that engages internal and external stakeholders, especially our four Commissions. I also want to pursue a Comprehensive Strategy that allows all 44 departments to think about how we collectively work with communities to make the kind of investments that will generate widespread social and economic benefits.

#### **2) What have you learned in the first few months on the job? What are the biggest opportunities and challenges for the Department?**

Since serving as Interim Director, I've learned how many compassionate and active City employees are driven to affect change in the city they call home. Our employees inspire me and what drives me to continue my work every single day. I've also learned through direct review of civil rights cases what kind of loathsome forms of discrimination people experience in Seattle on a daily basis. It's also been humbling to learn the challenges that come with the high thresholds tied to enforcement of our civil rights laws.

For the opportunities and challenges ahead, we must move from a model of Scarcity to a model of Abundance. Scarcity says there is not enough. So, we see need, problems, deficiency, and lack. This sparks competition for survival and creates the conditions for violence. Given overall City budget

challenges, we need strategies that involve fiscal blending for transformative placemaking allowing us to create connected, vibrant, and inclusive communities.

SOCR is moving from (S)hero to host, functioning as a convener with reach across the City to develop and strengthen the office's container for designing and facilitating effective, results-based convenings that support a culture for reimagining what is possible for a just and equitable community for Black, Brown, and Indigenous people, women, those with disabilities, our LGBTQ+ community, and other communities that historically have been left out of prosperity in Seattle. This is an opportunity to promote shared learning, effective group decision-making, reflection, visioning and goal setting, and mutual accountability.

### **Executive and Staff Management**

#### **3) What do you see as the greatest challenges for SOCR as an office, and for each division of the office (policy, investigation/enforcement, RSJI, community investments)?**

Like many departments in our City, one of the chief challenges we face is a workforce who have worked themselves to exhaustion. We can only address the massive challenges our city faces with a healthy and invigorated workforce, so I've prioritized restoring my team through conversations, through mentoring, through training, and by working through issues *together*. Resource scarcity is also an ongoing challenge. For instance, we face an ongoing wage issue for the Civil Rights Analyst classification, which results in a high turnover for this position and delays in providing services to claimants who file discrimination charges. We are actively looking at how we can rectify this issue. We also face challenges when new civil rights laws are passed by the City Council but resources aren't also dedicated for outreach campaigns and community trainings to inform people about those laws and their rights. There is also a need for a business liaison to provide technical assistance to businesses to ensure compliance with civil rights laws and develop relationships with business owners to develop best practice to prevent discrimination, harassment, and retaliation. Regarding development of good policy, the biggest challenge is *time*. We need time to develop nuanced reviews of pressing issues, perhaps identifying a third way when a conversation is polarized at two extremes. In our Community Investments division, Participatory Budgeting has brought a unique set of challenges because we didn't have historic infrastructure and expertise in contract procurement and implementation. We're doing our best and relying on expertise of departments with this kind of experience, and I am hopeful for the program's rollout later this year. Our RSJI Division is responsible for offering trainings to City employees. Now that we're past the peak of the pandemic, we need to roll up our sleeves to expand and offer a wide array of trainings for City employees who want to (or need to) expand their knowledge and perspective. This team was down to two staff at one point. I have built it back up to four staff, so we have only opportunities ahead.

#### **4) Now that RSJI was made permanent via ordinance, what is your vision for the future of RSJI?**

As I respond to this question, the RSJI ordinance hasn't been adopted *yet*, but I'm excited for the forthcoming vote! It was my pleasure to serve as a bridge between SOCR, the Council, and the Mayor's Office as this important legislation was developed and refined. RSJI was founded in 2004. It's taken roughly two decades to wire this ground-breaking racial equity work through all 44 city departments. Imagine a city where everyone has food security, health care, childcare, access needs met in terms of disabilities and language, affordable housing and the ability to build generation wealth and family ties of choice. Imagine a vision for RSJI over the next 20 years and beyond where we design a city *without* racial

disparity in deep partnership with communities that our society has historically excluded by systemic racism and Tribal status. I am truly excited to embrace this work *together* because we have nothing but opportunities ahead.

**5) SOCR is often expected to respond to quickly changing or emergent needs. How will you balance this need for responsiveness to immediate needs with the long-term goals and strategies of the Department?**

While rapid change requires us to be nimble to meet emergent needs, I always keep my eye on the long game. As we advance toward our long-term goals, I try to provide conditions and good group processes for people to work together and develop relevant measures of progress to make their achievements visible. Having a clear picture of where you are in your work plan allows you to hold the tension between long-term goals and emergent needs. It allows you to think through the scarcest commodity of all, which is time. It's equally important to ensure that high expectations are met with high support; it takes time to be thoughtful and inclusive. Urgency often keeps us replicating bad choices that have been made over and over again. Part of my job will be creating an oasis where people are less encumbered by short-term senseless demands and figuring out how to keep some of the bureaucracy at bay until we can bring it into balance.

