



# SEATTLE CITY COUNCIL

## Housing and Human Services Committee

### Agenda

Wednesday, June 25, 2025

9:30 AM

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

Cathy Moore, Chair  
Mark Solomon, Vice-Chair  
Sara Nelson, Member  
Alexis Mercedes Rinck, Member  
Rob Saka, Member

Chair Info: 206-684-8805; [Cathy.Moore@seattle.gov](mailto:Cathy.Moore@seattle.gov)

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Council Chamber Listen Line: 206-684-8566

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**SEATTLE CITY COUNCIL**  
**Housing and Human Services Committee**  
**Agenda**  
**June 25, 2025 - 9:30 AM**

**Meeting Location:**

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

**Committee Website:**

<https://seattle.gov/council/committees/housing-and-human-services-x154115>

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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. Details on how to provide 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. Speakers must be registered in order to be recognized by the Chair.

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. Speakers must be registered in order to be recognized by the Chair.

Pursuant to Council Rule VI.C.10, members of the public providing public comment in Chambers will be broadcast via Seattle Channel.

Please submit written comments to all Councilmembers at least four hours prior to the meeting at [Council@seattle.gov](mailto:Council@seattle.gov) or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104.

*Please Note: Times listed are estimated*

**A. Call To Order**

**B. Approval of the Agenda**

**C. Public Comment**

**D. Items of Business**

**Committee Consent Calendar (items 1–20):**

1.     [Appt 03190](#)     Appointment of Neely Evanoff as member, Seattle Women’s Commission, for a term to July 1, 2026.

Attachments:   [Appointment Packet](#)

Possible Vote

2.     [Appt 03191](#)     Reappointment of Emily Rose Barr as member, Seattle Women’s Commission, for a term to July 1, 2027.

Attachments:   [Appointment Packet](#)

Possible Vote

3.     [Appt 03192](#)     Appointment of Nadia Goforth as member, Seattle Women’s Commission, for a term to July 1, 2027.

Attachments:   [Appointment Packet](#)

Possible Vote

4.     [Appt 03193](#)     **Appointment of Tosh Owens as member, Seattle Women's Commission, for a term to July 1, 2027.**

Attachments:   [Appointment Packet](#)

                            Possible Vote
  
5.     [Appt 03194](#)     **Appointment of Calvin Lassiter as member, Seattle Human Rights Commission, for a term to January 22, 2026.**

Attachments:   [Appointment Packet](#)

                            Possible Vote
  
6.     [Appt 03195](#)     **Appointment of Katie Sophie Gonser as member, Seattle Human Rights Commission, for a term to January 22, 2026.**

Attachments:   [Appointment Packet](#)

                            Possible Vote
  
7.     [Appt 03196](#)     **Appointment of Beverly Smith as member, Seattle Human Rights Commission, for a term to July 22, 2026.**

Attachments:   [Appointment Packet](#)

                            Possible Vote
  
8.     [Appt 03197](#)     **Reappointment of Bryennah Quander as member, Seattle Human Rights Commission, for a term to July 22, 2027.**

Attachments:   [Appointment Packet](#)

                            Possible Vote



9. [Appt 03198](#) Reappointment of Trevor Duston as member, Seattle Human Rights Commission, for a term to July 22, 2027.
- Attachments: [Appointment Packet](#)
- Possible Vote
10. [Appt 03199](#) Reappointment of Amy Kate Bailey as member, Seattle Human Rights Commission, for a term to July 22, 2027.
- Attachments: [Appointment Packet](#)
- Possible Vote
11. [Appt 03200](#) Reappointment of James Munger as member, Seattle Human Rights Commission, for a term to July 22, 2027.
- Attachments: [Appointment Packet](#)
- Possible Vote
12. [Appt 03201](#) Reappointment of Gwen McCullough as member, Seattle Human Rights Commission, for a term to July 22, 2027.
- Attachments: [Appointment Packet](#)
- Possible Vote
13. [Appt 03202](#) Appointment of Carl G. Harris as member, Seattle LGBTQ Commission, for a term to October 31, 2025.
- Attachments: [Appointment Packet](#)
- Possible Vote

14. [Appt 03203](#) Appointment of Scott Humphreys as member, Seattle LGBTQ Commission, for a term to October 31, 2025.

Attachments: [Appointment Packet](#)

Possible Vote

15. [Appt 03204](#) Reappointment of Jeremy Erdman as member, Seattle LGBTQ Commission, for a term to April 30, 2027.

Attachments: [Appointment Packet](#)

Possible Vote

16. [Appt 03205](#) Reappointment of Jessa Gavrielle Davis as member, Seattle LGBTQ Commission, for a term to April 30, 2027.

Attachments: [Appointment Packet](#)

Possible Vote

17. [Appt 03206](#) Appointment of Sinomi Adeleine Sison as member, Seattle LGBTQ Commission, for a term to April 30, 2027.

Attachments: [Appointment Packet](#)

Possible Vote

18. [Appt 03207](#) Appointment of Robert Parkstone as member, Seattle LGBTQ Commission, for a term to April 30, 2027.

Attachments: [Appointment Packet](#)

Possible Vote

19. [Appt 03208](#) **Appointment of Samiya Nasim as member, Seattle Disability Commission, for a term to April 30, 2027.**

Attachments: [Appointment Packet](#)

Possible Vote

20. [Appt 03209](#) **Reappointment of Saunatina A. Sanchez as member, Community Roots Housing Public Development Authority Governing Council, for a term to March 31, 2028.**

Attachments: [Appointment Packet](#)

Possible Vote

21. **Update from The More We Love Survivor Program Participants**  
**Briefing and Discussion**

**Presenters:** Kristine Moreland and SarahAnn Hamilton, The More We Love; Shaylee Mclavey and Ashautee Jeffers, Program Participants

## **E. Adjournment**



## Legislation Text

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**File #:** Appt 03190, **Version:** 1


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Appointment of Neely Evanoff as member, Seattle Women's Commission, for a term to July 1, 2026.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Neely Evanoff		
<b>Board/Commission Name:</b> Seattle Women's Commission		<b>Position Title:</b> Member
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: Fill in appointing authority		<b>Term of Position: *</b> 7/2/2024 to 7/1/2026  <input checked="" type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> Central District	<b>Zip Code:</b> 98122	<b>Contact Phone No.:</b> Business phone # - NOT personal phone #
<b>Background:</b> Neely is drawn to the Commission's work around gender-based violence and women's health access. She brings experience in brand marketing and storytelling and could help project manage campaigns and outreach initiatives for domestic violence/trafficking prevention efforts or scale-up digital access to finding reproductive health information. Neely would be proud to contribute her time, research skills, and lived experience to help make Seattle a safer, more supportive city for all women.		
<b>Authorizing Signature (original signature):</b>    <b>Date Signed (appointed):</b> 05/06/25		<b>Appointing Signatory:</b> Councilmember Cathy Moore Seattle City Council

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

# Neely Evanoff

## SUMMARY

Marketing Program Manager with +8 years experience in website management, content strategy, and community outreach. Specialized in content design and storytelling.

## SKILLS

### Project Management

- Marketing Strategy
- Website Strategy
- Stakeholder management
- Project Lifecycles

### Process Management

- Data Analysis & KPI tracking
- Process development
- Workflow optimization
- Budgeting & resource management

### Software

- Atlassian
- Adobe Analytics
- Google Analytics
- Microsoft & Google Suites

## RELEVANT EXPERIENCE

### Web Producer | *DocuSign Inc.* (Seattle, WA)

Dec 2024 - Present

- Lead website operations for global websites owning content calendar, overseeing brand consistency and managing content builds and updates via website software.
- Spearheaded improved translation process of website content for 8 languages using Figma and Smartling plug-ins which improved workstream efficiencies.

### Brand Content Specialist | *Brooks Running* (Seattle, WA)

Oct 2021 - Sept 2024

- Manage content creation for seasonal global campaigns and product launches by organizing stakeholders, kickoffs, asset reviews, and publication using Airtable, JIRA, and Microsoft Suite.
- Execute \$800K annual editorial content budget ensuring cost-effective allocation of resources to create website pages, blogs, and social media assets.

### Communications Manager | *Marine Applied Research and Exploration*

Oct 2020 - Oct 2021

- Plan and execute marketing strategies and day to day communications programs by constructing detailed work plans and collaborating with stakeholders to achieve milestones and disseminate project results.
- Oversee planning and logistics for the development team to support timely, successful recruitment of \$1.2M in annual grant funding.

### Marketing Program Manager | *Women's Business Center of Utah*

Sep 2019- Sep 2020

- Directed development, implementation and management of new \$300K grant-based program and executed successful recruitment of 10 new program partnerships through presentations, webinars and customized program kits.
- Developed project scopes, briefs, plans, and workback schedules using Smartsheet
- Honored as "2020 Heros" award winner from Utah Nonprofits Association for COVID Community Response

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

- Communications Specialist** | *Surfrider Foundation* (Indonesia) Jan 2018 - Sept 2019
- Owned calendar and maintained SEO-optimized online field journal of scientific storytelling and produced user-facing deliverables for websites and social media.
  - Coordinated marketing collateral for product marketing teams creating communications powerpoints, one-pagers, and infographics using Canva.
- Research Program Aide** | *Marin Municipal Water District* (California) Jun 2017- Dec 2017
- Planned, managed marketing of events and workshops creating photography, flyers and digital marketing copy to successfully recruit over 100 volunteers.
  - Analyzed, edited K-12 educational programs for better content and design of educational assets.
- Salmon Research Fellow** | *Turtle Island Restoration Network* (California) June 2016- June 2017
- Coordinated daily operations of field research projects including building timelines and planning resource allocation which ensured excellent completion rates and budget allocation.
  - Wrote weekly blog posts; maintained research-based social media updates for 60K+ followers on various platforms, including Wordpress.

## EDUCATION

**BS Environmental Sciences** *Oregon State University* June 2016  
Specialization in Natural Resources & Sustainability

## Certificates

**Accounting** *Johnson Graduate School, Cornell University* April 2020

## INTERESTS

Sailing, historical fiction author, native plant gardening

# Seattle Women's Commission

## May 2025

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

- 8 City Council-appointed
- 9 Mayor-appointed -plus one Get Engaged.
- 4 Other Appointing Authority-appointed: Commission-appointed

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
	F		1.	Member	Tosh Owens	7/02/25	7/01/27	1	Mayor
			2.	Member	VACANT	7/02/24	7/01/26		Mayor
	F		3.	Member	Hannah Glover	7/02/24	7/01/26	1	Mayor
	F		4.	Member	Naseem Ghazanfari	7/02/24	7/01/26	1	Mayor
			5.	Member	VACANT	7/02/25	7/01/27		Mayor
			6.	Member	VACANT	7/02/25	7/01/27		Mayor
	F		7.	Member	Eunji Han	7/02/24	7/01/26	1	Mayor
	F		8.	Member	Krystal Guerrero	7/02/24	7/01/26	2	Commission
			9.	Member	VACANT	7/02/25	7/01/27		Mayor
	F		10.	Member	Neely Evanoff	7/02/24	7/01/26	1	City Council
	F		11.	Member	Emily Rose Barr	7/02/25	7/01/27	2	City Council
	F		12.	Member	Mariah Rivera	7/02/23	7/01/25	1	City Council
	F		13.	Member	Vinati Mamidala	7/02/24	7/01/26	3	City Council
	F		14.	Member	Talley Mills	7/02/24	7/01/26	1	City Council
	F		15.	Member	Jennifer Tran	7/02/23	7/01/25	1	City Council
	F		16.	Member	Kate Faoro Wright	7/02/23	7/01/25	1	City Council
	F		17.	Member	Nardos Tola	7/02/24	7/01/26	1	Commission
	F		18.	Member	Amanda DeFisher	7/02/24	7/01/26	1	City Council
	F		19.	Member	Whitney Nakamura	7/02/24	7/01/26	3	Commission
	F		20.	Member	Nadia Goforth	7/02/25	7/01/27	1	Commission
	F		21.	Get Engaged	Sonia Hitchcock	9/01/24	8/31/25	1	Mayor

### 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	0	5	0	0	0	1	0	0	0	0	0	0	0
Council	0	8	0	0	0	0	0	0	0	2	0	0	0
Comm	0	4	0	0	0	0	0	0	0	0	0	0	0
Total	0	17	0	0	0	1	0	0	0	0	0	0	0

**Key:** Diversity information is self-identified and is voluntary.

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

\*\*G List gender, M = Male, F= Female, T= Transgender, U= Unknown

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





## Legislation Text

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**File #:** Appt 03191, **Version:** 1

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Reappointment of Emily Rose Barr as member, Seattle Women's Commission, for a term to July 1, 2027.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Emily Rose Barr</i>		
<b>Board/Commission Name:</b> <i>Seattle Women's Commission</i>		<b>Position Title:</b> <i>Member</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> <i>7/2/2025</i> <b>to</b> <i>7/1/2027</i>  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Columbia City</i>	<b>Zip Code:</b> <i>98118</i>	<b>Contact Phone No.:</b>
<b>Background:</b>  Having completed my first term on the Seattle Women's Commission, I am very excited to begin serving my second term. Being able to give back to the community through advocacy efforts and connect with like minded individuals who support women's equality has been very fulfilling. As a current Co-chair, I look forward to continued collaboration with my fellow commissioners, City Council, and SOCR.		
<b>Authorizing Signature (original signature):</b> <i>Cathy Moore</i> <b>Date Signed (appointed): 06/04/2025</b>		<b>Appointing Signatory:</b> <i>Cathy Moore,</i> <i>Seattle City Councilmember</i>

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

# Emily Rose Barr

## SUMMARY

Licensed Mental Health Counselor (LMHC) with 5+ years of experience within a private practice setting, working with women struggling with depression, anxiety, life transitions, work and familial responsibilities, relationships, and chronic stressors.

## CORE COMPETENCIES

Building Relationships | Problem-solving |  
Empathy | Creativity | Communication

## PROFESSIONAL EXPERIENCE

**A Soul Awake Psychotherapy, LLC | April 2022 – Present**

**Founder, Therapist**

- Provide individual therapy services to adult females struggling with depression, stress, anxiety, life transitions, relationship difficulties, and healthy identity formation within a private practice setting
- Attend a diverse array of in-person and online trainings to maintain professional practice standards and develop new skills to better serve clients
- Employ digital and interpersonal marketing strategies to advertise practice and generate referrals
- Maintain timely and accurate records, memoranda, progress notes, and other documentation

**Space Between Counseling Services | January 2019 – April 2022**

**Therapist**

- Provided individual therapy services to young adults struggling with depression, stress, anxiety, life transitions, relationship difficulties, and healthy identity formation within a private practice setting
- Participated in regular supervision to review assigned cases, address clinical concerns, and ensure continuation of personal growth and professional development
- Attended a diverse array of in-person and online trainings to maintain professional practice standards and develop new skills to better serve clients

## EDUCATION

**Master of Science, Counseling  
Psychology**

Loyola University Maryland  
September 2014

**Bachelor of Arts, Psychology**

University of Illinois at Urbana-  
Champaign  
May 2010

## SKILLS

Teamwork

Active Listening

Attention to Detail

Writing

Editing

Research

Organization

Flexibility

Critical Thinking

## **The Mosaic Group | June 2018 – July 2021**

### **Technical Writer**

- Developed strategic content for key stakeholders in the health and human services fields including local and regional foundations, educational institutions, health systems, municipal health departments, and non-profit organizations
- Created and edited original content for brochures, one-pagers, and promotional materials highlighting organizational accomplishments, industry expertise, and scope of services
- Collaborated with internal subject matter experts to gather data and insights for content

## **Loyola University Maryland | May 2015 – November 2017**

### **Research Assistant & Co-Author**

- Served on academic research team studying the impact of a group-based mindfulness workshop for undergraduate students
- Developed hypotheses and specific outcome measures in collaboration with team members
- Synthesized and summarized existing research for journal article
- Edited for grammar, punctuation, spelling, clarity, sentence structure, organization, and consistency

## **VOLUNTEER EXPERIENCE**

### **Backpack Brigade | December 2023 – Present**

#### **Driver**

- Provide weekend-hunger relief by delivering meals to schools in Seattle, Renton, Highline, and Bellevue where they're distributed by school staff to students in need

### **PEPS | December 2023 – Present**

#### **Group Leader**

- Lead a weekly group of first-time mothers of infants ages 5 – 12 months old to discuss topics such as child development, early learning, feeding, sleeping, temperament, routine, and self-care

### **Seattle Symphony | December 2023 – Present**

#### **Usher and Family Program Assistant**

- Welcome and assist patrons with performance inquiries, seating, and other needs as an usher during concerts
- Facilitate learning, curiosity, and hands-on exploration during family events for children of all ages

# Seattle Women's Commission

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	F		16.	Member	Kate Faoro Wright	7/02/23	7/01/25	1	City Council
	F		17.	Member	Nardos Tola	7/02/24	7/01/26	1	Commission
	F		18.	Member	Amanda DeFisher	7/02/24	7/01/26	1	City Council
	F		19.	Member	Whitney Nakamura	7/02/24	7/01/26	3	Commission
	F		20.	Member	Nadia Goforth	7/02/25	7/01/27	1	Commission
	F		21.	Get Engaged	Sonia Hitchcock	9/01/24	8/31/25	1	Mayor

### SELF-IDENTIFIED DIVERSITY CHART

SELF-IDENTIFIED DIVERSITY CHART					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
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Mayor	0	5	0	0	0	1	0	0	0	0	0	0	0
Council	0	8	0	0	0	0	0	0	0	2	0	0	0
Comm	0	4	0	0	0	0	0	0	0	0	0	0	0
Total	0	17	0	0	0	1	0	0	0	0	0	0	0

**Key:** Diversity information is self-identified and is voluntary.

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

\*\*G List gender, M = Male, F= Female, T= Transgender, U= Unknown

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



## Legislation Text

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**File #:** Appt 03192, **Version:** 1

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Appointment of Nadia Goforth as member, Seattle Women's Commission, for a term to July 1, 2027.  
The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Nadia Goforth</i>		
<b>Board/Commission Name:</b> <i>Seattle Women's Commission</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>Commission</i>		<b>Term of Position: *</b> <i>7/2/2025</i> <b>to</b> <i>7/1/2027</i>  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Queen Anne</i>	<b>Zip Code:</b> <i>98119</i>	<b>Contact Phone No.:</b> <i>Business phone # - NOT personal phone #</i>
<b>Background:</b> <i>Nadia has a history of working with youth in the foster care system and has recently begun working in advocacy and communications. She has a Masters Degree in Policy Studies and is embarking on your Ph.D. in Community Psychology. Nadia looks forward to applying the skills she's learned through her career, education, and lived experience to further Women's Rights in Seattle.</i>		
<b>Authorizing Signature (original signature):</b>  <i>Emily Rose Barr</i> <small>Digitally signed by Emily Rose Barr Date: 2025.06.06 14:12:33 -07'00'</small>  <b>Date Signed (appointed):</b>  <i>6/6/25</i>		<b>Appointing Signatory:</b>  <i>Emily Rose Barr</i> <i>Seattle Women's Commission Co-Chair</i>



# NADIA GOFORTH

## EDUCATION

### Ph.D. Community Psychology (Graduating 2027)

National Louis University

### M.A. in Policy Studies

University of Washington

### B.A. in Law, Economics and Public Policy

University of Washington

## SKILLS AND PASSIONS

program management •

program evaluation • policy research •

stakeholder engagement •

community organizing • outreach •

policy recommendations

## ACHIEVEMENTS AND PROFESSIONAL DEVELOPMENT

💎 Published Op-Ed writer with  
The Imprint

💎 Founder of the "Care Closet" at  
Davis Elementary

💎 Published research on  
Geographical Inequities in  
Foster Care outcomes

💎 Delivered Congressional  
briefing on underutilization  
and inequities in Chafee  
service receipt

💎 Created and Delivered  
Program standardization  
training on high school to  
college transitions for foster  
youth

💎 Conducted a program  
evaluation of Heritage High  
School partnership program  
with Schack Arts Center

## EXPERIENCE

Advocacy and Communications Director 07/2024 - Present

### Legal Foundation of Washington

- published annual report for organization's impact
- managed annual budget
- Director of the Equal Justice Coalition

Foster Youth Internship Program 02/2024 - 07/2024

### Congressional Coalition on Adoption Institute

- Intern in DC office of Representative Adam Smith
- Published a policy report on recommendations for improving foster care
- Delivered Congressional briefing on policy recommendations

