




City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Lara Catherine Diaconu</i>		
Board/Commission Name: <i>Seattle Human Rights Commission</i>		Position Title: <i>Member</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other:		Term of Office: <i>Confirmation - 07/22/2017</i>
Residential Neighborhood:	Zip Code: <i>98012</i>	Contact Phone No.:
Legislated Authority: SMC 3.14.920, SMC 3.14.921, SMC 3.51.010, Ordinance 118392, Ordinance 120871, Ordinance 120325		
Background: <p>Lara Diaconu is a mid-career professional who moved to Seattle from Baltimore, MD in 2011 via Nicaragua, having joined the team of Seattle-based impact investor Global Partnerships in 2009. Lara has 18 years of experience supporting local organizations, mostly in Latin America and the Caribbean and southeastern Europe, to design, deliver and resource community development programs in sectors including: public health, agricultural enterprise, microfinance, and citizen participation. She worked for Catholic Relief Services for 13 years, 8 of which were spent living overseas (Nicaragua, Bulgaria, Macedonia, and Albania).</p> <p>She is most proud of: 1) launching a micro finance program in Bulgaria from zero in 1999, which is now a registered financial institution, and 2) supporting 600 Nicaraguan smallholder coffee farmer families move from subsistence to fair trade-certified and selling high quality product through their own cooperative in 2003; and 3) supporting multiple organizations design sustainable health services programs that now collectively serve over 200,000 people.</p> <p>From 2001-2006, Lara served on the Board of NicaSalud, a Nicaraguan network of local and international organizations implementing community-based health programs, while serving as CRS' Country Director in Nicaragua.</p> <p>Lara is now an independent consultant, seeking to get more involved in local development concerns in the greater Seattle area. She earned an MBA with a concentration in Non-profit Management and an MA in International Relations from Yale University, and a BA in International Relations from Grinnell College. Lara is a native English speaker, has achieved past proficiency in Russian, and Kiswahili, a basic knowledge of French and German, but is currently fluent in Spanish. Between work and pleasure, Lara has traveled to 70 countries! Lara currently resides in Mill Creek, WA with her husband and step-daughter.</p>		
Date of Appointment: <i>Confirmation</i>	Authorizing Signature (original signature): 	Appointing Signatory: <i>Councilmember Bruce Harrell Seattle City Council</i>



LARA CATHERINE DIACONU

WORK EXPERIENCE

Salaga Partners LLC

Seattle, WA

May 2014 – present

Founding Member, Self-employed

- Independent consulting services focused on innovative and sustainable program development and organization capacity-building.
- Particular interest in sustainable models that deliver quality health services, financial services, participation in agricultural value chains and in civil society.
- Facilitation of strategic planning processes and participatory project/program design workshops.
- Proficient grant writer and manager.
- Specialized in Latin America, with work experience in Africa, the Middle East, Asia and Southeastern Europe.

Global Partnerships

Managua, Nicaragua and Seattle, Washington

September 2009 – May 2014

Vice President, Health Services Fund

- Contributed to strategic identification of impact areas and social investment criteria for Latin American impact investor (included Health Services, Rural Livelihoods, Micro-entrepreneurship and Green Technology);
- Provided technical assistance and managed performance-based grant funding across a portfolio of 5 MFI and cooperative partners in Latin America and the Caribbean;
- Cultivated and maintained relationships with key development finance institution and private funders, including writing successful grant applications resulting in over USD\$2 million in committed funding to support Health Services Fund expansion efforts;
- Developed due diligence, project management, and business model development tools and processes for health services business models.
- Co-wrote, with PATH, a resource guide for institutions interested in developing integrated microfinance and health services programs.

Catholic Relief Services (CRS)

headquartered in Baltimore, Maryland

June - August 2009

Senior Technical Advisor, Global Fund Support Unit

Baltimore, Maryland

- As part of the first three-person team dedicated to Global Fund resources, led the central strategy development process for Global Fund resource acquisition and management;
- Oversaw centralized knowledge management and learning systems around Global Fund requirements and best practices for winning, designing, and implementing successful AIDS, Tuberculosis and Malaria programs;
- Provided direct technical and managerial support to improve field-based resource acquisition and management capacity, specifically for Global Fund resources to combat AIDS, Tuberculosis and Malaria.

