City of Seattle
Notice of Appointment

C.F. 313727

Name: Mindy Au		☐ **Executive Reappointment** ☒ **Legislative Appointment** ☐ **Agency Appointment** ☐ **PDA Council** ☐ **PDA Constituency**
Residential Neighborhood: **Madrona**	**Zip Code:** **98122**	**Contact Phone No.:** (206) 501-1537
Appointed to: **Seattle Immigrant and Refugee Commission**		**Date of Appointment:** **4/7/2014**
Authority (Ord., Res.): **Ordinance 118392**		**Term of Office:** **From: Confirmation** **To: 4/30/2016**

Comments:

Having grown up in one of the few immigrant families in a small Alabama town, Mindy has had a lifelong interest in the causes and effects of human displacement. After graduating from college, she worked at International Community Health Services and then spent three years living along the Thai-Burma border assisting Karen and Karenni refugees in transitioning to Thai society or preparing for US resettlement. She also taught refugee youth elementary level subjects in math, science, politics, and English language. As a graduate student, Mindy worked with East African Community services to conduct an organizational assessment. Mindy holds a Master's Degree in Public Administration with a certificate in International Development and a BA in Chemistry from Dartmouth College. She currently works at InterIm Community Development Association, collaborating and developing housing-based interventions to address poverty in multi-ethnic neighborhoods. Outside of the office, she enjoys going on road trips, playing soccer, reading young adult novels, and drinking ginger beer.

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Authorizing Signature: Bruce A. Harrell	**Name and Title of Officer Making Appointment:** Councilmember Bruce Harrell

Form last revised 2/21/08

City of Seattle
Office of Immigrant & Refugee Affairs
P.O. Box 94745
Seattle, WA 98124-4745

Dear Ms. Sahar Fathi: 3 March 2014

I am excited for this opportunity to join the Immigrant and Refugee Commission. I am seeking to work with other leaders and stakeholders in the community to provide better opportunities for our immigrant and refugee families. I believe that the OIRA and the Commission have demonstrated a dedication to creating neighborhoods and communities of opportunity, where low-income families can realize their dreams and experience intergenerational success. I share this vision, and I would love to be part of the discourse shaping how our City supports our diverse communities.

I have a strong background working in immigrant and refugee communities domestically and internationally. My professional experiences include working with East African and Asian-Pacific Islander immigrant and refugee populations in the US as well as Burmese ethnic communities in Thailand. Prior to graduate school at the University of Washington, I developed and implemented an educational program for 60 Karen and Karenni refugee students from Burma. After the US opened its doors to more refugee arrivals, I counseled these youth and their families through the resettlement process. As a graduate assistant, I researched and analyzed economic outcomes for immigrant and refugee populations and presented a policy report to improve financial access for these communities to the nonprofit Strategies to Eliminate Poverty. For my MPA capstone project, I conducted an organizational assessment for my client, East African Community Services (EACS). My recommendations emphasized the importance of understanding the connection between community impact and EACS's services through the collection and analysis of program data. Currently I work at InterIm Community Development Association, developing an asset-building program for residents in our affordable housing properties.

Through my work both in the US and abroad, I have demonstrated a commitment to addressing inequities in local and global communities. I am excited for this chance to serve our immigrant and refugee families better by being a conduit for communication and collaboration among policymakers, service providers, and affected communities.

Sincerely,

Mindy Au

206.501.1537 ▪ au.mindy@gmail.com ▪ 1715 E Howell St, Seattle WA 98122

MINDY AU

[redacted]

SUMMARY OF QUALIFICATIONS

- Experienced working with immigrant and refugee populations in both domestic and international settings
- 10 years' experience as a nonprofit professional with both management and direct service responsibilities
- Verifiable experience in implementation and evaluation of programs supporting immigrant integration and refugee resettlement
- Team-oriented leader who fosters supportive, creative environment for colleagues

SUMMARY OF SKILLS

- Excellent professional and interpersonal communication skills
- Solid understanding of nonprofit finance and budget development
- Demonstrated cultural competency and ability to work across cultures and backgrounds, particularly Asian-Pacific Islander and other communities of color

EXPERIENCE

INTERIM COMMUNITY DEVELOPMENT ASSOCIATION — **SEATTLE, WA**
(MERGED WITH INTERNATIONAL DISTRICT HOUSING ALLIANCE)
Asset Development and Grants Manager — *Spring '10 - Present*

ORGANIZATIONAL DEVELOPMENT AND EFFECTIVENESS

- Collaborated on post-merger strategic planning efforts to map program resources to provide immigrant and refugee families with affordable housing and supportive services
- Created evaluation framework to improve efficiency and effectiveness of asset-building and outreach programs
- Identified needs in organizational infrastructure and secured funding to improve service delivery by creating a better office and IT environment (IDHA)
- Oversaw organizational operations and facilitated management team in aligning programmatic decisions and financial resources with mission (IDHA)

MANAGEMENT AND FINANCIAL ORGANIZATION

- Successfully managed and executed youth and outreach projects and focused program teams to meet needs of underserved youth and families
- Designed and implemented asset-building program to provide opportunities for economic progress for low-income Asian-Pacific Islander families
- Developed IDHA's $700,000 budget, in conjunction with leadership team, and improved organization's financial position

PARTNERSHIP DEVELOPMENT AND CULTIVATION

- Engaged broad set of stakeholders from private, public and nonprofit sectors including the City of Seattle, USDA Forest Service, and the Paul G. Allen Foundation
- Identified opportunities for growth and resource development and designed and negotiated contracts to achieve shared vision with funders of youth and asset-building programs

