



# SEATTLE CITY COUNCIL

## Housing and Human Services Committee

### Agenda

Wednesday, April 24, 2024

9:30 AM

Council Chamber, City Hall

600 4th Avenue

Seattle, WA 98104

Cathy Moore, Chair

Tammy J. Morales, Vice-Chair

Sara Nelson, Member

Rob Saka, Member

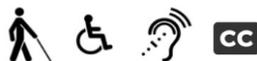
Tanya Woo, Member

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

[Watch Council Meetings Live](#) [View Past Council Meetings](#)

Council Chamber Listen Line: 206-684-8566

The City of Seattle encourages everyone to participate in its programs and activities. For disability accommodations, materials in alternate formats, accessibility information, or language interpretation or translation needs, please contact the Office of the City Clerk at 206-684-8888 (TTY Relay 7-1-1), [CityClerk@Seattle.gov](mailto:CityClerk@Seattle.gov), or visit <https://seattle.gov/cityclerk/accommodations> at your earliest opportunity. Providing at least 72-hour notice will help ensure availability; sign language interpreting requests may take longer.



**SEATTLE CITY COUNCIL**  
**Housing and Human Services Committee**  
**Agenda**  
**April 24, 2024 - 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>

---

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.

Submit written comments to Councilmembers at [Council@seattle.gov](mailto:Council@seattle.gov).

*Please Note: Times listed are estimated*

**A. Call To Order**

**B. Approval of the Agenda**

**C. Public Comment**

**D. Items of Business**

1. [Appt 02834](#) **Appointment of Mariam Sulayman Koss as member, Seattle Human Rights Commission, for a term to January 22, 2026.**

Attachments: [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote (5 minutes)**

**Presenter:** Marta Idowu, Office for Civil Rights

2. [Appt 02835](#) **Appointment of Emeka Alozie as member, Seattle Human Rights Commission, for a term to January 22, 2026.**

Attachments: [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote (5 minutes)**

**Presenter:** Marta Idowu, Office for Civil Rights

3. [Appt 02836](#) **Reappointment of Tricia Diamond as member, Seattle Human Rights Commission, for a term to January 22, 2026.**

Attachments: [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote (5 minutes)**

**Presenter:** Marta Idowu, Office for Civil Rights

4. [Appt 02837](#) **Appointment of Christina R. Diego as member, Seattle Human Rights Commission, for a term to January 22, 2026.**

*Attachments:* [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote (5 minutes)**

**Presenter:** Marta Idowu, Office for Civil Rights

5. [Appt 02838](#) **Appointment of Ali Tufail Khan as member, Seattle Human Rights Commission, for a term to January 22, 2026.**

*Attachments:* [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote (5 minutes)**

**Presenter:** Marta Idowu, Office for Civil Rights

6. [Appt 02839](#) **Appointment of Nicholas G. Leydon as member, Seattle Human Rights Commission, for a term to January 22, 2026.**

*Attachments:* [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote (5 minutes)**

**Presenter:** Marta Idowu, Office for Civil Rights

7. [Appt 02840](#) **Appointment of Kristina M. Sawyckyj as member, Seattle Human Rights Commission, for a term to January 22, 2026.**

*Attachments:* [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote (5 minutes)**

**Presenter:** Marta Idowu, Office for Civil Rights

8. [Appt 02841](#) **Appointment of Chelsea Stevenson as member, Seattle Human Rights Commission, for a term to January 22, 2026.**

*Attachments:* [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote** (5 minutes)

**Presenter:** Marta Idowu, Office for Civil Rights

9. [Appt 02842](#) **Appointment of Emily Rose Barr as member, Seattle Women’s Commission, for a term to July 1, 2025.**

*Attachments:* [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote** (5 minutes)

**Presenter:** Marta Idowu, Office for Civil Rights

10. [Appt 02843](#) **Appointment of Mariah Rivera as member, Seattle Women’s Commission, for a term to July 1, 2025.**

*Attachments:* [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote** (5 minutes)

**Presenter:** Marta Idowu, Office for Civil Rights

11. [Appt 02844](#) **Appointment of Jennifer Tran as member, Seattle Women’s Commission, for a term to July 1, 2025.**

*Attachments:* [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote** (5 minutes)

**Presenter:** Marta Idowu, Office for Civil Rights

12. **Multifamily Tax Exemption (MFTE) Background**

Supporting Documents: [Presentation](#)

**Briefing and Discussion** (15 minutes)

**Presenters:** Jennifer Labrecque and Traci Ratzliff, Council Central Staff

13. [CB 120772](#) **AN ORDINANCE relating to the Multifamily Housing Property Tax Exemption Program; amending Section 5.73.090 and Section 5.73.120 of the Seattle Municipal Code to allow extension of tax exemptions scheduled to expire on December 31, 2024.**

Supporting Documents: [Summary and Fiscal Note](#)  
[Office of Housing Memo](#)  
[Presentation](#)

**Briefing, Discussion, and Possible Vote** (30 minutes)

**Presenters:** Maiko Winkler-Chin, Director, and Kelli Larsen, Office of Housing; Jennifer LaBrecque and Traci Ratzliff, Council Central Staff

**E. Adjournment**



Legislation Text

---

**File #:** Appt 02834, **Version:** 1

---

Appointment of Mariam Sulayman Koss 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>Mariam Sulayman Koss</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>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>Date Appointed:</b> <i>mm/dd/yy.</i>	<b>Term of Position: *</b> <i>1/23/2024</i> <b>to</b> <i>1/22/2026</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Beacon Hill</i>	<b>Zip Code:</b> <i>98108</i>	<b>Contact Phone No.:</b>
<b>Background:</b> <i>Mariam</i> was born and raised in Seattle. She has spent the last 12 years working in digital marketing and the ecommerce space before recently becoming a full-time stay-at-home mom to her 1- year- old. In her free time, she enjoys traveling, fashion, and trying new things - be it food or activities.		
<b>Authorizing Signature (original signature):</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.

# MARIAM SULAYMAN KOSS

## EXPERIENCE

### **T-MOBILE**

11/2020 - Present

DIGITAL BUSINESS MANAGER, Customer Acquisition

- Manage all web creative and direct partnership with the largest OEM partner, Apple. Responsible for all digital goals and execution for all Apple devices (iPhone, Watch) and strategic partnerships (Apple Fitness+)
- Lead digital strategy & launch for T-Mobile storefront on Amazon.com
- Own the merchandising and traffic flow across website and app to increase customer satisfaction, drive online & omni-channel sales and reduce costs
- Own and define web strategy to deliver business outcomes across the prospect and base customer life cycle, activation, onboarding, engagement, retention, cross-sell, win-back and saves
- Leverage trends through data analysis, customer journey mapping, customer segmentation and creating marketing plans with key stakeholders to support business goals and KPIs

### **MICROSOFT (CONTRACT)**

9/2019 - 11/2020

SENIOR DIGITAL PROJECT MANAGER, CCSM Surface, Microsoft 365 & Windows

- Managed creation of digital omni-channel campaigns to drive awareness, consideration & conversion
- Work with partners & agencies to create, optimize, execute digital campaigns & product launches
- Managed project timelines and deliverables (including raw assets, copy, design specs, project brief, etc)
- FY20 Microsoft 365 category launch - managed creation and execution of PDP content, display banners, social, syndicated content and audit for all digital partners
- Managing digital merchandising across all retail partners sites (Amazon, Walmart, Costco, Best Buy, etc)
- Amazon merchandising lead responsible for merchandising, analytics and A|B testing for all categories

### **AMAZON.COM (CONTRACT)**

8/2018 - 3/2019

MARKETING MANAGER, Amazon Fashion

- Effectively built data-driven customer experiences through rich content and navigation
- Drive site improvements, optimize promotional efforts and help manage traffic drivers to meet business needs
- Fluent in Content Symphony, Vendor Central and internal merchandising, and analytics tools/programs
- Analyzing and presenting metrics to key stakeholders in WBR, QBR
- Managed 2018 Holiday Gift Guide landing page & CX for Amazon Fashion category
- Plan, develop, and execute cross-company initiatives including Turkey 5 and Holiday Gift Guide

### **ZUMIEZ**

6/2016 - 8/2018

DIGITAL MARKETING MANAGER / CATEGORY MANAGER

- Category manager for women's business, averaging 34% of total online business with a 74% increase YOY
- Senior category manager, leading a team of 4 site merchandisers
- Oversaw digital marketing, site merchandising strategies, email marketing and omni-channel initiatives
- Lead marketing strategy, brand position, taxonomy, assortment, A/B tests, and content creation
- Drive the execution of marketing strategies to increase awareness, conversion, AOV & acquisition
- Manage promotional campaigns including calendar, deliverables, QA and post-event review & analytics
- 2017 Digital Marketing Employee of the Year

**ZULILY**

7/2014 – 6/2016

ACCOUNT MANAGER, Business Development / ASSISTANT BUYER, Licensed Apparel

- Managed \$80M dollar portfolio for highest grossing departments in the company
- Execution of events including site merchandising, digital asset management, sourcing and buying
- High level negotiation with C-level executives on contract, inventory and pricing
- Managed product launches, brand marketing, advertising collaborations and strategic partnerships
- 2015 Zunie Award - Business Development

**EDUCATION**

University of Washington – Seattle  
Bachelor of Arts, Communications

Harvard Extension School – Boston  
Graduate Certificate, Marketing Management

**SKILLS PROFILE**

- Exemplary account, vendor, and project management professional
- E-commerce, digital marketing, B2B, B2C, site merchandising and content management experience
- Advanced in Google Analytics, Microsoft Excel, Amazon Vendor Central, Amazon Marketing Services, Google Ads, Facebook Ads, Marketo, Magento, Tableau, Oracle Endeca, Adobe Analytics, HTML, Jira, Confluence, Trello, Smartsheet, Salesforce and other digital marketing tools

# Seattle Human Rights Commission

## March 2024

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 (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	Andre Brown	7/23/23	7/22/25	1	Mayor
	F		3.	Member	Haley Miller	7/23/23	7/22/25	1	City Council
			4.	Member	Vacant	7/23/23	7/22/25	1	Mayor
	M		5.	Member	Mohamed Bonah	7/23/23	7/22/25	1	City Council
	M		6.	Member	Emeka Alozie	1/23/24	1/22/26	1	Mayor
			7.	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
			8.	Member	Chelsea Stevenson	1/23/24	1/22/26	1	Commission
	F		9.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		10.	Member	Vacant	7/23/22	7/22/24	1	City Council
			11.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		12.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		13.	Member	Kristina M. Sawyckyj	1/23/24	1/22/26	1	Mayor
	M		14.	Member	Ali Tufail Khan	1/23/24	1/22/26	1	City Council
			15.	Member	Christina R. Diego	1/23/24	1/22/26	1	Mayor
	F		16.	Get Engaged	Rachel Lockerbie	9/1/23	8/31/24	1	Mayor
	F		17.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		18.	Member	Tricia Diamond	1/23/24	1/22/26	2	Mayor
			19.	Member	Vacant	7/23/22	7/22/24	1	Commission
			20.	Member	Nicholas G. Leydon	1/23/24	1/22/26	1	Commission
			21.	Member	Vacant	7/23/22	7/22/24	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
<b>Mayor</b>	2	3											
<b>Council</b>	5												
<b>Comm</b>		2											
<b>Total</b>													

**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.



Legislation Text

---

**File #:** Appt 02835, **Version:** 1

---

Appointment of Emeka Alozie 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> Emeka Alozie		
<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: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> 1/23/2024 <b>to</b> 1/22/2026  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> Capitol Hill	<b>Zip Code:</b> 98102	<b>Contact Phone No.:</b>
<b>Background:</b> <i>With a decade of experience working with startups, from their inception on to their growth stages, Emeka has developed a keen insight into the dynamics of innovation and business development. My roles have varied from directing marketing and partnerships at a medical incubator to assisting the launch of pre-seed startups and supporting venture capital investments. His expertise in the startup ecosystem is complemented by my membership in ForbesBLK, BLCKVC, and as an advisor to the WA State Black Angel Alliance, where he continuously engages with issues relevant to our community's economic and social advancement. Emeka is passionate about harnessing his experiences to serve on the board of the Seattle Human Rights Commission, to contribute to its noble mission of eliminating discrimination and fostering a more equitable city for all. He believes that together, we can drive meaningful progress and create a lasting impact on the human rights landscape in Seattle.</i>		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> 4/8/2024		<b>Appointing Signatory:</b> Bruce A. Harrell Seattle Mayor

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

# Emeka Alozie

## EDUCATION

**Emory University, Goizueta Business School** Bachelor of Business Administration, Finance – Entrepreneurship  
Mentor: Techstars, gener8tor, University of Washington CoMotion, part of Madrona Ventures & MVL Leap Program, Venture Institute  
Deal Partner: WA State Black Angels Association, Loyal VC, Ganas Ventures, Beyond VC  
Volunteer: UNICEF NextGen, Seattle Children's NextGEN

## PROFESSIONAL EXPERIENCE

**Transpose Platform, VC/Fund of Fund; San Francisco, CA** October 2023 – Present  
**Director of Marketing | Manages 2.2B in AUM, Global Formation Fund**

- Lead company's marketing: developing marketing presence (web, collateral, etc.), run CRM, and ecosystem development projects.

**IntuitiveX, Healthcare Innovation Incubator & Consultancy (Tech Incubator to Watch); Seattle, WA** October 2019 – Sept 2023  
**Director of Partnerships and Marketing | Company has introduced 3 FDA Breakthrough Device Designated Companies**

- Ran marketing for Seattle's premier healthcare innovation partner & supported fundraising for 4 portfolio companies
- *Partnerships:* Generated strategic relationships with Seattle Children's Hospital, Rare Disease Foundation, National Institute of Health, UCI/Children's Hospital of Orange County, Bayer G4A, multiple MedTech accelerators, UW-Reach, CHOC, large health systems
- *Accelerator Program:* Supported and launched 2 cleantech + healthcare accelerator programs for the Korean Government – 12 startups
- *Press Releases and Investment Memos:* Launched and pitched more than 15+ press releases ranging from product launches mergers, capital raises, and new innovations featured on Geekwire, Puget Sound Business Journal, AP News, Yahoo Finance, and wrote 13 deal memos
- *Deal Sourcing & Interviews:* Met with new founders on a weekly basis, sourced new healthcare companies; generated a deal flow pipeline
- *Corporate Marketing:* Led company rebrand and ranked us a Top #5 Life sciences incubator & Top #10 incubator in Seattle
- *Event Marketing:* Hosted and ran all virtual events (3000+ attendees – COVID, 1,000+ attendees 2<sup>nd</sup> Annual HealthTech Summit, 90+ investors, IX pitch event, 5<sup>th</sup> Year Anniversary, KSC Pitch), introduced more than 100+ investors to the firm via RESI & 1,800 leads

**IX Innovation, Medical IP Creation and Monetization Company; Seattle, WA** October 2019 – July 2023  
**Director of Marketing | Company develops, sells, spinouts, and licenses IP to advance the future of human surgery**

- Lead company's marketing: developing marketing collateral, fundraising assets, press releases, email marketing, etc.

