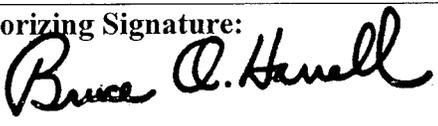


#11
CF B11172

**City of Seattle
Notice of Appointment**

Name: Tiffany Nelson		Executive Appointment <input checked="" type="checkbox"/> Legislative Appointment <input type="checkbox"/> Agency Appointment <input type="checkbox"/> PDA Council <input type="checkbox"/> PDA Constituency
Residential Neighborhood:	Zip Code: 98108	Contact Phone No.: 206-326-4870
Appointed to: Seattle LGBT Commission		Date of Appointment:
Authority (Ord., Res.): 118392		Term of Office: From: Confirmation To: 4/30/12
Comments: New Appointment		
Authorizing Signature: 		Name and Title of Officer Making Appointments: Bruce Harrell Seattle City Council

Confirmed by the Following Vote at City Council

In Favor:	Against:	Date:
Attested by:		Title:



Tiffany Nelson

[REDACTED] Seattle, 98108
c. 206) [REDACTED] w.206) 326-4870

OBJECTIVE: To join a dynamic health care team where I can utilize my leadership skills to build strong teams and ultimately impact the success, quality and patient care experience of the organization.

Achievements

- Develop standard processes and led team comprised of various dept staff to decrease variation.
- Managed operations at two Group Health Primary Care sites since July of 2006-Feb 2007.
- Developed tracking mechanisms for Primary Care to allow leadership to successfully monitor our progress towards meeting our service line objectives.
- Maintained 12 years with same organization gaining progressive responsibilities. Managed through program expansions, budget deficits and program crises.
- Managed combined budgets of 4 + million dollars for non-profit with complex funding sources.
- Managed multiple site service delivery systems (2 PC clinics, dental clinic, youth clinic, school based health center & multiple programs offsite).
- Assisted in grant writing and reporting to funders.
- Opened a Primary Care Clinic in North Seattle in 2000- Greenwood Medical Clinic.
- Facilitated the transition of 45th St. Clinic as an independent community clinic to the merger with Puget Sound Neighborhood Health Centers (now NeighborCare).
- Developed, implemented & maintained a school based clinic at Roosevelt High School in 1995.

Director Content of Care, Group Health, Seattle

Feb 08-Present

Work with Executive and Senior Level Sponsors to strategize and deploy Content of Care programs impacting quality, cost and utilization. Lead a cross functional team to ensure a consistent process. Work with divisional leaders and front line physicians to identify opportunities of unwanted variation, identify a plan for change, implement and monitor performance at a process level, outcome level and financial basis. Provide reporting on a regular basis to Executive Sponsor/ELT. Lead wound care delivery system changes. Work with pilot clinics to create standard work tools for documentation and reporting. Supervision of ARNP clinical experts. Guide and facilitate standard work adoption at primary care sites and specialty services. Identify barriers to coordination of care and work with team to address & improve patients care experience.

Medical Center Administrator Group Health Cooperative, Seattle

3/06-2/08

Provided the leadership of the primary care sites including hiring, firing, budget monitoring, implementation of business strategies and change management. Job shared MCA position for 1 year at NGT. Established systems and standard processes which enabled Burien's continuity to go from 43% to 72% in a year. Staff morale at both Burien and Rainier Medical Center's dramatically improved under my leadership and coaching. Business initiatives as well as quality indicators improved. Administrative structure was redesigned and MCA's were eliminated - Primary care managers require a RN license under new structure.

Project Director, Group Health Cooperative, Seattle

4/04-2/07

Worked with Primary Care Administrator and Medical Director to implement and monitor processes and programs for Primary Care. Provided a foundation of support for tracking work to ensure that all was attended to. Directly responsible for the PC forums monthly; flow of the agenda and satisfaction of participants (100+) with the goal of enhanced process improvement and communication. Worked closely with Specialty Services to improve integration of our Divisions work to the benefit of patients and staff. Staffed and facilitated progress of the PC Variable Compensation committee. Developed communications for distribution. Participated in Advanced Leadership Intensive first quarter of 2005.

Improvement & Integration Manager, Puget Sound Neighborhood Health Centers, Seattle

9/02- 11/03

Offered new position in organization to develop standards and improve our organizational performance. Worked throughout organization to improve processes, lead improvement teams and create change. Designed and maintained dental clinic's instrument panel (or scorecard) to convey important measurements and results to the staff performing the work. Facilitated staff retreats, motivate and engage staff on various levels, training and development of staff. Managed or assisted multiple project teams to develop innovative solutions.

