



SEATTLE CITY COUNCIL

Human Services, Labor, and Economic Development Committee

Agenda

Friday, April 3, 2026

9:30 AM

Council Chamber, City Hall
600 4th Avenue
Seattle, WA 98104

Alexis Mercedes Rinck, Chair
Dionne Foster, Vice-Chair
Joy Hollingsworth, Member
Debora Juarez, Member
Rob Saka, Member

Chair Info: 206-684-8808; AlexisMercedes.Rinck@seattle.gov

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SEATTLE CITY COUNCIL
**Human Services, Labor, and Economic
Development Committee**
Agenda
April 3, 2026 - 9:30 AM

Meeting Location:

Council Chamber, City Hall, 600 4th Avenue, Seattle, WA 98104

Committee Website:

<https://seattle.gov/council/human-services-labor-and-economic-development>

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

Members of the public may register for remote or in-person Public Comment to address the Council. Please register in advance in order to be recognized by the Chair. Details on how to register for Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at the meeting at <https://www.seattle.gov/council/committees/public-comment>. Online registration to speak will begin one hour before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting.

In-Person Public Comment - Register to speak on the public comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. Registration will end at the conclusion of the Public Comment period during the meeting.

Please submit written comments no later than four business hours prior to the start of the meeting to ensure that they are distributed to Councilmembers prior to the meeting. Comments may be submitted at Council@seattle.gov or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104. Business hours are considered 8 a.m. - 5 p.m. Comments received after that time will be distributed after the meeting to Councilmembers and included as part of the public record.

Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

Members of the public may address items on the agenda and matters within the purview of the committee. Please register in advance to be recognized by the Chair.

D. Items of Business

1. Equitable Development Initiative Advisory Board Overview

Supporting Documents: [Presentation](#)

Briefing and Discussion (30 min)

Presenter: Tagoipah Mathno, Office of Planning and Community Development

2. [Appt 03457](#) Reappointment of Juan C. Rodriguez as member, Equitable Development Initiative Advisory Board, for a term to February 29, 2028.

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Tagoipah Mathno, Office of Planning and Community Development

3. [Appt 03458](#) **Reappointment of Fynnieceo Glover Jr. as member, Equitable Development Initiative Advisory Board, for a term to February 28, 2029.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Tagoipah Mathno, Office of Planning and Community Development

4. [Appt 03459](#) **Reappointment of Eliana Horn as member, Equitable Development Initiative Advisory Board, for a term to February 28, 2029.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Tagoipah Mathno, Office of Planning and Community Development

5. [Appt 03460](#) **Reappointment of Tiffany Kelly-Gray as member, Equitable Development Initiative Advisory Board, for a term to February 28, 2029.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Tagoipah Mathno, Office of Planning and Community Development

6. [Appt 03461](#) **Reappointment of Stephanie Lachman as member, Equitable Development Initiative Advisory Board, for a term to February 28, 2029.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Tagoipah Mathno, Office of Planning and Community Development

7. **Domestic Workers Standards Board (DWSB) Overview**

*Supporting
Documents:* [Presentation](#)

Briefing and Discussion (45 min)

Presenters: Silvia González and Jordan Goldwarg, Domestic Workers Standards Board; Diana Salazar, Office of Labor Standards

E. Adjournment



Legislation Text

File #: Inf 2871, **Version:** 1

Equitable Development Initiative Advisory Board Overview



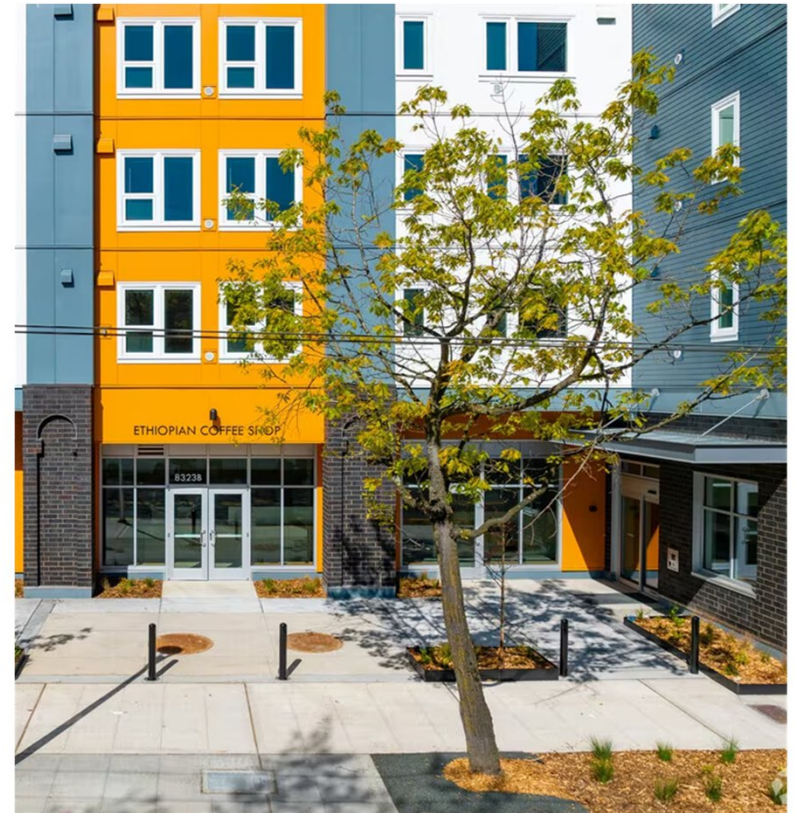
Equitable Development Initiative (EDI)

OPCD's Mission: *We lead collaborative planning, advance equitable development, and create great places.*

2026 Board Reappointments

EDI Advisory Board – Purpose and Role

- The Equitable Development Initiative Advisory Board was established to:
 - Advise and provide recommendations to the City in connection with its equitable development strategies and goals.
 - Provide guidance and recommendations for the allocation of funds.
 - Promote access to opportunity for historically marginalized communities, including people of color, immigrant communities, LGBTQ+ communities, and people with disabilities within Seattle.
- Administrative support is provided to the Board by Office of Planning & Community Development staff.



Ethiopian Village- Ethiopian Community of Seattle

EDI Advisory Board – Terms and Appointments

- 13 Members: Pursuant to [Ordinance 126173](#), all members subject to City Council confirmation.
- All EDI Advisory Board terms shall be for three years.
- No member shall serve more than two consecutive terms.
- 3 City Council-appointed
- 3 Mayor-appointed
- 7 Advisory Board-appointed



Tubman Center for Health and Freedom

EDI Advisory Board – Current Vacancies

Position #	Appointing Authority	Vacated or Term Completed	Term Expiration Date*
Position 2*	Mayor's Office	Vacated Term Completed	Feb. 28, 2026
Position 3	Mayor's Office	Term Completed	3 years from appointment date
Position 5	City Council	Term Completed	3 years from appointment date
Position 9	Board Appointed	Term Completed	3 years from appointment date
Position 11	Board Appointed	Term Completed	3 years from appointment date

*Was filling a vacated seat. Will be reappointed to start term one.

Stephanie Lachman– Position 2



- Stephanie Lachman is a Senior Business Finance Officer. She used to be a Loan Officer at People's Solar Energy Fund (PSEF), a member-directed nonprofit organization that supports community groups with affordable financing, capacity-building, and technical assistance, to advance community-accountable clean energy projects.
- Prior to PSEF, Stephanie worked for five years as a business lender to underserved small businesses and nonprofits at mission-based community lenders in Denver and the Pacific Northwest. As a business lender Stephanie supported BIPOC owned businesses with startup and expansion loans, and brought a social impact and climate lens to her lending work. Stephanie has also worked in Senegal with both Catholic Relief Services and the Peace Corps, where she trained youths in entrepreneurship, taught women's groups income generating activities, and mentored business owners one-on-one.
- Stephanie has an MBA from Colorado State University from the Impact MBA program where she focused on food waste diversion. She has a bachelor's degree in Finance, with a minor in French, from Washington State University.

John/Juan C. Rodriguez– Position 3



- Originally from the Dominican Republic, his family moved to New York City when he was a teenager. Now calls Seattle home. He is a full-time LGBTQ+ community advocate and human rights activist. As an advocate for social equity, equality and human rights for more than 15 years, John has served as human rights ambassador for the United Nations in the Caribbean. John has worked as Executive Director for different nonprofits in different countries. He has a professional background in business consulting, nonprofit development, communications, business management, travel industry management, marketing, marketing research and sales.
- John has vast experience in board project advisory and consulting, for the last few years he has been involved with the Dominican Association of Washington State, an organization that he founded in Seattle and has built a BIPOC network for promoting social justice and equity serving mainly BIPOC and underrepresented communities. He served as co-chair of the Seattle LGBTQ Commission from 2019 to 2020 and served as Executive Director for the Seattle Chapter of Affirmation LGBTQ Mormons Families and Friends, an organization that supports LGBTQ members and queer ex-members of the LDS religious organization, and also founded the Dominican Chapter for this organization.
- He currently serves as the Executive Director for one of the It Gets Better Project's affiliates in the Dominican Republic and co-chairs an advisory committee for health providers for a local and regional health program serving the King, Snohomish and the Island counties. John has been leading a peer support group focused on spiritual and emotional support and suicide prevention for LGBTQ youth in Seattle. John is fully bilingual in English and Spanish.