April 2006 – June 2009

Director, Staff Safety and Security

Baltimore, Maryland

- Responsible for supporting and strengthening agency-wide security management systems in compliance with PVO Minimum Operating Security Standards (MOSS), including the development of online onboarding and orientation tools related to safety and security for all countries of operation;
- Provided analysis and guidance to support operations and executive decision-making around contexts of instability in which staff and asset security and program continuity were at risk;
- Systematically built staff capacity agency-wide in support of security management standards;
- Performed communications liaison role in crisis management situations;
- Participated in the community of practice of security professionals within peer INGOs as well as counterparts within the private, governmental and international organization sectors;
- Monitored and advised senior management on staff safety and security risk, with focus on designated high risk countries including: Afghanistan, Haiti, Chad, Sudan, Pakistan, Democratic Republic of Congo, Lebanon, Gaza, others.

Nov2005 – March 2006 Deputy Regional Director, Program Quality and Growth Latin America and Caribbean Region

- Oversight of technical program quality assurance systems in the sectors of Agriculture, Health, HIV-AIDS, Micro-finance, and Emergency Response/Mitigation, including supervision of three Regional Technical Advisors (FY06 value of Latin America programs totaled \$55 million in 11 country programs).
- Oversight of new resource development processes, including liaison with headquarters Fundraising, Program Quality, Public Resources and Business Development units to ensure timely and competitive proposal submission.
- Strategic leadership provided for the region's strategic plan as well as support to strategic and annual operating plan development at the country program level.

May 2001 – Oct 2005

Country Representative

Managua, Nicaragua

- Overall strategic leadership and management oversight for \$4 million annual program budget, \$2 million micro-finance loan portfolio and 36 staff, implementing economic development programming in the sectors of: Agriculture, Health, Rural Finance, Civil Society/Human Rights and Emergency Response.
- Represented CRS in winning consortium to develop a four-year, six-country Education to Combat Child Labor program awarded by the U.S. Department of Labor for Central America and the Dominican Republic.
- Achieved pilot programming with conservative Nicaraguan Catholic church partners in HIV/AIDS and STD Education with adolescents in both public and Catholic schools, which is currently implemented in four out of eight dioceses and in process of national strategy development, led by the Church.
- Facilitated the introduction of the Balanced Scorecard approach to strategic plan development and evaluation processes, as well as new performance management system.
- Led shift in micro-finance investment and partnership strategy, involving sensitive negotiations with three church partners, and the closure of micro-finance operations in one of these.
- Representation of CRS and US Catholic Bishops Conference with local allies and partners.
- Successful fundraising with USG and non-USG donors; oversight of programming subject to USG regulations.
- Led external strategic assessment team to evaluate the Dominican Republic country program, 2001.
- Led task force to review Latin America regional investment methodology, 2002.
- Co-led task force to facilitate the Latin American regional strategy development with broad participation, 2002.
- Special Recognition Award Recipient, 2003. Recognition for the design and development of CRS' Coffee Project, working both with Nicaraguan coffee producers on agricultural diversification and coffee marketing while serving U.S. Catholics through an education campaign focused on coffee and trade.

May 2001-Jan 2006

Member (last position held Vice President) Board of Directors, NicaSalud

Re-elected three times since its founding in 2001, involved in the strategic development and growth of this federation from 7 to 29 member organizations working in the health sector in Nicaragua, as Treasurer responsible for Board-level oversight of financial/accounting staff and systems.

Sept 2000 – Feb 2001

Acting Country Representative

Tirana, Albania

- Overall management of \$8 million budget and 100 staff (including 12 expatriate) in five offices, working in program sectors of: education/civil society, Title II food distribution, water/sanitation, and peace-building during volatile transition period following the Kosovo war;
- Representation with CRS partners, local Church officials and donors;
- Designed and initiated process for development of a country-level Peace-building Program Strategy.

Feb 2000 – Mar 2001

CRS/Europe Education Resource Team Manager

Skopje, Macedonia

- Assistant to Director of a regional resource hub office supporting heightened investment following the Kosovo crisis in nine country-level education/civil society programs throughout the Balkans and Armenia;
- Recruited, hired, and coordinated team of technical advisors in the areas of: institutional development, training, education, MIS, and Media/Communications;
- Supported the evolution from nine CRS education programs to a network of localized NGOs with internal and local sources of technical assistance in addition to international linkages with like-minded mentors and organizations in the United States and Europe;
- Organized and co-facilitated quarterly network meetings and workshops aimed at developing a network infrastructure and building capacity in areas including: Education and Justice, Monitoring and Evaluation, Participatory Learning and Action, Project/Budget Management.
- Led facilitation of process to define Europe region's Education Vision and Programming Principles statement.
- Led external strategic assessment team to evaluate the Croatia country program, 2001.
- Provided technical assistance to Armenia country team to launch new school feeding and parental participation program, 2001.

