




City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Ruchika Tulshyan</i>		
Board/Commission Name: <i>Seattle Women's Commission</i>		Position Title: <i>Member</i>
<input type="checkbox"/> Appointment <i>OR</i> <input checked="" type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other:	Date Appointed:	Term of Position: * 7/2/2018 to 7/1/2020
Residential Neighborhood: Downtown Neighborhood District	Zip Code: 98164	Contact Phone No.:
Background: <p>Ruchika Tulshyan is the author of "The Diversity Advantage: Fixing Gender Inequality in The Workplace." Through her company Candour, Ruchika advises organizations on communications and diversity & inclusion strategy.</p> <p>Ruchika writes regularly about diversity and leadership for publications including Harvard Business Review, Forbes and The Seattle Times. She also serves on the founding editorial team of The Establishment. Ruchika is currently adjunct faculty at Seattle University, and on the Seattle Women's Commission. She has worked in six cities across four countries.</p>		
Authorizing Signature (original signature): 		Appointing Signatory: Councilmember Lisa Herbold Seattle City Council

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

Last revised July 19, 20

RUCHIKA TULSHYAN

Seattle, WA

SUMMARY OF QUALIFICATIONS

Experienced journalist and communicator focused gender equity in the workplace. Track record of telling powerful stories and uplifting the voices of underrepresented communities, particularly focused on women and people of color. Passion for education and mentoring women and girls. International worldview : trilingual with global work experience. Built strong networks of leaders across the world. Passion for change through story-telling, building communities, and education. Known for being humble and empathetic.

WORK EXPERIENCE

Author, Speaker, Diversity & Inclusion Advocate 2015 –Present

Published Author '*The Diversity Advantage: Fixing Gender Inequality In The Workplace*, by *Forbes Media*, on strategies to attract and advance women in the workplace. Foreword by Melanne Verveer, former U.S. Ambassador for Global women's issues. Recognized as a valuable resource by business leaders and industry practitioners.

Experienced Keynote Speaker, Expert Panelist and Moderator.

- Engagements include: Microsoft, Deloitte, Workday, Russell Investments. Variety of global and national conferences including *The Third Billion* (Canada), *Diversity Woman's Leadership Conference* (Washington D.C.) and *Global HR Consortium* (Seattle).
- Specialize in intersectional equity – where the impact of factors including race and ethnicity are considered in all equity work. Recognized expert the business case for diversity, how to address the gender wage gap, and how to build an inclusive company culture.
- Media Commentator: Interviews in *Washington Post*, *NPR*, *Business Insider*, *Seattle Times*, *KING 5 TV*, *Geekwire*.
- Contributing opinion pieces and articles, including in *CNBC*, *The Seattle Times*, and *Diversity Woman Magazine*.

Gender Journalist and Editor Jan. 2010 - Present

- Versatile and experienced writer on gender equity, workplace issues, immigration, culture, and identity.
- Bi-monthly column in *The Seattle Times Jobs* on workplace equity since 2016.
- Maintained a *Forbes* blog for over 5 years, with over 100,000 monthly views on topics ranging from the experience of women of color in the workplace to top female entrepreneurs in Singapore.
- Other published work includes: *Wall Street Journal*, *Bloomberg*, *Time.com*, *CNN*, and *Quartz*.
- Track record of building audiences, and strong social media engagement and skills.

Adjunct Faculty, Seattle University Jan. 2018 - Present
Adjunct Faculty, University of Washington 2015 – 2017

- Adjunct Professor with experiencing developing and teaching courses "Multimedia Entrepreneurship," "Reporting for Social Change," "Advanced Multiplatform Journalism," "Portfolio journalism," and "Journalism in a Diverse Society" for undergraduate Communication students.
- Received consistently high evaluations for merging theory with practical knowledge and innovations in industry.

EDUCATION

Young American Leaders Program, Harvard Business School 2017

Selected by the Seattle Chamber of Commerce for the 2017 cohort of leaders from Seattle. Convened at Harvard Business School with other emerging leaders from across the country who are working to help their communities prosper.

Leadership Tomorrow 2016

Selected for the 2016 class of Leadership Tomorrow. The program prepares emerging and existing leaders for leadership. Selected among 80 peers to be graduation class speaker.

Columbia University 2010

M.T. Print News Journalism

London School of Economics and Political Science

2008

BSc. Political Science & International History (Joint Honors)

AWARDS

2018 "Advocate" Finalist:
Female Founders Alliance's Champions Award.

2016 "Rising Star" Women in Business and Leadership.
Seattle Metropolitan Chamber of Commerce.

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BOARD SERVICE

SEATTLE WOMEN'S COMMISSION

2016 – PRESENT

Advise Seattle's Mayor and City Council on women's issues.

Policy lead on paid leave and affordable childcare.

THE SEATTLE GLOBALIST

2016 – 2017

Board Member for media startup focused on elevating diverse voices in the Pacific Northwest.

Served as mentor for youth apprentices for four years.