Intern 01/2024 - 05/2024

### Congresswoman Suzan DelBene

- constituent correspondence (phones, form letters, casework)
- Created event briefings and attended congressional briefings
- CPF/earmark support and tracking
- Legislative research and cosponsor recommendations

Education Specialist 03/2022 - 05/2024

### Treehouse

- supported caseloads of 18-22 teen foster youth in education and high school completion
- coordinated services among youth teams
- Delivered program standardization training to over 100 program staff
- Engaged in Onboarding Workgroup to develop processes for training new hires
- Community engagement and outreach
- Data tracking and analysis - interventions and outcomes through PowerBI

Regional Coordinator, Development Intern, Advocacy Delegate 03/2019 - 06/2022

### National Foster Youth Institute

- managed a group of 10 advocacy delegates for Congressional Shadow Day Program
- Delivered workshop to 50 program participants
- grants tracking and donor identification
- annual fundraising event support
- strategic storytelling, legislative processes, interacting with stakeholders

Program Director 09/2019 - 03/2021

### Boys and Girls Clubs of America

- daily operations supervisor for before-and-after school program
- direct supervisor of approximately 5-8 staff
- coordination of programs with community members, schools and families
- support of behavioral needs of participants

Academic Engagement Specialist 08/2018 - 05/2019

### AmeriCorps

- classroom intervention for K-5 students with behavioral challenges
- studied impacts of social-emotional learning groups
- Created "Care Closet" providing students with clothing, shoes and personal items

Camp Director 05/2019 - 09/2019

### Camp Fire Walla Walla

- direct supervision of 10-12 staff
- daily operations manager for summer programming
- inventory coordination
- creation of weekly newsletter
- coordination of behavioral needs



# Seattle Women's Commission

## May 2025

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

- 8 City Council-appointed
- 9 Mayor-appointed -plus one Get Engaged.
- 4 Other Appointing Authority-appointed: Commission-appointed

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
	F		1.	Member	Tosh Owens	7/02/25	7/01/27	1	Mayor
			2.	Member	VACANT	7/02/24	7/01/26		Mayor
	F		3.	Member	Hannah Glover	7/02/24	7/01/26	1	Mayor
	F		4.	Member	Naseem Ghazanfari	7/02/24	7/01/26	1	Mayor
			5.	Member	VACANT	7/02/25	7/01/27		Mayor
			6.	Member	VACANT	7/02/25	7/01/27		Mayor
	F		7.	Member	Eunji Han	7/02/24	7/01/26	1	Mayor
	F		8.	Member	Krystal Guerrero	7/02/24	7/01/26	2	Commission
			9.	Member	VACANT	7/02/25	7/01/27		Mayor
	F		10.	Member	Neely Evanoff	7/02/24	7/01/26	1	City Council
	F		11.	Member	Emily Rose Barr	7/02/25	7/01/27	2	City Council
	F		12.	Member	Mariah Rivera	7/02/23	7/01/25	1	City Council
	F		13.	Member	Vinati Mamidala	7/02/24	7/01/26	3	City Council
	F		14.	Member	Talley Mills	7/02/24	7/01/26	1	City Council
	F		15.	Member	Jennifer Tran	7/02/23	7/01/25	1	City Council
	F		16.	Member	Kate Faoro Wright	7/02/23	7/01/25	1	City Council
	F		17.	Member	Nardos Tola	7/02/24	7/01/26	1	Commission
	F		18.	Member	Amanda DeFisher	7/02/24	7/01/26	1	City Council
	F		19.	Member	Whitney Nakamura	7/02/24	7/01/26	3	Commission
	F		20.	Member	Nadia Goforth	7/02/25	7/01/27	1	Commission
	F		21.	Get Engaged	Sonia Hitchcock	9/01/24	8/31/25	1	Mayor

### SELF-IDENTIFIED DIVERSITY CHART

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	0	5	0	0	0	1	0	0	0	0	0	0	0
Council	0	8	0	0	0	0	0	0	0	2	0	0	0
Comm	0	4	0	0	0	0	0	0	0	0	0	0	0
Total	0	17	0	0	0	1	0	0	0	0	0	0	0

**Key:** Diversity information is self-identified and is voluntary.

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

\*\*G List gender, M = Male, F= Female, T= Transgender, U= Unknown

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



## Legislation Text

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**File #:** Appt 03193, **Version:** 1


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Appointment of Tosh Owens as member, Seattle Women's Commission, for a term to July 1, 2027.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Tosh Owens		
<b>Board/Commission Name:</b> Seattle Women's Commission		<b>Position Title:</b> Member
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: Fill in appointing authority		<b>Term of Position: *</b> 7/2/2025 to 7/1/2027  <input type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> Rainier Beach	<b>Zip Code:</b> 98178	<b>Contact Phone No.:</b> Business phone # - NOT personal phone #
<b>Background:</b> As a certified Life Confidence Coach and Mental Health First Aid responder, Tosh has dedicated her career to empowering women and advocating for their mental and emotional wellness. She believes strongly in the Commission's mission to advise city leadership on the unique issues impacting women in Seattle—and is confident that her lived experience, professional expertise, and unwavering commitment to community advocacy makes her a strong asset to this important work. Tosh supports the Black Home Initiative through HomeSight, focusing on increasing homeownership among Black and minority households in Washington. Through this work, she's had the opportunity to collaborate with a powerful network of over 120 partners, making vital housing resources more accessible and equitable—particularly for women and families facing systemic barriers. She would be an honored to bring her voice, experience, and passion to the work of the Women's Commission.		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> June 6th, 2025		<b>Appointing Signatory:</b> Bruce A. Harrell Mayor of Seattle

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

# T O S H O W E N S



## EDUCATION

Bachelor of Arts in Communication

## WORK EXPERIENCE

### Marketing and Communication Coordinator

Dec 2024 - Present

*Homesight*

*Seattle, WA*

- Managed and updated website content, including event and blog pages, to ensure timely and engaging communication.
- Maintained a comprehensive database of member information, marketing materials, and social media assets to streamline outreach efforts.
- Oversaw and updated Hootsuite social media calendar, creating and curating content aligned with brand guidelines and marketing objectives.
- Collaborated with the Marketing & Communications Director on weekly strategy meetings to align marketing efforts with organizational goals.
- Developed and designed digital and print marketing materials tailored to both organizational objectives and community needs.
- Assisted in creating digital programs and content to enhance engagement and expand outreach.
- Contributed to process development and independent project management to improve workflow efficiency.

### CEO

Sept 2023 - Dec 2024

*Confidence on Crazy LLC*

*Seattle, WA*

- Designed and produced promotional materials such as flyers, social media graphics, and event registration forms to boost attendance and engagement.
- Facilitated meaningful discussions to promote mental wellness and provided a supportive environment for attendees to share experiences and build connections.
- Developed detailed event itineraries outlining schedules, activities, and session details to ensure a well-organized event experience.
- Monitored event budgets, tracked expenses, and ensured events were executed within financial constraints.
- Provided on-site support during events, assisting with setup, guest management, and troubleshooting any issues that arised.
- Implemented QR codes and other digital tools to gather feedback from participants via surveys. Analyzed responses to assess the effectiveness of events and identified areas for improvement.

### Director of Communications

Sept 2022 - Sept 2023

*ATA Creative Learning Academy*

*Tulsa, OK*

- Organized and managed facility events such as; cultural awareness fairs, parent-teacher conferences, holiday celebrations, fundraisers, and open house. Ensure events are well-planned, executed smoothly, and align with the facility's goals.
- Facilitated workshops and individual sessions to guide students in exploring their interests, values, skills, and goals, aligning them with academic programs and career opportunities.
- Developed and implemented marketing strategies to promote events through newsletters, social media, and community outreach. Design and distribute promotional materials as needed.
- Served as the primary point of contact for parents and guardians. Address inquiries, provide information about events and services, and resolve issues in a timely and professional manner.
- Collected feedback from parents and participants to evaluate event success and identify areas for improvement. Implement suggestions to enhance future events and customer satisfaction.
- Collaborated with vendors for catering, entertainment, and other event services. Manage contracts, negotiate terms, and ensure timely delivery of services.

# TOSH OWENS



## EDUCATION

Bachelor of Arts in Communication

## WORK EXPERIENCE

### Events Coordinator

June 2022 - Sept 2022

*Tulsa Juneteenth Inc. (Non-Profit)*  
Tulsa, OK

- Organized meetings with stakeholders, including community leaders, sponsors, and partners, to ensure alignment on festival objectives and logistics.
- Negotiated and managed contracts with vendors, performers, and other service providers. Ensuring all agreements are met and deliverables are executed according to contract terms.
- Served as the primary liaison for talent, including performers, speakers, and panelists. Managed booking, scheduling, and any special requirements or accommodations needed for their participation.
- Implemented marketing strategies to reach target audiences, including leveraging social media, community partnerships, and local media outlets.

### Social Media Manager

Jan 2022 - June 2022

*Black Wall Street Times*  
Tulsa, OK

- Created content strategies for digital channels, including Facebook stories, Instagram, and TikTok to increase brand awareness and drive user engagement.
- Developed monthly content calendars through for all social media platforms through Hootsuite.
- Developed social media campaigns increasing event participation.
- Created social media reports using Hootsuite to analyze metrics.
- Produced compelling and relevant arts, culture, and entertainment content.
- Produced blog post that amplified BIPOC voices and increase awareness of their stories.
- Researched relevant topics to develop engaging stories to drive website traffic
- Incorporated SEO in blog post and social media descriptions to reach target audience.

### Communications Associate

May 2019 – Oct 2020

*National School Choice Week (Non-Profit)*  
Remote

- Hosted and scripted the inaugural Backstage Pass Tour for NSCW 2020 and the official National School Choice Week 2020 Dance.
- Developed and managed content calendar's for social media platforms, including Facebook, Instagram, Twitter, Pinterest, and YouTube, to inform and engage families about educational options.
- Designed graphic materials for internal and external communication using Adobe Creative Suite.
- Monitored and addressed feedback, comments, and inquiries from the online community.
- Pitched story packages to media outlets to cover National School Choice Week events.
- Created social media contests to increase customer engagement online.

# Seattle Women's Commission

## May 2025

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- 9 Mayor-appointed -plus one Get Engaged.
- 4 Other Appointing Authority-appointed: Commission-appointed

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
	F		1.	Member	Tosh Owens	7/02/25	7/01/27	1	Mayor
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	F		4.	Member	Naseem Ghazanfari	7/02/24	7/01/26	1	Mayor
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			6.	Member	VACANT	7/02/25	7/01/27		Mayor
	F		7.	Member	Eunji Han	7/02/24	7/01/26	1	Mayor
	F		8.	Member	Krystal Guerrero	7/02/24	7/01/26	2	Commission
			9.	Member	VACANT	7/02/25	7/01/27		Mayor
	F		10.	Member	Neely Evanoff	7/02/24	7/01/26	1	City Council
	F		11.	Member	Emily Rose Barr	7/02/25	7/01/27	2	City Council
	F		12.	Member	Mariah Rivera	7/02/23	7/01/25	1	City Council
	F		13.	Member	Vinati Mamidala	7/02/24	7/01/26	3	City Council
	F		14.	Member	Talley Mills	7/02/24	7/01/26	1	City Council
	F		15.	Member	Jennifer Tran	7/02/23	7/01/25	1	City Council
	F		16.	Member	Kate Faoro Wright	7/02/23	7/01/25	1	City Council
	F		17.	Member	Nardos Tola	7/02/24	7/01/26	1	Commission
	F		18.	Member	Amanda DeFisher	7/02/24	7/01/26	1	City Council
	F		19.	Member	Whitney Nakamura	7/02/24	7/01/26	3	Commission
	F		20.	Member	Nadia Goforth	7/02/25	7/01/27	1	Commission
	F		21.	Get Engaged	Sonia Hitchcock	9/01/24	8/31/25	1	Mayor

### SELF-IDENTIFIED DIVERSITY CHART

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	0	5	0	0	0	1	0	0	0	0	0	0	0
Council	0	8	0	0	0	0	0	0	0	2	0	0	0
Comm	0	4	0	0	0	0	0	0	0	0	0	0	0
Total	0	17	0	0	0	1	0	0	0	0	0	0	0

**Key:** Diversity information is self-identified and is voluntary.

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

\*\*G List gender, M = Male, F= Female, T= Transgender, U= Unknown

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



## Legislation Text

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**File #:** Appt 03194, **Version:** 1

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Appointment of Calvin Lassiter as member, Seattle Human Rights Commission, for a term to January 22, 2026.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Calvin Lassiter</i>		
<b>Board/Commission Name:</b> <i>Seattle Human Rights Commission</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>Commission</i>		<b>Term of Position: *</b> 1/23/2024 to 1/22/2026  <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Pioneer Square</i>	<b>Zip Code:</b> <i>98104</i>	<b>Contact Phone No.:</b> <i>Business phone # - NOT personal phone #</i>
<b>Background:</b> Calvin Lassiter is a human rights advocate, future entrepreneur, and spiritual enthusiast based in Seattle. Born in Murfreesboro, North Carolina, he brings a Southern perspective on justice and the warmth and hospitality that shaped him. He served two years on his hometown's Economic Development Board, gaining hands-on experience in civic planning and community expansion.  With firsthand experience of homelessness and the criminal justice system, Calvin brings a grounded, authentic voice to issues like African American rights, women's rights, criminal justice reform, housing equity, and LGBT advocacy. While he brings a wide range of experience, he doesn't claim expertise in any field. He believes learning never stops and is committed to building a more just, compassionate, and unified Seattle.		
<b>Authorizing Signature (original signature):</b>  <i>Bryannah Quander (May 7, 2025 18:26 PDT)</i>  <b>Date Signed (appointed):</b> <i>05/07/2025</i>		<b>Appointing Signatory:</b> <i>Bryannah Quander</i> <i>Seattle Human Rights Commission Co-Chair</i>

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



# Calvin Lassiter

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## Objective

Dedicated professional seeking opportunities to contribute skills and experience in a dynamic, collaborative work environment.

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## Education

**Wake Technical Community College**, Raleigh, NC

*Baking & Pastry Arts (DNF)*

- Associate of Arts (DNF)
  - GPA: 3.03
  - Relevant Coursework: Food Safety and Sanitation
- 

## Certifications

- **Class 12 Mixologist Permit**, Washington State Liquor and Cannabis Board  
*Valid: November 1, 2024 – November 1, 2029*  
Authorized to serve, mix, and supervise the sale of alcohol in Washington State.  
[WSLCB](#)
  - **CPR/AED Certification for Adult/Child/Infant**, American Heart Association  
*Valid: February 9, 2025 – February 9, 2027*  
Trained in life-saving techniques for all age groups.  
[Homepage](#)
  - **OSHA Excavator Certification**  
*Valid: 2023 – Present*  
Certified in the safe and efficient operation of excavators.
  - **ServSafe Food Protection Manager**, National Restaurant Association  
*Valid: 2023 – Present*  
Certified in food safety and sanitation practices.
-

## Skills

- Time Management
  - Teamwork
  - Basic Knowledge of Food and Beverage
  - Customer Service Oriented
  - Critical Thinking
- 

## Experience

**Steward**, Climate Pledge Arena, Seattle, WA

*October 3, 2024 – Present*

- Ensured cleanliness and sanitation of kitchen and dining areas.
- Managed dishwashing and kitchen support tasks during high-capacity events.
- Collaborated with team members to maintain a safe and efficient work environment.

**General Laborer**, StaffZone (Temp Agency)

*June 2023 – March 2024*

- Supported construction sites, warehouses, and factories with various tasks.

**Marination**, Perdue Farms

*June 2022 – December 2022*

- Ensured food safety protocols were followed, trained staff, and maintained quality control.
- 

## Professional Affiliations and Honors

**Board Member**, Economic Development for Hertford County

*August 2021 – February 2023*

- Contributed to economic planning, development projects, and community outreach.
- 

## Community Involvement

**Volunteer**, South Wilmington Men's Shelter

- Assisted in daily operations and provided support to residents.

# Seattle Human Rights Commission

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	7/23/23	7/22/25	1	City Council
	M		2.	Member	Trevor Duston	7/23/23	7/22/25	1	Mayor
	F		3.	Member	Amy Bailey	7/23/23	7/22/25	1	City Council
	F		4.	Member	Gwen McCullough	7/23/23	7/22/25	1	Mayor
	M		5.	Member	James Munger	7/23/23	7/22/25	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				Mayor
	F		12.	Member	Anika Khan	7/23/24	7/22/26	1	City Council
	F		13.	Member	Kristina Sawyckj	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 Sophie Gonser	1/23/24	1/22/26	1	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	4											
Council	3	5											
Comm	3	2											
Total	20												

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.



## Legislation Text

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**File #:** Appt 03195, **Version:** 1


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Appointment of Katie Sophie Gonser as member, Seattle Human Rights Commission, for a term to January 22, 2026.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Katie Sophie Gonser		
<b>Board/Commission Name:</b> Seattle Human Rights Commission		<b>Position Title:</b> Member
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: Fill in appointing authority		<b>Term of Position: *</b> 1/23/24 to 1/22/26 <input checked="" type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> Brighton	<b>Zip Code:</b> 98118	<b>Contact Phone No.:</b> Business phone # - NOT personal phone #
<b>Background:</b> Katie has spent more than eight years working towards social justice at smaller NGOs, at larger INGOs like the Red Cross and Amnesty International, at the United Nations, and her local South King County mutual aid. Most recently, she completed her PhD with the goal of deepening her knowledge of innovative policy approaches to systemic inequities and is now eager to return to more actionable human rights work.		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> May 12th, 2025		<b>Appointing Signatory:</b>  Bruce A. Harrell  Mayor of Seattle

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

# *Katie Sophie Gonser*

## **SUMMARY**

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- Over 7 years of experience advocating for, researching, and teaching about human rights issues.
- MA in Social Work & Human Rights and PhD in Human Rights/International Studies.
- Strongly motivated to contribute to equity and social justice in my local community.
- Excellent communication skills, adept at fostering collaboration, strategic problem-solving, building relationships with diverse stakeholders, and report-writing.
- Fluent in English and French, with intermediate Spanish and Swedish.
- Proficient in Microsoft Office, G Suite, SharePoint, Teams, database management, R, and able to learn new software programs quickly.

## **EXPERIENCE**

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### ***Project Manager, Research Lead***

June 2020 - June 2024

University of Washington | Seattle, WA

- Managed and led a team of 10 researchers a multi-disciplinary NSF-funded project focused on COVID-related misinformation on Twitter through full project cycle.
- Adapted quickly to changing priorities and deadlines while keeping team members motivated.
- Co-wrote applications for and won multiple grants, totaling over \$200,000.
- Liaised between and ensured collaboration across computer science and social science teams. Maintained consistent communication with both teams; provided regular updates and facilitated brainstorming sessions.
- Cultivated relationships and collaborated with Microsoft, Louisiana State University, the eScience Institute, and the Global Disinformation Index on various research projects.
- Communicated results in a variety of formats, including at conferences, in journal articles, and through an [online dashboard](#) outlining data metrics for the overall project.

### ***Instructor***

January 2020 - March 2024

University of Washington | Seattle, WA

- Taught courses in the International Studies and the Law, Societies, Justice departments.
- Encouraged collaborative problem solving around social issues, including structural and institutional oppression around diverse racial, gender, and sexual identities and how they relate to the classroom.
- Distilled complex concepts to a diverse group of students and fostered an open environment where questions and debate were encouraged.
- Managed conflict between students with poise, considering all perspectives and identifying appropriate supportive measures, including directing them to relevant resources where needed.
- Designed and adapted curricula for remote instruction, supported and guided students through the transition.

### ***Research Lead***

June 2020 - September 2020

Global Research Group, University of Washington | Seattle, WA

- Led a research team of five undergraduates in the drafting of the Cybersecurity Policy Evaluation Report commissioned by Microsoft.
- Analyzed policy data to propose a checklist for assessing cybersecurity policy proposals and applied this checklist to policies in the United States and European Union.

**Program Coordinator**

January 2019 - August 2019

The Freedom Fund | London, UK

- Ensured compliance with international transactions and sanctions by conducting checks on staff in partner organizations across multiple regions, including Northern and Southern India, Rajasthan, Ethiopia, Thailand, and Nepal.
- Conducted research with the program team on slavery prevention and outreach initiatives, contributing to the development of effective strategies.
- Acted as a point of contact for team members, partner organizations, and external stakeholders.