COMMITMENT TO EQUITY AND SOCIAL JUSTICE

- Engaged youth in learning opportunities and stewardship projects to deepen their understanding of environmental justice in their urban surroundings as well as the greater environment
- Participated in advocacy efforts- organizing community forum and petition drives- to address inequitable access to resources and opportunities in the Asian-Pacific Islander communities

UNIVERSITY OF WASHINGTON — **SEATTLE, WA**
Research Assistant — *Fall '08 - Spring '10*

- Conducted research to estimate the relationship between public policy and couples' decisions to have children and prepared reports of findings
- Analyzed financial patterns and practices among single fathers to connect shifting demographic trends and public supports

STRATEGIES TO ELIMINATE POVERTY — **SEATTLE, WA**
Consultant — *Spring '09 - Summer '09*

- Researched key issues in workforce development and asset building in immigrant and refugee communities
- Presented policy report with recommendations that were incorporated into asset building initiatives across the Northwest region

FREEDOM SCHOOL — **MAE SOT, THAILAND**
Administrator and Teacher — *Spring '05 - Spring '08*

- Assessed local needs in education and developed and implemented four-year curriculum and strategic plan to prepare students for refugee resettlement or post-secondary employment

INTERNATIONAL COMMUNITY HEALTH SERVICES — **SEATTLE, WA**
Special Projects Coordinator — *Spring '04 - Spring '06*

- Created and maintained project budget plan for the construction of a multimillion-dollar facility; assessed and revised construction plans for the clinic based on the diverse needs of patients and staff
- Developed emergency response plan and coordinated personnel and material resources to build an effective and unified local emergency response; facilitated workgroup to educate key players on roles and resources

EDUCATION

UNIVERSITY OF WASHINGTON, EVANS SCHOOL OF PUBLIC AFFAIRS — **SEATTLE, WA**
MPA, certificate in International Development — *Fall '08 - Spring '10*

- Governor Gary Locke Fellowship
- Pi Alpha Alpha Honor Society
- Capstone: Evaluation of East African Community Services and its Programs
- Coursework: Managing organizational performance, program evaluation, policy analysis, advanced multivariate analysis, financial management

DARTMOUTH COLLEGE — **HANOVER, NH**
BA, Chemistry — *Fall '99 - Spring '03*

COMMUNITY

National Coalition for Asian Pacific American Community Development
Community in the Capital Fellow — *Fall '13 to Present*

Vietnam Health Clinic
Consultant, pro bono — *Spring '13 to Fall '13*

Coalition of Refugees from Burma
Family Mentor/Tutor — *Spring '12 to Present*

Asian Pacific Islander Community Leadership Forum
Curriculum Committee Member and Project Advisor — *Winter '12 to Fall '12*

Washington State Smile Partners
Board Member — *Fall '10 to Present*

INTERESTS

Traveling (Burma, Thailand), reading (favorites: Dostoevsky, Aimee Bender, Alice Walker), politics, soccer, hiking, volunteering with youth and nonprofits, ginger beer

Immigrant and Refugee Commission

January 2014

15 Members: Who are confirmed by City Council and serve a term of two years. **3 term maximum.**

- 8 appointed by Mayor
- 7 appointed by City Council

D		Member	I/R	Y	Term #	First Appointed	Term Ends	Position #	Appointing Body
1	M	Shree Ram Dahal	Y		2	7/11/11	1/31/15	2	Council
2	M	Simon S-M Khin	Y		1	3/28/13	1/31/15	4	Council
1	F	Mindy Au	Y		1	4/30/2014	4/30/2016	10	Council
3	F	Mariya Kochubey	Y		1	3/28/13	1/31/15	8	Council
1	F	Veasna Hoy	Y		1	4/30/2014	4/30/2016	14	Council
4	F	Kianoush Naficy	Y		1	4/30/2014	4/30/2016	6	Council
1	F	Dori Cahn	Y		1	3/28/13	1/31/15	12	Council
1	F	Michele Ramirez	Y		1	4/30/2014	4/30/2016	3	Mayor
1	F	Susana Mercado Alvarado	Y		1	4/30/2014	4/30/2016	11	Mayor
2	F	Tsegaba Woldehaimanot	Y	Y	2	5/13/11	1/31/15	1	Mayor
1	F	Jennifer Calleja	Y		1	1/31/13	1/31/15	5	Mayor
1	F	Farhiya Mohamed	Y		1	12/17/13	1/31/16	9	Mayor
4	F	Roxana Norouzi			1	1/31/13	1/31/15	7	Mayor
2	F	Riddhi Mukhopadehyay	Y		1	4/30/2014	4/30/2016	15	Mayor
2	M	Michael Neguse	Y		3	12/22/10	1/31/15	13	Mayor

*Diversity*before vacancies*

Appointed by:	Total		Youth		*I/R		US Born Minority		(1) API		(2) African		(3) Latin@		(4) Mid-East		(5) Other		(6) E European		Vacancies
Subtotal	*14*		*3*		*10*		*3*		*4*		*4*		*3*		*3*		*3*		*3*		*1*
Gender	Women	Men	W	M	W	M	W	M	M	W	W	M	W	M	W	M	W	M	W	M	
Mayor	7	1	1	0	7	1	2	1	0	1	2	1	3	0	1	0	0	0	0	0	0
Council	5	2	0	0	3	2	0	1	1	3	1	0	0	1	1	0	0	0	0	0	0
Total	12	3	3	0	4	6	2	1	1	3	2	2	1	2	2	1	0	0	0	0	0