




City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Nathaniel Higby</i>		
Board/Commission Name: <i>Seattle LGBTQ Commission</i>		Position Title: <i>Member</i>
<input type="checkbox"/> 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:	Term of Position: * 5/1/2022 to 4/30/2024 <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.:
Background: Since 2019, Nate Higby has been serving as a Commissioner for the Seattle LGBTQ Commission. He graduated with a bachelor's degree in Sociology from Whitman College, Washington and works at Virginia Mason Medical Center where he does continuous improvement consulting and is an active member of the LGTQB staff committee. A life-long Pacific Northwestern, Nate is passionate about social justice, especially dismantling systems of oppression. Nate has spent time advocating for both disability and LGTBQ rights. In 2018, Nate was able to participate in a civil rights pilgrimage in the South and heard firsthand from foot soldiers about the importance of civic engagement. Since then, Nate has been committed to serving the community by working with a variety of local organizations in Seattle, including Year Up, Common Purpose, Yesler Terrace's Youth Tutoring Program, and United Way. When not working or volunteering, Nate likes to train for marathons and try new restaurants around Capitol Hill.		
Authorizing Signature (original signature):  Date: 6/6/2022		Appointing Signatory: <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>

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

Nathaniel Higby

Education

Whitman College, Walla Walla, WA: Bachelor of Arts in Sociology with Distinction

Work Experience

Virginia Mason Medical Center

Seattle, WA

Virginia Mason Production System (VMPS) Specialist, Kaizen Promotion Office

February 2018 - Current

- Serve as technical expert of VMPS/Lean implementation, collaborating with leaders across the health system to integrate VMPS into operations
- Train and coach 30+ organizational leaders in VMPS principals and workshop facilitation
- Facilitate cross-departmental improvement activities (e.g. target setting, kaizen workshops, weekly huddles, innovation)
- Conducted experience based studies using surveys, interviews, and observations to capture care gaps and emotional touch points for patients and providers in Orthopedics and Physical Medicine and Rehabilitation
- Co-founder of department's psychological safety sub-team, focusing on education and coaching of team members
- Member of Virginia Mason's LGBTQ's staff committee, collaborating with leaders, providers, and community partners to ensure access to safe and equitable care for LGBTQ patients

Physician Recruiting Coordinator, Provider Services

March 2016 – February 2018

- Managed over 230+ onsite interview visits; served as host for candidates and responsible for education on Virginia Mason and VMPS; strategized with hiring managers to improve candidate experience; managed candidate flow in high volume environment
- Responsible for communicating key provider information to downstream customers; conducted sensitive data entry into HR systems; performed administrative duties
- Project lead on Provider SharePoint Team Site implementation; collaborated with key stakeholders; facilitated roll-out plan development
- Improved business through Virginia Mason Production/Toyota Production System Tools:
 - Led a Kaizen event which implemented mistake-proofing measures to Physician Recruiting information flow to downstream customers, improving quality by 68% and reducing from nine to one information source
 - Created and implemented team production board to track capacity and identify needs for level-loading or problem solving
 - Utilized process flow tools to capture and understand information flows in complex recruiting processes, including internal transfers and fellowship recruitment; conducted root cause analysis to generate meaningful counter-measures.

Administrative Intern, Kaizen Promotion Office

November 2015- March 2016

- Provided administrative support to a department of 12 improvement specialists and four directors; created standard work to document processes; oversaw office supplies and reorders; facilitated weekly staff-wide Report Out meetings
- Performed complex scheduling for executive leaders and directors for improvement events; performed data analysis
- Led a Kaizen event which decreased repetitive rework, reduced processing time, and streamlined communications with department customers

House of Representatives

District of Columbia

American Association of People with Disabilities Congressional Intern

May 2015 – August 2015

Whitman College

Walla Walla, WA

College Coach Intern

May 2014- May 2015

Office for Civil Rights, Department of Education

Seattle, WA

Civil Rights Intern

May 2014- August 2014

Leadership Experience

Whitman Events Board Co-Sponsorship Chair
2015

May 2014- May

- Coached and led 25+ students to execute over two dozen campus-wide events; managed a budget of \$16,000

Associated Students of Whitman College Club Director

August 2013- May 2014

- Developed club leaders through one-on-one mentorship; facilitated bi-weekly club leader symposium; enforce compliance with college regulations; participated in executive council meetings

Other experiences: Resident Advisor, Senate Ombudsman, Class Senator, Student Affairs Council Member

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Awards and Certifications

- 2015 Eugene Marx “Unsung Hero” Award for outstanding service to Whitman College community
- Virginia Mason Production System for Leaders and Advanced VMPS
- Crucial Conversations; Coaching for Development Excellence; and Situational Leadership

Skills and Abilities

- Proficiency in Microsoft Office Applications, Oracle, Survey Monkey, Kronos, Adobe, Taleo, & SharePoint
- Advanced experience and training in research methods, Cerner, EBD, statistical analysis, computer design, and conflict mediation

Seattle Lesbian, Gay, Bisexual, Transgender and Queer Commission

May 2022

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

- 8 City Council-appointed
- 9 Mayor-appointed
- 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
			1.	Member	VACANT	5/1/21	4/30/23	1	City Council
			2.	Member	VACANT	5/1/21	4/30/23	1	Mayor
			3.	Member	VACANT	5/1/21	4/30/23	1	City Council
			4.	Member	VACANT	5/1/21	4/30/23	1	Mayor
			5.	Member	VACANT	5/1/21	4/30/23	1	City Council
			6.	Member	VACANT	11/1/21	10/31/23	1	Mayor
			7.	Member	VACANT	11/1/21	10/31/23	1	Commission
			8.	Member	Steven Pray	11/1/21	10/31/23	1	Mayor
			9.	Member	VACANT	5/1/22	4/30/24	1	City Council
			10.	Member	Nathaniel Higby	5/1/22	4/30/24	2	Mayor
			11.	Member	VACANT	5/1/22	4/30/24	1	City Council
			12.	Member	Brett Pepowski	5/1/22	4/30/24	1	Mayor
			13.	Member	Raja Fouad	11/1/20	10/31/22	1	City Council
			14.	Member	VACANT	11/1/20	10/31/22	1	Mayor
			15.	Member	VACANT	11/1/21	10/31/23	1	City Council
			16.	Get Engaged	Lillian M. Williamson	9/1/21	8/31/22	1	Mayor
			17.	Member	VACANT	5/1/22	4/30/24	1	City Council
			18.	Member	VACANT	11/1/21	10/31/23	1	Mayor
			19.	Member	Victor Loo	11/1/21	10/31/23	2	Commission
			20.	Member	Andrew Ashiofu	5/1/22	4/30/24	1	Commission
			21.	Member	VACANT	5/1/22	4/30/24	1	Commission

SELF-IDENTIFIED DIVERSITY CHART

			(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		
	Men	Women	Transgender	Unknown	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor													
Council													
Comm													
Total													

Key:

*D	List the corresponding <i>Diversity Chart</i> number (1 through 9)
**G	List <i>gender</i> , M = Male, F= Female, T= Transgender, U= Unknown
RD	Residential Council District number 1 through 7 or N/A

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Diversity information is self-identified and is voluntary.

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