**Intern**

October 2017 - April 2018

United Nations Office of the High Commissioner of Human Rights | Geneva, Switzerland

- Drafted the Special Rapporteur on the Situation of Human Rights in North Korea's statement for the Human Rights Council and his report to the General Assembly.
- Conducted research and compiled reports on the Right to Health, conflict in Fiji and for the Working Group on Business and Human Rights.
- Assisted the Human Rights Council by preparing briefs and drafting summaries.

**Intern**

June 2016 - August 2016

Database Center for North Korean Human Rights (NKDB) | Seoul, South Korea

- Coordinated NKDB's Monthly Briefing & Discussion on North Korean Human Rights, a monthly invitation-only event for foreign diplomats and staff of international organizations.
- Expanded NKDB's network of foreign contacts with relevant international organizations.
- Identified funding opportunities for NKDB's future activities.
- Conducted media monitoring of news articles related to North Korean human rights and compiled weekly reports.

**EDUCATION****University of Washington** | PhD in International Studies

2019 - 2024

- Proposed and executed extensive research on humanitarian and human rights NGO activity in North Korea.
- Wrote and won grant proposals supporting research, totaling over \$30,000.
- Cultivated relationships with activists, policymakers, reporters, scholars, humanitarian workers, and United Nations staff.
- Presented research at professional conferences and to public audiences.

**University of Gothenburg** | International Masters in Social Work & Human Rights

2014 - 2016

- Trained in case management, conflict management, and person-centered care.
- Researched sex workers' human rights in Sweden.

**University of Edinburgh** | Bachelor (hons) in Sociology

2010 - 2014

**VOLUNTEERING****South King County Mutual Aid**

2020 - ongoing

**Amnesty International Sweden**

2017

**Red Cross Sweden**

2015

**Community support for people with disabilities**

2014 - 2017

# Seattle Human Rights Commission

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	7/23/23	7/22/25	1	City Council
	M		2.	Member	Trevor Duston	7/23/23	7/22/25	1	Mayor
	F		3.	Member	Amy Bailey	7/23/23	7/22/25	1	City Council
	F		4.	Member	Gwen McCullough	7/23/23	7/22/25	1	Mayor
	M		5.	Member	James Munger	7/23/23	7/22/25	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				Mayor
	F		12.	Member	Anika Khan	7/23/24	7/22/26	1	City Council
	F		13.	Member	Kristina Sawyckj	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 Sophie Gonser	1/23/24	1/22/26	1	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	4											
Council	3	5											
Comm	3	2											
Total	20												

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.





## Legislation Text

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**File #:** Appt 03196, **Version:** 1


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Appointment of Beverly Smith as member, Seattle Human Rights Commission, for a term to July 22, 2026.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Beverly Smith		
<b>Board/Commission Name:</b> Seattle Human Rights Commission		<b>Position Title:</b> Member
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: Fill in appointing authority		<b>Term of Position: *</b> 7/23/2024 to 7/22/2026  <input checked="" type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> South Lake Union	<b>Zip Code:</b> 98109	<b>Contact Phone No.:</b> n/a
<b>Background:</b> Beverly has a passion for advocacy, policy change, and community involvement. As a clinician and Howard Law trained social engineer, she has a deep commitment to addressing the systemic challenges that disproportionately impact Black communities, including healthcare disparities, affordable housing, economic security, and social inclusion. Beverly believes that through collaborative efforts, we can drive meaningful policy changes to ensure that underserved communities receive the dignity, support, and resources they deserve.		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> May 12th, 2025		<b>Appointing Signatory:</b> Bruce A. Harrell Mayor of Seattle

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

# BEVERLY SMITH

COMPLIANCE & PRIVACY OFFICER

## DETAILS



## SKILLS

Regulatory Compliance  
Laws & Regulation



Regulatory Matters



Compliance



Managed Care



Ethics



Risk Management



Lean Six Sigma Master  
Black Belt



Business Acumen



Communication Skills



Strategic Decision-Making



Stakeholder Management



Policy Governance



Leadership ability in  
managing and developing  
others, including leading  
large teams



Innovation



## PROFILE

Compliance & Privacy Officer with over 15 years of proven experience in leading, developing, implementing, and enhancing compliance programs for managed care and complex healthcare systems. Skilled in leading comprehensive policies, risk assessments, and training programs. Recognized for effectively managing audits, investigations, and corrective actions to ensure federal and state regulatory adherence. A strategic leader fostering collaboration across diverse teams, adept at stakeholder management, and promoting a culture of ethics and compliance. Expertise in healthcare compliance, legal knowledge, and risk analysis positions me to excel in ensuring regulatory adherence and mitigating compliance risks. Proven track record in overseeing compliance and privacy matters, providing leadership guidance, and implementing data security and privacy programs.

## EMPLOYMENT HISTORY

### Compliance & Privacy Officer, Wellstar Health System

2021 — Present

Responsible for the development, implementation, and oversight of an effective Compliance and Privacy program. Provided leadership, strategy and guidance to executive leadership and business teams on compliance and ethics issues. Worked collaboratively to achieve system objectives and in areas of planning, implementing, and evaluating compliance programs and strategies in the delivery of integrated health services on a system-wide basis.

#### ACHIEVEMENTS + HIGHLIGHTS

- **Effective lines of communication.** Regular interaction with medical staff, community leaders, government agencies and legal advisors to carry out the goals and objectives of system-wide compliance program.
- **Monitoring and auditing.** Provided an objective and independent compliance evaluation of various functional processes which may include issues such as Medicare and Medicaid billing, anti-kickback, fraud and abuse, managed care compliance, anti-trust, labor and employee relations, environmental health and safety matters, various trade practices, and specific issues which may arise.
- **Written materials and training.** Directed efforts to effectively incorporate the compliance program into the organization, including written materials and training programs designed specifically to promote understanding of compliance issues, laws and regulations, and consequences of noncompliance.

### Chief Legal & Compliance Officer, Coerten McGinnis

2019 — 2021

- Developed, implemented, maintained and updated written policies and procedures and standards of conduct to create a culture of compliance
- Ensured adherence to applicable federal and state laws and regulations, including but not limited to: The False Claims Act, The Anti-Kickback Statute, The Civil Monetary Penalties Law, The Stark Law, HIPAA, HITECH, etc.

## LANGUAGES

English



Spanish



Afrikaans



- Identified and managed legal risks across the organization.
- Developed and managed a risk-based compliance and privacy auditing and monitoring program to detect, respond to, and remediate compliance violations.
- Reviewed and monitored compliance with legal statutes, regulations, and internal policies.
- Evaluated the effectiveness of the compliance program regularly and made associated updates or revisions to ensure a best-in-class program.

### **Chief Compliance & Privacy Officer, Towsen Health System**

2018 — 2019

- Provided leadership guidance and support on compliance and privacy matters related to the health system and its subsidiaries and affiliates.
- Responsible for all aspects of development, implementation, and maintenance of the effective, risk-based compliance program for the enterprise, including directly liaising with the Board of Directors and leading the Compliance Committee.
- Investigated and reported on potential compliance issues to ensure timely resolution and adherence to applicable laws and regulations.
- Conducted routine monitoring and annual compliance risk assessments working with enterprise risk management, internal audit and other stakeholders.
- Enforced standards through well-publicized disciplinary guidelines in partnership with Human Resources and other stakeholders.
- Developed and implemented policies and procedures to ensure data security and privacy compliance.
- Developed a comprehensive data privacy program to ensure compliance with GDPR and other data protection regulations.
- Collaborated with departments to ensure compliance with relevant laws and regulations
- Monitored and evaluated regulatory changes to ensure company policies and procedures remain compliant
- Developed and maintained a comprehensive training program for employees to ensure compliance with applicable laws and regulations

### **Associate (In-Residence), Cliffe Dekker Hofmyer**

South Africa

2015 — 2016

- Reviewed agency decisions, analyzed global competition laws, and drafted legal memoranda for firms engaged in cross-border mergers and acquisitions.
- Identified probable outcomes of merger control reviews to advise clients of compliance requirements and risks associated with intended business transactions.
- Advised clients on potential competition law considerations connected to business activities including market power, dominance, pricing issues, exclusivity risks, and domestic policy matters.
- Conducted detailed research and analysis of complex legal issues to develop strategic arguments in support of client's position.

### **Legal Teaching & Research Assistant, Howard University School of Law**

2016 — 2018

- Conducted legal research on a wide variety of topics and provided comprehensive summaries
- Developed a comprehensive understanding of the legal research process and principles of legal citation
- Developed a comprehensive understanding of the legal research process and principles of legal analysis

### **Senior Director, UnitedHealth Group (Optum)**

2011 — 2015

- Responsible for enterprise-wide and client-facing (consulting) regulatory affairs, clinical compliance programs, risk adjustment, and portfolio (ePMO) management.
- Provided audit and advisory services to clients regarding federal and state regulatory compliance, privacy, fraud/abuse, ethics, finance, business strategy, operations, continuous improvement, program management and corporate policy development.
- Led cross-functional, global teams representing key stakeholders from risk identification to remediation.

#### ACHIEVEMENTS + HIGHLIGHTS

- Compliance Audits (National Sample, RADV, etc)
- Best Medical Record Documentation Audits
- Key Error Indicators (HCC, HCPCS, ICD-10)
- Fraud, Waste, and Abuse Identification & Remediation

### **Senior Director, Government Affairs and Operations, UnitedHealth Group (UnitedHealthcare)**

2009 — 2011

- Led portfolio management, regulatory affairs, risk management and continuous improvement efforts for global operations.
- Implemented internal controls and corrective remediation plans to achieve regulatory and operational compliance.
- Formulated and implemented proactive enterprise-wide regulatory compliance corrective action plans, remediation strategies and performance metrics.

#### ACHIEVEMENTS + HIGHLIGHTS

- APIPA Assimilation Post Acquisition
- Provider Delegation Remediation (Enterprise Wide)
- Blue Sky – Provider Loading Training Program Creation/Execution
- Uniform Provider Loading Program in conjunctions with NCQA

### **Senior Program Executive, UnitedHealth Group (UnitedHealthcare)**

2007 — 2009

- Developed and managed deployment of new program and policy initiatives within the private healthcare sector.
- Expanded cross-functional organizational capacity by collaborating with global business partners to address operational barriers and diminished outcomes.
- Actualized ANSI 278 electronic transaction for notification with healthcare providers.
- Managed matrixed teams of key stakeholders, including health information technology (IT) partners, clinical software vendors (EPIC, Cerner, McKesson, etc.) and transaction clearinghouses, through entire project lifecycle.

### **Manager, Clinical Operations, Cincinnati Sportsmedicine & Orthopaedics**

2006 — 2007

- Responsible for overseeing day-to-day practice operations.
- Provided management oversight for the development of high-quality, cost-effective, and integrated clinical programs.
- Directed clinical and non-clinical personnel to deliver optimal care to patients.

- Ensured staff compliance with set policies and standards as well as hiring, training, and scheduling employees.

### **Manager, Clinical Operations, University Of Cincinnati Department Of Neurosurgery**

2004 — 2006

- Managed and oversaw the daily operations of the office, including scheduling, budgeting, and personnel
- Developed and implemented protocols to improve the efficiency of clinical operations
- Utilized evidence-based practice to ensure best practice guidelines were met

## **EDUCATION**

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### **Doctor of Jurisprudence (JD), Howard University**

Washington

- ☐ Merit Scholar
- ☐ CALI Award Winner in Labor/Employment Law, Health Law

### **Bachelor of Science in Healthcare Administration, Miami University/UOP**

Oxford

### **Certified in Healthcare Compliance (CHC)**

### **Lean Six Sigma Master Black Belt**

### **Certified Information Privacy Professional (CIPP)**

## **ACADEMIC RESEARCH**

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### **Legal Articles**

Higher Ed 'Do Not Resuscitate' Orders (July 3, 2017). Kentucky Law Journal, Vol. 106, No. 223, 2017; Howard Law Research Paper No. 17-1. Available at

SSRN: <https://ssrn.com/abstract=2922147> or <http://dx.doi.org/10.2139/ssrn.2922147>

### **Clinical Studies**

Normal Pressure Hydrocephalus (NPH) – Treatment Protocol with VP Shunting  
Hyperhidrosis – Sympathetic Nerve Clipping

## **REFERENCES**

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### **David A. Jones, EVP & Chief Human Resources Officer from Wellstar Health System**

david.a.jones@wellstar.org | (470) 644-0370

### **Ralph D. Turner, SVP & Hospital President from Wellstar Health System**

ralph.turner@wellstar.org | (470) 644-8089

### **Britt'ny Morris, AVP WMG Ops Ambulatory Div from Wellstar Medical Group**

britt'ny.jones@wellstar.org | (404) 709-9774

# Seattle Human Rights Commission

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*:

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## Roster:

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	F		1.	Member	Bryennah Quander	7/23/23	7/22/25	1	City Council
	M		2.	Member	Trevor Duston	7/23/23	7/22/25	1	Mayor
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	F		21.	Member	Miranda Catsambas	7/23/24	7/22/26	1	Commission

SELF-IDENTIFIED DIVERSITY CHART					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
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Council	3	5											
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Total	20												

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.



## Legislation Text

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**File #:** Appt 03197, **Version:** 1

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Reappointment of Bryennah Quander as member, Seattle Human Rights Commission, for a term to July 22, 2027.


The Appointment Packet is provided as an attachment.





## City of Seattle Boards & Commissions

### Notice of Appointment

<b>Appointee Name:</b> Bryennah Quander		
<b>Board/Commission Name:</b> Seattle Human Rights Commission		<b>Position Title:</b> Member
<input type="checkbox"/> <b>Appointment</b> OR <input checked="" type="checkbox"/> <b>Reappointment</b>	<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Term of Position: *</b> 7/23/2025 to 7/22/2027  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> West Seattle	<b>Zip Code:</b> 98125	<b>Contact Phone No.:</b>
<b>Background:</b> Bryennah is currently serving as the Commission Co-Chair and takes seriously her responsibility in that role. Her work on the commission is an extension of her commitment to volunteerism. She has had the opportunity to volunteer with organizations such as the Vera Project, and as a community accountability board member with the King County Partnership for Youth Justice. She strongly believes that engaged communities are a key part in reducing disparities. She hopes to apply her educational background in public service and policy and continue to help the Human Rights Commission fulfill its mission. She is excited to continue to work with fellow commissioners and continue contributing to the community that she calls home.		
<b>Authorizing Signature (original signature):</b>    <b>Date Signed: 06/04/25</b>	<b>Appointing Signatory:</b> <i>Councilmember Cathy Moore</i> <i>Seattle City Council</i>	

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

# Bryennah Quander

## EDUCATION

**Bachelor of Science, Public Service and Policy** 2021 – 2022

Arizona State University | Tempe, AZ

**Associate of Arts, General Studies** 2014 – 2016

Seattle Central College | Seattle, WA

## WORK EXPERIENCE

**Records Coordinator** June 2021 – Present

City of Burien Clerks Department | Burien, WA

- Managed records management departmental projects and ensure compliance with state laws
- Updated the special events permitting process and coordinated completion of permits
- Assisted in the preparation and running of city council, boards, and commissions meetings
- Completed gathering and evaluating data to assist in the creation of a 5-year strategic plan
- Advancing Racial Equity workgroup member

**Administrative Assistant** Jan. 2021 – May 2021

City of Burien Parks, Recreation, and Cultural Services | Burien, WA

- Processed invoices, contracts, and generated budget reports
- Created employee schedules and completed timesheets
- Assisted in developing an asset management system
- Implemented citywide staff technology updates

**Customer Service Representative III** March 2018 – Dec. 2020

City of Burien Parks, Recreation, and Cultural Services | Burien, WA

- Served as staff lead of Customer Service Representative I and II
- Registered customers for classes, received and processed facility and park rental requests
- Created training and resource manuals

**Customer Service Representative I** June 2014 – Feb. 2018

City of Burien Parks, Recreation, and Cultural Services | Burien, WA

- Supervised and ensured upkeep of community center during facility rentals

## VOLUNTEER EXPERIENCE

**Partnership For Youth Justice Accountability Board Member** May 2022 – Present

King County Juvenile Court Services | Seattle, WA

- Attend PYJ meetings to meet with youth and their families eligible for diversion
- Collaborated with other board members to determine diversion assignments and resources

**Volunteer Member/House Manager** April 2019 – Present

The Vera Project | Seattle, WA

- Supervised volunteers, completing ticket deposits, processing staff and artist payments, liaison for performing artists
- Scanned tickets, concession sales, security, janitorial duties, opening/closing building, etc.

**Community Accountability Board Member** July 2017 – March 2018

Pierce County Juvenile Court | Tacoma, WA

- Conducted interviews with juvenile and parents/guardians
- Determined the terms and conditions of Diversion Agreement

## SKILLS

- MS Office with Excel Certification
- Google Suite
- Research methodology
- Laserfiche
- Records Management
- Adobe Acrobat Pro
- Project Management

# Seattle Human Rights Commission

## July 2025

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	F		18.	Member	Katie Gonser	1/23/24	1/22/26	3	Mayor
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### SELF-IDENTIFIED DIVERSITY CHART

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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

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## Legislation Text

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**File #:** Appt 03198, **Version:** 1

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Reappointment of Trevor Duston as member, Seattle Human Rights Commission, for a term to July 22, 2027.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Trevor Duston</i>		
<b>Board/Commission Name:</b> <i>Seattle Human Rights Commission</i>		<b>Position Title:</b> <i>Member</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position:</b> * 7/23/2025 to 7/22/2027
<b>Residential Neighborhood:</b> <i>West Seattle</i>	<b>Zip Code:</b> <i>98136</i>	<b>Contact Phone No.:</b> <i>Business phone # - NOT personal phone #</i>
<b>Background:</b> <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>		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> June 9th, 2025		<b>Appointing Signature</b> <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

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## CERTIFICATIONS

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### 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

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## EDUCATION

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### 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

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## EXPERIENCE

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### 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

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### '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.

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## **SKILLS**

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**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.





## Legislation Text

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**File #:** Appt 03199, **Version:** 1

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Reappointment of Amy Kate Bailey as member, Seattle Human Rights Commission, for a term to July 22, 2027.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Amy Kate Bailey</i>		
<b>Board/Commission Name:</b> <i>Seattle Human Rights Commission</i>		<b>Position Title:</b> <i>Member</i>
<input type="checkbox"/> <b>Appointment</b> OR <input checked="" type="checkbox"/> <b>Reappointment</b>		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> <i>7/23/2025</i> <b>to</b> <i>7/22/2027</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Bryant</i>	<b>Zip Code:</b> <i>98115</i>	<b>Contact Phone No.:</b> <i>Business phone # - NOT personal phone #</i>
<b>Background:</b> Amy is passionate about the commission's work, and particularly excited about continuing to bring her research experience and background in working with undergraduates to the commission. She looks forward to bringing a renewed focus on community engagement and social justice.		
<b>Authorizing Signature (original signature):</b>  <i>Cathy Moore</i>  <b>Date Signed (appointed): 06/04/25</b>		<b>Appointing Signatory:</b> <i>Councilmember Cathy Moore</i> <i>Seattle City Council</i>

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

# Amy Kate Bailey, PhD MPH

## **Program Manager / Research Associate — Public & Community Health**

Accomplished researcher, analyst, and program manager recognized throughout career for a comprehensive understanding of social determinants of health—and the ability to apply a unique mix of analytical, technical, and communications skills to develop effective solutions at the federal, state, county, and local levels.

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### AREAS OF EXPERTISE

- ▶ **Program Measurement & Evaluation (M&E):** Doctorate-level expertise in program design, development, monitoring, and evaluation—including extensive success analyzing community-based programs to ensure the use of statistically-sound research methods, protection of personally identifiable data, optimal funding allocation, and alignment with over-arching strategic goals and objectives.
- ▶ **Quantitative Research & Statistics:** Superior analytical skills and a history of data linkage and analyzing diverse data sets related to health, demographics, and other population factors in order to uncover trends/patterns aimed at supporting key investment, resource allocation, and public policy decisions.
- ▶ **Community & Population Health Expertise:** Recognized thought leader in community violence, social determinants of health, racial health equity, maternal/child health, veterans' issues, —passionate about raising awareness and helping drive innovative, cost-effective solutions aimed at addressing disparate healthcare access/equity among BIPOC populations, veterans, and other marginalized groups.
- ▶ **Health Education & Communications:** Exceptional presenter, writer, and storyteller with the ability to translate complex scientific/academic concepts into clear, easy-to-digest formats for a diverse range of audience types; experience includes publication of numerous press releases, white papers, briefings, and peer-reviewed articles—as well as appearances on top media outlets such as NPR and ABC News.
- ▶ **Additional Strengths:** Roles to date have required extensive additional competency in the areas of Grant writing, Mixed-Methods Research, Technical Assistance, and Collaboration—as well as the usage of various statistical software packages (e.g. STATA, SAS, Tableau, MS Excel). Published research in higher education, incarceration, homelessness, veterans' issues, and neighborhoods.

