



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Zoe True		
Board/Commission Name: Seattle Women's Commission		Position Title: Member
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Date Appointed: 7/2/2019	Term of Position: * 7/2/2019 to 7/1/2021 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: Ravenna	Zip Code: 98115	Contact Phone No.:
Background: <p>Zoë True's diverse professional portfolio includes experience in global health, nonprofit management, international development, social science research, and political campaigns. She is a senior management consultant with Intentional Futures, where she bridges storytelling and research - untangling complex evidence to surface the larger narrative. Prior to this, Zoë worked at PATH, where she coordinated teams developing maternal vaccines to improve the health of mothers and infants worldwide. She conducted research at the Evans School Policy Analysis and Research group on a broad range of issues including mutual aid groups and trends of smallholder farmers in developing countries. She served in the United States Peace Corps from 2011-2013 where she worked in rural health development focusing on women's health and agriculture in Morocco.</p> <p>Prior to the Peace Corps, Zoë directed development and marketing at an arts education nonprofit, led campaign offices, and was an avid volunteer around civic engagement, political action, animal husbandry, homelessness, arts education, and organic farming. In Seattle she is on the Jubilee Women Center's Associates Board and volunteers for Powerful Voices.</p> <p>She graduated from the Evans School of Public Policy and Governance where she earned her MPA and certificates in nonprofit management and global health. During her time at the Evans School she also founded the Race Action Committee at Evans that brings together students to apply their policy training to issues of racial injustice. Prior to that she earned her MA in Political Science at the California State University, Long Beach.</p>		
Authorizing Signature (original signature): 		Appointing Signatory: Jenny A. Durkan Mayor of Seattle

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ZOË TRUE - MA, MPA

Summary

Cross-disciplinary team leader and scholar adept at interpreting and communicating complex scientific findings to inform policy. Six years of experience managing diverse teams, committed to identifying and maximizing team members' talents to create collaborative, high quality products that meet the organization's goals. Excited to contribute to an organization that is committed to creative and inclusive approaches to improving our community.

Education

University of Washington, Evans School of Public Affairs <i>WA Master of Public Administration, 3.7 GPA</i> 2015 <i>Certificate in Nonprofit Management: Strategic Planning, Personnel & Financial Management</i> <i>Certificate in Global Health: Cost-Effectiveness Analysis, Policy & Advocacy</i>	Seattle, WA June 2009
California State University <i>Master of Arts, Political Science, 4.0 GPA</i> Focus Areas: International Development Theory, Policy Authorizing Environment	Long Beach, CA May 2009
University of Missouri, Pierre Laclède Honors College <i>Bachelor of Arts, Political Science, Magna cum Laude</i>	Saint Louis, MO May 2006

Professional Experience Chronology

PATH, Vaccine Access and Delivery Team (PATH) Program Coordinator <i>Organizing stakeholder collaboration & supporting project management to increase access to vaccines</i>	Seattle, WA August 2015 – Present
Evans School Policy Analysis & Research Group (EPAR) University of Washington WA Graduate Research Assistant Administrative Manager <i>Managed, created, and communicated specialized research to inform Gates Foundation decision-making</i>	Seattle, WA September 2013 – August 2015
Global Washington (GW) Membership Visualization Consultant <i>Enhanced the sense of community by collaboratively designing a virtual membership map & database</i>	Seattle, WA June 2014 – September 2014
United States Peace Corps (PC) Rural Health Community Organizer <i>Used participatory methods to gather & manage local teams to generate health improvement programs</i>	Kingdom of Morocco March 2011 – May 2013
California Dance Institute (CDI) Development, Marketing, and IT Associate <i>Assessed organizational needs and led expansion efforts by increasing effectiveness & efficiency</i>	Los Angeles, CA December 2008 – September 2010
Obama for America (OfA) Campaign Office Manager <i>Inspired and trained up to 400 hundred citizens a day to mobilize their political system; won election</i>	Los Angeles, CA August 2008 – November 2008
California Clean Money Campaign (CCMC) Contribution & Policy Research Intern <i>Assessed status quo and used evidence to advocate for the mission and build support network</i>	Los Angeles, CA February 2007 – November 2007

