



# SEATTLE CITY COUNCIL

## Community Economic Development Committee Agenda

Friday, December 10, 2021

9:30 AM

### Special Meeting

Remote Meeting. Call 253-215-8782; Meeting ID: 586 416 9164; or  
Seattle Channel online.

Tammy J. Morales, Chair  
Andrew J. Lewis, Vice-Chair  
Debora Juarez, Member  
Alex Pedersen, Member  
Kshama Sawant, Member  
Lisa Herbold, Alternate

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

[Watch Council Meetings Live](#) [View Past Council Meetings](#)

Council Chamber Listen Line: 206-684-8566

For accessibility information and for accommodation requests, please call  
206-684-8888 (TTY Relay 7-1-1), email [CouncilAgenda@Seattle.gov](mailto:CouncilAgenda@Seattle.gov), or visit  
<http://seattle.gov/cityclerk/accommodations>.



**SEATTLE CITY COUNCIL**  
**Community Economic Development Committee**  
**Agenda**  
**December 10, 2021 - 9:30 AM**  
**Special Meeting**

**Meeting Location:**

Remote Meeting. Call 253-215-8782; Meeting ID: 586 416 9164; or Seattle Channel online.

**Committee Website:**

<http://www.seattle.gov/council/committees/community-economic-development>

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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.

*Pursuant to Washington State Governor's Proclamation No. 20-28.15 and Senate Concurrent Resolution 8402, this public meeting will be held remotely. Meeting participation is limited to access by the telephone number provided on the meeting agenda, and the meeting is accessible via telephone and Seattle Channel online.*

Register online to speak during the Public Comment period at the 9:30 a.m. Community Economic Development Committee meeting at <http://www.seattle.gov/council/committees/public-comment>.

Online registration to speak at the Community Economic Development Committee meeting will begin two hours before the 9:30 a.m. 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.

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

Sign-up to provide Public Comment at the meeting at <http://www.seattle.gov/council/committees/public-comment>

Watch live streaming video of the meeting at <http://www.seattle.gov/council/watch-council-live>

Listen to the meeting by calling the Council Chamber Listen Line at 253-215-8782 Meeting ID: 586 416 9164

One Tap Mobile No. US: +12532158782,,5864169164#

*Please Note: Times listed are estimated*

**A. Call To Order**

**B. Approval of the Agenda**

**C. Public Comment**

**D. Items of Business**

1. [Appt 02064](#) **Appointment of Alexander F. Tang as member, Seattle Human Rights Commission, for a term to January 22, 2022.**

Attachments: [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote**

**Presenter:** Janet Stafford, Seattle Office for Civil Rights (SOCR)

2. [Appt 02065](#) **Appointment of Roopali Dhingra as member, Seattle Human Rights Commission, for a term to July 22, 2023.**

Attachments: [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote**

**Presenter:** Janet Stafford, SOCR

3. [Appt 02067](#) **Appointment of Amanda Richer as member, Seattle Human Rights Commission, for a term to January 22, 2023.**

Attachments: [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote**

**Presenter:** Janet Stafford, SOCR

4. [Appt 02068](#) **Appointment of Jackie Schultz as member, Seattle Human Rights Commission, for a term to January 22, 2023.**

*Attachments:* [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote**

**Presenter:** Janet Stafford, SOCR

5. [Appt 02078](#) **Appointment of Schuyler Reid as member, Seattle Human Rights Commission, for a term to July 22, 2023.**

*Attachments:* [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote**

**Presenter:** Janet Stafford, SOCR

6. [Appt 02069](#) **Reappointment of Jennifer Gordon as member, Seattle Women's Commission, for a term to July 1, 2023.**

*Attachments:* [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote**

**Presenter:** Janet Stafford, SOCR

7. [Appt 02070](#) **Reappointment of Zoe True as member, Seattle Women's Commission, for a term to July 1, 2023.**

*Attachments:* [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote**

**Presenter:** Janet Stafford, SOCR

8. [Appt 02071](#) **Reappointment of Marcia Wright-Soika as member, Seattle Women’s Commission, for a term to July 1, 2023.**
- Attachments:* [Appointment Packet](#)
- Briefing, Discussion, and Possible Vote
- Presenter: Janet Stafford, SOCR
9. [Appt 02079](#) **Reappointment of April Snow as member, Seattle Disability Commission, for a term to October 31, 2023.**
- Attachments:* [Appointment Packet](#)
- Briefing, Discussion, and Possible Vote
- Presenter: Janet Stafford, SOCR
10. [Appt 02077](#) **Reappointment of Victor Loo as member, Seattle LGBTQ Commission, for a term to October 31, 2023.**
- Attachments:* [Appointment Packet](#)
- Briefing, Discussion, and Possible Vote
- Presenter: Janet Stafford, SOCR
11. [CB 120241](#) **AN ORDINANCE relating to human rights; including protections against discrimination based on citizenship and immigration status; adding a definition of race for certain purposes; and amending Sections 3.14.910, 3.14.931, 3.110.260, 4.80.020, 6.02.270, 6.202.230, 14.04.020, 14.04.030, 14.04.040, 14.04.050, 14.06.020, 14.06.030, 14.08.015, 14.08.020, 14.08.045, 14.08.070, 14.08.190, 14.10.010, 14.10.020, and 18.12.280 of the Seattle Municipal Code.**
- Supporting Documents:* [Summary and Fiscal Note](#)  
[Central Staff Memo \(12/10/21\)](#)
- Briefing, Discussion, and Possible Vote (20 minutes)
- Presenter: Asha Venkataraman, Council Central Staff
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**E. Adjournment**



Legislation Text

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**File #:** Appt 02064, **Version:** 1

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Appointment of Alexander F. Tang as member, Seattle Human Rights Commission, for a term to January 22, 2022.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Alexander F. Tang</i>		
<b>Board/Commission Name:</b> <i>Seattle Human Rights Commission</i>		<b>Position Title:</b> <i>Member</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>9/8/2021</i>	<b>Term of Position:</b> <i>1/23/2020</i> <b>to</b> <i>1/22/2022</i>  <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b>	<b>Zip Code:</b> <i>98122</i>	<b>Contact Phone No.:</b>
<b>Background:</b> Alex Tang is an adjunct faculty member in the Basic and Transitional Studies Division at Seattle Central College. His research interests include but are not limited to the use of L1 in the second language classroom, sociolinguistics, and less commonly taught grammar structures such as multi word units and focus structures. He is currently researching second language acquisition among adult learners, as well as focusing on bilingual education efforts with Cantonese and English. He serves on the WAESOL Board as a member at-large, as well as on Seattle College’s District Distance Learning committee and Seattle Central’s College Council as a representative for the Basic and Transitional Studies Division. He is passionate about Human Rights and is an activist in the Hong Kong pro-Democracy movement.		
<b>Authorizing Signature (original signature):</b> 		<b>Appointing Signatory:</b> <i>Jenny A. Durkan</i> <i>Mayor of Seattle</i>



# Alexander F. Tang



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## EDUCATION

Seattle University – Seattle, WA. June 2020  
AEDT (Adult Education and Training), M.Ed.  
specializing in Human Resources Development

Seattle University – Seattle, WA. June 2019  
TESOL (Teaching English to Speakers of Other Languages), M.A.  
Graduate Project: Acquisition of multi word units among Chinese L1 ESL Learners  
Advisor: Dr. Jian Yang

University of Washington – Seattle, WA. March 2017  
Psychology, B.S.  
Japanese, Korean, and Early Childhood & Family Studies, B.A.

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## PRESENTATIONS

Tang, A.F. Acquisition of multi word units among Chinese L1 ESL Learners.  
WAESOL 2019 Annual Conference, Renton, WA, October 25-26, 2019.

Tang, A.F. Acquisition of multi word units among Chinese L1 ESL Learners.  
ORTESOL 2019 Annual Conference, Portland, OR, November 15-16, 2019.

Tang, A.F. Acquisition of focus structures among Chinese L1 ESL Learners.  
WAESOL 2020 Annual Conference, online via Sched, October 23-24, 2020.

Tang, A.F. Examining passive voice usage errors among Chinese L1 ESL Learners.  
Spokane Regional ESL Conference, online via Sched, February 27, 2021.

Tang, A.F. Acquisition of multi word units among Chinese L1 ESL Learners.  
BC TEAL 2021 Annual Conference, online via Pheedloop, April 16-24, 2021.

Tang, A.F. Acquisition of multi word units among Chinese L1 ESL Learners.  
ORTESOL 2021 Spring Institute, online via Padlet, April 17, 2021.

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## MANUSCRIPTS IN PREPARATION

Tang, A.F. Acquisition of focus structures among Chinese L1 ESL Learners. (In preparation).

Tang, A.F. Acquisition of multi word units among Chinese L1 ESL Learners. (In preparation).

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## RESEARCH EXPERIENCE

- Research Assistant  
Present  
March 2021 -  
Departments of Speech and Hearing Sciences and Asian Languages and Literature  
University of Washington, Seattle, WA.
- Assisted Professors Amy Pace and Chan Lü with transcribing and analyzing data among bilingual children who are learning Mandarin Chinese and English in language immersion settings
- Research Assistant  
2013  
March 2013 - December  
Department of Psychology, University of Washington, Seattle, WA.
- Assisted Professor Yuichi Shoda with social cognition in decision making by conducting trails with undergraduate test subjects in computer simulations.

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## PROFESSIONAL EXPERIENCE

- Adjunct Faculty  
Present  
September 2019 -  
Basic and Transitional Studies Division  
Seattle Central College, Seattle, WA.
- Cantonese and Korean Instructor  
Present  
July 2019 -  
One City Project, Seattle, WA.
- Administrative Assistant  
2020  
September 2019 — August  
Institutional Review Board  
Seattle University, Seattle, WA.
- Program Assistant/Drop-In Tutor  
2019  
October 2018 - June  
Basic and Transitional Division  
Seattle Central College, Seattle, WA.
- Program Specialist (After School Program)  
2019  
September 2018 - June  
Chinese Information and Service Center, Seattle, WA.
- Undergraduate Teaching Assistant  
2016  
March - June  
(Psychology 305: Abnormal Psychology)  
Department of Psychology, University of Washington, Seattle, WA.
- Undergraduate Teaching Assistant  
March - June 2015  
(Psychology 245: Social Psychology)  
Department of Psychology, University of Washington, Seattle, WA.

Undergraduate Teaching Assistant  
(Psychology 202: Biopsychology)  
Department of Psychology, University of Washington, Seattle, WA.

September – December 2013

# Seattle Human Rights Commission

## September 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	7/23/21	7/22/23	2	City Council
			2.	Member	Robel Mulugeta	7/23/21	7/22/23	1	Mayor
2	M	7	3.	Member	Tyrone Grandison	7/23/21	7/22/23	2	City Council
	F		4.	Member	Roopali Dhingra	7/23/21	7/22/23	1	Mayor
	F		5.	Member	Guneeta Chadha	7/23/21	7/22/23	1	City Council
	F		6.	Member	Amanda Richer	1/23/21	1/22/23	1	Mayor
	M		7.	Member	Allan Nyaribo	1/23/20	1/22/22	1	City Council
	F		8.	Member	Julia Ismael	1/23/20	1/22/22	1	Commission
	F		9.	Member	Rachel Kramer	7/23/20	7/22/22	1	Mayor
2	F	6	10.	Member	Jackie Turner	7/23/20	7/22/22	2	City Council
1	F	7	11.	Member	Erika Chen	7/23/20	7/22/22	2	Mayor
6	F	3	12.	Member	Elizabeth W. Pachaud	7/23/20	7/22/22	2	City Council
	F		13.	Member	Jackie Schultz	1/23/21	1/22/23	1	Mayor
	F		14.	Member	Kayleigh Kleiva	1/23/21	1/22/23	1	City Council
6	F	7	15.	Member	Claire Guilmette	1/23/21	1/22/23	1	Mayor
6	M	3	16.	Get Engaged	Vacant	9/1/21	8/31/22	1	Mayor
	F		17.	Member	Natasha Bennett	7/23/20	7/22/22	1	City Council
	M		18.	Member	Alexander F. Tang	1/23/20	1/22/22	1	Mayor
			19.	Member	Vacant	7/23/20	7/22/22	1	Commission

6	M	3	20.	Member	Brian Egger	1/23/20	1/22/22	2	Commission
6	F	3	21.	Member	Jessica C. Bhuiyan	7/23/20	7/22/22	2	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
<b>Mayor</b>	3	5											
<b>Council</b>	3	5											
<b>Comm</b>	1	2											
<b>Total</b>	7	12											

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



Legislation Text

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Appointment of Roopali Dhingra as member, Seattle Human Rights Commission, for a term to July 22, 2023.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Roopali Dhingra</i>		
<b>Board/Commission Name:</b> <i>Seattle Human Rights Commission</i>		<b>Position Title:</b> <i>Member</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> 9/8/2021	<b>Term of Position:</b> 7/23/2021 <b>to</b> 7/22/2023  <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b>	<b>Zip Code:</b> 98155	<b>Contact Phone No.:</b>
<b>Background:</b> Born in Delhi, India; I immigrated with my family as a pre-teen to Seattle. Ever since, Seattle has been my home. Early in life, I witnessed and understood the impact of poverty on one’s life and society. That realization ignited my passion for advocating for people who find themselves at the cross section of criminal legal system and poverty. As a public defense social worker, I am currently working in Misdemeanor and Seattle Municipal Mental Health Court, (first MHC court to ever open within city limits) with The King County Department of Public Defense. I earned my undergraduate degree in psychology and master’s in social work from the University of Washington. I became a Clinical Licensed Social Worker (LICSW) in 2011. Having worked in the field of forensic social work for the past fourteen years in criminal and civil cases, has provided me with first-hand knowledge and exposure to issues related to racial and social justice. I have worked in Felony, District Court and Mental Health Courts at State level. In my position, I have organized competency evaluations, worked on mitigation packages, connected clients to behavioral health and substance use services, written psychosocial reports for the prosecutor and the judges. To keep me sane, in my free time, I do yoga, mindfulness and mediation which has not only helped me but provided me with the tools to better understanding others.		
<b>Authorizing Signature (original signature):</b> 		<b>Appointing Signatory:</b> <i>Jenny A. Durkan</i> <i>Mayor of Seattle</i>

## EXPERIENCE

### **2006- Present King County-Department of Public Defense Seattle, WA**

#### ***Mitigation Specialist II***

- Practiced in Felony Court, Mental Health Courts both at City level and at Superior court, Seattle Municipal Court
- Prepare comprehensive mitigation reports for trial, sentencing hearings, and pre-trial negotiations
- Play an integral role in working with judges, prosecutors, probation, defense attorneys, and treatment providers for supervised alternative plans.
- Assess clients for competency evaluations, in-patient services, and specialty courts.
- Coordinate and monitor treatment/release plans with service providers and court-appointed officials.
- Attend monthly criminal justice initiatives meetings, quarterly collaborative meetings with Western State Hospital and quarterly local forensic social work meetings
- Collaborate with defense attorney and investigators for more holistic outcomes
- Promoting a culture of compassion, comradery, and equity amongst attorneys and non-attorney staff.
- Facilitate collaboration amongst stakeholders for a holistic and trauma-informed procedural justice system.