Fynniecko "Niecko" Glover Jr. – Position 5



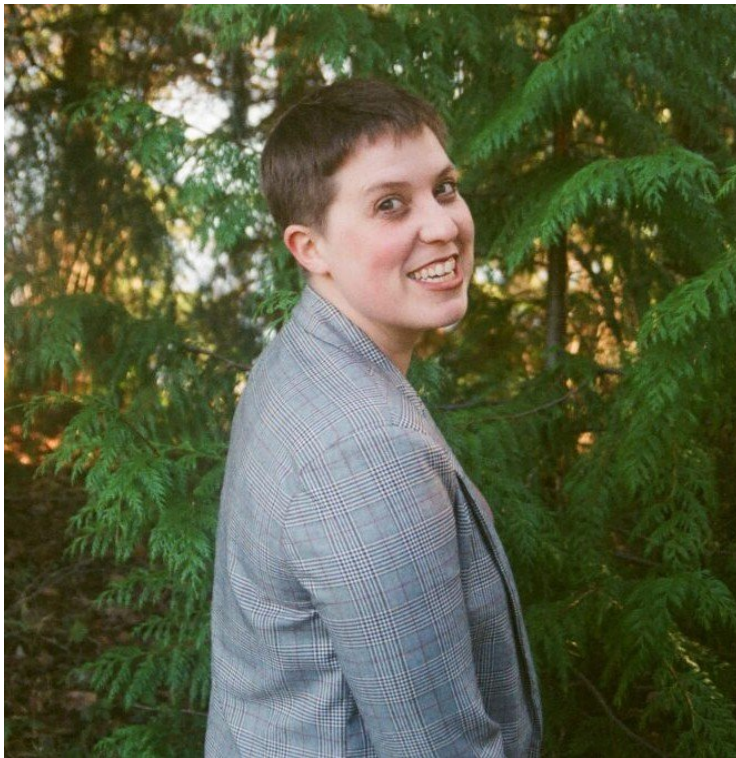
- Fynniecko "Niecko" Glover, Jr. is a community leader and economic development professional with over a decade of experience advancing equity and supporting underserved communities. His work centers on inclusive initiatives, participatory processes, and uplifting marginalized voices, aligning closely with the goals of equitable, community-driven development.
- As a former Economic Development Manager for the City of Seattle, Niecko played a key role in promoting equitable growth in Rainier Beach through job creation, strategic planning, and community partnerships. He also led participatory budgeting efforts with King County Local Services, ensuring residents had a direct voice in public investment decisions.
- Deeply rooted in South and West Seattle, Niecko is committed to youth empowerment, anti-displacement efforts, and expanding access to opportunity. He has co-founded grassroots organizations supporting at-risk youth and remains actively involved in community initiatives focused on land stewardship, housing justice, and economic development.
- He has a degree in urban and regional planning, Niecko brings a strong vision for fostering inclusive growth and building pathways for future generations. His collaborative leadership and dedication to community-driven solutions position him to make a meaningful impact in advancing equity and opportunity.

Tiffany Kelly-Gray – Position 9



- Tiffany Kelly-Gray is a community advocate and visionary leader with extensive experience advancing equity and community empowerment in Seattle's Central District.
- As Impact Director at Byrd Barr Place (past EDI grantee), she leads fund development and partnership strategies, supporting efforts to combat displacement and address systemic inequities, including securing the organization's historic home through Equitable Development Initiative support.
- Tiffany brings a diverse professional background, including experience as a Wealth Manager at Merrill Lynch and a Community Lender at Fifth Third Bank, along with leadership roles in economic development at the Central Area Collaborative. She also serves as a Board Trustee at The Bertschi School, where she chairs the Diversity, Equity, and Inclusion committee.
- A longtime Central District resident, she is deeply committed to expanding wealth-building opportunities, preventing displacement, and advancing equitable, community-led development.

Eliana Horn – Position 11



- Eliana Horn is a community advocate, policy analyst, and attorney with extensive experience in tenant organizing, legal representation, and community-led land development. For over a decade, they have supported community stewardship of land as a pathway to racial, economic, gender, and climate justice.
- Eliana holds a J.D. from CUNY School of Law and a B.A. from Columbia University, and works closely with Black, Indigenous, and People of Color (BIPOC) communities to advance democratic control of land and housing.
- Currently a Policy Analyst at Puget Sound Sage and Founder of Interdependent Law PLLC, Eliana conducts policy research, supports advocacy campaigns, and provides legal counsel for community-based projects. Their previous work includes roles with the Tenants Union of Washington and Colectiva Legal del Pueblo, where they led anti-displacement efforts and represented marginalized communities.
- They are committed to advancing equitable development through community leadership and is eager to continue to contribute their expertise to the EDI Advisory Board.

Discussion / Questions?

OPCD

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Legislation Text

File #: Appt 03457, **Version:** 1

Reappointment of Juan C. Rodriguez as member, Equitable Development Initiative Advisory Board, for a term to February 29, 2028.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Juan C. Rodriguez</i>		
Board/Commission Name: <i>Equitable Development Initiative Advisory Board</i>		Position Title: <i>At Large</i>
Appointment OR X Reappointment	City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> X Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Term of Position: * 3/1/2025 to 2/29/2028 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
Residential Neighborhood: <i>Capitol Hill</i>	Zip Code: <i>98122</i>	Contact Phone No.: [REDACTED]
Background: John Rodriguez is originally from the Dominican Republic, his family moved to New York City when he was a teenager, he fell in love with Seattle and has been living in the emerald city for the last 5 years. He is a full-time LGBTQ+ community advocate and human rights activist. He’s been advocating for social equity, equality, and human rights for the past 15 years, John has served as human rights ambassador for the United Nations in the Caribbean. John has worked as Executive Director for different nonprofits in different countries, he has a professional background in business consulting, nonprofit development, communications, business management, travel industry management, marketing, marketing research and sales. John has vast experience in board - project advisory and consulting, for the last years in Seattle he has been involved with the Dominican Association of Washington State, an organization that he founded here in Seattle and has built a BIPOC network for promoting social justice and equity serving mainly BIPOC and underrepresented communities. He also served as co-chair of the Seattle LGBTQ Commission from 2019 to 2020 and served as Executive Director for the Seattle Chapter of Affirmation LGBTQ Mormons Families and Friends, an organization that supports LGBTQ members and queer ex-members of the LDS religious organization, and also founded the Dominican Chapter for this organization. He currently serves as remote Executive Director for one of the It Gets Better Project’s affiliates in the Dominican Republic and co-chairs an advisory committee for health providers for a local and regional health program serving the King, Snohomish, and the Island counties. John has been leading a peer support group focused on spiritual and emotional support and suicide prevention for LGBTQ youth in Seattle. John is fully bilingual in English and Spanish.		
Authorizing Signature (original signature): <i>Katie B Wilson</i> Date Signed (appointed): 03/09/2026	Appointing Signatory: <i>Katie B. Wilson</i> <i>Mayor</i>	

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

Juan C. Rodriguez

Alias: John Rodriguez

OBJECTIVE: Applying for a position as a City of Seattle's EDI Advisory Board member, with the motivation to collaborate to build a more equitable city and fight social injustice.

EXPERIENCE

Dominican Association of Washington State, Seattle, WA — Executive Director.
April, 2020 - Present.
Executive Management and Development.

Markpro Research Corp Consulting, Seattle, WA — General Manager.

January, 2017 - Present. Marketing, Business and Nonprofit Development.

It Gets Better República Dominicana. Santo Domingo — Affiliate Remote Executive Director.
January 2016 - Present.
Affiliate's Executive Direction , events coordinator, facilitation and online peer support counseling.

Three Dollar Bill Cinema, Seattle, WA — Outreach Coordinator.

April, 2019 - August 2022. Coordinated community partnerships, networking and assisted festivals sponsors and co presenters .

Washington TGA Appointed Council Member, Ryan White Program. King County, Snohomish county and the Islands County — Council member unaligned consumer and mental health specialist.
May 2019 - Present (for a three years term.)
Council Member. (Volunteer)

Peer Seattle, Seattle — Support Group Facilitator. (English only).

July 2018 - Present. Facilitates a Support Group for LGBTQ+ individuals struggling with religious/spiritual background -Suicide Prevention. (Volunteer)

Affirmation LGBTQ Mormons Seattle Chapter, Seattle — Chapter Director.
January 2018 - January 2019.
Chapter Executive Direction , events coordinator, facilitation and counseling.

United Nations Development Program-UN, Santo Domingo Dominican Republic— International. Remote LGBTQ Community Outreach and Agency Support Coordinator.
October 2016 - Present. Outreach and Agencies Support Coordinator, Educator.

EDUCATION SPECIAL TRAINING

Peer Coaching
counseling facilitation,
Business and Nonprofit
Development-Management.
English & Spanish teaching methodology, computer programming and operation of Microsoft Word, Excell, Access, Internet , Basic Website designing, sales and marketing, psychology, market research, data analysis hotel travel industry business management, LGBTQ+ international political leadership.

AWARDS

Certificate of Appreciation for being a founder of the First LGBTQ pro Religious Organization in the Dominican Republic.
Manager of the Year for World Wide Tours NYC,
employee of the year for DMO-ITC Travel Company for traveling and coordinating programs in 34 different countries. Has organized and planned successful business/fundraising strategies for various companies and organizations.

LANGUAGES

English. Spanish (Fluent Native)- Basic French .

UAPA University, Dominican Republic — *Associate, Hotel & Travel Industry Management*

January 2001 - June 2003

New York City College, NYC, NY — *Technical, Marketing Research.*

January 1997 - June 1998

New York City College, NYC, NY — *Certificate, ESL teaching.* March 1994
- June 1996

OTHER STUDIES / CERTIFICATES

QPR Institute— Suicide Prevention.
2018

Harvard University— GSE1X Coaching: Unlocking the immunity to change, a new approach to personal improvement. Social Work and Community Development. 2013

Harvard University— GSE2X: Education: Leaders of learning. 2013

Berklee College of Music— Introduction to the Music Business. 2014

Berklee College of Music— Vocal Recording Technology. 2015

Curtin University- Western Australia- Digital Branding and Engagement.
CurtinX - MKT1x
2015

REFERENCES: Will be sent separately.

