



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Nicholas G. Leydon</i>		
Board/Commission Name: <i>Seattle Human Rights Commission</i>		Position Title: <i>Member</i>
<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: <i>Commission</i>	Date Appointed: <i>mm/dd/yy.</i>	Term of Position: * <i>1/23/2024</i> to <i>1/22/2026</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: <i>South Lake Union</i>	Zip Code: <i>98109</i>	Contact Phone No.:
Background: <i>Nicholas Leydon has lived in Seattle for 6 years and would like to serve his community. His professional work at the Gates Foundation on HIV is the intersection of public health and human rights. He has previously been a board member of the Dispute Resolution Center (Seattle) and 3 years prior to living in Seattle, he served on a Human Rights Commission (Cambridge, MA). Conducting outreach and reviewing legal disputes was an important function he provided for his neighbors, in addition to his professional skills of grant execution, high-level relationship management, and budget fluency. His work prior to the Gates Foundation was in US healthcare as a hospital administrator and in non-profits. All his work has been focused on human dignity through health.</i>		
Authorizing Signature (original signature): <small>DocuSigned by:</small> <i>Bryennah Quander</i> <small>13EB32A1E26A44E...</small>		Appointing Signatory: <i>Commissioner Bryennah Quander</i> <i>Seattle Human Rights Commission Co-chair</i>

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

Nicholas G. Leydon, MPH, MBA (he/him)

Employment

- Bill & Melinda Gates Foundation** September 2017 - present
Senior Program Officer, HIV & TB Team Seattle, WA
- Create and fund a strategy to improve HIV service quality in high-impact focus countries in sub-Saharan Africa
 - Establish and nurture relationships among senior government leaders, technical experts and PLHIV groups to inform funding
 - Lead the foundation's HIV work on digital health and human resources for health to improve service quality
- Senior Program Officer, Ethiopia Integrated Health Team Seattle, WA
- Design, administer, and manage portfolio of grants and contracts to improve Ethiopia's health system (\$50 million)
 - Serve as a technical expert on service delivery, community health, and human resources for health
 - Provide tracking and reporting of COVID-19 in Ethiopia, including grants linked to vaccine hesitation and administration
- Senior Program Officer, Health Systems Team Seattle, WA
- Represent the Gates Foundation in international partnerships, on panels, and technical working groups
 - Provide technical expertise on primary care health systems with a focus on community health, workforce, and quality
 - Actively manage a diverse portfolio of grants and contracts in 15 countries
- North Shore Medical Center (NSMC)** July 2014 – August 2017
Executive Director, Kaizen Promotion Office Salem, MA
- Lead a team of six staff and manage the senior leadership team during a system-wide quality transformation initiative
 - Design and implement patient-centered redesign at two community hospitals using the Toyota Production System
 - Oversee system-level improvement strategy, including 30+ multi-day improvement events
 - Teach and closely coach over 100 healthcare leaders to strengthen organizational management skills and build capacity
- Massachusetts Department of Public Health (DPH)** 2012-2014
Director and Improvement Advisor, PROMISES Project Boston, MA
- Lead \$3 million AHRQ medical malpractice grant to improve outpatient Massachusetts healthcare
 - Manage program staff and actively lead the partnership steering committee representing eight diverse organizations
 - Develop curriculum of 14 outpatient safety courses available for CME Risk Management Credit
 - Coach a cohort of physician offices across the Commonwealth to improve patient-centered processes
 - Co-chair the dissemination work group, authored publications and liaise with federal funders
- Institute for Healthcare Improvement (IHI)** 2006-2012
Lead Technical Advisor, Improvement Advisor South Africa, Malawi
- Design and guide large-scale HIV project to double the patients receiving AIDS treatment within 12 months
 - Develop robust data dashboards for project partners to monitor and improve maternal and newborn mortality
 - Train hundreds of African health professionals to utilize quality improvement techniques in their facilities
- Operations and Improvement Manager, Low and Middle Income Countries Cambridge, MA
- Lead Cambridge-based team and contractors during challenging growth period by focusing on organization mission
 - Grow IHI's revenue in Developing Countries by 75% to include work in Malawi, South Africa, India, and Ghana
 - Manage start-up of a \$10 million Gates Foundation project in Ghana to reduce mortality for children under-5
- Physicians for Human Rights (PHR)** 2003-2006
National Field Coordinator, Health Action AIDS Campaign Cambridge, MA
- Mobilize national advocacy network of US health professionals across eight states to address US foreign policy
 - Orchestrate lobby action for health professionals across the US to speak with hundreds of US legislators

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Consulting and Teaching

Massachusetts Department of Public Health (DPH)	2013-2014
• Healthcare Quality Consultant: Lead a quality evaluation of 10 hospitals in a for-profit healthcare system	
Northeastern University	2014
• Lecturer, Bouvé College of Health Sciences – “The American Healthcare System”	
Healthcare Consultant	2012-2014
• Improvement Advisor: provide technical assistance to Karolinska Institute; University Research Corp; Lucille Packard Children’s Hospital; Institute for Healthcare Improvement; etc.	

