



WILLIE GREGORY
PRESIDING JUDGE

May 26, 2021

The Honorable Lorena González
President, Seattle City Council
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Council President González:

In accordance with SMC 3.33.060, I am pleased to transmit to the City Council the following confirmation packet for Meghann McCann as Court Administrator, Seattle Municipal Court (SMC).

A comprehensive recruitment process was conducted by the court in partnership with Seattle Human Resources that ultimately resulted in the court selecting Ms. McCann as the court's next Court Administrator. This process included:

- Focus groups with court leadership, all staff, and our RSJI Change team
- [Announcement](#) reflecting focus group feedback and our commitment to equity and social justice with and for the communities we serve
- Six rounds of interviews with internal and external stakeholders, court leadership, focus group members, and our RSJI Change team

Ms. McCann has a breadth of experience in public service and has demonstrated her ability to make meaningful change at the highest level. She has 15 years of experience in public service and is an attorney. Most recently, she has been the Deputy Director at the Washington State Department of Licensing, where she was responsible for the agency's \$430M biennial budget and created the agency's first outreach program, Strategic Realization Office, and an Equity and Inclusion Office focused on eliminating barriers for customers. She was a member of the Governor's Workforce Strategies Taskforce reimagining the future of work in state government and Road to Recovery workgroup focused on resuming public services during the state's COVID-19 response.

The Honorable Lorena González

May 26, 2021

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Ms. McCann holds a Bachelor's degree from the University of Hawaii and a law degree from Seattle University School of Law. She is a certified Diversity Executive and has designed and delivered training extensively on implicit bias and removing systemic barriers to equity and inclusion.

Ms. McCann's commitment to public service and innovative change is evident and she brings a wealth of experience and strong leadership to the Seattle Municipal Court. I am confident she will be an asset both to the court and the citizens of Seattle.

Sincerely,



[Willie Gregory \(May 27, 2021 10:52 PDT\)](#)

Willie Gregory
Presiding Judge
Seattle Municipal Court

cc: Honorable Mayor Jenny Durkan
Honorable Members of the Seattle City Council
Honorable Judges of Seattle Municipal Court



City of Seattle Department Head Notice of Appointment

Appointee Name: Meghann McCann		
City Department Name: Seattle Municipal Court		Position Title: Court Administrator
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: Judges of Seattle Municipal Court		Term of Office: 5/31/2021 to Term End: Not Applicable
Legislated Authority: Seattle Municipal Code 3.33.060 – Court Administrator		
Background: <i>Ms. McCann has a breadth of experience in public service and has demonstrated her ability to make meaningful change at the highest level. She has 15 years of experience in public service and is an attorney. Most recently, she has been the Deputy Director at the Washington State Department of Licensing, where she was responsible for the agency's \$430M biennial budget and created the agency's first outreach program, Strategic Realization Office, and an Equity and Inclusion Office focused on eliminating barriers for customers. She was a member of the Governor's Workforce Strategies Taskforce reimagining the future of work in state government and Road to Recovery workgroup focused on resuming public services during the state's COVID-19 response.</i> <i>Ms. McCann holds a Bachelor's degree from the University of Hawaii and a law degree from Seattle University School of Law. She is a certified Diversity Executive and has designed and delivered training extensively on implicit bias and removing systemic barriers to equity and inclusion.</i>		
Date Appointed: 5/7/2021	Authorizing Signature (original signature):  Willie Gregory (May 27, 2021 10:52 PDT)	Appointing Signatory: Willie Gregory Presiding Judge, Seattle Municipal Court



**CITY OF SEATTLE - STATE OF WASHINGTON
OATH OF OFFICE**

STATE OF WASHINGTON

COUNTY OF KING

I, Meghann McCann, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Court Administrator of the Seattle Municipal Court; 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 *Court Administrator of the Seattle Municipal Court*.

Meghann McCann

**Subscribed and sworn to before me
this _____ day of _____, 2021**

(affix seal)

Monica Martinez Simmons, City Clerk

THE MUNICIPAL COURT OF SEATTLE



May 27, 2021

Honorable Willie Gregory, Presiding Judge
Seattle Municipal Court
600 Fifth Avenue
Seattle, WA 98124

Dear Judge Gregory:

This letter confirms that the Washington State Patrol criminal history verification has been successfully completed for Meghann McCann, incoming Court Administrator and she is scheduled for fingerprinting on June 1, 2021. Ms. McCann's eligibility for employment with the Seattle Municipal Court has been preliminary confirmed and we will provide final confirmation after her fingerprinting has been successfully completed.

