

City of Seattle



**Executive Director
Community Police Commission**

**Confirmation Packet
February 23, 2021**

Brandy Grant



February 18, 2021

The Honorable Lisa Herbold
Chair, Public Safety and Human Services Committee
Seattle City Council Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Councilmember Herbold:

On behalf of the Community Police Commission (CPC), we are pleased to transmit to the City Council the following confirmation packet for our appointment of Brandy Grant as the Executive Director of the Community Police Commission.

The materials in this packet are divided into two sections:

A. Brandy Grant

This section contains Ms. Grant's appointment and oath of office forms, her resume, and the press release announcing his appointment.

B. Background Check

This section contains the report on Ms. Grant's background check.

Brandy has served as the interim Executive Director of the CPC since August 2020. Prior to that she was a CPC commissioner. Brandy holds a Master's degree in Organizational Development and has worked as a non-profit management professional for close to twenty years. She spent much of the last seven years developing public health programming that led to learning with community leaders, people with lived experience, representatives from public health, the legal and justice system, health care, and others to work to prevent more lives being affected by and lost to gun violence.

The CPC conducted a national search process with priority to identify candidates with an extensive background related to the issues associated with police reform in the City of Seattle. We conducted a public recruitment process that included a public candidate forum, candidate engagement with CPC staff and a formal interview with the Commissioners.

Brandy brings the leadership, experience and deep community connections that will serve the CPC in fulfilling our mission to ensure that the Community voice is centered in the accountability system in Seattle.

Seattle
Community
Police Commission

Our city. Our safety.
Our police. Better together.

If you have any questions about the attached materials or need additional information, please contact Senior Executive Recruiter Pam Inch at 206-684-7562.

Sincerely,

La Rond Baker

La Rond Baker (Feb 18, 2021 14:08 PST)

La Rond Baker
CPC Co-Chair



Erin Goodman (Feb 18, 2021 14:11 PST)

Erin Goodman
CPC Co-Chair

SECTION

A

February 11, 2021

Brandy Grant
[REDACTED]

Dear Brandy,

Congratulation on your appointment as the ***Executive Director of the Community Police Commission***, pending confirmation by the Seattle City Council, effective **February 4, 2021**.

The following conditions apply to your appointment:

TERMS OF APPOINTMENT: The ***Executive Director of the Community Police Commission*** is classified as an Executive 3 in the City's Accountability Pay for Executives (APEX) Program and is exempt from the City's Civil Service System. As an exempt employee, you are at will and serve at the discretion of the Community Police Commission. Your six-year term commenced upon your appointment on February 4, 2021 and will expire on February 3, 2027.

SALARY: Your salary will be \$188,212.32 (\$90.14/hour based on 2088 hours). You will be paid on a bi-weekly basis. Pay days occur every other Friday. Your first pay date will be **February 26, 2021**. Your position is exempt from the provisions of the Fair Labor Standards Act, which means that you do not receive overtime compensation. However, as a salaried employee you are not required to use accrued vacation leave or sick leave for occasional absences of four hours or less during any workday.

EMPLOYMENT BENEFITS: The City of Seattle offers a comprehensive benefits package for you and your eligible dependents. An Employee Benefits Guide is available online at <http://www.seattle.gov/personnel/benefits/home.asp>. Please make sure to choose the option titled "2021 Most Employee Benefit Guide." I encourage you to review this information as soon as possible as you must make your selections within **30 days** of your appointment.

As a department head, you will receive 30 days of vacation each calendar year during which you serve. These days do not carry over into succeeding years. Additionally, you are eligible for 10 holidays and 2 personal holidays per year.

City employees accrue sick leave based on the number of regular hours worked. Full time employees earn 96 hours of sick leave per year. You may carry over your unused sick leave, there is no maximum accumulation. You are eligible to use sick leave after 30 days of employment.

RETIREMENT: Participation in the City's Retirement Program is optional for exempt employees. As a participant you contribute a percentage of your salary towards your retirement. Contributions and earnings are tax deferred. The City pays a percentage of your salary towards your retirement, and you become vested (eligible for a monthly benefit at retirement age) at five years of service. If you leave

City employment before retirement and withdraw your contribution, you will not be entitled to any of the City's contributions.

Brandy, congratulations on your appointment as the **Executive Director of the Community Police Commission**. If you have questions about your employment with the City please contact Brian Sharkey, SR. HR Business Process, at [REDACTED]

Sincerely,

La Rond Baker

La Rond Baker (Feb 11, 2021 10:41 PST)

La Rond Baker
CPC Co-Chair



Erin Goodman (Feb 11, 2021 11:01 PST)

Erin Goodman
CPC Co-Chair

cc: Personnel File
Pam Inch, Sr. Executive Recruiter

Acceptance of Offer:

Please indicate your acceptance of this job offer by signing and dating below. Upon your signature the system will create an electronic file for you and forward a file to the City. Please keep a copy for your files.

