



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Trevor Duston</i>		
Board/Commission Name: <i>Seattle Human Rights Commission</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 checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		Term of Position: * 7/23/2025 to 7/22/2027
Residential Neighborhood: <i>West Seattle</i>	Zip Code: <i>98136</i>	Contact Phone No.: <i>Business phone # - NOT personal phone #</i>
Background: <i>Trevor looks forward to continuing his work on the commission because he strongly believes that serving and volunteering is an important aspect of civic engagement. He is a critical thinker with a range of research interests and an educational background in sociology, equity, including coursework in social justice. He says, "If I am to call on my students to serve their communities, I must first serve myself."</i>		
Authorizing Signature (original signature):  Date Signed (appointed): June 9th, 2025		Appointing Signature <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.

Trevor Duston

CERTIFICATIONS

AWS Certified Cloud Practitioner

Amazon 2022-2026

Quantum Computing

IBM QXQ • 2021

Certified in emerging AI and data analytics technologies.

Google Data Analytics Specialization

Coursera • 2021

Google Project Management Specialization

Coursera • 2021

PMI Membership

Project Management Institute 2021- Present

PMP Certification Preparation

Coursera 2021

Change Management Foundations

LinkedIn 2019

Gameification of Learning

LinkedIn 2019

EDUCATION

Bachelors of Arts in English Literature

Eastern Washington University • Cheney, WA • 2011 • 3.7

Master of Arts in Teaching ESL and Literature

Minor in Sociolinguistics • Eastern Washington University • Cheney, WA • 2013 • 3.9

PhD in English focusing in Writing, Rhetorics and Literacies

Minor in Literacy and Learning • Arizona State University • Tempe, AZ • 2023 • 3.9

EXPERIENCE

Professor

Grand Canyon University, Arizona State University, Glendale Community College, Eastern Washington University August 2013 - Present, Phoenix AZ

- Develop and deliver course material and evaluate between 300-500 students per term.
- Drive improvements in curriculum design and implementation for 2 on-ground courses
- 2-5% above average on instructional metrics including instructor engagement and expertise.
- Work cross functionally with Learning Management Tech team and the English Department to improve UI/UX course designs.
- Utilize appropriate technologies to design learning experiences including Camtasia, Captivate, and Adobe Creative Suite

Board Member

Phoenix RPGs

February 2022 - Present, Phoenix AZ

- Establish and own processes for diverse events with multiple purposes for events that thousands of people attend.
- Develop engaging learning experiences for volunteers and participants of all ages.
- Create scalable solutions for revenue development and community engagement.
- Manage communication between stakeholders and event management.

Educational Volunteer

Heifer International

May 2019 - August 2019, Perryville, AR

- Successfully offset program costs with the development of new courses and educational materials; monetized assets on the farm with new service-learning opportunities.
 - Collaborated with stakeholder groups to streamline communication and organization for programming.
 - Recognized as subject matter expert by non-profit leadership team in learning and curricular development
 - Increased participant engagement by approximately 10%.
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PROJECTS

'22 Convention Season Phoenix RPGs

Phoenix, AZ • August 2018-2023

- Collaborate with a dispersed team to manage event schedules for thousands of visitors to annual conventions.
- Collect and utilize data to refine programming for future events.
- Develop Training materials and programs for new members of the community.
- Develop and Diversify revenue streams and chair of the Fund Development Committee.

Analysis of Training Mechanisms at ASU for Graduate Student Instructors

Phoenix, AZ • August 2023

- Conduct focus groups with participants to understand their training experience.
- Qualitative and Quantitative analysis of participant utterances to develop themes of process impediments and efficiencies.
- 150 page analysis of the history of training instructors and current trends in training..
- Proposed solutions at various stakeholder levels to improve the efficiency and quality of training

Analysis of Sexism at MAYO clinic Grand Rounds training sessions

Phoenix, AZ • August 2019

- Developed coding schema for data analysis, including safety mechanisms for verifying data and trained coding teams.
- Devised communication mechanisms for more than 10 stakeholders at locations in 3 states.
- Oversaw 3 separate coding teams of 2 individuals coding more than 100 hours of videos.
- Study published in the Journal of Women's Health.

Grant Research for Refugee Health Initiatives

Phoenix, AZ • August 2014

- Conduct independent research and provide notes to supervisory researchers
- Developed database for researchers to access for grant writing
- Led meeting to convey information to a cross-functional team of researchers to identify themes in the literature for grant writing.

Analysis of International Student Engagement and Societal Conditions

Cheney, WA • August 2013

- Designed and collected survey responses for students from all continents on the globe.
- Qualitative analysis of written submissions to develop relationships between social conditions of learners and their attitudes towards learning.
- Propose solutions to overcome the social impediments and foster more inclusive learning environments to further learning outcomes.

SKILLS

Curriculum Design / Development • Instructional Design • Curriculum Development • E-Learning Methodologies • Learning and Teaching in Multiple Modalities • Adult Learning Theory • Basic understanding of HTML, CSS and Javascript

Seattle Human Rights Commission

July 2025

21 Members: Pursuant to *SMC 3.14.920*, all members subject to City Council confirmation, 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to *SMC 3.51*:

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

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
	F		1.	Member	Bryennah Quander	7/23/25	7/22/27	2	City Council
	M		2.	Member	Trevor Duston	7/23/25	7/22/27	1	Mayor
	F		3.	Member	Amy Kate Bailey	7/23/25	7/22/27	1	City Council
	F		4.	Member	Gwen McCullough	7/23/25	7/22/27	1	Mayor
	M		5.	Member	James Munger	7/23/25	7/22/27	1	City Council
	M		6.	Member	Kyle Tibbs	1/23/24	1/22/26	1	Mayor
	F		7.	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
	M		8.	Member	Calvin Lassiter	1/23/24	1/22/26	1	Commission
	F		9.	Member	Beverly Smith	7/23/24	7/22/26	1	Mayor
	F		10.	Member	Koumudi Phadake	7/23/24	7/22/26	1	City Council
			11.	Member	VACANT	7/23/24	7/22/26	1	Mayor
	F		12.	Member	Anika Khan	7/23/24	7/22/26	1	City Council
	F		13.	Member	Kristina Sawyckyj	1/23/24	1/22/26	1	Mayor
	M		14.	Member	Ali Khan	1/23/24	1/22/26	1	City Council
	F		15.	Member	Diana Ortega-Chance	1/23/24	1/22/26	1	Mayor
	M		16.	Get Engaged	Avery Hultgren	9/1/24	8/31/25	1	Mayor
	M		17.	Member	Phillip Lewis	7/23/24	7/22/26	1	City Council
	F		18.	Member	Katie Gonser	1/23/24	1/22/26	3	Mayor
	M		19.	Member	Goutham Putta	7/23/24	7/22/26	1	Commission
	M		20.	Member	Nicholas Leydon	1/23/24	1/22/26	1	Commission
	F		21.	Member	Miranda Catsambas	7/23/24	7/22/26	1	Commission

SELF-IDENTIFIED DIVERSITY CHART

SELF-IDENTIFIED DIVERSITY CHART					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	3	5											
Council	3	5											
Comm	3	1											
Total	9	11											

List the corresponding *Diversity Chart* number (1 through 9) **G L ist *gender*, **M**= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary **O**= Other **U**= Unknown **RD Residential Council District number

Key: *D 1 through 7 or N/A -Diversity info is self-identified and voluntary.