North End Program Manager, Puget Sound Neighborhood Health Centers, Seattle 1/01- 9/02
Supervised the functions of the 45th St. Clinic, Greenwood Medical Clinic and the Homeless Programs. Facilitated the implementation of changes with new merged organization including personnel policies, organizational structure and culture and communication allowing staff to feel a part of the new larger organization. Addressed complex, sensitive administrative and personnel issues. Provided the direction and leadership for the on-site managers or leads. Ensure that site staff had clear information on agency direction; adequate resources and services were reflective of community need. Participated in the agencies Leadership Council steering the organization's direction and operations. Manage combined operational budget of \$4.6 million.

Operations Manager, 45th St. Clinic, Seattle '97 - 1/01
Supervised operations of all clinical program's including: medical, pharmacy, homeless outreach programs and the dental clinic (approximately 70 staff). Ensured consistent implementation of personnel practices across programs. Managed combined operational budgets ranging from \$3.2 – 4.3 million. In 2000, added the overseeing of the multiple Homeless Programs to job responsibilities. Lead the implementation of patient focused improvement initiatives. Responded to grant reporting requirements. Developed and facilitated a clinic management team and a supervisor's group to communicate with lead's on the operational issue, to create a venue for feedback and provide leadership training. Was offered interim ED position by Board - due to family issues timing was difficult and declined position. Primary staff responsible for the Board "Recruitment Committee" to hire new Executive Director. Developed participatory interview process for ED allowing for staff and Board engagement. Along with the Leadership Team, decided to initiate a merger with another like organization. Remained as the primary administrative link throughout a successful merger. Ensured that staff felt heard, advocated for and respected.

Clinic Manager, 45th St. Clinic, Seattle 6/93 - '97
Supervised the daily operations of primary care family practice clinic. Develop and monitor program budget. Recruit, hire, train and provide ongoing feedback to staff including physicians, nurses, medical assistants and other ancillary staff. Assisted in the implementation of a residency continuity practice onsite for Swedish Family Practice Residents. Developed, implemented and supervised a school based health center at Roosevelt High School. Worked collaboratively with Health Department and other agencies on the refinement of school based centers service delivery system. Developed and maintained data analysis on productivity related issues. Ensured staff and patient satisfaction. Facilitated a diverse work environment where staff was engaged with the mission of the clinic and the delivery of services is comprehensive and respectful.

Asst. Clinic Manager, 45th St. Clinic, Seattle 10/91 – 6/93
Primary responsibilities included development and maintenance of provider clinic and call schedules, ensure clinic flow, supervised front desk and medical records staff. Assist Clinic Manger on projects such as maintaining operations under renovation, development of policies/procedures and the implementation of new programs. Worked half time while attending graduate school and caring for infant.

Volunteer Activities

Believe strongly in the power of volunteer efforts & have been involved in many throughout the years

Masters in Public Administration

Seattle University 1994

Bachelors of Science – Community Health Education

Western Washington University 1986

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Tiffany Nelson

5529 - 26th Ave S., Seattle, 98108

c. 206) 323-7953 w.206) 326-4870

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9/02- 11/03

SEATTLE LGBT COMMISSION

15 members: 7 appointed by Mayor, confirmed by City Council
 7 appointed by City Council
 1 appointed by the Commission, confirmed by City Council
 1 Get Engaged confirmed by City Council
 2 year terms

<u>Name:</u>	<u>Date Appointed:</u>	<u>Term Ends 4/30 of:</u>	<u>Term Currently Serving:</u>	<u>Appointed By:</u>	<u>Diversity:</u>
Vacant	Aug. 09	2011	1 st	Mayor	1
Vacant	Aug. 09	2011	1 st	Mayor	
Vacant	Sept 10	2012	1 st	Mayor	
Lillie Cridland	Sept. 09	2011	2 nd	Mayor	6 Co/Chair
Vacant	Aug 08	2010	1 st	Mayor	
NaaSira Adeeba	Sept. 08	2010	1 st	Mayor	2
Vacant	Oct. 08	2010	1 st	Mayor	
Joel Ballezza	Aug. 09	2011	1 st	City Council	6
Chris Peguero	Mar. 09	2011	1 st	City Council	4 Co/Chair
Vy Chu	April 09	2011	1 st	City Council	1
Dane Boog	Aug. 08	2010	1 ^{st*}	City Council	6
Lincoln Rose	Sept 10	2012	1 st	City Council	6
Tiffany Nelson	Aug. 10	2012	1 st	City Council	6
Eleazar Juarez-Diaz	April 10	2012	1 ^{st*}	City Council	3
Kyle Rapinan	Aug. 10	2011	1 st	Get Engaged	6
Brad Hoover	Aug. 09	2011	1 st	Commission	6