**6) Given the budgetary challenges facing the City, how will you prioritize spending in the Department and protect the essential services provided by SOCR?**

Please see my response in question 7.

**7) What is your overall philosophy towards the management of your team?**

**a. Specifically, describe your philosophy towards managing a team, developing and implementing a budget (for your department), overseeing data collection and information systems, addressing internal personnel issues, and ensuring that work plans are followed?**

I'm a collaborative, values-based leader who believes in setting high expectations and providing a high level of support. In the management of my team, I function like a coach, lifting leaders up, removing obstacles from their path, and helping them become more successful than they are. I lead with relationships; I want to know my team's story. It's important to get to know them as a person not simply as someone who is filling a role on the team. This helps me understand the strengths of the team and I do what I can to make those strengths shine. I embrace vulnerability while also challenging convention. This often leads to embracing experimentation and challenging the status quo to come up with something better.

When it comes to personnel issues, we partner with Human Resources to ensure that we are following appropriate processes and procedures. Internally I make sure staff know what's expected of them and that they have the materials, equipment and support to do their jobs well. We monitor progress throughout the year and offer opportunities for staff to learn and grow.

As for work plans we recently took the time to reassess our vision, mission & values. Setting the overarching vision created space for each division to develop a work plan. Each work plan names the specific things that each division will do and the benchmarks that will be evidence of progress toward goals. The work plan is the team's driver as it determines what happens at each meeting. Regular reflection weekly/monthly helps to identify progress towards goals and provides the opportunity to make course corrections.

Data is an incredibly powerful tool that can be weaponized based on how we determine success. So, it's important to combine historical, quantitative and qualitative data with a focus on the racial equity impacts of each decision we make in order to identify and eliminate policies that further alienate the prevented and persecuted groups of society. One of the ways we do this is through an Equity cycle of inquiry & action.

Lastly, budgets are moral documents that reveal priorities and values. It identifies what areas, issues, things, or people are most important. As it relates to the development of the SOCR budget, there are four things that go into development & implementation, and these are not in order:

1. The Executive's Budget/Priorities
2. Council's Budget/Priorities
3. The Duties of SOCR according to the Municipal Code
4. The espoused values of the system and the lived experiences of the people we are called to serve (the work is in closing that gap)

We are expected to undertake enforcement, which is our primary book of business. It's the reason why the office exists. Then there's policy, education activities, staffing commissions, etc. Ideally, our budget reflects our values and what we have been charged with. Ultimately, the City Council sets the budgets for City departments, and we will make do with the resources afforded to us.

### **8) The culture of an office or organization is critical – what will you do to ensure that SOCR is an inclusive, supportive work environment where employees feel safe to voice concerns?**

Last year we focused on who we need to become so that we can do what we are called to do as an office. This is rooted in the leadership of self and understanding how each of our personal locations impacts how we show up in the world. Healthy cultures aren't built by themselves; they are formed by intentional molding, designing and construction. One of the tools I've used to build culture is Community Agreements, as they are a foundation for a positive culture. It's essentially a system to sustain emotionally intelligent practices. Norms are what cultivate trust and safety. They exist to prevent unhealthy conflict from mushrooming, to guide our behavior, and, most importantly, to help us do whatever it is we've decided to do as a team. When a team establishes agreements and values, it becomes easier to make a collective decision as our agreed values drive our decisions. Whenever someone is acting outside of what the community has agreed to, it creates an opportunity for a courageous conversation. Some examples are paying attention to power dynamics, creating space for multiple truths and putting relationships first. The important work of creating and managing culture is an ongoing part of my job as the goal is to build Beloved Community.



**9) Tell us about an important assignment or task that you delegated. How did you ensure that it would be completed successfully?**

Development and adoption of an ordinance that codifies the RSJI Initiative was one of my key priorities this last year, and I delegated this important work to my Policy Director after the Interim RSJI Director left the office. Whenever I delegate, I'm delegating authority to do the task, but as the Director, I'm responsible for the results. Ensuring success meant that I needed to communicate the task, which included wide implications, performance standards, potential problems, obstacles, and opportunities. I also had to determine the standards, grant authority, and provide ongoing support via regular check-ins to monitor process. Now that the vote on the final legislation is near and I look back on the work of this past year, I could not have made a better decision than to empower our Policy Director, Caedmon Cahill, to undertake this notable effort.

