



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Nicholas G. Leydon*

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 Leydon is eager to continue his service on the Commission and to build upon the foundational work achieved in the Appeals process. Having served as the Appeals Chair in 2025 and been re-elected for in 2026, Nicholas is dedicated to ensuring Commissioners are rigorously trained and that the review panels represent a diverse range of perspectives. His primary goal for this upcoming term is to refine the internal processes in order to strengthen initial intake and proactively reduce the rate of remands, ensuring more timely and definitive justice for Seattle residents.

This administrative work is more critical than ever as Seattle faces a dual threat: the persistence of local crises like housing instability and human trafficking, coupled with newly intensified challenges to civil liberties at the federal level. Commissioner Leydon is committed to using his leadership role to ensure the Commission remains a steadfast protector of residents' rights under the Seattle Municipal Code. He looks forward to continuing this vital work to safeguard the equity and safety of all Seattleites during these volatile times.

Appointing Authority Signature:

X *Gwen McCullough*

Gwen McCullough
Commission Chair

Appointing Authority Printed Name and Title:

Commission Chair Gwen McCullough

Date Signed:

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

Employment

Bill & Melinda Gates Foundation

September 2017 - present

Senior Program Officer, HIV & TB Team

Seattle, WA

- Create and fund a strategy to improve HIV service quality in high-impact focus countries in sub-Saharan Africa
- Establish and nurture relationships among senior government leaders, technical experts and PLHIV groups to inform funding
- Lead the foundation's HIV work on digital health and human resources for health to improve service quality

Senior Program Officer, Ethiopia Integrated Health Team

Seattle, WA

- Design, administer, and manage portfolio of grants and contracts to improve Ethiopia's health system (\$50 million)
- Serve as a technical expert on service delivery, community health, and human resources for health
- Provide tracking and reporting of COVID-19 in Ethiopia, including grants linked to vaccine hesitation and administration

Senior Program Officer, Health Systems Team

Seattle, WA

- Represent the Gates Foundation in international partnerships, on panels, and technical working groups
- Provide technical expertise on primary care health systems with a focus on community health, workforce, and quality
- Actively manage a diverse portfolio of grants and contracts in 15 countries

North Shore Medical Center (NSMC)

July 2014 – August 2017

Executive Director, Kaizen Promotion Office

Salem, MA

- Lead a team of six staff and manage the senior leadership team during a system-wide quality transformation initiative
- Design and implement patient-centered redesign at two community hospitals using the Toyota Production System
- Oversee system-level improvement strategy, including 30+ multi-day improvement events
- Teach and closely coach over 100 healthcare leaders to strengthen organizational management skills and build capacity

Massachusetts Department of Public Health (DPH)

2012-2014

Director and Improvement Advisor, PROMISES Project

Boston, MA

- Lead \$3 million AHRQ medical malpractice grant to improve outpatient Massachusetts healthcare
- Manage program staff and actively lead the partnership steering committee representing eight diverse organizations
- Develop curriculum of 14 outpatient safety courses available for CME Risk Management Credit
- Coach a cohort of physician offices across the Commonwealth to improve patient-centered processes
- Co-chair the dissemination work group, authored publications and liaise with federal funders

Institute for Healthcare Improvement (IHI)

2006-2012

Lead Technical Advisor, Improvement Advisor

South Africa, Malawi

- Design and guide large-scale HIV project to double the patients receiving AIDS treatment within 12 months
- Develop robust data dashboards for project partners to monitor and improve maternal and newborn mortality
- Train hundreds of African health professionals to utilize quality improvement techniques in their facilities

Operations and Improvement Manager, Low and Middle Income Countries

Cambridge, MA

- Lead Cambridge-based team and contractors during challenging growth period by focusing on organization mission
- Grow IHI's revenue in Developing Countries by 75% to include work in Malawi, South Africa, India, and Ghana

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- Manage start-up of a \$10 million Gates Foundation project in Ghana to reduce mortality for children under-5

Physicians for Human Rights (PHR)

National Field Coordinator, Health Action AIDS Campaign

2003-2006

Cambridge, MA

- Mobilize national advocacy network of US health professionals across eight states to address US foreign policy
- Orchestrate lobby action for health professionals across the US to speak with hundreds of US legislators

Consulting and Teaching

Massachusetts Department of Public Health (DPH)

2013-2014

- Healthcare Quality Consultant: Lead a quality evaluation of 10 hospitals in a for-profit healthcare system

Northeastern University

2014

- Lecturer, Bouvé College of Health Sciences -- "The American Healthcare System"

Healthcare Consultant

2012-2014

- Improvement Advisor: provide technical assistance to Karolinska Institute; University Research Corp; Lucille Packard Children's Hospital; Institute for Healthcare Improvement; etc.

Education

MBA Business Administration, *cum laude*, Boston University School of Management, Boston, MA
2014

MPH Health Law and Bioethics, Boston University School of Public Health, Boston, MA
2007

BA Political Science, *summa cum laude*, Boston College, Boston, MA
2003

Other Experience

- *Board Vice President*, King County Dispute Resolution Center 2018-2019
- *Commissioner*, City of Cambridge Human Rights Commission 2014- 2017
- *Founder*, The Next 26 2013- 2014
- *Lead Volunteer*, St. Francis House 2012- 2014
- *Big Brother/Mentor*, 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**, Sirivansanti 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

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	1	Mayor
10	Member	VACANT	7/23/26	7/22/28	1	City Council
11	Member	Brandon Monson	7/23/26	7/22/28	P	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 Gonser	7/23/26	7/22/28	P	Mayor
19	Member	VACANT	7/23/25	7/22/27	1	Commission
20	Member	Nicholas G. Leydon	7/23/26	7/22/28	2	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

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