



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Beverly Smith*

Board or Commission Name: *Seattle Human Rights Commission*

Position Title: *Member*

☐ Appointment ☒ Reappointment ***Term of Position:** *7/23/2026 to 7/22/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☐ City Council ☒ Mayor ☐ Other: *Commission*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *South Lake Union, District 7*

Appointee brief overview:

Commissioner Smith has a strong desire to continue serving on the Seattle Human Rights Commission. Over the past year, she has been deeply committed to advancing the Commission's mission of promoting equity, justice, and human rights for all Seattle residents. Beverly has found her time on the Commission to be profoundly rewarding and has allowed her to collaborate with passionate individuals dedicated to meaningful change. She is eager to build upon the progress the commission has made, especially in supporting marginalized communities and amplifying their voices. Continuing her service will enable her to contribute her experience and dedication to furthering the commission's shared goals. Commission Smith believes that her ongoing involvement can help maintain the momentum they have achieved and support new initiatives that make Seattle a more just and inclusive city. She look forward to contributing to the Commission's important work for another term.

Appointing Authority Signature:

Date Signed: *6/24/26*

Appointing Authority Printed Name and Title:

Mayor Katie Wilson

BEVERLY SMITH

COMPLIANCE & PRIVACY OFFICER

DETAILS

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

SKILLS

Regulatory Compliance
Laws & Regulation

● ● ● ● ●

Regulatory Matters

● ● ● ● ● ●

Compliance

● ● ● ● ● ●

Managed Care

● ● ● ● ● ●

Ethics

● ● ● ● ● ●

Risk Management

● ● ● ● ●

Lean Six Sigma Master
Black Belt

● ● ● ● ● ●

Business Acumen

● ● ● ● ● ●

Communication Skills

● ● ● ● ● ●

Strategic Decision-Making

● ● ● ● ● ●

Stakeholder Management

● ● ● ● ● ●

Policy Governance

● ● ● ● ● ●

Leadership ability in
managing and developing
others, including leading
large teams

● ● ● ●

Innovation

● ● ● ● ●

PROFILE

Compliance & Privacy Officer with over 15 years of proven experience in leading, developing, implementing, and enhancing compliance programs for managed care and complex healthcare systems. Skilled in leading comprehensive policies, risk assessments, and training programs. Recognized for effectively managing audits, investigations, and corrective actions to ensure federal and state regulatory adherence. A strategic leader fostering collaboration across diverse teams, adept at stakeholder management, and promoting a culture of ethics and compliance. Expertise in healthcare compliance, legal knowledge, and risk analysis positions me to excel in ensuring regulatory adherence and mitigating compliance risks. Proven track record in overseeing compliance and privacy matters, providing leadership guidance, and implementing data security and privacy programs.

EMPLOYMENT HISTORY

Compliance & Privacy Officer, Wellstar Health System

2021- Present

Responsible for the development, implementation, and oversight of an effective Compliance and Privacy program. Provided leadership, strategy and guidance to executive leadership and business teams on compliance and ethics issues. Worked collaboratively to achieve system objectives and in areas of planning, implementing, and evaluating compliance programs and strategies in the delivery of integrated health services on a system-wide basis.

ACHIEVEMENTS+ HIGHLIGHTS

Effective lines of communication. Regular interaction with medical staff, community leaders, government agencies and legal advisors to carry out the goals and objectives of system-wide compliance program.

Monitoring and auditing. Provided an objective and independent compliance evaluation of various functional processes which may include issues such as Medicare and Medicaid billing, anti-kickback, fraud and abuse, managed care compliance, anti-trust, labor and employee relations, environmental health and safety matters, various trade practices, and specific issues which may arise.

Written materials and training. Directed efforts to effectively incorporate the compliance program into the organization, including written materials and training programs designed specifically to promote understanding of compliance issues, laws and regulations, and consequences of noncompliance.

Chief Legal & Compliance Officer, Coerten McGinnis

2019-2021

Developed, implemented, maintained and updated written policies and procedures and standards of conduct to create a culture of compliance. Ensured adherence to applicable federal and state laws and regulations, including but not limited to: The False Claims Act, The Anti-Kickback Statute, The Civil Monetary Penalties Law, The Stark Law, HIPAA, HITECH, etc.