If you have any questions, please feel free to contact me at berlinda.womack@seattle.gov or (206) 684-8885.

Sincerely,

Berlinda Womack

Berlinda Womack
Human Resources Generalist

Cc: Personnel File

THE MUNICIPAL COURT OF SEATTLE



May 7, 2021

Meghann McCann



Dear Meghann,

I am pleased to appoint you as the **Court Administrator** effective **May 31, 2021**. Congratulations!

The following terms and conditions apply to your appointment:

TERMS OF APPOINTMENT: The **Court Administrator** position is classified as an **Executive 3** in the City payroll system and is exempt from the Civil Service System. As an exempt employee, you are at will and serve at the discretion of the Presiding Judge.

SALARY: Your salary will be **\$185,000** (**\$88.60**/hr. 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 **June 18**.

Your position is exempt from the provisions of the Fair Labor Standards Act (FLSA), 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.

In addition to your base salary, the court will pay the annual fees associated with maintaining your standing with Washington State Bar Association.

Your salary will be reviewed by Presiding Judge Gregory after six months with the court.

EMPLOYMENT BENEFITS: The City of Seattle offers a comprehensive benefits package for you and your eligible dependents. As a new hire your coverage begins on **June 1**. An [Employee Benefits Guide](https://www.seattle.gov/human-resources/benefits/employees-and-covered-family-members) is available online at <https://www.seattle.gov/human-resources/benefits/employees-and-covered-family-members>. 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.

LEAVES: 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 ten (10) holidays and two (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.

GENERAL: All terms of employment – employee compensation and benefits, etc. – are governed by the policies of the City of Seattle and the Seattle Municipal Court.

PROFESSIONAL TIME: During your term of employment, it is expected that you will devote all your professional time to your duties as **Court Administrator** and will not engage in outside business, consulting, or other activities for current or deferred remuneration unless expressly approved by the Presiding Judge.

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. More information on retirement is available at <https://www.seattle.gov/retirement/active-members/scers-ii>.

BACKGROUNDING: Your employment is contingent upon the successful completion of the background investigation, which will be conducted by the Seattle Police Department and Washington State Patrol. You will be advised as soon as this condition has been removed.

Your appointment is subject to confirmation by the Seattle City Council.

Meghan, congratulations on your appointment as the **Court Administrator**. If you have questions about your employment with the City, please contact Crystal Yost, HR Business Partner – Talent Acquisition at crystal.yost@seattle.gov.

Sincerely,


Willie Gregory (May 11, 2021 10:43 PDT)
Willie Gregory
Presiding Judge
Seattle Municipal Court

cc: Personnel File

Acceptance of Offer:

<i>I accept the position of full time Court Administrator (Executive 3) with the Municipal Court of Seattle based on the information stated above.</i>	
 <small>Meghann McCann (May 11, 2021 10:50 PDT)</small> Meghann McCann	05/11/2021 <hr/> Date

MEG MCCANN



April 12, 2021

Dear Judge Gregory:

I would be honored to serve as Court Administrator. I am a government executive and lawyer with a successful track record of delivering transformational change grounded in equity and social justice. My experience leading a complex regulatory agency as well as serving as a leader in the state's largest public law firm has prepared me well to lead the administrative and operational functions of the court. I am passionate about the court's mission and I share the court's commitment to expanding the public's access to justice.