**Founder Institute – Pre Seed Accelerator – Seattle, WA** April 2023 – October 2023  
**Director | large pre-seed accelerator, \$35B in estimated portfolio value (part-time)**

- Support the 2023 Pre-Seed Cohort, identify local Seattle guest, host office hours and support with internal administration and operations

**Techstars – Top 3 Global Seed Startup Accelerator – Techstars Anywhere; Remote** January 2022 – April 2022  
**Sales and Marketing | One of the largest pre-seed accelerators in the world, \$96B accelerator portfolio market cap**

- Worked alongside the Techstars Anywhere 2022 Cohort consisting of 12 high tech startups with marketing, sales, and business development related opportunities spanning: SEO, digital marketing, content marketing, strategy, customer profiling, customer discovery,

**Asymmetry & Mana Ventures – Venture Capital Fund and Angel Syndicate; Remote** November 2021 – February 2022  
**Venture Investor | Two of the largest and most active angel syndicates on Angelist by deal volume**

- Support with due-diligence and investment memo writing for a company that invest in scalable early-stage companies with exceptional defensibility. Industry agnostic. Companies completed 78 deals in the last year. Check sizes range \$25K – 500k per deal

**Intellectual Ventures (spinout) – Xinova; Seattle, WA** October 2018 – September 2019

**Marketing Generalist (supported team of 6) | Private equity that develops and licenses IP, 1 of top 5 U.S. patent holders**  
*Startup:* Assisted with developing marketing materials and collateral for startups Souszen, Coffee Flour, HarvestAg, and Arcnet

**Marketing & Business Development – New Ventures – Fractional Chief Marketing Officer** May 2015 – October 2023

- **Stealth Early-Stage Private Holding Company – Emerging Technology:** Connected the organization with VCs, CEOs, advisors, angel investors, manufacturers, distribution partners, and customers led support with their fundraise
- **Seed Stage – Digital Health Startup Eye Care:** Served as Cofounder & VP of Marketing / Investor Relations: supported with the raise of \$500,000, and making connections to investors, business partners, potential customers, and improved marketing assets

# Seattle Human Rights Commission

## March 2024

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 (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	Andre Brown	7/23/23	7/22/25	1	Mayor
	F		3.	Member	Haley Miller	7/23/23	7/22/25	1	City Council
			4.	Member	Vacant	7/23/23	7/22/25	1	Mayor
	M		5.	Member	Mohamed Bonah	7/23/23	7/22/25	1	City Council
	M		6.	Member	Emeka Alozie	1/23/24	1/22/26	1	Mayor
			7.	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
			8.	Member	Chelsea Stevenson	1/23/24	1/22/26	1	Commission
	F		9.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		10.	Member	Vacant	7/23/22	7/22/24	1	City Council
			11.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		12.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		13.	Member	Kristina M. Sawyckyj	1/23/24	1/22/26	1	Mayor
	M		14.	Member	Ali Tufail Khan	1/23/24	1/22/26	1	City Council
			15.	Member	Christina R. Diego	1/23/24	1/22/26	1	Mayor
	F		16.	Get Engaged	Rachel Lockerbie	9/1/23	8/31/24	1	Mayor
	F		17.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		18.	Member	Tricia Diamond	1/23/24	1/22/26	2	Mayor
			19.	Member	Vacant	7/23/22	7/22/24	1	Commission
			20.	Member	Nicholas G. Leydon	1/23/24	1/22/26	1	Commission
			21.	Member	Vacant	7/23/22	7/22/24	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
<b>Mayor</b>	2	3											
<b>Council</b>	5												
<b>Comm</b>		2											
<b>Total</b>													

**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.



Legislation Text

---

**File #:** Appt 02836, **Version:** 1

---

Reappointment of Tricia Diamond 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> Tricia Diamond		
<b>Board/Commission Name:</b> Seattle Human Rights Commission		<b>Position Title:</b> Member
<input type="checkbox"/> Appointment <b>OR</b> <input checked="" type="checkbox"/> Reappointment		<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>	<b>Term of Position: *</b> 1/23/2024 <b>to</b> 1/22/2026  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> Ravenna	<b>Zip Code:</b> 98115	<b>Contact Phone No.:</b>
<b>Background:</b> Tricia Diamond has completed both undergraduate and graduate university studies in aerospace engineering, English and mathematics. Her youth in the United States, as well as experience living internationally, instilled in her a dedication to STEM, linguistics and human rights. Her diverse work experience includes serving as an aerospace engineer, supervisor to a multilingual international staff, international educator, educational administrator, organizational development and change management consultant, public administrator and designing and delivery of professional development ensuring sustainability, human rights and international excellence on a foundation of equity throughout organizations.  She is multilingual (English, Dutch, Hausa, Bubi and now Wolof) and has extensive experience leading multinational and multilingual teams, as well as collaborative community engagement.		
<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.

## TRICIA DIAMOND

### Career Overview

- 14 years: International Educator & Public Speaker on Issues of Diversity and Equity and STEAM (Science, Technology, Engineering, Arts and Math)
- Conducted Workshops for English/Foreign Language Teachers, University of Leiden, the Netherlands ➤ Multilingual: English, Dutch, Afrikaans and Hausa
- Public Speaker on Equity/Diversity: Washington Association of Bilingual Educators (April 2013 and April 2014); White Privilege Conference (April 2013), Martinez Foundation (May 2013), Central Washington University (Different Ways of Knowing, October 2013)
- Graduate degrees in educational administration and aerospace engineering, undergraduate degrees and study in mathematics, English, and aerospace engineering
- 10+ Community engagement experience
- Past President, Evergreen Chapter of the American Society for Public Administration (2-year term)
- Seattle Mayor Durkin's Appointee – Mayor's Council for African American Elders

**Education:** Bachelor of Aerospace Engineering Equivalent (1989); Bachelor of Arts Degree, English and Mathematics 2002 (equiv. 4.0 GPA); Master of Education, Educational Administration with Washington State Principal Specialization, Seattle University, 2014 (3.93 GPA); Doctor of Philosophy, Aerospace Engineering, University of Kansas (2016); Doctoral Studies in Educational Leadership, Xavier University of Louisiana.

**Certification/Credentials:** Administrative- Principal- Washington (460825C), Administrator (California and Oregon), Educational Leadership (Florida)

### PROFESSIONAL EXPERIENCE

#### **K12/Stride, 2021**

Assistant Principal, Elementary School

- Evaluated the work of assigned school staff; provided reports to the principal and cooperated in recognition or remediation of staff members as requested.
- Curriculum Lead: Oversaw all aspects of scheduling, course descriptions and registration and assigns duties as necessary; oversaw all aspects of mandated standardized testing; oversaw all aspects of student records and assisted Principal as legal representative for the school.

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

**King County (2017 to present) - Department of Adult and Juvenile Detention (DAJD), 2020-present, Program Manager IV**

- Conducts complex quantitative analysis and modeling for criminal justice projects related to the work of the department. Occasionally directs the development of projects, or the work of other staff in support of complex, department-wide initiatives. Research, develop, implement, and evaluate projects and programs to improve the overall operation of the department and the larger criminal justice system;
- Design data gathering instruments, collect and analyze data, prepare and provide quality assurance in reports, contracts and billing to inform departmental and criminal justice committees and work groups regarding strategic initiatives and for budget purposes;
- Facilitate teams developing innovative strategies to improve outcomes of the criminal justice systems;
- Review and manage data requests from outside agencies and determine best solutions with IT and other participants;
- Provide business expertise related to business rules for data entry and data management to support analytical and operational needs;
- Develop business requirements for inmate data system modifications and enhancements; develop, utilize and track test plans for complex data system modifications; manage system modification projects through implementation requiring a comprehensive and detailed understanding of system data and data relationships;
- Develop and modify reports in response to operational needs of all divisions;
- Draft and update technical documentation and user manuals of department systems and applications;
- Participate in criminal justice systems/applications work groups to better understand system-wide data and share information;
- Direct the development of departmental negotiating positions, implementation procedures, and monitoring mechanisms for complex jail contracts, agreements, and memoranda of understanding;
- Examine and provide departmental management with expert advice regarding department and system wide impacts, including budgetary impacts from changes in policy and practice.
- Develop and monitor performance measures for agreements;
- Represent the Department on various criminal justice and intergovernmental committees and contract negotiations; and
- Respond to a variety of policy-related research questions from all three branches of local government, while clearly articulating analytical findings, issues and alternatives in written and oral communications.

**King County - International Airport/Boeing Field, 2017-2020 Admin IV**

- Assisting and advising the Airport's Leadership Team with planning and managing the organization's strategic and long-range goals. Conducting organizational reviews to identify strengths, weaknesses, and opportunities and to evaluate operational effectiveness;

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

- Securing engagement and involvement, purpose and target setting, analyze and generate options, and executing and monitoring results of strategic initiative projects;
- Managing Airport's line of business planning projects, including facilitating multi-disciplinary project team, performing complex technical analysis, and producing project deliverables. Coordinate integration of plan recommendations with budget and operating decisions and develop information for policymakers;
- Facilitating design, development, and integration of performance management and strategic planning framework and tools into business processes and division work units. Training staff on in performance management/measurement. Developing and enhancing the division's visual management systems to connect operational performance measures to meaningful outcomes and strategic goals;
- Managing the Airport's Lean process improvement, employee engagement, Equity and Social Justice, and performance measures programs, including collaboration with managers and staff from all sections of the organization;
- Representing the division at interagency committees, meetings, task forces, and to the public, providing information and advice regarding project issues; soliciting input and presenting the division's point of view with the goal of obtaining acceptance of division objectives;
- Serving as a resource to division staff/supervisors and assist with problem solving on complex projects and programs;
- Managing special projects for the division director, deputy director and executive leadership team as needed and assist division management with response to County Council or Executive Office requests. The projects include: King County's Equity and Social Justice Initiative, Strategic Climate Action Plan (SCAP), Green Buildings Ordinance, and King County Aerospace Alliance;
- Developing program/policy issue papers and recommendations related to the Equity and Social Justice, Strategic Climate Action Plan, Green Buildings and King County Aerospace Alliance;
- Developing curriculum and tour programming supporting Middle School STEM and career connections for King County Aerospace Alliance;
- Preparing presentations for senior county managers and elected officials;
- Preparing and conducting training and outreach policies and programs.

**Diamond Educational Consultants, 2008 - present**

STEM, cultural competency and educational equity consultancy offering professional development, curriculum design and learner advisory.

- Facilitate and evaluate programs to meet established objectives;
- Develop and implement evaluation strategies that measure training's effectiveness;
- Cultivate participant relationships by delivering personalized service;

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

- Develop and deliver on-line courses (science, technology, engineering, math and foreign languages);
- Support families in identifying educational opportunities for high school and college students internationally;
- <https://www.theguardian.com/world/2020/mar/18/coronavirus-volunteering-food-delivery-seattle><https://www.theguardian.com/world/2020/mar/18/coronavirus-volunteering-food-delivery-seattle-washington>

### **Seattle Public Schools, 2014-2016**

Bilingual Secondary Teacher (2015-2016 AY), Rainier Beach High School (Intro to Physical Science, Algebra 1 and Health Teacher) & SEA Union representative, Substitute Teacher, Seattle Public Schools (2014-2015 Academic Year)  
School site: Orca K-8, Middle School Language Arts/ Journalism / Yearbook Teacher (Long Term)

### **Central Washington University, 2013-2014**

Adjunct Faculty: Educating Linguistically Diverse Students

- Instructional delivery on educating linguistically diverse students (collegiate level)

### **Highline School District, 2012-2014**

Practicum/Administrative Intern/Principal Designee, Madrona Elementary K-6 (2013-2014

School Year); Sylvester Middle School 7-8 (2012-2013 School Year): Educational Assistant, (2013-2014 Academic Year –

Spring Semester) ELL and World Language Specialist, (2012-2013 Academic Year)

- K-8 professional development including social justice and standards-based grading, K-6 staff meetings, K-8 collaboration facilitating, school-wide assembly planning and presenting
- School Improvement Plan redesign and implementation
- Response to Intervention including training, researching, planning, and implementation
- Classroom Based Assessment coordination and entering i-grants
- Collaboration with School Resource Office
- School-wide discipline implementation, evacuation drills, hallway and lunchroom supervision, & lock downs.
- Participation on PBIS team and MDT to support at risk students, upholding confidentiality, while developing individualized plans, as well as referrals.
- Continued to mentor teachers in classroom practices which ensure equity in discipline, as well as embracing diversity
- Mentored staff and faculty, conducting professional development workshops and assisting teachers in developing support systems for ELL students.
- Coordinated World Language Credit by Proficiency Program throughout the district. Program offers the opportunity for assessment for any language towards receiving high school credit.

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

**Kent School District, 2011-2012; Lake Washington School District, 2009-2012**  
Long Term Substitute, Meeker Middle School, Kent School District (2011-2012  
Academic Year) and Seattle Lutheran /  
Substitute Teacher, Lake Washington School District. (2009-2012)

- Full-time Teacher, English Language Learners (2 sections) and Mathematics (1 section)
- English & Language Arts, Kirkland Jr. High, Seattle Lutheran (10<sup>th</sup> and 12<sup>th</sup> Grade: Specifically, British and World Literature); Geometry & Algebra, Evergreen Jr. High; Health, Redmond High; Music (Strings), Eastlake; Special Ed (English & Math K-6, Grade 4, Librarian), Margaret Mead Elementary.

**The Netherlands - Educator, 2002-2008**

Secondary School Teacher, the Netherlands. (2002-2008 Academic Years)

- Worked at three schools, some were concurrent, taught US equivalent Grades 7 - 12+ (first year college).
- Taught: Secondary Curriculum English (Pre-Vocational through Pre-university Level); Secondary Curriculum Mathematics (Pre-algebra, Algebra, Geometry; Religious Education (Secondary Curriculum).
- Member of the National Foreign Language Teacher's Union wrote articles that effected policy change with a shift towards Country/Regional English instead of the Queen's English as a standard.
- Prepared students for Cambridge Advanced English examinations.
- Coordinated international projects with schools in the United States, England, Spain and Canada.
- Worked with moderate to special needs students affected by dyslexia, ADHD and other challenging behavior.

# Seattle Human Rights Commission

## March 2024

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 (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	Andre Brown	7/23/23	7/22/25	1	Mayor
	F		3.	Member	Haley Miller	7/23/23	7/22/25	1	City Council
			4.	Member	Vacant	7/23/23	7/22/25	1	Mayor
	M		5.	Member	Mohamed Bonah	7/23/23	7/22/25	1	City Council
	M		6.	Member	Emeka Alozie	1/23/24	1/22/26	1	Mayor
			7.	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
			8.	Member	Chelsea Stevenson	1/23/24	1/22/26	1	Commission
	F		9.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		10.	Member	Vacant	7/23/22	7/22/24	1	City Council
			11.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		12.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		13.	Member	Kristina M. Sawyckyj	1/23/24	1/22/26	1	Mayor
	M		14.	Member	Ali Tufail Khan	1/23/24	1/22/26	1	City Council
			15.	Member	Christina R. Diego	1/23/24	1/22/26	1	Mayor
	F		16.	Get Engaged	Rachel Lockerbie	9/1/23	8/31/24	1	Mayor
	F		17.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		18.	Member	Tricia Diamond	1/23/24	1/22/26	2	Mayor
			19.	Member	Vacant	7/23/22	7/22/24	1	Commission
			20.	Member	Nicholas G. Leydon	1/23/24	1/22/26	1	Commission
			21.	Member	Vacant	7/23/22	7/22/24	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
<b>Mayor</b>	2	3											
<b>Council</b>	5												
<b>Comm</b>		2											
<b>Total</b>													

**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.



Legislation Text

---

**File #:** Appt 02837, **Version:** 1

---

Appointment of Christina R. Diego 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> Christina R. Diego		
<b>Board/Commission Name:</b> Seattle Human Rights Commission		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> <i>mm/dd/yy.</i>	<b>Term of Position: *</b> 1/23/2024 <b>to</b> 1/22/2026  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>First Hill</i>	<b>Zip Code:</b> <i>98104</i>	<b>Contact Phone No.:</b>
<b>Background:</b> <i>Christina hopes to join the Seattle Human Rights Commission to elevate community voices concerning human rights and to influence Seattle’s administrative, executive, and legislative actions regarding the human rights concerns and priorities of the people. As an individual that identifies with communities that are historically and institutionally underserved and underrepresented, she offers insight and an understanding of the systems that influence government action, institutional policies, and community participation in civic engagement. To further the goals of the Commission, she would be interested in supporting the development and progress of actionable objectives to advance human rights.</i>		
<b>Authorizing Signature (original signature):</b> 	<b>Appointing Signatory:</b> <i>Bruce A. Harrell</i> Mayor of Seattle	

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

## CHRISTINA R. DIEGO

### **EDUCATION**

#### **University of Colorado, Denver, Colorado**

*Master of Public Administration* • August 2019 – July 2020

Honors: *Pi Alpha Alpha, Honor Society*

#### **University of Washington, Seattle, Washington**

*Master of Social Work* • September 2017 – June 2019

#### **University of Oregon, Eugene, Oregon**

*Bachelor of Science* • September 2010 – June 2014

### **WORK EXPERIENCE**

#### **Seattle Indian Health Board, Seattle, Washington**

##### ***Policy Director, previously Policy Manager* • August 2020 – Present**

- Advocating to elected officials, government agencies, and stakeholders on issues related to American Indian and Alaska Native public health and public services.
- Strategizing, assessing, and executing policy research and analysis on public health reform to advance health equity for marginalized populations.
- Acquired over \$20 million in federal, state, and local appropriations for Seattle Indian Health Board.