Equitable Development Initiative Advisory Board

13 Members: Pursuant to *Ordinance 126173*, all members subject to City Council confirmation.

- a) Initial members in positions 3, 6, 9, 12, and 13 shall be members of the Equitable Development Initiative’s Interim Advisory Board as of the effective date of this ordinance
 - b) The initial terms for positions 1, 3, 4, 6, 8, 10, and 13 shall be one year
 - c) The initial terms for positions 2, 5, 7, 9, 11, and 12 shall be two years
 - d) All subsequent terms shall be for three years. With the exception of initial positions 3, 6, 9, 12, and 13 no member shall serve more than two consecutive three-year terms
- 3 City Council-appointed
 - 3 Mayor-appointed
 - 7 Other Appointing Authority-appointed (specify): Initial appointments by Interim Advisory Board, subsequent appointments by Advisory Board

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	Amira Beasley	3/1/2025	2/29/2028	1	Mayor
			2.	Member	Stephanie Lachman	3/1/2026	2/28/2029	1	Mayor
			3.	Member	Juan C. Rodriguez	3/1/2025	2/28/2028	1	Mayor
			4.	Member	Ernesto Oliva	3/1/2025	2/29/2028	1	City Council
			5.	Member	Fynnieceko “Niecko” Glover Jr.	3/1/2026	2/28/2029	1	City Council
			6.	Member	Eric Alipio	3/1/2024	2/28/2027	1	City Council
			7.	Member	E.N. West	3/1/2025	2/29/2028	1	Board
			8.	Member	Jamie Madden	3/1/2022	2/28/2024	1	Board
			9.	Member	Tiffany Kelly-Gray	3/1/2026	2/28/2029	1	Board
			10.	Member	Diana Paredes	3/1/2022	2/28/2025	1	Board
			11.	Member	Eliana Horn	3/1/2026	2/28/2029	1	Board
			12.	Member	Vacant	3/1/2026	2/28/2029	1	Board
			13.	Member	Sophia Benalfew	3/1/2022	2/29/2025	1	Board

SELF-IDENTIFIED DIVERSITY CHART

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

Key:

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

**G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary. 3



Legislation Text

File #: Appt 03458, **Version:** 1

Reappointment of Fynniecko Glover Jr. as member, Equitable Development Initiative Advisory Board, for a term to February 28, 2029.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment


Appointee Name: Fynniecko "Niecko" Glover Jr.		
Board/Commission Name: Equitable Development Initiative Advisory Board		Position Title: Member
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment	City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Appointing Authority: <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>EDI Advisory Board</i>	Term of Position: * 03/01/2026 to 2/28/2029 <input type="checkbox"/> Serving remaining term of a vacant position	
Residential Neighborhood: South Seattle	Zip Code: 98178	Contact Phone No.: [REDACTED]
<p>Background: Fynniecko "Niecko" Glover, Jr. is being recommended for reappointment to the EDI Advisory Board, bringing a wealth of experience and a deep commitment to equity. His diverse skill set, extensive background in economic development, and dedication to community engagement make him a valuable asset to the board. Niecko's work has consistently demonstrated a focus on inclusive initiatives, participatory processes, and uplifting marginalized voices, aligning perfectly with the board's goals.</p> <p>Niecko Glover boasts over a decade of hands-on experience in engaging and supporting vulnerable communities. As a former Economic Development Manager for the City of Seattle, Niecko was instrumental in promoting equitable growth in the Rainier Beach neighborhood. His role involved strategizing for sustainable economic development, job creation, and fostering community partnerships. Niecko also spearheaded participatory budgeting initiatives with King County Local Services, ensuring that community members had a direct say in how public funds were allocated.</p> <p>Niecko is currently pursuing a degree in city and urban regional planning at Alabama A&M University, an HBCU, reflecting his commitment to continuous learning and professional development. He holds several certifications, including as a Certified Life Coach and in Interview Skills & Resume Writing from New Skills Academy. Niecko aspires to start a development firm focused on helping youth gain access to development jobs, aligning with his ongoing projects in Rainier Beach, including securing ARPA investments and collaborating with community stakeholders. His vision extends to creating more educational facilities and reintroducing workforce trade programs in high schools to support youth in gaining applied job skills and trades experience.</p> <p>Throughout his career, Niecko has demonstrated a strong focus on equity and community-centered</p>		

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

work. He has led large-scale events, served on nonprofit boards, and championed initiatives aimed at addressing community needs. His leadership in these areas showcases his ability to create inclusive environments where all voices are valued. Notably, he has received awards such as the Most Social Impact Award and the Rainier Beach Unsung Hero Award, recognizing his tangible contributions to social impact and community building. Niecko's commitment to community empowerment is further exemplified by his co-founding of grassroots organizations like Sprout, which provides programs for at risk youth, and his involvement with King County Equity Now, where he is a founding member. These roles highlight his ability to initiate and lead impactful community projects that address the needs of underserved populations.

Niecko's deep roots in Seattle, particularly in West and South Seattle, inform his understanding of local challenges and opportunities. He is actively involved in anti-displacement efforts and community organizations like King County Equity Now and Africatown, and he has worked on participatory budgeting in Skyway. His advocacy for preventing displacement and fostering community building is driven by a passion for health, wealth, and opportunity access for historically marginalized communities. Niecko aims to bring a sense of newness and youthful representation to the EDI Advisory Board. His focus on community-driven solutions and his dedication to empowering diverse communities align with the board's mission to create an inclusive future. Niecko's ability to engage stakeholders, build relationships, and develop innovative solutions will be invaluable in his role on the board.

In summary, Niecko Glover's extensive experience, community-focused mindset, and unwavering commitment to equity position him as an exceptional addition to the Equitable Development Initiative Advisory Board. Niecko's deep community roots and strong commitment to engaging BIPOC youth, and desire to support diverse communities self-directed advocacy and action is impressive. His extensive experience includes a mix of recreational services, event coordination, community management, and business development, underpinned by a dedication to fostering inclusive and equitable opportunities for underserved populations. His proactive approach to fostering inclusive growth and development will undoubtedly contribute to the EDI Board's efforts to create a more equitable Seattle.

Authorizing Signature (original signature):	Appointing Signatory:
	<i>Alexis Mercedes Rinck</i>
Date Signed (appointed): 3/11/26	<i>City Councilmember</i>

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

FYNNIECKO GLOVER JR

A hard working, relationship focused, highly motivated individual who is an ambitious community builder. Strong communicator with an extensive background in customer service skills, proven to be a great team player who thrives in a competitive, fast paced environment. Extremely self-motivated and is readily adaptable to changing atmospheres seeking to be placed in an environment for equitable change for all, as part of a progressive transition to build community knowledge and cultivating innovative ways to pass to the next generation .

HIGHLIGHTS OF SKILLS AND CERTIFICATIONS

- ❖ Customer Service
- ❖ Impacting youth in the community
- ❖ Answering phone calls and questions
- ❖ Forklift Certification
- ❖ Videography/ Photography
- ❖ Certified Life Coach - New Skills Academy Jan 2021
- ❖ Coordinate Outreach
- ❖ 2020 Most Social Impact Award - Urban Impact
- John Maxwell Leadership Training – April 2018
- OSHA 10
- Flaggers Certification
- CPR & First Aid
- Zola Healing Ambassador
- Chart reading & Reporting
- Community Liaisons

RELEVANT EXPERIENCE

Economic Development Manager: As an Economic Development Manager, I played a vital role in driving and implementing strategies that promote sustainable economic growth and enhance the overall well-being of Rainier Beach community. My primary responsibility were be to engage stakeholders, attract investment, foster business development, and create an environment conducive to economic prosperity. By effectively managing projects and collaborating with various partners, I contributed to job creation, increased revenue, and the long-term success of the community.

Responsibilities:

1. **Economic Development Strategy:** Develop and execute comprehensive economic development strategies that align with the vision and goals of the region or community. Conduct thorough research, analyze data, and identify key sectors and opportunities for growth, innovation, and diversification.

2. **Stakeholder Engagement:** Foster and maintain strong relationships with local businesses, government entities, community organizations, educational institutions, and other key stakeholders. Collaborate with them to understand their needs, address challenges, and create synergistic partnerships to support economic development initiatives.

3. **Business Attraction and Retention:** Identify target industries and actively pursue opportunities to attract new businesses, entrepreneurs, and investors to the region. Showcase the benefits and advantages of the community, coordinate site visits, and provide assistance and resources to facilitate business establishment and expansion. Implement retention strategies to support existing businesses and encourage their continued growth.

4. **Entrepreneurship and Small Business Support:** Cultivate a thriving entrepreneurial ecosystem by providing resources, mentorship programs, and networking opportunities to support aspiring entrepreneurs and small business owners. Collaborate with local organizations and educational institutions to develop initiatives that nurture innovation, encourage startups, and enhance the success of small businesses.

5. **Project Management:** Lead and oversee economic development projects from initiation to completion. Develop project plans, establish timelines, allocate resources, and monitor progress. Coordinate with internal teams, external consultants, and stakeholders to ensure projects are executed efficiently, within budget, and aligned with strategic objectives.

6. **Marketing and Promotions:** Develop and implement marketing campaigns and promotional activities to attract investment, talent, and visitors to the region. Utilize various channels, including digital marketing, social media, trade shows, and conferences, to raise awareness, showcase opportunities, and position the community as an attractive destination for business and economic growth.

7. Grants and Funding: Identify and pursue available grants, funding opportunities, and economic incentives at the local, state, and federal levels. Prepare grant applications, collaborate with stakeholders, and secure financial support for economic development projects. Monitor compliance and reporting requirements associated with funded initiatives.

8. Data Analysis and Reporting: Collect, analyze, and interpret economic data, market trends, and performance indicators to inform decision-making and measure the impact of economic development efforts. Prepare comprehensive reports, presentations, and updates for stakeholders, government officials, and community leaders.

Customer Relations Management System (CRM) : As a Customer Relations Manager, My critical role in ensuring customer satisfaction, building strong relationships, and driving loyalty. primary responsibility was to lead and inspire a customer service team, develop customer-centric strategies, and resolve escalated customer issues. By delivering exceptional service and fostering positive experiences, I would contribute to customer retention, revenue growth, and the overall success of the organization.

Responsibilities:

1. Customer Relationship Management: Develop and execute effective customer relationship management strategies to enhance customer satisfaction, loyalty, and advocacy. Build strong relationships with key customers, understanding their unique needs, and providing personalized solutions.

2. Team Leadership and Development: Lead, mentor, and motivate a high-performing customer service team. Set clear objectives, provide ongoing coaching, and foster a positive team culture centered around delivering outstanding service.

3. Escalated Issue Resolution: Serve as the primary point of contact for resolving complex or escalated customer issues. Investigate problems, propose appropriate solutions, and ensure prompt resolution while maintaining a focus on customer satisfaction.