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### EDUCATIONAL CREDENTIALS

**MPH in Epidemiology** | University of Illinois Chicago (2024)

*Capstone Paper: Structural Racism and Variation in Perinatal Depression*

*Coursework Includes: GIS; Biostatistics; Health Policy; Public Health Systems, Policy & Management*

**PhD in Sociology** | University of Washington (2008)

*Dissertation: Veteran Status and Social Mobility across Four Cohorts of American Men*

*Major Area: Demography; Minor Area: Race & Inequality*

**MA in Sociology** | University of Washington (2004)

*Thesis: How Personal Is the Political? Democratic Revolution and Fertility Decline*

*Coursework focus on social policy, statistical methods, cities/neighborhoods*

**BA in Women's Studies (Health Concentration)** | Cowell College — Univ. of California, Santa Cruz (1997)

*Key topics of study include health policy, drugs in society, AIDS, accounting, constitutional law*

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### CAREER HISTORY & HIGHLIGHTS

**Faculty Affiliate** | UNIVERSITY OF WASHINGTON, CENTER FOR STUDIES IN DEMOGRAPHY & ECOLOGY 6/18 - Present

**Affiliate/Fellow** | UNIVERSITY OF ILLINOIS CHICAGO, INSTITUTE FOR HEALTH RESEARCH & POLICY 6/18 - Present

- PI for successful NIH funding application—designing complex statistical approaches to analyze the link between historical racial violence and contemporary pregnancy outcomes
- Recruit, hire, and direct the work of a team of 3 research assistants and 2 co-investigators
- Efforts include extensive work with CDC Vital Statistics (Natality) and PRAMS data

**Associate Professor of Sociology** | UNIVERSITY OF ILLINOIS CHICAGO 8/2017 - Present

- Teach graduate and undergraduate courses focused on subjects including statistics, research methods
- Conduct research into social determinants of health, veterans issues, incarceration, and ethnic violence, using statistical methods/tools (e.g. Stata)—and presenting findings in both written form (book chapters, refereed/peer-reviewed articles) and in-person formats (workshops, colloquia)
- Mentor teams of up to 15 junior researchers—directing their work, evaluating their methods, suggesting alternative lines of inquiry, and coaching them on effective data synthesis and presentation techniques
- Channel research into tangible data sets for a variety of audiences including government agencies, public health institutions, and university researchers
- Create multiple data products, such as national ZIP Code crosswalk (1990 – 2020), using administrative data

**Director of Undergraduate Studies, Sociology** | UNIVERSITY OF ILLINOIS CHICAGO 8/2022 - 2/2024

- Developed a comprehensive new undergraduate research training program
- Developed and successfully petitioned to revise the Sociology undergraduate major; key activities included the introduction of 6 new courses, creation of four new thematic concentrations

**Assistant Professor of Sociology** | UNIVERSITY OF ILLINOIS AT CHICAGO 8/2013 - 7/2017

- Authored/submitted a successful funding application to the NSF related to ethnic violence. Research led to the publication of award-winning book and multiple journal articles—as well as the creation of two important new historic violence data sets based on archival data

**Assistant Professor of Sociology** | UTAH STATE UNIVERSITY 8/2010 - 7/2013

- Served as lead author on multiple journal articles related to ethnic violence and taught a series of undergraduate and graduate-level classes in statistics and social inequality

**NIH Postdoctoral Fellow** | PRINCETON UNIVERSITY, OFFICE OF POPULATION RESEARCH 9/2008 - 7/2010

- Collaborated on research aimed at studying military and incarcerated populations and their neighborhood origins

**Research Assistant** | UNIVERSITY OF WASHINGTON 6/2002 - 8/2008

- Assisted in conducting research into poverty, education, and social mobility—applying expertise in comparative policy analysis and historical demography in order to support senior researchers' publications
- Developed and implemented research protocol and a new training program for undergraduate research assistants focused on archival research; more than a dozen students trained and mentored

**Assistant Director of Public Relations** | SEATTLE UNIVERSITY 12/1999 - 8/2001

- Recruited to serve as a key university media contact, conducting media outreach activities that included writing press releases and ghostwriting op ed pieces by university faculty and administrators
- Additionally performed internal communications responsibilities, counseling university leaders on how best to address challenging issues and events—and writing/distributing a weekly newsletter for faculty and staff

**Staff Writer** | NORTHWEST AIDS FOUNDATION 1/1998 - 11/1999

- Collaborated on development and distribution of white papers and policy backgrounders for executive staff, board members, and stakeholders of region's leading non-profit focused on AIDS-related education, case management, and advocacy
- Drafted a wide mix of health education and policy advocacy documents, developed media outreach materials (e.g. press releases, backgrounders), and prepared staff and board members to give legislative testimony

**Program Coordinator** | TOBACCO EDUCATION CLEARINGHOUSE OF CALIFORNIA 11/1994 - 7/1997

- Developed and facilitated training to incorporate staff from Prop. 99-funded local health department and funded agency partners in use of private internet-based information exchange network
- Provided technical assistance on tobacco-related research, communications, regulations, and policy to state partners, local health departments, and community based organizations
- Researched state/local policies, authored an enforcement manual for public health departments, published a weekly newsletter, and researched/wrote Fact Sheets for the CA Department of Health Services

**Assistant Editor | ETR ASSOCIATES**

6/1992 - 10/1994

- Gained a strong foundation of research, writing, and analytical skills working with authors and editorial staff to create health education materials for clinical and school-based markets; activities included researching and summarizing current peer reviewed research for *Family Life Educator* journal

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## VOLUNTEER EXPERIENCE

**Committee Member | WSU INSTITUTE FOR RESEARCH & EDUCATION TO ADVANCE COMMUNITY HEALTH**

5/23 - Present

- Collaborating in development/administration of health needs assessment for American Indian and Alaska Native (AIAN) people—to inform institution's research priorities

**Survey Coordinator & Analyst | DIGNITY DINER**

01/16 - 04/16; 01/24 - 06/24

- Developed and implemented a survey of guests at community meal program, to gather demographic and social information, and solicit guest feedback on the program and assess unmet needs
- Analyzed the resulting data and submitted a report and series of recommendations to organizational leadership, as well as raw data for use in grant proposals and reports to funders and donors

**Program Evaluation Consultant | TUKWILA PANTRY**

05/18 - 09/18

- Conducted comprehensive mixed method program evaluation (e.g. interviews, participant observation, surveys) on both process and outcomes of community food security program
- Analyzed results and submitted final report to the Board and Executive Director

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## PUBLICATION HISTORY

**REFEREED PUBLICATIONS**

Ryan Gabriel, Adrian Haws\*, **Amy Kate Bailey** and Joseph Price. 2023. "The Migration of Lynch Victims' Families, 1880 – 1930." *Demography* 60 (4): 1235- 1256.

Rebecca Abbott\* and **Amy Kate Bailey**. 2021. "Historical Mob Violence and the 2016 Presidential Election." *ANNALS of the American Academy of Political and Social Science* 694: 172 – 188.

Bryan L. Sykes and **Amy Kate Bailey**. 2020. "Institutional Castling: Military Enlistment and Mass Incarceration in the United States." *RSF: The Russell Sage Foundation Journal of the Social Sciences* 6 (1): 30 – 54.

**Amy Kate Bailey**, Madisen Drury\*, and Hannah Grandy†. 2019. "College for All? A Quasi-Experimental Study of Student Academic Performance Before and After Universal Funding." *Armed Forces & Society* 45 (1): 101 – 121.

**Amy Kate Bailey** and Bryan L. Sykes. 2018. "Comparing Veteran Status and Social Mobility Across Four Cohorts of American Men." *Population Research and Policy Review* 37 (4): 539 – 568.

E.M. Beck, Stewart E. Tolnay, and **Amy Kate Bailey**. 2016. "Contested Terrain: The State Versus Threatened Lynch Mob Violence." *American Journal of Sociology* 121 (6): 1856 - 1884.

**Amy Kate Bailey**, Jason Leiker, Andrew S. Gutierrez†, Serena Mitchell†, and Eric Larson\*. 2015. "Memorializing Lynch Victims: Countering Colorblind Ideologies with Experiential Learning." *Sociology of Race and Ethnicity* 1 (3): 454 - 459.

- Amy Kate Bailey** and Karen A. Snedker. 2011. "Practicing What They Preach? Lynching and Religion in the American South, 1890 – 1929," *American Journal of Sociology* 117 (3): 844 – 887.
- Amy Kate Bailey**. 2011. "Race, Place, and Veteran Status: Migration Among Black and White Men, 1940 – 2000." *Population Research and Policy Review* 30 (5): 701 – 728.
- Amy Kate Bailey**, Stewart E. Tolnay, E.M. Beck and Jennifer D. Laird\*. 2011. "Targeting Lynch Victims: Social Marginality or Status Transgressions?" *American Sociological Review* 76 (3): 412 – 436.
- Amy Kate Bailey**. 2009. "How Personal Is the Political? Democratic Revolution and Fertility Decline." *Journal of Family History* 34 (4): 407 – 425.  
Winner of the American Sociological Association, Comparative-Historical Section's Reinhard Bendix Award and the University of Washington Department of Sociology's Distinguished Graduate Student Paper Award
- Amy Kate Bailey**, Stewart E. Tolnay, E.M. Beck, Alison Renee Roberts† and Nicholas H. Wong†. 2008. "Personalizing Lynch Victims: A New Database to Support the Study of Southern Mob Violence." *Historical Methods* 41 (1): 47 – 61.
- Stewart E. Tolnay and **Amy Kate Bailey**. 2006. "Schooling for Newcomers: Variation in Educational Persistence in the United States in 1920." *Sociology of Education* 79 (3): 253 – 279.

## **BOOKS**

- Amy Kate Bailey** and Stewart E. Tolnay. 2015. *Lynched: The Victims of Southern Mob Violence*. Chapel Hill: University of North Carolina Press.

## **BOOK CHAPTERS, REVIEW ESSAYS & ENCYCLOPEDIA ENTRIES**

- Amy Kate Bailey** and Piere Washington. 2021. "Lynching in the New South, A Festival of Violence, and the Synergy of Two Disciplines." *Journal of Gilded Age and Progressive Era*. Special Forum. William Carrigan and Clive Webb, editors (invited essay). 20 (1): 74 – 80.
- Allison Suppan Helmuth\* and **Amy Kate Bailey**. 2017. "Gender, Residential Segregation, and Military Enlistment." invited book chapter. *Gender (In)equality: Stalled Revolutions and Shifting Terrains in the 21st Century*. Shannon N. Davis, Sarah Winslow, and David J. Maume, editors. Berkeley: University of California Press.
- Amy Kate Bailey**, Christopher D. Poulos\* and Kylee M. Joosten\* 2016. "Housing Veterans: Homelessness and Mortgages." invited book chapter, pp. 693 – 717 in *The Civilian Lives of U.S. Veterans: Issues and Identities*. Louis Hicks, Eugenia L. Weiss and Jose E. Coll, editors. Praeger/ABC-CLIO.
- Toney, Michael B. and **Amy Kate Bailey**. 2013. "Migration." Invited refereed submission for *The Encyclopedia of Quality of Life Research*. Springer Publications.
- Amy Kate Bailey**. 2013. "Violence and Local Memory: Effects on the Middle." online invited essay, *Mobilizing Ideas* (<http://mobilizingideas.wordpress.com/2013/11/04/violence-and-local-memory-effects-on-the-middle/>).
- Amy Kate Bailey**. 2013. "Veteran Status and Spatial Mobility Across the Life Course," pp. 185 – 199 in *Life Course Perspectives on Military Service*, Janet M. Wilmoth and Andrew S. London, eds. New York: Routledge. invited book chapter.

## **DATA PRODUCTS**

- Bailey, Amy Kate**, and Allison Suppan Helmuth. 2023. *National ZIP Code Crosswalk, 1990 - 2020*. Deposited at ICPSR. Available through OpenICPSR. In process for curation and public distribution through ICPSR.
- Bailey, Amy Kate**, Piere Washington, and E.M. Beck. 2020. *Database of Victims of Threatened Lynchings in the American South*.
- Tolnay, Stewart E., **Amy Kate Bailey**, and E.M. Beck. 2012. *Database of Southern Lynch Victims*.

## **PAPERS IN PROGRESS**



Nancy Toure\*, **Amy Kate Bailey**, Rebecca Abbott\*, Elizabeth Breen\*, Michael R. Kramer and Margaret T. Hicken.. “Black Lynching and Racial Variation in the Risk of Adverse Pregnancy Outcomes.” Revision invited, *American Journal of Epidemiology*

**Amy Kate Bailey** and Allison Suppan Helmuth.\* “Accounting for ZIP Code Boundary Changes, 1990 – 2020: A Research Note,” Revision invited, *Demography*

**Amy Kate Bailey**, Piere E. Washington\*, Bianca N. Monzon†, and E.M. Beck. “Database of Threatened Lynch Targets: A New Resource for the Study of Southern Mob Violence”, revision invited, *Historical Methods*

Abbott, Rebecca\*, **Amy Kate Bailey**, Elizabeth Breen\*, Nancy Toure\*, Michael R. Kramer and Margaret T. Hicken. “Historical Lynching and Contemporary Preterm Birth/Low Birthweight.” Elizabeth Breen\*, **Amy Kate Bailey**, Nancy Toure\*, Rebecca Abbott,\* Michael R. Kramer, and Margaret T. Hicken. “Blood at the Root: Historical Violence and Contemporary Infant Mortality in Ten Southern States.”

**Amy Kate Bailey** and Seth Behrends\*. “Community Origins of New Military Enlistees, 1990 – 2008.”

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## FUNDING

### EXTRAMURAL

“*Historic Violence and Contemporary Racial Disparities in Birth Outcomes*”, National Institutes of Health **\$458,348**. January 2021 – December 2023, (R21MD015813).

*Expanding Our Understanding of Victimization: A New Database of Individuals Threatened with Mob Violence*. National Science Foundation. **\$200,000**. August 2013 – August 2017 (SES-1338616).

*Military Enlistment, National Guard Service and the Post-9/11 GI Bill in the Mountain West*. Utah Agricultural Experiment Station, **\$50,000**. July 2011 – June 2013, (UTA01060.).

### INTRAMURAL

“*Choosing Race Over Class*” book project, Faculty Research Award, College of Liberal Arts and Sciences, University of Illinois at Chicago. **\$15,000** January – August, 2022.

“*Graduate/Undergraduate Research Mentorship (GURM) Program*”, Diversity Initiative Award Program, College of Liberal Arts and Sciences, University of Illinois at Chicago. Academic year **\$4,990** 2021 – 2022.

“*History, Memory, and Structural Violence in the American South*,” UIC Office of Social Science Research, Seed Grant. **\$2,500**, March – June 2021.

“*Economic Mobility among Emerging Adults: Intergenerational and Community Perspectives*,” UIC Office of Social Science Research, Faculty Research Grant. **\$8,000** May 2016 – December 2017.

“*Transition to Adulthood for Working Class Youth: Institutions and Informal Practices in Local Communities*” Great Cities Institute, College of Urban Planning and Public Affairs, University of Illinois at Chicago. **\$20,000**. August 2015 – July 2016.

*Linking ZIP Codes across Time: Gaining Insight into Military Enlistment*. Seed grant, Office of Social Science Research, University of Illinois at Chicago. **\$3,641** Jan. – May 2015.

*Changing Demographic and Community Origins of U.S. Military Enlistees*. Utah State University. Proposal Writing Institute. **\$5,000**. April – June 2011.

*Changing Demographic and Community Origins of U.S. Military Enlistees*. College of Humanities and Social Sciences Seed Grant Award. Utah State University. **\$3,464.83**. November 2010 – June 2011.

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## HONORS AND AWARDS

R. Stephen Warner Faculty Award for Teaching, Department of Sociology, University of Illinois at Chicago, 2022 & 2015.

Public Voices Fellow. 2021 – 2022. University of Illinois System.

Minnesota Population Center PUMS Research Award, 2016, for *Lynched: The Victims of Southern Mob Violence* (co-authored with Stewart E. Tolnay)

Great Cities Institute Faculty Scholar, Great Cities Institute, College of Urban Planning and Public Affairs, University of Illinois at Chicago, *“Transition to Adulthood for Working Class Youth: Institutions and Informal Practices in Local Communities,”* 2015-2016.

Service Award. Allies on Campus. Utah State University, 2013.

University of Michigan Society of Fellows, 2010 cohort (declined).

Martha Duggan Dissertation Fellowship, Harry Bridges Center for Labor Studies, University of Washington, 2007 – 2008.

University of Washington Graduate School Presidential Dissertation Fellowship, Fall 2007.

Population Association of America Poster Award. “The Demography of U.S. Veterans: Changing Military Staffing Policy, Risk of Service, and Human Capital for Black and White Men, 1950 – 2000.” 2007.

West Coast Poverty Center Dissertation Fellowship. Fall 2006.

Reinhard Bendix Student Paper Award. Comparative-Historical Section. American Sociological Association. 2006.

Herbert L. Costner Distinguished Graduate Student Paper Award. Department of Sociology. University of Washington. 2006.

NICHD Population Research Predoctoral Training Grant, 2004 – 2005 (Grant #5T32HD07543).

Shanahan Fellow, Center for Studies in Demography and Ecology. University of Washington. 2003 -2004.

College Service Award. Cowell College. University of California, Santa Cruz. 1993.

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#### INVITED TALKS (LAST FIVE YEARS)

“Blood at the Root: Historical Violence and Contemporary Infant Mortality in Ten Southern States” – scheduled for October 9, 2024, Population Research Institute, Pennsylvania State University

“History of Race, Race-Making, and Racism from the Humanities, History, and Behavioral and Social Sciences” –18 July 2024, NIH UNITE Workshop on Interdisciplinary Approaches to Understanding and Addressing Structural Racism and Health

“Multigenerational Trauma: Racial Capitalism, Colonialism, and Contemporary Health Inequities,” 26 July 2023 at Institute for Research and Education to Advance Community Health, Washington State University

“Blood at the Root: Historical Violence and Contemporary Pregnancy Outcomes,” 6 April 2023 University of Chicago Demography Workshop, 5 May 2023 Chicagoland Demography Workshop, and 16 May 2023 University of Texas Rio Grande Valley School of Medicine Neuroscience Seminar

“Quantitative Historical Data”, 16 May 2022, National Academies of Science CPOP workshop on Structural Racism and Rigorous Models of Social Inequality

“Thinking About Literature Reviews”, 1 March 2022, University of Illinois at Chicago Library System Faculty

“Say Their Names: Who Were the Targets of Historical Mob Violence?”, Demographics of Racial Violence Panel, Population Association of America, 29 September 2020. Archived online: <https://www.youtube.com/watch?v=n4IKRyAcd4c>

“You Won’t Believe How Much You Need This: ZIP Code Boundary Changes, 1990 – 2015”, Center for Studies in Demography and Ecology, University of Washington, 24 April 2020

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#### MEDIA WORK (SELECTED)

Interview, *ABC News*. 8 August 2023. “Crowdfund Gives Daniel Penny Millions for Legal Defense in Alleged Killing of Homeless Man Jordan Neely.” <https://abcnews.go.com/US/crowdfund-daniel-penny-millions-legal-defense-alleged-killing/story?id=102017362>. Reporter: Kiara X. Alfonseca

Interview, *ABC News*. 21 May 2023. “Vigilante Violence Disproportionately Harms Marginalized Communities: Researchers.” Reporter: Kiara X. Alfonseca.