#### **National Civic League, Denver Colorado**

##### ***Review Panelist, Policy Intern* • September 2019 – January 2022**

- Evaluated and reviewed finalist for the Robert Wood Johnson Foundation Health Equity Award.
- Assisted in conducting a report for the Denver Office of Disability Rights under a \$50,000 grant.
- Engaged with over 300 tribes and tribal organizations to participate in the All-American City Award.

#### **School of Public Affairs, University of Colorado, Denver, Colorado**

##### ***Graduate Assistant* • October 2019 – August 2020**

- Conducted a survey among graduate students to inform school policies and programming.
- Updated information on competing public administration programs and Alumni digital profiles.

#### **Arc of Colorado, Denver, Colorado**

##### ***Policy Intern* • January 2020– March 2020**

- Strategized and engaged in political advocacy for people with disabilities across Denver.
- Engaged with elected officials and key stakeholders on bill language for the State of Colorado.

#### **Department of Psychiatry and Behavioral Sciences, University of Washington, Seattle Washington**

##### ***Research Coordinator* • September 2018 – August 2019**

- Conducted literature reviews on issues relating to American Indian and Alaskan Native health.
- Compiled Institutional Review Board applications and research tools for Indian Health Service.
- Coordinated and reviewed documents for public distribution and marketing in partnership with the Centers for Disease Control & Prevention, tribes, and tribal organizations.

#### **Futurewise, Seattle Washington**

##### ***Events and Communications Staff* • January 2019-March 2019**

- Coordinated an annual fundraising luncheon which raised \$95,000 with 350 guests in attendance.
- Communicated and maintained correspondence with sponsors and guests.
- Created equitable and accessible attendance for nonprofits and guests to attend the event at zero cost.

#### **Oregon Youth Conservation Corps - Boys and Girls Club, Salem Oregon**

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

# Seattle Human Rights Commission

## March 2024

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 (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	Andre Brown	7/23/23	7/22/25	1	Mayor
	F		3.	Member	Haley Miller	7/23/23	7/22/25	1	City Council
			4.	Member	Vacant	7/23/23	7/22/25	1	Mayor
	M		5.	Member	Mohamed Bonah	7/23/23	7/22/25	1	City Council
	M		6.	Member	Emeka Alozie	1/23/24	1/22/26	1	Mayor
			7.	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
			8.	Member	Chelsea Stevenson	1/23/24	1/22/26	1	Commission
	F		9.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		10.	Member	Vacant	7/23/22	7/22/24	1	City Council
			11.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		12.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		13.	Member	Kristina M. Sawyckyj	1/23/24	1/22/26	1	Mayor
	M		14.	Member	Ali Tufail Khan	1/23/24	1/22/26	1	City Council
			15.	Member	Christina R. Diego	1/23/24	1/22/26	1	Mayor
	F		16.	Get Engaged	Rachel Lockerbie	9/1/23	8/31/24	1	Mayor
	F		17.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		18.	Member	Tricia Diamond	1/23/24	1/22/26	2	Mayor
			19.	Member	Vacant	7/23/22	7/22/24	1	Commission
			20.	Member	Nicholas G. Leydon	1/23/24	1/22/26	1	Commission
			21.	Member	Vacant	7/23/22	7/22/24	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
<b>Mayor</b>	2	3											
<b>Council</b>	5												
<b>Comm</b>		2											
<b>Total</b>													

**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.



Legislation Text

---

**File #:** Appt 02838, **Version:** 1

---

Appointment of Ali Tufail Khan 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>Ali Tufail Khan</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 checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Term of Position: *</b> 1/23/2024 <b>to</b> 1/22/2026  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> <i>Belltown</i>	<b>Zip Code:</b> 98121	<b>Contact Phone No.:</b>
<b>Background:</b> <i>With a diverse background encompassing medical training, public health expertise, and a commitment to human rights, Ali is eager to contribute to the Commission's vital work in advocating for justice and equal opportunity.</i> <i>His academic journey has equipped him with a unique perspective, holding an M.D. from Northwestern University Feinberg School of Medicine and currently pursuing a Master of Public Health (MPH) at the University of Washington. As an Occupational and Environmental Medicine (OEM) physician trainee, he is developing a comprehensive understanding of the intersectionality between health, social justice, and environmental factors. Ali is eager to bring his unique skill set, passion for human rights, and commitment to inclusivity to the Seattle Human Rights Commission.</i>		
<b>Authorizing Signature (original signature):</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.

## **Khan, Ali Tufail**

### **Postdoctoral Training**

University of Washington Medical Center and Puget Sound Veterans Affairs Medical Center  
Seattle, WA  
Occupational and Environmental Medicine (OEM) physician trainee  
Tentative 07/2025

University of Washington  
Seattle, WA  
Master of Public Health (MPH)  
Tentative 07/2025

Eastern Virginia Medical Center and Hampton Veterans Affairs Medical Center  
Norfolk, VA  
Intern, 06/2023

### **Medical Education**

Northwestern University Feinberg School of Medicine  
Chicago, IL  
M.D., 05/2022

### **Undergraduate Education**

University of Rochester  
Rochester, NY  
B.S. Biochemistry, 05/2016  
B.A. English, 05/2016

### **Medical School Awards**

\*2021-2022 Educational Advancement Foundation (EAF), Inc. Graduate Merit Scholarship  
\*2020-2022 Esther Mae Nesbitt Medical School Student Scholarship  
\*2019-2020 Northwestern Pre-doctoral Research Fellowship  
\*2019-2020 Northwestern Leadership Fellowship  
\*2018-2019 Illinois Hospital Research and Educational Foundation Scholarship  
\*2017-2019, 2020-2022 Advocate Good Shepherd Hospital Auxiliary Scholarship

### **Membership and Honorary/Professional Society**

2021-2023 Skin of Color Society (SOCS)

### **Certifications/Licensure**

ACLS Certified, 06/2022  
PALS Certified, 06/2022  
BLS Certified, 06/2022

# Seattle Human Rights Commission

## March 2024

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 (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	Andre Brown	7/23/23	7/22/25	1	Mayor
	F		3.	Member	Haley Miller	7/23/23	7/22/25	1	City Council
			4.	Member	Vacant	7/23/23	7/22/25	1	Mayor
	M		5.	Member	Mohamed Bonah	7/23/23	7/22/25	1	City Council
	M		6.	Member	Emeka Alozie	1/23/24	1/22/26	1	Mayor
			7.	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
			8.	Member	Chelsea Stevenson	1/23/24	1/22/26	1	Commission
	F		9.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		10.	Member	Vacant	7/23/22	7/22/24	1	City Council
			11.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		12.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		13.	Member	Kristina M. Sawyckyj	1/23/24	1/22/26	1	Mayor
	M		14.	Member	Ali Tufail Khan	1/23/24	1/22/26	1	City Council
			15.	Member	Christina R. Diego	1/23/24	1/22/26	1	Mayor
	F		16.	Get Engaged	Rachel Lockerbie	9/1/23	8/31/24	1	Mayor
	F		17.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		18.	Member	Tricia Diamond	1/23/24	1/22/26	2	Mayor
			19.	Member	Vacant	7/23/22	7/22/24	1	Commission
			20.	Member	Nicholas G. Leydon	1/23/24	1/22/26	1	Commission
			21.	Member	Vacant	7/23/22	7/22/24	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
<b>Mayor</b>	2	3											
<b>Council</b>	5												
<b>Comm</b>		2											
<b>Total</b>													

**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.



Legislation Text

---

**File #:** Appt 02839, **Version:** 1

---

Appointment of Nicholas G. Leydon 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>Nicholas G. Leydon</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>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>Commission</i>	<b>Date Appointed:</b> <i>mm/dd/yy.</i>	<b>Term of Position: *</b> <i>1/23/2024</i> <b>to</b> <i>1/22/2026</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>South Lake Union</i>	<b>Zip Code:</b> <i>98109</i>	<b>Contact Phone No.:</b>
<b>Background:</b> <i>Nicholas Leydon has lived in Seattle for 6 years and would like to serve his community. His professional work at the Gates Foundation on HIV is the intersection of public health and human rights. He has previously been a board member of the Dispute Resolution Center (Seattle) and 3 years prior to living in Seattle, he served on a Human Rights Commission (Cambridge, MA). Conducting outreach and reviewing legal disputes was an important function he provided for his neighbors, in addition to his professional skills of grant execution, high-level relationship management, and budget fluency. His work prior to the Gates Foundation was in US healthcare as a hospital administrator and in non-profits. All his work has been focused on human dignity through health.</i>		
<b>Authorizing Signature (original signature):</b> <small>DocuSigned by:</small> <i>Bryennah Quander</i> <small>13EB32A1E26A44E...</small>		<b>Appointing Signatory:</b> <i>Commissioner Bryennah Quander</i> <i>Seattle Human Rights Commission Co-chair</i>

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

# Nicholas G. Leydon, MPH, MBA (he/him)

## Employment

<b>Bill &amp; Melinda Gates Foundation</b> present <i>Senior Program Officer, HIV &amp; TB Team</i> WA	September 2017 -  Seattle, WA
<ul style="list-style-type: none"><li>• Create and fund a strategy to improve HIV service quality in high-impact focus countries in sub-Saharan Africa</li><li>• Establish and nurture relationships among senior government leaders, technical experts and PLHIV groups to inform funding</li><li>• Lead the foundation's HIV work on digital health and human resources for health to improve service quality</li></ul>	
<i>Senior Program Officer, Ethiopia Integrated Health Team</i> WA	Seattle, WA
<ul style="list-style-type: none"><li>• Design, administer, and manage portfolio of grants and contracts to improve Ethiopia's health system (\$50 million)</li><li>• Serve as a technical expert on service delivery, community health, and human resources for health</li><li>• Provide tracking and reporting of COVID-19 in Ethiopia, including grants linked to vaccine hesitation and administration</li></ul>	
<i>Senior Program Officer, Health Systems Team</i> WA	Seattle, WA
<ul style="list-style-type: none"><li>• Represent the Gates Foundation in international partnerships, on panels, and technical working groups</li><li>• Provide technical expertise on primary care health systems with a focus on community health, workforce, and quality</li><li>• Actively manage a diverse portfolio of grants and contracts in 15 countries</li></ul>	
<b>North Shore Medical Center (NSMC)</b> <i>Executive Director, Kaizen Promotion Office</i>	July 2014 – August 2017 Salem, MA
<ul style="list-style-type: none"><li>• Lead a team of six staff and manage the senior leadership team during a system-wide quality transformation initiative</li><li>• Design and implement patient-centered redesign at two community hospitals using the Toyota Production System</li><li>• Oversee system-level improvement strategy, including 30+ multi-day improvement events</li><li>• Teach and closely coach over 100 healthcare leaders to strengthen organizational management skills and build capacity</li></ul>	
<b>Massachusetts Department of Public Health (DPH)</b> <i>Director and Improvement Advisor, PROMISES Project</i>	2012-2014 Boston, MA
<ul style="list-style-type: none"><li>• Lead \$3 million AHRQ medical malpractice grant to improve outpatient Massachusetts healthcare</li><li>• Manage program staff and actively lead the partnership steering committee representing eight diverse organizations</li><li>• Develop curriculum of 14 outpatient safety courses available for CME Risk Management Credit</li><li>• Coach a cohort of physician offices across the Commonwealth to improve patient-centered processes</li><li>• Co-chair the dissemination work group, authored publications and liaise with federal funders</li></ul>	
<b>Institute for Healthcare Improvement (IHI)</b> <i>Lead Technical Advisor, Improvement Advisor</i>	2006-2012 South Africa, Malawi
<ul style="list-style-type: none"><li>• Design and guide large-scale HIV project to double the patients receiving AIDS treatment within 12 months</li><li>• Develop robust data dashboards for project partners to monitor and improve maternal and newborn mortality</li><li>• Train hundreds of African health professionals to utilize quality improvement techniques in their facilities</li></ul>	
<i>Operations and Improvement Manager, Low and Middle Income Countries</i>	Cambridge, MA
<ul style="list-style-type: none"><li>• Lead Cambridge-based team and contractors during challenging growth period by focusing on organization mission</li><li>• Grow IHI's revenue in Developing Countries by 75% to include work in Malawi, South Africa, India, and Ghana</li><li>• Manage start-up of a \$10 million Gates Foundation project in Ghana to reduce mortality for children under-5</li></ul>	
<b>Physicians for Human Rights (PHR)</b> <i>National Field Coordinator, Health Action AIDS Campaign</i>	2003-2006 Cambridge, MA
<ul style="list-style-type: none"><li>• Mobilize national advocacy network of US health professionals across eight states to address US foreign policy</li><li>• Orchestrate lobby action for health professionals across the US to speak with hundreds of US legislators</li></ul>	

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

## Consulting and Teaching

<b>Massachusetts Department of Public Health (DPH)</b>	2013-2014
• Healthcare Quality Consultant: Lead a quality evaluation of 10 hospitals in a for-profit healthcare system	
<b>Northeastern University</b>	2014
• Lecturer, <b>Bouvé</b> College of Health Sciences – “The American Healthcare System”	
<b>Healthcare Consultant</b>	2012-2014
• Improvement Advisor: provide technical assistance to Karolinska Institute; University Research Corp; Lucille Packard Children’s Hospital; Institute for Healthcare Improvement; etc.	