4. Customer Feedback Analysis: Collect, analyze, and leverage customer feedback to gain valuable insights into customer preferences, pain points, and overall satisfaction. Use this data to drive continuous improvement initiatives across the organization.

5. Process Optimization: Identify opportunities to streamline customer service processes, policies, and procedures. Implement changes that enhance efficiency, reduce response times, and improve the overall customer experience.

6. Relationship Building: Cultivate strong relationships with key accounts, strategic partners, and stakeholders. Collaborate with sales and account management teams to identify growth opportunities and ensure customer needs are met effectively.

7. Customer Retention Strategies: Develop and implement initiatives focused on customer retention and loyalty. Implement customer engagement programs, loyalty rewards, and personalized communication strategies to strengthen relationships and increase customer lifetime value.

8. Performance Measurement and Reporting: Establish key performance indicators (KPIs) for customer service and regularly track performance against set goals. Generate reports to assess customer satisfaction, resolution rates, and other relevant metrics. Provide insights and recommendations for improvement to senior management.

Community Business Manager: As the Community Business Manager is responsible for overseeing the operations and growth of a community-focused business or organization. This role involves engaging with the local community, building relationships with stakeholders, managing business operations, and implementing strategies to drive success

Key Responsibilities:

1. Develop and implement business strategies and plans that align with the organization's goals and objectives, while catering to the needs of the local community.

2. Establish and maintain strong relationships with community members, local businesses, organizations, and relevant stakeholders to build a supportive network and foster a sense of community engagement.

3. Serve as a point of contact for community members, addressing inquiries, concerns, and feedback promptly and professionally.

4. Plan and execute marketing and promotional initiatives to attract and retain customers, ensuring the business remains competitive and relevant in the community.

5. Manage day-to-day business operations, including staff supervision, inventory management, financial oversight, and customer service.
6. Monitor market trends, consumer preferences, and competitor activities to identify opportunities for business growth and improvement.
7. Collaborate with internal teams, such as marketing, finance, and operations, to coordinate efforts and achieve business objectives.
8. Organize and facilitate community events, workshops, and partnerships to promote the business and create positive experiences for community members.
9. Identify and pursue partnerships with local businesses, community organizations, and nonprofits to support mutual growth and benefit.
10. Stay informed about community development initiatives, local regulations, and industry trends that may impact the business, and adjust strategies accordingly.

LEASING CONSULTANT - As a Leasing Consultant, I was an integral part of a dynamic team responsible for leasing and managing residential properties. I would be one the primary point of contact for prospective tenants, providing exceptional customer service and assisting them throughout the leasing process. My role will involve showcasing properties, answering inquiries, conducting thorough screenings, and ensuring a seamless leasing experience.

Responsibilities:

1. **Customer Service and Tenant Relations:** Welcome prospective tenants, respond to inquiries promptly, and provide detailed information about available properties, leasing terms, and community amenities. Cultivate positive relationships with tenants, address their needs and concerns in a timely manner, and strive for high tenant satisfaction.
2. **Property Showcasing:** Conduct property tours, highlighting the unique features and benefits of each unit. Demonstrate a comprehensive knowledge of the property layout, floor plans, and amenities to help potential tenants make informed decisions. Showcase the value and lifestyle offered by the community.
3. **Lease Administration:** Prepare accurate leasing agreements, review lease terms, and ensure all necessary documentation is complete and properly executed. Maintain organized records of leasing activities, including tenant information, lease terms, move-in/move-out dates, and rental payments.
4. **Marketing and Outreach:** Collaborate with the marketing team to develop effective strategies for attracting prospective tenants. Utilize various advertising channels, online platforms, and social media to market available units and increase visibility. Engage with local businesses and community organizations to generate leasing leads.
5. **Rental Inquiries and Application Processing:** Respond promptly to rental inquiries, provide detailed information about the application process, and guide potential tenants through the necessary steps. Review and screen rental applications, conduct background and credit checks, and make informed decisions based on established rental criteria.
6. **Lease Renewals and Rent Collection:** Proactively communicate with tenants nearing lease expiration to discuss renewal options and ensure timely lease renewals. Update lease agreements as necessary, coordinate move-in/move-out processes, and effectively track rent collection and payment records.
7. **Market Analysis and Competitor Research:** Stay updated on local rental market trends, including rental rates, occupancy rates, and competitor offerings. Conduct market analysis to identify opportunities for rent adjustments, lease incentives, and occupancy optimization strategies.
8. **Compliance and Legal Requirements:** Maintain a strong understanding of fair housing laws, leasing regulations, and compliance requirements. Ensure full adherence to all legal and regulatory obligations throughout the leasing process.

Event Coordinator- The Event Coordinator is a detail-oriented professional responsible for planning, organizing, and executing a wide range of events to create exceptional experiences for clients and attendees. my role involves overseeing all aspects of event logistics, vendor coordination, budget management, and client communication. The Event Coordinator works closely with internal teams and external stakeholders to ensure seamless event execution and deliver memorable results.

Key Responsibilities:

1. Collaborate with clients to understand their event objectives, preferences, and budgetary constraints, translating their vision into actionable event plans.
2. Develop comprehensive event concepts, themes, and timelines, incorporating innovative ideas to create engaging experiences.
3. Manage all logistical aspects of events, including venue selection, contract negotiation, vendor coordination, equipment rentals, and permits.
4. Create detailed event plans and timelines, outlining tasks, responsibilities, and deadlines to ensure smooth execution.
5. Source and manage relationships with vendors, suppliers, and service providers, ensuring quality service delivery within budgetary guidelines.
6. Monitor event budgets, track expenses, and propose cost-saving measures to optimize financial resources.
7. Oversee event setup, including seating arrangements, staging, decorations, audiovisual equipment, and catering services.
8. Coordinate event marketing and promotion efforts, collaborating with the marketing team to develop effective strategies and maximize event visibility.
9. Maintain open communication with clients and stakeholders, providing regular updates, addressing concerns, and managing expectations.
10. Execute on-site event management, coordinating staff, troubleshooting issues, and ensuring a seamless experience for attendees.

PROFESSIONAL EXPERIENCE

FEDEx EXPRESS Truck Control Agent	<i>2016-2017</i>
CAREER STRATEGIES INC. Leasing Consultant	<i>2017</i>
ASSOCIATED RECREATION COUNCIL (ARC) Youth Counselor	<i>2017-2018</i>
CITY OF SEATTLE Recreation Attendant	<i>2017-2019</i>
CITY OF SEATAC Recreation Attendant	<i>2018-2019</i>

King County Parks and Recreation Recreational Specialist	2019-2021
Sprout Co-Founder	2019- <i>Present</i>
VECA Electric Electrical Apprentice	2019-2020
King County Equity Now Founder, Event Coordinator	2020-2021
City Of Seattle Rainier Beach Economic Development Manager	2021- <i>Present</i>
Rainier Beach Action Coalition Community Business Manager	2021- <i>Present</i>

EDUCATION

High School Diploma- West Seattle High School	
Highline College	2015-2016
ANEW Pre-Apprenticeship	2018
IBEW 46 - Apprenticeship Program	2019-2020
New Skills Academy- Interview Skills & Resume Writing Cert	2021
New Skills Academy- Life Coaching Certification	2021
Alabama A&M - City & Regional Planning	2022- Present

VOLUNTEER EXPERIENCE

Special Olympics/Unified Sports	2013-2015
EYN Solutions	2011- <i>Present</i>
Rep N Step	2018- <i>Present</i>
Night to Shine (Tim Tebow Foundation)	2019-2020
Juneteenth	2020- <i>Present</i>
Umoja Festival	2020- <i>Present</i>
Africatown Education and Innovation Board of Directors	2020- <i>Present</i>
Rainier Beach BooBash	2021

Awards & Highlight

C.H.A.M.P.S Seattle fundraising event raised a total of \$22,000 dollars for Halloween events for the Rainier Beach Community for youth

State of Africatown Seattle 2022 Watoto Award winner for community builder

City of Seattle Neighborhood Economic Recovery Award winner recipient, providing strategies for recovery efforts in Rainier Beach, The neighborhood was able to obtain a total of \$235,000 to support small businesses.

Leukemia & Lymphoma Society - Visionary of the Year Canadaite in Seattle, WA

Led the largest Juneteeth festival in Seattle,WA Bringing out over 30k people for the holiday

Urban Impact Seattle Awarded Fynnieceko - 2020 Most Social Impact Award

Created 25 Job opportunities with Port of Seattle, Successfully secured career opportunities for youth and young adults in community

Rainier Beach Unsung Hero Award - Business of Excellence July 2023

Equitable Development Initiative Advisory Board

13 Members: Pursuant to *Ordinance 126173*, all members subject to City Council confirmation.

- a) Initial members in positions 3, 6, 9, 12, and 13 shall be members of the Equitable Development Initiative’s Interim Advisory Board as of the effective date of this ordinance
 - b) The initial terms for positions 1, 3, 4, 6, 8, 10, and 13 shall be one year
 - c) The initial terms for positions 2, 5, 7, 9, 11, and 12 shall be two years
 - d) All subsequent terms shall be for three years. With the exception of initial positions 3, 6, 9, 12, and 13 no member shall serve more than two consecutive three-year terms
- **3** City Council-appointed
 - **3** Mayor-appointed
 - **7** Other Appointing Authority-appointed (specify): Initial appointments by Interim Advisory Board, subsequent appointments by Advisory Board

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	Amira Beasley	3/1/2025	2/29/2028	1	Mayor
			2.	Member	Stephanie Lachman	3/1/2026	2/28/2029	1	Mayor
			3.	Member	Juan C. Rodriguez	3/1/2025	2/28/2028	1	Mayor
			4.	Member	Ernesto Oliva	3/1/2025	2/29/2028	1	City Council
			5.	Member	Fynnieceko “Niecko” Glover Jr.	3/1/2026	2/28/2029	1	City Council
			6.	Member	Eric Alipio	3/1/2024	2/28/2027	1	City Council
			7.	Member	E.N. West	3/1/2025	2/29/2028	1	Board
			8.	Member	Jamie Madden	3/1/2022	2/28/2024	1	Board
			9.	Member	Tiffany Kelly-Gray	3/1/2026	2/28/2029	1	Board
			10.	Member	Diana Paredes	3/1/2022	2/28/2025	1	Board
			11.	Member	Eliana Horn	3/1/2026	2/28/2029	1	Board
			12.	Member	Vacant	3/1/2026	2/28/2029	1	Board
			13.	Member	Sophia Benalfew	3/1/2022	2/29/2025	1	Board