The court's mission is fundamental to our democracy and community wellbeing, and directly impacts the public's trust in government. As Court Administrator, I would work diligently with you and the team to earn and inspire the public's confidence by ensuring that *all* community members have easy and equitable access to justice. This looks like:

- **Boldly advancing racial and social justice.** We are all responsible for creating and sustaining an anti-racist organization and contributing to the larger work of building justice in the community. We are bold and brave in our words and actions in support of our race and social justice mission and culture.
- **A culture rooted in trust, respect and belonging.** We embrace diversity and demonstrate an unwavering commitment to inclusion. We respectfully speak truth to power, and invite others to speak truth to our power.
- **Partnership with those we serve.** We will partner with community, stakeholders and public leaders with a curious, open mind to eliminate barriers and continuously improve access.
- **A culture of service excellence.** Team members at every level understand the importance of their work and the work of the court. We strive to improve our processes and positively impact the public's experience.
- **Safe and inclusive spaces, physically and virtually.** We create spaces that are inviting, emphasize belonging, and reflect the diverse community we serve. Employees and the public feel welcomed and valued.
- **Excellent stewardship of public resources.** We are models for efficient and effective public administration. We are accountable for delivering excellence with the public's investment.
- **Systems that are intuitive and accessible to all.** Public-facing systems and processes are designed with the end-users in mind, easy to navigate, and function smoothly for employees and community.
- **Secure and accurate technology systems.** We understand our data ecosystem and our interconnectedness with our partners. We govern system changes thoughtfully so that we can run, grow and transform our business capabilities securely, in alignment with our strategic plan and with our partners.
- **Creative and innovative pursuit of our vision.** We have a shared understanding of what success looks like and how it is measured. We trust and rely on our employees to bring their collective energy, wisdom, curiosity and skill to achieving our mission.
- **People-centered leadership.** We hold ourselves and each other accountable for creating an environment for success. Trust, transparency, communication and teamwork is how we deliver on our mission and vision.

I have the experience and expertise to support the court in delivering on its mission and to create this environment. I am prepared to confidently and competently perform the responsibilities of this position. While my resume outlines my experience and qualifications in detail, below are some examples of my background as it pertains to this role.

Racial and Social Equity Champion. I advance racial and social equity through transformational culture change, employee engagement and education, and innovative policy and program development. I am no stranger to leading a large, complex organization through a significant equity transformation in a highly political environment. In 2018, I was hired by the Governor to help lead the Department of Licensing (DOL) after a significant breach of the public's trust. I brought compassion, innovation and equity to the agency's work, and refocused the agency on the people we serve: our employees and every resident of the state. Our visible and tangible commitment to equity helped restore and build trust with community. In several instances, including when we made "X" available as a third driver's license gender option and as we responded to pandemic challenges, we improved and expanded our services in novel ways by focusing on equity and partnering with those we serve.

Experienced, Results-Oriented Strategic Leader. I keep organizations aligned, efficient, equitable and integrated. I rely on my strong communication skills, create systems that foster transparency and effective governance, and actively lead teams in translating strategy into action. I am particularly proud of the work I led in developing DOL's Strategic Realization Office, Equity and Inclusion Office, Data Management Office and the Customer Experience and Outreach programs. These accelerated our ability to embrace diversity, dismantle institutional racism and deliver desired outcomes to those we serve *with* those we serve.

Dynamic, Inspiring and People-Centered. I am a creative problem-solver, curious learner and engaged team member. I put people, employees and the public at the center of my decision-making and hold myself and others accountable for our success. I create collaborative environments where employees actively participate in improving our services and systems, and our workplace. My commitment to teamwork and transparency has been repeatedly recognized and celebrated through performance awards, promotions to significant leadership roles, and has been reflected in overwhelmingly positive employee feedback through anonymous employee engagement surveys.

Effective and Efficient Operations. I deliver best-in-class administrative and operational performance. In my current role, I am responsible for the efficient and effective delivery of DOL's programs and services, in-person and online, as well as the agency's administrative functions. Further, I was the executive sponsor of several major strategic initiatives aimed at building additional business capabilities and improving operations, including two multi-year business technology modernization efforts. I used change management principles in leading the subsequent redesign of our business processes, including changes to employee roles and processes that accompany a major system modernization. Since implementing these projects, DOL's operations are able to adapt more quickly to changes. This served us well as we quickly reimaged our programs and service delivery models in response to COVID.

Trusted Partner. I build and mature strategic partnerships. I lean into relationships with community, stakeholders, activists and advocates, non-profit executives and government leaders. I serve as a conduit of information in and out of the organizations I serve because my experience has taught me that effective public leadership requires the ability to influence, mediate conflicts, and to understand risk to my organization and to partner organizations. I have honed this skillset starting with my work at the Pierce County Juvenile Court, as a trusted legal advisor in the Attorney General's Office, and through my current role as I work internally and externally to deliver and continuously improve services to groups with diverse interests.