WOMEN'S FUNDING ALLIANCE

2015 – 2016

Member of the Leadership Program Committee advising board, staff and others on the development and implementation of programs related to leadership and economic opportunities for women and girls.

JPAYA SOCIAL VENTURES

2015 – 2016

Founding Board Member of Seattle Chapter.

Mission to serve ultra-poor in India through job creation and funding entrepreneurs.

Founding Editor, *The Establishment*

2015 – Present

- Founding and strategy team member of the *Establishment*, a women-run media startup that raised \$1 million at inception.
- Responsible for weekly newsletter, building a community of over 10,000 weekly readers.
- Manage a pool of over 50 freelance writers domestically and internationally.
- Strong understanding of topics, newsworthy topics that engage our audience.
- Lead international writers and coverage.
- Conceptualize, commission and edit 5-8 stories weekly on issues to do with gender, sexuality, politics, health, foreign policy, and social justice.
- Website averages over 1 million unique visitors and over 1.5 million page views monthly.
- Involved in further fundraising efforts and partnerships for growth.

Founder, *Candour Consulting, LLC*

2017 – Present

Advise organizations on building and communicating diversity & inclusion strategy. Clients include technology, legal, financial, and nonprofit organizations.

- Recommend strategies to recruit, retain, and advance diverse and teams.
- Create and implement effective D&I strategies customized to the client.
- Lead workshops for clients on best practices for building gender and racial equity within companies.
- Business development of contracts totalling \$250,000 in 6 months.
- Pro bono project: Led "Catalyze Seattle," first comprehensive study into gender and racial equity in Seattle startup environment in 2017.

Apptio Inc., *Content Marketing Manager*

Oct. 2013 – Nov. 2014

- Overhauled Apptio.com/blog blog strategy; content production increased 400% under my leadership.
- Oversaw video production and infographics; worked closely with graphic designers. Linked all assets to lead generation.
- Drove all editorial strategy for CIO and IT leader audience.
- Developed bi-monthly prospect newsletter, including design and content planning.
- Handled all social media for the company from identifying influencers on Twitter, to curating relevant content to Tweet and post on LinkedIn.

Atlanta Business Chronicle, *Money Reporter*

Jan. – July 2013

- Developed deep source-building relationships with top level executives and industry leaders, independently managing the finance beat. Number of breaking, front-page stories.
- Provided quick turnaround on breaking stories on the web, especially for companies reporting earnings. Engaged readers through Twitter, Facebook, and LinkedIn.

NEWS INTERNSHIPS:

Bloomberg News, Mumbai, India Aug. – Nov. 2010

Time Magazine, New York May – Aug. 2010

Forbes Magazine, New York Jan. – May 2010

CNN International, London, U.K. Aug. – Oct. 2008

Seattle Women's Commission July 2018

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

- 9 City Council-appointed
- 10 Mayor-appointed
- 2 Other Appointing Authority-appointed: Commission-appointed

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
3	F	3	1.	Member	Nicole Negron	7/02/17	7/01/19	1	Mayor
			2.	Member	Vacant	7/02/16	7/01/18		Mayor
1	F	2	3.	Member	Rhonda Carter	7/02/17	7/01/19	1	Mayor
			4.	Member	<i>Vacant</i>	7/02/16	7/01/18		Mayor
	F		5.	Member	Angela Rae	7/02/17	7/01/19	1	Mayor
6	F	5	6.	Member	Erica J. Soelling	7/02/17	7/01/19	2	Mayor
6	F	3	7.	Member	Tara Cookson	7/02/15	7/01/18	1	Mayor
			8.	Member	Vacant	7/02/15	7/01/18		Commission
6	F	4	9.	Member	Zoe True	7/02/17	7/01/19	1	Mayor
9	F	7	10.	Member	Idabelle Fosse	7/02/18	7/01/20	2	City Council
1	F	3	11.	Member	K. Min Pease	7/02/17	7/01/19	1	City Council
2	F	N/A	12.	Member	Jamilah Williams	7/02/17	7/01/19	1	City Council
-	-	5	13.	Member	Xochitl Maykovich	7/02/18	7/01/20	2	City Council
2	F	1	14.	Member	Tana Yasu	7/02/18	7/01/20	2	City Council
8	F	5	15.	Member	Darya Farivar	7/02/17	7/01/19	1	City Council
2	F	3	16.	Member	Rokea Jones	7/02/17	7/01/19	2	City Council
5	F	7	17.	Member	Ruchika Tulshyan	7/02/18	7/01/20	2	City Council
2	F	2	18.	Member	Lakeisha Jackson	7/02/18	7/01/20	2	City Council
			19.	Member	Vacant	7/02/16	7/01/18		Commission
1	F	6	20.	Member	Priya D. Saxena	7/02/17	7/01/19	1	Commission
1	F		21.	Get Engaged	Vivian Lee	9/01/17	8/31/18	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	10			1	1	1	0	0	3	0	0	0
Council	0	9			1	4	0	0	1	0	0	1	1
Comm	0	2			1	0	0	0	0	1	0	0	0
Total	0	21			3	5	1	0	1	4	0	1	1

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.