SELF-IDENTIFIED DIVERSITY CHART

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

Key:

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

**G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary. 3



Legislation Text

File #: Appt 03459, **Version:** 1

Reappointment of Eliana Horn as member, Equitable Development Initiative Advisory Board, for a term to February 28, 2029.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Eliana Horn</i>		
Board/Commission Name: <i>Equitable Development Initiative Advisory Board</i>		Position Title: <i>Member</i>
<input type="checkbox"/> Appointment OR <input checked="" 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>EDI Advisory Board</i>	Term of Position: * 03/01/2026 to 2/28/2029 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
Residential Neighborhood: Columbia City / Seward Park	Zip Code: 98118	Contact Phone No.: [REDACTED] [REDACTED]
<p>Background: Eliana Horn is a dedicated community advocate, policy analyst, and attorney with extensive experience in tenant organizing, legal representation, and community-led land and equitable development projects. Her commitment to social justice is evident through her decade-long involvement in various roles supporting community stewardship of land. This framework, which Eliana champions, is essential for achieving racial, economic, gender, and climate justice.</p> <p>Eliana’s educational background includes a Juris Doctor from CUNY School of Law, earned in May 2018, and a Bachelor of Arts from Columbia University, completed in June 2011. This strong academic foundation has equipped her with the legal expertise and analytical skills necessary to effectively advocate for community stewardship of land and social justice. Driven by a passion for empowering marginalized communities, particularly Black, Indigenous, and People of Color (BIPOC), Eliana works in partnership with communities so they can take democratic control of their land and housing resources. She believes that community ownership is key to creating lasting change and ensuring that the voices of those most impacted are heard and prioritized.</p> <p>Eliana's interest in serving on the Equitable Development Initiative (EDI) Advisory Board stems from her belief in the government's responsibility to address historical harms against BIPOC communities and its potential to foster transformative societal changes. She is eager to bring her expertise in tenant organizing and community-led development to the EDI board to enhance its impact on community stewardship of land. Eliana views Seattle EDI as a crucial resource that centers community vision and leadership, particularly from BIPOC communities. She aims to protect and expand EDI's role in supporting community learning, democratic governance of land and housing, and rapid land</p>		

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

acquisition strategies. With her extensive background in policy work, legal representation, and organizing, Eliana is an invaluable addition to the EDI Advisory Board, committed to advancing equitable development and justice for all.

Professionally, Eliana has a diverse and impactful career. Currently, she serves as a Policy Analyst at Puget Sound Sage in Seattle, where she focuses on community stewardship of land. In this role, she conducts policy research, engages in community education, and supports advocacy campaigns. Eliana collaborates with community partners to release policy platforms, co-author reports on disaster gentrification, and develop educational tools for policymakers and the public. Additionally, as the Founder and Attorney at Interdependent Law PLLC, she represents community organizations in legal matters related to land projects and worker cooperatives, creating educational tools to aid clients in understanding complex legal concepts and supporting informed decision-making through workshops and aids.

Eliana's previous roles further highlight her dedication to social justice and community advocacy. At Colectiva Legal del Pueblo, she represented immigrants in legal proceedings and contributed to organizational policy development. During her tenure at the Tenants Union of Washington, she led anti-displacement campaigns, coordinated direct actions, and developed strategic plans for tenant organizing. She also implemented community engagement programs focused on gun violence prevention at the Crown Heights Mediation Center. Eliana's volunteer work includes strategic roles in various social justice campaigns and community land control initiatives, reflecting her deep commitment to empowering marginalized communities. Her efforts have been recognized with several awards, including the CUNY Law Graduate Fellowship and the National Alliance of HUD Tenants Organizer of the Year.

Authorizing Signature (original signature):

Fynniecko T Glover Jr

Fynniecko T Glover Jr (02/27/2026 11:37:27 PST)

Date Signed (appointed):

02/27/2026

Appointing Signatory:

Fynniecko Glover Jr.

Interim - Board Chair

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

EDUCATION

CUNY SCHOOL OF LAW, Queens, NY

May 2018, Juris Doctor

COLUMBIA UNIVERSITY, Manhattan, NY

June 2011, Bachelor of Arts

AWARDS

CUNY LAW GRADUATE FELLOWSHIP, Queens, NY

September 2015

Awarded in recognition of outstanding academic and public interest accomplishments

NATIONAL ALLIANCE OF HUD TENANTS ORGANIZER OF THE YEAR, Washington, D.C.

June 2013

AVODAH SOCIAL JUSTICE FELLOWSHIP, Brooklyn, NY

September 2011

EMPLOYMENT

PUGET SOUND SAGE, Seattle, WA

Policy Analyst – Community Stewardship of Land, Research Consultant

January 2021 – Present

- Research policy and budget considerations to support campaigns that advance community stewardship of land framework
- Collaborated with community partners to release policy platform and report addressing disaster gentrification and centering community stewardship of land;
- Co-wrote and co-designed website educating policymakers and community members regarding community stewardship of land and facilitated feedback and input from community partners

INTERDEPENDENT LAW PLLC, Seattle, WA

Founder, Attorney

September 2021 – Present

- Create educational tools for clients and community members to understand legal landscape and make informed decisions;
- Represent community organizations seeking creative solutions to collectively steward land and housing;
- Represent forming and established businesses exploring worker ownership through worker cooperatives, employee ownership trusts, and stock-based employee ownership plans;
- Support policy development through education series on radical forms of homeownership and participation in King County Equitable Development Initiative Community Work Group;

COLECTIVA LEGAL DEL PUEBLO, Burien, WA

Staff Attorney

October 2018 – August 2021

- Represented detained and non-detained immigrants in removal and bond proceedings through a range of legal strategies, including federal litigation
- Filed affirmative asylum applications to help immigrants establish permanent residency and ultimately citizenship
- Served on finance, legal, and collective development working groups to collectively establish policies and procedures for organizational finance, human resources, and legal management

TENANTS UNION OF WASHINGTON, Seattle, WA

Director of Organizing

August 2014 – March 2015

- Supervised and trained an organizing staff of four to implement campaigns targeting the Seattle Housing Authority, predatory developers, and slumlords
- Developed strategy for campaigns and coordinated pro bono attorneys to develop legal strategies to support organizing work
- Authored tenant association and campaign manual for tenants utilizing popular education tools and designed framework for tenant association membership model

Lead Organizer, Section 8 Tenants Organizing Project

October 2012 – August 2014

- Provided leadership development and trainings including power-mapping, campaign planning, media work to tenants in eight buildings across Washington State
- Coordinated direct actions including rallies, marches, call-ins, press conferences, online actions, and meeting disruptions

CROWN HEIGHTS MEDIATION CENTER, Brooklyn, NY

Special Projects Coordinator, Volunteer Coordinator

September 2011 – August 2012

- Implemented programming to engage broad community participation in gun violence prevention including organizing community responses to local shootings, peace marches, and an anti-violence art festival

INTERNSHIPS

HOUSING JUSTICE PROJECT, Kent, WA

Rule 9 Legal Intern

May 2017 – August 2017

- Represented tenants in eviction proceedings in *ex parte* court

CREATING LAW ENFORCEMENT ACCOUNTABILITY AND RESPONSIBILITY, Queens, NY

Student Attorney

September 2017—May 2018

- Conducted Know Your Rights workshops for Muslim, Arab, and South Asian communities in New York City
- Provided legal counseling and prepared community members who were subjected to grand jury subpoenas and FBI questioning

BROOKLYN DEFENDERS SERVICES, Brooklyn, NY

Legal Intern

September 2017—December 2017

- Counseled defendants in arraignment proceedings under the supervision of an attorney

PUGET SOUND SAGE, Seattle, WA

Legal Intern

September 2016 – December 2016

- Authored memoranda regarding applicability of Fair Housing Law as related to community control of housing
- Created an educational website about public property disposition policy in Seattle, available at <https://tinyurl.com/yavpakb4>

PUBLIC ADVOCATE, Seattle, WA

Legal Intern

June 2016 – September 2016

- Compiled research and authored a report documenting gaps in DOJ consent decree regulating Seattle Police Department

VOLUNTEER WORK

JEWISH VOICE FOR PEACE, SEATTLE CHAPTER

January 2013 – August 2015; November 2022 - Present

- Developed strategy and organized actions for campaign demanding Sur La Table cease selling SodaStream, a product made in the Occupied Territories in Palestine

DISPLACED TENANTS FOR ACCOUNTABILITY AND TRANSPARENCY

March 2015 – January 2022

- Facilitated regular meetings with low-income tenants to design processes to disburse 5.7 million dollars settlement in support of community-controlled affordable housing in Seattle, WA
- Collaborated with local social justice philanthropic organization, Social Justice Fund, to design grant-making process

TENANTS UNION OF WASHINGTON, BOARD OF DIRECTORS

June 2020 – October 2022

- Served as chair of the Organizing, Policy and Strategy committee, focused on capacity-building of organizing work

LA RESISTENCIA

May 2017 – August 2017

- Interviewed immigrants detained at Northwest Detention Center about conditions inside
- Facilitated communication between detained immigrants and organizers, activists and lawyers in La Resistencia network

COMMUNITY CONTROL SEATTLE

May 2016 – September 2017

- Coordinated monthly meetings of researchers, advocates and organizers and activists to strategize about how to increase movement capacity for community control of land and how to take projects to scale

PUBLICATIONS

Horn, Eliana & Jemma Pasch (July 8, 2017), *Truthout*

“[Police Brutality is Not ‘Repairing the World’: Why Jewish Institutions Must Divest from State Violence](#)”

Horn, Eliana, Cat Cunningham, Beck Gross, and Gillian Locascio (July 23, 2015), *Slog at the Stranger*