- <https://abcnews.go.com/US/vigilante-violence-disproportionately-harms-marginalized-communities-researchers/story?id=99429998>
- Essay, *Visible Magazine*. 9 February 2022. "We Are COVID's Collateral Damage. And We Are Legion." <https://visiblemagazine.com/we-are-covids-collateral-damage/>
- Guest, *Reset (WBEZ)*. 26 February 2020. "Sen. Cory Booker on Push to Make Lynching a Federal Crime." Reporter: Bianca Martin. <https://www.wbez.org/shows/reset/sen-cory-booker-on-push-to-make-lynching-a-federal-crime/f8f7ee5a-6fc0-4028-9b8b-0693e5f807df>
- Guest, *All Things Considered (NPR)*. 25 February 2020. Reporter: Mary Louise Kelley. "U.S. House to Vote on Anti-Lynching Act – Finally." <https://www.npr.org/2020/02/25/809368340/u-s-house-to-vote-on-anti-lynching-act-finally>
- Interview, *Washington Post*. 21 February 2020. "A black lawmaker's bill failed 120 years ago. Now, the House may finally act" Reporter: Meagan Flynn. <https://www.washingtonpost.com/nation/2020/02/21/house-may-finally-act-after-anti-lynching-bill-failed-120-years-ago/>
- Interview, *Mother Jones*. 24 October 2019. "How Lynching Became the Favorite Metaphor for Embattled, Powerful Men" Reporter: Edwin Rios. <https://www.motherjones.com/politics/2019/10/how-lynching-became-the-favorite-metaphor-of-embattled-powerful-men/>
- Interview, *Deutschland Funk* (national public radio in Germany). 2018. English translation of title: "Terror in the South as the lynching of African Americans continues to ache today." [http://ondemand-mp3.dradio.de/file/dradio/2018/04/10/terror\\_in\\_den\\_suedstaaten\\_wie\\_die\\_lynchjustiz\\_bis\\_heute\\_dlf\\_20180410\\_1915\\_bdcc0480.mp3](http://ondemand-mp3.dradio.de/file/dradio/2018/04/10/terror_in_den_suedstaaten_wie_die_lynchjustiz_bis_heute_dlf_20180410_1915_bdcc0480.mp3)
- Interview, *Atlanta Constitution*, "Rumor, accusations fly in park hanging death," 11 July 2016, Reporter: Mark Davis. <https://www.ajc.com/news/rumor-accusations-fly-park-hanging-death/Y3GTuGkjbN6lpqPcKBbBYM/> Interview, Center for Responsive Politics, "Military Donors Salute Sanders, Show Little Support for Trump," 3 June 2016, Reporter: Emma Baccielleri. [http://www.huffingtonpost.com/opensecrets-blog/military-donors-salute-sa\\_b\\_10283150.html](http://www.huffingtonpost.com/opensecrets-blog/military-donors-salute-sa_b_10283150.html)
- Guest, "On Second Thought," Georgia Public Radio, invited guest following Charleston church shooting, 19 June 2015

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## PROFESSIONAL SERVICE

### *Service to the Discipline (Selected)*

- Member, Editorial Board, *Social Science History*, 2023 - 2027
- Member, Health and Power Organizing Project, 2023 - present
- Deputy Editor, *Demography*, 2022 - 2025
- Review Panel member, Doctoral Dissertation Research Improvement Grant, American Sociological Association, 2021 - 2022
- Poster Judge, Interdisciplinary Association for Population Health Science conference, 2021
- Deputy Editor, *Sociological Perspectives*, 2020 - 2022
- Peace, War, and Social Conflict Section, American Sociological Association: Chair-Elect (elected) 2017-2018; Chair (elected) 2018 – 2019; Past Chair (elected) 2019 – 2020; Membership Chair 2016 – 2017; Council Member (elected) 2013 – 2016; Paper Award Selection Committee 2015 & 2019; Student Paper Awards Selection Committee 2014 & 2016
- Guest editor, with Meredith Kleykamp, special issue *Population Research and Policy Review*: "Military Populations: Social and Racial Inequality," 37 (4): August 2018.
- Member, Publications Committee, Social Science History Association (elected), 2015 - 2018
- Poster Session Judge, Population Association of America Annual Meetings, 2009 & 2017.
- Session organizer, American Sociological Association, 2016 annual meetings
- Editorial Board Member, *Historical Methods*, 2010 – 2013.
- Comparative-Historical Section, American Sociological Association: Reinhard Bendix Graduate Student Paper Award selection committee, 2007 & 2012; Presider: Religion

Session, Mini-Conference: Comparing Past and Present, Berkeley 2009; Student Representative, 2008 – 2009.

*College and Institutional Service (Selected)*

Social Sciences Representative (elected), Faculty Senate, University of Illinois at Chicago, 2018 – 2022; Student Affairs Committee 2020 - 2022.  
Research Seminar Chair, Center for Studies in Demography and Ecology, University of Washington, 2019 – 2020.  
Fellow, Honors College, University of Illinois at Chicago, 2017 – present  
Reviewer, Chancellor's Graduate Research Fellowship Program, University of Illinois at Chicago, 2014 and 2015  
Member, College of Humanities and Social Sciences Faculty Grant Review Panel, Utah State University, 2012 – 2013.  
Steering committee member, Allies on Campus, Utah State University, 2011 – 2013.  
Coordinator, Demographic Research Seminar, Utah State University, 2010 – 2012.  
Student Representative, Statistics Core Advisory Board, Center for Studies in Demography and Ecology, University of Washington, 2005 – 2007.

*Departmental Service (Selected)*

Director of Undergraduate Studies, 2022 – 2024  
Founding Coordinator, Graduate-Undergraduate Research Mentorship Program, Sociology, UIC, 2021 - 2024  
Advisor, UIC Sociology Club, 2020 - 2024  
Sociology Department representative (elected), College of Liberal Arts & Sciences Faculty Meetings, University of Illinois at Chicago, 2020-2023  
Supervisor, more than 70 independent study opportunities, Sociology Department, University of Illinois at Chicago, 2013 - 2024  
Co-Coordinator, Sociology Department Colloquium, 2017 – 2019  
Member, sociology capstone small group departmental engagement team, 2017 - 2019  
Member, Departmental Advisory Committee, 2015 - 2017  
Member, Undergraduate Program Committee, Sociology Department, University of Illinois at Chicago, 2015 – 2016; 2020-2021.  
Member, Alumni and Outreach Committee, Sociology Department, University of Illinois at Chicago, 2014 – 2016.  
Member, Graduate Program Committee, Department of Sociology, University of Illinois – Chicago, 2013 – 2014, 2016-17.  
Member, Graduate Program Executive Committee, Sociology, Utah State University, 2012-2013.

# 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
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	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											
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Total	9	11											

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



## Legislation Text

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**File #:** Appt 03200, **Version:** 1


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Reappointment of James Munger as member, Seattle Human Rights Commission, for a term to July 22, 2027.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>James Munger</i>		
<b>Board/Commission Name:</b> <i>Seattle Human Rights Commission</i>		<b>Position Title:</b> <i>Member</i>
<input type="checkbox"/> <b>Appointment</b> <b>OR</b> <input checked="" type="checkbox"/> <b>Reappointment</b>		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> <i>7/23/25</i> <b>to</b> <i>7/22/27</i>  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Eastlake</i>	<b>Zip Code:</b> <i>98102</i>	<b>Contact Phone No.:</b> <i>Business phone # - NOT personal phone #</i>
<b>Background:</b> James looks forward to continuing to serve on the Human Rights Commission because he feels that public service is important for making a difference in your local community. In a democracy, all social and civic change starts with the involvement of single individuals. He's especially motivated to continue his work focusing on Criminal Justice Reform.		
<b>Authorizing Signature (original signature):</b>  		<b>Appointing Signatory:</b> <i>Councilmember Cathy Moore</i> <i>Seattle City Council</i>
<b>Date Signed (appointed): 06/04/25</b>		

# JAMES MUNGER

I am a creative and dedicated office professional who is seeking a position that takes advantage of my interpersonal skills and top-notch organizational skills.

## EXPERIENCE

### NOVEMBER 2022 – CURRENT

#### SENIOR PROJECT MANAGER, JND LEGAL ADMINISTRATION

- Planned and executed multiple large scale class action settlements from beginning to end.
- Oversaw noticing of class members, review of claims, and administration of benefits of settlements totaling hundreds of millions of dollars.
- Coordinated efforts of teams across entire company to ensure class action settlements were administered within strict adherence to client's needs.
- Analyzed and forecast budgets and schedules on multiple projects to ensure competing demands for bandwidth were all met.
- Grew and trained project management team to meet demand of a growing caseload.

### OCTOBER 2021 – NOVEMBER 2022

#### PROJECT MANAGER, JND LEGAL ADMINISTRATION

- Managed execution of class action settlements.
- Tracked funds of projects to guarantee execution of projects within budget constraints.
- Developed new procedures for reviewing claims efficiently and accurately, massively reducing error rate of team while increasing productivity.

### OCTOBER 2019 – AUGUST 2021

#### SUPERVISOR, ABC LEGAL SERVICES

- Managed day-to-day operations of 15-person team, which oversaw dispatch of legal documents to over 3,000 contractor process servers across all 50 states.
- Created and implemented KPIs for our department to drive performance and meet customer expectations.
- Identified pain points for both contractors and customers and worked with product team to implement fixes and improvements.
- Implemented significant automation of our standard tasks to ensure greater scalability while ensuring the highest standard of customer satisfaction.

### MARCH 2018 – OCTOBER 2019

#### LEAD, ABC LEGAL SERVICES

- Oversaw scheduling and training of team specialists.
- Introduced new performance metrics for team to ensure specialists were answering support inquiries at the highest possible quality while still meeting quantitative metrics.

- Operated as dedicated point of contact for any critical or escalated issues regarding service of process.

**NOVEMBER 2018 – MARCH 2019**

**PROJECT COORDINATOR, ABC LEGAL SERVICES**

- Worked with department leadership to propose technical improvements to product team to accommodate ABC Legal's growth.
- Audited suspicious behavior from contractors to identify possible issues with service of process in order to maintain highest possible standards of integrity for our customers.

**APRIL 2017 – NOVEMBER 2019**

**OPERATIONS SPECIALIST, ABC LEGAL SERVICES**

- Ensured timely return of filed legal documents from courts across the country.
- Transcribed details of thousands of filed legal documents.
- Consistently met quick deadlines and exceeded goals.

## EDUCATION

**GRADUATED 2009**

**BACHELOR OF ARTS IN HISTORY, SEATTLE UNIVERSITY**

# Seattle Human Rights Commission

## July 2025

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	M		6.	Member	Kyle Tibbs	1/23/24	1/22/26	1	Mayor
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			11.	Member	VACANT	7/23/24	7/22/26	1	Mayor
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	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

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





## Legislation Text

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**File #:** Appt 03201, **Version:** 1


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Reappointment of Gwen McCullough as member, Seattle Human Rights Commission, for a term to July 22, 2027.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Gwen McCullough</i>		
<b>Board/Commission Name:</b> <i>Seattle Human Rights Commission</i>		<b>Position Title:</b> <i>Member</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> <i>7/23/2025</i> <b>to</b> <i>7/22/2027</i>
<b>Residential Neighborhood:</b> <i>Ballard</i>	<b>Zip Code:</b> <i>98107</i>	<b>Contact Phone No.:</b> <i>Business phone # - NOT personal phone #</i>
<b>Background:</b> <i>Gwen looks forward to continuing to collaborate with community and empower diverse perspectives to share their unique needs and their wealth of ideas. She sees commission work as an integral piece to dismantling oppressive structures and rebalancing access to power and governance with those who have been historically excluded.</i>		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> June 9th, 2025		<b>Appointing Signatory:</b> <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.*

### **Career Overview**

- Over 15 years of public service as critical thought partner and leader, creating strategic plans and implementation approaches and workplans that make processes and programs more inclusive and result in improved equity outcomes, through curiosity and tailoring programming to meet the needs of those we aim to serve.
- Strong relationship builder, driven equity change management champion, & skilled influencer; Collaborative skills for creating feelings of belonging with various communities through active listening. Implementing flexible methodologies to operationalize equity in procedures and best practices aligned organizational antiracism goals and objectives. Trusted mentor, coach, and advisor for peers, leaders and students.
- Listening to and empowering collectives and resource/affinity groups and scaling mechanisms to embed anti bias and antiracist values, aligning programmatic work with transformational goals, including qualitative and quantitative data analysis and reporting to adaptively achieve objectives in creation of improved outcomes.
- Capacity builder developing and communicating long term vision and planning, responsibly managing resources, formulating training programs, policies, procedures, and best practices via intentional human centered design to attract, retain and develop diverse talent and maintain inclusive organizational culture.
- Center lived experience of Black and Brown people to optimize program effectiveness, applying tools and frameworks to increase participation and engagement of diverse groups to build collaborative and adaptive systems that are continuously improved, and evidence based.

### **Professional Experience**

#### **Diversity Equity Inclusion & Culture (DEI&C) Change Agent**

##### **Sound Transit**

- Define, launch and drive change initiatives using equity methodologies and frameworks fulfilling organizational, department, division and group goals, creating a culture of psychological safety and inclusion within project teams.
- University of Washington Evan's School, Leading Public Innovation Graduate Certificate program, equipping accomplished leaders with the experience, tools and resources to strategically navigate complex environments, & make strategic policy and tactical procedure changes that advance equity and inclusion.
- Lead DEI&C Equity Change Management working group, providing evaluation frameworks and approaches to facilitate change initiatives that incorporate equitable methods into project management, educating teams on critical differences between compliance and building equitable change, and incorporating equity reporting into existing Board of Directors staff report templates for decision making.
- Co-lead Equitable Improvements in Procurement & Contracting work group with aims to not only improve use of underutilized S/DBE firms, but also to promote best practices for increasing diversity of private industry proposal team members in key roles, the performance of minority firm mentoring and development roles.
- Talent Champion- Improvements in Equitable Recruiting, candidate experience, job description improvement.
- Racial Equity Toolkit Evaluation of Performance Management– Facilitate and engage in racial equity tool evaluation of performance management process for equity improvements, via learning circles and focus group feedback and collaboration with HR and learning and development staff for agency wide improvement, training and implementation.
- Trainer- Diversity Equity & Inclusion, Unpacking Psychological Safety and Power in the workplace, Equity Choice Point Methodology for process improvement, Equity Data in Decision-Making, Applying Equity Methodology in Project Development and Implementation.

#### **Director of Capital Project Development (CPD) Programs – Capital Delivery Dept (CDD)**

##### **Sound Transit: September 2022 - Present.**

- Assign work activities and coordinate schedules, projects, and programs. Provide regular constructive feedback suggestions and recommendations in review and evaluation of work. Lead CPD in the development of scalable, more equitable strategy and workplans.
- Lead the development of CPD equity updates to policy, equity goal setting, working group process, and equity improvement implementation planning. Maintain effective and collaborative relationships with other internal

department and program leaders, external agencies, regulators, and local jurisdictions and facilitate negotiation and problem-solving solutions to issues with internal and public stakeholders.

- Coach, and mentor and counsel staff in support of professional developmental work planning, providing training and other educational opportunities related to anti racism and dismantling institutional and systemic inequities. Manage employee relations, establishing psychologically safe environment, establishing trustful relations and facilitating difficult conversations. Clarify priority workflow and report progression against schedule and budget milestones for executive level awareness and understanding.
- Plan, direct, manage and supervise the evaluative activities of CPD including assigned project and program staff from various functional portfolio areas with matrixed consultant resources for current planning/land use, system implementation and agreements, and permitting.
- Providing review and assessment of drafted capital project delivery organizational structure and recommendations for efficiency improvements to staffing, governance and project management processing. Supporting parallel efforts in enhanced management guidelines and resourcing to unify approach and automate process for improved reporting and accountability.
- Participate in agency efforts to respond to Technical Advisory Group improvement recommendations. Lead capital project entitlements policy and procedural working group efforts to improve project certainty in cost and schedule and best manage third party relations throughout project lifecycle.
- Serve on Agency Goal Team 2.3 Diversifying the Workforce, Equity Methodology Working Group lead, BEST ERG co-chair, Women Empowering Sound Transit ERG, South Corridor Equity and Inclusion Initiative.

#### **Governance Framework Development Lead – Portfolio Services Office**

**Sound Transit: October 2021 – March 2022.**

- Lead and direct agency-wide process to evolve, shape and scale a more equitable, sustainable, unified internal governance framework structure for improved decision-making and prioritized cross-departmental investment.
- Develop phased approach and lead collaborative interdepartmental stakeholder workshops during visioning and workgroup formation.
- Research, fact find and solicit feedback to plan change management milestones, establish current state, identify areas of opportunity for improvement and to set strategic goals for efficient decision-making, equity improvements and timely reporting of material impacts.
- Process includes governing state-of-good repair projects on existing transit facilities based on customer service surveys from historically excluded people and communities, along with stakeholder interviews.
- Draft streamlined internal governance framework for presentation to the Board of Directors outlining internal decision-making, governing principles, and timelines for the work to come.
- Coordinate assigned activities with other programs, divisions, departments/offices.

#### **City of Seattle Senior Program Administrator**

**City Purchasing and Contracting Services, Finance and Administrative Services: March 2014 – March 2015.**

- Technical expert for legally complex and controversial programs including alternate construction approaches (Design Build, GC/CM, Job Order Contracting) requiring cultural mindset shift to succeed. Coordinate RFQs/RFP process using best practices to optimize contract best value.
- Program lead on major capital development projects, guiding performance-based specification development, management of due diligence investigations and reporting, development of programmatic policy/process updates. Present sensitive and technical information to variety of stakeholder audiences.
- Ensure City public works are consistent with current social Equity programs such as Equal benefits, Disadvantaged Business Enterprise, Apprenticeship, Prevailing Wage, Federal Woman and Minority Inclusion Programs.

#### **Education**

State University of New York at Buffalo, Bachelor of Science, Biology 1995

### **Certifications**

University of Washington Evans School, Leading Public Innovation Graduate Certificate, 2024  
Diversity and Inclusion for HR Certificate, 2021, eCornell  
Certified Change Management Professional, 2020, Association of Change Management Professionals  
Envision Sustainability Professional Certification, 2016, Institute for Sustainable Infrastructure  
Designated Design-Build Professional Certification, 2015, Design-Build Institute of America  
Project Management Certification, 2005, University of Washington Extension Program

### **Women in Transportation**

WTS Puget Sound Chapter Programs Committee Chair 2024  
Diversity, Equity and Inclusion Committee Chair 2022-2023  
Mentoring Program 2014 to 2022  
Present on The Value of Inclusion at 2022 ACEC/WSDOT International Conference, at the WSDOT NW Regional Diversity Advisory Group meeting, and at the Intelligent Transit Systems Washington 2022 Annual Conference and Expo.  
Present Equitable Methodology in Project Development and Implementation at The Pacific Northwest Transportation Consortium (PacTrans) Region 10 University Transportation Conference, 2023.  
Present Operationalizing Equity in Project Development at APTA Mobility Conference, 2024.

### **Training, Technical Skills & Abilities**

Instructor- Diversity Equity & Inclusion Workshop, UW School of Medicine Business Unit Fall Retreat, 2023  
Present - Unpacking Psychological Safety & Power, Sound Transit Black History Month Lunch and Learn, 2023  
Race Forward – Building Racial Equity and Organizing Racial Equity  
Undoing Racism  
Diversity & Inclusion Training, Inclusion 101 and 102 Trainings  
Performance and Development Planning, Coaching, Facilitation  
Mentoring Program  
LEAD Program  
Talent Champion/Hiring for Success  
Values Champion  
Eno Transportation Mid Manager I and II

# Seattle Human Rights Commission

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	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.



## Legislation Text

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**File #:** Appt 03202, **Version:** 1


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Appointment of Carl G. Harris as member, Seattle LGBTQ Commission, for a term to October 31, 2025.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Carl G. Harris		
<b>Board/Commission Name:</b> Seattle LGBTQ Commission		<b>Position Title:</b> Member
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: Fill in appointing authority		<b>Term of Position: *</b> 11/1/2023 to 10/31/2025  <input checked="" type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> Green Lake	<b>Zip Code:</b> 98103	<b>Contact Phone No.:</b> Business phone # - NOT personal phone #
<b>Background:</b> Carl Harris is a dedicated advocate and passionate community leader with over 15 years of experience working and volunteering within the LGBTQ+ community. Originally from Southwest Washington, Carl has called Seattle home for the past 25 years, currently residing in the vibrant Green Lake neighborhood. With a deep personal connection to the LGBTQ+ community, Carl has committed much of his life to promoting inclusion, equity, and social justice. Carl has also been deeply involved in supporting and amplifying local BIPOC history and arts. His work has highlighted the intersectionality of LGBTQ+ and BIPOC identities, advocating for greater representation, inclusion, and cultural awareness. As a member of the Seattle LGBTQ+ Commission, Carl continues to draw on both his lived experiences and professional expertise to champion the rights and well-being of marginalized communities, fostering positive change through collaboration and activism.		
<b>Authorizing Signature (original signature):</b>   <b>Date Signed (appointed):</b> June 12 <sup>th</sup> , 2025		<b>Appointing Signatory:</b> Bruce A. Harrell Mayor of Seattle

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



# Carl G Harris

I am looking for a role in guest services where I can use my skills in helping people and solving problems. I enjoy creating positive experiences and making guests feel welcome. I am good at staying calm and clear when things get busy or when challenges come up. I work well with others and can adapt to different situations quickly. My goal is to be a dependable team member who contributes to a positive atmosphere for both guests and coworkers.

