




City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Esther Lucero</i>		
Board/Commission Name: <i>Indigenous Advisory Council</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 checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		Term of Position: * 8/1/2023 to 7/31/2025 <input type="checkbox"/> Serving remaining term of a vacant position
Residential Neighborhood: <i>NA</i>	Zip Code: <i>98027</i>	Contact Phone No.: [REDACTED]
Background: <p><i>Esther Lucero is Diné and Latina and a third generation urban Indian from Colorado Springs, Colorado. Esther received a Master of Public Policy and a BA in Native American studies from Mills College.</i></p> <p><i>Previously, Esther served as the Director of Policy and Programs at the Native American Health Center and the Director of Programs and Strategic Development for the California Consortium for Urban Indian Health. In addition, Esther has taught classes at San Francisco State University and San Francisco Art Institute.</i></p> <p><i>Esther joined the Seattle Indian Health Board in 2015, with the goal of uplifting the organization's longstanding dedication to the urban Indian community in health and human services, workforce development, public policy, and research. During her tenure, she has increased the operating budget by \$23 million; built a team-based environment; established an Executive team; led the implementation of the first of its kind, Indigenous Knowledge Informed System of Care, and stewards the expansion of three additional clinic sites.</i></p> <p><i>Esther currently serves on the Substance Abuse and Mental Health Services Administration (SAMHSA) Advisory Committee for Women's Services and the SAMHSA Region X Opioid Taskforce. In Washington State, she serves on the Governor's Behavioral Health Taskforce, is a delegate to the American Indian Health Commission, and a delegate to the Governor's Indian Health Advisory Council. Locally, she serves as the co-chair for King County Accountable Community of Health: HealthierHere's governing board, and serves on the Native Communities Committee.</i></p>		
Authorizing Signature (original signature):  Date Signed (appointed): <i>6/27/23</i>		Appointing Signatory: Debora Juarez Seattle City Council President

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

Esther Lucero



Education:

Mills College
Mills College
BA Native American
Studies/Chemistry minor
Fall 2006

Teaching:

San Francisco Art Institute • San Francisco, CA • **Adjunct Professor** • 12/2015-Current

Course Titles:

Native Americans in the Media
Native American Women
Native American Urbanization, Intertribal Resistance, and, Cultural Revitalization

San Francisco State University • San Francisco, CA • **Adjunct Professor** • 08/2010-12/2015

Course Titles:

American Indian Women
Urban Indians
American Indians in the Media
Oral Literature
Native American Urbanization, Intertribal Resistance, and Cultural Revitalization

Publications:

From Tradition to Evidence: Decolonization of the Evidence-based Practice System, The Journal of Psychoactive Drugs, Growing Roots: Native American Evidence-based Practices Dec. 2011
The New Generation, The Womanist Journal 2006

Films:

Killing the 7th Generation: Reproductive Abuses Against Indigenous Women, Director, Cinematographer, Editor, Co-Producer Melinda Micco 2010

Professional Achievements:

2012-2013 *National Tribal Environmental Health Think Tank* member- Center for Disease Control
2010-Current Intertribal Friendship House Board Member
2010 HIV Prevention Planning Council Member: Co-Chair of Prevention with Positives Committee

Experience:

Seattle Indian Health Board • Seattle, WA • **Chief Executive Officer** • 11/2015-Current

- Responsible for the day-to-day management of the corporation.
- Provide oversight of organization's finances within guidelines established by the Board of Directors.
- Ensure appropriate human resources management including hiring, firing, and recommended salary status of employees within approved salary ranges established by the Board of Directors.
- Ensure compliance with public and private contracts and grants and national accrediting organizations.

- Oversee community and public relations serving as primary spokesperson to ensure access to needed resources and reinforce a positive image for the organization.
- Apprise the Board of Directors to trends in health care delivery, needs of the SIHB, policy considerations, and other organizational needs.
- Work in collaboration with the Board to foster and maintain sound agency governance.
- Perform other duties as assigned by the Board of Directors.