**10) Tell us about a tough decision you had to make recently at work, how did you go about making the decision?**

It's been said that culture eats strategy for breakfast. Upon entering this office, one my challenges was finding the ties that would bind the office together. This meant expanding the management team, shifting who reported to whom. As I began to cast a compelling vision for the future, it became clear that we would need to revisit the Vision, Mission and Values. I went about that by talking through the current mission, vision, and values and assessing together our approach to revise it to match our aims. I brought in a neutral facilitator to combine hindsight and foresight to help us think through what we wanted to become. These were challenging conversations (that at times felt endless), but ones that needed to be had. Ultimately, after considerable discussion, I made the final decision to establish those new Mission, Vision, and Values. It can be tempting to allow conversations to continue forever, but at times, a decision must be made so we can begin the real work to affect change.

**11) What is your general philosophy for working and communicating effectively with the City Council? How do you plan to ensure that Councilmembers and their staff receive information from your department to make policy and financial decisions? How will you be responsive to Council requests, specifically regarding priorities that may differ from those of the Executive Branch?**

I welcome a collaborative and forthcoming relationship with City Council, where I want SOCR to be responsive to City Council requests for information, analysis, and guidance. Upon request, we welcome opportunities to provide information to inform Council policy proposals and their impact on communities most impacted by racism and institutional oppression.

While a healthy relationship with the Executive calls for transparency and information-sharing with the Executive regarding our work with City Council, we endeavor to provide an independent analysis when requested by City Council even when this analysis may differ from the goals of the Executive Branch.

**12) Please describe your vision for innovation and creativity when it comes to civil rights in this city. How does partnership with the county, state, and federal government come into play?**

When it comes to civil rights in Seattle, I seek a shared vision across our 44 departments so we can act as a collective. It allows the City space to co-create with community. It's a "Community Development Eco-System approach." I seek:

1) shared vision across agencies and actors

2) creation of an eco-system map which makes it clear who the prevented and persecuted groups are. Many of the challenges we face are complex and require an acknowledgement of the layers of trauma and systemic hardship individuals face. But by mapping their barriers and pathways to care, we can outline key interventions to address gaps in social service provision.

3) sustainability for collaborative governance is continuous commitment, assessment, and adaptation to the environment.

By focusing on Catchment Zones based on Public Health Data, we can establish a culture of collaboration across siloes to address a range of issues impacting the community. I want us to act and think in tandem -- as one. We can move across each district which creates an opportunity for partnership with the County & state.

This could remove community-based hunger games and opportunity hoarding. We can take communities from rivalry to peacemaking by funding an eco-system to address complex issues, providing resources for them to be a think tank to address the issues. Then we track the social determinants of health in these communities instead of outcomes on an RFP.

**Race and Social Justice**

**13) As a leader of anti-racist and social justice work in an institution, you will need more than positional and institutional power – power must also come from community support. What are your relationships with the anti-racist organizing community in Seattle? To whom are you accountable?**

Our Race and Social Justice Strategy team is deeply committed to building power with communities who have been historically harmed by racism and colonization. A part of the work has always been understanding plural community perspectives around how to contend with racism and having a sense of accountability and responsibility to communities who settler colonialism and systemic racism have harmed while always leaving space for a broad, rich, and deep sense of our shared humanities. I hold personal principles around "broadening the circle of human concern". But as someone who is indebted to many centuries of anti-racist work in Black, Indigenous, immigrant of color communities, I know and can hold a principled understanding that communities may ask me and other city leaders in plain and direct language for how the City can be a place where everyone can thrive. When communities hold City leaders accountable, they are often saying we are *capable*. I will always hold myself capable of listening with the highest standard and acting with integrity when communities ask for change. And I am committed to creating space to break down siloes for those who are the persecuted and prevented. Anti-racist work takes many forms and is an intergenerational practice as well. My hope is to be accountable to communities in ways that are broad, dynamic, and effective and being a learner who maintains curiosity and practices care.

**14) What are your specific ideas for addressing institutional and structural racism in the workplace?**

Right now, SOCR and RSJI is looking at the space of belonging and healing as the tangible work behind our collective racial equity practice with other City teams and the broader community. In the immediate future, I plan to create space for professional learning communities to craft a sense of deepened relationships between city leaders and frontline staff. I also am committed to working closely with Workforce Equity and Seattle Human Resources to deepen our support systems for retaining Black and Brown women, non-binary and trans BIPOC workers. I believe that with the right support, we can break out of siloes and also have a radical imagination about what a world without structural racism might look like.

