



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Terry Lin*

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: *Magnolia, District 6*

Appointee brief overview:

Terry has a strong desire to help realize SHRC's mission by elevating community voices and creating accountability between Seattle and the people it serves. Terry began his community advocacy work in San Francisco's Chinatown, 2018-2023, organizing with the Oakland Coalition, Chinatown Helpers, and Stroll City, grassroots groups focused on health access and safety for elderly Chinese and Vietnamese residents.

He also spent about a decade doing political organizing through local Democratic caucuses across battleground states like Wisconsin, Michigan, and Virginia. This work taught him how policy is made at the local level, how to hold coalitions together through challenges, and how to turn community frustration into strategy that produces real outcomes.

Through his work with the Sierra Club, Citizen's Climate Lobby, and Sunrise Movement, Terry has advocated for climate policy that centers the low-income communities and communities of color who are hit first and hardest. Then, through Lime Connect and Google's Disability Alliance, he pushed for ability justice in professional spaces.

Terry is a first-generation Asian American who witnessed firsthand systems not designed for people and families like his. This is the reason he organizes and the reason he wants to be a member of the commission; to hold Seattle accountable to its commitment to human rights. Not just in policy language, but in how people actually experience their daily lives.

Appointing Authority Signature:

Date Signed: *6/30/26*

Appointing Authority Printed Name and Title:

Council Member Dionne Foster

TERRY LIN

SUMMARY

Community organizer and human rights advocate with over a decade of grassroots experience in racial equity, disability justice, environmental policy, and progressive electoral organizing across battleground states. First-generation Asian American rooted in coalition-building with San Francisco's Chinatown communities, environmental advocacy with the Sierra Club, Citizens' Climate Lobby, and Sunrise Movement, and a commitment to translating collective action into measurable policy change.

COMMUNITY ORGANIZING & ADVOCACY

Community Organizer & Health Advocate | Oakland Coalition / Chinatown Helpers / Stroll City 2018 – 2023
San Francisco & Oakland, CA

Grassroots organizations serving San Francisco's Chinatown and Oakland's Asian American communities

- Organized sustained community response across five years focused on health access, elder safety, and neighborhood advocacy for predominantly Chinese and Vietnamese residents in San Francisco's Chinatown and surrounding neighborhoods
- Led volunteer escort programs and safety patrols to protect Asian American elders during the surge in anti-Asian hate crimes, coordinating directly with families, local businesses, and community leaders throughout the Bay Area
- Partnered with Chinatown Helpers and Stroll City to deliver COVID-19 vaccination education in Cantonese and Mandarin, bridging critical language barriers that official public health channels were failing to address in a timely manner
- Connected families with emergency relief resources, navigated healthcare access for seniors, and advocated to local officials and media for increased community protection measures and stronger anti-hate policy enforcement
- Built and maintained trust-based relationships with elders and families over multiple years, ensuring that advocacy efforts consistently reflected actual community needs rather than assumptions from outside organizations

Campaign Manager, Field Organizer & Strategist | Democratic Caucus Operations — Battleground States
2016 – Present

WI, MI, VA, PA, and others

Progressive electoral organizing through local Democratic caucuses across multiple election cycles

- Managed, volunteered for, and ran field operations for progressive candidates over 10 years of election cycles, including 12 state senate campaigns in 2022 across Wisconsin, Michigan, and Virginia where 7 candidates were successfully elected
- Built diverse voter coalitions across urban and rural districts, centering underrepresented communities, immigrant families, and first-generation Americans in the democratic process at every stage of campaign operations
- Developed field strategy, voter contact programs, and volunteer coordination infrastructure for campaigns focused on voting rights, racial equity, healthcare access, civil liberties, and equitable representation
- Trained and mentored new organizers and volunteers in canvassing, phone banking, and community engagement tactics designed to build lasting relationships and translate into measurable voter turnout improvements

Environmental Policy Advocate & Volunteer | Sierra Club / Citizens' Climate Lobby / Sunrise Movement
2017 – Present

- Advocated for climate legislation and environmental justice policy through sustained involvement with national organizations, centering how climate impacts disproportionately affect low-income communities and communities of color in both local and state-level conversations
- Participated in lobbying efforts, public comment campaigns, and community education initiatives; collaborated across organizations to build coalition support for equitable climate action and ensure frontline communities are represented in policy decisions

Disability Advocate & Mentor | Lime Connect 2019 – Present

- Advocate for professionals with disabilities through Lime Connect, a national nonprofit focused on creating pathways into leading employers, challenging systemic barriers, and rebranding the perception of disability in professional settings
- Mentor early-career professionals with disabilities navigating job searches, workplace accommodations, and career advancement, pushing conversations and actions beyond compliance checklists toward genuine structural inclusion

Disability Alliance Committee Member | Google 2016 – 2018
Mountain View, CA

- Led workshops on inclusivity, ability awareness, and rebranding disability narratives; championed internal discussions on accessible design and inclusive hiring practices

PROFESSIONAL EXPERIENCE

Principal Product Manager — Machine Learning | Amazon

05/2024 – Present

Seattle, WA

- Lead recommendation strategy for Amazon Books, improving content discovery precision by 32% and recall by 69% across the full catalog; drove \$240M in customer lifetime value through new user experience architecture

Director of Product — Growth | Varo Money

09/2023 – 05/2024

San Francisco, CA

- Built and led team of 7 PMs at a digital bank serving underbanked communities; increased user lifetime value 35% through personalization focused on financial empowerment and equitable access to money management tools

Product Lead — Growth & Discovery | Tinder

06/2021 – 09/2023

San Francisco, CA

- Led international growth across APAC and LATAM markets, expanding culturally relevant product experiences to underserved global communities; drove \$80M YoY revenue and 23% new user retention improvement

Product Lead — Growth/Platform | Voxee (acquired by Dolby Laboratories)

06/2020 – 06/2021

San Francisco, CA

- Built developer platform strategy for communication APIs, growing developer adoption 230% through redesigned onboarding across diverse technical audiences

Product Manager — Platform | Walmart Labs

05/2019 – 06/2020

San Francisco, CA

- Managed catalog platform serving Walmart.com, Stores, and Groceries; improved content accuracy 45% and drove \$57.2M projected revenue through ML-based product data improvements

Associate Product Manager | Capital One

02/2018 – 05/2019

Washington, D.C.

- Built fraud detection system saving \$810M annually; launched digital onboarding saving \$50M in operational costs

Associate Product Manager — AdWords | Google

2016 – 2018

Mountain View, CA

- Launched campaign tools for small and medium businesses with 62% adoption and 9% LTV lift; created monetization features generating \$6M in new revenue

Founder & COO | Curate

2014 – 2016

Philadelphia, PA

- Co-founded AR art marketplace startup at Wharton; led \$100K seed round and Ivy League venture showcases

EDUCATION

MBA — The Wharton School, University of Pennsylvania

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

SKILLS & COMPETENCIES

Community Organizing & Coalition Building | Campaign Strategy & Field Operations | Environmental Justice Policy | Disability Inclusion & Advocacy | Racial Equity & Anti-Discrimination | Voter Engagement & Mobilization | Stakeholder Engagement | Public Speaking | Cross-functional Leadership | Data-Driven Analysis | Bilingual (English/Mandarin) | Program Development

CERTIFICATIONS

Google UX Certification | Reforge Product Growth | Nielsen UX Certification | Product Led Alliance | PMP | Agile PSM III

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	2	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

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