### **2011-2020 University of Washington, School of Social Work Seattle, WA**

#### ***Intern Supervisor***

- Supervised undergraduate and graduate students from school of social work
- Supported and guided 20 plus students through their internships while adhering to Counsel on Social Work Education (CSWE) Ten Core Competencies of Social Work Practice
- Lead group and individual supervision sessions

### **2005- 2006 Safe Futures Youth Center Seattle, WA**

#### ***Project Manager***

- Recruited and served high risk youth who were gang involved, at risk of gang involvement, and/or involved in the juvenile justice system
- Sought resources and opportunities from surrounding community organizations/agencies
- Provided career decision making skills, career exploration and planning to students
- Arrange and facilitated speaking events to address barriers in accessing education for at risk youth
- Developed and distributed a monthly newsletter with information and resources to prevent and address gang activities
- Conducted culturally competent community trainings for residents, schools and social services staff regarding at risk youth
- Provided active support services focusing on mental health and medical needs of the youth

### **2002- 2003 Harborview Medical Center, Madison Clinic Seattle, WA**

#### ***Assistant Social Worker II***

- Provided assistance and advocacy to obtain medical and financial benefits to persons with HIV receiving primary care at HMC
- Advocated on behalf of patients to access DSHS, Social Security and HIV specific benefits
- Coordinated with medical, pharmacy and social work staff to identify and assess patients' needs and eligibility for medical benefits programs
- Developed, implemented, and monitored individualized plans to obtain and maintain benefit

## EDUCATION

### ***University of Washington, School of Social Work Seattle WA***

MSW, June 2005



**Roopali Dhingra, MSW, LICSW** Rdhingra1@gmail.com 1112 NE 200th St. Shoreline, WA  
98155 (206)679-5031

**University of Washington Seattle, WA**

B.A. in Psychology, June 2002

**North Seattle Community College Seattle WA**

A.A, June 2000

### **LANGUAGES**

- Fluent in English and Hindi; Speak Punjabi

### **LICENSURE & AWARD**

- Social Worker Independent Clinical License, LW60137398, Washington State Department of Health
- **University of Washington, School of Social Work**

*Outstanding Filed Instructor: Commitment to Student Centered Learning Award*

### **SPEAKING ENGAGEMENTS**

- **National Organization of Forensic Social Workers Las Vegas, NV**

*Co-Presenter, Ethical Dilemmas of Blended Practices*

*Courageous Dialogues at Micro, Mezzo and Macro Levels* **New Orleans, LA**

*Forensic Assessment and Therapeutic Services in Seattle's Mental Health Courts*

- **Department of Public Defense Seattle, WA**

*Co-Presenter, Public Defense and Mitigation Role*

- **Seattle University Seattle, WA**

*Lead Presenter, Social Work in Mental Health Courts*

- **King County Behavioral Health and Recovery Division Seattle, WA**

*Lead Presenter, Breaking the Cycle: forensic staff training, presented yearly*

- **University of Washington Seattle, WA**

*Co-Presenter, Overview of Practicum Instructor at school of social work*

*Forensic Assessment and Therapeutic Services in Seattle's Mental Health Court*

*Lead Presenter, Culturally Competent and Evidence Based Child Welfare Practices*

*White Privilege Forum: A Response to UW Affirmative Action 'Bake Sale'*

*U.S. Laws and Policies on Trafficking of Women and Children*

*Ethnic Identity Process in Asian American Children and Evidence Based Practices*

- **Harborview Medical Center Seattle, WA**

*Lead Presenter, Overview of DSHS and Social Security Assessment Process*

*Overview of Budget for Justice Campaign around Racial Disparity Project Focusing on Washington State*

### **VOLUNTEER WORK**

- **Seattle Pacific University, Mentorship Program Seattle, WA**

- **Swedish Medical Center, discharge volunteer Seattle, WA**

### **HOBBIES**

- *Yoga, exploring different cultures through traveling and meditation*

# Seattle Human Rights Commission

## September 2021

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	F		14.	Member	Kayleigh Kleiva	1/23/21	1/22/23	1	City Council
6	F	7	15.	Member	Claire Guilmette	1/23/21	1/22/23	1	Mayor
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	F		17.	Member	Natasha Bennett	7/23/20	7/22/22	1	City Council
	M		18.	Member	Alexander Tang	1/23/20	1/22/22	1	Mayor

			19.	Member	Vacant	7/23/20	7/22/22	1	Commission
6	M	3	20.	Member	Brian Egger	1/23/20	1/22/22	2	Commission
6	F	3	21.	Member	Jessica C. Bhuiyan	7/23/20	7/22/22	2	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
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<b>Council</b>	3	5											
<b>Comm</b>	1	2											
<b>Total</b>	7	12											

Key:

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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 02067, **Version:** 1

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Appointment of Amanda Richer as member, Seattle Human Rights Commission, for a term to January 22, 2023.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Amanda Richer</i>		
<b>Board/Commission Name:</b> <i>Seattle Human Rights Commission</i>		<b>Position Title:</b> <i>Member</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>09/08/2021</i>	<b>Term of Position: *</b> <i>1/23/2021</i> <b>to</b> <i>1/22/2023</i>  <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b>	<b>Zip Code:</b> <i>98115</i>	<b>Contact Phone No.:</b>
<b>Background:</b> Amanda would like to serve as a commissioner to help further the cause of equal rights for all. She would like her lived experience translated into finding solutions to problems of inequity. By working with others, in the commission and in the community, she will be able to learn from others and enhance her knowledge base to do her best for those that are vulnerable. Personally, for her, it has been a lifetime goal to work within the human rights sphere and to make a positive difference in the lives of others.		
<b>Authorizing Signature (original signature):</b> 		<b>Appointing Signatory:</b> <i>Jenny A. Durkan</i> <i>Mayor of Seattle</i>

*Amanda J Richer*

*(She, her, hers)*

*Seattle, WA*

██████████

████████████████████

*2016 - 2018*

*During this time, I gained valuable information and insight into the displaced demographic through living the experience in the Seattle Jungle. I began an educational vlog at this time to educate the populace on the experiences that go along with being unhoused*

*Skills -*

*Acclimating to a new culture within the society in which I resided previously*

*Community Building*

*Advocacy within community and city leadership on issues of displacement, housing, health (mental and physical)*

*Peer support*

*Caring and skill building for significantly traumatized young adults*

*Educating of life skills such as meal planning, gathering needed materials, empathy building, working towards a healthy community, and quality of life issues*

*Education on outdoor survival skills such as trail maintenance and camp maintenance (disposal of garbage, basic sanitation of necessary bodily functions away from living quarters), practicing good hygiene practices, safe fire building and care, outdoor cooking, camp planning (hiding in plain sight and considering needs of all members)*

*Learning systems of homeless management, types of shelter and housing, barriers to accessibility of services, understanding triage and the different needs of the demographic as a whole.*

*Distribution of supplies to others surviving including a sock campaign through Hanes, and other NGO's in the Seattle area.*

*2018 - Present*

*As soon as the opportunity presented itself I founded BEING, an organization founded on the principle that through action beings can affect deep change. I also became an independent contractor for the City of Seattle Department of Neighborhoods as a community liaison for the unhoused demographic. I started serving as a displacement consultant for different organizations such as, One Health Clinic through UW, SeattleDogs, and others. My outreach component of work has provided for hundreds of the displaced in supplies such as blankets, food, harm reduction, tents, etc. My work also entails connecting organizations and people to vital partners and support systems. My side work in artistry provides 20% of profits to non profits serving the unhoused.*

*Skills -*

*Supportive services*

*Advocacy for evidence based and data driven solutions to the most pressing issues facing the unhoused.*

*Communication and education through various means and venues*

*Training in many different supportive services such as COC, PSH, Harm Reduction, Aspects of healthcare, components of environment, trauma informed care, etc*

*Continuing and fostering positive community engagement and education*

*Teaching in the many facets surrounding vulnerable populations*  
*Public Speaking for education and advocacy*  
*Social Media management for engagement*  
*Using multiple forms of media for reaching targeted audiences*

**AMANDA RICHER**

Seattle, WA 98115



**Experience**

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**Center for One Health Research**

University of Washington, Seattle, WA

Displacement Consultant

October 2018-present

- Provides guidance to researchers working with displaced populations
- Reviews and edits materials created for the unhoused community
- Creates networking opportunities between UW and service providers in King County

**Manda J Photography & Artistry**

Seattle, WA

Founder and Photographer

April 2016- present

- Nature and Landscape Photography
- Event and Special Occasion Photography
- Acrylic and watercolor paintings

**City of Seattle Dept. of Neighborhoods**

Seattle, WA

Community Liaison for Unhoused - Independent Contractor March 2018 - present

- Provide guidance on reaching displaced demographic when the department of neighborhoods considers new or shifting projects
- Advise the Department of Neighborhoods on the displaced demographic's issues and concerns, and ways to mitigate barriers.
- Provide consultation for other city and non-profit organizations in reaching and successfully engaging the targeted demographics.

**BEING**

Seattle, WA

Displacement Consultant

March 2018 - present

- Outreach includes raising funding and resourcing supplies including blankets, food, harm reduction, tents, etc.
- Connect organizations and people to vital partners and support systems.
- Advisement and education about the intricacies of demographic.

## **EMPLOYMENT GAP**

**Seattle, WA**

**2016-2018**

During this time, I gained valuable information and insight into the displaced demographic through living the experience in the Seattle Jungle. I began an educational vlog at this time to educate the populace on the experiences that go along with being unhoused

### **Skills:**

- Acclimating to a new culture within the society in which I resided previously
- Community Building
- Advocacy within community and city leadership on issues of displacement, housing, health (mental and physical)
- Peer support
- Caring and skill building for significantly traumatized young adults
- Educating of life skills such as meal planning, gathering needed materials, empathy building, working towards a healthy community, and quality of life issues
- Education on outdoor survival skills such as trail maintenance and camp maintenance (disposal of garbage, basic sanitation of necessary bodily functions away from living quarters), practicing good hygiene practices, safe fire building and care, outdoor cooking, camp planning (hiding in plain sight and considering needs of all members)
- Learning systems of homeless management, types of shelter and housing, barriers to accessibility of services, understanding triage and the different needs of the demographic as a whole.
- Distribution of supplies to others surviving including a sock campaign through Hanes, and other NGO's in the Seattle area.

### **Education:**

May 2007 - Real Estate License - Wisconsin Dept. of Professional Licensing

Mount Senario College - Psychology Major - Ladysmith, WI - August 2001

Diploma of Office Occupations - Anaconda Job Corps - July 1995

H.S. Diploma - July 1995 - Anaconda Job Corps - Anaconda, MT

### **Training:**

- COVID-19 Contact Tracing - Johns Hopkins University - June 2020
- How metrics can boost funding and networking - Elsevier Researcher Academy - October 2019
- Supporting Youth and Young Adults Experiencing Homelessness through Education and Workforce Partnerships - National Center for Homeless Education - September 2019

## **References**



Stephanie Rudat - [REDACTED]

Stanley Tsao - [REDACTED]

Vera Njuguna [REDACTED]

Jordan Iverson - [REDACTED]

William Higgins - [REDACTED]

Vickie Ramirez [REDACTED]

# Seattle Human Rights Commission

## September 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
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2	F	6	10.	Member	Jackie Turner	7/23/20	7/22/22	2	City Council
1	F	7	11.	Member	Erika Chen	7/23/20	7/22/22	2	Mayor
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	F		14.	Member	Kayleigh Kleiva	1/23/21	1/22/23	1	City Council
6	F	7	15.	Member	Claire Guilmette	1/23/21	1/22/23	1	Mayor
6	M	3	16.	Get Engaged	Vacant	9/1/21	8/31/22	1	Mayor
	F		17.	Member	Natasha Bennett	7/23/20	7/22/22	1	City Council
	M		18.	Member	Alexander Tang	1/23/20	1/22/22	1	Mayor

			19.	Member	Vacant	7/23/20	7/22/22	1	Commission
6	M	3	20.	Member	Brian Egger	1/23/20	1/22/22	2	Commission
6	F	3	21.	Member	Jessica C. Bhuiyan	7/23/20	7/22/22	2	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
<b>Mayor</b>	3	5											
<b>Council</b>	3	5											
<b>Comm</b>	1	2											
<b>Total</b>	7	12											

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 02068, **Version:** 1

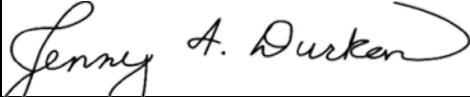
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Appointment of Jackie Schultz as member, Seattle Human Rights Commission, for a term to January 22, 2023.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Jackie Schultz</i>		
<b>Board/Commission Name:</b> <i>Seattle Human Rights Commission</i>		<b>Position Title:</b> <i>Member</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> 9/8/2021	<b>Term of Position: *</b> 1/23/2021 <b>to</b> 1/22/2023  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b>	<b>Zip Code:</b> 98144	<b>Contact Phone No.:</b>
<b>Background:</b> Jackie Lee Schultz (she/her) lives on unceded Coast Salish territory, in the 37th district of Seattle, WA. Jackie moved to eastern Washington as a child from South Korea. As a mixed-race youth emigrating to a community that did not provide many social services for families like hers, she knew she wanted to focus her education and eventual career to give back in support of immigrants, youth, and families in need. She believes in the imperative need to redistribute power and resources to advance racial and social justice, and strives to continuously learn and connect her work and network to support investments of change. In addition to working in local philanthropy for almost 20 years, Jackie is a member of the Asian Pacific Directors Coalition (APDC) and Philanthropy Northwest, and holds BA's in International Studies and Political Science from the University of Washington and a will earn a Masters in Public Administration in 2022.		
<b>Authorizing Signature (original signature):</b> 		<b>Appointing Signatory:</b> <i>Jenny A. Durkan</i> <i>Mayor of Seattle</i>



## Jackie L. Schultz

Motivated professional with over 18 years of experience in strategic planning, leadership and organizational development. Passionate about building strong community partnerships with nonprofits, individuals, foundations, and corporations for important causes; proven accomplishment with program management, donor and foundation stewardship, event logistics and strategic planning along with all areas of operations and fundraising. Enthusiastic multi-tasker of all things, large and small. Committed team leader, member, collaborator and mentor.

### Summary of computer proficiencies

Extensive knowledge of applications: Word, Excel, Access, Outlook; donor databases: Blackbaud's The Raiser's Edge, Donor Perfect, Auction Tracker, Auction Pay, Maestrosoft, Sage, Little Green Light; Adobe applications: InDesign, Illustrator, PageMaker Pro and Photoshop; CMS platform: WordPress; CRM platform: Salsa.

### Work experience

#### Director of Operations (6/2019 - Present) [Magic Cabinet, Seattle & Bay Area-CA.](#)

**Responsibilities:** Researching and implementing new funding model in the Seattle nonprofit community. Creating nonprofit community cohorts to support their work and enhance their internal capacity, responsible for implementing all aspects of program management and distribution of \$1.5M annually in private funds. Work closely with the Executive Directors and Program Directors, Community Liaisons and staff of Cohort nonprofits, to exchange knowledge, networks, and resources. Manage all aspects of operations in the foundation including: budget, finance, IT, HR and staff training to ensure systems and operations are strong.

#### Director of Development (3/19 - 6/19) [Refugee Women's Alliance \(ReWA\)](#)

**Responsibilities:** Develop and create ReWA's development department, hiring and training new staff, develop foundational structure of departmental strategies and goals, develop strategy on fundraising model and major yearly event. Recruited and trained two new board members. Had to leave this role due to a family member end-of-life care.

#### Director of Development (7/16 - 3/19) [Friends of Youth](#)

Responsibilities: **Annual Campaign** 1. Supervise the planning and implementation of annual giving activities. 2. Successfully achieve the \$2.5M financial goal for individual annual giving.