**Community engagement**

**15) How can the City do a better job prioritizing the needs and viewpoints of marginalized communities in our policy development and program administration?**

This is an excellent question and one that transcends departments. We must:

- Make sure that teams are representative of the racial, linguistic, and ethnic composition of the community
- Ask the people most impacted to help identify the key issues. The key issues are related to systems, policies and practices impacting children, families, or communities of color
- Ask the people most impacted to help identify root causes. The root causes include structural and systemic factors
- Ask the people most impacted by the issue help identify strategies. Action plans should explicitly describe strategies directly addressing systems changes that reduce barriers for people of color
- Continue disaggregating data within race and ethnicities. The voices and perspectives of those most impacted by the issue are included in the data
- Have evaluations disaggregate results for people of color & other prevented and persecuted groups.
- Ask the people most impacted by an issue to help identify success criteria
- Follow-through!

**16) What is your experience working with community-based organizations and business groups, including contracting with such organizations?**

My entire career was spent serving and working on behalf of prevented and persecuted people in society and identifying ways to create new systems of belonging. I've worked with and in CBOs to break down barriers and help expand access to the "system." The regional approach to gun violence is an excellent example of the work I've been involved with – creating an ecosystem where different actors are all engaged toward common cause. I have worked in CBO's and with for-profit businesses. I've executed contracts with CBO's and provided support around the execution of deliverables.

**17) Part of social justice work is centering communities most impacted by the policies of the institution. How will you respond if the communities most impacted by a policy proposed by the Mayor or any other elected official strongly object to that policy because of the negative impacts it will have on those communities? How will you address a situation in which elected officials want to move forward with proposals that have not been analyzed with a racially equitable lens?**

As a black man working in the institution, I'm often holding the radical middle. I'm not institution enough for the institution working in civil rights and holding the government accountable for racist outcomes. While the majority of my work has been in the community, now that I work in government, I'm not community enough for the community. Holding the radical middle means being a student of everyone's story. It means being soft on people and hard on systems. It means understanding that all perspectives are valid, but all perspectives are partial and that it's only through collective perspective can we drive towards the kind of collective adaptation that gets us to community transformation. My role isn't just about giving voice to the voiceless but giving ears to the earless. It's bridging across difference so that we can figure out what the practical thing is that we can do together. Sometimes it's finding a "3rd way," which is a combination of ideas from both sides. This often means working to decentralize decision-making and creating cooperative systems of co-creation. The people closest to the problem are closest to the solution but furthest away from resources and power. Centering communities most impacted means having the persecuted and prevented at the table. We have to get more people into the decision-making spaces to increase co-creation. I'm not afraid to speak truth to power or to seek mutual accountability and to circle back to policymakers if the approach their taking didn't consider racially disproportionate impacts.

### **Policy Climate and Enforcement**

**18) With over 20 protected classes, what are the most pressing issues enforcing civil rights in Seattle? What are your ideas for strengthening civil protections and community education on their civil rights? How can the City ensure that those protected by civil protections are aware of how to exercise their rights when faced with discrimination?**

The most pressing issues to enforcing civil rights in Seattle is the lack of outreach and educational resources and staffing capacity to ensure compliance. Every time the City Council adopts a new law to advance civil rights (all of which I've wholeheartedly supported), there is no accompanying ongoing outreach budget or new FTEs to enforce the new civil rights protections (the last FTE gained was in 2019).

The City can invest resources and staffing to ensure that the community is aware of their civil rights protections in Seattle and businesses learn how to comply with these laws.

**19) Are there any missing components or unexplored options in the City's current approach to civil rights and enforcement that you believe should be addressed? If so, please describe here these issues and your ideas or suggestions for change.**

There is a need for a business liaison to provide technical assistance to business to ensure compliance with the civil rights laws and develop relationships with businesses to develop best practice to prevent discrimination, harassment, and retaliation. More education will lead to fewer instances of discrimination that necessitates enforcement.

The people of Seattle would also benefit from the expansion of the civil rights testing program (“secret shoppers” who attempt to secure rental housing, for instance). A Testing Program Coordinator would increase the capacity of this program to administer, conduct preliminary data analysis, prepare data summaries and conduct research on discriminatory practices in housing and employment. Also, expanding the program to include public accommodations would allow the testing program to conduct testing and auditing for the city’s antidiscrimination laws in public places.

