



City of Seattle Boards & Commissions

Notice of Appointment

Appointee Name: Tricia Diamond		
Board/Commission Name: Seattle Human Rights Commission		Position Title: Member
<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:	Term of Position: * 1/23/2022 to 1/22/2024 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: Ravenna	Zip Code: 98115	Contact Phone No.:
Background: Tricia Diamond has completed both undergraduate and graduate university studies in aerospace engineering, English and mathematics. Her youth in the United States, as well as experience living internationally, instilled in her a dedication to STEM, linguistics and human rights. Her diverse work experience includes serving as an aerospace engineer, supervisor to a multilingual international staff, international educator, educational administrator, organizational development and change management consultant, public administrator and designing and delivery of professional development ensuring sustainability, human rights and international excellence on a foundation of equity throughout organizations. She is multilingual (English, Dutch, Hausa, Bubi and now Wolof) and has extensive experience leading multinational and multilingual teams, as well as collaborative community engagement.		
Authorizing Signature (original signature):  Date: 9/12/2022	Appointing Signatory: Bruce A. Harrell Mayor of Seattle	

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

TRICIA DIAMOND

Career Overview

- 14 years: International Educator & Public Speaker on Issues of Diversity and Equity and STEAM (Science, Technology, Engineering, Arts and Math)
- Conducted Workshops for English/Foreign Language Teachers, University of Leiden, the Netherlands ➤ Multilingual: English, Dutch, Afrikaans and Hausa
- Public Speaker on Equity/Diversity: Washington Association of Bilingual Educators (April 2013 and April 2014); White Privilege Conference (April 2013), Martinez Foundation (May 2013), Central Washington University (Different Ways of Knowing, October 2013)
- Graduate degrees in educational administration and aerospace engineering, undergraduate degrees and study in mathematics, English, and aerospace engineering
- 10+ Community engagement experience
- Past President, Evergreen Chapter of the American Society for Public Administration (2-year term)
- Seattle Mayor Durkin's Appointee – Mayor's Council for African American Elders

Education: Bachelor of Aerospace Engineering Equivalent (1989); Bachelor of Arts Degree, English and Mathematics 2002 (equiv. 4.0 GPA); Master of Education, Educational Administration with Washington State Principal Specialization, Seattle University, 2014 (3.93 GPA); Doctor of Philosophy, Aerospace Engineering, University of Kansas (2016); Doctoral Studies in Educational Leadership, Xavier University of Louisiana.

Certification/Credentials: Administrative- Principal- Washington (460825C), Administrator (California and Oregon), Educational Leadership (Florida)

PROFESSIONAL EXPERIENCE

K12/Stride, 2021

Assistant Principal, Elementary School

- Evaluated the work of assigned school staff; provided reports to the principal and cooperated in recognition or remediation of staff members as requested.
- Curriculum Lead: Oversaw all aspects of scheduling, course descriptions and registration and assigns duties as necessary; oversaw all aspects of mandated standardized testing; oversaw all aspects of student records and assisted Principal as legal representative for the school.

King County (2017 to present) - Department of Adult and Juvenile Detention (DAJD), 2020-present, Program Manager IV

- Conducts complex quantitative analysis and modeling for criminal justice projects related to the work of the department. Occasionally directs the development of projects, or the work of other staff in support of complex, department-wide initiatives. Research, develop, implement, and evaluate projects and programs to improve the overall operation of the department and the larger criminal justice system;
- Design data gathering instruments, collect and analyze data, prepare and provide quality assurance in reports, contracts and billing to inform departmental and criminal justice committees and work groups regarding strategic initiatives and for budget purposes;
- Facilitate teams developing innovative strategies to improve outcomes of the criminal justice systems;
- Review and manage data requests from outside agencies and determine best solutions with IT and other participants;
- Provide business expertise related to business rules for data entry and data management to support analytical and operational needs;
- Develop business requirements for inmate data system modifications and enhancements; develop, utilize and track test plans for complex data system modifications; manage system modification projects through implementation requiring a comprehensive and detailed understanding of system data and data relationships;
- Develop and modify reports in response to operational needs of all divisions;
- Draft and update technical documentation and user manuals of department systems and applications;
- Participate in criminal justice systems/applications work groups to better understand system-wide data and share information;
- Direct the development of departmental negotiating positions, implementation procedures, and monitoring mechanisms for complex jail contracts, agreements, and memoranda of understanding;
- Examine and provide departmental management with expert advice regarding department and system wide impacts, including budgetary impacts from changes in policy and practice.
- Develop and monitor performance measures for agreements;
- Represent the Department on various criminal justice and intergovernmental committees and contract negotiations; and
- Respond to a variety of policy-related research questions from all three branches of local government, while clearly articulating analytical findings, issues and alternatives in written and oral communications.

