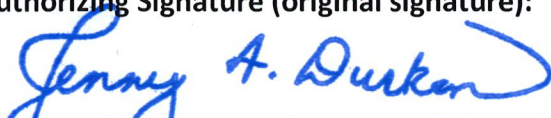




City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Esther Lucero</i>		
Board/Commission Name: <i>Community Police Commission</i>		Position Title: <i>Member</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Date Appointed: <i>5/5/2019</i>	Term of Position: * <i>1/1/2019</i> to <i>12/31/2021</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood:	Zip Code: <i>98144</i>	Contact Phone No.: [REDACTED]
Background: <p>Esther Lucero is the Chief Executive Officer for the Seattle Indian Health Board (SIHB), an Urban Indian Health Program (authorized under 25 U.S.C. Ch. 18. Subchapter IV §1653) and Community Health Center located in Seattle's International District. SIHB operates the Thunderbird Treatment Center, a 65-bed residential treatment program in Rainier Beach. SIHB also hosts the Urban Indian Health Institute, one of 12 Tribal Epidemiology centers in the nation. Recently, they released two of a series of reports; <i>Our Bodies, Our Stories: Sexual Violence Among Native Women in Seattle</i> and <i>Missing and Murdered Indigenous Women and Girls</i>. Both reports highlighting important considerations for the Seattle justice systems.</p> <p>Esther is also the co-chair for the HealthierHere governing board and is proud to be a delegate for the American Indian Health Commission, which was established to have Tribes and Urban Indian Programs guide and strengthen the Indian Health Service System in Washington State.</p>		
Authorizing Signature (original signature): 		Appointing Signatory: <i>Jenny A. Durkan</i> <i>Mayor of Seattle</i>

FILED
 CITY OF SEATTLE
 19 APR -9 AM 10:05
 CITY CLERK

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

Esther Lucero

Education:

Mills College

Mills College
Master Public Policy
Fall 2010

Mills College
BA Native American
Studies/Chemistry minor
Fall 2006

Committees:

King County Accountable Community of Health Governing Board • **Co-Chair** • 2017-current
American Indian Health Commission • Delegate • 2015-current

Teaching:

San Francisco Art Institute • San Francisco, CA • **Adjunct Professor** • 12/2013-8/2015

Course Titles:

Native Americans in the Media

Native American Women

Native American Urbanization, Intertribal Resistance, and, Cultural Revitalization

San Francisco State University • San Francisco, CA • **Adjunct Professor** • 08/2010-12/2015

Course Titles:

American Indian Women

Urban Indians

American Indians in the Media

Oral Literature

Native American Urbanization, Intertribal Resistance, and Cultural Revitalization

Publications:

From Tradition to Evidence: Decolonization of the Evidence-based Practice System, The Journal of Psychoactive Drugs, Growing Roots: Native American Evidence-based Practices Dec. 2011
The New Generation, The Womanist Journal 2006

Films:

Killing the 7th Generation: Reproductive Abuses Against Indigenous Women, Director, Cinematographer, Editor, Co-Producer Melinda Micco 2010

Professional Achievements:

2012-2013 *National Tribal Environmental Health Think Tank* member- Center for Disease Control

2010-Current Intertribal Friendship House Board Member

2010 HIV Prevention Planning Council Member: Co-Chair of Prevention with Positives Committee

Experience:

Seattle Indian Health Board • Seattle, WA • **Chief Executive Officer** • 11/2015-Current

- Responsible for the day-to-day management of the corporation.
- Provide oversight of organization's finances within guidelines established by the Board of Directors.
- Ensure appropriate human resources management including hiring, firing, and recommended

salary status of employees within approved salary ranges established by the Board of Directors.

- Ensure compliance with public and private contracts and grants and national accrediting organizations.
- Oversee community and public relations serving as primary spokesperson to ensure access to needed resources and reinforce a positive image for the organization.
- Apprise the Board of Directors to trends in health care delivery, needs of the SIHB, policy considerations, and other organizational needs.
- Work in collaboration with the Board to foster and maintain sound agency governance.
- Perform other duties as assigned by the Board of Directors.