**20) With an increased backlog along with new protected classes, what are some mechanisms that SOCR can implement to improve the closure rate?**

Since I’ve taken the helm at SOCR, we no longer have a backlog. I am truly thankful to my team who made that a reality. However, the Enforcement Division faces an ongoing wage issue for the Civil Rights Analyst classification, which results in a high turnover for this position and delays in providing services to claimants who file discrimination charges. SOCR’s Enforcement Division has a need to replace the existing database because we need to improve workflow, track records retention, effectively manage cases, and provide accurate data reporting. The database would need a data analyst to manage all aspects of the database which includes validating data, generating reports, and analyzing trends in discrimination and enforcement practices. These are two key action items that could lessen case review times into the future.

**21) What overall barriers do you see to compliance with our anti-discrimination law and how do you plan on overcoming these barriers? What new/emerging trends in civil rights enforcement would support more efficient enforcement?**

The highest barrier SOCR faces is the lack of adequate funding to conduct outreach campaigns and community trainings to educate the public on the new civil rights laws passed by City Council.

**22) What metrics and measurable racial equity outcomes do you and your staff currently use or intend to use in the future to determine the extent to which City of Seattle policies, practices, and decision-making are advancing the equity goals of RSJI (e.g. income levels, employment rates, home-ownership rates, job growth numbers, etc. in low-income and BIPOC communities,)? Please be specific.**

The city of Oakland is doing exciting work on metrics. They have built much of their equity work municipally off our RSJI work in Seattle. Working with cities like Oakland, Portland, Chicago, Los Angeles, Austin would allow us to have real-time ways to innovate or shift gears. We are in active conversation with Oakland to take best practices there to emulate it here in our own City.

Measuring is one important starting place. Programmatically, RSJI’s Impact and Innovation work will look at ways to examine the city’s baseline inequities and the aspirations of its BIPOC communities. We know that communities do NOT want institutions who have harmed them to pretend that problems will be solved by studying them. Instead, we need space and time to retool our practices so that we produce equity rather than disparity. We will need precise tools to avoid conflating the inequitable habits that the City of Seattle has inculcated with the ways that business, schools, healthcare, and government create conditions that are extractive about the potential and agency of Native, Black, and Brown people. This work is an ongoing priority of mine, as I want to know our efforts are affecting real change.

**23) As you determine the extent to which city policies/practices/decision-making are or are not advancing our equity goals, how do you plan to share that information with Council and how frequently?**

We are combining hindsight, foresight and insight to look at how we advance equity goals. As we uncover policy, practices and procedures that perpetuate harm, we want to look at how to address the root cause of these issues. As we develop data-sharing agreements across departments, it would be most ideal to create a dashboard, which would report these findings out as they come in. There are reports from WEPAC that can be shared now. The challenge is not in what we theoretically learn from these reports but how we move from theory to practice.

**24) With over 20 protected classes, what qualifications and/or issue-area expertise do you require for SOCR staff who investigate discrimination allegations, if any? What steps will you take to ensure that staff has a thorough and ongoing understanding of the subject matter, including recent developments? For example, Council recently added to the list of protected classes “caste,” a nuanced concept with which many people in Seattle have little or no experience. What training will you offer staff to keep fully informed on this and other topics?**

SOCR is committed to providing professional development which allows staff the opportunity to learn and apply new knowledge and skills that can help SOCR staff to investigate discrimination cases; however, the SOCR does not have a training and development budget. SOCR relies on its Enforcement Division’s leadership team to provide in-house training to investigators by conducting legal research, attending civil rights trainings offered by the EEOC and the WSBA, and seeking guidance from the City Attorney’s Office. For the new caste legislation, the Enforcement Division is creating a training for its Enforcement Division to understand this new protected class, case law, and how to investigate these claims. So far, the EEOC, WSHRC, and other civil rights agencies are looking to SOCR’s leadership on how to handle these new complaints. It’s work we don’t take lightly.



Legislation Text

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**File #:** Inf 2251, **Version:** 1

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Panel on a Municipal Role in Building Generational Wealth



Legislation Text

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**File #:** CB 120525, **Version:** 2

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**CITY OF SEATTLE**

**ORDINANCE \_\_\_\_\_**

**COUNCIL BILL \_\_\_\_\_**

AN ORDINANCE establishing the Race and Social Justice Initiative as City policy; establishing governance of the Race and Social Justice Initiative within the Office for Civil Rights; authorizing the Office for Civil Rights to lead the Race and Social Justice Initiative; and adding new Sections 3.14.941 through 3.14.945 to the Seattle Municipal Code.