Education

MBA Business Administration, <i>cum laude</i> , Boston University School of Management, Boston, MA	2014
MPH Health Law and Bioethics, Boston University School of Public Health, Boston, MA	2007
BA Political Science, <i>summa cum laude</i> , Boston College, Boston, MA	2003

Other Experience

• <i>Board Vice President</i> , King County Dispute Resolution Center	2018-2019
• <i>Commissioner</i> , City of Cambridge Human Rights Commission	2014- 2017
• <i>Founder</i> , The Next 26	2013- 2014
• <i>Lead Volunteer</i> , St. Francis House	2012- 2014
• <i>Big Brother/Mentor</i> , Prospect Hill School	2010-2011

Publications

- Saldaña K, **Leydon N**, Hodgins S. Nurturing and optimizing Networks of Care to maximize benefits to patients, health workers, and health systems. *Glob Health Sci Pract.* 2022;10(6):e2200516. <https://doi.org/10.9745/GHSP-D-22-00516>
- Carmone A, Kalaris K, **Leydon N**, **Srivansanti N**, Smith J, Storey A, Malata A. Developing a Common Understanding of Networks of Care through a Scoping Study. *Health Systems & Reform.* V6.2. 2020.
- Schiff GD, Reyes Nieva H, Griswold P, **Leydon N**, Ling J, Federico F, Keohane C, Ellis BR, Foscett C, Orav EJ, Goldmann D, Weissman JS, Bates DW, Biondolillo M, Singer SJ. Randomized Trial of Reducing Ambulatory Malpractice and Safety Risk: Results of the Massachusetts PROMISES Project. *Medical Care.* August 2017.
- Schiff GD, Reyes Nieva H, Griswold P, **Leydon N**, Ling J, Biondolillo M, Singer SJ. Addressing Ambulatory Safety and Malpractice: The Massachusetts PROMISES Project. *Health Services Research.* December 2016.
- **Kerrissey M**, **Satterstrom P**, **Leydon N**, Schiff G, Singer S. Integrating: A managerial practice that enables implementation in fragmented health care environments. *Health Care Management Review.* March 2016.
- **Kerrissey M**, **Satterstrom P**, **Leydon N**, Singer S. Improvement in primary care: Integrating people and processes. *Academy of Management Annual Meeting Proceedings.* 2015.
- Singer S, Nieva H, Brede N, Ling J, **Leydon N**, Weissman J, Goldmann D, Orav E, Bates D, Biondolillo M, Schiff G. Evaluating Ambulatory Practice Safety: The PROMISES Project Administrator and Practice Staff Surveys. *Medical Care*, February 2015
- Schiff G., Griswold P., Ellis B.R., Puopolo A.L., Brede N., Reyes Nieva H., Federico F., **Leydon N.**, **Leape L.L.**, Biondolillo M. Doing Right **By** Our Patients When Things Go Wrong. *Joint Commission Journal on Quality and Patient Safety*, 40(2),91-96. Feb 2014
- **Leydon, N.G.**, Venter F., Webster P.D., Moleko W., **Osih R.**, Barker P.M. Achieving the HIV and AIDS National Strategic Plan. *South African Medical Journal*, 100(7), 42-424. July 2010

Qualifications

- *Quality Certified:* Virginia Mason Production System; Improvement Advisor Program (IHI); Breakthrough Series College (IHI)
- *Abstract Reviewer:* International Forum on Quality and Safety in Health Care (2009-2011;2015); APHA (2007-2009)
- *Reviewer:* International Journal of Global Health and Health Disparities (2003-2005); Global Journal on Quality and Safety in Healthcare (2017-present); [Journal of Global Health \(2019-2020\)](#);

- *Member:* WHO Health Systems Governance Collaborative
- *Member:* American Public Health Association, Massachusetts Public Health Association
- *Skills:* QI Charts, Minitab, Microsoft Suite, STATA, FileMaker Pro, conversant in Spanish

Awards and Honors

- Gates Foundation High Impact Bonus (HIB): 2018, 2019, 2022
- Dean’s Scholarship, 2013. Boston University
- Community Scholar, 2005. Boston University
- Summer Fellow, 2001. Boston College

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Seattle Human Rights Commission

March 2024

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

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

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
	F		1.	Member	Bryennah Quander	7/23/23	7/22/25	1	City Council
	M		2.	Member	Andre Brown	7/23/23	7/22/25	1	Mayor
	F		3.	Member	Haley Miller	7/23/23	7/22/25	1	City Council
			4.	Member	Vacant	7/23/23	7/22/25	1	Mayor
	M		5.	Member	Mohamed Bonah	7/23/23	7/22/25	1	City Council
	M		6.	Member	Emeka Alozie	1/23/24	1/22/26	1	Mayor
			7.	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
			8.	Member	Chelsea Stevenson	1/23/24	1/22/26	1	Commission
	F		9.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		10.	Member	Vacant	7/23/22	7/22/24	1	City Council
			11.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		12.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		13.	Member	Kristina M. Sawyckyj	1/23/24	1/22/26	1	Mayor
	M		14.	Member	Ali Tufail Khan	1/23/24	1/22/26	1	City Council
			15.	Member	Christina R. Diego	1/23/24	1/22/26	1	Mayor
	F		16.	Get Engaged	Rachel Lockerbie	9/1/23	8/31/24	1	Mayor
	F		17.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		18.	Member	Tricia Diamond	1/23/24	1/22/26	2	Mayor
			19.	Member	Vacant	7/23/22	7/22/24	1	Commission
			20.	Member	Nicholas G. Leydon	1/23/24	1/22/26	1	Commission
			21.	Member	Vacant	7/23/22	7/22/24	1	Commission

SELF-IDENTIFIED DIVERSITY CHART

	SELF-IDENTIFIED DIVERSITY CHART		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		
	Male	Female	Transgender	NB/ O/U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	3											
Council	5												
Comm		2											
Total													

Key: *D List the corresponding *Diversity Chart* number (1 through 9)

G List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary **O**= Other **U**= Unknown
Residential Council District number 1 through 7 or N/A -Diversity info is self-identified and

**RD voluntary.