## Education

<b>MBA</b> Business Administration, <i>cum laude</i> , Boston University School of Management, Boston, MA	2014
<b>MPH</b> Health Law and Bioethics, Boston University School of Public Health, Boston, MA	2007
<b>BA</b> Political Science, <i>summa cum laude</i> , Boston College, Boston, MA	2003

## Other Experience

• <i>Board Vice President</i> , King County Dispute Resolution Center	2018-2019
• <i>Commissioner</i> , City of Cambridge Human Rights Commission	2014- 2017
• <i>Founder</i> , The Next 26	2013- 2014
• <i>Lead Volunteer</i> , St. Francis House	2012- 2014
• <i>Big Brother/Mentor</i> , Prospect Hill School	2010-2011

## Publications

- Saldaña K, **Leydon N**, Hodgins S. Nurturing and optimizing Networks of Care to maximize benefits to patients, health workers, and health systems. *Glob Health Sci Pract*. 2022;10(6):e2200516. <https://doi.org/10.9745/GHSP-D-22-00516>
- Carmone A, Kalaris K, **Leydon N**, **Srivansanti N**, Smith J, Storey A, Malata A. Developing a Common Understanding of Networks of Care through a Scoping Study. *Health Systems & Reform*. V6.2. 2020.
- Schiff GD, Reyes Nieva H, Griswold P, **Leydon N**, Ling J, Federico F, Keohane C, Ellis BR, Foscett C, Orav EJ, Goldmann D, Weissman JS, Bates DW, Biondolillo M, Singer SJ. Randomized Trial of Reducing Ambulatory Malpractice and Safety Risk: Results of the Massachusetts PROMISES Project. *Medical Care*. August 2017.
- Schiff GD, Reyes Nieva H, Griswold P, **Leydon N**, Ling J, Biondolillo M, Singer SJ. Addressing Ambulatory Safety and Malpractice: The Massachusetts PROMISES Project. *Health Services Research*. December 2016.
- **Kerrissey M**, **Satterstrom P**, **Leydon N**, Schiff G, Singer S. Integrating: A managerial practice that enables implementation in fragmented health care environments. *Health Care Management Review*. March 2016.
- **Kerrissey M**, **Satterstrom P**, **Leydon N**, Singer S. Improvement in primary care: Integrating people and processes. *Academy of Management Annual Meeting Proceedings*. 2015.
- Singer S, Nieva H, Brede N, Ling J, **Leydon N**, Weissman J, Goldmann D, Orav E, Bates D, Biondolillo M, Schiff G. Evaluating Ambulatory Practice Safety: The PROMISES Project Administrator and Practice Staff Surveys. *Medical Care*, February 2015
- Schiff G., Griswold P., Ellis B.R., Puopolo A.L., Brede N., Reyes Nieva H., Federico F., **Leydon N.**, **Leape L.L.**, Biondolillo M. Doing Right **By** Our Patients When Things Go Wrong. *Joint Commission Journal on Quality and Patient Safety*, 40(2),91-96. Feb 2014
- **Leydon, N.G.**, Venter F., Webster P.D., Moleko W., **Osih R.**, Barker P.M. Achieving the HIV and AIDS National Strategic Plan. *South African Medical Journal*, 100(7), 42-424. July 2010

## Qualifications

- *Quality Certified*: Virginia Mason Production System; Improvement Advisor Program (IHI); Breakthrough Series College (IHI)
- *Abstract Reviewer*: International Forum on Quality and Safety in Health Care (2009-2011;2015); APHA (2007-2009)
- *Reviewer*: International Journal of Global Health and Health Disparities (2003-2005); Global Journal on Quality and Safety in Healthcare (2017-present); [Journal of Global Health \(2019-2020\)](#);

- *Member*: WHO Health Systems Governance Collaborative
- *Member*: American Public Health Association, Massachusetts Public Health Association
- *Skills*: QI Charts, Minitab, Microsoft Suite, STATA, FileMaker Pro, conversant in Spanish

## Awards and Honors

- Gates Foundation High Impact Bonus (HIB): 2018, 2019, 2022
- Dean’s Scholarship, 2013. Boston University
- Community Scholar, 2005. Boston University
- Summer Fellow, 2001. Boston College

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

# Seattle Human Rights Commission

## March 2024

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 (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	Andre Brown	7/23/23	7/22/25	1	Mayor
	F		3.	Member	Haley Miller	7/23/23	7/22/25	1	City Council
			4.	Member	Vacant	7/23/23	7/22/25	1	Mayor
	M		5.	Member	Mohamed Bonah	7/23/23	7/22/25	1	City Council
	M		6.	Member	Emeka Alozie	1/23/24	1/22/26	1	Mayor
			7.	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
			8.	Member	Chelsea Stevenson	1/23/24	1/22/26	1	Commission
	F		9.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		10.	Member	Vacant	7/23/22	7/22/24	1	City Council
			11.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		12.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		13.	Member	Kristina M. Sawyckyj	1/23/24	1/22/26	1	Mayor
	M		14.	Member	Ali Tufail Khan	1/23/24	1/22/26	1	City Council
			15.	Member	Christina R. Diego	1/23/24	1/22/26	1	Mayor
	F		16.	Get Engaged	Rachel Lockerbie	9/1/23	8/31/24	1	Mayor
	F		17.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		18.	Member	Tricia Diamond	1/23/24	1/22/26	2	Mayor
			19.	Member	Vacant	7/23/22	7/22/24	1	Commission
			20.	Member	Nicholas G. Leydon	1/23/24	1/22/26	1	Commission
			21.	Member	Vacant	7/23/22	7/22/24	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
<b>Mayor</b>	2	3											
<b>Council</b>	5												
<b>Comm</b>		2											
<b>Total</b>													

**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.



Legislation Text

---

**File #:** Appt 02840, **Version:** 1

---

Appointment of Kristina M. Sawyckyj 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>Kristina M. Sawyckyj</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 checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Term of Position: *</b> 1/23/2024 <b>to</b> 1/22/2026  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> <i>Homeless</i>	<b>Zip Code:</b> <i>N/A</i>	<b>Contact Phone No.:</b>
<b>Background:</b> <i>Kristina is a Seattle University senior working on an Interdisciplinary Studies degree with hopes on going to law school. She has seven children from 14-29 years of age. She is multicultural, holding many identities close to heart. Kristina was in the US NAVY from 1987-1992 from which she became a disabled veteran. She is active on many issues including homelessness, emergency management and disaster preparedness, transit, food insecurity, and grassroots organizing. Kristina is interested in working on policies and legislation that affects individuals and families with disabilities. Since 2018, Kristina has been serving as a Commissioner on the Seattle Commission for People with disAbilities and looks forward to her continued work.</i>		
<b>Authorizing Signature (original signature):</b>  <i>Bruce A. Harrell</i> <b>Date Signed (appointed):</b> 4/8/2024		<b>Appointing Signatory:</b> <i>Bruce A. Harrell</i> <i>Seattle Mayor</i>

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

# Kristina M. Sawyckyj, LPN, BA, MPH 2<sup>nd</sup> Year

## EDUCATION

<b>University of Washington</b> Master's In Public Health Student	<b>2021-Current</b>
<b>Seattle University</b> Graduate in Interdisciplinary Studies with a minor in Politics Tau Sigma Transfer Honor Society, Salute Veterans Honor Society, Alpha Iota Sigma Interdisciplinary Honor Society & Alpha Sigma Nu-Jesuit Honor Society @Seattle University	<b>2021</b>
<b>Seattle Central College</b> Transfer credits Phi Theta Kappa-Honor Society @Seattle Central College	<b>2018</b>
<b>Community College of Denver</b> Licensed Practical Nurse	<b>2003</b>
<b>Red Rocks Community College &amp; Federal Emergency Management Agency</b> Classes in Disaster Management including Emergency Planning, Exercise design, EOC Management and Operations, Disaster Leadership classes.	

## MILITARY EXPERIENCE

HOSPITALCORPSMAN –EMT/CPR INSTRUCTOR, EMERGENCY ROOM & FIELD MEDICAL TRAINING, FIRE FIGHTING EXPERIENCE,  
PERSONNEL MANAGEMENT  
USNAVY June 1987-August 1987  
USNAVY June 1988-September 1988  
USNAVY RESERVES -Activated for Operation Just Cause- May 1987 – November 1992  
VETERANS AFFAIRS RATED 70% SERVICE CONNECTED

## VOLUNTEER EXPERIENCE

<b>Camden Complex Care Leadership Committee</b>	<b>2023-Current</b>
<b>Governor's Committee on Disability Issues and Employment</b> Legislative Committee Member	<b>2023-Current</b>
<b>Health Care for the Homeless Network's (HCHN) Community Advisory Group-King County</b> Governance Council Member & Co-Chair Community Advisory Group	<b>2018-Current</b>
<b>WA Health Care Authority Medicaid Committee</b> WA State Medicaid Planning Committee	<b>2019-Current</b>
<b>Seattle Commission for People with Disabilities</b>	<b>2018-Current</b>
<b>Washington State Poverty Action Network</b> Anti-poverty Action Group formed under Governor Inslee	<b>2018-Current</b>
<b>University of Washington: Student Leadership</b> Public Health Deans Committee Student Disability Committee Graduate & Professional Student Senate	<b>2022-2023</b> <b>2022-Current</b> <b>2021-Current</b>
<b>Seattle University Student Government-Disabled Student Rep</b>	<b>2018-2021</b>
<b>Disability Right's Washington-Mental Health Advisory Council</b> Mental Health Advisory Council-Chair/Board of Directors 2017-2019	<b>2014-2019</b>

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

Kristina M. Sawycky, LPN, BA, MPH 2<sup>nd</sup> Year

<b>METRO Access Paratransit Committee</b> Chair	<b>2020-Current</b>
<b>Sound Transit -Citizens Accessibility Advisory Committee</b> Vice Chair 2019	<b>2016-Current</b>
<b>Transit Riders Union</b> Member since 2015 - Disability & Access Officer from 2018	
<b>National Healthcare for the Homeless- National Consumer Advisor Board</b> Region 9 & 10 Representative	<b>2021-2023</b>
<b>Colorado Cross Disability Coalition (CCDC)-Board Member</b> CCDC advocates for Social Justice for people with all types of disabilities.	<b>2009-2012</b>
<b>National Alliance for the Mental Illness (NAMI)-Colorado NAMI Veterans Council Representative</b>	<b>2008-2011</b>
<b>National Alliance for the Mental Illness (NAMI)-Colorado Springs Board Member &amp; Colorado NAMI Veterans Council Representative</b> NAMI is the National Alliance on Mental Illness, the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness. NAMI advocates for access to services, treatment, supports and research and is steadfast in its commitment to raise awareness and build a community for hope for all of those in need.	<b>2007-2008</b>
<b>Parent to Parent of Colorado-Advisory Board Member</b> Parent to Parent of Colorado is a non-profit organization committed to quality parent to parent support across Colorado.	<b>2007-2012</b>
<b>Colorado State Mental Health Planning Council- Family Board Member</b>	<b>2011</b>
<b>El Paso County Department of Human Services-Community Advisory Board</b>	<b>2010-2011</b>
<b>Colorado Department of Vocational Rehabilitation-State Rehab Council (SRC)</b> The SRC is to review analyze and advise the Division of Vocational Rehabilitation regarding the performance of its responsibilities under the Rehabilitation Act.	<b>2004-2006</b>
<b>Federation of Families for Children's Mental Health-Denver/Aurora Chapter –Board Member</b>	<b>2001-2002</b>
<b>Colorado Springs Early Intervention Council</b>	<b>2004-2007</b>
<b>People United for Families-Board Member</b> Non-profit dedicated to advocacy and protection of programs for low-income Americans.	<b>1999-2004</b>
<b>Arizona Behavioral Health Consumer and Family Council</b>	<b>1996-1999</b>

**RELATED EXPERIENCE**

**Washington State Certified Peer Advocate (2021)**

**Veterans Peer Corps Trained (2018)**  
Washington Department of Veterans Affairs

**Recovery Coach Certified (2018)**  
CCAR Trained Recovery Coach

**Citizens Emergency Response Trained (2013)**

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

Kristina M. Sawycky, LPN, BA, MPH 2<sup>nd</sup> Year

The Community Emergency Response Team (CERT) Program educates people about disaster preparedness for hazards that may impact their area and trains them in basic disaster response skills, such as fire safety, light search and rescue, team organization, and disaster medical operations. Denver, CO

**Depression and Bipolar Alliance of Colorado Springs (2009)**  
Parent Group Leader

#### TRAININGS

**Conflict Resolution Training (2019)**

**City and County of Denver-Citizen's Emergency Responder (CERT)certified (2013)**  
Cert Instructor Trained 2014

**Leaderships Pikes Peak-Women's Community Leadership Incentive Program (2009)**

**Colorado Cross Disability Coalition Advocacy training (2007)**

**Resident Leadership Facilitation by Annie E. Casey Foundation (2004)**

**0-3 Early Intervention Training-Peak Parent Center (2005)**

Training in early intervention services for kids birth to 3

**City and County of Denver-Citizens Police Academy (2001)**

**Partner's in Leadership-Colorado training (2001-2002)**

**The Advocacy Project with Lee Mizer (2000-2001)**

Advocacy Training

**Parents Anonymous (1995-1998)**

Parent Educator

**Family Support Facilitator@ Northern Arizona State University (1998)**

**Partner's in Policymaking: Arizona training (1998)**

**FEMA Trainings-** ICS 100-Introduction to the Incident Command System; ICS 200-Basic Incident Command System for Initial Response; ICS 300-Intermediate ICS for Expanding Incidents; ICS 400- Advanced ICS Command and General Staff-Complex Incidents; ICS 700-National Incident Management System; ICS 800- National Response Framework

**NAMI Trainings-** Vision's and Family-to-Family Facilitator Training (2009) Training for NAMI's program for working with young families with members with mental illness; Family to Family Facilitator Training (2008) Training for NAMI's program for working with families with members with mental illness; and NAMI Young Family Facilitator Training (1998).

**American Red Cross Trainings-**Trained in Mass Care 1( 1995), Emergency Assistance to Families 1 & 2 (1996), Financial Assistance (1996), International Social Services (1996), Referral to Military Aid Societies (1996), Disaster Public Affairs 1 (1996), Public Affairs 1 (1996), Disaster Action team Workshop (2000), and Disaster Liaison 1 (2000).

#### LEADERSHIPS PROGRAMS-2020-2021

Mission Continues-Service Learning Program

Team Rubicon-Clay Hunt Fellowship Program

Minority Veterans of America-Emerging Leaders Program

Agents of Change-Antiracism Training

#### MEMBERSHIPS

**Team Rubicon (2019-Current)**

Veterans-based disaster preparedness & deployment

Clay Hunt Fellow (2021)

**Mission Continues (2016-Current)**

Connects military veterans with new missions in under-resourced communities

Service Leadership Corps Graduate (2021)

**Paralyzed Veterans of America-Lifetime Member**

**Disabled American Veterans-Lifetime Member**

**National Alliance of Mental Illness-Member (1992-Current)**

**Paralyzed Veterans of America-Lifetime Member**

**9 to 5 Alliance for Working Women-Member (1999-Current)**

**Veterans of Foreign Wars Auxiliary-Lifetime Member**

**AMVETS-Lifetime Member**

**American Legion-Member**

**Minority Veterans of America-Member**

**Service Woman's Action Network-2012/2013 Participant**

**Project Wise (Women empowerment support)-Member 1999-2014**

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

# Seattle Human Rights Commission

## March 2024

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 (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	Andre Brown	7/23/23	7/22/25	1	Mayor
	F		3.	Member	Haley Miller	7/23/23	7/22/25	1	City Council
			4.	Member	Vacant	7/23/23	7/22/25	1	Mayor
	M		5.	Member	Mohamed Bonah	7/23/23	7/22/25	1	City Council
	M		6.	Member	Emeka Alozie	1/23/24	1/22/26	1	Mayor
			7.	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
			8.	Member	Chelsea Stevenson	1/23/24	1/22/26	1	Commission
	F		9.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		10.	Member	Vacant	7/23/22	7/22/24	1	City Council
			11.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		12.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		13.	Member	Kristina M. Sawyckyj	1/23/24	1/22/26	1	Mayor
	M		14.	Member	Ali Tufail Khan	1/23/24	1/22/26	1	City Council
			15.	Member	Christina R. Diego	1/23/24	1/22/26	1	Mayor
	F		16.	Get Engaged	Rachel Lockerbie	9/1/23	8/31/24	1	Mayor
	F		17.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		18.	Member	Tricia Diamond	1/23/24	1/22/26	2	Mayor
			19.	Member	Vacant	7/23/22	7/22/24	1	Commission
			20.	Member	Nicholas G. Leydon	1/23/24	1/22/26	1	Commission
			21.	Member	Vacant	7/23/22	7/22/24	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
<b>Mayor</b>	2	3											
<b>Council</b>	5												
<b>Comm</b>		2											
<b>Total</b>													

**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.



Legislation Text

---

**File #:** Appt 02841, **Version:** 1

---

Appointment of Chelsea Stevenson 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>Chelsea Stevenson</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>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>Commission</i>	<b>Date Appointed:</b> <i>mm/dd/yy.</i>	<b>Term of Position: *</b> <i>1/23/2024</i> <b>to</b> <i>1/22/2026</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>North Seattle</i>	<b>Zip Code:</b> <i>98125</i>	<b>Contact Phone No.:</b>
<b>Background:</b> <i>Chelsea's background is in youth violence prevention/intervention and is extremely passionate about reducing harm to individuals disproportionately impacted by systems of oppression. She would like to become more civically engaged through the Human Rights Commission. She works hands on with individuals impacted by the legal system and/or facing housing instability, s firsthand some of the challenges and barriers. She has connections to Southeast Seattle where she works and has a desire to engage community, specifically young people to influence change that is reflective of constituents whose voices are not commonly heard or elevated.</i>		
<b>Authorizing Signature (original signature):</b> 		<b>Appointing Signatory:</b> <i>Bryannah Quander</i> <i>Co-chairs of the Seattle Human Rights Commission</i>

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

# CHELSEA STEVENSON

## PROFESSIONAL SUMMARY

---

Passionate and values-driven leader with 9+ years in Nonprofit Management. Experienced in homeless services, community safety, violence prevention and intervention, systems navigation, and youth development. Strong commitment to racial equity work and interrupting systems of oppression.