Feb 1999- Feb 2000

Assistant Country Representative

Sofia, Bulgaria

Jan 1998- Jan 1999

Program Manager

Sofia, Bulgaria

- One of two expatriate staff managing growth of new office from its opening in Fall 1997 with a six-month food distribution program and staff of seven phasing in two sustainable economic development program initiatives with five-year strategies and 22 national staff over a two-year period.
- Primarily responsible for the research, design, \$3.8 million proposal development, staff training, and overall management of a micro-finance program targeting 3,500 clients in three years. This program has recently received legal status as an independent micro-finance institution (MFI) in Bulgaria, with 20 branches and 200 staff.
- Oversight responsibility for programming initiatives in the areas of humanitarian assistance, micro-finance, and education/civil society development, including: program development, financial management, donor reporting, management of national staff teams, fundraising, and representation.
- Fulfilled two two-week temporary assignments in Montenegro and Gaza to assist local teams finalize micro-finance program designs and written proposals, August and December, 1998.
- Fulfilled two separate temporary assignments in Kosovo/Macedonia to review financial systems in place in the former Yugoslavia offices and train Kosovo Project Managers on Budget Management (pre-crisis); and to oversee all emergency-related financial transactions (during crisis), March-April 1999.
- Performed representation and office financial management functions in absence of CR.
- Assisted CR to establish basic office administration and financial systems.

Jul 1996-Dec 1997

Internal Auditor

Baltimore, Maryland

- In teams of three to eight persons, conducted comprehensive reviews of financial and commodity management systems for CRS country programs in Bosnia, Croatia, Benin, Guatemala, Ethiopia, India, Ghana, Peru and Brazil, ensuring adequate internal controls, operational efficiency, and compliance with USG regulations and CRS policies.
- Performed team leader responsibilities after six months with CRS; led teams for audits of Guatemala, India, Ghana, Peru, and Brazil country programs.
- Developed audit strategy documents; delegated and supervised the completion of work tasks by team members; oriented new internal audit department staff and external audit representatives to CRS policies and internal audit methodologies; authored and edited draft audit reports; presented report findings and other sensitive issues to country program management.
- Represented CRS to local donor representatives (e.g. USAID Food for Peace Officer, USAID Comptroller) concerning issues related to the audit of the CRS country program and other issues of interest to the donor.

Summer 1995 **Women's World Banking (WWB)**

New York, New York

Intern, Enterprise Learning and Networks (ELN) Initiative

- Developed strategies for financial sustainability for pilot program which targeted women entrepreneurs ready to expand beyond the micro-business level.
- Field-tested feasibility of strategies with affiliate team in the Dominican Republic.
- Created spreadsheet tool for cost accounting to be used by all affiliates for planning, budgeting, and reporting to WWB.
- Prepared five-year financial projections demonstrating cost recovery outcomes given implementation of alternative combinations of strategies.
- Developed presentation of strategies and financial projections given as a workshop for ELN pilot programs in other countries.

Summer 1994 **Foreign Commercial Service Office, U.S. Embassy**

Bangkok, Thailand

Commercial Assistant

Conducted and published in the National Trade Data Bank a comprehensive industry analysis of the heavy construction equipment industry for the benefit of U.S. exporters.

1992-93

Voluntary Agencies Development Assistance (VADA)

Nairobi, Kenya

Program Assistant

- Facilitated 20 team-building courses for all staff of Action-Aid-Kenya, offering recommendations related to needed policies and issues raised by staff to management during the organization's decentralization of operations. Tailored course material for, negotiated contracts with, and facilitated courses for two additional clients.
- Attended consultations with Presbyterian Church of East Africa on strategies for the for the integration of its many development activities and the strengthening of its Board of Directors.
- Supported VADA's work to organize networks of NGOs and Kenyan Government Ministry officials, working in the health and small scale enterprise sectors, at the district and national levels, with the outcome NGOs and Kenyan Government together sharing information, undertaking training, and developing five-year strategic plans for activities in these sectors.
- Developed facilitation Manual for future VADA course instructors.
- Developed curricula and marketing materials for VADA courses.