Inspire a Culture of Excellence. I create environments where everyone can thrive by co-creating a shared vision of success, establishing a roadmap and measures for achieving the vision, and celebrating the milestones along the way. In each of my leadership roles, I have ensured the organization provided training, appropriate resources and effective leadership so employees can bring their best thinking and creative mindsets to their work in pursuit of excellence. I am particularly proud of the work I led at DOL to integrate our strategic planning, performance management and change delivery teams. The outcome was a system where employees can see and understand the agency's priorities and complimentary strategic initiatives, and understand how they contribute to that success.

Legal Expertise. For most of my career, I have represented government agencies and court program officers. In those roles, I served as a liaison with court systems on formal court improvement committees. Earlier in my career, I spent three years as a criminal defense attorney and appeared before this court. I understand the profession and the practice. Further, I have insight to this court's recordkeeping function because of my responsibilities related to DOL operations. This diverse set of experiences has given me a unique foundation on which to contribute to the court's operations.

I am ready to bring my experience and know-how to the court. I welcome the opportunity to lead the court through this period of change and transition. I have the courage and tact to speak truth to power and to be held publically accountable for equitable outcomes. I welcome the opportunity to partner with you and your colleagues in service of justice and our community.

Sincerely,



Meg McCann

MEG MCCANN

ATTORNEY / EXECUTIVE LEADER / DEI CHAMPION

Performance driven executive leader and attorney with deep experience in working collaboratively to design and deliver high quality, equitable, accessible and inclusive public services and programs. Acknowledged as a creative problem solver who excels at building trust and strong relationships with team members, producing work environments that actively embrace continuous internal/external customer centric process improvements. Recognized for confidently leading multiple projects, providing structure, focus, and clear direction that transfers program goals and objectives into positive measurable results.

- Strategic & Tactical Business Planning / Execution
- Policy Development & Implementation
- Budget Development / Oversight
- Information Services / IT Software Solutions
- Risk Management / Mitigation / Troubleshooting
- Portfolio of Operation Services / Multiple Locations
- Diversity, Equity & Inclusion Leader
- Educator / Trainer / Facilitator / Public Speaker
- Hire / Train & Lead High Performing Teams
- Human Resources / Performance Management
- Process Improvement / Change Management
- Washington State Bar Association (WSBA 37069)

EXPERIENCE

WASHINGTON STATE DEPARTMENT OF LICENSING

(MAY 2018 - PRESENT)

DEPUTY DIRECTOR

- Oversee the state-wide operations of a diverse portfolio of services performed by 1500 employees in 56 locations.
- Member of the senior executive team, responsible for setting strategic vision, goals, policies, and operational plans.
- Directly supervise seven executive team members responsible for service delivery and administrative services and five managers in the Strategic Realization Office responsible for the continuous improvement of the services to the public.
- Oversee the collection of \$3.2B in annual revenue; responsible for agency's \$430M biennial budget.
- Ensure operations and policies meet complex local, state and federal mandates related to agency's business areas.
- Liaison to other state and city agencies, court systems, tribal governments, strategic partners, stakeholders, and vendors.

Noted Accomplishments:

- Responsible for COVID-19 response and subsequent redesign of DOL's operating model to be customer-centric, equitable, accessible and integrated. Expanded online services and telework. Safely resumed in-person services in 35 offices.
- Created agency's first outreach program, Strategic Realization Office, and an Equity and Inclusion Office focused on eliminating barriers for our customers and inclusively redesigning DOL systems to be easy and intuitive for all.
- Delivered two multi-year technology modernization projects, valued at over \$100M, on time, within budget and without disruption to the public. These projects overhauled DOL systems that deliver services to 7 million customers annually.
- Executive Sponsor to high-risk priority agency projects including implementing third gender option for ID cards and driver licenses (Gender X), implementing Customer Experience (CX) capabilities, and developing and implementing agency's Diversity, Equity and Inclusion plan.
- Member of the Governor's Workforce Strategies Taskforce focused on reimagining the future of work in state government.
- Member of the Governor's Road to Recovery workgroup focused on resuming public services during COVID-19 response.