Signature: _____


Brandy Grant (Feb 12, 2021 10:40 PST)



Brandy Grant

Date: _____

02/12/2021



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Brandy Grant</i>		
Board/Commission Name: <i>Community Police Commission</i>		Position Title: <i>Executive Director</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>Community Police Commission</i>		Term of Position: * <i>2/4/2021</i> to <i>2/3/2027</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: <i>Insert neighborhood name</i>	Zip Code: <i>Insert zip code</i>	Contact Phone No.: [REDACTED]
Background: <i>Brandy has served as the interim Executive Director of the CPC since August 2020. Prior to that she was a CPC commissioner. Brandy holds a Master's degree in Organizational Development and has worked as a non-profit management professional for close to twenty years. She spent much of the last seven years developing public health programming that led to learning with community leaders, people with lived experience, representatives from public health, the legal and justice system, health care, and others to work to prevent more lives being affected by and lost to gun violence.</i>		
Authorizing Signature (original signature):  <small>La Rond Baker (Mar 2, 2021 13:08 PST)</small>		Appointing Signatory: <i>La Rond Baker</i> <i>CPC Co-Chair</i>
Date Signed (appointed): <i>03/02/2021</i>		
Authorizing Signature (original signature):  <small>ERIN GOODMAN (Mar 2, 2021 13:43 PST)</small>		Appointing Signatory: <i>Erin Goodman</i> <i>CPC Co-Chair</i>
Date Signed (appointed): <i>03/02/2021</i>		



CITY OF SEATTLE ▪ STATE OF WASHINGTON
OATH OF OFFICE

State of Washington

County of King

I, Brandy Grant, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Executive Director of the Community Police Commission; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of The City of Seattle; and that I will faithfully conduct myself as *Executive Director of the Community Police Commission*.

Brandy Grant

Subscribed and sworn to before me

this ____ day of _____, 2021.

[Seal]

Monica Martinez Simmons, City Clerk

Mr. Greg Nelson
Ralph Andersen & Associates
5800 Stanford Ranch Road,
Suite 410
Rocklin, California 95765

Dear Mr. Greg Nelson,

All of the work I have done throughout my career has prepared me for this opportunity. I was driven by community, family, and work in that order. I am led to this work with this in mind, "Civilian oversight alone is not sufficient to gain legitimacy. Without it, however, it is difficult, if not impossible, for the police to maintain the public's trust and push sustainable reform efforts forward. "As the current Interim Executive Director of the Seattle Community Police Commission, I was able to, in the first month, create some Key Wins & Results. With more time, I am hopeful I can do more given the opportunity:

1. CCW Ban Recommendations for SPD with support of City Council and places of alignment with accountability partners.
2. Drafted and began the process for an Independent State Legislative Agenda for the Community Police Commission with support from the various police accountability partners, OIR, Mayor, and Council
3. Get the CPC a seat on the FRB Force Review Board.
4. Audit Task Force for closed officer complainant cases
5. Recommendation Tracker for Policy recommendations and processes as outlined in the accountability partners' workplaces and SPD.
6. Website Development
7. Hiring and Training a whole new team/Onboarding Process (New/Improved)
8. Internship and Fellowship Program Development for future leaders of police reform with the support of the City Internship Department and Budgetary band-with approval.
9. Cornerstone Training database with the City will have a new piloted CPC Specific training module in November 2020 with an anticipated roll-out date of January 2021.

I have continued overseeing a team of individuals who align with the Community Police Commission (CPC) mission, values, and ordinance; our work was mandated under the Consent Decree to provide community input on needed reforms. The City of Seattle established the CPC by ordinance, and it began work in 2013. Under landmark Accountability Legislation adopted in 2017, the CPC was made permanent, its scope of responsibilities and authority broadened, and the number of Commissioners increased. While it continues to be responsible for its obligations related to the Consent Decree, it now is also mandated to provide ongoing, community-based oversight of SPD and the police accountability system.

Our duty as a Commission is to make sure that we leverage the ideas, talent, experience, and expertise of the community that will offer greater transparency, public understanding, and participation in the implementation of police services delivered per the constitution and the laws of the United States. As a commission, we have to continue to hold law enforcement actions to a standard higher than what's present. We must investigate, report, recommend, and change what isn't working. We not only owe it to the community, but we owe it to the officers who are not a part of the problem. Push to ensure justice for the community and ensure wellness for community and officers, just processes, and accountability for civilians' harm. The two-way mirror of system change not only lies with the system that has oppressed communities but lies with those of us who have championed to make sure those systems are transformed. Seattle has an opportunity to set an example for the country by working together, listening, being transparent, and looking for long term solutions. Policing has a long, sordid

history that cannot be reversed overnight, so many of us lose when we don't come together for the common good of safe communities and wellness for all.

The City of Seattle, even the state of Washington, has a unique opportunity to get behind and support a black woman's leadership at the helm of an independent City office. There is also an opportunity to correct Police reform by working with the community and law enforcement to bridge and fill the gaps of inequities and systemic racism. With the right leadership, the CPC can put processes and policies in place that keep the community safe from bad policing and adhere to the Constitution and America's laws.

I believe I am the person that not only can honor the founders of the CPC but connect and collaborate with the new CPC. The current CPC has to evolve, change/adapt to the current times that we're in. And the first thing to do to make sure that we are successful while honoring our founders is to ensure that the Community understands and is knowledgeable about the consent decree and the sustainment plan and what true bargaining means in Seattle. It's truly time to give the Community a true seat at the table; it is time to finally pull in the true expertise and experience and knowledge base of the people that are the most impacted; it is time to put power to policies since we all know there is power in policy as we see time and time again in legislation and laws.

The CPC has an opportunity to also move past the distractions and the barriers that have kept us from completing the work that we need to be doing in honor of community and public safety. There is officially a time out for anything that does not breed true collaboration, honesty, and transparency. And respectfully so take an aggressive stance on what will no longer work around poor policing policies and structure.

We not only owe it to Community, but we also owe it to law enforcement to help move them beyond a system of racism and antiquated laws and policies that were originally stemmed and based on pure and unadulterated racism.

Any system where you are not penalized for your actions begets an environment of system breakdowns, inequities, poor decision-making, loss of control, lack of support, and finally allows great officers to be overshadowed by bad ones. Sadly, but true when you strip away everything that has happened over the last several months, years, and decades even centuries to be a matter of fact, one layered question remains. "How do we keep the public safe?" "How do we trust in the people that are supposed to keep us safe?" And, "How do we create opportunities where we are not asking people to do a job that in some cases, they are incapable of doing?" The question is layered, but it's all the same. I want to continue the work I've already started as a Commissioner. As the Interim Executive Director, we can pivot this office in the police accountability world like never before.