**Major Gifts** 1. With the cooperation of staff, board and volunteers, identify prospects from the community as well as from the agency donor base. 2. Develop and implement cultivation and solicitation strategies through Moves Management plan. 3. Involve and train Board members and other agency volunteers in the acquisition of major support. 4. Implement acknowledgment and recognition systems for these special donors. 5. Develop and oversee special procedures to monitor and evaluate major gift progress. 6. Successfully achieve the annual goal for major gifts. 7. Develop and maintain key major gift donor relationships.

**Corporate Relations and Sponsorships** 1. Establish rapport and cultivate contacts with key private corporations with a vested interest in serving youth. 2. Provide ongoing updates on program progress and develop update information for prospective corporate partnerships or sponsorships on programs of interest. 3. Coordinate support of corporate workplace giving campaigns. 4. Successfully achieve the annual financial goal for corporate giving.

**Special Events** 1. Work with the CEO to develop an annual major fundraiser and other events, as needed. 2. Develop special cultivation events as they relate to the development of ongoing and major gift giving. 3. Drive increasing attendance and average gift size. 4. Achieve the annual financial goal for special events.

**Communications** 1. Publish quarterly newsletter to be mailed to database highlight agency work. 2. Publish a monthly email newsletter to email list; updates to keep informed and inspire our constituents, 3. Ensure that we are using social media (Facebook, Twitter, LinkedIn) as tools to inform, inspire the broader community. 4. Maintain up to date list of media contacts and coordinate release of press information as requested.

#### **Development Manager (4/14 - 7/16) acting as Development Director (2015-2016)**

##### *League of Education Voters*

Responsibilities: Sole fundraiser for C3/C4/PAC for a \$3M budget. Managing all aspects of program: annual appeals (mail and online), relationships engagement and stewardship of donors, supporters, partner organizations, corporations and foundations, created and implemented first fund development strategic plan that intersects with the communications dept., write marketing materials & website content, key member of staff responsible for strategic direction of fund development, relationships with partners and funders, prepares staff and board for donor, funder and partner engagement, increase visibility for CEO and leadership team among supporters, implement internal strategies for outreach including internal news, announcements, events, surveys and focus groups, plan and implement all aspects of grant management from small grant funders (\$25K) to large funders (\$1.5M), designs/tracks/implements all aspects of annual fundraising breakfast, liaison for fund development committee and board.

#### **Special Events / Special Projects (1/10 - 1/11) *Compass Housing Alliance***

Responsibilities: Designed and implemented all fund development logistics around two newly merged organizations: the Lutheran Alliance to Create Housing and Compass Center, now called Compass Housing Alliance.. Developed and executed new fundraising initiatives, programs and events for a calendar year, along with ensuring continuity of the

newly merged development department and the navigation of donors and supporters from LATCH. Facilitated management of creation of new website with newly merged org, including hiring designer and developer and facilitating brand planning with executive team, also coordinating deliverables between vendors and staff.

**Outreach & Fund Development Director (2/09 - 1/10)** *Lutheran Alliance To Create Housing*  
Responsibilities: Promoted from Development Manager to Director. Responsible for strategic planning, fund development, communications and marketing • Established annual budget, strategic plan, program initiatives, and educational outreach with staff • Oversaw annual fundraising and communication plans, including strategy and implementation to meet annual goals and objectives • Worked with Executive Director, Board of Directors and volunteers in stewarding relationships with prospective and existing major donors, including our membership groups • Provided staff support to board Outreach & Fund Development committee & Auction committee • Supported congregations in their partnership and membership with LATCH • Provided direct supervision to Development Assistant & Grant writer • Facilitated all collateral materials for outreach & marketing efforts • Oversaw donor database: DonorPerfect • Developed and implemented major donor plan • Directed department through a merger process with Compass Center.

### Education

- University of South Dakota - MPA / Master of Public Administration (graduation May 2022)
  - University of Washington- BA / International Studies  
Concentration: Development Studies- Minor: Human Rights
  - University of Washington- BA / Political Science  
Concentration: Political Economy
- [Ronald E. McNair Scholar](#)

### References

- Gena Palm – Executive Director- *CARES School of Utah*  
Former colleague at Friends of Youth  
[REDACTED]
- Jerry Blackburn – Executive Director- *Influence The Choice*  
Former colleague at Friends of Youth  
[REDACTED]
- Steve Eisner, Former- CTO- *SeeYourImpact.org* / Current- Senior Engineer - *Dropbox*  
Collaborated with SYI to organize a high profile fundraising event for their organization  
[REDACTED]
- Lauren Freeman, Director of Worldwide External Development – *Electronic Arts (EA)*  
Personal reference  
[REDACTED]
- Rohan Sardesai, Co-Founder & CEO - *Interactive Labs, Inc.*  
Personal reference  
[REDACTED]



### Volunteer experience

Former Board Member at The Refugee and Immigrant Family Center (RIFC)

Former Board Member at Sanctuary Arts Center

Former Development Committee Member at Delridge Neighborhood Association

Former Board Member at CoCA, Center on Contemporary Art

### Languages

I speak and understand Korean and read/write and speak German at an intermediate level

## Seattle Human Rights Commission

### September 2021

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Roster:

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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
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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 02078, **Version:** 1


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Appointment of Schuyler Reid as member, Seattle Human Rights Commission, for a term to July 22, 2023.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Schuyler Reid</i>		
<b>Board/Commission Name:</b> <i>Seattle Human Rights Commission</i>		<b>Position Title:</b> <i>Member</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 checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Date Appointed:</b> <i>mm/dd/yy.</i>	<b>Term of Position: *</b> <i>7/23/2021</i> <b>to</b> <i>7/22/2023</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>West Seattle</i>	<b>Zip Code:</b>	<b>Contact Phone No.:</b>
<b>Background:</b>  Born and raised in Alaska, Schuyler Reid sought out adventure in Shanghai and New York City before settling down in West Seattle to enjoy a quieter pace of life. While globe-trotting, Schuyler realized her passion for human rights advocacy and found fulfilling work in impactful, mission-driven organizations. In her current role as a Manager at Human Rights Watch, she has the exciting privilege of building engaging and meaningful learning and development opportunities for over 500 staff in almost 50 countries. In her free time, Schuyler enjoys volunteering, exploring Washington’s magnificent parks, finding little free libraries in her neighborhood, baking tasty treats, and embroidering nature scenes onto pillowcases.		
<b>Authorizing Signature (original signature):</b> 		<b>Appointing Signatory:</b> <i>Councilmember Tammy Morales</i> <i>Seattle City Council</i>

# SCHUYLER REID (SHE/HER)

• Human Resources Management •

## ABOUT ME

An accomplished HR practitioner with years of experience in all areas of nonprofit people operations, including benefits and leave administration, performance management, talent development, employee relations, and culture change.

## EDUCATION

2012 University of Alaska  
BBA Finance

2022 University of Washington  
Certificate in Human Resources Management

## EXPERIENCE

### 2021 - Human Resources Manager

now Human Rights Watch - Seattle

- Collaborate with leadership and key stakeholders to develop and implement learning and development policies, budgets, and strategies.
- Review individual and organizational development needs and ensure learning opportunities are meeting those needs.
- Assist managers with setting performance objectives and monitoring progress.
- Collaborate with Union representatives and the Legal team to manage employee relations challenges.
- Manage the annual performance review process for the organization.

### 2019 - Stress and Resilience Task Force Co-Chair

now Human Rights Watch - Seattle

- Work closely with organizational leadership, the Diversity, Equity, and Inclusion Task Force, and other key stakeholders to create the organization's approach to staff wellbeing and resilience.
- Built an internal peer support program consisting of a diverse cohort of professionally trained staff members.

### 2019 - Human Resources Senior Coordinator

2021 Human Rights Watch - New York City

- Fueled leader engagement on diversity, equity, inclusion, and staff wellbeing by liaising with subject matter experts and consultants to craft a bespoke multi-year training programs.
- Collaborated with stakeholders and expert consultants to complete a benefits review with a special eye to mental health support and international equity.
- Launched a comprehensive and inclusive Employee Assistance Program, helming research and implementation.
- Created government compliance reports, including the organization's EEO data.
- Managed and mentored newly joined HR staff.

- 2018 - Human Resources Associate**  
**2019** Human Rights Watch - New York City
- Collaborated with payroll and IT colleagues to create a flawless on-boarding process of new hires.
  - Built out the employee departure process to gain insightful metrics used to improve the employee experience.
  - Successfully transitioned the organization to a more comprehensive and integrated HRIS.
  - Coordinated open enrollment processes for over 300 staff.
  - Assisted with domestic and international audits to ensure accuracy and compliance of data.
- 2016 - Human Resources and Administrative Coordinator**  
**2018** Seeds of Peace - New York City
- Partnered with leadership on the creation and implementation of effective employment policies and procedures.
  - Powered employee satisfaction and retention by conducting salary research and recommendations for staff in five countries.
  - Augmented diversity and inclusion in recruitment by creating a streamlined and strategic hiring process.
  - Furthered career development for interns by leading and organizing the year-round program.
- 2014 - Administrative Officer**  
**2016** Alaska State Commission for Human Rights - Anchorage
- Procured optimal candidates for vacancies by reviewing job applications to identify and vet potential employees, conducting interviews of applicants in conjunction with hiring managers, and successfully onboarding new staff.
  - Drove informed decision making through developing and maintaining databases, analyzing data, and creating divisional reports for the Governor.
  - Managed four administrative staff for the division.
  - Ensured seamless internal and external audits, including managing the divisional budget, personnel, and payroll records.
  - Promoted information transparency by authoring internal communications and external reports for senior management and Commissioners.

## EARLY CAREER

Human Resources Clerk  
 English Teacher

## SKILLS

Policy Creation                      Project Management  
 Change Leadership                  Process Improvement  
 Employee Relations

## SOFTWARE

UltiPro/UKG                      Greenhouse  
 APD                                      Zendesk  
 Concur                                  Microsoft Office



# Seattle Human Rights Commission

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6	M	3	16.	Get Engaged	Vacant	9/1/21	8/31/22	1	Mayor
	F		17.	Member	Natasha Bennett	7/23/20	7/22/22	1	City Council
	M		18.	Member	Alexander Tang	1/23/20	1/22/22	1	Mayor

			19.	Member	Vacant	7/23/20	7/22/22	1	Commission
6	M	3	20.	Member	Brian Egger	1/23/20	1/22/22	2	Commission
6	F	3	21.	Member	Jessica C. Bhuiyan	7/23/20	7/22/22	2	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
<b>Mayor</b>	2	5											
<b>Council</b>	2	5											
<b>Comm</b>	1	2											
<b>Total</b>	5	12											

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 02069, **Version:** 1


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Reappointment of Jennifer Gordon as member, Seattle Women's Commission, for a term to July 1, 2023.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Jennifer Gordon</i>		
<b>Board/Commission Name:</b> <i>Seattle Women's 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 type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Date Appointed:</b> <i>mm/dd/yy.</i> <i>09/20/21</i>	<b>Term of Position: *</b> <i>7/2/2021</i> <b>to</b> <i>7/1/2023</i>  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <b>Ballard</b>	<b>Zip Code:</b> <b>98107</b>	<b>Contact Phone No.:</b>
<b>Background:</b> <p>Jennifer is a military veteran and believes she can bring a necessary voice to the commission and highlight the unique needs of her community. As a registered nurse and Public Health graduate student, she believes she can serve in a meaningful way on the health subcommittee as well as other committees on the commission. Additionally, as a concurrent public policy graduate student she brings knowledge of public administration, community engagement plus policy analysis and program evaluation skills to the team. She feels that in this time of significant growth and change, she would be honored to be able to advocate for her community and ensure that women always have a seat at the table in creating the best, brightest future possible for our beloved city.</p>		
<b>Authorizing Signature (original signature):</b> 		<b>Appointing Signatory:</b> <i>Jenny A. Durkan</i> <i>Mayor of Seattle</i>

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# Jennifer Gordon RN, BSN, CCRN

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## *Summary of Qualifications*

- Leadership and dedication to public service demonstrated through 8 years of service as a U.S. Naval Officer (5 years Active Duty, 3 years Reserves)
- Experienced leading teams of 20 to 70 and training allied health professionals
- Experience planning and providing healthcare in austere settings including post-disaster humanitarian aid and conflict zone/battlefield medicine.
- Ability to liaise between organizations, governments, and constituents to bring resources to patients and education opportunities to healthcare staff.
- Analysis and evaluation skills, as well as qualitative research experience developed through graduate studies

## *Education*

### MASTER OF PUBLIC ADMINISTRATION | SPRING 2019 | UNIVERSITY OF WASHINGTON

- Public Policy and Administration, Policy Analysis and Program Evaluation concentration
- Related coursework: policy analysis and program evaluation courses completed, advanced policy analysis, advanced program evaluation and benefit cost analysis courses to complete in coming year.

### MASTER OF PUBLIC HEALTH | SPRING 2020 | UNIVERSITY OF WASHINGTON

- Health Services and Policy concentration
- Related coursework: health policy, social determinants of health, epidemiology, biostatistics, qualitative research methods, .

### BACHELOR OF SCIENCE IN NURSING | AUG 2008 | SEATTLE UNIVERSITY

## **Experience**

### CHIEF FINANCIAL OFFICER | MINORITY VETERANS OF AMERICA | APRIL 2018-PRESENT

- Lead financial department in startup nonprofit, responsible for all budgets and financial statements, and assist with grant writing and sourcing new revenue streams. Volunteer position.

**LIEUTENANT COMMANDER | UNITED STATES NAVY RESERVE | MAY 2014-JUNE 2018**

- Unit Training Officer of Operational Health Support Unit Bremerton Detachment C, responsible for general military and medical training for unit of 50 Doctors, Nurses, Dentists, Allied health professionals and Corpsmen including basic and advanced cardiac life support, trauma/battlefield medical training as well as Navy leadership and Core Values training.

**REGISTERED NURSE | AMERICAN MOBILE NURSES | JAN 2016-PRESENT**

- Locums Tenens Nurse, worked 13+ week contracts in various hospitals including Georgetown University Hospital in Washington DC, Virginia Mason in Seattle, WA and Kaiser Permanente in San Diego, CA.

- Fill critical nursing shortages as ICU registered nurse while experiencing first-hand the differences and disparities in healthcare practices and resources across the United States.

#### REGISTERED NURSE | UNIVERSITY OF WASHINGTON MEDICAL CENTER | MAY 2014-DEC 2015

- Registered Nurse in Medical/Surgical ICU, developed outstanding clinical skills in high volume, highly specialized, university teaching hospital.

#### NURSE CORPS OFFICER | UNITED STATES NAVY | JAN 2009 – APR 2014

- Completed two tours of duty at Naval hospitals in San Diego and Guam and collaborated with Guam Public Health Service in bringing increased and culturally appropriate palliative care services to the hospital. Received honorable discharge. Awards include National Defense Service Medal, Overseas Service Ribbon and Meritorious Unit Commendation.

#### VOLUNTEER | LIFELONG AIDS ALLIANCE | 2006-PRESENT

- Regular volunteer, worked in food prep, packaging, and home food delivery in support of LLAA's vision of food as medicine, as well as several special events to fundraise and provide HIV/AIDS awareness and education in the community, including annual AIDS walk and Gay Bingo fundraisers.

#### *Projects*

#### DEFINING SUCCESSFUL OPIOID TAPER: THE FIRST STEP IN EVALUATING SAFETY AND EFFECTIVENESS | 2019

- Student Research Assistant with Kaiser Permanente Washington Health Research Institute. Literature review and survey of physicians who work with chronic opioid patients to develop a standard definition of successful opioid taper.