## EXPERIENCE

---

**SE Network Resource & Intake Director**, Boys & Girls Clubs of King County, Seattle, WA **02/2017- Present**

- Participate in SE Network Leadership Team, contributing to strategic direction and ensuring alignment of programs and services
- Lead and supervise Case Management Team and Intake & Referral Staff
- Manage multiple city and county grants, ensuring program compliance and budget management
- Create and maintain partnerships across various systems to provide services, resources, advocacy for marginalized youth and young adults impacted by violence and/or the legal system
- Oversee implementation of restorative justice practices in targeted programming, services, and strategies to prevent and intervene in youth gang involvement
- Coordinate data management and reporting in accordance with contractual obligations

**YouthForce University Program Director**, Boys & Girls Clubs of King County, Seattle, WA **09/2016- 02/2017**

- Manage program goals, budget, and curriculum; coordinate career events for underserved youth and provide volunteer opportunities
- Strengthen corporate and community partnerships, including Starbucks, KeyBank, Sounders FC, Seattle Youth Violence Prevention Initiative
- Support Executive Director in grant management through tracking, reporting, and writing

**TeamWork Internship Program Director**, Boys & Girls Clubs of King County, Seattle, WA **07/2015- 09/2016**

- Manage and lead the TeamWork Internship Program in its delivery of meaningful entry-level work experience for teens, incorporating youth development principles
- Serve as a liaison and oversee partnership agreements and expectations with partner organizations including the Seahawks, Sounder FC, and First & Goal

**Volunteer Manager**, ROOTS Young Adult Shelter, Seattle, WA **05/2014- 07/2015**

- Program management, including on-call support and evaluation of shelter policies and procedures
- Recruit, train, retain, supervise, and appreciate 200+ volunteers per month, four Program Coordinators, and a team of on-call overnight staff
- 

**PRO Youth Case Manager**, Friends of Youth, Redmond, WA **05/2013- 05/2014**

- Manage a caseload of 25-30 homeless youth in East King County, connecting youth to resources and tracking outcomes
- Develop relationships with King County organizations in order to connect youth with extensive services

**Overnight Supervisor**, ROOTS Young Adult Shelter, Seattle, WA **05/2009- 05/2014**

- Provide critical social services, resources and shelter to homeless young adults ages 18-25
- Increase valuable leadership skills by supervising and training evening and overnight volunteers
- Participate in fundraising and community advocacy for homeless and oppressed groups

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

# Seattle Human Rights Commission

## March 2024

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 (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	Andre Brown	7/23/23	7/22/25	1	Mayor
	F		3.	Member	Haley Miller	7/23/23	7/22/25	1	City Council
			4.	Member	Vacant	7/23/23	7/22/25	1	Mayor
	M		5.	Member	Mohamed Bonah	7/23/23	7/22/25	1	City Council
	M		6.	Member	Emeka Alozie	1/23/24	1/22/26	1	Mayor
			7.	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
			8.	Member	Chelsea Stevenson	1/23/24	1/22/26	1	Commission
	F		9.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		10.	Member	Vacant	7/23/22	7/22/24	1	City Council
			11.	Member	Vacant	7/23/22	7/22/24	1	Mayor
	F		12.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		13.	Member	Kristina M. Sawyckyj	1/23/24	1/22/26	1	Mayor
	M		14.	Member	Ali Tufail Khan	1/23/24	1/22/26	1	City Council
			15.	Member	Christina R. Diego	1/23/24	1/22/26	1	Mayor
	F		16.	Get Engaged	Rachel Lockerbie	9/1/23	8/31/24	1	Mayor
	F		17.	Member	Vacant	7/23/22	7/22/24	1	City Council
	F		18.	Member	Tricia Diamond	1/23/24	1/22/26	2	Mayor
			19.	Member	Vacant	7/23/22	7/22/24	1	Commission
			20.	Member	Nicholas G. Leydon	1/23/24	1/22/26	1	Commission
			21.	Member	Vacant	7/23/22	7/22/24	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
<b>Mayor</b>	2	3											
<b>Council</b>	5												
<b>Comm</b>		2											
<b>Total</b>													

**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.



Legislation Text

---

**File #:** Appt 02842, **Version:** 1

---

Appointment of Emily Rose Barr as member, Seattle Women's Commission, for a term to July 1, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Emily Rose Barr		
<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: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> 7/2/2023 to 7/1/2025  <input type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> Columbia City	<b>Zip Code:</b> 98118	<b>Contact Phone No.:</b>
<b>Background:</b>  Emily is a mental health therapist (LCPC, LMHC) and founder of A Soul Awake Psychotherapy, LLC, where she works with women struggling with depression, anxiety, life transitions, and similar concerns. Emily's drive to advance equality and bolster traditionally underserved community's dates back to her time as an undergraduate student at the University of Illinois at Urbana-Champaign, where she served as a member of the Girls Advocacy Project, a program that connects adolescent girls involved in (or at risk for involvement in) the juvenile justice system with trained advocates for 10 to 15 weeks to pursue their chosen goals.  A Midwest native and Pacific Northwest transplant, Emily is thrilled to call Seattle home. She believes that there are various responsibilities accompanying her identity as a woman, including working for and promoting women's equality, honoring women's legacy, and empowering women to go after their dreams in a society that often encourages otherwise. In addition to serving on the Women's Commission, Emily volunteers for PEPS, Backpack Brigade, and the Seattle Symphony. In her free time, she enjoys reading, hiking, baking, running, and exploring her new surroundings. Emily is incredibly honored to be a part of the Women's Commission and can't wait to see what it accomplishes in the coming years.		
<b>Authorizing Signature (original signature):</b>  		<b>Appointing Signatory:</b> Cathy Moore, Seattle City Councilmember

\*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

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

**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

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

## Seattle Women's Commission March 2024

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
2			1.	Member	Marcia Wright-Soika	7/02/23	7/01/25	3	Mayor
			2.	Member	Abriel Johnny	7/02/22	7/01/24	2	Mayor
			3.	Member	VACANT	7/02/22	7/01/24		Mayor
			4.	Member	VACANT	7/02/22	7/01/24		Mayor
			5.	Member	VACANT	7/02/23	7/01/25		Mayor
			6.	Member	VACANT	7/02/23	7/01/25		Mayor
6			7.	Member	Rebecca Bryant	7/02/22	7/01/24	2	Mayor
3			8.	Member	Krystal Guerrero	7/02/22	7/01/24	1	Commission
			9.	Member	VACANT	7/02/23	7/01/25		Mayor
9			10.	Member	Kyla Evans	7/02/22	7/01/24	1	City Council
			11.	Member	Emily Rose Barr	7/02/23	7/01/25	1	City Council
			12.	Member	Mariah Rivera	7/02/23	7/01/25	1	City Council
1			13.	Member	Vinati Mamidala	7/01/22	7/02/24	1	City Council
1			14.	Member	Sarah Liu	7/02/22	7/01/24	1	City Council
			15.	Member	Jennifer Tran	7/02/23	7/01/25	1	City Council
			16.	Member	VACANT	7/02/23	7/01/25		City Council
6			17.	Member	Rachel Morowitz	7/02/22	7/01/24	1	Commission
			18.	Member	VACANT	7/02/22	7/01/24		City Council
1			19.	Member	Whitney Nakamura	7/02/22	7/01/24	2	Commission
			20.	Member	VACANT	7/02/23	7/01/25		Commission
			21.	Get Engaged	Veronica Lamont	9/01/23	8/31/24	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	4	0	0	0	0	0	0	0	0	0	0	0
Council	0	6	0	0	0	0	0	0	0	0	0	0	0
Comm	0	3	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

---

**File #:** Appt 02843, **Version:** 1

---

Appointment of Mariah Rivera as member, Seattle Women's Commission, for a term to July 1, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointment Name:</b> <i>Mariah Rivera</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 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>7/2/2023</i> <b>to</b> <i>7/1/2025</i>  <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>
<b>Background:</b> <i>Insert appointee bio information</i>		
<b>Authorizing Signature (original signature):</b>  <i>Cathy Moore</i>		<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.

# Mariah Rivera

## ENVIRONMENTAL, HEALTH & SAFETY ENGINEER

### Career Objective

As a passionate advocate for sustainability and climate change, I am dedicated to using my knowledge and skills to create positive change in our world. With a Masters in Environmental Policy, I possess a strong understanding of the complex issues surrounding environmental inequities and am committed to finding innovative solutions to these challenges. With a deep-rooted passion for creating a better world, I am excited to continue my journey in this field and contribute to building a more sustainable and equitable future for all.

### Additional Skills

- Waste reduction and recycling programs
- Occupational health and safety
- Regulatory compliance
- Sustainable Development Goals (SDGs)
- United Nations policies and procedures
- Excellent communication skills (written and verbal)
- Leadership and management skills.
- Cross-functional collaboration and teamwork
- Strategic planning and execution
- Sustainability initiatives and programs
- Brand management and brand development
- Conference and event planning

### Education

2020  
-  
2022  
**MS Environmental Policy and Management**  
University of Denver  
3.93/4 GPA

2016  
-  
2020  
**BA Environmental Science**  
Sonoma State University  
3.7/4 GPA

## Work Experience

July  
2023  
-  
Present

### Boeing

Environmental Health & Safety Engineer

- International Safety Campaign management
- Large attendance conference planning and execution
- Deploy safety training and education
- Safety/Environmental audits and inspections
- Safety program development and implementation
- Safety Marking and Promotional Video creation
- Safety culture development and change management
- Marketing strategy development

March  
2023  
-  
Present

### Colorado Women's Hall of Fame

Events Chair

- On-site event management
- Program scheduling and timeline management
- Attendee and guest services
- Event evaluation and reporting

May 2021  
-  
July 2023

### Ball Corporation

EH&S Engineer

- Content development
- Social media management
- Event planning and management
- Budget management
- Departmental cross-functional collaboration
- International project management

January  
2016  
-  
January  
2021

### Outback Steakhouse

Lead Server

- In charge of training all new hires.
- Serve tables and be a shift lead at the same time.
- Ensure all BOH side work is getting done.
- Ensure hot side food is getting out on time.
- Close every night and lock up the restaurant.

March  
2023

### Reformer Pilates Teaching Certification

Pilates Instructor

- Reformer Pilates certificate
- Group pilates class certificate

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

## Work Experience (Continued)

November 2021 - May 2022	<p><b>The Capstone Group</b></p> <p>Legal Assistant Intern</p> <ul style="list-style-type: none"> <li>• Public policy research and analysis</li> <li>• Legal research and analysis</li> <li>• Court procedures and rules</li> <li>• Environmental law and regulations</li> <li>• Federal and state regulations and policies</li> <li>• Advocacy and lobbying</li> </ul>	August 2019 - May 2020	<p><b>Model United Nations</b></p> <p>Environmental Assembly Delegate</p> <ul style="list-style-type: none"> <li>• Delegate for the environmental assembly UNEA and represented the United Nations on behalf of Sonoma State University</li> </ul>
April 2020 - August 2020	<p><b>Harvard University</b></p> <p>Summer Ivy League Conference Intern</p> <ul style="list-style-type: none"> <li>• Would have interned for the Department of Ivy League events if not for COVID.</li> </ul>	May 2019 - August 2019	<p><b>Brown University</b></p> <p>Summer Intern</p> <ul style="list-style-type: none"> <li>• On-site event management</li> <li>• Program scheduling and timeline management</li> <li>• Attendee and guest services</li> <li>• Event evaluation and reporting</li> </ul>
May 2018 - June 2020	<p><b>National Association of College and University Residence Halls</b></p> <p>Associate Director</p> <ul style="list-style-type: none"> <li>• Planned and executed California's first Zero waste conference at UCLA.</li> <li>• Volunteer management</li> <li>• Strategic planning</li> </ul>		
May 2019 - March 2020	<p><b>National Association of College and University Residence Halls</b></p> <p>Alternative Break Leader</p> <ul style="list-style-type: none"> <li>• Orchestrated and planned an alternative break for 25 students in the US and Canada.</li> <li>• Volunteer management</li> </ul>		
December 2018 - May 2019	<p><b>Pacific Association of College and University Residence Halls</b></p> <p>Regional Coordinator of Spirit and Bidding</p> <ul style="list-style-type: none"> <li>• Campaign and marketing management</li> <li>• Problem solving skills</li> <li>• Team management and collaboration</li> </ul>		

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

## Seattle Women's Commission March 2024

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
2			1.	Member	Marcia Wright-Soika	7/02/23	7/01/25	3	Mayor
			2.	Member	Abriel Johnny	7/02/22	7/01/24	2	Mayor
			3.	Member	VACANT	7/02/22	7/01/24		Mayor
			4.	Member	VACANT	7/02/22	7/01/24		Mayor
			5.	Member	VACANT	7/02/23	7/01/25		Mayor
			6.	Member	VACANT	7/02/23	7/01/25		Mayor
6			7.	Member	Rebecca Bryant	7/02/22	7/01/24	2	Mayor
3			8.	Member	Krystal Guerrero	7/02/22	7/01/24	1	Commission
			9.	Member	VACANT	7/02/23	7/01/25		Mayor
9			10.	Member	Kyla Evans	7/02/22	7/01/24	1	City Council
			11.	Member	Emily Rose Barr	7/02/23	7/01/25	1	City Council
			12.	Member	Mariah Rivera	7/02/23	7/01/25	1	City Council
1			13.	Member	Vinati Mamidala	7/01/22	7/02/24	1	City Council
1			14.	Member	Sarah Liu	7/02/22	7/01/24	1	City Council
			15.	Member	Jennifer Tran	7/02/23	7/01/25	1	City Council
			16.	Member	VACANT	7/02/23	7/01/25		City Council
6			17.	Member	Rachel Morowitz	7/02/22	7/01/24	1	Commission
			18.	Member	VACANT	7/02/22	7/01/24		City Council
1			19.	Member	Whitney Nakamura	7/02/22	7/01/24	2	Commission
			20.	Member	VACANT	7/02/23	7/01/25		Commission
			21.	Get Engaged	Veronica Lamont	9/01/23	8/31/24	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	4	0	0	0	0	0	0	0	0	0	0	0
Council	0	6	0	0	0	0	0	0	0	0	0	0	0
Comm	0	3	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

---

**File #:** Appt 02844, **Version:** 1

---

Appointment of Jennifer Tran as member, Seattle Women's Commission, for a term to July 1, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Jennifer Tran		
<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 checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Term of Position: *</b> 7/2/2023 to 7/1/2025  <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> Madison Valley	<b>Zip Code:</b> 98112	<b>Contact Phone No.:</b>
<p><b>Background:</b></p> <p>Jennifer Tran is a developer relations engineer at <u>DFINITY</u> where she empowers technologists to learn about blockchain technology. She moved to Seattle to discover new opportunities for a digital collectibles business that she co-founded. Throughout her career, she has been passionate about providing career development opportunities to the socioeconomically disadvantaged. She is currently a mentor for <u>Dev Rel University</u>, a free training program for those interested in a career in developer relations and marketing, and <u>SheFi</u>, a program that teaches women about financial independence through investing. She was a mentor and judge at the <u>University of Washington Dubhacks Hackathon</u> in 2023. She also was a program manager and teaching assistant at <u>Careers in Code</u>, a free coding boot camp for women and minorities.</p> <p>Outside of connecting people to the tech world, she is an active member of the YMCA Aquatics program and learned how to swim in Seattle's YMCA pools as an adult.</p> <p>She graduated from <u>Trinity College</u> in Connecticut with a Bachelor's in Urban Studies. At Trinity College, she was awarded the <u>QuestBridge Scholarship</u>, a nationally recognized full-merit scholarship for low-income students, and the <u>Udall Scholarship</u> Honorable Mention, a U.S. federal government-funded scholarship program for student leaders in environmental and tribal affairs public policy.</p>		
<b>Authorizing Signature (original signature):</b>  		<b>Appointing Signatory:</b> Cathy Moore, Seattle City Councilmember

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

# Jennifer Tran

## EXPERIENCE

### [Myth Software](#)

May 2022 - present

#### Software Engineer

- Converted a project assessment Excel worksheet to a web application using Retool.