Thank you for your time and consideration,

Brandy Grant, MHR

A large black rectangular redaction box covering the signature area of the letter.

Operational Reorganization / Senior-Level Leadership, Strategic Planning, Goal setting & Visioning Board Committee Participation, Strategic Planning and Organizational Assessment & Alliance & Partnership Formation, Summit Management and Development, Police Reform

Cross-Functional Team Leadership Employee Development, Mentoring & Coaching Community Relations / PR / Media Outreach Legislative Advocacy & Cause-Based/ Advocacy and Education, Organizational & Program Development, Organizing, Campaign Management

Brandy Grant

Emphasis on Non-Profits / Programming / Social Enterprises / Issue & Advocacy Organizations

Senior level leadership with 15+ years of expertise driving breakthrough results for highly innovative and mission-focused organizations including education, mental health, direct service, program development, and outreach for Community Based Services in marginalized and low-income neighborhoods. Currently working with startup organizations to build funder and donor relationships with partners and funding relationships I have built throughout the years that want bridge building with deserving organizations. Able to set vision, goals, and provide steady guidance during unstable and uncertain times. Proven fundraiser and change agent. Passionate about applying best practices to improve organizational agility. Master communicator skilled at addressing diverse audiences of all ages, spanning all socioeconomic and ethnic backgrounds.

AREAS OF EXPERTISE

EDUCATIONAL CREDENTIALS

Master of Human Relations emphasis in Organizational Development and Counseling, University of Oklahoma, Tulsa University Undergraduate Degree, Sociology/ Psychology Arts and Sciences B. A. Tulsa, OK

CAREER HISTORY & KEY ACCOMPLISHMENTS

SEATTLE COMMUNITY POLICE COMMISSION INTERIM EXECUTIVE DIRECTOR Seattle, WA: 8/2020-PRESENT

Key Wins & Results:

- CCW Ban Recommendations
- Drafted and began the process for an Independent State Legislative Agenda for the Community Police Commission
- Audit Task Force for closed officer complainant cases
- Recommendation Tracker for Policy recommendations and processes as outlined in the accountability partners workplaces and SPD.
- Website Development
- Hiring and Training a whole new team/Onboarding Process (New/Improved)
- Internship Program Development

Oversee a staff of 9 who works in alignment with The Community Police Commission (CPC) which was mandated under the Consent Decree to provide community input on needed reforms. The City of Seattle established the CPC by ordinance, and it began work in 2013. Under landmark Accountability Legislation adopted in 2017, the CPC was made permanent, its scope of responsibilities and authority broadened, and the number of Commissioners increased. While it continues to be responsible for its obligations related to the Consent Decree, it now is mandated to also provide ongoing, community-based oversight of SPD and the police accountability system.

SEATTLE COMMUNITY POLICE COMMISSION COMMUNITY POLICE COMMISSIONER VOLUNTEER
Seattle, WA: 4/2019-August 2020

I was appointed by the City Council and was sworn in this past April 2019 for the Community Police Commission the only one of its kind in the US since 2015 after the wrongful deaths of civilians in Seattle by the hands of police officers. I work with a group of 20 others with the City to oversee Police Reform and Accountability. She works with the Mayor's office, OPA Office of Police Accountability, OIG The Office of the Inspector General, and the DOJ department of justice to speak on behalf of district communities to hold police accountable. I will serve for 2-3 and at that time can be reappointed.

ALLIANCE FOR GUN RESPONSIBILITY FOUNDATION
8/5/2020

PROGRAM DIRECTOR Seattle, WA: 11/2017-8/5/2020

Key Wins & Results:

- **Public Health:** Co-Planned, led outreach, and creation of two days of dialogue and learning with community leaders, people with lived experience, representatives from public health, the legal and justice system, health care and others we can work to prevent more lives being affected by and lost to gun violence. The summit concluded and ended with the regularly scheduled July 2019 Board of Health meeting, where the Board will review the learning and dialogue that took place during the previous two evenings and identify its path forward on addressing this public health crisis.
- **Policy:** Drafted, co-sponsored legislation and successfully led a coalition and budget strategy for the following bills SB 6628 and SB 6188, which through the use of legislative contacts and community engagement, organizing, and advisement, that was submitted for consideration a pair of bills to the WA State House of Representatives for the 2020 session. The bills below awaited the Governor's signature and were signed into law.
 - **SB 6288:** Creates an Office of Firearm Safety and Violence Prevention which will administer a grant program to community-based intervention and prevention programs and will gather gun violence data.
 - **SB 6168:** The Supplemental Operating Budget contains \$14.3 million for gun violence prevention programs, to support implementation of newly passed gun laws and research into gun violence.
- **Education to Action:** Our Education to Action or Ed2Ac workshops have become an integral part of collaborative efforts to reduce gun violence in some of the most impacted communities in our state. Ed2Ac prepares young people to become an integral part of the legislative process – organizing, testifying for the legislature, and informing policy. So far this year, the Alliance for Gun Responsibility Foundation has completed eight workshops with over 250 participants in south Seattle. Workshops in Seattle Public Schools alone reached 110 youth participants. Building on this success, we will bring workshops to Rainier Beach High School, West Seattle High School, and Franklin High School during the 2018-19 school year.
- **Implementation:** Created CJTC Student Handbook pilot task-force team. Working closely with Law Enforcement entities, Judge Levinson, and King County DV Unit to build, examine and implement the Washington State Criminal Justice Training Commission Basic Law Enforcement Academy Domestic Violence Student Handbook for Training purposes. Looking over the evaluation, objectives, curricula, and possible certification to incentivize officers and agencies.
- Took students to first National Student led summit to create "Student Bill of Rights." The AFT, National Education Association, Guns Down, Students for Change, Everytown, Students Demand Action, and the Brady campaign will bring students from across the nation together with teachers in Washington D. C. to review existing student plans to reduce gun violence and combine them into a single "Student Bill of Rights" on school safety along with a corresponding action plan.
- Establish new community partners and introduce Ed2Ac over 75 partners.
- Planned and coordinated largest African American Legislative Lobby Day Bremerton, Tacoma, Mill Creek, Seattle WCLC Churches.
- Trained over 200 new advocates throughout 2017-2019.