WHEREAS, in 2004, The City of Seattle (City) launched a Race and Social Justice Initiative (RSJI), adapted from anti-racist organizing, to be led by the Seattle Office for Civil Rights (SOCR), to implement its longstanding commitments to social justice and ending racism; and

WHEREAS, the goal of RSJI is to end institutional racism within City government, working toward a vision where racial disparities will be eliminated and racial equity achieved; and

WHEREAS, City staff leadership championed and incorporated the anti-racist organizing efforts of The People's Institute for Survival and Beyond (PISAB). Further, City staffers from that period to the present have honored the efforts, insights, and leadership of grassroots organizers in racial equity work at the City. The inspiration of this work was a catalyst for the eventual formation of RSJI and anchors this body of work in the lives of communities that are most affected by historical acts of racial exclusion; and

WHEREAS, SOCR and RSJI leaders have developed and implemented strategies and infrastructure that are set up to inform the City's lines of business and internal culture; and

WHEREAS, RSJI's goal is to build a coordinated and unified Citywide strategy, in support of "One Seattle," that builds foundational awareness and move toward a shared framework to promote belonging; to



create capacity and will to shift internal culture; utilize healing and anti-racist tools to change how programs, services, policies, and budget decisions are made; and

WHEREAS, SOCR offers technical assistance to departments and various trainings for City employees to build awareness and develop shared language and analysis; and

WHEREAS, many departments have Change Teams, which are groups within departments that work collaboratively with the Citywide RSJI network to sustain the implementation of internal departmental changes to undo institutional racism and to incorporate racial equity and social justice principles into everyday work; and

WHEREAS, departments can currently use racial equity toolkits (RET) to determine how potential policies or actions taken by the City can more effectively advance racially equitable outcomes; and

WHEREAS, SOCR remains uniquely positioned to lead RSJI, given SOCR's authority in Seattle Municipal Code Sections 3.14.900 and 3.14.910 to “provide citywide leadership and guidance in the areas of civil rights and equal opportunity... [and] recommend policies to all departments and divisions of City government in matters affecting civil rights and equal opportunity to all people;” and the duties of the Director to “[r]eceive, consider, and make recommendations concerning statements, reports and complaints relative to problems of civil rights including such problems of civil rights as may arise in connection with the treatment, facilities or services of any office or department of the City;” and

WHEREAS, Executive Order 2018-04 pointed out that in the 2018 Citywide RSJI survey completed by 4,000 employees, 34 percent of participants reported experiencing or observing an incident of workplace harassment in the last 12 months; 80 percent of respondents who reported experiencing gender-based incidents of harassment in the workplace did not seek help; 29 percent of women of color and 18 percent of men of color reported experiencing different workplace treatment due to their race compared to seven percent of white women and seven percent of white men; and 30 percent of women of color and 37 percent of white women reported experiencing different treatment due to their gender, compared

to 12 percent of men of color and 11 percent of white men; and

WHEREAS, since the issuance of the 2018 Executive Order, the City has made progress in creating a more robust complaint and investigation process, and this ordinance is intended to continue to improve the experiences reported by employees and is consistent with the goals and objectives of the 2018 Executive Order; and

WHEREAS, one of the issues impeding sustained progress is the differing levels of commitment to RSJI beyond mere legal compliance as electoral administrations change and budgets fluctuate, leaving employees with the impression that RSJI work can be optional or deprioritized; and

WHEREAS, though multiple Mayors have issued executive orders and the City Council has adopted resolutions committing to advancing RSJI, executive orders are subject to modification or repeal by subsequent administrations and resolutions are non-binding; and

WHEREAS, because of the temporary and non-binding nature of the commitment to RSJI, use of the existing RSJI infrastructure and mechanisms to make change beyond mere legal compliance is dependent on the level of commitment of individual leaders rather than an institutional expectation; and

WHEREAS, while RSJI should be integrated into the work of all City employees, integration is a goal yet to be achieved, as RSJI is often still seen as its own discrete body of work, both optional and separate from the work of City employees rather than essential and wholly integrated; and

WHEREAS, the Council discussed concerns about the structural barriers keeping SOCR from fulfilling its mission while located in the Executive Department, which resulted in Ordinance 125470 in 2017, providing just cause protections for the SOCR Director, and directing SOCR to conduct an RET analysis on the permanent structure, leadership, duties, responsibilities, and functions of SOCR; and

WHEREAS, the team conducting the RET issued a report in October 2019, recommending a variety of actions to, among other things, minimize political influence on SOCR and strengthen its ability to successfully fulfill its mission, including RSJI; and