### [Somewhere Street](#)

January 2022 - present

#### Proposal Reviewer

- Serve on a 5-person committee to review and award funding from a \$20 million fund to proposals for emerging software applications.
- Provide logistics support for events in the Pacific Northwest including ETH.Portland, ETH.Seattle, and F3 Women in Blockchain Conference.

### [Notifi.Network](#)

July 2022 - December 2022

#### Software Engineer

- Built wallet login system using GraphQL and Typescript.
- Created chat components on the open-source software development kit.

### [MintGate](#)

November 2020 - July 2022

#### Co-Founder and Software Developer

- Raised over \$1.7 million in venture capital. Managed 20+ venture capital funds, angel investors, and accelerators through weekly written updates and quarterly 1:1 calls. Participated in the Bitcoin Kernel, Tachyon Accelerator Program by Filecoin and Consensus Mesh, and NEAR Open Web Community.
- Built NodeJS backend to gate content using blockchain tokens.
- Built React frontend application to upload and display digital content.
- Developed CI/CD pipeline using GitHub Actions that assisted reduction in customer bug reports by 50 percent.
- Hosted [monthly Twitter Spaces](#) and spoke at NFT.NYC and ETH.Portland on various blockchain topics.

### [CovalentHQ](#)

April 2021 - December 2021

#### Data Alchemist and Genesis Founder

- Taught live virtual courses on NFTs and blockchain analytics to over 100+ attendees.
- Selected as top 20 ambassadors to lead operations of a collective with over 1,000+ data analysts. Led the education and fitness guilds by coordinating the curation and promotion of virtual courses on various topics with other DAO leads and members and tracking KPIs.

### [Metis Consulting Group](#)

July 2019 - March 2020

#### Software Developer

- Troubleshooted, triaged, and resolved customer bug reports using SQL and ColdFusion.
- Led development implementation of travel mobile application built on React Native.

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

## Seattle Women's Commission March 2024

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
2			1.	Member	Marcia Wright-Soika	7/02/23	7/01/25	3	Mayor
			2.	Member	Abriel Johnny	7/02/22	7/01/24	2	Mayor
			3.	Member	VACANT	7/02/22	7/01/24		Mayor
			4.	Member	VACANT	7/02/22	7/01/24		Mayor
			5.	Member	VACANT	7/02/23	7/01/25		Mayor
			6.	Member	VACANT	7/02/23	7/01/25		Mayor
6			7.	Member	Rebecca Bryant	7/02/22	7/01/24	2	Mayor
3			8.	Member	Krystal Guerrero	7/02/22	7/01/24	1	Commission
			9.	Member	VACANT	7/02/23	7/01/25		Mayor
9			10.	Member	Kyla Evans	7/02/22	7/01/24	1	City Council
			11.	Member	Emily Rose Barr	7/02/23	7/01/25	1	City Council
			12.	Member	Mariah Rivera	7/02/23	7/01/25	1	City Council
1			13.	Member	Vinati Mamidala	7/01/22	7/02/24	1	City Council
1			14.	Member	Sarah Liu	7/02/22	7/01/24	1	City Council
			15.	Member	Jennifer Tran	7/02/23	7/01/25	1	City Council
			16.	Member	VACANT	7/02/23	7/01/25		City Council
6			17.	Member	Rachel Morowitz	7/02/22	7/01/24	1	Commission
			18.	Member	VACANT	7/02/22	7/01/24		City Council
1			19.	Member	Whitney Nakamura	7/02/22	7/01/24	2	Commission
			20.	Member	VACANT	7/02/23	7/01/25		Commission
			21.	Get Engaged	Veronica Lamont	9/01/23	8/31/24	1	Mayor

### SELF-IDENTIFIED DIVERSITY CHART

	Men	Women	Transgender	Unknown	(1) Asian	(2) Black/ African American	(3) Hispanic/ Latino	(4) American Indian/ Alaska Native	(5) Other	(6) Caucasian/ Non-Hispanic	(7) Pacific Islander	(8) Middle Eastern	(9) Multiracial
Mayor	0	4	0	0	0	0	0	0	0	0	0	0	0
Council	0	6	0	0	0	0	0	0	0	0	0	0	0
Comm	0	3	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**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

---

**File #:** Inf 2456, **Version:** 1

---

Multifamily Tax Exemption (MFTE) Background



SEATTLE CITY COUNCIL  
**CENTRAL STAFF**

# Multifamily Property Tax Exemption (MFTE) Program

---

TRACI RATZLIFF AND JENNIFER LABRECQUE, ANALYSTS  
HOUSING AND HUMAN SERVICES COMMITTEE  
APRIL 24, 2024

# Agenda

---

- MFTE Background and History
- Key Considerations
- MFTE Rental Production
- Current MFTE Provisions
- MFTE Cost Impacts
- MFTE Expirations and Extensions
- Next Steps

# MFTE Background and History

---

- Incentive program providing a tax exemption on residential portion of a development in return for property owner agreeing to income and rent restrictions on a percentage of units.
- Authorized in 1995 under RCW 84.14, which sets minimum requirements for income limits, percentage of affordable units, and tenant protections.
- Jurisdictions can choose to implement and have flexibility to go beyond the minimum requirements in the RCW.
- Council first approved program in 1998 and has reauthorized the program five times. Current program expires December 31, 2024.
- Different program iterations have included changes to affordability levels, set-aside percentages and eligible geographies.

# Key Considerations for an Incentive Program

---

## For the City

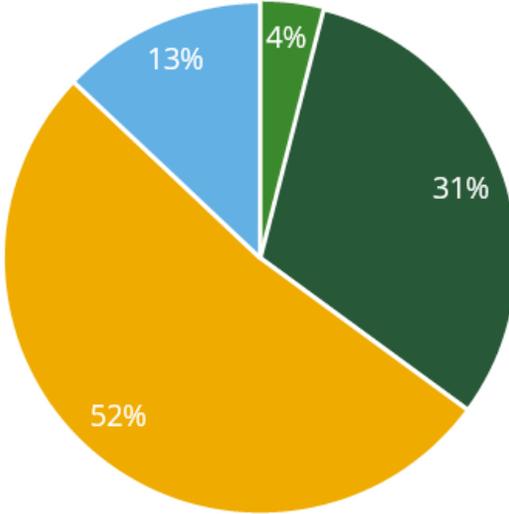
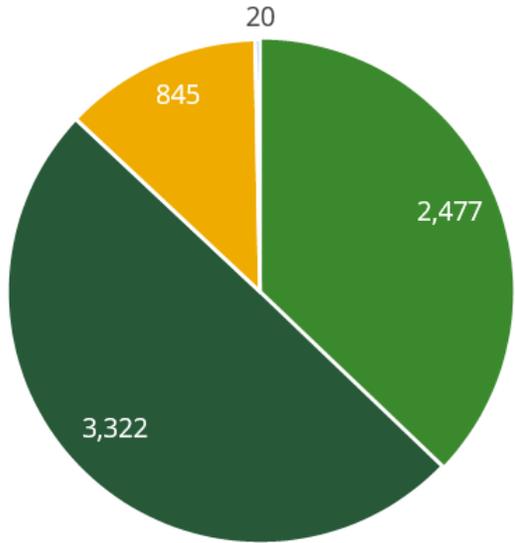
How many affordable units can be achieved and at what affordability level in exchange for the property tax exemption?

## For Housing Developers

Does the benefit of the property tax exemption sufficiently exceed the rental income loss on the rent restricted units?

# MFTE Rental Production

MFTE has over 6,100 income- and rent-restricted units affordable to households at or below 90% of Area Median Income (AMI) currently in service.



■ 0-BR (37% of total) ■ 1-BR (50% of total) ■ 2-BR (13% of total) ■ 3-BR (0% of total)

■ @ or less than 60% of AMI ■ @ 65% or 70% of AMI  
 ■ @ 75% or 80% of AMI ■ @ 85% or 90% of AMI

Source: MFTE 2022 Annual Report

# Current MFTE Program Provisions - Rental

---

**Set-aside percentage:** 20% or 25% of units must be income and rent-restricted, depending on number of 2+ bedrooms.

**Project Type:** Must be multi-family building with at least four units.

**Comparability and Distribution:** MFTE units must be generally comparable to the other units in project and distributed throughout the building (high-rise towers have different distribution rules).

**Rent Moderator:** The maximum allowable rent cannot increase more than 4.5% from the year before. Applies only to units created under the most current version of the program.

# Current (P6) MFTE Program Provisions - Rental

## Affordability Requirements

Unit Type/Bedroom Size	Affordability	Maximum Rent
Congregate	40%	\$884
Small Efficiency Dwelling Unit (SEDU)	40% of AMI or 50% of AMI (if all units are SEDUs)	\$884 \$1,105
Studio	60% of AMI	\$1,326
1 Bedroom	70% of AMI	\$1,658
2 Bedroom	85% of AMI	\$2,416
3 Bedroom and larger	90% of AMI	\$2,956 (3 Bedroom)

# Two types of MFTE costs related to taxes

---

1. **Forgone tax revenue:** Property taxes that are not collected at all during the entire length of the property tax exemption.
2. **Shifted tax impact:** Increased property taxes for other property owners.

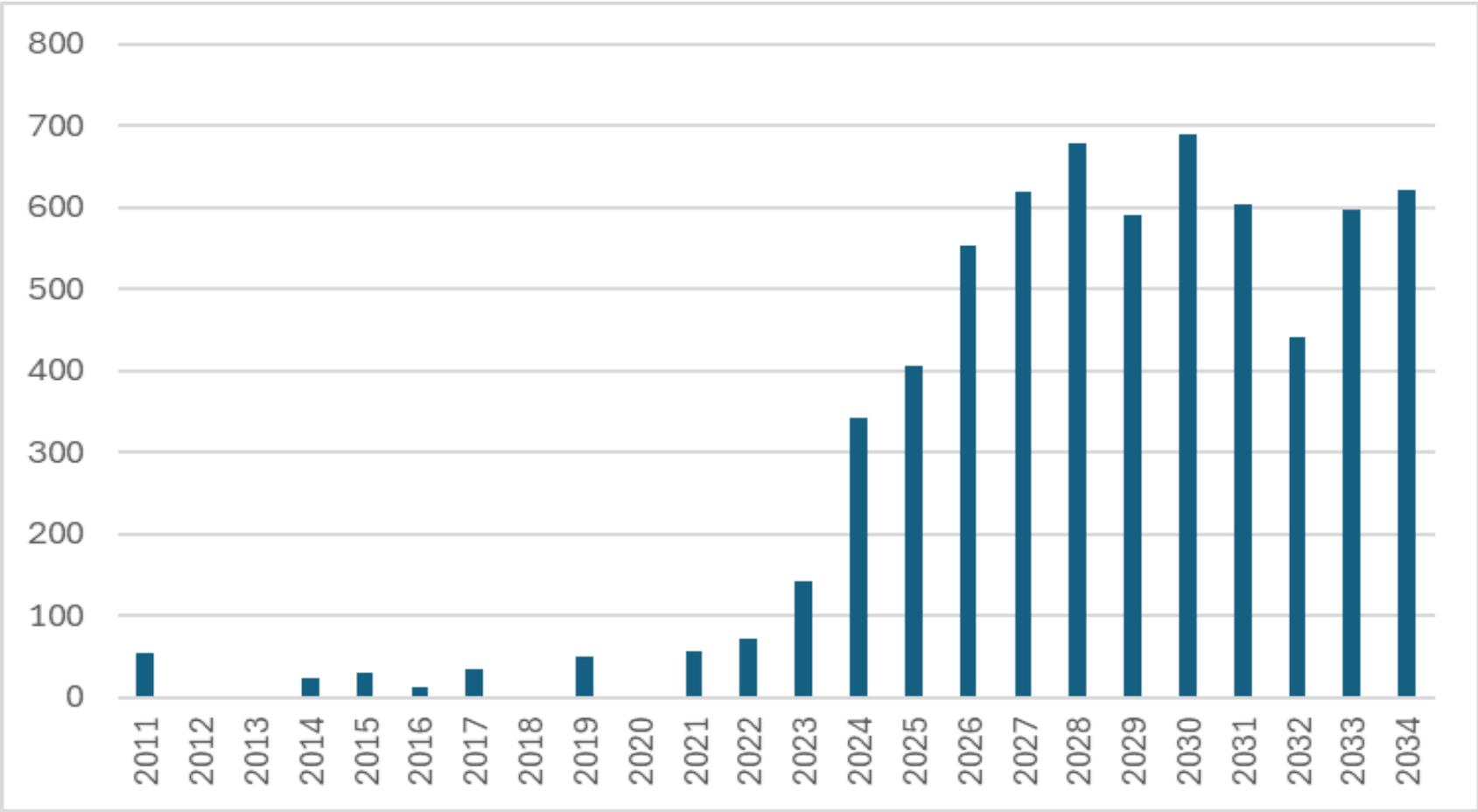
OH will work with the City Budget Office and the King County Assessor's Office to provide current and cumulative amounts during the reauthorization process.

# MFTE Expirations and Extensions

---

- Council has authorized a 12-year extension option for MFTE properties with expiration dates in 2021, 2022, and 2023 (for a total property tax exemption of 24 years).
- Property owners desiring to extend their property tax exemption must agree to deeper affordability limits than new projects just entering the MFTE program.
- To date, eight out of fourteen market-rate rental properties have requested and been approved for extensions.
- Over the next five years tax exemptions are scheduled to expire for 130 market-rate rental properties with 2,598 MFTE units.