LANGUAGES

English



Spanish



Afrikaans



Identified and managed legal risks across the organization.

Developed and managed a risk-based compliance and privacy auditing and monitoring program to detect, respond to, and remediate compliance violations.

Reviewed and monitored compliance with legal statutes, regulations, and internal policies.

Evaluated the effectiveness of the compliance program regularly and made associated updates or revisions to ensure a best-in-class program.

Chief Compliance & Privacy Officer, Towsen Health System

2018-2019

Provided leadership guidance and support on compliance and privacy matters related to the health system and its subsidiaries and affiliates.

Responsible for all aspects of development, implementation, and maintenance of the effective, risk-based compliance program for the enterprise, including directly liaising with the Board of Directors and leading the Compliance Committee.

Investigated and reported on potential compliance issues to ensure timely resolution and adherence to applicable laws and regulations.

Conducted routine monitoring and annual compliance risk assessments working with enterprise risk management, internal audit and other stakeholders.

Enforced standards through well-publicized disciplinary guidelines in partnership with Human Resources and other stakeholders.

Developed and implemented policies and procedures to ensure data security and privacy compliance.

Developed a comprehensive data privacy program to ensure compliance with GDPR and other data protection regulations.

Collaborated with departments to ensure compliance with relevant laws and regulations

Monitored and evaluated regulatory changes to ensure company policies and procedures remain compliant

Developed and maintained a comprehensive training program for employees to ensure compliance with applicable laws and regulations

Associate (In-Residence), Cliffe Dekker Hofmyer

South Africa

2015-2016

Reviewed agency decisions, analyzed global competition laws, and drafted legal memoranda for firms engaged in cross-border mergers and acquisitions.

Identified probable outcomes of merger control reviews to advise clients of compliance requirements and risks associated with intended business transactions.

Advised clients on potential competition law considerations connected to business activities including market power, dominance, pricing issues, exclusivity risks, and domestic policy matters.

Conducted detailed research and analysis of complex legal issues to develop strategic arguments in support of client's position.

Legal Teaching & Research Assistant, Howard University School of Law

2016-2018

Conducted legal research on a wide variety of topics and provided comprehensive summaries

Developed a comprehensive understanding of the legal research process and principles of legal citation

Developed a comprehensive understanding of the legal research process and principles of legal analysis

Senior Director, UnitedHealth Group (Optum)

2011 — 2015

- Responsible for enterprise-wide and client-facing (consulting) regulatory affairs, clinical compliance programs, risk adjustment, and portfolio (ePMO) management.
- Provided audit and advisory services to clients regarding federal and state regulatory compliance, privacy, fraud/abuse, ethics, finance, business strategy, operations, continuous improvement, program management and corporate policy development.
- Led cross-functional, global teams representing key stakeholders from risk identification to remediation.

ACHIEVEMENTS + HIGHLIGHTS

- Compliance Audits (National Sample, RADV, etc)
- Best Medical Record Documentation Audits
- Key Error Indicators (HCC, HCPCS, ICD-10)
- Fraud, Waste, and Abuse Identification & Remediation

Senior Director, Government Affairs and Operations, UnitedHealth Group (UnitedHealthcare)

2009 — 2011

- Led portfolio management, regulatory affairs, risk management and continuous improvement efforts for global operations.
- Implemented internal controls and corrective remediation plans to achieve regulatory and operational compliance.
- Formulated and implemented proactive enterprise-wide regulatory compliance corrective action plans, remediation strategies and performance metrics.

ACHIEVEMENTS + HIGHLIGHTS

- APIPA Assimilation Post Acquisition
- Provider Delegation Remediation (Enterprise Wide)
- Blue Sky – Provider Loading Training Program Creation/Execution
- Uniform Provider Loading Program in conjunctions with NCQA

Senior Program Executive, UnitedHealth Group (UnitedHealthcare)

2007 — 2009

- Developed and managed deployment of new program and policy initiatives within the private healthcare sector.
- Expanded cross-functional organizational capacity by collaborating with global business partners to address operational barriers and diminished outcomes.
- Actualized ANSI 278 electronic transaction for notification with healthcare providers.
- Managed matrixed teams of key stakeholders, including health information technology (IT) partners, clinical software vendors (EPIC, Cerner, McKesson, etc.) and transaction clearinghouses, through entire project lifecycle.

