



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Fathiya Abdi		
Board/Commission Name: Seattle Human Rights Commission		Position Title: Member
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: Commission		Term of Position: * 1/23/24 to 1/22/26 <input checked="" type="checkbox"/> Serving remaining term of a vacant position
Residential Neighborhood: Columbia City	Zip Code: 98118	Contact Phone No.: Business phone # - NOT personal phone #
Background: Fathiya feels that her experiences have driven her seek opportunities that cultivate healthy communities, that truly center communities most impacted by the issues in decision-making processes, ensuring their perspectives shape impactful solutions which is why she would like to serve on the Human Rights Commission. She is passionate about collective action and advocacy and sharing space with others who are raising awareness, advancing justice, and promoting systemic change. She would like to be a part of making meaningful change for communities most impacted by inequities due to systemic racism and oppression. She loves learning from and alongside people. This work is about learning, it is an ongoing journey and it's been a pleasure to meet and/or collaborate with so many who are building and moving the needle forward in racial equity and social justice work towards a life-giving society.		
Authorizing Signature (original signature):  Date Signed (appointed): 02/25/2025		Appointing Signatory: Seattle Human Rights Commission Bryennah Quander, Co-Chair

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

Fathiya Abdi (she/her)

PROFESSIONAL EXPERIENCE

Health Equity Consultant, Advancing Health Equity

Current

Partnering with national organizations to provide consultation/guidance on health equity and tools and strategies that foster equitable care and strengthen cross-sectional partnerships

- Developing strategic roadmaps, tools, resources and training programs assist in promoting health equity, capacity building and community partnership and member engagement (i.e., health equity organizational assessment, strategic planning, theory to application, guidance development...etc)

DEI Program Manager III, Community Health Plan/Network of Washington

Current

Directly reporting to the Chief Equity Officer, spearheading strategic initiatives to foster a culture of equity and organizational transformation

- Providing coaching to senior leadership team on integrating equity, diversity, inclusion principles in planning and program processes
- Providing strategic direction in building and maintaining authentic community engagement and partnership opportunities (i.e., training, guidance, accountability tools, compensation and feedback mechanism)
- Developed engagement model for Member Advisory Council, including assessment maps and launched in King County and Greater Columbia region to ensure member feedback and input in services
- Building and strengthening client relationships to increase recruitment and retention of patient portfolio
- Built accountable processes to ensure member feedback and recommendations are shared and/or implemented including member feedback loop, partnering with business leaders as necessary
- Expanded funding access of \$250,000 to support 25 community based organization - prioritizing intersectional communities
- Designed and implemented training and guidance for regional care teams on how to engage and strengthen stakeholder partnership to enhance health access
- Oversee Partnership Oversight Committee, and Equity Council, facilitating regular communication, planning and strategy building
- Managing standardized processes of data collection, analysis and building platforms with an emphasis on equitable data disaggregation reflective of members and communities served
- Develop and oversee transparent and accessible communication pathways to ensure all staff and external partners are aware of organizational health equity efforts (i.e., Quarterly All Staff updates, Culture of Equity Newsletter, Equity Annual Report)

Equity & Social Justice Strategist, The Washington State Department of Health (DOH) Dec 2020 - Nov 2022

- Spearheaded the agency's largest statewide community engagement initiative, amplifying the voice of communities most impacted by health inequities in agency's operations and decision-making
- Fostered collaboration and strategy building among 705 organizations (i.e., community based organizations, local public health agencies; hospitals and health care systems; academic institutions; Tribal health; private sectors...etc) across Washington to advance equity initiatives including pandemic response and recovery
- Oversaw a budget of one million, including planning, reviewing and allocating funds
- Managed contracts and execution of grant portfolios of 122 community based organizations and media outlets advancing health equity

- Provided consultation, actively collaborating and advising divisions and programs on how to incorporate an equity and social justice lens in programs, policies and practices
- Developed and implemented strategies to center community partner needs and priorities, influencing policy and budget process informing 15 decision-making opportunities
- Oversaw the strategic communication including internal and external reports that highlight community partner insights; policy, community, and institutional recommendations and program impact (i.e., [A Chorus of COVID: Voices of Frontline](#))
- Informed agency-wide [Community Compensation](#) guidelines to support best practice to compensate stakeholders members for their time and experiences in community engagement
- Facilitated bi-weekly and monthly virtual learning platforms
- Established and led 8 affinity based stakeholder resource groups to support underrepresented populations and advocate for inclusive policies within the agency
- Supported community engagement platform development working with Amazon
- Incorporated equity in contracting and procurement process, forming evaluation committee including the formation of 11 cross divisional evaluation committees to promote equity in grant funding allocation