# Expirations by Year (MFTE Restricted Units)



Source: MFTE 2022 Annual Report

# Next Steps

---

- Council begins consideration today of legislation that will provide a 12-year extension option for 15 projects expiring in 2024.
- Later this year, OH intends to transmit legislation to reauthorize the MFTE program.
- Reauthorization provides an opportunity to evaluate the program and make policy changes if desired.

# Questions?



Legislation Text

File #: CB 120772, Version: 1

CITY OF SEATTLE

ORDINANCE \_\_\_\_\_

COUNCIL BILL \_\_\_\_\_

AN ORDINANCE relating to the Multifamily Housing Property Tax Exemption Program; amending Section 5.73.090 and Section 5.73.120 of the Seattle Municipal Code to allow extension of tax exemptions scheduled to expire on December 31, 2024.

WHEREAS, chapter 84.14 RCW authorizes local jurisdictions to provide 12-year multifamily property tax exemptions if, at a minimum, the owner agrees to meet the locally adopted affordability requirements for new projects, consistent with chapter 84.14 RCW, as applicable at the time of application for an exemption; and

WHEREAS, chapter 84.14 RCW authorizes local jurisdictions to extend multifamily property tax exemptions for an additional 12 years if, at a minimum, the owner agrees to satisfy locally adopted requirements that are no less restrictive than those for new projects receiving a property tax exemption, as applicable at the time of application for an extension; and

WHEREAS, chapter 84.14 RCW states that requirements for a multifamily property tax exemption should be relative to the size of the project and value of the property owner’s tax benefit; and

WHEREAS, Chapter 5.73 of the Seattle Municipal Code, 2004 Multifamily Housing Property Tax Exemption Program (“MFTE Program”), was adopted by Ordinance 121415 and amended by Ordinances 121700, 121915, 122730, 123550, 123727, 124724, 124877, 124919, 125932, 126392, 126443, and 126792; and

WHEREAS, the MFTE Program authorized extended tax exemptions for eligible properties, for which tax exemptions expired at the end of the years 2021, 2022, and 2023; and

WHEREAS, on December 31, 2024, property tax exemptions are set to expire for 15 for-profit-owned

multifamily rental properties, in which 342 of approximately 1,670 units are currently income- and rent-restricted; and

WHEREAS, the Seattle Office of Housing may not approve extension of property tax exemptions set to expire in 2024, even if requested by owners of those tax-exempt multifamily properties, without amending Sections 5.73.090 and 5.73.120 of the Seattle Municipal Code by City Council by ordinance; NOW, THEREFORE,

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. Section 5.73.090 of the Seattle Municipal Code, last amended by Ordinance 126792, is amended as follows:

**5.73.090 Exemption-Duration-Limits**

\* \* \*

D. Extended property tax exemption

1. As authorized by RCW 84.14.020(6), the Director may approve an extended exemption of the value of renter-occupied multifamily housing qualifying under this Chapter 5.73 from ad valorem property taxation for up to a total of 12 successive years beginning January 1 of the year immediately following the calendar year that the original 12-year exemption expires according to subsection 5.73.090.A if the owner is in compliance with the MFTE agreement for the property's initial 12-year exemption from property taxes for the multifamily housing according to subsection 5.73.090.A and that exemption expires on (~~December 31, 2023~~) December 31, 2024, provided that:

a. A written request for an extended exemption is received by the Office of Housing no later than (~~June 30, 2023~~) July 31, 2024; and

b. The written request includes:

1) A brief written description of the project and a plan set that includes gross floor area by use, site plan, and standard floor plans for units in the multifamily housing;

2) For each residential unit in the multifamily housing, the unit number, floor plan, net unit area measured in square feet, location by floor level, location by building if the multifamily housing consists of multiple structures, status as either a market-rate unit or MFTE unit, occupancy status, and current rent (according to the lease if occupied or asking rent if vacant), all in a form as prescribed by the Office of Housing;

3) A copy of the current rent roll for the multifamily housing;

4) A statement from the owner acknowledging the potential tax liability of the multifamily housing;

5) A recent title report documenting the legal description and ownership of the property that includes the multifamily housing, documentation satisfactory to the Director of the type and organizational structure of the owner, a sample signature block for the owner, and evidence satisfactory to the Director of authority of the owner representative that signed the MFTE extension request; and

6) A non-refundable check payable to The City of Seattle in the amount of \$10,000 if fewer than 75 percent of the total residential units in the multifamily housing are rent- and income-restricted, or \$4,500 if at least 75 percent of the total residential units in the multifamily housing are rent- and income-restricted.

2. A new contract shall be executed on the title of the property that includes the multifamily housing committing the owner to requirements according to this Chapter 5.73, except that:

a. MFTE units shall be promptly leased at affordable rents to eligible households with annual incomes at or below 30 percent of median income for compact units in multifamily housing that also includes units larger than compact units, at or below 40 percent of median income for compact units in multifamily housing with no units larger than compact units, at or below 50 percent of median income for studio units, at or below 60 percent of median income for one-bedroom units, at or below 75 percent of median income for two-bedroom units, and at or below 80 percent of median income for three-bedroom and larger

units.

b. The contract shall allow multifamily housing to transition to compliance with subsection 5.73.090.D.2.a, consistent with subsection 5.73.090.D.6.

3. For properties with 12-year exemptions scheduled to expire on ~~((December 31, 2023))~~ December 31, 2024, the owner shall:

a. ~~((Deliver prior))~~ No later than July 31, 2024, provide written notice to all tenants of MFTE units of owner's intent to pursue a 12-year extension of the property tax exemption;

b. ~~((Initiate annual))~~ For each MFTE unit tenant household without an annual income certification in the calendar year the exemption is set to expire, initiate income verification ~~((for each MFTE unit tenant household))~~ no later than ~~((June 30, 2023))~~ July 31, 2024; and

c. Provide to the Office of Housing verification of the annual income of the tenant household for each MFTE unit according to Section 5.73.105 by ~~((September 30, 2023))~~ October 31, 2024.

4. The minimum number of MFTE units as a share of total residential units in the multifamily housing shall be the same as according to the property's initial MFTE agreement (i.e., 20 percent or 25 percent).

5. Upon approval of an extended tax exemption according to this Chapter 5.73, the Director shall file a Final Certificate with the Assessor. The owner shall be responsible for any administrative fees charged by the Assessor.

6. To allow ongoing occupancy of MFTE units by existing tenants who, while they qualify as eligible households under pre-extension contracts, do not qualify as eligible households according to subsection 5.73.090.D.2.a, and to steadily transition multifamily housing to full compliance with extended exemption requirements, the following provisions apply:

a. For each MFTE unit, the affordable rent according to the current tenant's lease agreement as of January 1 of the calendar year subsequent to expiration of the initial 12-year property tax

exemption and thereafter shall be:

1) No greater than according to subsection 5.73.090.D.2.a if the annual income of the tenant household, as verified according to Section 5.73.105, is less than one and one-half times the limit for the MFTE unit according to subsection 5.73.090.D.2.a; or

2) No greater than 65 percent of median income for compact units and studio units, no greater than 75 percent of median income for one-bedroom units, and no greater than 85 percent of median income for two-bedroom and larger units, provided the annual income of the tenant household, as verified according to Section 5.73.105, is less than one and one-half times 65, 75, or 85 percent of median income depending on the MFTE unit type, as applicable, and at least one and one-half times the limit for the MFTE unit according to subsection 5.73.090.D.2.a; or

3) According to subsection 5.73.105.B if the annual income of the tenant household, as verified according to Section 5.73.105, equals or exceeds one and one-half times 65 percent of median income for compact units and studio units, one and one-half times 75 percent of median income for one-bedroom units, or one and one-half times 85 percent of median income for two-bedroom and larger units.

b. Each vacant MFTE unit shall be promptly leased at an affordable rent to an eligible household according to subsection 5.73.090.D.2.a.

c. From the date an MFTE unit first satisfies requirements for an extended exemption under subsection 5.73.090.D.2.a until the end of the compliance period, requirements according to subsection 5.73.090.D.2.a shall apply.

\* \* \*

Section 2. Section 5.73.120 of the Seattle Municipal Code, last amended by Ordinance 126792, is amended as follows:

**5.73.120 Expiration of program**

~~((The))~~ Except for extension of property tax exemptions as authorized in subsection 5.73.090.D, tax exemption

program established by this Chapter 5.73 shall (~~(expire)~~) sunset on December 31, 2024, unless extended by the City Council by ordinance. (~~(Upon expiration)~~) After the program sunsets, no (~~(additional)~~) new MFTE applications under Section 5.73.050 shall be accepted. Pending Conditional Certificates and Final Certificates shall be processed as provided according to this Chapter 5.73.

Section 3. This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council the \_\_\_\_\_ day of \_\_\_\_\_, 2024, and signed by me in open session in authentication of its passage this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_

President \_\_\_\_\_ of the City Council

Approved / returned unsigned / vetoed this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_

Bruce A. Harrell, Mayor

Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_

Scheereen Dedman, City Clerk

(Seal)

**SUMMARY and FISCAL NOTE**

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
Office of Housing	Kelli Larsen	Nick Tucker

**1. BILL SUMMARY**

**Legislation Title:** AN ORDINANCE relating to the Multifamily Housing Property Tax Exemption Program; amending Section 5.73.090 and Section 5.73.120 of the Seattle Municipal Code to allow extension of tax exemptions scheduled to expire on December 31, 2024.

**Summary and Background of the Legislation:** This legislation allows the Seattle Office of Housing to extend multifamily property tax exemptions (“MFTE”), if requested by property owners, for the 15 properties with MFTE expiring on December 31, 2024. If extensions are requested and approved for those 15 properties, which have approximately 1,670 total units, income and rent limits will continue for the 342 homes designated as a condition of MFTE and property taxes for these properties will be forgone and shifted for up to 12 additional years.

For these 15 multifamily rental properties, the estimated taxes shifted to other taxpayers was \$43.6 million from 2013 through 2024. For the 2023 tax year, the shift of taxes to other ratepayers was approximately \$3.6 million for exempt improvements totaling \$439.5 million.

**2. CAPITAL IMPROVEMENT PROGRAM**

**Does this legislation create, fund, or amend a CIP Project?** Yes  No

**3. SUMMARY OF FINANCIAL IMPLICATIONS**

**Does this legislation have financial impacts to the City?** Yes  No

Revenue Change (\$);	2024	2025 est.	2026 est.	2027 est.	2028 est.
<b>General Fund</b>	<b>\$121K</b>	<b>\$121K</b>	<b>\$121K</b>	<b>\$121K</b>	<b>\$121K</b>

**Revenue/Reimbursement Notes:**

For the 15 properties with MFTE expiring in 2024, the City’s estimated foregone revenue is \$1.5 million over the 2013-2024 property tax exemption period, or an average of approximately \$120,730 each year. The City’s share of foregone revenue is calculated by using its share of the levy rate since 2018, which is approximately 25%. Total foregone taxes associated with exemptions for these properties across all taxing jurisdictions – state, county, and cities in King County – is \$5.8 million.

### 3.d. Other Impacts

**Does the legislation have other financial impacts to The City of Seattle, including direct or indirect, one-time or ongoing costs, that are not included in Sections 3.a through 3.c? If so, please describe these financial impacts.**

The Office of Housing must pay for staff to administer the MFTE program.

**If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget or if by absorbing these costs the department is deprioritizing other work that would have used these resources.**

If MFTE extensions are authorized by Council, the existing Office of Housing MFTE teams will absorb the work of reviewing extension requests and all associated paperwork.

**Please describe any financial costs or other impacts of *not* implementing the legislation.**

If MFTE extensions are not authorized for 15 properties with MFTE agreements expiring in 2024, the Seattle Office of Housing would be unable to extend MFTE for those properties. City tax revenue would increase approximately \$120,730 annually, the portion of property taxes that are currently paid by non-exempt taxpayers would instead be collected from owners of those multifamily properties, the original amount of new construction value deferred 12 years ago would be added to the tax base, and the 342 MFTE units would no longer be subject to rent and income limits.

### 4. OTHER IMPLICATIONS

**a. Please describe how this legislation may affect any departments besides the originating department.**

MFTE reduces and shifts property taxes, and any forgone taxes reduce City General Fund revenue.

**b. Does this legislation affect a piece of property? If yes, please attach a map and explain any impacts on the property. Please attach any Environmental Impact Statements, Determinations of Non-Significance, or other reports generated for this property.**

No.

**c. Please describe any perceived implication for the principles of the Race and Social Justice Initiative.**

**i. How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.**

In 2024, OH will analyze MFTE resident demographic information provided by MFTE property managers.

- ii. **Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.**

None.

- iii. **What is the Language Access Plan for any communications to the public?**

**d. Climate Change Implications**

- i. **Emissions: How is this legislation likely to increase or decrease carbon emissions in a material way? Please attach any studies or other materials that were used to inform this response.**

No impact.

- ii. **Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle’s resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**

No impact.

- e. **If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program’s desired goal(s)? What mechanisms will be used to measure progress towards meeting those goals?**

As part of the MFTE Reauthorization to Program 7 in Q3/Q4 2024, OH will share analysis of the tax impacts of MFTE and the public benefits of the MFTE units created.

**5. CHECKLIST**

- Is a public hearing required?**

No

- Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required?**

No

- If this legislation changes spending and/or revenues for a fund, have you reviewed the relevant fund policies and determined that this legislation complies?**

- Does this legislation create a non-utility CIP project that involves a shared financial commitment with a non-City partner agency or organization?**

No

**6. ATTACHMENTS**

**Summary Attachments:** None

# Memo

**Date:** April 5, 2024

**To:** Councilmember Moore, Chair of Housing and Human Services Committee

**From:** Maiko Winkler-Chin, Seattle Office of Housing Director

**Subject:** Office of Housing MFTE Extension Legislation

## Background

The City of Seattle's Multifamily Tax Exemption (MFTE) Program is authorized under RCW 84.14 and adopted locally under SMC 5.73. MFTE provides a 12-year tax exemption on the residential portion of a building in return for the property owner income and rent restricting 20% or 25% of the units built. Since 1998, the Seattle City Council has reauthorized the MFTE program six times, usually every 4-5 years. The program, in its current iteration, sunsets on December 31, 2024.

In 2021, state law was updated to allow jurisdictions to offer owners of properties with expiring exemptions the opportunity to extend those for an additional 12 years. Seattle City Council has previously approved legislation to provide an extension option for properties with MFTE agreements expiring in 2021, 2022 and 2023.

## Current MFTE Properties

There are currently over 6,600 MFTE units in service in over 280 market-rate rental properties throughout Seattle. MFTE agreements for 15 of those properties are scheduled to expire in 2024. Previously, owners of eight of the 14 market-rate rental properties with agreements expiring in 2021, 2022, and 2023 opted to extend their property tax exemptions.

## Legislation

This legislation is narrowly focused to allow a 12-year extension option for properties with MFTE agreements expiring in 2024, similarly to what was allowed in the last three years. There are 15 market-rate projects expiring in 2024 that would be eligible for an extension. In return for the 12-year property tax extension, owners must agree to abide by new, lower income limits, although existing tenants that do not income-qualify for lower rents may be grandfathered in at older, higher income and rent limits to mitigate tenant displacement. **Exhibit A** provides more information on the expiring properties and associated income limits. If an owner chooses not to extend, then income and rent restrictions on MFTE units for that property will be removed, and the owner will have to comply with the City's relocation assistance requirements for households with incomes at or below 50% of Area Median Income. In addition, that property would no longer receive the tax exemption, which would end the tax shift and any foregone revenue associated with that property.