## Skills and Abilities

**Customer Service:** Helping and engaging with customers to ensure a positive experience.

**Communication:** Clearly sharing information with guests, coworkers, and supervisors.

**Problem-Solving:** Quickly finding solutions to issues that come up.

**Time Management:** Managing tasks efficiently to meet deadlines or handle peak times.

**Teamwork:** Working well with others to achieve common goals.

**Adaptability:** Adjusting to new tasks, roles, or situations as needed.

**Attention to Detail:** Noticing and managing small details to ensure quality and safety.

**Multitasking:** Handling multiple tasks at the same time without losing focus.

## Work Experience

### **Climate Pledge Arena**

#### **Guest Services**

09/2024 - current

- Assisted guests with seating, directions, and general inquiries.
- Provided excellent customer service to enhance guest experience.
- Resolved guest concerns and coordinated with security when necessary.

### **Uplift Northwest**

#### **Cashier, and Concession Cook**

01/2012- current

- Processed transactions and managed cash register operations.
- Prepared and served food items according to safety standards.
- Maintained cleanliness and organization of the concession area.

### **SMS International Shore Services**

#### **Pier Agent**

05/2018-current

- Checked in passengers and assisted with boarding procedures.
- Provided information and directions to travelers.
- Coordinated with cruise line staff to ensure smooth operations.

### **University of Washington Athletics Dept**

#### **Usher**

09/2018-current

- Guided guests to their seats and provided event information.
- Monitored assigned areas for safety and rule compliance.
- Supported event staff in crowd management.

**City of Seattle at Key Arena****02/2012 - 06/2016****Usher**

- Directed guests to seats and provided venue information
- Ensured compliance with venue rules and safety protocols
- Assisted with crowd control and emergency response procedures.

**LGBTQ+ Community Experience/Involvement****3-Dollar Bill Cinema****2009 - 2019**

- box office volunteer
- general volunteer
- office volunteer

**LGBTQ+ Advisory Committee SPD****2017-2019**

- Member of the committee
- Liason for LGBTQ+ community working with SPD

**Gay City****2008-2015**

- General volunteer
- Event organizing
- Mailing/organizational support in office

**Seattle Pride****2004-2006 / 2014-2019**

- Planning committee
- Event organization
- Road parade marshal

**Cuff Complex****2014-2019**

- Security during pride events

**CC Attles****2004-2006**

- Front line Cook

**Education and Training**

St. Martin's University, Lacey, WA  
WA State Food Handlers Permit  
MAST Mandatory Alcohol Servers Training  
First Aid/ CPR  
Dispute Resolution Training  
Emotional Intelligence Training  
Diversity Awareness Training

## Seattle Lesbian, Gay, Bisexual, Transgender and Queer Commission

### May 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
- 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
		4	1.	Member	Jessa Gavrielle Davis	5/1/25	4/30/27	1	City Council
			2.	Member	VACANT	5/1/25	4/30/27	1	Mayor
			3.	Member	Sinomi Adeleine Sison	5/1/25	4/30/27	1	City Council
			4.	Member	Robert Parkstone	5/1/25	4/30/27	1	Mayor
		3	5.	Member	Jeremy Erdman	5/1/25	4/30/27	2	City Council
		5	6.	Member	Carl G Harris	11/1/23	10/31/25	1	Mayor
		3	7.	Member	Kody Allen	11/1/23	10/31/25	1	Commission
			8.	Member	VACANT	11/1/23	10/31/25	1	Mayor
		4	9.	Member	Maha Roy	5/1/24	4/30/26	1	City Council
		7	10.	Member	Jason Self	5/1/24	4/30/26	1	Mayor
		5	11.	Member	Theresa Smith	5/1/24	4/30/26	1	City Council
		2	12.	Member	Brett Pepowski	5/1/24	4/30/26	2	Mayor
		3	13.	Member	Landon Labosky	11/1/24	10/31/26	1	City Council
		3	14.	Member	Barry Fuentes	11/1/24	10/31/26	1	Mayor
		5	15.	Member	Christina Pizaña	11/1/23	10/31/25	1	City Council
			16.	Get Engaged	Scott Beck	9/1/24	8/31/25	1	Mayor
		5	17.	Member	Ashley E. Ford	5/1/24	4/30/26	1	City Council
			18.	Member	Scott Humphreys	11/1/23	10/31/25	1	Mayor
		1	19.	Member	Chris Curia	11/1/23	10/31/25	1	Commission
		3	20.	Member	Andrew Ashiofu	5/1/24	4/30/26	2	Commission
		7	21.	Member	Amari Leach	5/1/24	4/30/26	1	Commission

#### SELF-IDENTIFIED DIVERSITY CHART

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							1	1		1			
Council						1	3		2				
Comm							1				1		
Total													

Key:

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

Diversity information is self-identified and is voluntary.

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



## Legislation Text

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**File #:** Appt 03203, **Version:** 1


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Appointment of Scott Humphreys as member, Seattle LGBTQ Commission, for a term to October 31, 2025.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Scott Humphreys		
<b>Board/Commission Name:</b> Seattle LGBTQ Commission		<b>Position Title:</b> Member
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: Fill in appointing authority		<b>Term of Position: *</b> 11/1/2023 to 10/31/2025  <input checked="" type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> South Lake Union	<b>Zip Code:</b> 98109	<b>Contact Phone No.:</b> Business phone # - NOT personal phone #
<b>Background:</b> Scott is a musician, artist, explorer and advocate at heart, but serves as a software development manager in his professional career. He was born in rural Ohio and moved to South Carolina at a young age. Scott moved to Seattle in the late 90's to go to college and has loved living in the area ever since. He has been an advocate for the LGBTQ+ community for decades, marching in pride parades in South Carolina and staging protests against religious institutions that were pushing for discriminatory policies. In his free time, Scott plays in local metal and jazz bands, performs in a local orchestra, and races sailboats in the Salish Sea.		
<b>Authorizing Signature (original signature):</b>   <b>Date Signed (appointed):</b> June 12 <sup>th</sup> , 2025		<b>Appointing Signatory:</b> Bruce A. Harrell Mayor of Seattle

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

## **SCOTT HUMPHREYS**

A leader with a proven track record of building and scaling organizations to delight customers. I bring a customer focus, that ensures we earn trust by delivering an extremely high quality while increasing velocity of features that customers need.

### **SUMMARY OF QUALIFICATIONS**

- \* Leader of leaders – Proven experience scaling organizations from a dozen people to over 100
- \* Ability to deep dive when necessary but also step back to allow people to shine
- \* Technical expertise includes AWS, Agile software development, cloud migrations, enterprise storage, software development lifecycle (SDLC), system hardware, programming languages (C, Java, Python), Unix/Linux systems, Dev/Ops, SRE

### **PROFESSIONAL EXPERIENCE**

Amazon Web Services

Head of Development AWS Control Tower

Sr. Software Development Manager

2017-Present

- \* Manager of Manager Lead a large team of SDM's, TPM's, and principle SDE's
- \* Acceleration of delivery – Focus on delivery and agile development resulted in an increase of delivery of customer value from 10% of sprints to 66% of sprints in 6 months.
- \* Reduction of unplanned work by 75% (in the form of tickets) by aligning team ownership and helping teams focus on quality
- \* Successfully worked with product management and senior Amazon leadership to define the vision for the service
- \* Escalating responsibilities and Top Tier performer, growing from a small single team to multiple team responsibilities in two years.
- \* Filled headcount ahead of schedule by 6 months, taking a team that was struggling to hire 3 engineers a year to a team that regularly hired 20+ engineers per year
- \* Reduced unwanted attrition, from 24% when I took over the team to 3% subsequent years
- \* Budget manager for headcount, infrastructure, travel etc. for 1B+ budget
- \* Lead inclusive and diversity initiatives that increased hiring, retention, and promotion of less represented employees
- \* AWS Speaker with experience presenting internally and to customers from engineers to C level executives.

Isilon Division of Dell Technologies

Engineering Manager

2011 – 2017

- \* Responsible for recruiting top talent to the software engineering organization
- \* Manage and develop staff of engineers and leads
- \* Define and manage budget for engineering team and infrastructure
- \* Established cross functional training requirements and drove initiative to ensure training of global resources in engineering and support

#### Silicon Mechanics

Head of Engineering

2007 - 2011

- \* Manage a team of Sales Engineers and System Engineers
- \* Provide strategic reporting to executive management
- \* Present proposals during corporate strategy meetings with executives in the company
- \* Conduct consultative pre-sales discussions with customers
- \* Participate and lead corporate strategy meetings with executives and management
- \* Design and deploy enterprise storage implementations (Gluster, NAS/SAN etc.)

#### I/O Concepts

Head of Technical Support

2000-2007

- \* Managed team of Technical Support Engineers
- \* Sales Engineer on strategic enterprise accounts utilizing API products and enterprise management platforms
- \* Delivered training presentations to customers across a wide range of products
- \* Provide reporting to executive management
- \* Lead Developer on two products (X-Windows, java Mainframe API)

#### Learning Disabilities Association of Washington

Teacher (Part Time)

2005 - 2006

- \* Teach children with learning disabilities social skills
- \* Facilitate communication between students and parents

### **INTERESTS AND ACTIVITIES**

I have played classical piano for 40 years. I currently play in a local jazz band and play double bass in an orchestra. I also play electric bass and piano in an experimental rock band.

### **CERTIFICATIONS**

- \* Isilon Certified Professional
- \* ITIL V3 Certified

### **EDUCATION**

Bellevue College      Bellevue, WA

2003 - 2005

Associate of Arts and Sciences

Psychology

## Seattle Lesbian, Gay, Bisexual, Transgender and Queer Commission May 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
- 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
		4	1.	Member	Jessa Gavrielle Davis	5/1/25	4/30/27	1	City Council
			2.	Member	VACANT	5/1/25	4/30/27	1	Mayor
			3.	Member	Sinomi Adeleine Sison	5/1/25	4/30/27	1	City Council
			4.	Member	Robert Parkstone	5/1/25	4/30/27	1	Mayor
		3	5.	Member	Jeremy Erdman	5/1/25	4/30/27	2	City Council
		5	6.	Member	Carl G Harris	11/1/23	10/31/25	1	Mayor
		3	7.	Member	Kody Allen	11/1/23	10/31/25	1	Commission
			8.	Member	VACANT	11/1/23	10/31/25	1	Mayor
		4	9.	Member	Maha Roy	5/1/24	4/30/26	1	City Council
		7	10.	Member	Jason Self	5/1/24	4/30/26	1	Mayor
		5	11.	Member	Theresa Smith	5/1/24	4/30/26	1	City Council
		2	12.	Member	Brett Pepowski	5/1/24	4/30/26	2	Mayor
		3	13.	Member	Landon Labosky	11/1/24	10/31/26	1	City Council
		3	14.	Member	Barry Fuentes	11/1/24	10/31/26	1	Mayor
		5	15.	Member	Christina Pizaña	11/1/23	10/31/25	1	City Council
			16.	Get Engaged	Scott Beck	9/1/24	8/31/25	1	Mayor
		5	17.	Member	Ashley E. Ford	5/1/24	4/30/26	1	City Council
			18.	Member	Scott Humphreys	11/1/23	10/31/25	1	Mayor
		1	19.	Member	Chris Curia	11/1/23	10/31/25	1	Commission
		3	20.	Member	Andrew Ashiofu	5/1/24	4/30/26	2	Commission
		7	21.	Member	Amari Leach	5/1/24	4/30/26	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							1	1		1			
Council						1	3		2				
Comm							1				1		
Total													

Key:

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

Diversity information is self-identified and is voluntary.

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





## Legislation Text

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**File #:** Appt 03204, **Version:** 1

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Reappointment of Jeremy Erdman as member, Seattle LGBTQ Commission, for a term to April 30, 2027.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Jeremy Erdman</i>		
<b>Board/Commission Name:</b> <i>Seattle LGBTQ Commission</i>		<b>Position Title:</b> <i>Member</i>
<input type="checkbox"/> <b>Appointment</b> OR <input checked="" type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position:</b> 5/1/2025 to 4/30/2027  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Capitol Hill</i>	<b>Zip Code:</b> <i>98102</i>	<b>Contact Phone No.:</b>
<b>Background:</b> <i>Jeremy Erdman is the youngest son of a pastor and special education teacher. His upbringing instilled in him early the values of building community and supporting others. These values steered his career to focus on creating a sustainable future and inclusive economy— one where our diversity is our strength and identity isn't a barrier to success. Jeremy came to Seattle to study a Masters in Public Administration to create energy policies that create a livable environment for future generations and help current generations transition equitably. Today, he works in global diversity, equity, and inclusion at Amazon corporate.</i> <i>Jeremy looks forward to continuing to bring his skills and experience to focus on supporting LGBTQ businesses and entrepreneurs thrive in our city, identifying pathways to find housing for houseless LGBTQ individuals, and support LGBTQ cultural events, like Pride, and growing more events to further build the community.</i>		
<b>Authorizing Signature (original signature):</b>  <i>Cathy Moore</i>  <b>Date Signed (appointed):</b> <b>05/20/25</b>		<b>Appointing Signatory:</b> <i>Councilmember Cathy Moore</i> <i>Seattle City Council</i>

# JEREMY ERDMAN

## PROFESSIONAL EXPERIENCE

### Amazon.com

Seattle, WA

*Sr. Program Manager, Seller External Relations.*

*July 2021 – Present*

- Developed the Selling on Amazon Messaging Framework with senior leaders, consisting of 5 messaging pillars for all Amazon to use when speaking about the seller experience in external interviews, reports, communications, and presentations.
- Launched and managed seller feedback mechanisms, including the Seller Advisory Council and Amazon's "You said/we did" workstream.
- Created strategy for Seller External Relations engagement with think tanks, trade associations, chambers of commerce, and industry influencers, launching and owning 8 partnerships and programming plans.

*Program Manager, Employee Programs, Account Manager from July 2018-May 2019*

*May 2019 – July 2021*

- Owned the strategy, execution, and communication of diversity, equity, and inclusion programs including:
  - Developed, executed, and facilitated North American and LATAM Inclusion Training strategy to 1000+ employees globally. Participating leaders saw their Inclusion Connections Scores increase by .4 in aggregate during 2020.
  - Developed and executed strategy to promote gender equity in career development and promotions in Costa Rican locations. Participating organizations saw a 25% improvement in women's promotion rates.
  - Wrote and managed global communications to 12k+ employees, including all-hands presentations and global crisis communications following events such as mass shootings, Supreme Court decisions, and the death of George Floyd.
  - Led the development and measurement of Sponsorship Programs that has grown to cover organizations totaling 50k+ employees and presented to VP and SVP stakeholders bi-monthly on progress.
  - Created global committee to improve employees' sentiment of inclusion and led organizations to create Q4 Inclusion Plans. These plans resulted in employee sentiment improvement of 5% in Q4 2020.
  - Partnered with sales teams to develop the strategy for Minority Business Accelerator and prepared business leaders for review with C-Suite. This program now has over 140 dedicated headcount, C-Suite goals, and has already supported 1000+ Black-owned businesses.

### TreeFree Biomass Solutions

Seattle, WA

*Director of Sustainable Innovation, Public Policy and Sustainability Program Manager July 2016-March 2017*

*April 2017 – July 2018*

- Tasked by CEO to pioneer the environmental and social benefits of the company's composite board, bio-coal, and pellet products.
- Designed messaging explaining how the company's operations support the United Nations 17 Sustainable Development Goals ranging from poverty and hunger reduction to sustainable cities to gender equity.
- Calculated and articulated the company's environmental benefits through its patented propagation of ~~NileFiber~~ in addressing carbon dioxide emissions and deforestation for investor pitches, helping the company raise \$1M.
- Headed the drafting of a sustainability business plan to infuse the company's operations and long-term vision with a focus on the environmental and social benefits of our forestry and fossil fuel replacement products.

## VOLUNTEER EXPERIENCE

### Lance Randall Campaign for Seattle Mayor

Seattle, WA

*Senior Policy Advisor*

*June 2020-August 2021*

- Managed 12 policy experts to create campaign platform across 8+ policy areas, including housing, policing, behavioral health, climate, small business development, and arts/culture.
- Conducted media prep for candidate, including an appearance on Fox and Friends.

### Board Member, City Fruit

Seattle, WA

*President since January 2018, Secretary from January 2017-January 2018*

*July 2016 – Present*

- Wrote organization's financial control and exit interview, ombudsperson, and staff liaison
- Led board engagement with City Council, other government officials, for-profit companies, and policy groups

### Coltura

Seattle, WA

*Coalition Builder*

*November 2017-Present*

- Drafted policy resolutions for state legislative districts and other interest groups to promote the phase out of gasoline- and diesel-powered vehicles in Washington State.
- Worked with businesses, nonprofits, and political groups to coordinate action on gasoline- and diesel-powered vehicle phase-out policy.

## EDUCATION

University of Washington, Evans School of Public Policy and Governance

Seattle, WA

*Masters of Public Administration. June 2016*

*Honors: Henry M. Jackson Fellow in Environmental Policy and Resource Management*

Trinity University

San Antonio, TX

*Bachelor of Science in Engineering Science and Bachelor of Arts in Environmental Studies. May 2014*

*Honors: Graduated Cum Laude*

## PUBLICATIONS

Yuan, M., Erdman J., Tang, C., and H. Ardebili. "High performance solid polymer electrolyte with graphene oxide nanosheets." RSC Adv., 2014, 4, 59637-59642.

Policy, Technology, and Sustainability Blog: <https://medium.com/@jeremyerdman>

## Seattle Lesbian, Gay, Bisexual, Transgender and Queer Commission May 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:

- 8City Council-appointed
- 9Mayor-appointed
- 4Other Appointing Authority-appointed: Commission-appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
		4	1.	Member	Jessa Gavrielle Davis	5/1/25	4/30/27	1	City Council
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			4.	Member	Robert Parkstone	5/1/25	4/30/27	1	Mayor
		3	5.	Member	Jeremy Erdman	5/1/25	4/30/27	2	City Council
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		3	7.	Member	Kody Allen	11/1/23	10/31/25	1	Commission
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		5	11.	Member	Theresa Smith	5/1/24	4/30/26	1	City Council
		2	12.	Member	Brett Pepowski	5/1/24	4/30/26	2	Mayor
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		3	14.	Member	Barry Fuentes	11/1/24	10/31/26	1	Mayor
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			18.	Member	Scott Humphreys	11/1/23	10/31/25	1	Mayor
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		7	21.	Member	Amari Leach	5/1/24	4/30/26	1	Commission

### SELF-IDENTIFIED DIVERSITY CHART

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							1	1		1			
Council						1	3		2				
Comm							1				1		
Total													

Key:

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

Diversity information is self-identified and is voluntary.

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



## Legislation Text

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**File #:** Appt 03205, **Version:** 1

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Reappointment of Jessa Gavrielle Davis as member, Seattle LGBTQ Commission, for a term to April 30, 2027.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Jessa Gavrielle Davis</i>		
<b>Board/Commission Name:</b> <i>Seattle LGBTQ Commission</i>		<b>Position Title:</b> <i>Member</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> 5/1/2025 to 4/30/2027  <input type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> <i>Belldtown</i>	<b>Zip Code:</b> <i>98121</i>	<b>Contact Phone No.:</b>
<b>Background:</b> <i>Jessa Gavrielle Davis (she/her) was born and raised in Scranton/Wilkes-Barre, PA and has chosen to make her home in Seattle after establishing her career as an engineer and technology consultant. She currently works as a cybersecurity consultant for a large global consulting firm and is preparing to begin a doctoral program at the City University of Seattle. In addition to living and working across the US, she has spent several years in Eastern Europe, the Caribbean, and South Asia working to support humanitarian causes, including volunteering with non-profits, collaborating with teams at innovation labs, and most recently working as a project manager and software developer with the United Nations Office for Project Services. Jessa continues to volunteer in her local community to advocate for LGBTQ+ issues; and she also works with regional and national organizations to empower local communities in upholding and expanding civil rights and social justice for all. She currently serves as the Co-Chair of Social Media and Digital Engagement on the Seattle Human Rights Campaign Steering Committee and has been an active member on the Seattle LGBTQ Commission.</i>		
<b>Authorizing Signature (original signature):</b>  <i>Cathy Moore</i>  <b>Date Signed (appointed):</b> <i>05/20/25</i>		<b>Appointing Signatory:</b> <i>Councilmember Cathy Moore</i> <i>Seattle City Council</i>

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

## Jessa Gavrielle Davis (she/her)

### Security Consulting Manager | OT SecOps | Cyber-Physical Security

#### Objective

- To continue to build my career as a leader and a cybersecurity practitioner, applying my background in Cyber-Physical Systems and Operational Technology to solving DER cybersecurity risks and supporting smart grid cyber resilience strategies.