California Consortium for Urban Indian Health • San Francisco, CA • **Director of Programs and Strategic Development** • 10/2013-10/2015

- Innovate, strategize, and lead vision for organizational growth including diversification of funding streams, program development, and increased visibility.
- Provide statewide public health policy advocacy for Urban American Indian communities.
- Provide policy analysis and dissemination of relevant legislation and policy.
- Lead Behavioral Health and Primary Care Integration with an emphasis on cultural competency and sustainability planning.
- Lead policy change strategies for Traditional Healing, specifically directed at getting Traditional and Cultural practices to become billable through the Medical system.
- Lead and direct fund-development efforts, and marketing/communications strategies.
- Strengthen operational systems and organizational efficacy.
- Provide training and technical assistance for statewide implementation of the Affordable Care Act and the California Health Exchange (Covered California).
- Developed CCUIH's first American Indian Fellowship/Internship Program.
- Responsible for daily operations including budget and contract management, program implementation and evaluation.

Native American Health Center • Oakland, CA • **Director of Policy and Programs** • 2/2010-10/2013

- Successfully managed the Community Wellness Department's specialty programs (\$7 million budget), including day-to-day program operations, performance management, project hiring, human resources and budget management.
- Ensured high quality, effective behavioral health programming and culture-based prevention and treatment services for the San Francisco Bay Area Urban Native American community.
- Led the departmental strategic planning and management in the areas of grant funding, department development, performance management, and team building.
- Was instrumental in the development of plans to operationalize the integration of behavioral health services with medical services.
- Developed, and implemented departmental funding initiatives. Led and trained grant writing teams, and promoted the expansion of integrated funding initiatives that span all sites.
- Responsible for the direct supervision of all Program Directors and indirect supervision of all CWD staff. A total of 70 employees.
- Founded NAHC's Media Center, and established it as social enterprise within the CWD.
- Acted as the department policy advocate for Urban Indian behavioral health on local, state and national levels.
- Coordinated activities across departments, sites and with collaborating agencies to ensure that programs met all goals and objectives.
- Coordinated activities across internal CWD functional areas (i.e., clinical behavioral health treatment, data management and analysis, and administration) ensuring specialty program areas meet community needs and are in compliance with department, agency, and funding agency regulations.
- Conducted presentations on CWD programs at the local, state, and national level and ensure dissemination of information to NAHC staff and community, as appropriate.

- Actively participated in, and represent CWD at agency-wide management meetings and in agency-wide planning processes. Ensured appropriate distribution of information at both the departmental and organizational level.
- Actively participated in internal quality improvement teams and work with members proactively to drive quality improvement initiatives in accordance with the mission and strategic goals of the organization, federal and state laws and regulations, and accreditation standards, when assigned.

Native American Health Center • San Francisco, CA • **Consultant** • 05/2009-08/2009

- Effectively provided Program Evaluation for Circle of Healing (HIV Services).
- Analyzed and reported on CDC grants and assessed program performance.

Native American AIDS Project • San Francisco, CA • **HIV Case Manager** • 04/2007-02/2009

- Held an active caseload of 120 clients, more than any other case manager in San Francisco.
- Acted as a liaison between clients diagnosed with HIV and all San Francisco City resources.
- Advocated for clients in the realms of healthcare, general assistance, food support, emergency assistance, housing, psychological support, and spiritual health.
- Trained in CSTEP case management, harm reduction, and HIV 101.
- Organize and conducted street outreach and education programming, facilitated workshops on culturally competent end of life services, abstinence policies and lack of cultural competency at the National Conference on AIDS.
- Provided guest lectures on Methamphetamines and Native American Communities.
- Sat on the HIV Prevention Planning Council and Co-chaired the Points of Integration Committee.
- Represented NAAP on the Casey Family Programs committee to plan for better use of the Indian Child Welfare act within social services.
- Successfully cultivated partnerships with the AIDS Health Project and UCSF to provide better case management support for women and Native Americans. Through this I have exceeded my contracted client base by double.

UCSF San Francisco, CA • **Admin II** • 4/2003-11/2003

- Responsible for patient service and assistance.
- Conducted basic office responsibilities.
- Trained in HIPPA, IDX, On-Trac, Insurance verification
- Managed Urgent Care Check in and emergency calls.