#### POLICY ANALYSIS, OPIOID CRISIS IN WASHINGTON STATE | SPRING 2018

- Background research and literature review, interview with subject matter experts from Alcohol and Drug Abuse Institute (ADAI), analysis of several policy options currently being considered by WA state against criteria of cost, political feasibility, time to implementation, effectiveness in treating opioid addiction and equity of healthcare service delivery.

#### PROGRAM EVALUATION, RENTAL HOUSING SAFETY PROGRAM IN LAKEWOOD, WA | SPRING 2018

- Process evaluation of new rental safety program designed using mixed methods, focused interview with program manager, review of all program documents, policies and procedures, review of program planning process including community engagement efforts, town hall meetings, languages provided in written and face to face communication. Tenant telephone survey designed.

## QUANTITATIVE ANALYSIS, GENDER WAGE GAP IN THE NURSING PROFESSION | WINTER 2018

- Regression analyses run on ACS data regarding wages by gender in different nursing professions. STATA statistical software used to code raw data and run standard and chi squared regressions, probability statistics and review summary statistics. Analyses compiled into policy report including results, methods and limits of analysis.

# Seattle Women's Commission

## August 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 -plus one Get Engaged.
- 4 Other Appointing Authority-appointed: Commission-appointed

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	F		1.	Member	Marcia Wright-Soika	7/02/21	7/01/23	2	Mayor
4	F		2.	Member	Abriel Johnny	7/02/20	7/01/22	1	Mayor
	F		3.	Member	Vacant	7/01/21	7/01/23		Mayor
	F		4.	Member	Vacant	7/02/20	7/01/22		Mayor
	F		5.	Member	Vacant	7/02/21	7/01/23		Mayor
6	F		6.	Member	Jennifer Gordon	7/02/21	7/01/23	2	Mayor
6	F		7.	Member	Rebecca Bryant	7/02/20	7/01/22	1	Mayor
1	F		8.	Member	Diya Khanna	7/02/20	7/01/22	2	Commission
6	F		9.	Member	Zoe True	7/02/21	7/01/23	3	Mayor
9	F		10.	Member	Kyla Evans	7/02/20	7/01/22	1	City Council
1	F		11.	Member	K. Min Pease	7/02/21	7/01/23	3	City Council
2	F		12.	Member	Jamilah Williams	7/02/21	7/01/23	3	City Council
2	F		13.	Member	Vinati Mamidala	7/02/20	7/01/22	1	City Council
2	F		14.	Member	Tana Yasu	7/02/20	7/01/22	2	City Council
	F		15.	Member	Vacant	7/02/21	7/01/23		City Council
6	F		16.	Member	Jema Turk	7/01/21	7/02/23	1	City Council
6	F		17.	Member	Rachel Morowitz	7/02/20	7/01/22	1	Commission
6	F		18.	Member	Morgan Cain	7/01/20	7/01/22	1	City Council
1	F	-	19.	Member	Whitney Nakamura	7/01/20	7/02/22	2	Commission
6	F		20.	Member	Ophelia Parker	7/01/21	7/02/23	1	Commission
	F		21.	Get Engaged	Vacant	9/01/20	8/31/21	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	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	0	5	0	0	0	0	0	0	0	0	0	0	0
Council	0	7	0	0	0	0	0	0	0	0	0	0	0
Comm	0	4	0	0	0	0	0	0	0	0	0	0	0
Total	0	16		00	0	0	0	0	0	0	0	0	0

### 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 02070, **Version:** 1

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Reappointment of Zoe True as member, Seattle Women's Commission, for a term to July 1, 2023.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Zoe True</i>		
<b>Board/Commission Name:</b> <i>Seattle Women's 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 type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Date Appointed:</b> <i>mm/dd/yy.</i> <i>09/20/21</i>	<b>Term of Position: *</b> <i>7/2/2021</i> <b>to</b> <i>7/1/2023</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Ravenna</i>	<b>Zip Code:</b> <i>98115</i>	<b>Contact Phone No.:</b>

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

**Background:**

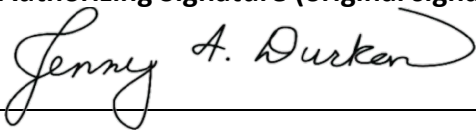
During my time on the Commission, I have led the Community Health and Wellness Committee, organized community awareness events, published op-eds, and advised community leaders. As the chair of the Community Health and Wellness Committee I coordinated a team of 3-5 fellow commissioners as we focused on the health impact of experiencing homelessness and on disparities in maternal health access and quality. I contributed to local and statewide policies on eviction by writing and [publishing an op-ed in the Seattle Times](#) detailing the proposed legislative changes related to our Commission report, *Losing Home: the Human Cost of Eviction in Seattle*, which [instigated SB 5600](#). It would be an honor to continue my work advancing community conversations and local policy as a commissioner on the Seattle Women’s Commission.

I come to the Commission with a deep appreciation for the diverse needs of women from all over our city. While serving in the U.S. Peace Corps in Morocco, I worked effectively across cultures by collaborating with community leaders to create and carry out women’s health education programs. As the project lead for a women’s health workshop, I bridged the gap between young women and traditional birth attendants through graphics-based teaching aids. This cross-generational workshop improved conversations on safe birth and was adopted by the Peace Corps country office to train new volunteers. At the Seattle Women’s Commission, I call upon these experiences to ensure that women from all backgrounds can meet their health needs and be empowered to improve their lives.

My commitment to the women and girls of Seattle is readily apparent through my involvement in local nonprofits. I served for three years on the associates’ board of the Jubilee Women’s Center, raising funds and awareness to support transitional and longer-term housing for women experiencing poverty and homelessness. I also mentored and volunteered with Powerful Voices, which empowers adolescent girls through programs and social justice promotion to help them thrive and realize their dreams. These organizations have given me the opportunity to continually learn from the diverse experiences of women and girls in Seattle - perspectives I bring to the commission as we consider polices and projects.

My time on the commission has been rewarding and I look forward to continuing to advocate and build awareness to improve the lives of women and their communities throughout Seattle.

**Authorizing Signature (original signature):**



**Appointing Signatory:**

Jenny A. Durkan  
Mayor of Seattle

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

# ZOË TRUE - MA, MPA

## Summary

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Cross-disciplinary team leader and scholar adept at interpreting and communicating complex scientific findings to inform policy. Six years of experience managing diverse teams, committed to identifying and maximizing team members' talents to create collaborative, high quality products that meet the organization's goals. Excited to contribute to an organization that is committed to creative and inclusive approaches to improving our community.

## Education

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<b>University of Washington, Evans School of Public Affairs</b> <i>WA Master of Public Administration, 3.7 GPA</i> 2015 <i>Certificate in Nonprofit Management: Strategic Planning, Personnel &amp; Financial Management</i> <i>Certificate in Global Health: Cost-Effectiveness Analysis, Policy &amp; Advocacy</i>	<b>Seattle,</b> June
<b>California State University</b> <i>Master of Arts, Political Science, 4.0 GPA</i> Focus Areas: International Development Theory, Policy Authorizing Environment	<b>Long Beach, CA</b> May 2009
<b>University of Missouri, Pierre Laclède Honors College</b> <i>Bachelor of Arts, Political Science, Magna cum Laude</i>	<b>Saint Louis, MO</b> May 2006

## Professional Experience Chronology

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<b>PATH, Vaccine Access and Delivery Team (PATH)</b> Program Coordinator <i>Organizing stakeholder collaboration &amp; supporting project management to increase access to vaccines</i>	<b>Seattle, WA</b> August 2015 – Present
<b>Evans School Policy Analysis &amp; Research Group (EPAR)   University of Washington</b> <b>WA</b> Graduate Research Assistant   Administrative Manager <i>Managed, created, and communicated specialized research to inform Gates Foundation decision-making</i>	<b>Seattle,</b> September 2013 – August 2015
<b>Global Washington (GW)</b> Membership Visualization Consultant <i>Enhanced the sense of community by collaboratively designing a virtual membership map &amp; database</i>	<b>Seattle, WA</b> June 2014 – September 2014
<b>United States Peace Corps (PC)</b> Rural Health Community Organizer <i>Used participatory methods to gather &amp; manage local teams to generate health improvement programs</i>	<b>Kingdom of Morocco</b> March 2011 – May 2013
<b>California Dance Institute (CDI)</b> Development, Marketing, and IT Associate <i>Assessed organizational needs and led expansion efforts by increasing effectiveness &amp; efficiency</i>	<b>Los Angeles, CA</b> December 2008 – September 2010
<b>Obama for America (OfA)</b> Campaign Office Manager <i>Inspired and trained up to 400 hundred citizens a day to mobilize their political system; won election</i>	<b>Los Angeles, CA</b> August 2008 – November 2008
<b>California Clean Money Campaign (CCMC)</b> Contribution & Policy Research Intern <i>Assessed status quo and used evidence to advocate for the mission and build support network</i>	<b>Los Angeles, CA</b> February 2007 – November 2007

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

**Technology Skills** *Able to work across Windows and Mac OS X operating systems*

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Microsoft Office: Word, Excel, PowerPoint, Publisher

Statistical Analysis Software: Stata, SPSS

Database Management: Salesforce, eTapestry

Virtual Office tools: GoogleApps, SharePoint

**Management & Organizational Effectiveness**

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- Successfully managed projects in dynamic organizations
  - Implemented project management tools such as timelines, issue trackers, risk registers, and communication plans to enhance team cohesion and project cadence (PATH).
  - Coordinated partners, funders, and international experts for participation in Scientific Advisory Committee meetings with WHO representatives to inform project planning (PATH).
  - Designed, executed, monitored, and evaluated USAID funded health projects (PC).
  - Managed individual donor fundraising and co-authored six winning grants, earning 14% (donors) and 38% (grants) of total operating budget during the financial crisis (CDI).
- Demonstrated success leading and working with diverse groups to produce high quality deliverables
  - Collaborated with local professionals and villagers in Morocco to design and implement health education programs (PC).
  - Managed teams ranging in size from a two-person team that produced a monthly economic report for the Chief Administrative Officer at the Gates Foundation (EPAR) to hundreds of campaign volunteers per day who in turn mobilized hundreds of voters per hour (OfA).
  - Elected as the Health Sector Representative for Gender and Development Committee (PC).
- Created systems to enhance organizational efficiency
  - Created organizational, supervisor, and researcher evaluation systems. Collaborated with team to improve office culture and management based on evaluation results (EPAR).
  - Collectively restructured committee objectives and goals through logic model exercise (PC).
  - Spearheaded transition to virtual office, saving 4% of total worker hours per year and expanded staff access and usage of online platform from 65% to 100% (CDI).
  - Restructured volunteer retention program through staff training on long-term volunteer relationship building techniques. Repeat volunteers increased from five to over 20 through improved volunteer relations and a clear breakdown of tasks (CDI).

**Creative Teaching & Communication**

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- Including visual learners and diverse learning styles
  - Coordinated with contractor to create an interactive map showing the diversity in sector, focus, and geography of the international development community based in Seattle (GW).
  - Created visually based training manual, conference presentation, and educational materials for women's health empowerment workshops focused on family planning and maternal health in communities with very low literacy (PC).
- Training & Teaching through Narrative
  - Established participatory peer health education group by training 20 peer educators to teach health topics in isolated communities using evidence based experiential story telling (PC).

- Designed highly successful HIV/AIDS curriculum to teach teens how to communicate health lessons, resulting in 10 student-led health lessons presented to over 600 individuals and won a region-wide HIV/AIDS theater competition (PC).

## Research & Analysis

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- International-Focused Research
  - Health: Conducted a cost-effectiveness analysis of the malaria vaccine in Zambia to inform decision-making around health invention options (academia). Managed team of four performing a systematic review of evidence base on the disease burden of influenza on children under six months old (PATH).
  - Agriculture: Used statistical methods to identify regional differences in agriculture methods of smallholder farmers to inform intervention decisions (EPAR).
  - [Mutual Aid Groups](#): Assessed evidence on self-help groups in health, agriculture, empowerment, and finance using systematic literature review; results informed strategy decisions across the Gates Foundation and program planning in the India Office (EPAR).
  - Environment: Co-authored paper on the relationship between staple crops and the environment, synthesizing field expert opinion with existing literature, identifying gaps in research and assessing the environmental impact of agricultural policy. [Published in Food Security journal](#) (EPAR).
  - International Aid: Assessed the harmonization and coordination of international financial aid [within countries](#) and [across major donors](#) using a systematic literature review. The results informed strategy decisions across the Bill and Melinda Gates Foundation who shared the findings with the Organization for Economic Cooperation and Development (EPAR).
- Domestic-Focused Research
  - Economic Development: Coordinated with team of 60 public sector executives responding to questions from the Federal Reserve on regional economic conditions. Compiled results and wrote report to support board member. Produced 12 monthly reports (EPAR).
  - Campaign Finance: Led research on fundraising in L.A. City Council elections and influence of health care interest groups on legislation, featured in speeches and newsletters (CCMC).

## Service & Leadership

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- |   |  |
|---|--|
| <p><b>Women in Public Affairs Lean-In Circle</b><br/>         Founding Member &amp; Meeting Facilitator</p> <ul style="list-style-type: none"> <li>● Organizing and facilitating monthly sessions to discuss gender issues in the modern professional nonprofit and public sectors.</li> </ul>                                  | <p><b>Seattle, WA</b><br/>         2015-present</p>  |
| <p><b>Race Action Committee at Evans</b><br/>         Founding Chair</p> <ul style="list-style-type: none"> <li>● Founded student group in solidarity with #BlackLivesMatter; fostered student engagement with diversity conversations and recruited team to write policy report on juvenile justice for King County</li> </ul> | <p><b>Seattle, WA</b><br/>         2014-2015</p>     |
| <p><b>Partnership for Community and Diversity</b><br/>         Leadership Team Member</p> <ul style="list-style-type: none"> <li>● Designed and lead a town hall with over 100 attendees, gained community buy-in for a proposal requesting increased diversity at the Evans School</li> </ul>                                  | <p><b>Seattle, WA</b><br/>         2014-2015</p>     |
| <p><b>School for the Deaf and Hard of Hearing</b><br/>         Teaching Artist</p> <ul style="list-style-type: none"> <li>● Taught life and learning skills to at risk deaf and hard of hearing youth through dance</li> </ul>  | <p><b>Los Angeles, CA</b><br/>         2009-2010</p> |

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

# Seattle Women's Commission

## August 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 -plus one Get Engaged.
- 4 Other Appointing Authority-appointed: Commission-appointed

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	F		1.	Member	Marcia Wright-Soika	7/02/21	7/01/23	2	Mayor
4	F		2.	Member	Abriel Johnny	7/02/20	7/01/22	1	Mayor
	F		3.	Member	<b>Vacant</b>	7/01/21	7/01/23		Mayor
	F		4.	Member	<b>Vacant</b>	7/02/20	7/01/22		Mayor
	F		5.	Member	<b>Vacant</b>	7/02/21	7/01/23		Mayor
6	F		6.	Member	Jennifer Gordon	7/02/21	7/01/23	2	Mayor
6	F		7.	Member	Rebecca Bryant	7/02/20	7/01/22	1	Mayor
1	F		8.	Member	Diya Khanna	7/02/20	7/01/22	2	Commission
6	F		9.	Member	Zoe True	7/02/21	7/01/23	3	Mayor
9	F		10.	Member	Kyla Evans	7/02/20	7/01/22	1	City Council
1	F		11.	Member	K. Min Pease	7/02/21	7/01/23	3	City Council
2	F		12.	Member	Jamilah Williams	7/02/21	7/01/23	3	City Council
2	F		13.	Member	Vinati Mamidala	7/02/20	7/01/22	1	City Council
2	F		14.	Member	Tana Yasu	7/02/20	7/01/22	2	City Council
	F		15.	Member	<b>Vacant</b>	7/02/21	7/01/23		City Council
6	F		16.	Member	Jema Turk	7/01/21	7/02/23	1	City Council
6	F		17.	Member	Rachel Morowitz	7/02/20	7/01/22	1	Commission
6	F		18.	Member	Morgan Cain	7/01/20	7/01/22	1	City Council
1	F	-	19.	Member	Whitney Nakamura	7/01/20	7/02/22	2	Commission
6	F		20.	Member	Ophelia Parker	7/01/21	7/02/23	1	Commission
	F		21.	Get Engaged	<b>Vacant</b>	9/01/20	8/31/21	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	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	0	5	0	0	0	0	0	0	0	0	0	0	0
Council	0	7	0	0	0	0	0	0	0	0	0	0	0
Comm	0	4	0	0	0	0	0	0	0	0	0	0	0
Total	0	16		00	0	0	0	0	0	0	0	0	0

