



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Kyle Tibbs*

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: *Columbia City, District 2*

Appointee brief overview:

Commissioner Tibbs is looking forward to continuing to serve on the Seattle Human Rights Commission (SHRC) because he is deeply committed to human rights and to advancing justice, equity, and opportunity across our city. During his time on the Commission, Kyle has helped facilitate documentary screenings that highlight housing issues, participated in the appeals process, and actively engaged his community through SHRC events and programs. The Commission plays a vital role in advising the City on human rights issues that affect our communities, and Commissioner Tibbs would like to continue contributing to that work through SHRC. This is his way of giving back to a community he loves through public service.

Appointing Authority Signature:

Date Signed: *6/24/26*

Appointing Authority Printed Name and Title:

Mayor Katie Wilson

Kyle Tibbs

LINKS



PROFILE

Experienced professional with a demonstrated history of success managing stakeholder focused functions and programs. Recently named the Washington Society for Association Excellence (WSAE) Rising Star Awardee. Specialized in organizational development, operational efficiency, public policy, and mission driven collaboration through strategic planning. Adept in making key decisions and working with stakeholders to achieve goals and solve problems. Bachelor degree in Political Science, and a Master's in Public Administration. SHRM-CP certified, ADA certified, with nearly a decade of government and association experience.

EMPLOYMENT HISTORY

Nov 2022 — Present

Executive Director, Washington State Community Associations Institute (WSCAI)

- Developed & implement new policy and advocacy initiatives resulting in over 700 members responding to legislative call-to-actions in 2023.
- Membership growth of 12.3% over the last 12 months.
- 14 new programs launched in first 14 months, with member participation up 27% since date.
- Managed 15 volunteer committees, with a total of 135 volunteers.
- Led board through strategic planning and implementation process in 2024.
- Managed over a dozen large scale events with attendance between 200 and 750.
- Developed & implemented new budgeting procedures, resulting in an increase of revenue by 21% for a total budget of 900k annually, including Legislative Action Committee (LAC).
- Produced monthly, quarterly, and annual financial, membership, and strategic goal reports for the board.
- Increased member awareness of legislative goals, while raising additional funds for lobbying efforts.
- Expanded association offerings to reach members not based in the Puget Sound area, resulting in an increase of over 100 new members outside the Puget Sound region.

Jan 2018 — Sep 2022

SMACNA (Multiple offices)

Executive Vice President/Executive Director,

(Missouri Region)

- Negotiated Collective Bargaining Agreements as lead negotiator for St. Louis and Springfield offices.
- Increased overall membership in the St. Louis office by 20% within 2 years.
- Developed and implemented 5-year strategic plan in collaboration with members and Board of Directors.
- Developed and implemented a new rebate processing program, which reduced program cost by 125K annually.
- Investigated EEOC complaints, ADA requests and complaints, discrimination, and other HR related matters.
- Organized and managed over 15 annual training programs for members annually.
- Managed Local Joint Adjustment Board process and administration (dispute/arbitration process).
- Completed monthly, quarterly, and annual financial reports.
- Developed and managed organization budgets totaling \$3m.
- Responsible for implementation and management of Collective Bargaining Agreements and processes.
- Represented association/member(s) at various quasi-judicial agencies related to CBA.

Manager-Marketing & Recruitment

(Mid-Atlantic Region- DC, MD, VA, WV)

- Launched recruitment campaign "Choose Bigger".
- Managed HR related systems: ADP and QuickBooks.
- Managed grievance process between employer and employee(s) through collective bargaining requirements and processes.
- Assisted in negotiating collective bargaining agreement as second chair- 43 businesses, 1,500 union members. (3 contracts)
- Investigated ADA, discrimination, and other HR related matters per CBA.
- Developed and managed budget of \$800k.

Oct 2016 — Dec 2017

Community Relations Specialist, City of Annapolis- Mayor's Office

- Processed volunteer applications for over 40 boards and commissions.
- Led applicants through Mayoral interviews, City Council Committee hearings, and full council meeting for confirmation of appointment to boards/commissions.
- Worked with over 100 community groups, organizations, and HOAs on various city projects, grants, economic development opportunities, and community investigations.
- Processed and investigated all ADA/Fair Housing violations with employers, businesses, community organizations, and rental companies as required by federal law.
- Successfully served as a representative on the following boards & commissions: Civil Service Board (staff advisor), Commission on Aging (Liaison), Education Commission (Liaison), Human Relations Commission (staff advisor), and the Annapolis Housing Authority.
- Successfully re-established six city boards/commissions.

Aug 2015 — Oct 2016

City Administrator/Manager, City of Woodbine,GA

- Direct all day-to-day government functions and department heads.
- Develop and manage annual city budget, including sewer/water department.
- Implemented 20% savings measures to reduce liability and decrease property taxes.
- Stabilized water/sewer rates through strategic planning and budgeting, without rate increases.
- Wrote and received solar grant for wastewater treatment facility, reducing operational expenses by 20% over 10-years.

EDUCATION

Bachelor of Political Science, Marshall University

Master of Public Administration , Pennsylvania
State University

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

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