Bebe Stores Inc. San Francisco, CA • **Store Manager** • 3/2001- 4/2003

- Responsible for a \$1.5 million business including operations, performance management, human resources, and visual presentation. Led the district in best sales over the previous year.
- Recruited, interviewed, hired, trained, and managed 20 person staff.
- Innovated and developed motivational tools to maximize sales potential and to develop staff into next level positions. Train fellow store managers and their new employees.
- Prepared and managed store procedures, including client service, sales, employee development and loss prevention. Conduct management meetings with staff. Report daily, weekly, monthly statistics to corporate management. Prepare and manage scheduling, payroll and trainings. Plan and organize client events. Create and maintain an excellent customer service environment.
- Responsible for analyzing product to improve sales. Followed company directives and executed floor changes.

Sunglass Hut Inc. San Francisco, CA • 2/1994-7/2000 • **Senior District Manager**

- Supervised 14 retail stores (including West Coast flagship store) totaling \$6 million in business.
- Responsible for recruiting, interviewing and hiring all associates, including store managers.

- Developed and administered training program on performance management.
- Developed and administered training program on successful recruiting.
- Led and motivated sales team to 16% increase in sales over the previous year.
- Monitored daily sales performance, set annual budgets, adjusted monthly budgets, and communicated operational, visual and sales expectations and company standards to the district. Performed daily store visits to monitor performance. Trained and developed store managers, and conducted monthly manager meetings. Served as a liaison between regional manager, all corporate office departments and store managers.
- Responsible for sales performance, visual standards, operational standards, loss prevention, profit and payroll management, and staff development.

Achievements, Honors and Awards:

Mills:

Graduate Student of the Year 2009
 Alumnae Scholarship 2008-2010
 Best Senior Thesis 2007
 Graduation Speaker 2007
 President/Founder of Pre Med Club 2005-2007
 Co-Chair Native American Sisterhood Alliance 2005-2007
 Womanist Publication 2006
 Deans Scholarship 2004-2006
 AAIP Pre Med Shadowing Program Scholarship 2006
 AAIP Pre Med Conference Scholarship 2005
 SMEP Scholarship 2004

UCSF: 2 Superstar Service Awards

Bebe: #1 Store, 2002 (SF district)

Sunglass Hut:

#1 Manager in Sales Performance (over 200 districts, including 2000 stores), 1999
 Selected to Presidents 100 Club, 1999 (management organization composed of 25 of the top-performing individuals in the company)
 Double-digit Sales Increase Award, 1999
 Highest Contribution Award, 1998
 Best People Development Award, 1998
 Best Loss Prevention Results Award, 1998
 Most Personal Growth Award, 1997
 Superstar Service Award, 1996

Indigenous Advisory Council

Nine Members: Pursuant to [Ordinance 126512](#), all members subject to City Council confirmation, one – and two-year terms for the initial round of appointments, two-year terms thereafter:

- 5 City Council-appointed
- 4 Mayor-appointed

Roster: *Updated 7/5/23

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
4	M		1	Tribal member-WA	Donny Stevenson	8/1/23	7/31/25	1	City Council
4	M		2	Tribal member-WA	Jay Mills	8/1/22	7/31/24	1	City Council
4	M		3	Tribal member-Any	Jeremy Takala	8/1/22	7/31/24	1	Mayor
4	F	D2	4	Indigenous Youth	Megan Castillo	8/1/23	7/31/25	1	Mayor
4	F		5	Indigenous Elder	Suzanne Sailto	8/1/22	7/31/24	1	City Council
4	F		6	Urban Native Org	Esther Lucero	8/1/23	7/31/25	1	City Council
4	M	D3	7	Urban Native Org	Derrick Belgarde	8/1/22	7/31/24	1	City Council
4	F		8	Urban Native Org	Asia Tail	8/1/23	7/31/25	1	Mayor
4	F	D5	9	Urban Native Org	Jaci McCormack	8/1/22	7/31/24	1	Mayor

SELF-IDENTIFIED DIVERSITY CHART

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

Key:

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

**G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary 2S= Two Spirit U= Unknown

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

Diversity information is self-identified and is voluntary.