“[City Attorney Pete Holmes Should Stop Prosecuting Black Lives Matter Protesters](#)”

Horn, Eliana. (July 21, 2014), *Slog at the Stranger*

“[Seattle’s Band-aid Solution for Displaced Tenants isn’t Good Enough and Here’s Why](#)”

Horn, Eliana & Stina Janssen (April 15, 2013), *Publicola*

“[A Tale of Two Buildings: Why the Council Should Ask for More in South Lake Union](#)”

LANGUAGES & OTHER SKILLS

- Intermediate fluency in Spanish
- Intermediate proficiency in Geographic Information Systems (GIS) software

Equitable Development Initiative Advisory Board

13 Members: Pursuant to *Ordinance 126173*, all members subject to City Council confirmation.

- a) Initial members in positions 3, 6, 9, 12, and 13 shall be members of the Equitable Development Initiative’s Interim Advisory Board as of the effective date of this ordinance
 - b) The initial terms for positions 1, 3, 4, 6, 8, 10, and 13 shall be one year
 - c) The initial terms for positions 2, 5, 7, 9, 11, and 12 shall be two years
 - d) All subsequent terms shall be for three years. With the exception of initial positions 3, 6, 9, 12, and 13 no member shall serve more than two consecutive three-year terms
- 3 City Council-appointed
 - 3 Mayor-appointed
 - 7 Other Appointing Authority-appointed (specify): Initial appointments by Interim Advisory Board, subsequent appointments by Advisory Board

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	Amira Beasley	3/1/2025	2/29/2028	1	Mayor
			2.	Member	Stephanie Lachman	3/1/2026	2/28/2029	1	Mayor
			3.	Member	Juan C. Rodriguez	3/1/2025	2/28/2028	1	Mayor
			4.	Member	Ernesto Oliva	3/1/2025	2/29/2028	1	City Council
			5.	Member	Fynniecko “Niecko” Glover Jr.	3/1/2026	2/28/2029	1	City Council
			6.	Member	Eric Alipio	3/1/2024	2/28/2027	1	City Council
			7.	Member	E.N. West	3/1/2025	2/29/2028	1	Board
			8.	Member	Jamie Madden	3/1/2022	2/28/2024	1	Board
			9.	Member	Tiffany Kelly-Gray	3/1/2026	2/28/2029	1	Board
			10.	Member	Diana Paredes	3/1/2022	2/28/2025	1	Board
			11.	Member	Eliana Horn	3/1/2026	2/28/2029	1	Board
			12.	Member	Vacant	3/1/2026	2/28/2029	1	Board
			13.	Member	Sophia Benalfew	3/1/2022	2/29/2025	1	Board

SELF-IDENTIFIED DIVERSITY CHART

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

Key:

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

**G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary. 3



Legislation Text

File #: Appt 03460, **Version:** 1

Reappointment of Tiffany Kelly-Gray as member, Equitable Development Initiative Advisory Board, for a term to February 28, 2029.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Tiffany Kelly-Gray		
Board/Commission Name: Equitable Development Initiative Advisory Board		Position Title: Member
<input type="checkbox"/> Appointment OR <input checked="" 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>EDI Advisory Board</i>	Term of Position: * 03/01/2026 to 2/28/2029 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
Residential Neighborhood: Central District	Zip Code: 98122	Contact Phone No.: [REDACTED]
<p>Background: Tiffany Kelly-Gray's is a dedicated community advocate and visionary leader with extensive experience across various sectors, including community empowerment, that reflects her commitment to equity. With a rich history of advocacy and strategic leadership in Seattle's Central District, Tiffany's appointment comes as a significant addition to the board, reflecting the EDI's commitment to fostering community-led actions that prevent displacement of historically marginalized communities.</p> <p>As the Impact Director at Byrd Barr Place, Tiffany has been instrumental in shaping the organization's fund development strategy and fostering strong relationships with both existing and new investors. Her efforts have been pivotal in combating displacement and addressing persistent inequities in Seattle's Central District, particularly through Byrd Barr Place's acquisition of their historic fire station home base, empowered through support from the Equitable Development Initiative (EDI). Tiffany's dedication to equity and social justice is evident in her efforts at Byrd Barr Place, where she has led initiatives to meet community needs and empower systemic advocacy. She is committed to implementing financial literacy programs and offering technical support tailored to community needs.</p> <p>Tiffany holds a Bachelor of Arts in Digital Cultures & Technology from Seattle University. Her core skills and competencies include cross-functional leadership, project management, continuous process improvement, community engagement, strategic planning, budgeting, financial acumen, partnerships, relationship management, and data analysis. Earlier in her career, Tiffany gained valuable financial acumen and strategic leadership experience as a Wealth Manager at Merrill Lynch(2006-2008) and a Community Lender at Fifth Third Bank (2004-2006). These roles provided her with</p>		

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

a solid foundation in financial management and client relationship building.

As a longtime resident of Seattle’s Central District, Tiffany has deep ties to the community and a personal commitment to preventing displacement. She is active in promoting diversity, equity, and inclusion through her board service and community initiatives. Her focus is on providing wealth opportunities and preventing economic inequities among marginalized communities. Tiffany's professional journey is marked by a deep commitment to social justice, equity, and community empowerment. Since September 2021, she has served as the Community Navigator and Director of Economic Development at the Central Area Collaborative. In this role, Tiffany directs economic empowerment programs, manages budgets, oversees program outcomes, and leads staff development, all aimed at enhancing economic opportunities for residents in Seattle’s Central District. In addition to her professional roles, Tiffany has been a Board Trustee at The Bertschi School since 2019, where she chairs the Diversity, Equity, and Inclusion committee. She leads the hiring task force and collaborates with the Director of Diversity on initiatives involving parents and staff, reinforcing her commitment to equity in educational environments.

Looking ahead to her role on the Equitable Development Initiative (EDI) Advisory Board, Tiffany is eager to shape EDI fund allocation criteria to further the City's Race and Social Justice Initiative goals. She aims to facilitate land ownership for BIPOC individuals in Seattle and support sustainable community development. Tiffany plans to leverage her expertise in program development, impact measurement, and community advocacy to make a meaningful difference through her service on the EDI Advisory Board.

Authorizing Signature (original signature):

Fynniecko T Glover Jr

Fynniecko T Glover Jr (02/27/2026 11:37:27 PST)

Date Signed (appointed):

02/27/2026

Appointing Signatory:

Fynniecko Glover Jr.

Interim - Board Chair

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

Tiffany Kelly-Gray



Visionary and dedicated professional leveraging extensive leadership experience spanning diverse industries. Effectively defines long-term strategy, assessing priorities through conducting research into stakeholder needs and evaluating data, establishing objectives, and both proposing and championing a range of compelling initiatives to achieve those targets.

Builds and maintains long-standing relationships with internal and external stakeholders, community partners, and various other parties to initiate and seamlessly execute events, programs, workshops, and other initiatives to progress strategic interests. Transformational change agent, influencing stakeholders to promote positive change across the organization through enhanced structure, workflows, and processes.

CORE SKILLS & COMPETENCIES

- ◆ Cross-Functional Leadership
- ◆ Project Management
- ◆ Continuous Process Improvement
- ◆ User Experience Design

- ◆ Long-Term Strategic Planning
- ◆ Verbal & Written Communication
- ◆ Vendor Sourcing & Management
- ◆ Consensus Building

- ◆ Stakeholder Engagement
- ◆ Requirements Gathering
- ◆ Budgeting & Financial Acumen
- ◆ Partnerships & Relationship Management

Technical Acumen: Microsoft Office Suite Python HTML Java

Authorized to work in the US for any employer

Work Experience

Impact Director

Byrd Barr Place - Seattle, WA

May 2023 to Present

As Byrd Barr Place's impact director, Tiffany works closely with the CEO and management team to develop and implement the organization's fund development strategy, cultivating trusting relationships among existing and new investors.

Community Navigator- Director of Economic Development

Central Area Collaborative - Seattle, WA

September 2021 to Present

As the Community Navigator and The Economic Development Director, I'm responsible for directing all operations of Economic Empowerment. Develop, operationalize, and administer economic empowerment programs in the Central Area which will expand and strengthen customers' economic opportunities and involvement within their community.

Core responsibilities include:

Program management and development to include budget, contractual, and outcome metrics.

Supervision, training, and development of staff to provide respectful, responsive, and effective services to our customers and communities.

Outreach to the public using effective communication to maintain trust, confidence, and respect of customers, partners, funders, community, management, and co-workers.

To support, bolster and Fulfill new initiatives and Grants.

Board Trustee

The Berschi School

2019 to Present

Board member and Chair of the Diversity, Equity, and Inclusion committee focused on fulfilling an executive mandate to promote diversity within the staff of this private school. Acts as the lead of the hiring task force, working in partnership with the interim Head of School to oversee all hiring for staff. Liaises with the Director of Diversity to align parent initiatives with staff initiatives, facilitating a range of workshops and events to promote diversity, and engage the parents and community.

Airbnb Property Owner

Airbnb

2012 to Present

One of the first Airbnb hosts within the Seattle area. Purchased a duplex and spearheaded all renovations to enhance the property value and ready it for guests, hiring contractors and overseeing the overall design. Currently oversees this duplex and all bookings while ensuring complete client satisfaction.

Wealth Manager

Merrill Lynch

2006 to 2008

Fifth Third Bank

Community Lender

2004 to 2006

AREAS OF PROVEN PERFORMANCE

Demonstrated the following transferrable skills over a diverse career spanning multiple industries:

- **Strategic Leadership:** Equipped with extensive experience developing and executing short and long-term strategies, primarily as a Board Trustee, substantiating strategies through focus groups and workshops to identify primary needs. Collaborates with various department heads to ensure cohesiveness of strategy and drive a seamless execution to fulfil executive mandate.
- **Consensus Building:** Leverages extensive influence, proposing new initiatives and operational improvements through formal business cases and securing stakeholder buy-in. Key transformational

change agent within the organization promoting consistent progress forward to fulfil long-term objectives.