California Consortium for Urban Indian Health • San Francisco, CA • Director of Programs and Strategic Development • 10/2013-10/2015

- Innovate, strategize, and lead vision for organizational growth including diversification of funding streams, program development, and increased visibility.
- Provide statewide public health policy advocacy for Urban American Indian communities.
- Provide policy analysis and dissemination of relevant legislation and policy.
- Lead Behavioral Health and Primary Care Integration with an emphasis on cultural competency and sustainability planning.
- Lead policy change strategies for Traditional Healing, specifically directed at getting Traditional and Cultural practices to become billable through the Medical system.
- Lead and direct fund-development efforts, and marketing/communications strategies.
- Strengthen operational systems and organizational efficacy.
- Provide training and technical assistance for statewide implementation of the Affordable Care Act and the California Health Exchange (Covered California).
- Developed CCUIH's first American Indian Fellowship/Internship Program.
- Responsible for daily operations including budget and contract management, program implementation and evaluation.

Native American Health Center • Oakland, CA • Director of Policy and Programs • 2/2010-10/2013

- Successfully managed the Community Wellness Department's specialty programs (\$7 million budget), including day-to-day program operations, performance management, project hiring, human resources and budget management.
- Ensured high quality, effective behavioral health programming and culture-based prevention and treatment services for the San Francisco Bay Area Urban Native American community.
- Led the departmental strategic planning and management in the areas of grant funding, department development, performance management, and team building.
- Was instrumental in the development of plans to operationalize the integration of behavioral health services with medical services.
- Developed, and implemented departmental funding initiatives. Led and trained grant writing teams, and promoted the expansion of integrated funding initiatives that span all sites.
- Responsible for the direct supervision of all Program Directors and indirect supervision of all CWD staff. A total of 70 employees.
- Founded NAHC's Media Center, and established it as social enterprise within the CWD.
- Acted as the department policy advocate for Urban Indian behavioral health on local, state and national levels.
- Coordinated activities across departments, sites and with collaborating agencies to ensure that programs met all goals and objectives.
- Coordinated activities across internal CWD functional areas (i.e., clinical behavioral health treatment, data management and analysis, and administration) ensuring specialty program areas meet community needs and are in compliance with department, agency, and funding agency regulations.

- Conducted presentations on CWD programs at the local, state, and national level and ensure dissemination of information to NAHC staff and community, as appropriate.
- Actively participated in, and represent CWD at agency-wide management meetings and in agency-wide planning processes. Ensured appropriate distribution of information at both the departmental and organizational level.
- Actively participated in internal quality improvement teams and work with members proactively to drive quality improvement initiatives in accordance with the mission and strategic goals of the organization, federal and state laws and regulations, and accreditation standards, when assigned.

Native American Health Center • San Francisco, CA • **Consultant** • 05/2009-08/2009

- Effectively provided Program Evaluation for Circle of Healing (HIV Services).
- Analyzed and reported on CDC grants and assessed program performance.

Native American AIDS Project • San Francisco, CA • **HIV Case Manager** • 04/2007-02/2009

- Held an active caseload of 120 clients, more than any other case manager in San Francisco.
- Acted as a liaison between clients diagnosed with HIV and all San Francisco City resources.
- Advocated for clients in the realms of healthcare, general assistance, food support, emergency assistance, housing, psychological support, and spiritual health.
- Trained in CSTEP case management, harm reduction, and HIV 101.
- Organize and conducted street outreach and education programming, facilitated workshops on culturally competent end of life services, abstinence policies and lack of cultural competency at the National Conference on AIDS.
- Provided guest lectures on Methamphetamines and Native American Communities.
- Sat on the HIV Prevention Planning Council and Co-chaired the Points of Integration Committee.
- Represented NAAP on the Casey Family Programs committee to plan for better use of the Indian Child Welfare act within social services.
- Successfully cultivated partnerships with the AIDS Health Project and UCSF to provide better case management support for women and Native Americans. Through this I have exceeded my contracted client base by double.

UCSF San Francisco, CA • **Admin II** • 4/2003-11/2003

- Responsible for patient service and assistance.
- Conducted basic office responsibilities.
- Trained in HIPPA, IDX, On-Trac, Insurance verification
- Managed Urgent Care Check in and emergency calls.

Bebe Stores Inc. San Francisco, CA • **Store Manager** • 3/2001- 4/2003

- Responsible for a \$1.5 million business including operations, performance management, human resources, and visual presentation. Led the district in best sales over the previous year.
- Recruited, interviewed, hired, trained, and managed 20 person staff.
- Innovated and developed motivational tools to maximize sales potential and to develop staff into next level positions. Train fellow store managers and their new employees.
- Prepared and managed store procedures, including client service, sales, employee development and loss prevention. Conduct management meetings with staff. Report daily, weekly, monthly statistics to corporate management. Prepare and manage scheduling, payroll and trainings. Plan and organize client events. Create and maintain an excellent customer service environment.
- Responsible for analyzing product to improve sales. Followed company directives and executed floor changes.