Focus Areas: Youth Advocacy and Education, Legislation, Workshops, Implementation work, research and community engagement.

ATLANTIC STREET CENTER FAMILY RESOURCE CENTER PROGRAM MANAGER
3/2016-8/2017

Seattle, WA:

Key Wins & Results:

- Within 4 months increased program visibility and attendance outcomes by 40% and increased enrolled participants to Family Resource Center from 600 to 1000 people.

- Primarily focused on a quarter behind in performance commitments for contract and turned it around in 120 days.
- Forged strategic partnerships with over 30 plus community organizations and corporations including Seattle Tilth, Seattle Children's Hospital, Guided Pathways, Center for Multicultural Health, Amazon, Nordstrom, Atlantic Street Center, Liberty Mutual, Youth Care, Northwest Network, Street Youth Ministries, Public Health of King County, University of Washington, and City of Seattle.
- Carefully monitor all programs for accountability and to ensure performance against objectives and exceeded performance goals within a 120-days into a Quarter 2 contract compliance.
- Focus areas include Mental Health, Homelessness and Affordable Housing, Healthcare Access, Youth Development, and Food Insecurity. Passionate about fostering an effective and dynamic team and a positive work environment. Skilled at writing, administering, and monitoring contracts, grants, budgets and fiscal reports. Expertise in program development, planning, and assessment, staff development, change management, public and private grant writing, community organizing, program development and administration, m human resources, public health, healthcare access, youth development, public policy and advocacy, strategic planning, program evaluation, performance measurement, and compliance.

BRYDEN CONSULTING LLC

FOUNDER AND DIRECTOR

Seattle, WA: 2016-PRESENT

Key Wins & Results:

- Short-term contractual work with creative and thoughtful leadership style that focuses on collaboration and a commitment to social justice. Offering comprehensive organizational assessments for non-profit organizations including detailed analysis and recommendations on strategy, development, boards, Finances, policies and procedures, staffing, facilities, programs and more.
- Focus areas include Mental Health, Homelessness and Affordable Housing, Healthcare Access, Youth Development, and Food Insecurity. Passionate about fostering an effective and dynamic team and a positive work environment. Skilled at writing, administering, and monitoring contracts, grants, budgets and fiscal reports. Expertise in program development, planning, and assessment, staff development, change management, public and private grant writing, community organizing, program development and administration, m human resources, public health, healthcare access, youth development, public policy and advocacy, strategic planning, program evaluation, performance measurement, and compliance.

BRYDEN CONSULTING HEALTHCARE FOR THE HOMELESSNESS PROJECT DEVELOPMENT COORDINATOR
Seattle, WA: 10/2016-1/2017

Key Wins & Results:

- After working with the ASC organization from October through January the Project Development Coordinator met weekly with the Executive Director for input and direction to determine that Housing, Healthcare, Financial Assistance, and Employment were key for Resource Development.
- After 12 weeks a detailed 96-page Resource Manual was prepared and presented to ASC. In addition, the Project Development Coordinator was able to identify Stakeholders for potential partnership and/or implementation of a Homelessness Prevention Program that would allow for an array of services at the ASC Family Resource Center.
- Primary focus was building, researching and verifying the information placed in the Resource Manual for referrals and assistance. Notes and connections are based on HCHN resource building for a more robust and comprehensive service base for Atlantic Street Center youth and families.
- Connections were made with Housing, Healthcare, Food, and Educational organizations. Should ASC implement the program they now have a Resource Manual and Potential Partners that are interested in providing additional support and resources on-site.

Core Challenge: Brought on board by this 28-year-old organization to lead a major restructuring/turn-around effort centered on improving programming, operational development, and staff development. Along with operational procedures, accounting process, IT processes, and policy and procedures. Identify new streams of revenue and maintain current revenue with a transitioning staff and board with difficulties with governance versus advisory.

TEEN FEED
2014-2016

DIRECTOR OF PROGRAMS AND OPERATIONS

Seattle, WA:

Key Wins & Results:

- Created office presence, establishing all operations, infrastructure, policies, and procedures for ac- counting, human resources, and IT.