- **Financial Acumen:** Develops and manages budgets for specific initiatives, and showcases a strong financial acumen due to previous experience within the banking sector. Demonstrates a strong understanding of investment strategies and other critical concepts to optimize spend and maximize returns.
- **Project Management:** Establishes project schedules, budgets, and manages both throughout the life cycle, leading cross-functional technical and non-technical teams to drive timely completion and full alignment with requirements. Directs the overall vision for these initiatives while promoting achievement through combining creativity with
- **Vendor Sourcing & Management:** Sources and negotiates with vendors and suppliers to secure resources and services for specific initiatives. Manages these vendors to ensure fulfilment of contractual obligations and timely completion of work.
- **Data Extraction & Analysis:** Effectively collects, organizes and analyzes both qualitative and quantitative data, utilizing this information to inform strategy through securing valuable insights on priorities.
- **Continuous Process Improvement:** Applies a genuine dedication toward improving organizational processes and structure through developing new positions, streamlining workflows, and implementing various protocols to maximize success of fulfilling strategic objectives.
- **Partnerships & Relationship Management:** Builds and maintains long-standing, integrity-rooted relationships with key community partners and various other internal and external stakeholders, representing the organization. Leverages these partnerships to initiate and execute collaborative initiatives, mutually beneficial to fulfilling strategic objectives.

Education

Bachelor of Arts in Digital Cultures & Technology

Seattle University

Skills

- Cross functional leadership
- Project management
- User research
- Strategic planning
- Budgeting and Finance
- User Experience (UX)
- Requirements Gathering
- Senior Leadership
- JavaScript
- Business Analysis
- Financial Acumen
- User Interface (UI)
- Usability

- Java
- Program development
- Management
- Relationship management
- Supervising experience

Links



Certifications and Licenses

FINRA License

Equitable Development Initiative Advisory Board

13 Members: Pursuant to *Ordinance 126173*, all members subject to City Council confirmation.

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 - b) The initial terms for positions 1, 3, 4, 6, 8, 10, and 13 shall be one year
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 - d) All subsequent terms shall be for three years. With the exception of initial positions 3, 6, 9, 12, and 13 no member shall serve more than two consecutive three-year terms
- 3 City Council-appointed
 - 3 Mayor-appointed
 - 7 Other Appointing Authority-appointed (specify): Initial appointments by Interim Advisory Board, subsequent appointments by Advisory Board

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	Amira Beasley	3/1/2025	2/29/2028	1	Mayor
			2.	Member	Stephanie Lachman	3/1/2026	2/28/2029	1	Mayor
			3.	Member	Juan C. Rodriguez	3/1/2025	2/28/2028	1	Mayor
			4.	Member	Ernesto Oliva	3/1/2025	2/29/2028	1	City Council
			5.	Member	Fynnieceo “Niecko” Glover Jr.	3/1/2026	2/28/2029	1	City Council
			6.	Member	Eric Alipio	3/1/2024	2/28/2027	1	City Council
			7.	Member	E.N. West	3/1/2025	2/29/2028	1	Board
			8.	Member	Jamie Madden	3/1/2022	2/28/2024	1	Board
			9.	Member	Tiffany Kelly-Gray	3/1/2026	2/28/2029	1	Board
			10.	Member	Diana Paredes	3/1/2022	2/28/2025	1	Board
			11.	Member	Eliana Horn	3/1/2026	2/28/2029	1	Board
			12.	Member	Vacant	3/1/2026	2/28/2029	1	Board
			13.	Member	Sophia Benalfew	3/1/2022	2/29/2025	1	Board

SELF-IDENTIFIED DIVERSITY CHART

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

Key:

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

**G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary. 3



Legislation Text

File #: Appt 03461, **Version:** 1

Reappointment of Stephanie Lachman as member, Equitable Development Initiative Advisory Board, for a term to February 28, 2029.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Stephanie Lachman</i>		
Board/Commission Name: <i>Equitable Development Initiative Advisory Board</i>		Position Title: <i>At-large</i>
Appointment OR <input checked="" type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Date Appointed: <i>mm/dd/yy.</i>	Term of Position: * <i>3/1/2026</i> to <i>2/28/2029</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: <i>Columbia City</i>	Zip Code: <i>98118</i>	Contact Phone No.:
<p>Stephanie Lachman is currently a Loan Officer at People’s Solar Energy Fund (PSEF), a member-directed nonprofit organization that supports community groups with affordable financing, capacity-building, and technical assistance, to advance community-accountable clean energy projects. Prior to PSEF, Stephanie worked for five years as a business lender to underserved small businesses and nonprofits at mission-based community lenders in Denver and the Pacific Northwest.</p> <p>As a business lender Stephanie supported BIPOC owned businesses with startup and expansion loans, and brought a social impact and climate lens to her lending work. Stephanie has also worked in Senegal with both Catholic Relief Services and the Peace Corps, where she trained youths in entrepreneurship, taught women’s groups income generating activities, and mentored business owners one-on-one.</p> <p>Stephanie has an MBA from Colorado State University from the Impact MBA program where she focused on food waste diversion. She has a bachelor’s degree in Finance, with a minor in French, from Washington State University. Stephanie is a born and raised Seattleite, and when she isn’t supporting small businesses in Columbia City, she enjoys volunteering at food banks, practicing yoga, hiking in the forest, and cooking delicious meals.</p>		
Authorizing Signature (original signature): 		Appointing Signatory: <i>Katie B. Wilson</i> <i>Mayor</i>
Date Signed (appointed): <i>03/09/2026</i>		

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

Stephanie Lachman

SUMMARY

Experienced business lender working with underserved small businesses and nonprofits at mission-based community lender. Brings a climate lens to lending work, underwriting renewable energy projects and solar installers. MBA graduate of the Impact MBA program at Colorado State University, focusing on sustainable enterprise and entrepreneurship. Three years experience internationally as a Peace Corps Volunteer and at Catholic Relief, teaching entrepreneurship courses and improving access to financing for underserved populations.

SKILLS

- Excellent communicator and collaborator, living and working alongside individuals from diverse cultures and perspectives
- Proven self-motivated leader championing social justice and equity in lending
- Skilled financial lending professional, with a keen eye for detail and experience analyzing business and nonprofit financials, tax returns, and business plans
- Adept partnership builder, engaging stakeholders and working with community leaders, local governments, and nonprofits
- Advanced proficiency in written and spoken French, working proficiency in spoken Wolof

EDUCATION

Master of Business Administration, Impact Program Colorado State University, December 2019

Bachelor of Arts in Business Administration, Finance Washington State University, May 2010

PROFESSIONAL EXPERIENCE

Business Lender, VP

Jan 2022 - Present

Craft3—Seattle, WA

- Underwrite nonprofit, business loans, and Islamic compliant lending, in the range of \$50,000 to \$500,000 which includes assessing the fit of a borrower in Craft3’s loan portfolio, analyzing financial statements, and presenting information in a clear concise manner for analysis and approval
- Program lead for the “Solar + Storage for Nonprofits” bridge loan program; including outreach to build loan pipeline, underwriting loans, and championing program to lending team and organizational leaders
- Connect with bankers and economic development organizations in the Seattle and Tacoma area to increase knowledge of Craft3’s lending and collaborate on how to assist small businesses in these areas
- Manage a portfolio of over 70 borrowers and address issues that may arise if an account becomes delinquent, such as one-on-one coaching or providing referrals to other organizations assistance

Investment Officer

Aug 2020 - Dec 2021

Community Enterprise Development Services—Denver, CO

- Underwrite small business loans and Islamic compliant loans from \$1,000 to \$100,000, as well as providing technical assistance to small businesses, performing loan closing, and administering loan funds
- Manage a portfolio of 50 clients, including managing past due payments, modifying a loans and providing technical assistance to clients
- Connect and collaborate with other nonprofits, university, government programs, to ensure a healthy cross collaboration of organizations supporting small businesses in the Denver metro area
- Lead on internal projects as needed; such as developing a new website, assisting with grant proposals, and providing small business training to partner organizations

Loan Officer

May 2020 – Aug 2020

US Small Business Administration—Fort Collins, CO

- Inspected, analyzed, and approved business loans for the COVID-19 Economic Injury Disaster Loan program

- Maintained acute attention to detail while processing upwards of 60 applications per day, following through with businesses, and providing a high level of customer service
- Ensure loan applications contain all pertinent documentation to fund the loan and reaching out to applicants if information is missing and make loan eligibility determination from information such as instances of fraud, US resident status, and business ownership

Operations and Financial Education Associate

May 2017 – Nov 2017

Catholic Relief Services—Dakar, Senegal

- Assisted development manager with \$40 million USAID Feed the Future funding proposal, including logistics and translation, planned a meeting of government officials, and helped edit and organize documents and budgets
- Brought financial institutions and producer groups together to support a project strengthening the value chain of millet, a healthy staple crop in West Africa
- Wrote, edited, and translated English and French project narratives for donor dissemination as well as development of country program reports

Community Economic Development Specialist

March 2015 – April 2017

Peace Corps—Senegal

- Served the community in Diourbel, Senegal by providing income generation assistance to women’s groups and one on one mentoring with local business owners
- Partnered with a local government organization to teach entrepreneurship classes to 60 youth in both French and Wolof
- Interacted effectively and creatively in situations where frequent delays, changes, and unexpected events arose that caused major shifts in priorities, timetables, and work assignments; maintained cultural sensitivity

Accounting Clerk

Feb 2014 – Jan 2015

Cascade Bicycle Club—Seattle, WA

- Administered and coded all accounts payable and receivables at the largest national bike club in the United States, with a yearly budget of \$4 million
- Carried out employee reimbursements and managed daily transactions for all Cascade Bicycle rides
- Overhauled all accounting forms, to develop a more streamlined and clear accounting system

VOLUNTEER EXPERIENCE

Member: Application Review Committee

Nov 2023 - Present

NextCycle Washington

- Read and judge applications for circular economy accelerator program in Washington
- Ensure application grading is unbiased and fits parameters of NextCycle Program, including environmental, community and economic impacts in the state
- Work collectively with review committee to decide which projects will move forward to the accelerator

Gleaning Volunteer

June 2023 - Present

White Center Food Bank

- Weekly collecting of excess food from West Seattle Farmers Market to be then distributed to the local community