Sunglass Hut Inc. San Francisco, CA • 2/1994-7/2000 • **Senior District Manager**

- Supervised 14 retail stores (including West Coast flagship store) totaling \$6 million in business.
- Responsible for recruiting, interviewing and hiring all associates, including store managers.
- Developed and administered training program on performance management.
- Developed and administered training program on successful recruiting.
- Led and motivated sales team to 16% increase in sales over the previous year.
- Monitored daily sales performance, set annual budgets, adjusted monthly budgets, and communicated operational, visual and sales expectations and company standards to the district. Performed daily store visits to monitor performance. Trained and developed store managers, and conducted monthly manager meetings. Served as a liaison between regional manager, all corporate office departments and store managers.
- Responsible for sales performance, visual standards, operational standards, loss prevention, profit and payroll management, and staff development.

Achievements, Honors and Awards:

Mills:

Graduate Student of the Year 2009
 Alumnae Scholarship 2008-2010
 Best Senior Thesis 2007
 Graduation Speaker 2007
 President/Founder of Pre Med Club 2005-2007
 Co-Chair Native American Sisterhood Alliance 2005-2007
 Womanist Publication 2006
 Deans Scholarship 2004-2006
 AAIP Pre Med Shadowing Program Scholarship 2006
 AAIP Pre Med Conference Scholarship 2005
 SMEP Scholarship 2004

UCSF: 2 Superstar Service Awards

Bebe: #1 Store, 2002 (SF district)

Sunglass Hut:

#1 Manager in Sales Performance (over 200 districts, including 2000 stores), 1999
 Selected to Presidents 100 Club, 1999 (management organization composed of 25 of the top-performing individuals in the company)
 Double-digit Sales Increase Award, 1999
 Highest Contribution Award, 1998
 Best People Development Award, 1998
 Best Loss Prevention Results Award, 1998
 Most Personal Growth Award, 1997
 Superstar Service Award, 1996

Community Police Commission

21 Members: Pursuant to Ordinance 125315, all members subject to City Council confirmation, 3-year terms:

- 7 City Council-appointed
- 7 Mayor-appointed
- 7 Other Appointing Authority: Commission

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	Jay Hollingsworth	1/1/13	12/31/16	1	Mayor
2	M		2.	Member	Aaron Williams	1/1/18	12/31/20	2	City Council
6	M		3.	Public Defense	Benjamin Goldsmith	1/1/18	12/31/20	1	Commission
3	F		4.	Member	Claudia D'Allegrì	1/1/18	12/31/20	2	Mayor
3	M	3	5.	Member	Isaac Ruiz	1/1/18	12/31/20	2	City Council
6	F		6.	Civil Liberties	Lisa Daugaard	1/1/18	12/31/20	2	Commission
			7.	Member					Mayor
2	F		8.	Member	Brandy Grant	1/1/19	12/31/21	1	City Council
6	F		9.	Member	Melinda Giovengo	1/1/16	12/31/18	1	Commission
2	F		10.	Member	Harriett Walden	1/1/16	12/31/18	2	Mayor
			11.	Member					City Council
7	M		12.	Member	Joseph Seia	1/1/19	12/31/21	2	Commission
9	F		13.	Member	Esther Lucero	1/1/19	12/31/21	1	Mayor
			14.	Member	Karisa Morikawa	1/1/19	12/31/21	1	City Council
			15.	SPOG	Mark Mullens	1/1/17	12/31/19	1	Commission
			16.	Member	Colleen Echohawk	1/1/17	12/31/19	1	Mayor
3	NB		17.	Member	Alina Santillan	1/1/17	12/31/19	1	City Council
			18.	SPMA					Commission
			19.	Member	Emma Catague	1/1/17	12/31/19	1	Mayor
9	F		20.	Member	Natasha Moore	1/1/17	12/31/19	1	City Council
2	F		21.	Member	Helen Gebreamlak	1/1/17	12/31/19	1	Commission

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		3				1	1						1
Council	2	2		1		3	2						
Other	2	3				1				3	1		
Total	4	8		1		3	3			3	1		1

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.