- Established pro bono relationships and decreased outsourced labor for operational departments for a small organization of 5-14 employees.
- Building partnerships and innovative solutions towards affordable healthcare access and homelessness prevention.
- Worked with the Executive Director to pilot, implement and oversee YAC Youth Access to Care an integrated component of the organization's case management programs which provided outreach, enrollment, and navigation services for homeless, at-risk, and food insecure young people in need of health- care.
- Established the organization as a contracted In-Person Assister Organization working in partnership with the Washington Health Benefit Exchange and Washington Health Plan Finder.
- Re-Established and started key partnerships with Auburn Youth Resources and Atlantic Street Center for meal programming, healthcare coordination, and basic needs. Supported educational efforts and advocacy within new and current partnerships.
- Worked to apply networking knowledge of local philanthropic community and funding opportunities and extensive knowledge of the local nonprofit communities within South and North King County.
- Restructured and elevated Volunteer program increased number of participants, established recognition events to thank donors and volunteers. Established new relationships with University of Washington Social Work program for BSW and Master's level interns to offer social work to clients and help develop programming.
- Prepared, hired intern to conduct and gather data for programmatic survey of services, needs, and ways to improve from 2014-2016. Established a 45-60% increase in program participation and visibility in the community.
- Provided senior level oversight of the agency's meal program, case management, healthcare access, and street outreach programs.
- Initiated a new stream of revenue for Case Management services to be paid for by external agency.
- Established funding for staff development and training through a grant for service providers who work with LGBTQ youth and young adults and youth of color who have experienced family violence and/or domestic violence.
- Started new mobile health clinic relationship for organizations clients with King County Health the program brings mobile medical clinics to free meal programs, food banks, and encampments throughout Seattle and South King County.
- Onsite the mobile medical team offers clients: Walk-in primary care for acute and chronic conditions STD, HIV and Hepatitis C testing, Family planning, Access to behavioral health and chemical dependency specialists Naloxone overdose prevention training and kits
- Forged strategic partnerships with over 30 plus community organizations and corporations including Microsoft, Seattle Children's Hospital, Amazon, Nordstrom, Atlantic Street Center, Liberty Mutual, Youth Care, Northwest Network, Street Youth Ministries, Public Health of King County, University of Washington, and City of Seattle.
- Carefully monitor all programs for accountability and to ensure performance against objectives
- Lead quarterly Strategy Sessions w/Board/Staff to ensure continued focus, alignment, and momentum
- Serve as key regional advocate and data reviewer for the YYA (Youth and Young Adult Committee for LGBTQ and Youth of Color) Disproportionality Committee with the King County Committee to End Homelessness, City of Seattle, and various other entities for data collection sharing and planning.

Core Challenge: Lead the development and planning for new programs and new partnerships for education and positive behavioral supports in an educational setting.

DAYBREAK FAMILY SERVICES
2011-2014

SCHOOL BASED LEAD THERAPIST

TULSA, OK:

Key Wins & Results:

- Developed a series of new programs, educational positive behavioral supports in the middle school and high school feeder pattern.
- Partnered with TRIO Education Services and Department of Education Nutrition services to increase summer school enrollment, provide intervention and education to successfully prepare for junior college and 4-year college with informational, parent support groups, and student peer support groups.
- Provided individual, group and family therapy, and therapeutic intervention to clients in school, community/home-based settings, while maintaining financial viability of the program.
- Intervene in crisis in a calm appropriate manner that maintains staff and youth safety.
Complete, submit and verify accuracy of paperwork including, initial assessments, treatment plans, therapy notes, and other required clinical documentation for all services provided, while maintaining CARF, JAICO, and Medicaid standards Provides clinical consultation to Behavior Specialist and school

- Attends meetings and provides consultation to, and advocates for clients with schools, participates in CST/IEP meetings, coordinates services with community agencies, and cooperates with other providers to meet client and client system needs.
- Maintains a flexible caseload and completes other duties as assigned by supervisor, including participating in on-call Establish and maintain effective working relationships with the Behavior Specialist, school administrators and school personnel, and engage in regular communication. Work effectively with youth in groups and facilitate with the Behavior Specialist, including planning/ implementing a summer program. On-call responsibilities as assigned. All other duties as assigned by supervisor.

YOUTH CARE CONTRACT THERAPIST

TULSA, OK: 2010-2011

Key Wins & Results:

- Weekly and bi-weekly individual therapy and family therapy. Individual assessments and treatment plan development and extensions on a fee for service basis.
- Developed a series of new programs, educational positive behavioral supports in the middle school and high school feeder pattern.
- Partnered with TRIO Education Services and Department of Education Nutrition services to increase summer school enrollment, provide intervention and education to successfully prepare for junior college and 4-year college with informational, parent support groups, and student peer support groups.
- Provided individual, group and family therapy, and therapeutic intervention to clients in school and community/home-based settings, while maintaining financial viability.

□ ASSOCIATED CENTERS FOR THERAPY DIRECTOR OF CHILDREN'S SERVICES
COMMUNITY AND SCHOOL BASED

Tulsa, OK: 2004-2010

Key Wins & Results:

- Provide support and oversight to program staff, enhancing the clinical component of the program by strengthening staff's ability to assess mental health needs and provide psycho-education to the staff in efforts to provide trauma informed and client centered care.
- Working with principals and school administration to provide services for the students with outside agencies and partners to promote education and emotional well-being. Able to establish a welcoming environment working with clinical, administrative, and support staff. Must possess organizational skills, initiative, and flexibility to design a viable program.
- Oversee all staff trainings, workshops, and activities to support staff development components of all programs.
- Work closely in conjunction with the Development Team to engage potential funders, build on current funding relationships, and represent organization at fundraising events.
- Monitor program activity to ensure contractual compliance, including budgets, data collection, and report submissions.
- Oversee Budget and revenue over 1.7 million dollars for the 2007 Fiscal year, responsible for hiring, and program development.
- Ensure timely, accurate, and complete Medicaid and Department of Mental Health charting. Ensure timely and accurate collection of client information and billing of all services provided by assigned staff by researching and tracking billing.

FAMILY AND CHILDREN'S SERVICES DIRECTOR/TEAM LEAD OF PSYCHOSOCIAL REHABILITATION SERVICES

TULSA, OK: 2001-2004

Key Wins & Results:

- Program Development and support for educational services for adults to learn daily living skills and ability to return to school or the workforce.
- Pilot relocation and additional programming and services for Homeless Adults with Co-Occurring disorders with state funding.

DVIS OVERNIGHT SHELTER RELIEF PART-TIME

TULSA, OK: 2001-2002

TULSA HOUSING AUTHORITY SERVICE COORDINATOR FOR RESIDENT SERVICES

TULSA, OK: 1999-2001

Key Wins & Results:

- Development of Resources for Youth and Young Adults to have educational and employment services within the community in which they lived.