King County - International Airport/Boeing Field, 2017-2020 Admin IV

- Assisting and advising the Airport's Leadership Team with planning and managing the organization's strategic and long-range goals. Conducting organizational reviews to identify strengths, weaknesses, and opportunities and to evaluate operational effectiveness;

- Securing engagement and involvement, purpose and target setting, analyze and generate options, and executing and monitoring results of strategic initiative projects;
- Managing Airport's line of business planning projects, including facilitating multi-disciplinary project team, performing complex technical analysis, and producing project deliverables. Coordinate integration of plan recommendations with budget and operating decisions and develop information for policymakers;
- Facilitating design, development, and integration of performance management and strategic planning framework and tools into business processes and division work units. Training staff on in performance management/measurement. Developing and enhancing the division's visual management systems to connect operational performance measures to meaningful outcomes and strategic goals;
- Managing the Airport's Lean process improvement, employee engagement, Equity and Social Justice, and performance measures programs, including collaboration with managers and staff from all sections of the organization;
- Representing the division at interagency committees, meetings, task forces, and to the public, providing information and advice regarding project issues; soliciting input and presenting the division's point of view with the goal of obtaining acceptance of division objectives;
- Serving as a resource to division staff/supervisors and assist with problem solving on complex projects and programs;
- Managing special projects for the division director, deputy director and executive leadership team as needed and assist division management with response to County Council or Executive Office requests. The projects include: King County's Equity and Social Justice Initiative, Strategic Climate Action Plan (SCAP), Green Buildings Ordinance, and King County Aerospace Alliance;
- Developing program/policy issue papers and recommendations related to the Equity and Social Justice, Strategic Climate Action Plan, Green Buildings and King County Aerospace Alliance;
- Developing curriculum and tour programming supporting Middle School STEM and career connections for King County Aerospace Alliance;
- Preparing presentations for senior county managers and elected officials;
- Preparing and conducting training and outreach policies and programs.

Diamond Educational Consultants, 2008 - present

STEM, cultural competency and educational equity consultancy offering professional development, curriculum design and learner advisory.

- Facilitate and evaluate programs to meet established objectives;
- Develop and implement evaluation strategies that measure training's effectiveness;
- Cultivate participant relationships by delivering personalized service;

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- Develop and deliver on-line courses (science, technology, engineering, math and foreign languages);
- Support families in identifying educational opportunities for high school and college students internationally;
- <https://www.theguardian.com/world/2020/mar/18/coronavirus-volunteering-food-delivery-seattlewashington>

Seattle Public Schools, 2014-2016

Bilingual Secondary Teacher (2015-2016 AY), Rainier Beach High School (Intro to Physical Science, Algebra 1 and Health Teacher) & SEA Union representative, Substitute Teacher, Seattle Public Schools (2014-2015 Academic Year)
School site: Orca K-8, Middle School Language Arts/ Journalism / Yearbook Teacher (Long Term)

Central Washington University, 2013-2014

Adjunct Faculty: Educating Linguistically Diverse Students

- Instructional delivery on educating linguistically diverse students (collegiate level)

Highline School District, 2012-2014

Practicum/Administrative Intern/Principal Designee, Madrona Elementary K-6 (2013-2014

School Year); Sylvester Middle School 7-8 (2012-2013 School Year): Educational Assistant, (2013-2014 Academic Year –

Spring Semester) ELL and World Language Specialist, (2012-2013 Academic Year)

- K-8 professional development including social justice and standards-based grading, K-6 staff meetings, K-8 collaboration facilitating, school-wide assembly planning and presenting
- School Improvement Plan redesign and implementation
- Response to Intervention including training, researching, planning, and implementation
- Classroom Based Assessment coordination and entering i-grants
- Collaboration with School Resource Office
- School-wide discipline implementation, evacuation drills, hallway and lunchroom supervision, & lock downs.
- Participation on PBIS team and MDT to support at risk students, upholding confidentiality, while developing individualized plans, as well as referrals.
- Continued to mentor teachers in classroom practices which ensure equity in discipline, as well as embracing diversity
- Mentored staff and faculty, conducting professional development workshops and assisting teachers in developing support systems for ELL students.
- Coordinated World Language Credit by Proficiency Program throughout the district. Program offers the opportunity for assessment for any language towards receiving high school credit.

Kent School District, 2011-2012; Lake Washington School District, 2009-2012
Long Term Substitute, Meeker Middle School, Kent School District (2011-2012
Academic Year) and Seattle Lutheran /
Substitute Teacher, Lake Washington School District. (2009-2012)

- Full-time Teacher, English Language Learners (2 sections) and Mathematics (1 section)
- English & Language Arts, Kirkland Jr. High, Seattle Lutheran (10th and 12th Grade: Specifically, British and World Literature); Geometry & Algebra, Evergreen Jr. High; Health, Redmond High; Music (Strings), Eastlake; Special Ed (English & Math K-6, Grade 4, Librarian), Margaret Mead Elementary.

The Netherlands - Educator, 2002-2008

Secondary School Teacher, the Netherlands. (2002-2008 Academic Years)

- Worked at three schools, some were concurrent, taught US equivalent Grades 7 - 12+ (first year college).
- Taught: Secondary Curriculum English (Pre-Vocational through Pre-university Level); Secondary Curriculum Mathematics (Pre-algebra, Algebra, Geometry; Religious Education (Secondary Curriculum).
- Member of the National Foreign Language Teacher's Union wrote articles that effected policy change with a shift towards Country/Regional English instead of the Queen's English as a standard.
- Prepared students for Cambridge Advanced English examinations.
- Coordinated international projects with schools in the United States, England, Spain and Canada.
- Worked with moderate to special needs students affected by dyslexia, ADHD and other challenging behavior.

