




City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Elizabeth W. Pachaud</i>		
Board/Commission Name: <i>Seattle Human Rights Commission</i>		Position Title: <i>Member</i>
<input type="checkbox"/> Appointment <i>OR</i> <input checked="" type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Date Appointed: <i>2/16/2021</i>	Term of Position: * <i>7/23/2020</i> to <i>7/22/2022</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood:	Zip Code: <i>98112</i>	Contact Phone No.:
Background: Elizabeth Pachaud is currently one of the co-chairs of the Seattle Human Rights Commission and is interested in continuing to do the work necessary to call attention to human rights issues. Elizabeth has a lifelong relationship with public service, including membership on previous boards and commissions, which are integral to the health of local governments. She is a member of the Seattle small business community with a personal stake in the current and future vitality of our City. After a brief period away from civic engagement, would like to renew her involvement on the regional level by lending her professional skill set to a City Board or Commission. She holds a Bachelor of Arts Degree in Urban Planning and looking forward to her work on the Human Rights Commission		
Authorizing Signature (original signature): 	Appointing Signatory: <i>Councilmember Tammy Morales</i> <i>Seattle City Council</i>	



ELIZABETH W. PACHAUD

Work Experience:

Founder, Owner, Roaster, Janitor

Honor Society Coffee – Seattle, WA **2014-Present**

- Own and maintain a robust wholesale coffee roasting company with a flagship retail café located inside Capitol Hill's Melrose Market
- Since its inception in 2014, Honor Society has focused on sustainable, ethical, supply chain relationships. From coffee growers and importers to our local produce suppliers, espresso machine makers, and every other member of our community that supports and sustains us. This includes traveling to origin to create lasting producer relationships, sourcing only locally grown produce for our plant-based café and working with native Seattle artisans to curate our retail footprint.
- Since the opening of our café in September of 2016, Honor Society has continued to grow at an 18-20% rate month over month, and successfully completed an expansion into our neighboring space where we opened a natural wine bar and local marketplace in November of 2017.
- Our roasting company supplies two-dozen wholesale clients in Seattle, Michigan, and New York. Our green coffee purchasing model is to bring in small, highly seasonal micro lots to support a single origin menu suitable for multiple preparation styles.
- With the goal of opening two more retail locations in Seattle by 2018, Honor Society is committed to being good neighbors and employers to our Seattle community. We strive to support our city through fulfillment of nonprofit donation requests, use of local producers and purveyors, and by setting examples for other businesses about responsible retail.

Roasting Operations Manager, Lead Roaster, Green Buyer, Training Director

Great Lakes Coffee Roasting Company – Detroit, MI **2012-2014**

- Oversaw a wholesale staff of two full time coffee roasters, two delivery drivers, and three-dozen café employees. Combined, we produced an average of 3,000lbs of coffee each week for our wholesale customers and our three licensed cafes.
 - Responsible for the efficient and timely execution of all roasting operations from green coffee inventory management, roasting, packaging, finished good inventory, management of delivery routes, and shipping to consumer.
 - Oversaw the doubling of our infrastructure expansion to take our operation from 1500lbs weekly production to current volumes.
- Responsible for all green bean purchasing, forward contracting and green coffee sourcing across multiple importers.

- Wrote and implemented our comprehensive Barista Training Manual which covers all aspect of coffee sourcing, roasting and preparation for the beginner to intermediate barista. Personally, responsible for the training of all roastery staff as well as the entire barista staff of our three cafes.
- Maintained all compliance protocol relating to our third-party Organic Certification.
- Attended a sourcing trip to the Huila region of Colombia in November of 2013, securing nearly 80 bags worth of micro-lot coffee to be presented under a new Farmer Direct labeling program, introducing greater levels of transparency to our coffee program and offering higher wages to farmers.