Gathering Collaborative, Public Health Seattle King County

Jan 2022 - Dec 2023

- Facilitated the equitable distribution of \$25 million of federal funds to address the harms of racism compounded by the pandemic funding 123 nonprofits, community organizations and small businesses
- Created 4 accessible grant/contract applications and served on the evaluation and selection panel, designing outcome/success measures
- Developed recommendations reflecting the needs and priorities of Black and Indigenous communities in King County influencing the budget process and county policy direction
- Explored and proposed relevant, necessary code changes and identified budget process improvements that center the needs/priorities of the Gathering Collaborative influencing policy direction
- Designed transparency and accountability practices and measures for budget allocations, ensuring executive responsiveness to community recommendations
- Provided technical assistance and capacity-building resources, facilitating equitable grant-making processes and removing barriers for community organizations

Health Policy Analyst, Community Health Plan/Network of Washington

Oct 2019 – Dec 2020

- Conducted policy research and led coalitions and community partnership to advocate for health policies addressing health inequities and increasing access to health care and coverage
- Co-Chaired the Eligibility and Enrollment workgroup, facilitating and coordinating workgroup efforts with the Health Care Authority, Health Benefit Exchange, Department of Social and Health Services, community organizations and advocates to monitor eligibility and enrollment of state programs
- Policy Committee Co-chair for Health Care is a Human Right coalition, coordinating and facilitating policy and advocacy efforts
- Served on Health Benefit Exchange Health Equity Advisory Committee to provide perspectives related to health equity with focus on language access, health literacy, impacted communities, culturally sensitive and access coverage issues

Board of Directors Member, Somali Family Safety Task Force

June 2019 - March 2022

- Provided strategic direction and leadership to support equitable access to education, health, and social services for immigrant/refugee communities in King County

Population Health Coordinator, Sea Mar Community Health Center

Aug 2019 - Oct 2019

- Oversaw a team, providing strategic direction in the design and implementation of sustainable programs for cancer-related preventive health screenings across 30 community health clinics specifically tailored for low-income and/or limited English proficient patients
- Developed outreach strategies that enhanced program accessibility, including education and communication to increase access to program

Program Manager, Somali Family Safety Task Force

June 2018 - June 2019

- Oversaw a team, providing strategic direction and support on the design and development of culturally appropriate and linguistically relevant programs to support immigrant and refugee communities within King County
- Managed and provided operational support for 16 programs, including timelines, work plans, program budgets, data management, metrics, deliverables, evaluation and outcomes
- Built and sustained accountable relationships with community members by leading focus groups to better understand concerns and priorities to inform annual goals, grant proposals and program development

Teacher Assistant (SPH 491/492) University of Washington

Dec 2017 - June 2019

- Taught over 100 students quarterly, on the concept of equity and social justice, access, community engagement, action-oriented recommendations, approaches to working with diverse communities and understanding the root causes and impacts of public health issues
- Facilitated discussions on the impacts of systemic inequities, fostering a deep understanding of equity and social justice principles and strategies among students

Co-Founder, Somali Community Health Initiative

Jan 2016- Dec 2017

- Launched a community-driven health initiative to address health concerns of the Somali community in San Diego
- Partnered with San Diego State University students, organizations directly serving Somali community, community members and health-care systems to deliver community-led conversations and workshops

EDUCATION

The Exeter Group | **DEI Certified**

Puget Sound Sage | **Community Leadership Certificate**

University of Washington | **Masters in Public Health**

San Diego State University | **Bachelors of Public Health and Minor in Communication**

Seattle Human Rights Commission

February 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	7/23/23	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
	F		8.	Member	Fathiya Abdi	1/23/24	1/22/26	1	Commission
			9.	Member		7/23/24	7/22/26	1	Mayor
	F		10.	Member	Koumudi Phadake	7/23/24	7/22/26	1	City Council
	F		11.	Member	Radhika Joshi	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		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

					(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	2	2											
Total	19												

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
Residential Council District number 1 through 7 or N/A -Diversity info is self-identified and

**RD voluntary.