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Grassroots Campaigns, Inc. (GCI)

Volunteer Manager

*Built political participation by cultivating 500 hundred first-time voter turnout volunteers***Los Angeles, CA & St. Louis, MO**

July 2006 – November 2006

Technology Skills *Able to work across Windows and Mac OS X operating systems*

Microsoft Office: Word, Excel, PowerPoint, Publisher

Statistical Analysis Software: Stata, SPSS

Database Management: Salesforce, eTapestry

Virtual Office tools: GoogleApps, SharePoint

Management & Organizational Effectiveness

- Successfully managed projects in dynamic organizations
 - Implemented project management tools such as timelines, issue trackers, risk registers, and communication plans to enhance team cohesion and project cadence (PATH).
 - Coordinated partners, funders, and international experts for participation in Scientific Advisory Committee meetings with WHO representatives to inform project planning (PATH).
 - Designed, executed, monitored, and evaluated USAID funded health projects (PC).
 - Managed individual donor fundraising and co-authored six winning grants, earning 14% (donors) and 38% (grants) of total operating budget during the financial crisis (CDI).
- Demonstrated success leading and working with diverse groups to produce high quality deliverables
 - Collaborated with local professionals and villagers in Morocco to design and implement health education programs (PC).
 - Managed teams ranging in size from a two-person team that produced a monthly economic report for the Chief Administrative Officer at the Gates Foundation (EPAR) to hundreds of campaign volunteers per day who in turn mobilized hundreds of voters per hour (OfA).
 - Elected as the Health Sector Representative for Gender and Development Committee (PC).
- Created systems to enhance organizational efficiency
 - Created organizational, supervisor, and researcher evaluation systems. Collaborated with team to improve office culture and management based on evaluation results (EPAR).
 - Collectively restructured committee objectives and goals through logic model exercise (PC).
 - Spearheaded transition to virtual office, saving 4% of total worker hours per year and expanded staff access and usage of online platform from 65% to 100% (CDI).
 - Restructured volunteer retention program through staff training on long-term volunteer relationship building techniques. Repeat volunteers increased from five to over 20 through improved volunteer relations and a clear breakdown of tasks (CDI).

Creative Teaching & Communication

- Including visual learners and diverse learning styles
 - Coordinated with contractor to create an interactive map showing the diversity in sector, focus, and geography of the international development community based in Seattle (GW).
 - Created visually based training manual, conference presentation, and educational materials for women's health empowerment workshops focused on family planning and maternal health in communities with very low literacy (PC).
- Training & Teaching through Narrative
 - Established participatory peer health education group by training 20 peer educators to teach health topics in isolated communities using evidence based experiential story telling (PC).

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- Designed highly successful HIV/AIDS curriculum to teach teens how to communicate health lessons, resulting in 10 student-led health lessons presented to over 600 individuals and won a region-wide HIV/AIDS theater competition (PC).

Research & Analysis

- International-Focused Research
 - Health: Conducted a cost-effectiveness analysis of the malaria vaccine in Zambia to inform decision-making around health invention options (academia). Managed team of four performing a systematic review of evidence base on the disease burden of influenza on children under six months old (PATH).
 - Agriculture: Used statistical methods to identify regional differences in agriculture methods of smallholder farmers to inform intervention decisions (EPAR).
 - [Mutual Aid Groups](#): Assessed evidence on self-help groups in health, agriculture, empowerment, and finance using systematic literature review; results informed strategy decisions across the Gates Foundation and program planning in the India Office (EPAR).
 - Environment: Co-authored paper on the relationship between staple crops and the environment, synthesizing field expert opinion with existing literature, identifying gaps in research and assessing the environmental impact of agricultural policy. [Published in Food Security journal](#) (EPAR).
 - International Aid: Assessed the harmonization and coordination of international financial aid [within countries](#) and [across major donors](#) using a systematic literature review. The results informed strategy decisions across the Bill and Melinda Gates Foundation who shared the findings with the Organization for Economic Cooperation and Development (EPAR).
- Domestic-Focused Research
 - Economic Development: Coordinated with team of 60 public sector executives responding to questions from the Federal Reserve on regional economic conditions. Compiled results and wrote report to support board member. Produced 12 monthly reports (EPAR).
 - Campaign Finance: Led research on fundraising in L.A. City Council elections and influence of health care interest groups on legislation, featured in speeches and newsletters (CCMC).