National Undercover Investigator 2011-2013

Mercy for Animals – Chicago, IL

- Obtained legal employment inside several large factory farm facilities to document day-to-day operations and report unnecessary animal cruelty or food safety issues.
- Released three national campaigns, exposing countless acts of criminal animal cruelty, generating hundreds of national and international media articles, ultimately leading to nationwide industry changes in animal farming.
- Obtained sufficient video and photographic evidence to secure the first-ever criminal conviction of animal cruelty toward farmed poultry in the country, setting groundbreaking legal precedent in North Carolina, and the United States at large
- Managed incoming whistleblower complaints from facilities around the country which included taking confidential first-hand accounts from informants, managing the transfer of documentation or photos, and assessing the organization's role in addressing the issues brought forth.
- Worked with the directors across the organization to develop a comprehensive and lasting strategy for recruiting new activists and training new investigators.
- Was responsible for general administrative tasks including expense reports, supply procurement, and digitally cataloguing media hits related to our investigations.
- Obtained footage which resulted in massive new corporate policy protections for farmed animals at our nation's biggest retailers including Wal-Mart, Hy- Vee and Safeway
- Received the 2015 Mercy for Animals Hidden Heroes Award, presented to me by actor Joaquin Phoenix and musician Moby to highlight my career fighting for the protection of animals.

Co-Founder, Chef 2010-2012

Detroit Brunch - Detroit, MI

- Began this all-vegan, specialty meal service which featured organic produce grown by Detroit farmers, fully sustainable packaging, and responsible business practices, in Detroit's historic Cass Corridor.
- Built and maintained a broad online presence and helped coordinate all aspects of day to day business including menu creation, packaging design, marketing, and financing.

- Was asked to present a workshop on the relationship between diet and environmentalism for several classes of students at a Detroit middle school, which was ultimately taught to over 60 students and staff.
- Detroit Brunch has been featured in multiple publications including Detroit's Metro Times, premier lifestyle magazine Hour Detroit, and VegNews magazine
- Retired the business to a colleague who has since expanded the model to two other cities.

Co-Founder, Co-Director 2010-2012

Fender Bender Detroit - Detroit, MI

- Founded this bicycle advocacy organization with the goal of using cycling and bike repair skills as tools for the empowerment of women and queer communities.
- Published several guides to basic bicycle maintenance and hosted dozens of free workshops on bike building and repair.
- Was invited to present lectures on our work at the 2010 US Social Forum, held in Detroit which hosted over 20,000 people from across the globe.
- Responsible for writing grant applications and planning multiple fundraising events to sustain our work.
- Successfully partnered with the East Michigan Environmental Action Council, centrally located in Midtown Detroit which allowed us to set up a permanent workshop and triple the number of our class offerings.

National Event Coordinator 2007-2009

Farm Sanctuary – Watkins Glen, NY

- Organized all aspects of on-site events for this national animal protection organization, including event programming, volunteer management, website and media content, donation acquisition, and day-of logistics.
- Managed all volunteer activity including outreach, training, and logistics.
- Significantly increased attendance and revenue from the previous year for each of our major events.

Developed programming specifically designed to reach new, diverse demographics and encourage growth.

- Maintained control of a strict budget while still expanding the development of new events to include added programming and outreach.

Development Assistant and Program Evaluation Consultant 2006-2007

Arts Corps – Seattle, WA

- Began interning for Arts Corps as a Fellow for the Tomas C. Wales Foundation before accepting a paid, full time position in the Development Department.
- Assisted the Development Director by researching and writing grant proposals, maintaining donor relations, and archiving donor information.
- Helped develop a rigorous template for in-house program evaluation which assessed student learning across several core metrics which allowed Arts Corps to tailor its programming directly to the needs of students, and mold teaching-artists into better instructors.
- Use of the template increased our eligibility for grant funding as we delivered measurable results from our programming year over year, as shown along several metrics in the following Annual Report.
- Assisted in the planning of multiple fundraising events including student art showcases, and annual fundraising Gala. Secured in-kind and cash donations, coordinated volunteers, and assisted with day-of logistics.