PAID INTERNSHIPS

Q2 CONSULTING/UNIVERSITY OF TULSA PROJECT EVALUATOR, RESEARCH ANALYST AND FOCUS
GROUP FACILITATOR TULSA, OK: SUMMER 2001

GIRL SCOUTS OF AMERICA "PROJECT MEND" TRAINED CHILD LIASION, MENTOR, AND ADVOCATE
TULSA, OK: FALL 2000

ST FRANCIS LAUREATE PSYCHIATRIC CLINIC OVERNIGHT PSYCH TECH TULSA, OK: WINTER 2000

COMMUNITY LEADERSHIP / BOARD ROLES

JUNIOR LEAGUE OF TULSA | MEMBER AND VOLUNTEER Tulsa, OK: 2011-Present

Our mission of training volunteers in community service continues to be our priority

The Junior League of Tulsa, Inc., is an organization of women committed to promoting volunteerism, developing the potential of women and improving the community through the effective action and leadership of trained volunteers. Its purpose is exclusively educational and charitable.

YOU GROW GIRL | RESOURCE DEVELOPMENT COMMITTEE Seattle, WA: 2016-Present

You Grow Girl! Provides comprehensive services for young women to reach their authentic self through the development of life skills, confidence and self-respect. The committee oversees all fundraising activities on behalf of You Grow Girl! Activities include but are not limited to organizing the Give BIG, Adopt Her Family and #GivingTuesday campaigns, host annual events such as the Summer Sip and She Gives Back brunch

BABIES OF HOMELESSNESS | COMMUNITY ENGAGEMENT OFFICER Bothell, WA: 2016-Present

Babies of Homelessness mobilizes the community to deliver essential items to babies, toddlers and young children living in homeless encampments, in their cars/RVs and shelters. Through no fault of their own, these invisible children are often victims of neglect, abuse and sometimes living in deplorable conditions. Our goal is to shed light on an issue that is too often hidden from view of most locals.

KING COUNTY COMMITTEE TO END HOMELESSNESS | YOUTH AND YOUNG ADULT

DISPROPORTIONALITY COMMITTEE

Seattle, WA: 2014-2016

The Homeless Youth and Young Adult Initiative is King County's community-wide response to prevent and end homelessness among young people. The Initiative is led by the King County Committee to End Homelessness, richly advised by agency and government leaders, supported by private philanthropy and the public sector, and grounded in the voices and input of homeless and formerly homeless young people.

More than 100 stakeholders, including private philanthropy, organizations providing services to youth and young adults, government agencies, and homeless youth and young adults themselves, came together to create and fund Priority Action Steps to Prevent and End Youth/Young Adult Homelessness.

The plan has three primary goals:

*Coordinated data collection and reporting so we can measure our progress amongst youth of color and LGBTQ youth.

MENTAL HEALTH ASSOCIATION OF TULSA | ADVOCATE AND SUPPORTER Tulsa, OK: 2006-2017

Core member of this advocacy group dedicated to identifying and eliminating the root causes of mental health awareness and support.

MISSION

Mental Health Association Oklahoma is dedicated to promoting mental health, preventing mental disorders and achieving victory over mental illness through advocacy, education, research, service and housing.

VISION

Mental Health Association Oklahoma envisions a just, humane and healthy society in which all people are accorded respect, dignity and the opportunity to achieve their full potential, free from stigma and prejudice.

Vision /Mission

A community empowered to ignite opportunities and eliminate disparities for all people across the lifespan. To be a leader in confronting challenges to health, social, education and economic opportunities, and strategically advancing effective community-based solutions. We do this through research, planning, networking, and mobilizing resources.

Key Committees: Success for Children, Youth and Young Adults, Access to Critical Resources for Help, Good Health and Accessible Healthcare, and Community Schools Coalition.

HIB (Harassment, Intimidation, and Bullying) COMMITTEE NORTSHORE SCHOOL DISTRICT
| POLICY TEAM Bothell, WA2017-Present

NAACP KING COUNTY MEMBER 2019

Brandy Grant's Work and Related News clips & Articles

<https://gunresponsibility.org/blog/charles-roland-african-american-legislation-day-2019/>

<https://gunresponsibility.org/blog/call-action-gun-violence-awareness-lets-talk-listen-act/>

<https://gunresponsibility.org/blog/first-annual-advocacy-heart-field-trip/>

<https://www.google.com/amp/s/www.seattlepi.com/local/politics/amp/Connelly-Franklin-High-message-stop-violence-guns-12979556.php>

Brandy Grant's Work and Related News clips & Articles

<https://gunresponsibility.org/blog/partner-spotlight-choose-180/>

<https://gunresponsibility.org/news/cpc/>

<https://www.instagram.com/p/Bw5MD6rDHer/?igshid=1va0jzg8v838g>

Brandy was appointed by the City Council and was sworn in this past April for the Community Police Commission the only one of its kind in the US since 2015 after the wrongful deaths of civilians in Seattle by the hands of police officers. She works with a group of 20 others with the City to oversee Police Reform and Accountability. She works with the mayor's office, OPA Office of Police Accountability, OIG The Office of the Inspector General, and the DOJ department of justice to speak on behalf of district communities to hold police accountable. She will serve for 2-3 and at that time can be reappointed.