Service & Leadership

- | | |
|---|--|
| <p>Women in Public Affairs Lean-In Circle
 Founding Member & Meeting Facilitator</p> <ul style="list-style-type: none"> ● Organizing and facilitating monthly sessions to discuss gender issues in the modern professional nonprofit and public sectors. | <p>Seattle, WA
 2015-present</p> |
| <p>Race Action Committee at Evans
 Founding Chair</p> <ul style="list-style-type: none"> ● Founded student group in solidarity with #BlackLivesMatter; fostered student engagement with diversity conversations and recruited team to write policy report on juvenile justice for King County | <p>Seattle, WA
 2014-2015</p> |
| <p>Partnership for Community and Diversity
 Leadership Team Member</p> <ul style="list-style-type: none"> ● Designed and lead a town hall with over 100 attendees, gained community buy-in for a proposal requesting increased diversity at the Evans School | <p>Seattle, WA
 2014-2015</p> |
| <p>School for the Deaf and Hard of Hearing
 Teaching Artist</p> <ul style="list-style-type: none"> ● Taught life and learning skills to at risk deaf and hard of hearing youth through dance | <p>Los Angeles, CA
 2009-2010</p> |

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Seattle Women's Commission

August 2019

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

- 9 City Council-appointed
- 10 Mayor-appointed
- 2 Other Appointing Authority-appointed: Commission-appointed

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	Vacant	7/02/19	7/01/21		Mayor
			2.	Member	Vacant	7/02/18	7/01/20		Mayor
1	F	2	3.	Member	Rhonda Carter	7/02/19	7/01/21	2	Mayor
			4.	Member	Vacant	7/02/18	7/01/20		Mayor
			5.	Member	Vacant	7/02/19	7/01/21		Mayor
			6.	Member	Vacant	7/02/19	7/01/21	2	Mayor
			7.	Member	Vacant	7/02/18	7/01/20		Mayor
1	F	7	8.	Member	Diya Khanna	7/02/18	7/01/20	1	Commission
6	F	4	9.	Member	Zoe True	7/02/19	7/01/21	2	Mayor
9	F	7	10.	Member	Idabelle Fosse	7/02/18	7/01/20	2	City Council
1	F	3	11.	Member	K. Min Pease	7/02/19	7/01/21	2	City Council
2	F	N/A	12.	Member	Jamilah Williams	7/02/19	7/01/21	2	City Council
-	-	5	13.	Member	Xochitl Maykovich	7/02/18	7/01/20	2	City Council
2	F	1	14.	Member	Tana Yasu	7/02/18	7/01/20	2	City Council
8	F	5	15.	Member	Darya Farivar	7/02/19	7/01/21	2	City Council
2	F	3	16.	Member	Rokea Jones	7/02/19	7/01/21	2	City Council
			17.	Member	Vacant	7/02/18	7/01/20	2	City Council
2	F	2	18.	Member	Lakeisha Jackson	7/02/18	7/01/20	2	City Council
1	F	-	19.	Member	Vivian Lee	7/02/18	7/01/20	1	Commission
			20.	Member	Vacant	7/02/19	7/01/21	1	Commission
1	F	3	21.	Get Engaged	Diana Im	9/01/18	8/31/19	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	3			2	0	0	0	0	1	0	0	0
Council	0	8			1	4	0	0	0	0	0	0	1
Comm	0	2			2	0	0	0	0	0	0	0	0
Total	0	13			5	4	0	0	0	1	0	0	1

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.

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