**Full Reauthorization Legislation is Anticipated Later in 2024.** Later this year the Office of Housing intends to propose legislation that is a broader reauthorization of the MFTE program, including a new sunset date for new MFTE applications submitted after December 31, 2024. MFTE's broader reauthorization requires significant policy decisions. OH is preparing a thorough and updated analysis of the MFTE program which is anticipated to be complete this summer. OH looks forward to sharing that analysis with City Council and the public as part of the MFTE reauthorization package. Extension legislation for MFTE is being brought first because of the timeline needed to start processing extensions for expiring properties.

## EXHIBIT A

### Properties with MFTE Expiring in 2024

Property Address	Property Name	MFTE Version	Total Units	MFTE Units	Current Rent and Income Limits for MFTE Units	Reduced extension AMI limits: existing tenants qualify for new, lower rent if their household income is < 1.5X the income limit below	Grandfathered extension AMI limits: existing tenants remain at current, higher rents if their household income is < 1.5X the income limit below
4301 Stone Way N	The Noble	P3	93	19	80% of AMI 0-bedroom units, including congregate sleeping rooms 80% of AMI 1-bedroom units 90% of AMI 2-bedroom units 90% of AMI 3+bedroom units	30% of AMI for 0-bedroom units with floor area ≤ 400 net square feet, including congregate sleeping rooms, if the property also includes larger units  40% of AMI for 0-bedroom units with floor area ≤ 400 net square feet, including congregate sleeping rooms, if the property only includes that size of units  50% of AMI for 0-bedroom units with floor area > 400 net square feet  60% of AMI 1-bedroom units 75% of AMI 2-bedroom units  80% of AMI 3+bedroom units	65% of AMI 0-bedroom units, including congregate sleeping rooms  75% of AMI 1-bedroom units  85% of AMI 2-bedroom units  90% of AMI 3+bedroom units
201 W Harrison St	H2O Apts.	P3	40	8	80% of AMI 0-bedroom units, including congregate sleeping rooms 80% of AMI 1-bedroom units 90% of AMI 2-bedroom units 90% of AMI 3+bedroom units		
708 6th Ave N	708 Uptown	P3	118	24	80% of AMI 0-bedroom units, including congregate sleeping rooms 80% of AMI 1-bedroom units 90% of AMI 2-bedroom units 90% of AMI 3+bedroom units		
118 Republican St	Expo	P3	275	55	80% of AMI 0-bedroom units, including congregate sleeping rooms 80% of AMI 1-bedroom units 90% of AMI 2-bedroom units 90% of AMI 3+bedroom units		
215 10th Ave E	Lyric	P3	234	47	80% of AMI 0-bedroom units, including congregate sleeping rooms 80% of AMI 1-bedroom units 90% of AMI 2-bedroom units 90% of AMI 3+bedroom units		

Property Address	Property Name	MFTE Version	Total Units	MFTE Units	Current Rent and Income Limits for MFTE Units	Reduced extension AMI limits: existing tenants qualify for new, lower rent if their household income is < 1.5X the income limit below	Grandfathered extension AMI limits: existing tenants remain at current, higher rents if their household income is < 1.5X the income limit below
3701 S Hudson St	Greenhouse	P3	124	25	80% of AMI 0-bedroom units, including congregate sleeping rooms 80% of AMI 1-bedroom units 90% of AMI 2-bedroom units 90% of AMI 3+bedroom units	30% of AMI for 0-bedroom units with floor area ≤ 400 net square feet, including congregate sleeping rooms, if the property also includes larger units  40% of AMI for 0-bedroom units with floor area ≤ 400 net square feet, including congregate sleeping rooms, if the property only includes that size of units  50% of AMI for 0-bedroom units with floor area > 400 net square feet  60% of AMI 1-bedroom units 75% of AMI 2-bedroom units 80% of AMI 3+bedroom units	65% of AMI 0-bedroom units, including congregate sleeping rooms 75% of AMI 1-bedroom units 85% of AMI 2-bedroom units 90% of AMI 3+bedroom units
330 3rd Ave W	AVA Queen Anne	P3	196	41	80% of AMI 0-bedroom units, including congregate sleeping rooms 80% of AMI 1-bedroom units 90% of AMI 2-bedroom units 90% of AMI 3+bedroom units		
1220 E Madison	The Citizen	P3	107	22	80% of AMI 0-bedroom units, including congregate sleeping rooms 80% of AMI 1-bedroom units 90% of AMI 2-bedroom units 90% of AMI 3+bedroom units		
5240 University Way NE	Muriels Landing	P4	100	20	65% of AMI 0-bedroom units, including congregate sleeping rooms 75% of AMI 1-bedroom units 85% of AMI 2-bedroom units 90% of AMI 3+bedroom units		
306 Summit Ave E	Alturra aPodments	P4	56	12	65% of AMI 0-bedroom units, including congregate sleeping rooms 75% of AMI 1-bedroom units 85% of AMI 2-bedroom units 90% of AMI 3+bedroom units		
4600 36th Ave SW	Nova Apts.	P4	62	13	65% of AMI 0-bedroom units, including congregate sleeping rooms 75% of AMI 1-bedroom units 85% of AMI 2-bedroom units 90% of AMI 3+bedroom units		

Property Address	Property Name	MFTE Version	Total Units	MFTE Units	Current Rent and Income Limits for MFTE Units	Reduced extension AMI limits: existing tenants qualify for new, lower rent if their household income is < 1.5X the income limit below	Grandfathered extension AMI limits: existing tenants remain at current, higher rents if their household income is < 1.5X the income limit below
412 Broadway	Barclay Broadway	P4	118	24	65% of AMI 0-bedroom units, including congregate sleeping rooms 75% of AMI 1-bedroom units 85% of AMI 2-bedroom units 90% of AMI 3+bedroom units	30% of AMI for 0-bedroom units with floor area ≤ 400 net square feet, including congregate sleeping rooms, if the property also includes larger units	65% of AMI 0-bedroom units, including congregate sleeping rooms 75% of AMI 1-bedroom units 85% of AMI 2-bedroom units 90% of AMI 3+bedroom units
315 10th Ave	Soleil	P4	36	8	65% of AMI 0-bedroom units, including congregate sleeping rooms 75% of AMI 1-bedroom units 85% of AMI 2-bedroom units 90% of AMI 3+bedroom units	40% of AMI for 0-bedroom units with floor area ≤ 400 net square feet, including congregate sleeping rooms, if the property only includes that size of units	
1304 E John St	Centro aPodments	P4	56	12	65% of AMI 0-bedroom units, including congregate sleeping rooms 75% of AMI 1-bedroom units 85% of AMI 2-bedroom units 90% of AMI 3+bedroom units	50% of AMI for 0-bedroom units with floor area > 400 net square feet	
413 11th Ave	Terrazza aPodments	P4	56	12	65% of AMI 0-bedroom units, including congregate sleeping rooms 75% of AMI 1-bedroom units 85% of AMI 2-bedroom units 90% of AMI 3+bedroom units	60% of AMI 1-bedroom units 75% of AMI 2-bedroom units 80% of AMI 3+bedroom units	

# MFTE 12-Year Extension of Property Tax Exemptions Expiring in 2024

Housing & Human Services Committee  
April 24, 2024

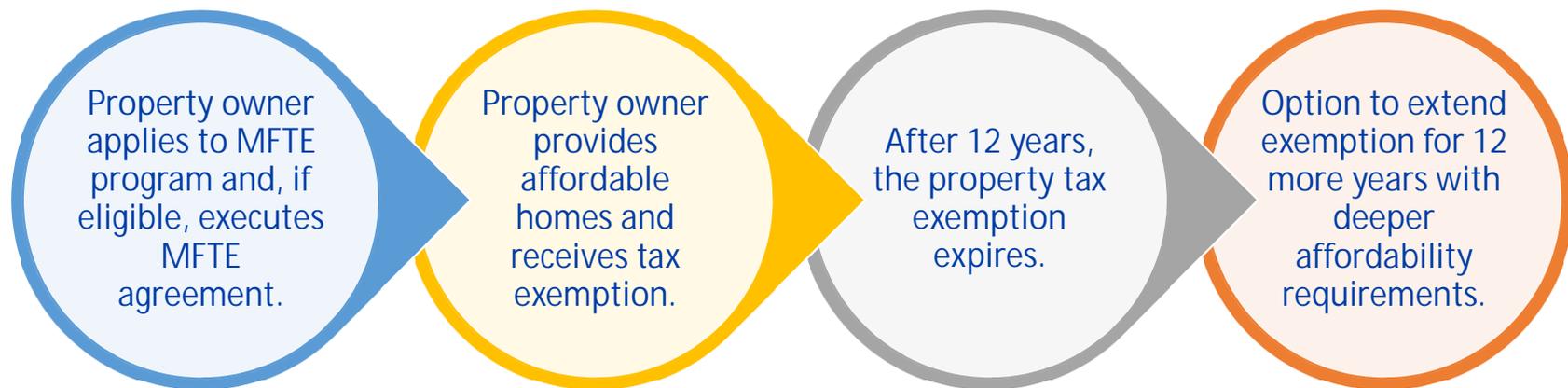
# Topics for today's briefing

- Overview of Seattle's Multifamily Tax Exemption (MFTE) program
- Proposed MFTE Extension legislation and timeline
- Other program considerations and future legislation



# Seattle's Multifamily Property Tax Exemption (MFTE) program

## MFTE Lifecycle



# Upcoming MFTE legislation

## Extensions:

### MFTE Program 6 (P6.5)

- Transmitted April 3;  
H&HS Committee April 24
- Affects 15 MFTE properties  
with property tax  
exemptions expiring in 2024

## Reauthorization:

### MFTE Program 7 (P7.1)

- Transmittal anticipated  
Q3 2024
- Affects complete MFTE  
applications submitted after  
legislation is effective



# Extensions: MFTE Program 6.5

## What's happening now

- This legislation affects MFTE properties with property tax exemptions expiring in 2024
  - 15 properties with 342 income-restricted homes
  - Income limits range from 80-90% AMI (P3) or 65-85% AMI (P4)
- If property owner chooses to pursue extension, they must provide homes affordable to households at lower income levels
- If property owner chooses not to pursue extension, tax exemption and affordability requirements end

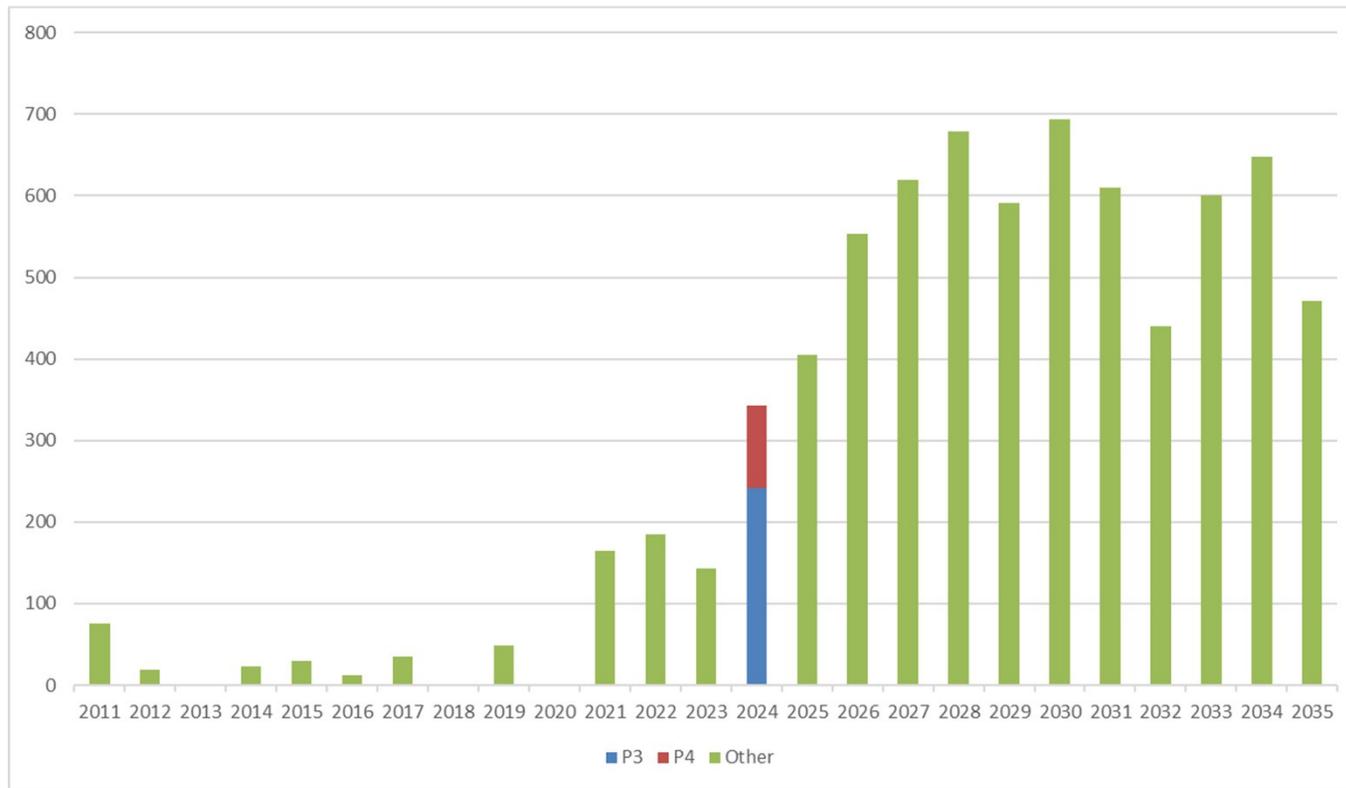


# Extensions: MFTE Program 6.5

## Additional background information

- Council previously authorized a 12-year extension option for owners of MFTE properties with expiration dates in 2021, 2022, and 2023.
  - To date, eight out of 14 market-rate rental property owners have requested and received extended tax exemptions.
- Over the next five years, tax exemptions are set to expire for approximately 130 market-rate rental properties, totaling nearly 2,600 MFTE units.

# Number of MFTE Units Expiring by Year



# 12-Year Extension of Property Tax Exemptions Requires Transition to Lower Rents

Unit Type	Rent Limit for Properties with Expiring MFTE (P3)	Rent Limit for Properties with Expiring MFTE (P4)	Rent Limit for Newly Built MFTE Properties (P6)	Rent Limit for 12-Year Extension of Tax Exemption*
Compact (some units)	80% of AMI	65% of AMI	40% of AMI	30% or 65% of AMI
Compact (all units)	80% of AMI	65% of AMI	50% of AMI	40% or 65% of AMI
0-Bedroom	80% of AMI	65% of AMI	60% of AMI	50% or 65% of AMI
1-Bedroom	80% of AMI	75% of AMI	70% of AMI	60% or 75% of AMI
2-Bedroom	90% of AMI	85% of AMI	85% of AMI	75% or 85% of AMI

\* The lower AMI rent limit applies for all new move ins and for existing tenant households with incomes < 1.5x that lower AMI rent limit; the higher AMI limit applies for existing tenant households with incomes > 1.5x the lower AMI rent limit and <= 1.5x the higher AMI rent limit; if an existing tenant household's income is > 1.5x the higher AMI rent limit, a substitute MFTE unit is provided.

# Next Steps

If Council approves legislation:

1. Owners of eligible properties must submit MFTE extension applications by July 31, 2024
2. OH will execute new MFTE agreements by December 31, 2024



# Looking Ahead: Program 7 Reauthorization

- Since first adoption of MFTE in 1998, program has been reauthorized five times.
- To inform Program 7 reauthorization, OH is working with a research team to evaluate the program and engage constituents.
- Topics of discussion will include:
  - Revenue impact and shifted tax burden
  - MFTE affordable housing outcomes
  - Potential MFTE administrative improvements

