

Equitable Development Initiative (EDI)

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

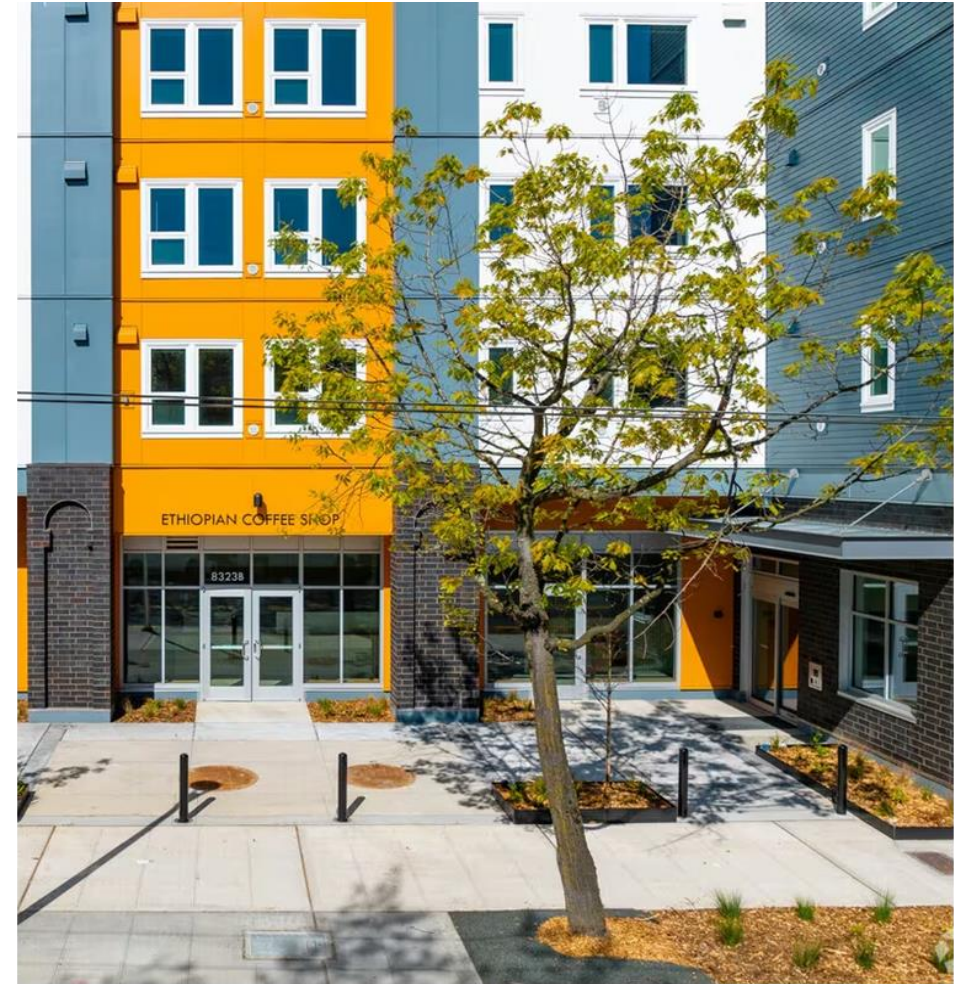
2026 Board Reappointments



Seattle
Office of Planning &
Community Development

EDI Advisory Board – Purpose and Role

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



Ethiopian Village- Ethiopian Community of Seattle

EDI Advisory Board – Terms and Appointments

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



Tubman Center for Health and Freedom

EDI Advisory Board – Current Vacancies

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

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

Stephanie Lachman– Position 2



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

John/Juan C. Rodriguez– Position 3



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

Fynniecko "Niecko" Glover Jr. – Position 5



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

Tiffany Kelly-Gray – Position 9



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

Eliana Horn – Position 11



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

Discussion / Questions?