### 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

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

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

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





Legislation Text

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**File #:** Appt 02071, **Version:** 1

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Reappointment of Marcia Wright-Soika as member, Seattle Women's Commission, for a term to July 1, 2023.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Marcia Wright-Soika</i>		
<b>Board/Commission Name:</b> <i>Seattle Women's Commission</i>		<b>Position Title:</b> <i>Member</i>
<input type="checkbox"/> Appointment <b>OR</b> <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: <i>Fill in appointing authority</i>	<b>Date Appointed:</b> <i>mm/dd/yy.</i> 09/20/21	<b>Term of Position: *</b> 7/2/2021 <b>to</b> 7/1/2023  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b>	<b>Zip Code:</b>	<b>Contact Phone No.:</b>
<b>Background:</b>  Marcia was the previous chair of the Equitable Development committee, where our focus was on supporting the policies and processes that alleviate the impact on sweeps, and to amplify solutions for safe permanent housing. We also focused on efforts to increase fare equity. She is currently serving on the Government and Community Relations Committee. I am really looking forward to working more closely with the Washington state Women's Commission, helping to create forums for our community to engage with candidates in the upcoming election, and working toward overall commission goals to support a post-pandemic equitable recovery for womxn.		
<b>Authorizing Signature (original signature):</b> 		<b>Appointing Signatory:</b> <i>Jenny A. Durkan</i> <i>Mayor of Seattle</i>

# Marcia Wright-Soika, MBA

*Nonprofit Development and Communications Executive*

## **EXPERIENCE**

Mercy Housing, Inc. – national nonprofit affordable housing agency  
Affordable Housing Developer and Owner with Onsite Resident Services Program Model

**2018 to Present**

**Director of Philanthropy for Northwest Region**

### **Responsibilities & Achievements**

- Increased contributed revenue over 2017 in both individual and event contributions.
- Increased Mercy Housing's profile in the Northwest market through strategic communications plan, securing new media partnerships and proactive outreach to local media outlets.
- Lead department's Racial Equity Plan and ensured goals such as amplifying partnerships with minority-owned businesses were complete.
- Increased number of new donors by 14% since last year.
- Launched new corporate engagement strategy to create new or strengthen philanthropy partnerships for Mercy Housing Northwest, including Seattle Seahawks, Bank of America and BECU.

YWCA Delaware, Inc. – statewide organization; Wilmington, DE headquarters  
Social Service Agency – Housing and Community Programs

**2012 to 2017**

**Director of Development and Communications**

### **Responsibilities & Achievements**

- Secured the capital funding needed to finalize purchase of YWCA's homeless shelter and begin critical repairs, including making the building more energy efficient and secure.
- Generated new business partnerships, strengthened relationships with existing funders and strategized plans to expand and launch new programs, and to achieve and exceed revenue goals.
- Mobilized volunteer committees to support YWCA in achieving agency, program, and fundraising targets.
- Led YWCA's major fundraising annual event and planned nearly two dozen special events throughout the year.
- Increased visibility of organization to YWCA's funding partners and prospects and strengthened donor recognition opportunities.
- Developed new tools and reporting systems for team to better track and evaluate its performance against budget and to improve donor communications.
- Created new awards strategy that resulted in cost savings, boosted revenue and more visibility for the agency's programs.
- Created skills-based volunteerism strategy and recruited in-kind partner to overhaul YWCA's 20+ year old database to cloud-based system currently in use.
- Graduated in 2013 from the agency's Leadership Development Program (selected by CEO and Board of Directors). Also completed YWCA's 2012 Mid-Atlantic Region Leadership Academy.

Chester County Fund for Women and Girls – West Chester, Pa.

Grantmaking and Education Women's Foundation

**Development and Programs Associate, 2007 to 2012**

### **Responsibilities & Achievements**

- Part of team that raised \$3.5 million for 2008 endowment campaign, more than \$500,000 over goal.
- Lead grant writer for foundation and corporate grants. Managed stewardship reports for funders.
- Planned more than two dozen successful events annually during tenure, including fundraisers, educational programs, grants celebrations and conferences. Helped acquire new corporate support each year for the "Making a Difference" Annual Luncheon – primary annual fundraising event.

## Seattle Women's Commission August 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 -plus one Get Engaged.
- 4 Other Appointing Authority-appointed: Commission-appointed

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	F		1.	Member	Marcia Wright-Soika	7/02/21	7/01/23	2	Mayor
4	F		2.	Member	Abriel Johnny	7/02/20	7/01/22	1	Mayor
	F		3.	Member	Vacant	7/01/21	7/01/23		Mayor
	F		4.	Member	Vacant	7/02/20	7/01/22		Mayor
	F		5.	Member	Vacant	7/02/21	7/01/23		Mayor
6	F		6.	Member	Jennifer Gordon	7/02/21	7/01/23	2	Mayor
6	F		7.	Member	Rebecca Bryant	7/02/20	7/01/22	1	Mayor
1	F		8.	Member	Diya Khanna	7/02/20	7/01/22	2	Commission
6	F		9.	Member	Zoe True	7/02/21	7/01/23	3	Mayor
9	F		10.	Member	Kyla Evans	7/02/20	7/01/22	1	City Council
1	F		11.	Member	K. Min Pease	7/02/21	7/01/23	3	City Council
2	F		12.	Member	Jamilah Williams	7/02/21	7/01/23	3	City Council
2	F		13.	Member	Vinati Mamidala	7/02/20	7/01/22	1	City Council
2	F		14.	Member	Tana Yasu	7/02/20	7/01/22	2	City Council
	F		15.	Member	Vacant	7/02/21	7/01/23		City Council
6	F		16.	Member	Jema Turk	7/01/21	7/02/23	1	City Council
6	F		17.	Member	Rachel Morowitz	7/02/20	7/01/22	1	Commission
6	F		18.	Member	Morgan Cain	7/01/20	7/01/22	1	City Council
1	F	-	19.	Member	Whitney Nakamura	7/01/20	7/02/22	2	Commission
6	F		20.	Member	Ophelia Parker	7/01/21	7/02/23	1	Commission
	F		21.	Get Engaged	Vacant	9/01/20	8/31/21	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	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	0	5	0	0	0	0	0	0	0	0	0	0	0
Council	0	7	0	0	0	0	0	0	0	0	0	0	0
Comm	0	4	0	0	0	0	0	0	0	0	0	0	0
Total	0	16		00	0	0	0	0	0	0	0	0	0

**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 02079, **Version:** 1

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Reappointment of April Snow as member, Seattle Disability Commission, for a term to October 31, 2023.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> April Snow		
<b>Board/Commission Name:</b> Seattle Disability Commission		<b>Position Title:</b> Commissioner
<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 type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: Commission	<b>Date Appointed:</b>	<b>Term of Position: *</b> 11/1/2021 <b>to</b> 10/31/2023  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> Pioneer Square	<b>Zip Code:</b> 98104	<b>Contact Phone No.:</b>
<b>Background:</b> April Snow is a disabled individual who has long had an interest in becoming more civically engaged, with a particular interest in the intersection of Race and Disability. While conducting research on how to be an Anti-Racist, April saw an opportunity to create an employee resource group focused on that intersection at her workplace, and is currently working on making that in to a reality. On the commission, she has a specific interest in advocating for Universal Design to improve accessibility for everyone, Crisis Intervention Teams to better prepare law enforcement in de-escalation, and Workplace education so that workplaces are more accepting and accommodating for disabled individuals. April has been serving as a commissioner on the Seattle Disability Commission since earlier this year, is one of the commission co-chairs and looks forward to her continued work.		
<b>Authorizing Signature (original signature):</b> 	<b>Appointing Signatory:</b> Anquida Adams SDC Co-Chair	

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

## **April Snow**

**Director, Donor Systems & Support at YMCA of Greater Seattle  
Greater Seattle Area**

### **Summary**

**Specialties: Raiser's Edge, ResearchPoint, Online Express, NetCommunity, TeamRaiser, Greater Giving, Crystal Reports, Siebel, prospect research, data integrity, imports, reports, analytics**

### **Experience**

**YMCA of Greater Seattle | 4 years 1 month**

Director, Donor Systems & Support | July 2019 - Present (1 year 8 months)  
Greater Seattle Area

Drives development, enhancement and configuration of the organization's donor management applications and the supporting business processes and branch/department services to align with and achieve the YMCA of Greater Seattle's business objectives. Aligns department operations and provides leadership and supervision to the Donor Services department to create organizational efficiency. Serves as the key point of contact for systems (Blackbaud products and the complimentary applications) related business (internal and external)

System Specialist | Raiser's Edge and Campaign Administration

March 2017 - July 2019 (2 years 5 months)

Seattle, Washington

Serves as organization's Raiser's Edge subject management expert as it relates to the configuration of comprehensive fundraising campaigns including annual, capital and endowment. Identifies ways to optimize use of the system to support business objectives. Provides process analysis and improvement plan implementation in order to increase efficiencies. Leads the administrative functions to support campaign work. Providing excellent customer service, serves as the liaison to branches for annual campaign Recruits, hires, trains, evaluates and supervises assigned staff managing the day-to-day campaign processes, such as correspondence, pledge entry, progress reports, payments, ensuring accurate donor records and transactions

Training Coordinator

February 2017 - March 2017 (2 months)

Seattle, Washington

With a focus on the member and donor experience, facilitates training for YMCA staff in all ACTIVE Net modules – Front Desk, Activities, and Back Office sections. Coordinates and assist in Raiser's Edge training. Provides best-in-class service and support to members, donors, and staff. Performs day-to-day business functions and training related to membership, childcare, programs and financial development

### **FareStart**

**Database & Research Specialist**

**July 2014 - February 2017 (2 years 8 months)**

**Seattle, WA**

Serves as organization's Donor systems subject management expert as it relates to the configuration of comprehensive fundraising campaigns including annual, capital and endowment. Identifies ways to optimize use of the system to support business objectives.

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



Provides process analysis and improvement plan implementation in order to increase efficiencies. Leads the administrative functions to support campaign work. Providing excellent customer service, serves as the liaison to branches for annual campaign Works with Annual Giving and Major Gifts team to analyze and segment data to foster effective donor relations and targeted donor communications. Researches and develops prospective donor profiles for the Major Gifts team

**Catholic Community Services**

**Database Manager**

**June 2011 - June 2014 (3 years 1 month)**

**Seattle WA**

Serves as organization's Donor systems subject management expert as it relates to the configuration of comprehensive fundraising campaigns including annual, capital and endowment. Identifies ways to optimize use of the system to support business objectives. Provides process analysis and improvement plan implementation in order to increase efficiencies. Leads the administrative functions to support campaign work Analyzes and segments data to foster effective donor relations and targeted donor communications. Researches and develops prospective donor profiles for the Major Gifts team

**American Lung Association in Alaska, Idaho and Washington**

**Donor Stewardship Coordinator**

**October 2009 - December 2010 (1 year 3 months)**

Serves as organization's Donor system subject management expert as it relates to the configuration of comprehensive fundraising campaigns including annual, capital and endowment. Identifies ways to optimize use of the system to support business objectives. Provides process analysis and improvement plan implementation in order to increase efficiencies. Leads the administrative functions to support campaign work. Some prospect research as needed.

**American Cancer Society**

**4 years 5 months**

**Research and Development Manager**

**March 2008 - July 2009 (1 year 5 months)**

Coordinate and participate in a variety of duties involved in collecting, interpreting, documenting and summarizing descriptive, analytical and evaluative data on prospective donors in support of development research and/or information gathering activities. Research and develop prospective corporate and foundation profiles for the Major Gifts and Employer Initiative teams, using selectory.com, hoovers.com, foundation center, lwave.com as well as various corporate and foundation websites. Maintain priority accounts in constituent database. Upload and maintain files on internal website. Run Stewardship program for major gift donors.

**Administrative Assistant**

**October 2005 - March 2008 (2 years 6 months)**

**Temporary Recruitment Specialist**

**March 2005 - September 2005 (7 months)**

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

# Seattle Commission for People with Disabilities

## November 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 (specify): Commission-appointed

### Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	VACANT	5/01/21	4/30/23	1	Mayor
			2.	Member	VACANT	5/01/19	4/30/21	1	City Council
			3.	Member	VACANT	5/01/19	4/30/21	1	Mayor
6	M	6	4.	Member	Christine Lew	5/01/21	4/30/23	2	City Council
			5.	Member	VACANT	11/1/19	10/31/21	1	Mayor
			6.	Member	VACANT	11/1/19	10/31/21	1	City Council
			7.	Member	VACANT	11/1/19	10/31/21	3	Mayor
			8.	Member	April Snow	11/1/21	10/31/23	1	Commission
4	F		9.	Member	Kristina Sawyckyj	5/01/20	4/30/22	2	City Council
2	F	3	10.	Member	Anquida Adams	5/01/20	4/30/22	2	Mayor
6	F	7	11.	Member	Jessica Williams-Hall	5/01/20	4/30/22	2	City Council
			12.	Member	VACANT	5/01/20	4/30/22	1	Mayor
			13.	Member	VACANT	11/1/20	10/31/22	1	City Council
			14.	Member	VACANT	11/1/20	10/31/22	1	Mayor
			15.	Member	VACANT	11/1/20	10/31/22	1	City Council
6	F	4	16.	Get Engaged	Taylor Ladd	9/1/20	8/31/21	1	Mayor
			17.	Member	Heyiwot Amare	5/01/20	4/30/22	1	City Council
			18.	Member	VACANT	11/1/20	10/31/22	1	Mayor
1	M	2	19.	Member	Daniel Kogita	5/01/20	4/30/22	2	Commission
			20.	Member	Dawn Dailey	11/1/20	10/31/22	1	Commission
		1	21.	Member	Kaitlin Skilton	11/1/20	10/31/22	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	0	2				1				1			
Council	1	2						1		2			
Other	1				1								
<b>Total</b>	<b>2</b>	<b>4</b>			<b>1</b>	<b>1</b>		<b>1</b>		<b>3</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*

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



Legislation Text

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**File #:** Appt 02077, **Version:** 1

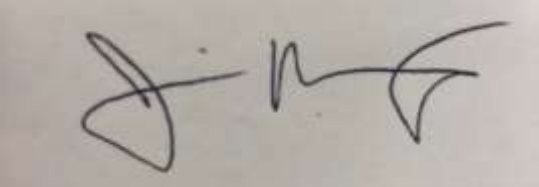
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Reappointment of Victor Loo as member, Seattle LGBTQ Commission, for a term to October 31, 2023.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Victor Loo</i>		
<b>Board/Commission Name:</b> <i>Seattle LGBTQ Commission</i>		<b>Position Title:</b> <i>Commission Member</i>
<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 type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>Commission</i>	<b>Date Appointed:</b> <i>mm/dd/yy.</i>	<b>Term of Position: *</b> <i>11/1/2021</i> <b>to</b> <i>10/31/2023</i>  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Rainier Vista</i>	<b>Zip Code:</b> <i>98144</i>	<b>Contact Phone No.:</b>
<b>Background:</b> <i>Victor Loo is the Director of Practice Innovation from Asian Counseling and Referral Service. He has over 18 years of experience in the provision, supervision, and management of behavioral health services/social services. He is 1 of the 25 national leaders in the Substance Abuse and Mental Health Administration – Health Resources and Services Administration Center for Integrated Health Solutions’ Addressing Health Disparities Leadership Program, and 1 of the 15 national leaders in the National Council for Behavioral Health’s Healthy Youth Leadership Institute. He is a member of the King County Integrated Care Network Finance Committee. He is a Board member representing Behavioral Health sector in Healthier Here King County Governing Board, and also on its Executive Committee. Besides the passion to serving Asian Americans and Pacific Islanders, immigrants and refugees, he is also an active community advocate/leader for the LGBTQ community. Victor has been serving as a commissioner on the Seattle LGBTQ Commission since last year and is currently serving as a commission co-chair.</i>		
<b>Authorizing Signature (original signature):</b> 		<b>Appointing Signatory:</b> <i>Jessi Murray, Co-Chair</i> <i>Seattle LGBTQ Commission</i>

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

# Victor Loo

## OBJECTIVE

Seeking an executive position in the Social and Human Services field that can allow me to utilize analytical, language and multicultural skills to enhance diversity, and promote social equity/justice to address health disparities for vulnerable communities.