WASHINGTON STATE OFFICE OF THE ATTORNEY GENERAL (2012 - 2018)

SECTION CHIEF FOR THE LABOR AND INDUSTRIES DIVISION

(NOV. 2017- MAY 2018)

- Ensured delivery of excellent and efficient legal services to WA Department of Labor and Industries (LNI). Counseled client agency leaders on legal risk and mandates related to their respective businesses.
- Oversaw administrative operations, ensuring alignment of Section's performance with the agency's strategic plan.
- Supervised 6 managers responsible for 50 legal professionals and support staff handling approx. 10,000 cases/year.
- Served as liaison with judicial officers on administrative process issues and improvement opportunities.

Noted Accomplishments:

- Promoted to the larger LNI Division to replicate successes as Section Chief for LAL (below).
- Created cohesive section with transparency and participation in decision-making process, improving relationships between attorneys and staff. Dramatic improvement in morale reflected in Employee Engagement Survey.
- Oversaw facilities remodel to a modern work environment, including investing in technology to support increased telework. Created policies and procedures to support paperless processes.
- Appointed to AGO's Performance Management Committee tasked to overhaul AGO's Employee Evaluation Program in recognition for excellent performance evaluations and strong coaching and mentoring skills.

SECTION CHIEF FOR THE LICENSING AND ADMINISTRATIVE LAW (LAL) DIVISION

(Nov. 2015 – Nov. 2017)

- Ensured delivery of excellent and efficient legal services to Department of Licensing, Employment Security and the Liquor and Cannabis Board. Counseled client agency leaders on risk and legal mandates related to their respective businesses.
- Oversaw day-to-day administrative operations. Supervised 2 managers, responsible for 16 employees.
- Successfully managed high-volume litigation caseload in addition to leadership responsibilities.

Noted Accomplishments:

- Co-Chair of Better Workplace Committee: led cross-agency team that gathered employee feedback and insights to develop and implement multiple programs that dramatically improved employee experience. Examples include the “Infants at Work” program, development of employee affinity groups, and expansion of telework opportunities.
- Oversaw major space renovation project. Delivered bright, modern, flexible workspaces. Demonstrated ability to lead cross-functional team and effectively used change management principles.
- 2017 James Schmidt Award in recognition for shifting management culture to be employee-centered, results-driven, and customer-focused.
- Three-time recipient of AGO Value Coins in recognition for contributions to employee engagement and leadership.
- Section had highest scores in Employee Engagement Survey for entire AGO. Named in agency’s strategic plan as the leader responsible for moving the needle on this topic.
- Continued champion, educator and advocate of diversity, equity and inclusion within agency. Repeatedly presented and consulted on implicit bias. Continued advocacy led to changes to agency’s hiring and performance evaluation processes.

ASSISTANT ATTORNEY GENERAL, TACOMA DIVISION

(JUNE 2012 – NOV. 2015)

- Attorney for the Department of Social and Health Services (DSHS). Demonstrated ability to work and communicate with diverse communities, to provide strategic advice to state agency leaders and to deliver effective legal services.
- Supervised Rule 9 internship program; served as an attorney mentor and trainer.
- Member of the Pierce County Juvenile Court Improvement Project Committee representing the AGO.

Noted Accomplishments:

- Developed and delivered first AGO training on implicit bias. Sought out repeatedly to present on this topic. As a result, AG Ferguson wrote a letter to editor of WSBA Magazine urging its membership to learn about the impact of implicit bias.
- Implicit bias training led to transformational changes in AGO culture and operations. It was the foundation for additional diversity training and policy changes.
- 2013 Excellence Award in recognition of advocacy skills as a trial lawyer on behalf DSHS, as well as work in support of implementing the “Foster Care until 21” bill.

PIERCE COUNTY JUVENILE COURT

(APRIL 2009 - JUNE 2012)

ATTORNEY

- Provided advice and counsel to court administrators. Represented Guardians ad litem, juvenile court probation officers and detention staff in administrative, civil and criminal matters.
- Served on Court Improvement Project Committee representing the court’s program areas.
- Managed operations for legal services program. Recruited, hired, and supervised team of seven professional staff.
- Led truancy court program through a major process improvement. Demonstrated ability to work with diverse populations and stakeholders, as well as developed and implemented new processes to support more efficient operations.