<https://gunresponsibility.org/blog/we-wore-orange/>

<https://foundation.gunresponsibility.org/blog/gun-violence-prevention-summit/>

<https://youtu.be/fd7mPCys5XY>

Alliance for Gun Responsibility News and Information Clips
July 22, 2019

Important Highlights

- Continued coverage of King County Board of Health Summit

Alliance for Gun Responsibility News and Commentary

Q13 (Staff): "What is the effect of continuous gun violence on families?" "King County hosted a series of gun violence forums and one of the topics of discussion was the effect on families." [Q13, 7/19/19]

KOMO Radio (Staff): “Gun violence was addressed as a public health issue with King County leaders. Brandy Grant with the Alliance for Gun Responsibility said gun violence still unequally affects people of color. She told the council about advocates’ biggest challenge: ‘Funding and capacity. You all had the opportunity to hear again from some remarkable organizations that most of the time are only ran by 5 to 13 people on any given day, and most of that is on a volunteer basis. That comes after a two-day summit on gun violence prevention.’ [KOMO Radio, 7/18/19] Also on KNKX, KPLU

KIRO Radio (Hanna Scott): “It wrapped up Wednesday night and yesterday, the King County Board of Health and others went over what came out of those discussions to figure out what they can do next. So often when we talk about gun violence prevention people focus on mass shootings, but this is about much more than that. Brandy Grant with the Alliance for Gun Responsibility says while most individual gun related deaths in the state are suicides there’s another big issue: ‘We also know that in King County, we see high rates of interpersonal gun violence--the kind of gun violence that disproportionately impacts black and brown communities. Reducing interpersonal gun violence in our communities will take meaningful, consistent investment in community-based programs working on the ground on prevention and intervention.’” [KIRO Radio, 7/18/19]

KPLU (Staff): “County leaders held a two-night summit this week to start working on next steps in their so-called public health approach to gun violence. The goal is to reduce deaths from guns including homicides, suicides, and accidents. Brandy Grant is with the Alliance for Gun Responsibility, she says the number one thing the county could consider is funding for groups already working with those affected by gun violence. ‘You it’s one thing to hear from people, but to collectively work with them to make sure that once you’ve heard it, what are the next steps. But I would say if I was advising, capacity building.’ The county board of health is reviewing ideas coming out of the summit.” [KPLU, 7/18/19]

Brandy Grant’s Work and Related News clips & Articles

Q13 (Steve Kiggins): “County council considers how to treat gun violence as public health threat”. “Many worry that gun violence is an epidemic in our country and now local health officials are looking at ways to reduce the threat in our area. A recent two-day summit between community members, elected leaders and health officials sought to explore ideas to help make an impact. On Thursday, the King County Council heard from summit participants. Council says the idea is to hear from people on the front lines and to develop strategies to reduce the number of victims. Also, it’s not just talking about people who end up being shot - even those who witness shootings can be at risk of trauma-related health problems.” [Q13, 7/18/19]

The Columbian (Jake Thomas): “I-1639 foes shoot for Battle Ground City Council seats”. “On Sunday, about 60 people gathered in Kiwanis Park for an event that featured American flags, military-style rifles and two candidates for city council. As people, some with families in tow, sat on the grass eating barbecue, Joey Gibson, the founder of right-wing protest group Patriot Prayer, introduced Shauna Walters and Josh VanGelder, two candidates for Battle Ground City Council. Since Washington voters overwhelmingly passed a gun-control initiative in November, Gibson, who made a name holding rallies in Portland and other liberal enclaves, has turned his attention to trying to keep the new law from taking root.” [The Columbian, 7/19/19]

KLEW (Staff): “Sheriff Hilderbrand needs more staff for new gun law, creates more checks more work”. “Asotin County Sheriff John Hilderbrand says he needs more staff members because of the new gun law that took effect earlier this month. Initiative-1639 was passed by the voters last November. It requires more background checks, restricts the sale of assault rifles to those at least 21 years of age, along with numerous other requirements. Sheriff Hilderbrand said the amount of work that comes with that is substantial. He said last year there were more than a thousand purchases in the county, and the new law creates more checks and more work.” [KLEW, 7/19/19]

Skagit Valley Herald (Charles Biles): “Law enforcement struggles with provisions of I-1639”. “About 60 people filed into Sedro-Woolley City Hall recently, all with questions about a gun law that went into effect July 1. Sedro-Woolley police officer Chris Rogers used a PowerPoint presentation to answer questions about gun safety, storage and how to legally transfer or sell firearms. ‘A lot of this stuff is logic and common sense,’ Police Chief Lin Tucker said. Initiative 1639 has brought about a number of changes to the state’s gun laws, particularly for those wishing to purchase semiautomatic assault rifles. It was approved in November by nearly 60% of voters.” [Skagit Valley Herald, 7/22/19]

Peninsula Daily News (Paul Gottleib): “Clallam sheriff tells group he is fulfilling gun law provisions”. “Clallam County Sheriff Bill Benedict, who opposed firearms Initiative 1639, is fulfilling the new law’s provisions, most of which went into effect July 1, but remains unconvinced of its effectiveness. He told Kiwanis Club of Port Angeles luncheon participants Thursday that he’s spending an amount equal to about 0.5 full-time equivalents (FTE) to conduct annual background checks for owners of firearms, required as part of the law approved by more than 60 percent of voters last November.” [Peninsula Daily News, 7/22/19]

Opposition News and Commentary

Ammoland (Dave Workman): “‘Public Health Summit’ Typifies One-Sided National Approach to ‘Gun Violence’”. “A controversial two-day ‘public health summit’ held near Seattle typifies the one-sided approach toward solving the nation’s so-called ‘gun violence’ dilemma because the discussion over two evening sessions failed to include important representation from specialists on gun safety: gun owners and representatives from any firearm rights group.” [Ammoland, 7/18/19]