Lead Youth Liaison 1999-2003

Seattle King County Public Health Dept. Tobacco Prevention Program – Seattle, WA

- Conducted retailer tobacco compliance checks, maintaining King County's then-record of 98% retailer compliance, creating a model for other counties statewide.
- Testified to the Washington Legislature and relevant sub-committees on multiple bills affecting youth tobacco access, winning several victories against the sale and marketing of tobacco products to youth consumers.
- Was appointed by Attorney General Christine Gregoire as the sole youth member of a 40-person committee to disperse funding from the multi-million-dollar tobacco settlement of 1998.
- Co-organized dozens of conferences both statewide and nationally to address the issue of youth tobacco use. Planned events on behalf of the American Cancer Society, American Lung Association, and the viral TRUTH campaign. Led countless workshops on youth tobacco prevention and cessation.

- Chosen to represent the Department at the World Health Organization Global Conference on Tobacco or Health, held in Chicago in 2001.

Education:

Wayne State University **2010-2012**
 Bachelor's Degree in Urban Planning

Seattle Central Community College **2004-2006**

Volunteer Experience

Rain City Rock Camp for Girls, Seattle **2015-2016**
 Youth Counselor

826 Michigan, Detroit Chapter **2011-2012**
 Programming Assistant and Classroom Volunteer

The Greening of Detroit **2009-2011**
 Citizen Arborist and Event Coordinator

Thomas C. Wales Foundation for Civic Engagement **2007-2008**
 Fellowship Recipient

Washington State Tobacco Settlement Authority, Disbursement Committee
 Youth Member **2002-2004**

City of Kirkland Parks Board **2002-2005**
 Member at Large

Committee to Master Plan the Kirkland City Core **2003-2004**
 Member at Large

City of Kirkland Youth Council **1998-2003**
 Member and Co-Chair

Seattle Human Rights Commission

February 2021

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, 2-year terms:

- 8 City Council-appointed
- 9 Mayor-appointed (includes 1 Get-engaged Mayor position)
- 4 Other Appointing Authority-appointed: Commission-appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	M	4	1.	Member	Aaron G. Oravillo	7/23/19	7/22/21	2	City Council
			2.	Member	Vacant	7/23/19	7/22/21	1	Mayor
2	M	7	3.	Member	Tyrone Grandison	7/23/19	7/22/21	2	City Council
			4.	Member	Vacant	7/23/19	7/22/21	2	Mayor
			5.	Member	Vacant	7/23/19	7/22/21	1	City Council
			6.	Member	Vacant	1/23/18	1/22/20	1	Mayor
			7.	Member	Vacant	1/23/18	1/22/20	1	City Council
			8.	Member	Vacant	1/23/18	1/22/20	1	Commission
			9.	Member	Vacant	7/23/18	7/22/20	1	Mayor
2	F	6	10.	Member	Jackie Turner	7/23/20	7/22/22	1	City Council
1	F	7	11.	Member	Erika Chen	7/23/18	7/22/20	2	Mayor
6	F	3	12.	Member	Elizabeth W. Pachaud	7/23/20	7/22/22	1	City Council
			13.	Member	Vacant	1/23/19	1/22/21	1	Mayor
			14.	Member	Vacant	1/23/19	1/22/21	1	City Council
6	F	7	15.	Member	Claire Guilmette	1/23/21	1/22/23	2	Mayor
6	F	3	16.	Get Engaged	Robel Mulugeta	9/1/20	8/31/21	1	Mayor
			17.	Member	Vacant	7/23/18	7/22/20	1	City Council
			18.	Member	Vacant	1/23/18	1/22/20	1	Mayor
			19.	Member	Vacant	7/23/18	7/22/20	1	Commission
6	M	3	20.	Member	Brian Egger	1/23/18	1/22/20	1	Commission
6	F	3	21.	Member	Jessica C. Bhuiyan	7/23/18	7/22/20	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	1	1			1	1				1			
Council	2	3			1	2				1			
Comm	1	1								2			
Total	4	5			2	3				4			

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.