EDUCATION

Yale School of Management Masters of Business Administration	New Haven, CT 1993-1996
Yale Graduate School of Arts and Sciences MA, International Relations	New Haven, CT 1993-1996
Grinnell College BA, International Relations	Grinnell, IA 1987-1991

LANGUAGES

Native Tongue: English
Other: Spanish (Fluent)
Past Study: Kiswahili, German, Russian, Bulgarian and French

OTHER TRAINING

Basic Governmental Auditing, USDA Graduate School, 1996.
Microfinance Program Development, Jeffery Ashe for CRS, 1998.
Participatory Learning in Action (PLA) techniques, Jennie Campos for CRS, 2000.
Contemporary Management Practices, Bob Judd for CRS, 2001.
USG Commodity Management, CRS, 2002.
HQ Security Management Workshop, RedR, 2006.
UN Advanced Security in the Field, UNDSS on-line module, 2006.
Hostile Environment Awareness Training, TOR International, 2007.
Private Sector Security Overseas Seminar, U.S. Department of State, 2008.

HONORS AND AWARDS

Phi Beta Kappa (1991)
Letter of Commendation, Economic Analysis (1994)
Miguel Ferreyos Award for Academic Excellence (1996)
Grinnell Alumni Award Recipient (2001)
Catholic Relief Services Special Recognition Award (2003)

PUBLIC SPEAKING

- *Doing Well by Doing Good: Investments for Impact in Global Health*, SOCAP, September 2013.
- *Women's Health and Empowerment*, SID Seattle-SID Washington Bi-Coastal Event, January 2013.
- *Health Services for Women Micro-entrepreneurs*, IDB-MIF FOROMIC Access to Basic Services Panel, October 2011.
- *NGOs and Security in Today's World*, Rosenfield Program Lecture, Grinnell College, March 2009.
- *Trends Affecting Stability in Latin America*, Southern Command strategic exercise hosted by Northrop Grumman, July 2006.
- *MCA Lessons Learned: Expanding Public Participation in Latin America*, Center for Strategic and International Studies (CSIS), May 2005.

SKILLS

- Cross-cultural Team Leadership
- Strategic Planning
- Grant Writing and Grant Management
- Program Design
- Monitoring and Evaluation
- Cost and Sustainability Models

Seattle Human Rights Commission

August 2015

16 Members: Per SMC 3.14.920, Confirmed by the City Council, Serve a term of 2-years

- 7 City Council-appointed
- 7 Mayor-appointed
- 1 Appointed by Commission
- 1 Member Get Engaged Program Appointed by the Mayor and Confirmed by the City Council

Roster:

*D	**G	Position No.	Position Title	Name	Term Start Date	Term End Date	Term #	Appointed By
1	F	1.	Member	Amy G. Huang	12/15/14	07/22/16	1 st	Mayor
6	F	2.	Member	Sarah Bishop	08/04/14	07/22/16	1 st	Mayor
1	M	3.	Member	Rich Stolz	05/06/14	07/22/16	2 nd	Mayor
1	F	4.	Member	Margaret Babayan	Council Confirmation	07/22/17	2 nd	Mayor
6	F	5.	Member	Ashley Miller	05/26/2015	07/22/16	1 st	Mayor
2	M	6.	Member	Ken Nsimbi	Council Confirmation	07/22/17	2 nd	Mayor
2	F	7.	Member	Edlira Kuka	Council Confirmation	07/22/17	2 nd	Mayor
2		8.	Member	Vacant - Marcel Baugh	Council Confirmation	07/22/16	1 st	City Council
6	M	9.	Member	Alex Becker	02/10/14	07/22/16	2 nd	City Council
6	F	10.	Member	Danielle M. Wallace	12/15/14	07/22/16	1 st	City Council
		11.	Member	Vacant – Julianna Tesfu	Council Confirmation	07/22/17	1 st	City Council
6	F	12.	Member	Sarah Lippek	Council Confirmation	07/22/17	2 nd	City Council
3	F	13.	Member	Alejandra Gonza	Council Confirmation	07/22/17	3 rd	City Council
6	F	14.	Member	Lara C. Diaconu	Council Confirmation	07/22/17	2 nd	City Council
2	M	15.	Member	Jason Poydras	02/10/14	07/22/16	1 st	Commission
2	F	16.	Get Engaged	Oyna Robertson	09/08/15	09/31/16	1 term	Mayor

Diversity Chart:

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)			
	Men	Women	Vacant	Minority	Asian-American	Black/African American	Hispanic/Latino	American Indian/Alaska Native	**Other	Caucasian/Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	5	0	5	3	2	0	0	0	2	0	0	0
Council	1	4	2	2	0	0	1	0	0	3	0	0	0
Comm	1	0	0	1	0	1	0	0	0	0	0	0	0
GE	0	1	0	1	0	1	0	0	0	0	0	0	0
Total	4	10	2	9	3	4	1	0	0	5	0	0	0