#### Qualifications

- 15+ years' experience working in the oil and gas and electric utilities industries.
- Accomplished technology manager, cybersecurity consultant, and project manager; team lead, mentor, and trainer in a variety of roles and contexts.
- Specialist in cyber-physical systems (CPS), operational technology (OT) and industrial control systems (ICS), including distributed control systems (DCS), supervisory control and data acquisition (SCADA), distributed energy resources (DERs), and industrial internet of things (IIoT).

#### Education

- **City University of Seattle**, *September 2025 (Start date)*
  - Doctor of Information Technology, Cybersecurity
  - Research project designed to investigate and provide solutions for integrating electric vehicles (EVs) and EV charging infrastructure into smart grid environments, with a focus on supporting grid stability, cybersecurity best practices, and cyber resilience strategies.
- **Maryville University**, *May 2023 – May 2025 (Planned)*
  - Master of Science, Cybersecurity
  - Graduate Certificate, Cybersecurity Penetration Testing
  - Graduate Certificate, Cybersecurity Incident Response
- **University of California San Diego Extension**, *January 2023 – March 2024*
  - Certificate, Communications Software Development for Distributed Energy Resources
- **University of Texas at Austin**, *November 2020 – June 2021*
  - Certificate, Cybersecurity
- **Southern New Hampshire University**, *August 2014 – December 2017*
  - Bachelor of Science, Information Technology (Robotics & Artificial Intelligence)
  - President's List
  - Graduated with honors, Summa Cum Laude
- **Western Wyoming Community College**, *August 2010 – July 2012*
  - Associate of Applied Science, Electrical and Instrumentation Technology
  - President's Honor Roll
  - Questar Automation Scholarship

#### Certifications

- **CompTIA:** Security+
- **International Society of Automation:** ISA/IEC 62443 Cybersecurity Fundamentals Specialist
- **Microsoft:** Azure (AZ-900); Security, Compliance, and Identity (SC-900)
- **Nozomi:** Nozomi Networks Certified Engineer (NNCE)
- **DevOps Institute:** DevOps Foundation (DOFD); DevSecOps Foundation (DSOF)
- **Blockchain Council:** Certified Blockchain Security Professional (CBSP)



## Media, Articles, & Publications

- [Securing OT Networks: Safeguarding Identity & Remote Access | LinkedIn](#)
- [On the Regulation of Gender, Sexuality, and Individual Liberty in Red States | by Jessa Gavrielle Davis | Medium](#)
- [Sikka: Working at the intersection of blockchain and humanitarian innovation | by Jessa Gavrielle Davis | Medium](#)

## Conferences & Speaking Engagements

- Cal Poly Pomona Cybersecurity & Awareness Fair,
  - "Exploring Blockchain and Cybersecurity Solutions for the Internet of Energy."
- Executive Women's Forum (EWF) WA Regional event,
  - "Does AI Dream of Electric Substations? Generative AI and the Frontiers of AI Safety Principles for Critical Infrastructure Systems."
- International Society of Automation (ISA) Automation Summit and Expo,
  - "Does AI Dream of Electric Substations? Generative AI and the Frontiers of AI Safety Principles for Critical Infrastructure Systems" [Updated and expanded content].
- South Puget Sound Community College, "Bridges to Employment" Cybersecurity, Computer Science, and Software Development Career Pathways event,
  - Keynote Address
  - Discussion Panel, IT Workforce and Industry Trends

## Volunteering & Activism

- Human Rights Campaign Seattle:
  - Steering Committee Member
  - Digital Engagement & Social Media Chair
- Accenture:
  - US Pride ERG National Events & Programming Co-Lead
  - US Pride ERG Trans+ & Gender Non-Conforming People Subgroup Steering Committee member
  - Pacific Northwest Inclusion Ambassador
- Out in West Texas:
  - Board Member
  - IT System Administrator

## Work Experience

- **Security Consulting Manager, Accenture Security**
  - *Seattle, Washington, USA: October 2021 – Present*
    - OT Security Architect: Review and design security architecture, focused on containerized applications, microservices and DevSecOps best practices, perform threat modelling, and define and evaluate site acceptance testing procedures, as part of a grid modernization and DER integration initiative for a large electric utility in the US.
    - Project Manager and Assessor: Managed workflows for a NERC CIP cybersecurity vulnerability assessment at a large electric utility in the US.
    - Project Manager: Managed multiple workstreams to remediate findings of a penetration test for a large international oil and gas producer's IT network.
    - OT Security Architect: Performed security architecture assessment on a privileged access management (PAM) solution for a major refined products pipeline in the US and aligned recommended processes and procedures to TSA Security Directive Pipeline-2021-02.



- **Senior Controls Specialist, Kinder Morgan**
  - *Odessa, Texas, USA: May 2019 – October 2021*
    - Provided field engineering support for OT/ICS/SCADA systems for pipeline compression facilities in Texas, New Mexico, and Oklahoma, including new construction projects and controls upgrades on legacy systems.
    - Create, modify, and maintain PLC, RTU and HMI programs, maintain SQL databases, and configure network devices for plant DCS and SCADA systems.
    - Configure, maintain, and troubleshoot LAN network devices within DCS, including switches, routers, and cellular modems for SCADA networks.
    - Participated in PSSR and commissioning of the Gulf Coast Express and Permian Highway Pipeline projects in west Texas 2019-2021; and continued to provide on-going field support on both projects to ensure operational safety and reliability.
- **Automation Technician Supervisor, Keane Group**
  - *Odessa, Texas, USA: January 2019 – May 2019*
    - Managed a geographically dispersed team of field technicians, trained new employees, and supported field operations as an SME in ICS maintenance and troubleshooting.
    - Responsible for continual operational readiness of OT/ICS/SCADA systems, including end devices, user interfaces, processors, servers, and networking and telecommunications devices, for heavy duty equipment used in upstream oilfield completions operations.
    - Configure, maintain, and troubleshoot LAN network devices within DCS, including switches, routers, and VSAT for SCADA networks.
- **Blockchain Support Analyst, United Nations Office for Project Services**
  - *Kathmandu, Nepal: December 2017 – December 2018.*
    - Devised technical specifications, developed software, and managed blockchain integration projects to support the mission of UNOPS in South Asia and with global partners.
    - Provided consultation and project management services for technological solutions in humanitarian and disaster response fields, managed a remote team of developers, and delivered training on the application of emerging technologies such as IoT, blockchain, and data analytics.
    - Blockchain advisor and Solidity developer on Sikka project ([www.sikka.me](http://www.sikka.me)) at World Vision International Nepal.
- **Volunteer, Nepal Innovation Lab (World Vision International Nepal)**
  - *Kathmandu, Nepal: January 2017 – December 2017.*
    - Collaborated with innovation lab staff and volunteers to devise technical solutions to programs and initiatives under World Vision International's earthquake and disaster response programs in Nepal and South Asia.
    - Provided expertise in developing code in Java, Node, and Python for APIs, microservices and containerized applications, and developed Solidity smart contracts on the Ethereum blockchain for development, testing, and analysis of blockchain-based solutions for humanitarian relief programs and development aid projects.
- **Automation Technician Supervisor, Liberty Oilfield Services**
  - *Denver, Colorado, USA: January 2014 – June 2015.*
    - Managed a geographically dispersed team of field technicians, trained new employees, and supported field operations as an SME in ICS maintenance and troubleshooting.
    - Responsible for continual operational readiness of OT/ICS/SCADA systems, including end devices, user interfaces, processors, servers, and networking and telecommunications devices, for heavy duty equipment used in upstream oilfield completions operations.

- Configure, maintain, and troubleshoot LAN network devices within DCS, including switches, routers, and VSAT for SCADA networks.
- Radiation Safety Officer: Devised and implemented policies and procedures for storage, transportation, and use of radioactive isotopes in compliance with state and federal regulations.
- **Automation Technician, Halliburton Energy Services**
  - *Hobbs, New Mexico, USA: January 2013 – January 2014.*
    - Responsible for continual operational readiness of OT/ICS/SCADA systems, including end devices, user interfaces, processors, servers, and networking and telecommunications equipment, for heavy duty equipment used in upstream oilfield completions operations.
    - Configure, maintain, and troubleshoot LAN network devices within DCS, including switches, routers, and VSAT for SCADA networks.
- **Automation Technician, Nabors Industries**
  - *Rock Springs, Wyoming, USA: August 2012 – January 2013.*
    - Responsible for continual operational readiness of OT/ICS/SCADA systems, including end devices, user interfaces, processors, servers, and networking and telecommunications devices, for heavy duty equipment used in upstream oilfield completions operations.
    - Configure, maintain, and troubleshoot LAN network devices within DCS, including switches, routers, and VSAT for SCADA networks.
- **SCADA Automation Technician, QEP Energy Company**
  - *Rock Springs, Wyoming, USA: October 2011 – August 2012.*
    - Responsible for installation, configuration, maintenance and troubleshooting of OT end devices, user interfaces, processors, and networking and telecommunications equipment on upstream oil and gas facilities, including wells, field compressors, and gas plants.
    - Played a key role in the upgrade of over 1,000 RTUs, including commissioning controls system and adding devices to SCADA network.

## Seattle Lesbian, Gay, Bisexual, Transgender and Queer Commission

### May 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:

- 8City Council-appointed
- 9Mayor-appointed
- 4Other Appointing Authority-appointed: Commission-appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
		4	1.	Member	Jessa Gavrielle Davis	5/1/25	4/30/27	1	City Council
			2.	Member	VACANT	5/1/25	4/30/27	1	Mayor
			3.	Member	Sinomi Adeleline Sison	5/1/25	4/30/27	1	City Council
			4.	Member	Robert Parkstone	5/1/25	4/30/27	1	Mayor
		3	5.	Member	Jeremy Erdman	5/1/25	4/30/27	2	City Council
		5	6.	Member	Carl G Harris	11/1/23	10/31/25	1	Mayor
		3	7.	Member	Kody Allen	11/1/23	10/31/25	1	Commission
			8.	Member	VACANT	11/1/23	10/31/25	1	Mayor
		4	9.	Member	Maha Roy	5/1/24	4/30/26	1	City Council
		7	10.	Member	Jason Self	5/1/24	4/30/26	1	Mayor
		5	11.	Member	Theresa Smith	5/1/24	4/30/26	1	City Council
		2	12.	Member	Brett Pepowski	5/1/24	4/30/26	2	Mayor
		3	13.	Member	Landon Labosky	11/1/24	10/31/26	1	City Council
		3	14.	Member	Barry Fuentes	11/1/24	10/31/26	1	Mayor
		5	15.	Member	Christina Pizaña	11/1/23	10/31/25	1	City Council
			16.	Get Engaged	Scott Beck	9/1/24	8/31/25	1	Mayor
		5	17.	Member	Ashley E. Ford	5/1/24	4/30/26	1	City Council
			18.	Member	Scott Humphreys	11/1/23	10/31/25	1	Mayor
		1	19.	Member	Chris Curia	11/1/23	10/31/25	1	Commission
		3	20.	Member	Andrew Ashiofu	5/1/24	4/30/26	2	Commission
		7	21.	Member	Amari Leach	5/1/24	4/30/26	1	Commission

#### SELF-IDENTIFIED DIVERSITY CHART

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							1	1		1			
Council						1	3		2				
Comm							1				1		
Total													

Key:

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

Diversity information is self-identified and is voluntary.

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



## Legislation Text

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**File #:** Appt 03206, **Version:** 1

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Appointment of Sinomi Adeleine Sison as member, Seattle LGBTQ Commission, for a term to April 30, 2027.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Sinomi Adeleine Sison</i>		
<b>Board/Commission Name:</b> <i>Seattle LGBTQ Commission</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> 5/1/2025 to 4/30/2027  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Ravenna</i>	<b>Zip Code:</b> <i>98115</i>	<b>Contact Phone No.:</b> <i>Business phone # - NOT personal phone #</i>
<b>Background:</b> <i>Adeleine "Addie" Sison is a queer educator and performer whose roots are in the Pacific Northwest. Born and raised in Seattle, she has participated with local support and advocacy groups for over twenty years, including paid and volunteer work with the American Friends Service Committee, Seattle Young People's Project, Lifelong AIDS Alliance, Geoduck Student Union, Diversity Alliance of Puget Sound, and Pride Across the Bridge. She currently works with public and independent school students in King County. Addie and her partner live with their children in Seattle.</i>		
<b>Authorizing Signature (original signature):</b>  <i>Cathy Moore</i>  <b>Date Signed (appointed):</b> <b>05/20/25</b>		<b>Appointing Signatory:</b> <i>Councilmember Cathy Moore</i> <i>Seattle City Council</i>

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

# Sinomi Adeleine Sison

## Experience

### **Hamlin Robinson School, Seattle – Learning Specialist**

October 2024 – Present

- Create personalized intervention curriculum for K–8 students
- Tutor and support individual students

### **The Evergreen School, Shoreline – Teaching Assistant**

August 2023 – June 2024

- Supported grade 3 teaching team as classroom aide
- Organized off-site field trips, including overnight camp visit
- Served as substitute for classroom teachers and specialists as assigned, including world language, natural sciences and technology

### **Tutors Impacting Public Schools – Roosevelt High School**

February 2023 – August 2023

- Classroom tutor specializing in teacher support in science and mathematics for grades 9–12
- After-school on-site direct student support focused on helping minority students with credit retrieval and coursework.

### **Urban Luxe Café, Seattle – Barista**

October 2022 – April 2023

### **The Crab Pot, Bellevue – Hostess**

January 2022 – October 2022

### **Career Break – Full-time parent of two children**

November 2016 – January 2022

### **The Evergreen School, Shoreline – Teaching Assistant**

August 2015 – November 2016

### **Thornton Creek Elementary, Seattle – Academic Assistant**

May 2014 – June 2015

- Provided support for K–1 team by making copies, preparing activities and displaying projects for multiple student groups
- Additional duties as assigned, including (but not limited to,) substituting, monitoring recess and preparing food

### **BURN Design Lab, Vashon – Research Lab Technician**

September 2012 – November 2013

- Conducted and documented cook stove durability, efficiency and safety tests
- Instructed and advised international engineering interns in laboratory procedures and design experiments

## Education

### **The Evergreen State College**

Olympia, Washington  
Bachelor of Arts Degree  
in Natural Sciences &  
Gender Studies

## Volunteer Work

### **Pride Across the Bridge**

Group Facilitator

### **Diversity Alliance of Puget Sound, Tacoma, WA**

Fundraiser, Outreach, Voting Member

### **The Pokémon Company International (TPCi), Bellevue, WA**

Pokémon Professor

Event organizer, tournament judge and class instructor for regional Pokémon League Organized Play Program

### **Geoduck Student Union, Olympia, WA**

Elected Representative

Served as a representative and acted as liaison to Board of Trustees and participated as a non-voting member

## References

Available upon request

## Seattle Lesbian, Gay, Bisexual, Transgender and Queer Commission May 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:

- 8City Council-appointed
- 9Mayor-appointed
- 4Other Appointing Authority-appointed: Commission-appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
		4	1.	Member	Jessa Gavrielle Davis	5/1/25	4/30/27	1	City Council
			2.	Member	VACANT	5/1/25	4/30/27	1	Mayor
			3.	Member	Sinomi Adeleine Sison	5/1/25	4/30/27	1	City Council
			4.	Member	Robert Parkstone	5/1/25	4/30/27	1	Mayor
		3	5.	Member	Jeremy Erdman	5/1/25	4/30/27	2	City Council
		5	6.	Member	Carl G Harris	11/1/23	10/31/25	1	Mayor
		3	7.	Member	Kody Allen	11/1/23	10/31/25	1	Commission
			8.	Member	VACANT	11/1/23	10/31/25	1	Mayor
		4	9.	Member	Maha Roy	5/1/24	4/30/26	1	City Council
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		3	13.	Member	Landon Labosky	11/1/24	10/31/26	1	City Council
		3	14.	Member	Barry Fuentes	11/1/24	10/31/26	1	Mayor
		5	15.	Member	Christina Pizaña	11/1/23	10/31/25	1	City Council
			16.	Get Engaged	Scott Beck	9/1/24	8/31/25	1	Mayor
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			18.	Member	Scott Humphreys	11/1/23	10/31/25	1	Mayor
		1	19.	Member	Chris Curia	11/1/23	10/31/25	1	Commission
		3	20.	Member	Andrew Ashiofu	5/1/24	4/30/26	2	Commission
		7	21.	Member	Amari Leach	5/1/24	4/30/26	1	Commission

### SELF-IDENTIFIED DIVERSITY CHART

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							1	1		1			
Council						1	3		2				
Comm							1				1		
Total													

Key:

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

Diversity information is self-identified and is voluntary.

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



## Legislation Text

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**File #:** Appt 03207, **Version:** 1

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Appointment of Robert Parkstone as member, Seattle LGBTQ Commission, for a term to April 30, 2027.

The Appointment Packet is provided as an attachment.





## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Robert Parkstone</i>		
<b>Board/Commission Name:</b> <i>Seattle LGBTQ Commission</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> 5/1/2025 to 4/30/2027  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Capitol Hill</i>	<b>Zip Code:</b> <i>98122</i>	<b>Contact Phone No.:</b> <i>Business phone # - NOT personal phone #</i>
<b>Background:</b> <i>Robert Parkstone has over a decade of experience supporting LGBTQIA+ causes and advocacy efforts through the communities in which he lives. Finding passion in uplifting the voices of the unheard and marginalized from a young age by establishing LGBTQIA+ focused organizations and promoting the No on Prop 8 campaign in California before moving to Seattle and continuing this work as a founding member of Pride Lives, a five-year organization focusing on LGBTQIA+ suicide prevention in the local community. Additionally, Robert volunteers time and talents to international organizations raising funds for LGBTQIA+ charities and scholarships for students, families, and their allies across the country.</i>		
<b>Authorizing Signature (original signature):</b>   <b>Date Signed (appointed):</b> June 12 <sup>th</sup> , 2025		<b>Appointing Signatory:</b> <i>Mayor 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.

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# ROBERT PARKSTONE

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## PROFESSIONAL SUMMARY

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Dedicated social services professional with expertise in case management, non-profit leadership, and advocacy for underserved populations. Proven track record in developing and implementing programs for at-risk youth, crisis management, and stakeholder engagement. Skilled in trauma-informed care, policy compliance, and public relations. Combines hands-on experience with ongoing education in Applied Behavioral Science to drive effective social service initiatives and policy recommendations.

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## RELEVANT WORK EXPERIENCE

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### Case Manager, Cocoon House

03/2023 to Present

Manage a caseload of 20+ clients, providing support to emerging adults aged 18-25 in permanent supportive housing with a focus on marginalized populations including BIPOC and LGBTQIA+ individuals. Responsible for assisting clients in maintaining housing stability, developing independent living skills, and achieving self-identified goals.

- Ended eviction proceedings against four clients through stability planning and advocacy efforts
- Successfully transitioned nine clients into permanent, stable housing following program completion
- Reduced instances of substance addiction, suicidal ideation, and mental health concerns in five clients following talk therapy and referral to professional support

### Director at Large, Imperial Sovereign Court of Seattle

03/2023 to 03/2024

Board member of the Seattle chapter of the world's oldest LGBTQIA+ charitable organization, overseeing strategic initiatives committed to advancing LGBTQIA+ causes through fundraising, scholarship programs, and community volunteerism.

- Ended redundancies and inefficiencies by leading efforts to rewrite bylaws, policies, and operating guidelines for organization
- Produced and Planned seven fundraising events throughout the year, raising over \$10,000 in cash and in-kind donations supporting the LGBTQIA+ community

### Training Specialist, Premera Blue Cross of Washington

10/2014 to 07/2022

Designed, implemented, and evaluated comprehensive training programs to onboard and provide career progression training to 700 personnel in complex concepts meeting strategic goals, legal responsibility, and policy initiatives related to healthcare and insurance coverage.