Local Gun News

The Guardian (Kim Kelly): “‘If others have rifles, we’ll have rifles’: why US leftist groups are taking up arms”. “The van lumbered down one of Seattle’s many steep hills. A half dozen people packed inside but despite the heat, most wore long pants and boots, and several sported black hoodies. The atmosphere was subdued, except for the occasional joke. It wasn’t so much tension as seriousness - there was work to be done. The people in the van are members of the Puget Sound John Brown Gun Club (PSJBGC). Their stated aim is to fight white supremacy and build community defense in America’s Pacific north-west, and their presence has become a fixture of protests in the Seattle and Tacoma areas, where the group is often invited to provide security against rightwing aggression.” [The Guardian, 7/22/19]

Brandy Grant’s Work and Related News clips & Articles

The Seattle Times (Asia Fields): “Two arrested in N. Seattle shooting that killed man who spoke up against robbery”. “Seattle police arrested two young men they say robbed a man in North Seattle last month, then circled back so one of them could shoot a 59-year-old man who spoke up against the robbery. That man, Angelo G. Pope, died from a gunshot wound to the chest after being shot on June 19, according to the King County Medical Examiner’s Office. A family member said Pope died the way he lived, “always being the protector.” [The Seattle Times, 7/18/19]

Seattle Pi (Staff): “2 dead in suburban Seattle shooting”. “A woman and man are dead after a shooting in the Seattle suburb of Kent. KIRO-TV reports officers responded to the shooting at about 1:45 p.m. Wednesday and found a woman lying on the ground and a man nearby with a gun in his hand. Police say the woman was unresponsive and lifesaving measures were performed but she died at the scene.” [Seattle Pi, 7/18/19]

Q13 Fox (Robin Dich): “Homeowner shoots armed burglar in South Seattle”. “Seattle Police are investigating after a homeowner shoots a burglar outside of her home in the South Park neighborhood. Police say the homeowner shot and injured a burglar in the 600 block of Riverside Drive... Officers had to coax the homeowner who was still armed with a rifle down from the roof before they could safely approach the suspected burglar.” [Q13 Fox, 7/18/19]

Initiative 1639 became law 7/1/2019

INITIATIVE 1639 is a comprehensive gun violence prevention measure. The initiative, which is based on the best available data on gun violence and some of the most effective gun laws in other states, is designed to help prevent the kinds of gun violence that plague our country and are all too common in Washington. By creating enhanced background checks for semi-automatic assault rifles, raising the minimum purchase age for these particularly dangerous weapons, incentivizing secure storage practices, and making sure gun buyers are aware of risk, Initiative 1639 will make our schools and communities safer for all Washingtonians.

HERE’S HOW INITIATIVE 1639 WORKS:

- Raises the minimum purchase age to 21 for all semi-automatic assault rifles to match the rules for handguns.
- Creates an enhanced background check for semi-automatic assault rifles.
- Requires a local law enforcement check of the most up-to-date court, criminal, and mental health records, like the checks currently required for handguns.
- Requires a 10-day wait period to ensure local law enforcement checks are complete.
- Requires training for purchasers of semi-automatic assault rifles, including a course on basic safety and secure storage rules, safe handling, and state and federal firearms laws.
- Incentivizes secure storage practices through Dangerous Access Prevention.
- Holds gun owners accountable if a child or other prohibited person accesses and uses an unsafely stored firearm to hurt themselves or someone else.
- Requires gun dealers to offer secure storage devices.
- Ensures gun buyers are aware of risks associated with firearms.
- Requires that purchasers be provided with information about risks of injury, suicides, domestic violence, and homicide associated with firearms so they can take appropriate steps to keep themselves and their families safe.

Saving lives and preventing gun violence in our state requires consistent, dedicated work from all of us. INITIATIVE 1639 will allow us to continue the progress we have made towards preventing gun violence over the

Attachments area

Preview YouTube video Gun Violence Summit Report - Board of Health



Gun Violence Summit Report - Board of Health



**For Immediate Release
February 4, 2021**

Seattle CPC selects Brandy Grant Executive Director

The Seattle Community Police Commission (CPC) has selected Brandy Grant to be its next Executive Director. This comes after an extensive search that involved many well-qualified candidates from around the country and input from the Seattle community. Her selection is subject to confirmation by the Seattle City Council.

Brandy has served as the interim Executive Director of the CPC since August 2020. Prior to that she was a CPC commissioner. Brandy holds a Master's degree in Organizational Development and has worked as a non-profit management professional for close to twenty years. She spent much of the last seven years developing public health programming that led to learning with community leaders, people with lived experience, representatives from public health, the legal and justice system, health care, and others to work to prevent more lives being affected by and lost to gun violence.

"I am incredibly honored by this opportunity. At this critical time in police accountability, our commission has the ability and duty to make sure that we are leveraging the community's ideas, experience, and expertise. I'm confident that by doing this, we can build toward a public safety system that our community can have faith in," **Brandy Grant**.

"In our first major action as Co-chairs we are pleased to have presided over the selection of Brandy Grant as Executive Director for the CPC. Brandy brings the leadership, experience and deep community connections that will serve the CPC in fulfilling our mission to ensure that the Community voice is centered in the accountability system in Seattle," **CPC Co-chairs Erin Goodman and La Rond Baker**.

While the CPC is led by our commissioners, the Executive Director plays a crucial role in commission leadership, staff management, and implementation of the community's police accountability priorities. Under the landmark 2017 Accountability Ordinance, the CPC Executive Director is appointed for a six-year term.

###

SECTION

B



City of Seattle

Seattle Department of Human Resources

Bobby Humes, Director

February 23, 2021

TO: Pam Inch, Senior Executive Recruiter SDHR

FROM: Annie Nguyen, Seattle Department of Human Resources

SUBJECT: Background check for Brandy Grant

The Seattle Department of Human Resources has received a copy of **Brandy Grant's** background check provided by Global Screening Solutions. There were no finds that would impact their employment eligibility.

Cc: Personnel File

Seattle Department of Human Resources

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

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