Manager, Clinical Operations, Cincinnati Sportsmedicine & Orthopaedics

2006 — 2007

- Responsible for overseeing day-to-day practice operations.
- Provided management oversight for the development of high-quality, cost-effective, and integrated clinical programs.
- Directed clinical and non-clinical personnel to deliver optimal care to patients.

- Ensured staff compliance with set policies and standards as well as hiring, training, and scheduling employees.

Manager, Clinical Operations, University Of Cincinnati Department Of Neurosurgery

2004 — 2006

- Managed and oversaw the daily operations of the office, including scheduling, budgeting, and personnel
- Developed and implemented protocols to improve the efficiency of clinical operations
- Utilized evidence-based practice to ensure best practice guidelines were met

EDUCATION

Doctor of Jurisprudence (JD), Howard University

Washington

- ☐ Merit Scholar
- ☐ CALI Award Winner in Labor/Employment Law, Health Law

Bachelor of Science in Healthcare Administration, Miami University/UOP

Oxford

Certified in Healthcare Compliance (CHC)

Lean Six Sigma Master Black Belt

Certified Information Privacy Professional (CIPP)

ACADEMIC RESEARCH

Legal Articles

Higher Ed 'Do Not Resuscitate' Orders (July 3, 2017). Kentucky Law Journal, Vol. 106, No. 223, 2017; Howard Law Research Paper No. 17-1. Available at

SSRN: <https://ssrn.com/abstract=2922147> or <http://dx.doi.org/10.2139/ssrn.2922147>

Clinical Studies

Normal Pressure Hydrocephalus (NPH) – Treatment Protocol with VP Shunting
Hyperhidrosis – Sympathetic Nerve Clipping

SEATTLE HUMAN RIGHTS COMMISSION

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

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed: Commission

Roster as of June 10, 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Bryennah Quander	7/23/25	7/22/27	2	City Council
2	Member	Trevor Duston	7/23/25	7/22/27	1	Mayor
3	Member	Amy Bailey	7/23/25	7/22/27	1	City Council
4	Member	Gwen McCullough	7/23/25	7/22/27	1	Mayor
5	Member	J. Queen Adams	7/23/25	7/22/27	1	City Council
6	Member	Kyle Tibbs	7/23/26	7/22/28	1	Mayor
7	Member	VACANT	7/23/26	7/22/28	1	City Council
8	Member	VACANT	7/23/25	7/22/27	1	Commission
9	Member	Beverly Smith	7/23/26	7/22/28	2	Mayor
10	Member	VACANT	7/23/26	7/22/28	1	City Council
11	Member	Brandon Monson	7/23/26	7/22/28	1	Mayor
12	Member	Terry Lin	7/23/26	7/22/28	1	City Council
13	Member	Zoe Bailey Stylianides	7/23/25	7/22/27	1	Mayor
14	Member	David J. Isaak	7/23/25	7/22/27	1	City Council
15	Member	Kim Kkwafkwao	7/23/25	7/22/27	1	Mayor
16	Get Engaged	VACANT	9/1/25	8/31/26	1	Mayor
17	Member	Phillip Lewis	7/23/26	7/22/28	1	City Council
18	Member	Katie Sophie Gonser	7/23/26	7/22/28	1	Mayor
19	Member	VACANT	7/23/25	7/22/27	1	Commission
20	Member	Nicholas Leydon	7/23/26	7/22/28	1	Commission
21	Member	Miranda Catsambas	7/23/24	7/22/26	1	Commission

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi - racial	N/A
Mayor	3	5					2		4					2
Council	3	3				1	1		1				1	3
Other	1	1		1					1					1
Total	7	9		1			3		6				1	4

City Council districts represented

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	2	2	1	3	2	1	5	0