PUBLIC DEFENSE COUNSEL

(AUG. 2006 - APRIL 2009)

ATTORNEY (PART-TIME)

- Effectively represented defendants in all levels of criminal matters from pre-trial through sentencing.
- Appeared as co-counsel to court appointed counsel in federal criminal cases.

KING COUNTY DEPENDENCY COURT APPOINTED SPECIAL ADVOCATES

(APRIL 2006 - APRIL 2009)

ATTORNEY (PART-TIME)

- Represented lay child advocates in all levels of the child dependency and parental rights termination processes, including trial and through appeal.

EDUCATION

SEATTLE UNIVERSITY SCHOOL OF LAW, SEATTLE, WA

J.D. 2005, *cum laude*

UNIVERSITY OF HAWAII AT MANOA, HONOLULU, HI

B.A., Music, 1999

BAR MEMBERSHIPS

WASHINGTON STATE BAR ASSOCIATION - October 2005 (WSBA 37069)

WESTERN DISTRICT OF WASHINGTON - August 2007

SELECTED LEADERSHIP STUDIES

CERTIFIED DIVERSITY EXECUTIVE, NOVEMBER 2019

Successfully completed knowledge exam, capstone project and course work. The program prepares executives to strategically position an organization to remove systemic barriers to equity and inclusion and to transform its culture.

LEADERSHIP TOMORROW, CLASS OF 2016

Successfully completed a nine-month leadership development program focused on leading with a social justice and racial equity lens. The program brings leaders together from throughout the region to share insights and experiences.

KING COUNTY LEADERSHIP DEVELOPMENT INSTITUTE, FALL 2015

Completed a four-day leadership development program focused on leading effective teams, coaching, conflict resolution, performance management, and creating people-first workplace cultures.

SELECTED TEACHING EXPERIENCE & PRESENTATIONS

EMBEDDING DEI INTO AGENCY CULTURE AND SERVICE DELIVERY (May 2019), *Presenter*

- Presentation to Washington State's top government leaders on how DOL sought to build and repair trust with the communities served by reimagining DOL's purpose and mission through a diversity, equity and inclusion framework.

ADDRESSING IMPLICIT BIAS IN OUR WORK (Sept. 2017), *Panelist*

- Presentation at the WSBA Juvenile Law Section Annual meeting on strategies to identify implicit bias in dealings with each other, clients, and the public.

INTERRUPTING BIAS - HOW TO INTERRUPT BIASED BEHAVIOR AND RECOVER FROM OUR OWN MISSTEPS (Sept. 2017) *Co-Presenter*

- WSBA presentation focused on the ways to interrupt others observed biased behavior, as well as tips and ideas for recovering when engaging in behavior informed by bias.

UNDERCOVER RECOGNITION (June 2017), *Presenter*

- Presentation to the AGO Core Leadership Team on formal and informal employee engagement strategies.

BUILDING A BETTER WORKPLACE (Jan. 2017), *Facilitator*

- Facilitated appreciative inquiry forums for Attorney General's Office staff to share their ideas for process improvements, increased employee engagement, and increased employee satisfaction with their division leadership.

CALL ME ISHMAEL (July 2016), *Presenter*

- Created and co-presented to AGO extended leadership team on strategies to reduce hidden biases during employee recruitment activities.

IMPLICIT BIAS - 1.5-2.0 CLE Ethics (multiple presentations from Sept. 2014 - May 2018), *Presenter*

- Created and presented a workshop for public attorneys and leadership teams about how hidden biases affect decision-making, communications, interpersonal interactions, and perceptions of events, people and objects.

EDMONDS COMMUNITY COLLEGE (Sept. 2007 - June 2012)

Instructor - Legal Research/Natural Leaders Certificate Programs

- Developed and implemented curriculum for the ESL Natural Leaders Certification Program's Conflict Resolution class. Trained mediators to handle community disputes.
- Developed and implemented curriculum focusing on electronic and law library research and legal writing.

VOLUNTEER ACTIVITIES

KING COUNTY BAR ASSOCIATION NEIGHBORHOOD LEGAL CLINIC
VOLUNTEER ATTORNEY

(DEC 2020- PRESENT)

REST (REAL ESCAPE FROM THE SEX TRADE)
VOLUNTEER ATTORNEY

(APRIL 2021- PRESENT)