- Reduced member wait times by 15% through introduction and evaluation of five tools to support rep efficiency

- Coordinated inter-departmental communications and feedback, eliminating redundant details and reducing time to implementation of program changes by one week

**Director of Public Relations, Pride Lives**

03/2016 to 12/2019

Founding board member providing suicide prevention education, awareness and survivor support within the Seattle LGBTQIA+ community with focus on community engagement and information distribution to individuals experiencing suicidal ideation.

- Reviewed social science literature related to suicide and implemented strategic marketing using evidence-based techniques to increase volunteer numbers, resource usage, and event attendance by 5% month over month
- Trained thirty community members in suicide prevention techniques using trauma informed care theories and de-escalation tactics
- Implemented targeted communications, providing the most at-risk communities with direct support resources and preventing suicide attempts for at least seven people

**Director of Public Relations, Seattle Pups & Handlers**

10/2015 to 01/2018

Responsible for the development of a comprehensive marketing strategy reimagining the process of communication to a diverse population of social club members and the community at large.

- Centralized communication increasing community engagement on social media, website, and in-person events by 70% over previous marketing platform
- Developed feedback program that successfully collected insights from 80% of club membership
- Implemented data-based policies responding directly to feedback provided to board of directors, increasing membership satisfaction by 20%

**Leasing Consultant, Oakwood Worldwide**

11/2007 to 10/2014

Primary contact for new and renewing tenants at apartment communities containing up to 245 units. Responsible for reviewing and understanding applicable RCW and WAC codes related to tenant's rights and management's responsibilities to communicate complex legal terms in laws, community policies, and leasing documents to prospective tenants.

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EDUCATION

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**Bachelor of Applied Science:** Applied Behavioral Science (In Progress)  
Seattle Central College - Seattle, WA

**Associate of Applied Science:** Social and Human Services  
Seattle Central College - Seattle, WA

## Seattle Lesbian, Gay, Bisexual, Transgender and Queer Commission

### May 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:

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		3	5.	Member	Jeremy Erdman	5/1/25	4/30/27	2	City Council
		5	6.	Member	Carl G Harris	11/1/23	10/31/25	1	Mayor
		3	7.	Member	Kody Allen	11/1/23	10/31/25	1	Commission
			8.	Member	VACANT	11/1/23	10/31/25	1	Mayor
		4	9.	Member	Maha Roy	5/1/24	4/30/26	1	City Council
		7	10.	Member	Jason Self	5/1/24	4/30/26	1	Mayor
		5	11.	Member	Theresa Smith	5/1/24	4/30/26	1	City Council
		2	12.	Member	Brett Pepowski	5/1/24	4/30/26	2	Mayor
		3	13.	Member	Landon Labosky	11/1/24	10/31/26	1	City Council
		3	14.	Member	Barry Fuentes	11/1/24	10/31/26	1	Mayor
		5	15.	Member	Christina Pizaña	11/1/23	10/31/25	1	City Council
			16.	Get Engaged	Scott Beck	9/1/24	8/31/25	1	Mayor
		5	17.	Member	Ashley E. Ford	5/1/24	4/30/26	1	City Council
			18.	Member	Scott Humphreys	11/1/23	10/31/25	1	Mayor
		1	19.	Member	Chris Curia	11/1/23	10/31/25	1	Commission
		3	20.	Member	Andrew Ashiofu	5/1/24	4/30/26	2	Commission
		7	21.	Member	Amari Leach	5/1/24	4/30/26	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							1	1		1			
Council						1	3		2				
Comm							1				1		
Total													

Key:

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

Diversity information is self-identified and is voluntary.

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



## Legislation Text

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**File #:** Appt 03208, **Version:** 1

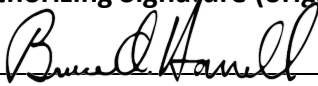
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Appointment of Samiya Nasim as member, Seattle Disability Commission, for a term to April 30, 2027.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Samiya Nasim		
<b>Board/Commission Name:</b> Seattle Disability Commission		<b>Position Title:</b> member
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Date Appointed:</b> 05/12/2025	<b>Term of Position: *</b> 5/1/2025 to 4/30/2027  <input type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> South Lake Union	<b>Zip Code:</b> 98109	<b>Contact Phone No.:</b>
<b>Background:</b> <p>Samiya Nasim is a lifelong advocate for mental health and accessibility. Driven by her lived experiences, she began her journey in advocacy by founding LonePack, a youth mental health organization dedicated to breaking stigma and improving youth mental health accessibility in India. Through LonePack, Samiya has led large-scale awareness campaigns, launched India's first anonymous peer support platform, and reached over 130,000 people. Her work included outreach events at schools and colleges, support groups and large scale awareness campaigns.</p> <p>With an MBA from The Wharton School and a background in Computer Science Engineering, Samiya brings experience across consulting, analytics and technology/AI. Now living in Seattle, Samiya is excited to contribute to the Disabilities Commission by amplifying underrepresented voices and helping shape a more inclusive city for all. She is committed to championing equitable policies and fostering a supportive, accessible community.</p>		
<b>Authorizing Signature (original signature):</b> 		<b>Appointing Signatory:</b> Bruce A. Harrell Mayor of Seattle

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

# SAMIYA NASIM

1

## EDUCATION

**THE WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA**

**Philadelphia, PA**

**Master of Business Administration; Major in Operations, Information & Decision Making**

**2021-2023**

- Joseph Wharton Fellow and Wharton Communication Fellow; GMAT 780 (99.9%)

**SSN COLLEGE OF ENGINEERING, ANNA UNIVERSITY**

**Chennai, India**

**B.E. Computer Science & Engineering**

**2012-2016**

- CGPA of 8.26/10; Awarded MITACS Research Internship to pursue 3-month sponsored study at the University of Montreal

## EXPERIENCE

**AMAZON**

**Seattle, WA**

**Senior Product Manager Technical, Alexa Customer Journeys**

**Oct'24**

- Designing personalized customer experiences that expand the capabilities of Amazon's conversational assistants with the newest advances in Large Language Models (LLM)/Generative AI.

**Senior Product Manager Technical, Amazon Fulfillment Technologies**

**Jan'24**

- Redesigned workflow to bulk-receive perishable items in compliance with food safety protocols, increasing efficiency by 47%

**ALPINE INVESTORS**

**New York, NY**

**AI Consultant**

**Jul'23-Dec'23**

- Defined evaluation processes and created artefacts such as scorecards and playbooks, to assess AI readiness of portfolio companies across data quality, technical maturity, culture and risk, and establish integration and monitoring best practices
- Led development of AI-enabled Ed Tech platform prototype with engineers, data scientists and portfolio leadership to showcase innovative applications of Machine Learning, Gen AI and Natural Language Processing (NLP), with a potential impact of ~90M

**MCKINSEY & COMPANY**

**Chennai, IN | New York, NY**

**Senior Analyst (2020-21); Analyst (2018-20)**

**2018-2021**

*Margin Transformation Projects* (Facilitated operational & strategic transformation initiatives for key manufacturing clients)

- Redefined working capital management process of a PE-backed global manufacturer in collaboration with Operations, Sales, Finance and Procurement stakeholders, improving liquidity by 55%; Minimized operating expenses via a customized central spend control process developed on Sharepoint, creating savings of \$6.3M
- Developed reusable procurement workflow playbook to improve vendor selection for \$2B US food manufacturing client, enabling \$5M savings and increasing EBITA by 800 basis points; proposed follow up pricing strategy with potential impact of \$2M
- Spearheaded cross functional global footprint optimization efforts with client leadership including Global Supply Chain and Operations leaders, for \$4B global packaging industry client, operating across 200+ locations, saving ~\$20M

*Digital Transformations* (Standardized processes and built tools as part of the Global Analytics Team)

- Designed project management and milestone tracking model for F500 automobile client, improving turnaround time by 67%
- Developed automated sales data analysis and integrated internal quality assurance checks to improve the performance of a leading US insurance company's recovery business, helping save \$51M
- Revamped fundraising strategy of leading Indian non-profit in response to COVID, raising \$6.5M in five weeks

**THE LONEPACK SOCIETY** (Youth mental health non-profit; >130K people impacted)

**Chennai, IN**

**Founder**

**2016-Present**

- Built 40-member volunteer team and raised ~\$7K for registered non-profit aimed at increasing mental-health accessibility
- Established "LonePack Letters", an awareness initiative to facilitate engaged communities sensitized to mental health; scaled campaign 5x across 3 editions in 18 months, building partnerships with Uber, Zoho and Freshworks
- Launched "LonePack Buddy", India's first fully anonymous & free chat-based peer support system impacting >1500 people; chosen for United Nations Development Programme (UNDP) Youth Co:Lab incubation program from >500 applicants
- Featured in prominent media outlets including the GoDaddy #ChangeForGood campaign, The Hindu, and Times of India

**THOROGOOD ASSOCIATES**

**Bengaluru, India**

**Business Intelligence and Analytics Consultant**

**2016-2017**

- Designed databases and conducted data analysis on SQL for F500 CPG Company, enabling impact tracking of sustainability goals for 150+ country heads via live Tableau dashboards and helping reduce CO2 emissions by 50%

## ADDITIONAL INFORMATION

- Awards: Annual Impact Champion & Internal Spot Award (McKinsey); Star Performer Award (Thorogood Associates)
- Interests: Public speaking (100+ events), Social Impact (Advisor - Texas Muslim Women's Foundation), Sports (Tennis, Boxing)

# Seattle Disability Commission

**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
- Mayor-appointed (includes 1 Get-engaged Mayor position)
- Other Appointing Authority-appointed (specify): Commission-appointed

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	F	7	1.	Member	Samiya Nasim	5/01/25	4/30/27	1	Mayor
			2.	Member	VACANT	5/01/25	4/30/27	1	City Council
			3.	Member	VACANT	5/01/25	4/30/27	1	Mayor
			4.	Member	VACANT	5/01/25	4/30/27	1	City Council
			5.	Member	VACANT	11/1/23	10/31/25	1	Mayor
			6.	Member	VACANT	11/1/23	10/31/25	1	City Council
			7.	Member	VACANT	11/1/23	10/31/25	1	Mayor
			8.	Member	VACANT	11/1/23	10/31/25	1	Commission
			9.	Member	VACANT	5/01/24	4/30/26	1	City Council
			10.	Member	VACANT	5/01/24	4/30/26	1	Mayor
			11.	Member	VACANT	5/01/24	4/30/26	1	City Council
			12.	Member	VACANT	5/01/24	4/30/26	1	Mayor
3	F	7	13.	Member	Bianca Gallegos	11/1/24	10/31/26	1	City Council
			14.	Member	VACANT	11/1/24	10/31/26	1	Mayor
6	F	7	15.	Member	Jessica Jensen	11/1/24	10/31/26	1	City Council
			16.	Get Engaged	VACANT	9/1/24	8/31/25	1	Mayor
			17.	Member	VACANT	5/01/24	4/30/26	2	City Council
			18.	Member	VACANT	11/1/24	10/31/26	1	Mayor
6	F	7	19.	Member	Shelby Dey	5/01/24	4/30/26	2	Commission
			20.	Member	VACANT	11/1/24	10/31/26	1	Commission
6	F	1	21.	Member	Kaitlin Skilton	11/1/24	10/31/26	3	Commission

## 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		1			1								
Council		2					1			1			
Other		2								2			
Total		5			1		1			3			

## 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.*





## Legislation Text

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**File #:** Appt 03209, **Version:** 1

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Reappointment of Saunatina A. Sanchez as member, Community Roots Housing Public Development Authority Governing Council, for a term to March 31, 2028.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Saunatina A. Sanchez</i>		
<b>Board/Commission Name:</b> <i>Community Roots Housing Public Development Authority</i>		<b>Position Title:</b> <i>Board Member</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>PDA Governing Council</i>		<b>Term of Position: *</b> <i>4/1/2025</i> <b>to</b> <i>3/31/2028</i>  <input type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> <i>Capitol Hill</i>	<b>Zip Code:</b> <i>98122</i>	<b>Contact Phone No.:</b> 
<b>Background:</b> <i>Saunatina is the founder of Crafting Sound Meaning and works as a Communications Specialist, using her professional training and lived experiences to bring intersectional perspectives to projects to reach those, like her, who hold multiple marginalized identities; as an autistic child of autistic parents, being able to interpret mainstream society and how to thrive in it has been a lifelong journey. Saunatina has been a resident of Community Roots Housing for over a decade and currently sits on the Board of League of Women Voters of Seattle-King County as the Membership Chair, is active in the Transit Riders Union, Puget Sound Tenants Union, and mutual aid groups serving those in her neighborhood who've been marginalized from society.</i>		
<b>Authorizing Signature (original signature):</b>   <b>Date Signed (appointed):</b> <i>May 12, 2025</i>		<b>Appointing Signatory:</b> <i>Frank Alvarado</i>  <i>Community Roots Housing Governing Council, Board Chair</i>

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

## Career Experience

### **Speaking and Facilitation Skills Trainer, *Crafting Sound Meaning*, 11/2015-Present**

Teaching communication skills to English Language Learners (ELLs), autistic adults, and allistic families/friends of autistic people. Specializing in translation between neurodivergent and neurotypical communication styles.

- Craft curriculum and individualized lesson plans to teach skills related to overcoming misunderstandings- listening and creating space for diverse perspectives.
- Develop a YouTube channel, producing a weekly live broadcast and other scripted content about communication skills.
- Collaborate with professionals in the ELL, linguistics, and general teaching communities to develop and share education strategies, to ensure lessons are developed with equity at the forefront.
- Donate time to Literacy Source, working with refugees, asylees, and other vulnerable people learning language and technology skills.

### **On-Call Residential Counselor, *Downtown Emergency Service Center*, 4/2020-8/2020**

Manage day-to-day operations at DESC buildings and provide support to tenants, with an emphasis on challenges related to mental illness and substance use disorders.

- Assist clinical staff in the coordination of services to residents: interact with residents in the general milieu and common areas, engage them through creative, resourceful strategies to build trust and confidence, and intervene in crises or emergencies, including contact with emergency response systems as needed.
- Manage building operations in the absence of other project and clinical staff: maintain safety and security by monitoring all general access areas and enforcing project rules, and operate all functions in lobby office, including checking visitors in and out, answering telephones, and monitoring security systems.

### **Youth Programs Coordinator, *SIFF*, 6/2019-3/2020**

Create, market, and facilitate filmmaking programs for regional students ages 8-19.

- Administer SIFF Camps, Crash Kids, and Crash Student programming, including communication with parents to gather student information, facilitate student arrival/departure, technical support for instructors, confirming mentors, and supporting workshops throughout the event.
- Collaborate with teaching artists in creating workshops, camps, and other film studies projects for Puget Sound youths.
- Cultivate meaningful relationships and collaborative programs with local organizations including Langston Hughes Performing Arts Center, Red Eagle Soaring, Green Plate Special, Northwest African American Museum, Seattle Aquarium, YouthCare, Rooted In Rights, Shoreline Community College, and Seattle Latino Film Festival.
- Grantwriting for both youth-specific programs and general education programs.
- Create education web pages and design marketing campaigns, including videos and graphics.
- Maintain the classroom computer lab, including cameras, computers, and accessories.

### **Guest Relations Coordinator, *Seattle International Film Festival*, 2016-2019 (Seasonal)**

Manage a team of six interns and over 50 volunteers annually to coordinate ground transportation to and from airport, hotels, films, and events for 200+ attendees.

- Coordinate transport and interact with celebrity guests, each with a unique set of logistics to manage.
- Daily collaboration with all festival departments regarding event planning prior to and during the festival.
- Implemented a new, more efficient communication system for overnight on-call duties.
- Established a relationship with King County Metro and Sound Transit to reduce the amount of car trips needed during the festival.
- Create recruitment material and maintain regular communication with volunteers, primarily via Shiftboard.

### **Volunteer and Programming Staff, *PantheaCon*, 2005-2020 (Seasonal)**

Facilitate programming for a four-day multi-faith conference with ~2000 attendees from around the world.

- Lead the on-site coordination of staff members and around 100 volunteers, including rapid training for instant assignments, and liaising with presenters.
- Adjudicate programming submissions, taking into consideration relevance to year's theme, presenter background, and logistical challenges in each application.
- Supported A/V team with basic technology troubleshooting for presenters.

**Development Co-lead and Site Coordinator, *Unpaving Paradise P-Patch*, 2009-2015**

- Coordinate fundraising and donor communications and serve as a primary point of contact for involved vendors and partner businesses.
- Develop effective social networking, radio, and print ad campaigns to promote events.
- Maintain financial budgets, records, and documentation for reporting.

**Quality Assurance Tester, *Accretive Technology Group, ArenaNet, Concur, Z2Live, Nintendo*, 9/2006-9/2015**

- Identify, report, and verify bugs through entire development cycle, create and execute automated software test plans, create and maintain device check-out and tracking systems.
- Train new testers and supervise teams, create documentation standards and coordinate updates to internal documentation, monitor and communicate progress of team activities to various stakeholders.

**Office Manager, *Disability Outreach*, 3/2009-8/2011**

- Respond to customer inquiries and direct them to appropriate staff member.
- Organize, design, and maintain administrative files.
- Design training manuals and train new employees.

**Volunteer Experience**

**Community Roots Housing PDA Boardmember, 2022-Current**

**Seattle Transit Riders Union, 2019-Current**

**League of Women Voters of Seattle-King County, 2017-Current**

**Capitol Hill Design Review Guidelines Update, 2017**

**Treehouse, 2005-Current**

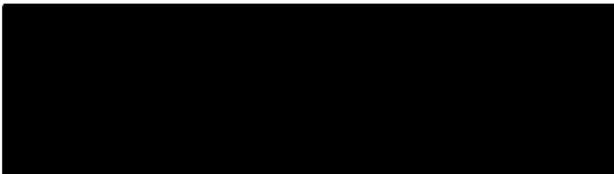
**Seattle International Film Festival, 2007-2015**

**Education**

**International Teacher Training Organization 2015, *Teaching English as a Foreign Language***

**Seattle University 2001-2006, *Communications and Religious Studies***

**References**



# Community Roots Housing Public Development Authority

15 Members: Pursuant to [RCW 35.21.660, 35.21.670, and 35.21.730-755, and Seattle Municipal Code Ch. 3.110], all members subject to City Council confirmation, 3-year terms however, for initial terms should be as follows:

1, 4, 7, and 10 shall be for one year; initial terms for positions 2, 5, 8, and 11 shall be for two years; and initial terms for positions 3, 6, and 9 shall be for three years.

- 12 Board Appointed-appointed
- 3 Mayor-appointed
- Other Appointing Authority-appointed (specify):

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	F	3	1.	Member	Ann T. Melone	04/01/24	03/31/27	1	Governing Council
6	F	N/A	2.	Member	Drew Weber	04/01/23	03/31/26	1	Governing Council
3	M	3	3.	Chair	Frank F. Alvarado III	04/01/24	03/31/27	3	Governing Council
2	F	4	4.	Member	M. Michelle Purnell-Hepburn	04/01/23	03/31/26	2	Governing Council
2	M	2	5.	Member	Shaun Frazier	04/01/23	03/31/26	1	Governing Council
6	F	6	6.	Member	Jill Cronauer	04/01/23	03/31/26	3	Governing Council
4	M	N/A	7.	Vice Chair	Derrick Belgarde	04/01/22	03/31/25	2	Governing Council
2	F	N/A	8.	Secretary	Michelle Morlan	04/01/24	03/31/27	2	Governing Council
6	M	3	9.	Member	Bob Fikso	04/01/23	03/31/26	4	Governing Council
6	F	3	10.	Member	Kristin Winkel	04/01/24	03/31/27	2	Governing Council
			11.		VACANT				Governing Council
			12.		VACANT				Mayor
6	M	3	13.	Treasurer	Chasten Fulbright	04/01/23	03/31/26	3	Mayor
2	F	N/A	14.	Member	Shalimar Gonzales	04/01/23	03/31/26	3	Mayor
9	F	3	15.	Resident Member	Saunatina A. Sanchez	04/01/25	03/31/28	2	Governing Council

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	1	1	-	-	-	1	-	-	-	1	-	-	-
Council	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	4	7	-	-	-	3	1	1	-	5	-	-	1
Total	5	8	-	-	-	4	1	1	-	6	-	-	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.



## Legislation Text

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**File #:** Inf 2702, **Version:** 1

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Update from The More We Love Survivor Program Participants