## EDUCATION

2003-2004 B.A. in Liberal Studies; Multicultural Counseling/Community Advocacy  
Antioch University Seattle  
Seattle, WA

## CERTIFICATION

- National Certified Addiction Counselor (# 014584) since 08/31/2006
- Washington State Substance Use Disorder Professional (# CP00004902) since 12/26/2003

## LANGUAGE

Besides my native language, English, I am also fluent in spoken and written Mandarin Chinese, I am also well versed in both Traditional and Simplified Chinese. Highly proficient in interpretation and translation.

## COMPUTER SKILLS

Highly proficient in Windows and Macintosh Operating Systems.

## PROFESSIONAL EXPERIENCE

<b>2019-present</b>	Director, Practice Innovation ACRS
<b>2009-present</b>	Director, Recovery Services ACRS
<b>2006-2009</b>	Substance Abuse Service Program Manager, ACRS
<b>2004-2006</b>	Substance Abuse Treatment Program Supervisor, Asian Counseling and Referral Service (ACRS) Seattle, WA
<b>2003-2004</b>	Clinical Director, Washington Asian/Pacific Islander Families Against Substance Abuse Seattle, WA

## KEY PROFESSIONAL ACCOMPLISHMENTS/AFFILIATIONS

- King County Integrated Care Network Finance Committee
- Washington State LGBTQ Advisory Committee
- HealthierHere King County Executive Committee Member
- HealthierHere King County Governing Board Member/Behavioral Health Seat
- National Council for Behavioral Health Healthy Executive Seasoned Leader
- National Council for Behavioral Health Healthy Youth Leadership Institute
- SAMHSA-HRSA Center for Integrated Health (CIHS) Address Health Disparities Leader

# Seattle Lesbian, Gay, Bisexual, Transgender and Queer Commission November 2021

Members: Pursuant to [SMC 3.14.920](#), all members subject to City Council confirmation,  
2-year terms:

- 8 City Council-appointed
- 9 Mayor-appointed
- 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.	Member	VACANT	5/1/21	4/30/23	1	City Council
			2.	Member	VACANT	5/1/21	4/30/23	1	Mayor
			3.	Member	VACANT	5/1/21	4/30/23	1	City Council
			4.	Member	VACANT	5/1/21	4/30/23	1	Mayor
			5.	Member	VACANT	5/1/21	4/30/23	1	City Council
			6.	Member	VACANT	11/1/21	10/31/23	1	Mayor
			7.	Member	VACANT	11/1/21	10/31/23	1	Commission
			8.	Member	Steven Pray	11/1/21	10/31/23	1	Mayor
			9.	Member	VACANT	5/1/20	4/30/22	1	City Council
			10.	Member	Nathaniel Higby	5/1/20	4/30/22	1	Mayor
			11.	Member	Diondra Braswell	5/1/20	4/30/22	1	City Council
			12.	Member	Brett Pepowski	5/1/20	4/30/22	1	Mayor
			13.	Member	Raja Fouad	11/1/20	10/31/22	1	City Council
			14.	Member	VACANT	11/1/20	10/31/22	1	Mayor
			15.	Member	VACANT	11/1/19	10/31/21	1	City Council
			16.	Get Engaged	Lillian M. Williamson	9/1/20	8/31/21	1	Mayor
			17.	Member	VACANT	5/1/20	4/30/22	1	City Council
			18.	Member	VACANT	11/1/21	10/31/23	1	Mayor
			19.	Member	Victor Loo	11/1/21	10/31/23	1	Commission
			20.	Member	Andrew Ashiofu	5/1/20	4/30/22	1	Commission
			21.	Member	Jessi Murray	5/1/20	4/30/22	2	Commission

## 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	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor													
Council													
Comm													
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 #: CB 120241, Version: 1

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CITY OF SEATTLE

ORDINANCE \_\_\_\_\_

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

AN ORDINANCE relating to human rights; including protections against discrimination based on citizenship and immigration status; adding a definition of race for certain purposes; and amending Sections 3.14.910, 3.14.931, 3.110.260, 4.80.020, 6.02.270, 6.202.230, 14.04.020, 14.04.030, 14.04.040, 14.04.050, 14.06.020, 14.06.030, 14.08.015, 14.08.020, 14.08.045, 14.08.070, 14.08.190, 14.10.010, 14.10.020, and 18.12.280 of the Seattle Municipal Code.

WHEREAS, The City of Seattle values being an open, welcoming, and inclusive city of opportunity for all its residents, workers, and visitors; and

WHEREAS, The City of Seattle is committed to recognizing the dignity of all its residents, including the right of all Seattle residents to live in a City that does not subject them to prejudicial treatment or discrimination; and

WHEREAS, in 2020 through Senate Bill 5165, the State amended the “Law against Discrimination,” chapter 49.60 of the Revised Code of Washington (RCW), to include protection from discrimination based on citizenship or immigration status; and

WHEREAS, the City adopted Resolution 31730 in 2017 and Resolution 31890 in 2019, making a commitment to protect and promote policies of inclusion for all its residents regardless of their immigration status or refugee status; and

WHEREAS, in 2020 through House Bill 2602, the State amended the “Law against Discrimination” to include a definition of race that is “inclusive of traits historically associated or perceived to be associated with race including, but not limited to, hair texture and protective hairstyles. For purposes of this subsection, ‘protective hairstyles’ includes, but is not limited to, such hairstyles as afros, braids, locks, and twists”;

and

WHEREAS, across the country, Black people are disproportionately burdened by practices and policies in public places, including the workplace, that target or profile them for natural hairstyles; and

WHEREAS, in 2019 the Crown Research Study found that 80 percent of Black women surveyed have felt pressure to change their hairstyle from its natural state to fit into the office. Black women were also found to be 1.5 times more likely to be sent home from their workplace because of their hair. The study found that discrimination experienced by Black women because of their hair resulted in measurable social and economic impacts; and

WHEREAS, this ordinance extends the objectives of Resolutions 31730 and 31890; and

WHEREAS, this ordinance is intended to make the SMC consistent with recent amendments to State law and across the various chapters of the SMC; NOW, THEREFORE,

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

Section 1. Section 3.14.910 of the Seattle Municipal Code, last amended by Ordinance 126342, is amended as follows:

**3.14.910 Director-Appointment, removal, and duties**

\* \* \*

D. The Director of the Office for Civil Rights shall be the head of and, under the direction of the Mayor, shall be responsible for the administration of the office and in connection with such administration shall have duties and responsibilities including but not limited to the following:

1. Undertake enforcement, policy, and education activities consistent with the mission of the Office for Civil Rights;
2. Administer and govern the Office for Civil Rights;
3. Appoint, remove, and supervise officers and employees in the Office for Civil Rights;
4. Provide staff support for the Seattle Women’s Commission, the Seattle Human Rights



Commission, the Seattle LGBTQ (Lesbian, Gay, Bisexual, Transgender, Queer) Commission, and the Seattle Disability Commission; consult with and report regularly to the Seattle Women’s Commission, the Seattle Human Rights Commission, the Seattle LGBTQ (Lesbian, Gay, Bisexual, Transgender, Queer) Commission, and the Seattle Disability Commission on the workings of the Office for Civil Rights; and attend, either in person or by designated representative, all regular meetings of the Seattle Women’s Commission, the Seattle Human Rights Commission, the Seattle LGBTQ (Lesbian, Gay, Bisexual, Transgender, Queer) Commission, and the Seattle Disability Commission;

5. Administer all ordinances pertaining to the Office for Civil Rights and take appropriate remedial action where necessary;

6. Manage the preparation of the proposed annual budget of the Office for Civil Rights, and authorize necessary expenditures, and supervise the maintenance of adequate accounting systems;

7. After identifying priority issue areas, develop policies and programs, and seek additional funding sources in these areas, which seek to ameliorate the effects of disparate treatment and impact upon persons based on race, color, sex, marital status, parental status, sexual orientation, gender identity, political ideology, age, creed, honorably discharged veteran or military status, genetics information, religion, ancestry, national origin, citizenship or immigration status, the presence of any disability, participation in a Section 8 or other subsidy program, right of a mother to breastfeed her child, alternative source of income, or the use of a service animal by a disabled person;

8. Make periodic reports and recommendations to the Mayor and City Council concerning the operations of the Seattle Women’s Commission, the Seattle Human Rights Commission, the Seattle LGBTQ (Lesbian, Gay, Bisexual, Transgender, Queer) Commission, the Seattle Disability Commission, and the Office for Civil Rights;

9. Receive, 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;

10. Exercise such other and further powers and duties as shall be prescribed by ordinance.

Section 2. Section 3.14.931 of the Seattle Municipal Code, last amended by Ordinance 126277, is amended as follows:

**3.14.931 Seattle Human Rights Commission-Duties**

The Seattle Human Rights Commission shall act in an advisory capacity to the Mayor, City Council, Office for Civil Rights, and other City departments in respect to matters affecting human rights, and in furtherance thereof shall have the following specific responsibilities:

\* \* \*

B. To consult with and make recommendations to the Director of the Office for Civil Rights with regard to problems arising in the City which may result in discrimination because of race, religion, creed, color, national origin, citizenship or immigration status, sex, marital status, parental status, sexual orientation, gender identity, political ideology, age, ancestry, honorably discharged veteran or military status, genetic information, the presence of any disability, alternative source of income, participation in a Section 8 or other subsidy program, right of a mother to breastfeed her child, or the use of a service animal by a disabled person, and to make such investigations and hold such hearings as may be necessary to identify such problems;

\* \* \*

Section 3. Section 3.110.260 of the Seattle Municipal Code, last amended by Ordinance 119628, is amended as follows:

**3.110.260 Discrimination prohibited ((=))**

A. Neither council membership nor constituency membership may directly or indirectly be based upon or limited by age, race, color, religion, sex, national origin, citizenship or immigration status, marital status, parental status, sexual orientation, gender identity, genetic information, political ideology, creed, ancestry, honorably discharged veteran or military status, or the presence of any ~~((sensory, mental or physical))~~

disability; provided, that ((;)) council positions on a public corporation emphasizing ((Indian)) Native American arts or culture or services and programs oriented toward ((American Indians)) Native Americans may be filled by persons selected by organizations whose funding is substantially derived from public or private grants or federal appropriations available only to organizations controlled by ((American Indians)) Native Americans.

B. To assure equality of employment opportunity, the public corporation:

1. Will not discriminate in employment because of age, race, color, creed, religion, ancestry, sex, national origin, citizenship or immigration status, marital status, sexual orientation, gender identity, genetic information, or political ideology, honorably discharged veteran or military status, or the presence of any ((sensory, mental or physical)) disability;

2. Will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their age, race, color, religion, sex, or national origin. This requirement shall apply to but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment activities; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The public corporation shall post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause. The public corporation will, in all solicitations or advertisements for employees placed by or on behalf of the public corporation, state that all qualified applicants will receive consideration for employment without regard to age, race, color, religion, sex, or national origin;

3. Will establish and maintain an affirmative action program to provide equality of employment opportunity and to overcome the effects of past discrimination comparable to that maintained by the City for employment by City departments and agencies, which shall meet the requirements of Ordinance 101548 ((+)) and be reviewed on a quarterly basis by the City's Office for Civil Rights, or successor agency(s), and secure its approval; provided, that ((;)) public corporations employing fewer than four (((4))) persons shall not be required to comply with the reporting requirements of Ordinance 101548 as amended; provided, a public

corporation emphasizing ~~((Indian))~~ Native American arts or culture or services and programs oriented toward ~~((American Indians))~~ Native Americans may give preference in employment to ~~((American Indians))~~ Native Americans when a grant agreement with the United States of America or ~~((an Indian))~~ a Tribe generating the employment so specifies.

C. In all housing projects and activities and in all housing-related relocation activities, the public corporation shall take affirmative action to further the fair housing laws and regulations of the City.

Section 4. Section 4.80.020 of the Seattle Municipal Code, last amended by Ordinance 119628, is amended as follows:

**4.80.020 Policy ~~((:))~~**

It is the policy of the City to provide a workplace for its employees that is free from discrimination on the basis of race, color, sex, marital status, sexual orientation, gender identity, genetic information, political ideology, age, creed, religion, ancestry, national origin, citizenship or immigration status, honorably discharged veteran or military status, or the presence of any ~~((sensory, mental or physical handicap))~~ disability. It is also the policy of the City to take strong affirmative action to remedy the effects of past discrimination against minorities, women, ~~((handicapped))~~ persons with disabilities, and older workers, and to avoid practices which are suspect and capable of abuse or which have an adverse impact on the opportunities of such groups where it reasonably can to produce an efficient system. By doing so, the City will then be able to provide equal employment and advancement opportunities for all qualified persons and obtain a workforce in which such groups are fairly represented.

Section 5. Section 6.02.270 of the Seattle Municipal Code, last amended by Ordinance 123188, is amended as follows:

**6.02.270 Denial, revocation, or refusal to renew license-Generally ~~((:))~~**

A. In addition to other penalties provided by law, the Director may deny, revoke, or refuse to renew any license issued under the provisions of ~~((sub))~~ this Subtitle I of Title 6 at any time:

1. Upon a finding that the license was procured by fraud, or false representation of fact, or for the violation of, or failure to comply with, any of the provisions of this ~~((subtitle))~~ Subtitle I of Title 6 by the person holding such license, or any of ~~((his/her))~~ the person's servants, agents, or employees, while acting within the scope of their employment; or

2. Upon the conviction of the person holding such a license of a felony or misdemeanor involving moral turpitude or an intent to defraud, or the conviction of any agents or employees of any felony, or misdemeanor involving an attempt to defraud committed while acting within the scope of their employment; or

3. If the licensee, any of ~~((his/her))~~ the licensee's servants, or agents or employees, while acting within the scope of their employment:

a. ~~((violates))~~ Violates any law or ordinance relating to:

1) ~~((the))~~ The sale or possession of intoxicating liquor; or

2) ~~((the))~~ The use, possession, or sale of narcotic drugs; or

3) ~~((discrimination))~~ Discrimination against any person because of religion, race, age, political ideology, creed, ancestry, color, national origin, citizenship or immigration status, sex, sexual orientation, gender identity, marital status, honorably discharged veteran or military status, ~~((or))~~ the presence of any ~~((sensory, mental or physical handicap))~~ disability, the use of a service animal by a disabled person, the right of a mother to breastfeed her child, parental status, or participation in a Section 8 program; or

4) ~~((public))~~ Public morality and decency; or

b. ~~((with))~~ With respect to the licenses specified in Section 6.02.190:

1) ~~((conducts))~~ Conducts the business or activity for which such license was issued in a disorderly or improper manner; or

2) ~~((violates))~~ Violates any statute of the state or ordinance of the City relating to the business or activity for which such license was issued; or

c. ~~((is))~~ Is of unfit character to conduct the business or activity; or

4. If the purpose for which the license was issued is being abused to the detriment of the public;
- or
5. If such license is being used for a purpose different from that for which it was issued; or
6. If the licensee is in default in any payment of any fee or tax required under Title 5 or Title 6 of the Seattle Municipal Code.
7. If the property at which the business is located has been determined by a court to be a chronic nuisance property as provided in ((SMC)) Chapter 10.09.