P-Patch Garden Lead

Aug 2022 – Present

City of Seattle P-Patch Gardening Program

- Maintain community garden in Mt Baker neighborhood of Seattle, which includes such tasks as; organizing work parties, managing water system, and delivering excess produce to food bank

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Legislation Text

File #: Inf 2872, **Version:** 1

Domestic Workers Standards Board (DWSB) Overview



Domestic Workers Standards Board

Human Services, Labor & Economic Development
Committee

Silvia González & Jordan Goldwarg

Friday April 3, 2026

Co-presentadores

Silvia González

DWSB Co-Presidenta

Organizing Manager, Casa Latina

Domestic worker representative

Jordan Goldwarg

Board Secretary

Hand in Hand member

Hiring entity representative





DWSB role and collaboration with Office of Labor Standards (OLS)



Provide a history and overview of the DWSB



Share on-going and future DWSB work

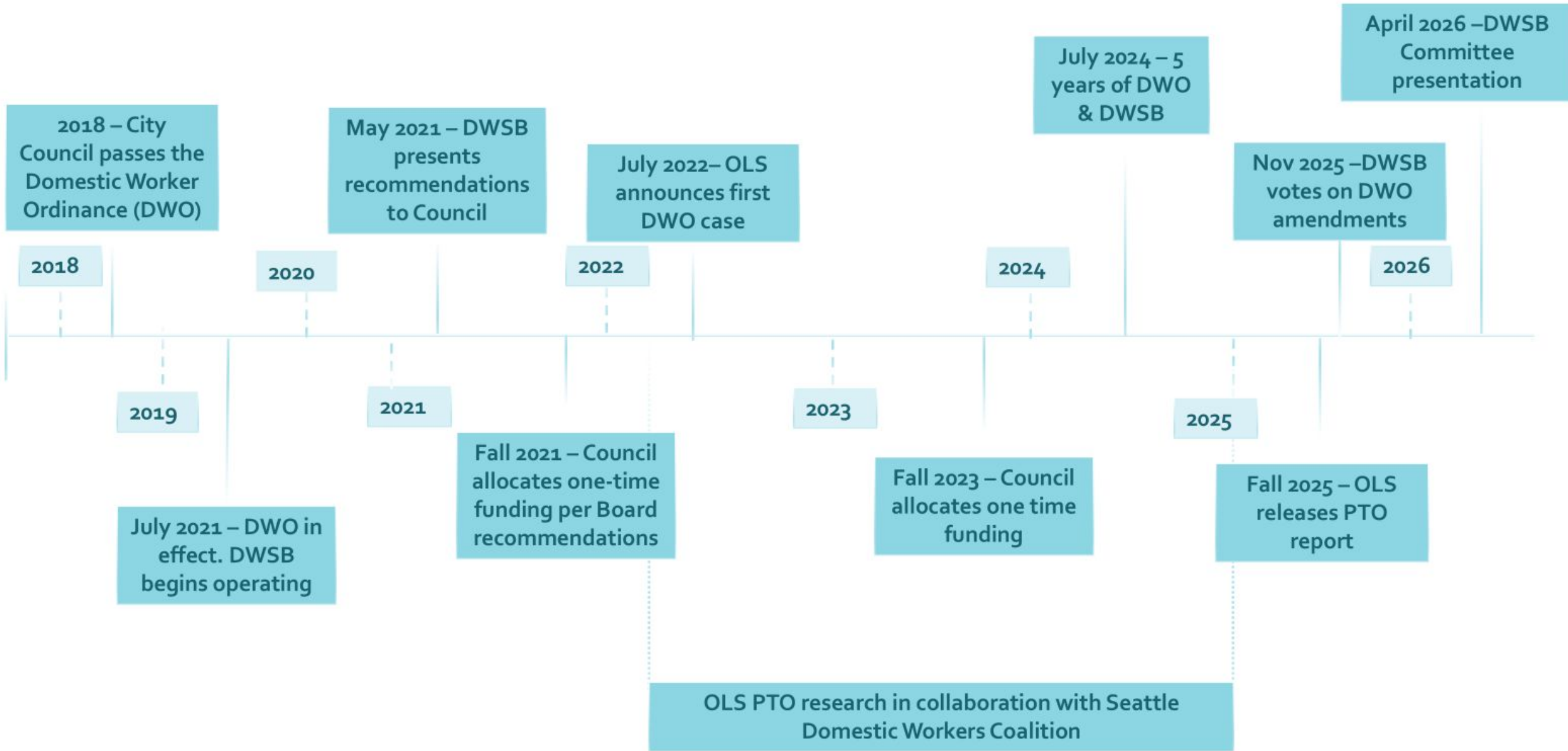


Recent State law win protecting domestic workers



Answer Councilmember questions

Purpose of Presentation





Make a complaint

Intake
Prioritization



Investigation

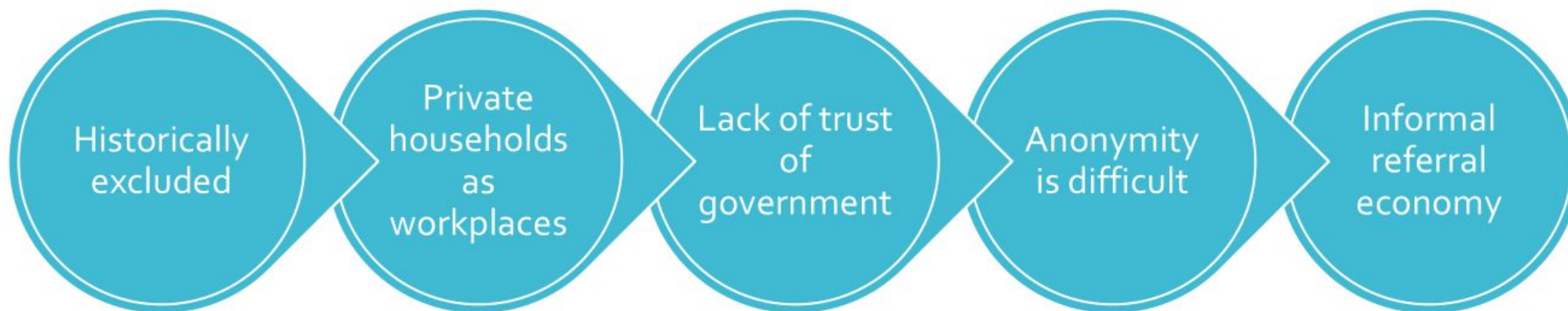
Notice to employer / hiring entity
Company wide investigation



Resolution

Settlement agreement
Appeal(s)

Our staff will **never** ask about immigration status. We provide language interpretation and accommodations for disability-related needs. Our services are free.



Low complaint rate

MW Complaints v. Violations: Identifying the Gaps

Example: WA Minimum Wage Violation Study

	High violation rate	Low violation rate
High complaint rate	Quadrant 1 <ul style="list-style-type: none">• Accommodation• Arts, Entertainment, and Recreation• Food Services and Drinking Places• Personal and Laundry Services	Quadrant 3
Low complaint rate	Quadrant 2 <ul style="list-style-type: none">• Private Households• Social Assistance	Quadrant 4 <ul style="list-style-type: none">• Manufacturing• Wholesale Trade





Lead to **shift in societal perception of workforce**, increase **trust in institutions** and **expand enforcement**

Domestic Workers Standards Board

“Provide a forum for hiring entities, domestic workers, worker organizations, and the public to consider, analyze, and make recommendations to the City on the legal protections, benefits, and working conditions for domestic worker industry standards.” (SMC 14.23.030)



Características del Board

- Membresía
- Justicia lingüística
- Principal actor de interés para OLS
- Liderazgo nacional

Por qué es importante

- Importante reunir a trabajadores y empleadores
- Mecanismo formal para una abogacía continua
- Una voz para los trabajadores
- Educa e informa a los empleadores
- Crea una estructura para una gobernanza más inclusiva
 - Justicia lingüística
 - Presupuesto participativo
 - Estipendios

2021 Board Recommendations, Council Response & Outcomes

Invest in community expertise	→	Domestic worker organizing grants
Provide DWO materials and resources	→	DWO booklets, flyers, informational videos, DWO branded swag, and radio ads
Mandate portable benefits for domestic workers	→	OLS with community partners releases PTO research in 2025

Proyectos en Curso



Future Work

- Three proposed amendments
 - Mandating written agreements between employers and workers
 - Requiring employers to maintain records of hours worked
 - Including anti-retaliation protections for workers who use time off
- Expanding PTO availability to ALL domestic workers
- Creativity and innovation in outreach, education, and enforcement
- Ongoing community engagement to determine emerging needs for workers and employers

National Leadership

- Invited to present for UCLA Institute for Research on Labor and Employment, March 2026
- Highlighted in The New York Times Opinion: [How to Protect Millions of Workers Without a Union](#), January 2024
- *Governing Gig-Work: The Seattle Story* LERA 2025 Conference, where a DWSB co-chair was a panelist
- Seattle Law Conversation Lunch with University of Iowa School of Law Professor César F. Rosado Marzán, March 2024 – ongoing



How we can improve



Washington
State
Domestic
Workers
Coalition

- ❖ ALA Garifuna
- ❖ Casa Latina
- ❖ Fairwork Center / Working Washington
- ❖ Firelands
- ❖ Hand in Hand
- ❖ National Domestic Workers Alliance
- ❖ SEIU 775

Nueva ley estatal, en vigor 1 de julio del 2027

Trabajadores del hogar que trabaja con un “hiring entity” por mas de 4 horas cada mes tienen el derecho al siguiente:

- Derecho al salario mínimo del estado
- Derecho a un contrato con información sobre sus derechos
- Prohíbe que los documentos personal sea confiscado
- Protecciones contra represalias
- Aviso de despedida
- Derecho de acción directa
- Enforzamiento: Washington Labor and Industries (L&I)

Governor Ferguson signing SHB 2355 Protections for Domestic Worker with advocates and bill sponsors: Senator Saldaña & Representative Thomas (March 9, 2026)





2025 DWSB Retreat
with Ibelong Consulting

¡Gracias!