WHEREAS, since the RET analysis began, the Council and Executive have taken steps toward implementing the recommendations, including adding staff and resources for increased community and employee-centered outreach, commission support, and RSJI efforts; and

WHEREAS, the Council passed Statement of Legislative Intent (SLI) OCR-002-A-003 in the 2021 Adopted Budget, requesting that representatives from SOCR, the Mayor’s Office, and members of the RSJI network participate in a Council-convened work group to review and determine how to implement the remaining recommendations in the RET report; and

WHEREAS, the workgroup to respond to the SLI began meeting in early 2021 (“Workgroup”) and examined the RET Report recommendations in the context of the civil rights reckoning and related events of 2020, which underscore the need for meaningful change and progress in racial equity; and

WHEREAS, the Workgroup sent the SLI response to the City Council on July 1, 2021, and recommended passage of an RSJI ordinance; and

WHEREAS, the Workgroup recommended that a long overdue step necessary to advance race and social justice is to embed RSJI into the City’s government as policy, by codifying the “initiative” by ordinance; and

WHEREAS, the recommendation to codify RSJI’s purpose and leadership by SOCR, and other practical considerations led to the ordinance as one step the City can take to end institutionalized racism in City government and achieve racial equity throughout Seattle; and

WHEREAS, while making this institutional change on its own will not by itself create progress, embedding RSJI into the City’s code can create better conditions for progress toward achieving racial equity; and

WHEREAS, codifying RSJI in the Seattle Municipal Code will advance the City’s policy and goal to end institutional racism within City government, working toward a vision where racial disparities will be eliminated and racial equity achieved; and

WHEREAS, this legislation is intended to set clear expectations about prioritizing racial and social justice work; and

WHEREAS, ordaining race and social justice work will clarify that racial justice and social justice issues

beyond mere compliance with legal requirements should be considered when doing City business; and

WHEREAS, this ordinance is intended to set the baseline for the work the City does to achieve racial equity

and social justice; and

WHEREAS, the intent of this ordinance is not to strictly define how each department structures its racial equity

and social justice work for the lines of business and the communities it serves, but rather to lay the

groundwork of shared analysis, values, principles, and infrastructure that underpin the Citywide

commitment to racial equity and social justice work Citywide; and

WHEREAS, given the dynamic nature of this work, this ordinance intends to allow for flexibility and evolution

of racial equity and social justice work, in part, informed by anti-racist grassroots organizing in pursuit

of achieving racial equity; and

WHEREAS, SOCR and the City Budget Office are partnering to develop equitable funding practices including

resources that support RSJI work; NOW, THEREFORE,

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. New Sections 3.14.941 through 3.14.945 of the Seattle Municipal Code are added to

Subchapter VII of Chapter 3.14 as follows:

**3.14.941 Race and Social Justice Initiative established**

The Seattle Office for Civil Rights shall lead a Citywide effort to end institutionalized racism and race-based disparities in City government called the Race and Social Justice Initiative. The Seattle Office for Civil Rights shall identify foundational racial equity and social justice principles and the framework within which each City department shall conduct its own Race and Social Justice Initiative work. The work of the Seattle Office for Civil Rights shall inform each City department's independent decisions and proposals regarding strategic planning and analyzing budgets; staffing; setting metrics and measurable racial equity outcomes; setting equity indicators; collecting and accessing demographic information; and implementing change toward ending

institutional racism.

### **3.14.942 Short title and purpose**

Sections 3.14.941 through 3.14.945 shall constitute the “Race and Social Justice Initiative Ordinance” and may be cited as such. The purpose of the Race and Social Justice Initiative Ordinance is to authorize the Seattle Office for Civil Rights to lead the Race and Social Justice Initiative and identify the City’s racial equity and social justice foundational practices and framework for all City departments. In doing so, the City furthers its commitment to integrating racial equity and social justice principles into the work of every department and employee.