No license issued under this subtitle shall be revoked, denied, or refused to be renewed by the Director except in accordance with the procedure provided in this Subtitle I of Title 6.

B. The period of revocation, denial, or non-renewal shall be at least one year, and the licensee or any person (as defined in ((Seattle Municipal Code)) subsection 6.02.030.E) in which the licensee is a principal shall not again be licensed for the same kind of business during such period.

C. Conviction of a violation of any provision of this ((subtitle)) Subtitle I of Title 6 shall be prima facie evidence sufficient to warrant revocation of or refusal to renew the license.

D. For the purpose of subsection 6.02.270.A.4, no license shall be issued or renewed until all fees imposed under this Title 6 and all taxes imposed under Title 5 are paid in full.

E. It is unlawful for any person whose license has been revoked or not renewed to keep the license issued to ((him)) them in ((his)) their possession or under ((his)) their control, and the same shall immediately be surrendered to the Director.

Section 6. Section 6.202.230 of the Seattle Municipal Code, last amended by Ordinance 123188, is amended as follows:

**6.202.230 License-Denial, revocation, or refusal to renew-Grounds ((-))**

A license may be denied, revoked, or not renewed for violation of any ordinance or law that regulates licensed activity in order to further the public interest in public health, safety, and welfare. A license may also be denied,

revoked, or not renewed upon a finding that any applicant or licensee, or any owner, officer, or agent thereof:

A. Has omitted to disclose any material fact necessary to make a statement not misleading, in any application for the license; or

B. Has charges pending against ~~((her/him))~~ the applicant or licensee or has been convicted of a crime or offense that directly relates to the activity for which the license is required, and the time elapsed since the date of conviction or release from jail or prison, whichever is more recent, is less than ten years; or has been convicted of several crimes including at least one within the last ten years; provided, however, that any licensee whose license is revoked because of charges pending against ~~((her/him))~~ the licensee may engage in the activity for which the license is required, pending a final decision on the charges; or

C. Has been subject to an adverse finding in any judgment or order that directly relates to the activity for which the license is required, in any judicial or administrative proceeding in which fraud, deceit, coercion, breach of trust, unfair method of competition, unfair or deceptive trade act or practice, or assertion of unconscionable contractual provisions, or other similar act, practice, or conduct, on the part of the licensee-applicant is proven, and the time elapsed since the judgment or order is less than ten years; or

D. Has violated or failed to comply with any applicable provisions of this Code or rule or regulation prescribed under this subtitle; provided, that failure to obtain a license shall not be grounds for license denial; or

E. Is in default in any payment of any fee or tax required under Title 5 or this Title 6 of the Seattle Municipal Code; or

F. Has been subject to an adverse finding in any judgment or order, in any judicial or administrative proceeding for violation of any provision of a City ordinance or rule or regulation prescribed thereunder pertaining to fire, building, health, sanitation, zoning, weights and measures, consumer protection, environmental protection, or any other ordinance or law and that is applicable to the licensed activity or licensed premises; or

G. Has been determined to have discriminated against any person because of race, color, age, sex, marital status, parental status, sexual orientation, gender identity, political ideology, creed, religion, ancestry, national origin, citizenship or immigration status, honorably discharged veteran or military status, participation in a Section 8 program, ~~((or))~~ the presence of any ~~((sensory, mental, or physical handicap))~~ disability, the use of a service animal by a disabled person, or the right of a mother to breastfeed her child, in the course of licensed activity, in violation of a City ordinance, law, rule, or regulation prescribed thereunder; or

H. Has violated or failed to comply with any final order of the Director or Hearing Examiner; or

I. Has failed to complete the application for a license as required by this Code; or

J. Has failed to obtain a license or permit required by state or other law necessary to engage in the licensed activity; or

K. Has failed to comply with ~~((RCW Chapters))~~ chapter 49.12 ~~((and 28A.28))~~ RCW, and rules and regulations promulgated pursuant thereto, regarding employment of minors; or

L. Any licensee has permitted or authorized ~~((his/her))~~ their agent to violate or fail to comply with any provision of this Code; or

M. The property at which the business is located has been determined by a court to be a chronic nuisance property as provided in ~~((SMC))~~ Chapter 10.09.

Section 7. Section 14.04.020 of the Seattle Municipal Code, last amended by Ordinance 125668, is amended as follows:

#### **14.04.020 Declaration of policy**

A. It is declared to be the policy of the City, in the exercise of its police powers for the protection of the public health, safety, and general welfare, and for the maintenance of peace and good government, to assure equal opportunity to all persons, free from restrictions because of race, color, sex, marital status, sexual orientation, gender identity, genetic information, political ideology, age, creed, religion, ancestry, national origin, citizenship or immigration status, honorably discharged veteran or military status or the presence of any



~~((sensory, mental or physical))~~ disability. The role of the Office for Civil Rights is to enforce the provisions of this ~~((chapter))~~ Chapter 14.04 in furtherance of this policy.

\* \* \*

Section 8. Section 14.04.030 of the Seattle Municipal Code, last amended by Ordinance 125668, is amended as follows:

**14.04.030 Definitions**

\* \* \*

“Discrimination,” “discriminate,” and/or “discriminatory act” means any act, by itself or as part of a practice, which is intended to or results in different treatment or differentiates between or among individuals or groups of individuals by reason of race, color, age, sex, marital status, sexual orientation, gender identity, genetic information, political ideology, creed, religion, ancestry, national origin, citizenship or immigration status, honorably discharged veteran or military status, or the presence of any disability. “Discrimination,” “discriminate,” and/or “discriminatory act” includes harassment, such as racial and sexual harassment, as well as harassment based on other protected classes.

\* \* \*

“Race” is inclusive of traits historically associated or perceived to be associated with race including, but not limited to, hair texture and protective hairstyles. For purposes of this definition, “protective hairstyles” includes, but is not limited to, such hairstyles as afros, braids, locks, and twists.

“Respondent” means any person who is alleged or found to have committed an unfair employment and domestic service practice prohibited by this Chapter 14.04.

\* \* \*

Section 9. Section 14.04.040 of the Seattle Municipal Code, last amended by Ordinance 125668, is amended as follows:

**14.04.040 Unfair employment practices designated ((-))**

It is unfair employment practice within the City for any:

\* \* \*

C. Employer, employment agency, or labor organization to print, circulate, or cause to be printed, published or circulated, any statement, advertisement, or publication relating to employment or membership, or to use any form of application therefor, which indicates any preference, limitation, specification, or discrimination based upon race, color, sex, marital status, sexual orientation, gender identity, genetic information, political ideology, age, creed, religion, ancestry, national origin, citizenship or immigration status, honorably discharged veteran or military status, or the presence of any ~~((sensory, mental or physical handicap))~~ disability; provided that ~~((;))~~ nothing in this ~~((chapter))~~ Chapter 14.04 shall prevent an employer from ascertaining and recording data as to race, color, sex, marital status, sexual orientation, gender identity, political ideology, age, creed, religion, ancestry, national origin, citizenship or immigration status, honorably discharged veteran or military status, or the presence of any ~~((sensory, mental or physical handicap))~~ disability whether before or after employment, for the purpose of making reports specifically required by agencies of federal, state, or local government for the purpose of eliminating and preventing discrimination or overcoming its effects, or for other purposes authorized by law or the rules and regulations of Washington State Human Rights Commission, the Equal Employment Opportunities Commission or the Department;

\* \* \*

Section 10. Section 14.04.050 of the Seattle Municipal Code, last amended by Ordinance 118392, is amended as follows:

**14.04.050 Exclusions from unfair practices ~~((;))~~**

\* \* \*

G. It is not an unfair practice when a distinction or differential treatment on the basis of citizenship or immigration status is authorized by federal or state law, regulation, rule, or government contract.

Section 11. Section 14.06.020 of the Seattle Municipal Code, last amended by Ordinance 125576, is

amended as follows:

**14.06.020 Definitions**

\* \* \*

((L-)) “Discrimination” means any conduct, whether by single act or as part of a practice, the effect of which is to adversely affect or differentiate between or among individuals or groups of individuals, because of race, color, creed, religion, ancestry, national origin, citizenship or immigration status, age, sex, marital status, parental status, sexual orientation, gender identity, political ideology, honorably discharged veteran or military status, participation in a Section 8 program, the presence of any disability, the use of a service animal by a disabled person, or the right of a mother to breastfeed her child. “Discrimination” includes harassment, such as racial and sexual harassment, as well as harassment based on other protected classes.

\* \* \*

“Race” is inclusive of traits historically associated or perceived to be associated with race including, but not limited to, hair texture and protective hairstyles. For purposes of this definition, “protective hairstyles” includes, but is not limited to, such hairstyles as afros, braids, locks, and twists.

((W-)) “Respondent” means any person who is alleged or found to have committed an unfair practice prohibited by this ((chapter)) Chapter 14.06.

\* \* \*

Section 12. Section 14.06.030 of the Seattle Municipal Code, last amended by Ordinance 124829, is amended as follows:

**14.06.030 Unfair practices ((-))**

\* \* \*

B. It is an unfair practice for any person to discriminate in a place of public accommodation by:

1. Requiring, directly or indirectly, any person to pay a larger sum than the usual uniform rates;

or

2. Refusing or withholding admission, patronage, custom, presence, frequenting, dwelling, staying, or lodging; or
3. Denying, directly or indirectly, the full enjoyment of any available goods, services, accommodations, facilities, privileges, or advantages; or
4. Printing, circulating, issuing, displaying, posting, mailing, or otherwise causing, directly or indirectly, to be published a statement, advertisement, or sign which indicates directly or indirectly that the full enjoyment of the goods, services, facilities, privileges, advantages, and accommodations will be refused, withheld, denied, or in some manner limited or restricted or that an individual's patronage of or presence at a place of public accommodation is objectionable, unwelcome, unacceptable, or undesirable; or
5. Harassing, intimidating, or otherwise abusing any person or person's friends or associates because of race, color, creed, religion, ancestry, national origin, citizenship or immigration status, age, sex, marital status, parental status, sexual orientation, gender identity, political ideology, honorably discharged veteran or military status, participation in a Section 8 program, the presence of any disability, the use of a trained dog guide or service animal by a disabled person, or a mother breastfeeding her child with the purpose or effect of denying to such person the rights granted in this ~~((chapter))~~ Chapter 14.06; or
6. Harassing, intimidating, retaliating, or obstructing a person in any manner because such person complied with or proposed to comply with this ~~((chapter))~~ Chapter 14.06 or any order issued under this ~~((chapter))~~ Chapter 14.06, or filed a charge or complaint, testified, or assisted in any investigation, proceeding or hearing under this ~~((chapter))~~ Chapter 14.06; or
7. Coercing, intimidating, threatening, or otherwise interfering with any person in the exercise or enjoyment of or on account of ~~((his or her))~~ such person having aided or encouraged any other person in the exercise or enjoyment of any right granted or protected under this ~~((chapter))~~ Chapter 14.06; or
8. Applying any economic sanctions or denying membership privileges because of compliance with this ~~((chapter))~~ Chapter 14.06; or

9. Aiding, abetting, inciting, compelling, or coercing the doing of any act defined in this ((chapter)) Chapter 14.06 to be an unfair practice; or

10. Attempting to commit any act defined in this ((chapter)) Chapter 14.06 to be an unfair practice; or

11. Denying, directly or indirectly, an individual's right to use gender-specific restrooms and other gender-specific facilities in places of public accommodation including but not limited to dressing rooms, locker rooms, homeless shelters, and group homes that are consistent with the individual's gender identity or expression.

\* \* \*

D. Exemptions. Nothing in this ((chapter)) Chapter 14.06 shall be construed to:

1. Apply to any non-commercial facility operated or maintained by a bona fide religious institution;

2. Include or apply to any institute, bona fide club, or place of accommodation which is by its nature distinctly private, provided, however, when or where public use is permitted that use shall be covered under this ((chapter)) Chapter 14.06;

3. Prohibit treating disabled persons more favorably than non-disabled persons;

4. Prohibit offering discounts, special prices, or other special arrangements for minor children, families, or senior citizens, or imposing age limits up to the age of 21;

5. Protect criminal conduct; or

6. Prohibit taking any actions reasonably necessary to protect persons or property.

7. Apply when a distinction or differential treatment on the basis of citizenship or immigration status is authorized by federal or state law, regulation, rule, or government contract.

Section 13. Section 14.08.015 of the Seattle Municipal Code, last amended by Ordinance 125114, is amended as follows:

**14.08.015 Seattle Open Housing Poster**

All persons required to post a fair housing poster pursuant to 24 CFR 110 shall also post a Seattle Open Housing Poster at the same locations required in the federal regulation. A person who fails to post a Seattle Open Housing Poster as required in this ~~((section))~~ Section 14.08.015 is subject to a fine of \$125 for a first violation and a fine of \$500 for each subsequent violation. The Seattle Open Housing Poster shall provide a notice that it is illegal in The City of Seattle to discriminate against any person because of race, color, creed, religion, ancestry, national origin, citizenship or immigration status, age, sex, marital status, parental status, sexual orientation, gender identity, political ideology, honorably discharged veteran or military status, participation in a ~~((section))~~ Section 8 or other subsidy program, alternative source of income, the presence of any disability, or the use of a trained dog guide or service animal by a disabled person. The Department shall adopt a rule or rules to enforce this Section 14.08.015 that shall include the availability of such posters from the Department.

Section 14. Section 14.08.020 of the Seattle Municipal Code, last amended by Ordinance 125639, is amended as follows:

**14.08.020 Definitions**

\* \* \*

“Discrimination” means any conduct, whether by single act or as part of a practice, the effect of which is to adversely affect or differentiate between or among individuals or groups of individuals, because of race, color, creed, religion, ancestry, national origin, citizenship or immigration status, age, sex, marital status, parental status, sexual orientation, gender identity, political ideology, honorably discharged veteran or military status, alternative source of income, participation in a Section 8 or other subsidy program, the presence of any disability, or the use of a service animal by a disabled person. “Discrimination” includes harassment, such as racial and sexual harassment, as well as harassment based on other protected classes.

\* \* \*

“Prospective occupant” means any person who seeks to purchase, lease, sublease, or rent real property.

“Race” is inclusive of traits historically associated or perceived to be associated with race including, but not limited to, hair texture and protective hairstyles. For purposes of this definition, “protective hairstyles” includes, but is not limited to, such hairstyles as afros, braids, locks, and twists.

\* \* \*

Section 15. Section 14.08.045 of the Seattle Municipal Code, last amended by Ordinance 125114, is amended as follows:

**14.08.045 Retaliation, harassment, or coercion ((-))**

\* \* \*

B. It is an unfair practice for any person, whether or not acting for profit, to harass, intimidate, discriminate against, or otherwise abuse any person or person’s friends or associates because of race, color, creed, religion, ancestry, national origin, citizenship or immigration status, age, sex, marital status, parental status, sexual orientation, gender identity, political ideology, honorably discharged veteran or military status, alternative source of income, participation in a Section 8 or other subsidy program, the presence of any disability, or the use of a trained dog guide or service animal by a disabled person with the purpose or effect of denying to such person the rights granted in this ~~((chapter))~~ Chapter 14.08 or the right to quiet or peaceful possession or enjoyment of any real property.

\* \* \*

Section 16. Section 14.08.070 of the Seattle Municipal Code, last amended by Ordinance 125114, is amended as follows:

**14.08.070 Unfair inquiries or advertisements**

It is an unfair practice for any person to:

A. Require any information, make or keep any record, or use any form of application containing questions or inquiries concerning race, color, creed, religion, ancestry, national origin, citizenship or

immigration status, age, sex, marital status, parental status, sexual orientation, gender identity, political ideology, honorably discharged veteran or military status, participation in a Section 8 or other subsidy program, the presence of ((a)) any disability, or the use of a trained dog guide or service animal by a disabled person in connection with a real estate transaction unless used solely:

1. For making reports required by agencies of the federal, state, or local government to prevent and eliminate discrimination or to overcome its effects or for other purposes authorized by federal, state, or local agencies or laws or rules adopted thereunder,

2. As to “marital status,” for the purpose of determining applicability of community property law to the individual case, or

3. As to “age,” for the purpose of determining that the applicant has attained the age of majority, or in the case of housing exclusively for older persons as described in subsection 14.08.190.E, for the purpose of determining the eligibility of the applicant;

B. Publish, print, circulate, issue, or display, or cause to be published, printed, circulated, issued, or displayed, any communication, notice, advertisement, statement, or sign of any kind relating to a real estate transaction or listing of real property which indicates directly or indicates an intention to make any preference, limitation, or specification based on race, color, creed, religion, ancestry, national origin, citizenship or immigration status, age, sex, marital status, parental status, sexual orientation, gender identity, political ideology, honorably discharged veteran or military status, alternative source of income, the participation in a Section 8 or other subsidy program, the presence of ((a)) any disability, or the use of a service animal by a disabled person.

Section 17. Section 14.08.190 of the Seattle Municipal Code, last amended by Ordinance 125114, is amended as follows:

**14.08.190 Exclusions ((-))**

Nothing in this ((chapter)) Chapter 14.08 shall:



\* \* \*

B. Be interpreted to prohibit any person from making a choice among prospective purchasers or tenants of real property on the basis of factors other than race, color, creed, religion, ancestry, national origin, citizenship or immigration status, age, sex, marital status, parental status, sexual orientation, gender identity, political ideology, honorably discharged veteran or military status, alternative source of income, participation in a Section 8 or other subsidy program, the presence of any disability, or the use of a trained dog guide or service animal by a disabled person where such factors are not designed, intended, or used to discriminate;

\* \* \*

L. Be interpreted to prohibit any person from making a distinction or imposing differential treatment on the basis of citizenship or immigration status when authorized by federal or state law, regulation, rule, or government contract.

Section 18. Section 14.10.010 of the Seattle Municipal Code, last amended by Ordinance 123527, is amended as follows:

**14.10.010 Statement of purpose ((:))**

A. ((The ordinance codified in this chapter)) This Chapter 14.10 is an exercise of the police power for the protection of the public welfare, health, peace, and safety of the residents of The City of Seattle and in fulfillment of the provisions of the Constitution of this state. The City Council ((hereby)) finds and declares that practices of discrimination in public or private contracting against any person on the basis of race, color, sex, marital status, sexual orientation, gender identity, political ideology, age, creed, religion, ancestry, national origin, citizenship or immigration status, honorably discharged veteran or military status or the presence of any disability constitute matters of local concern and are contrary to the public welfare, health, peace, and safety of the residents of Seattle. However, to the extent that distinction or differential treatment on the basis of citizenship or immigration status is authorized by federal or state law, regulation, rule, or government contract, it is not unfair practice. The provisions of this ((chapter)) Chapter 14.10 shall apply to the City when acting as a

contractor and to other contractors, subcontractors, suppliers, material suppliers, bonding agencies, contract agencies, and other business entities doing business in the City, and shall be liberally construed for accomplishment of its policies and purposes.

B. Nothing in this (~~chapter~~) Chapter 14.10 shall be deemed to deny any persons the right to institute any action or to pursue any civil or criminal remedy for the violation of such person’s civil rights. Nothing contained in this (~~chapter~~) Chapter 14.10 is intended to be nor shall be construed to create or form the basis for any liability on the part of the City, or its officers or agents, for any injury or damage resulting from or by reason of any act or omission in connection with the implementation or enforcement of this (~~chapter~~) Chapter 14.10 on the part of the City by its officers, employees, or agents. Nothing in this (~~chapter~~) Chapter 14.10 shall be presumed to toll the statute of limitations for any claims under federal or state statute. Nothing in this (~~chapter~~) Chapter 14.10 shall be construed to prohibit or apply to actions taken in good faith against any person by a contractor based solely upon their performance, qualifications, or ability to perform in accordance with the terms of a contract or for other nondiscriminatory reasons.

Section 19. Section 14.10.020 of the Seattle Municipal Code, last amended by Ordinance 125576, is amended as follows:

**14.10.020 Definitions**

\* \* \*

“Discrimination,” “discriminate,” and/or “discriminatory act” means any act (other than an action taken in accordance with a lawful affirmative action program) or failure to act whether by itself or as part of a practice, the effect of which is to adversely affect or differentiate between or among individuals or groups of individuals by reason of race, color, age, sex, marital status, sexual orientation, gender identity, political ideology, creed, religion, ancestry, national origin, citizenship or immigration status, honorably discharged veteran or military status, or the presence of disability, unless based upon a bona fide occupational qualification. “Discrimination,” “discriminate,” and/or “discriminatory act” includes harassment, such as racial

and sexual harassment, as well as harassment based on other protected classes.

\* \* \*

“Race” is inclusive of traits historically associated or perceived to be associated with race including, but not limited to, hair texture and protective hairstyles. For purposes of this definition, “protective hairstyles” includes, but is not limited to, such hairstyles as afros, braids, locks, and twists.

“Respondent” means any person who has been alleged or found to have committed an unfair contracting practice prohibited by this ~~((chapter))~~ Chapter 14.10.

\* \* \*

Section 20. Section 18.12.280 of the Seattle Municipal Code, last amended by Ordinance 119628, is amended as follows:

**18.12.280 Discrimination prohibited ~~((c))~~**

A. It is the policy of the City, in the exercise of its police powers for the protection of the public health, safety, and general welfare, and for the maintenance of peace and good government, to assure equal opportunity for full enjoyment and use of park facilities to all persons, free from restrictions because of race, color, sex, marital status, parental status, sexual orientation, gender identity, political ideology, age, creed, religion, ancestry, national origin, citizenship or immigration status, honorably discharged veteran or military status, participation in a Section 8 program, ~~((or))~~ the presence of any ~~((sensory, mental or physical handicap))~~ disability, the use of a service animal by a disabled person, or the right of a mother to breastfeed her child.

B. It is unlawful for any person occupying or using any park or recreation facility for any event, activity or exhibition open to the public, whether or not under a permit and whether or not an admission or entrance fee is charged, to deny to any other person the full use and enjoyment of such park and recreation facility because of race, creed, color, sex, marital status, parental status, sexual orientation, gender identity, political ideology, age, religion, ancestry, national origin, citizenship or immigration status, honorably discharged veteran or military status, participation in a Section 8 program, ~~((or))~~ the presence of any ~~((sensory, mental or physical~~

~~handicap~~) disability, the use of a service animal by a disabled person, or the right of a mother to breastfeed her child. In addition to other sanctions, the permit of any person who is convicted of a violation of this ~~(section)~~ Section 18.12.280, for access or use of such park and recreation facility, may be canceled and, after notice and hearing, the Superintendent may order that such person shall not be eligible for any similar permit for access to, or use of, a park and/or recreation facility for a period up to three ~~((3))~~ years.

C. Where applicable, ~~((the term “deny” shall have the meaning in RCW 9.91.010, as now or hereafter amended;))~~ the terms “full enjoyment of” and “person” shall have the meanings in ~~((RCW 49.60.040))~~ Section 14.06.020, as now or amended.

D. Nothing in this ~~((section))~~ Section 18.12.280 shall prohibit the exercise of constitutional liberties or the use of a bona fide qualification or restriction that does not infringe upon civil rights or civil liberties recognized by state law or City ordinance.

Section 21. 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 \_\_\_\_\_, 2021, and signed by me in open session in authentication of its passage this \_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
President \_\_\_\_\_ of the City Council

Approved / returned unsigned / vetoed this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_

Jenny A. Durkan, Mayor

Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

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Monica Martinez Simmons, City Clerk

(Seal)

**SUMMARY and FISCAL NOTE\***

<b>Department:</b>	<b>Dept. Contact/Phone:</b>	<b>CBO Contact/Phone:</b>
LEG	Venkataraman/4-5382	

*\* 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 relating to human rights; including protections against discrimination based on citizenship and immigration status; adding a definition of race for certain purposes; and amending Sections 3.14.910, 3.14.931, 3.110.260, 4.80.020, 6.02.270, 6.202.230, 14.04.020, 14.04.030, 14.04.040, 14.04.050, 14.06.020, 14.06.030, 14.08.015, 14.08.020, 14.08.045, 14.08.070, 14.08.190, 14.10.010, 14.10.020, and 18.12.280 of the Seattle Municipal Code.

**Summary and background of the Legislation:** This legislation will align the City’s discrimination protections with recent changes to the State’s “Washington Law Against Discrimination” (WLAD) to include discrimination based on citizenship and immigration status and to provide a definition of race that is “inclusive of traits historically associated or perceived to be associated with race. This includes, but is not limited to, hair texture and protective hairstyles such as afros, braids, locks, and twists.”

It makes these changes as well as adding existing protections to areas of the Seattle Municipal Code that reference these protected classes and makes technical changes to ensure consistency, update outdated terminology, and conform code provisions to current drafting conventions.

**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?**

*If so, describe the nature of the impacts. This could include increased operating and maintenance costs, for example.*

Yes. There could be financial implications for the Seattle Office for Civil Rights (e.g., cost of conducting outreach and enforcement).

**Is there financial cost or other impacts of *not* implementing the legislation?**

There are no financial costs to the City of not implementing the legislation. However, not implementing might make it so individuals in Seattle facing certain forms of discrimination would need to seek out protection from the State rather than the City for those protected classes not currently covered.

**4. OTHER IMPLICATIONS**

**a. Does this legislation affect any departments besides the originating department?**

If so, please list the affected department(s) and the nature of the impact (financial, operational, etc.).

No

**b. Is a public hearing required for this legislation?**

If yes, what public hearing(s) have been held to date, and/or what public hearing(s) are planned/required in the future?

No

**c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**

For example, legislation related to sale of surplus property, condemnation, or certain capital projects with private partners may require publication of notice. If you aren't sure, please check with your lawyer. If publication of notice is required, describe any steps taken to comply with that requirement.

No

**d. Does this legislation affect a piece of property?**

If yes, and if a map or other visual representation of the property is not already included as an exhibit or attachment to the legislation itself, then you must include a map and/or other visual representation of the property and its location as an attachment to the fiscal note. Place a note on the map attached to the fiscal note that indicates the map is intended for illustrative or informational purposes only and is not intended to modify anything in the legislation.

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?**

If yes, please explain how this legislation may impact vulnerable or historically disadvantaged communities. Using the racial equity toolkit is one way to help determine the legislation's impact on certain communities. If any aspect of the legislation involves communication or outreach to the public, please describe the plan for communicating with non-English speakers.

Expanding the City's protected classes to include immigration and citizenship status will help realize the City's commitment to being a welcoming and equitable City for all its residents, visitors, and workers. These protections are now already afforded at the State level, by aligning the City's protections with the State, we ensure our City has jurisdiction to investigate claims of investigation and broaden pathways to justice for those most vulnerable. Because Black women are disproportionately likely to be discriminated against for their hair, including hairstyles in the City's definition of race helps protect illegal discrimination that is primarily faced by Black women. (Please see "The Crown Act" at <https://www.thecrownact.com>).

Implementing a language access plan for this legislation will include updating and providing information on Anti-Discrimination and civil rights in multiple languages on the website and

outreach materials, conducting trainings to immigration and refugee communities regarding these new protections, and building relationships with organizations that serve immigrant and refugee communities.

**f. Climate Change Implications**

**1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**

Please provide a qualitative response, considering net impacts. Are there potential carbon emissions impacts of not implementing the proposed legislation. Discuss any potential intersections of carbon emissions impacts and race and social justice impacts, if not previously described in Section 4e.

No

**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.**

Describe the potential climate resiliency impacts of implementing or not implementing the proposed legislation. Discuss any potential intersections of climate resiliency and race and social justice impacts, if not previously described in Section 4e.

No

**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).**

This answer should highlight measurable outputs and outcomes.

N/A

**List attachments/exhibits below:**



December 6, 2021

## MEMORANDUM

**To:** Community Economic Development Committee  
**From:** Asha Venkataraman, Analyst  
**Subject:** Council Bill 120241: Updating Protected Classes

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On December 10, 2021, the Community Economic Development committee will discuss [Council Bill \(CB\) 120241](#), which would amend the Seattle Municipal Code (SMC) to align with the [Washington Law Against Discrimination](#) (WLAD) and update references to protected classes.

This memorandum describes CB 120241 and highlights next steps. Central Staff has not identified any issues for Council's consideration.

### Background

On September 21, 2021, the Community Economic Development Committee discussed [CB 120180](#), which would have incorporated the addition of citizenship and immigration status as protected classes into those parts of the code over which the Office for Civil Rights (OCR) has jurisdiction (Titles 3 and 14), added an exception for when differentiating based on those statuses is permitted by law, and included the definition of "race" that is in the WLAD.

On September 15, 2021, the Committee reviewed the [Central Staff memo](#), which discussed potential amendments to CB 120180 to incorporate updating other code sections with these new protected classes. CB 120241 would include these amendments, and it was re-introduced as new legislation to reflect an update to the title. The fiscal considerations noted in the Central Staff memo are still applicable to CB 120241. The memo noted that the Council may want to consider adding funds to support education and outreach about these added protections to the City's code but that because the degree of impacts on SOCR's enforcement workload is not entirely clear at this point, in the future the Council may want to consider adding enforcement staff if there is a substantial increase in workload.

### CB 120241

This legislation would retain the changes in the transmitted version of CB 120180. It would also (a) update various other code provisions with both the new protected classes and existing protected classes that the Executive did not previously propose adding to these sections and (b) make technical changes to use the most recent language and drafting conventions. The updates not reflected in CB 120180 but in CB 120241 that are described above are to the following sections:

- [SMC 3.110.260](#): prohibiting discrimination in public corporations
- [SMC 4.80.020](#): policy for affirmative action plans

- [SMC 6.02.270](#): business license regulations
- [SMC 6.202.230](#): license code regulations
- [SMC 18.12.280](#): parks use regulations

### **Next Steps**

If the Committee recommends the legislation be passed on its December 10, 2021, meeting, Council will likely vote on CB 120241 on January 3, 2022.

cc: Esther Handy, Director  
Dan Eder, Deputy Director