### **3.14.943 Governance of the Race and Social Justice Initiative**

The Seattle Office for Civil Rights is authorized to lead the Race and Social Justice Initiative by:

- A. Developing analytical tools to support the identification of equity impacts of policies, practices, and decision making, as well as ways to amplify positive impacts and mitigate negative impacts;
- B. Developing guidelines, which can be implemented Citywide, for outreach, communication, and community engagement to improve the scope and effectiveness of external City efforts to ensure that all communities receive information and have the opportunity to shape City policies and services;
- C. Identifying focus areas and making recommendations to relevant City departments for development of policies and actions that improve fairness and opportunity in City government organizational practices, including all employment practices such as hiring, training, retention, and promotion, and business practices such as contracting, procurement, and grant writing;
- D. Providing a forum for exchange of information and identification of opportunities for collaboration Citywide on racial equity and social justice foundational practices and framework;
- E. Supporting departments in identifying equity-related service gaps, setting measurable racial equity and social justice goals, creating departmental action plans to achieve them, and developing systems of accountability;

F. Guiding equitable funding analysis and practices in departmental annual budgets in partnership with the City Budget Office; and

G. Supporting City departments in developing an integrated external focus, working with community to assess community strengths, identify service gaps, and co-create plans that help the department reach its racial and social justice goals.

### **3.14.944 Internal staff racial equity and social justice groups**

A. Each City department, working individually or with other departments, should prioritize the creation of or continue support for existing internal staff racial equity and social justice groups. An internal staff racial equity and social justice group is a group of employees who work collaboratively with the Race and Social Justice Initiative's Citywide network to sustain the implementation of internal departmental changes to undo institutional racism and to incorporate racial equity and social justice principles into everyday work.

B. The Seattle Office for Civil Rights is authorized to develop guidance for all departmental internal staff racial equity and social justice groups to provide foundational practices, direction, and frameworks to allocate each department's budget for such groups.

### **3.14.945 Ongoing learning and trainings**

A. The Seattle Office for Civil Rights, in partnership with other departments, as appropriate, shall define, advise upon, and make available the City's fundamental racial equity and social justice trainings for City employees.

B. Each department should prioritize employees completing the fundamental racial equity and social justice trainings defined in subsection 3.14.945.A, and each department should prioritize funding outside trainings as identified by the Seattle Office for Civil Rights.

C. The Seattle Office for Civil Rights, in partnership with the City Council and Mayor, shall annually celebrate and recognize City staff and departments who demonstrate exemplary practices aligned with this ordinance.

Section 2. The Seattle Department of Human Resources shall provide to the City Council by December 31, 2023 a plan and a proposed timeline for determining how it would consider issues of position classification and exemption from the civil service related to race and social justice work.

Section 3. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the \_\_\_\_\_ day of \_\_\_\_\_, 2023, and signed by me in open session in authentication of its passage this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
President \_\_\_\_\_ of the City Council

Approved / returned unsigned / vetoed this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Bruce A. Harrell, Mayor

Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Elizabeth M. Adkisson, Interim City Clerk

(Seal)

**SUMMARY and FISCAL NOTE\***

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
LEG	Venkataraman/4-5382	Rouse/3-9719

*\* Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

**1. BILL SUMMARY**

**Legislation Title:** AN ORDINANCE establishing the Race and Social Justice Initiative as City policy; establishing governance of the Race and Social Justice Initiative within the Office for Civil Rights; authorizing the Office for Civil Rights to lead the Race and Social Justice Initiative; and adding new Sections 3.14.941 through 3.14.945 to the Seattle Municipal Code.

**Summary and Background of the Legislation:** This ordinance would establish in code the Race and Social Justice Initiative (RSJI) within the Seattle Office for Civil Rights (SOCR) and would give SOCR the authority to lead the initiative. Currently, RSJI is authorized via executive orders from multiple Mayoral administrations and through City Council resolution. This ordinance would codify the initiative.

**2. CAPITAL IMPROVEMENT PROGRAM**

**Does this legislation create, fund, or amend a CIP Project?**      \_\_\_ Yes  X  No

**3. SUMMARY OF FINANCIAL IMPLICATIONS**

**Does this legislation amend the Adopted Budget?**      \_\_\_ Yes  X  No

**Does the legislation have other financial impacts to The City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?**  
No

**Are there financial costs or other impacts of *not* implementing the legislation?**  
No

**4. OTHER IMPLICATIONS**

- a. Does this legislation affect any departments besides the originating department?**  
Yes – it places responsibility for RSJI with SOCR and asks the Seattle Department of Human Resources for a report back to the Council about how it would approach addressing civil service protections as related to race and social justice work.



**b. Is a public hearing required for this legislation?**

No

**c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**

No

**d. Does this legislation affect a piece of property?**

No

**e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?**

This legislation would memorialize and make permanent the work of RSJI and is intended to ease the transition between electoral administrations and ensure authority over RSJI work in SOCR. This would streamline internal City work to improve the experiences of historically disadvantaged communities.

**f. Climate Change Implications**

**1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**

NA

**2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**

NA

**g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)?**

NA

**Summary Attachments (if any):**