	Men	Women	Vacant	Minority	(1) Asian- American	(2) African- American	(3) Hispanic	(4) Native- American	(5) Other	(6) White
Mayor	1	2	4	2	1	1		0	0	1
Council	6	1	0	3	1	0	1	1	0	4
Comm.	1	0	0	0	0	0	0	0	0	1
G.E.	1	0	0	0	0	0	0	0	0	1
Total	9	3	4	5	2	1	1	1	0	7



Seattle City Council

Bruce A. Harrell, Councilmember

MEMORANDUM

DATE: September 20, 2010

TO: The Honorable Richard Conlin, President
Seattle City Council

FROM: Bruce Harrell, Chair, Energy, Technology and Civil Rights Committee
Seattle City Council

SUBJECT: Appointment to Seattle LGBT Commission

I am happy to forward to the City Council the following appointments to the Seattle LGBT Commission for 2-year terms ending April 30, 2011:

Name	Term Ends	Position	Succeeding
Dane Boog	4/30/12	SLGBTC-(C)	Alena Gabosch
Vy Chu	4/30/11	SLGBTC-(C)	David Iseminger
Eleazer Juarez-Diaz	4/30/12	SLGBTC-(C)	Kirsten Avery
Brad Hoover	4/30/11	SLGBTC-(Comm)	David Beard
Tiffany Nelson	4/30/12	SLGBTC-(C)	Matt Steele
Lincoln Rose	4/30/11	SLGBTC-(C)	Jean-Paul

The Seattle LGBT Commission is composed of fifteen members: seven appointed by the Mayor, subject to City Council confirmation; seven appointed by the Council; and one appointed by the Commission itself, subject to City Council confirmation. Please find attached the membership of the Commission including this appointment.

The appointment bio for appointee is as follows:

Dane Boog

Dane G. Boog recently graduated from the University of North Florida, where he received a B.A. in International Studies with a minor in French. He has previously held leadership roles with Florida's leading LGBT advocacy organizations and in an international human rights organization focused on hate crime legislation in France, Eastern Europe and the Russian Federation. Boog has also done extensive work within the HIV/AIDS community and has lived in every region of the United States. Most recently, Boog relocated to Seattle from Jacksonville, FL, in September of 2009.

The Honorable Richard Conlin
September 20, 2010
Page 2

Boog quickly made Seattle his home and finds himself constantly encouraged and inspired by the vitality of the Emerald City. He currently works as a faculty assistant at the University of Washington in the Department of Global Health. His many interests include civil rights, public policy, conflict transformation, global health and community activism. Boog is excited to offer his new home an active hand in leadership and community development.

In his spare time, Boog enjoys traveling and studying different cultures through food, linguistics and ritualistic celebrations. Boog's top priorities are serving his community and making time for family and friends.

Vy Chu

Vy Chu (pronounced 'vee choo') was born in Saigon, Vietnam. As the son of a South Vietnamese Army Colonel and his diplomat wife, Vy was fortunate to have grown up in McLean, Virginia, a suburb of Washington, DC. He traveled south by one state to obtain his Bachelor of Science Degree at Duke University, where he rowed crew and developed a love of photography. It was after his first year at Duke when he met his partner of nearly seventeen years, Justin Voskuhl. Justin's acceptance of a position at Microsoft in 1997 brought Vy to the city he now calls home. He spent a few years obtaining residency in the state of Washington by working as an emergency medical technician while taking post-baccalaureate classes at the University of Washington. He matriculated into the UW School of Medicine in 2000, where he developed a passion for primary care.

He completed his residency in Internal Medicine at Virginia Mason Medical Center in 2007. He is board certified in Internal Medicine and is credentialed by the American Academy of HIV Medicine as an HIV Specialist. In August 2008 he co-founded Capitol Hill Medical with two other providers: Robert Killian, MD, and David Holt, ARNP. The mission of the clinic is to provide best quality evidence-based healthcare to the LGBT population of the greater Seattle area. Vy enjoys long-distance running, having completed over ten half marathons and having run the London Marathon twice. He loves nothing more than traveling the world with the love of his life, Justin, and returning home to his precious two cats, Scratchy and Voltron.

Eleazar Juarez-Diaz

Eleazar Juárez-Díaz was born in Mexico and relocated with his family to the US at the age of 4. He grew up in Arizona where he first discovered his passion for volunteering at a local hospital when he was in high school. While studying Political Science at Arizona State University he became passionate about LGBT and Immigrant rights through his work with Amnesty International. Eleazar relocated to Seattle in 2007 to work at a local Gay Men's health organization and has since fallen in love with the city and its people. Eleazar serves on the Board of Directors of Entre Hermanos, a local Latino LGBT health organization. He currently works for the YMCA of Greater Seattle as a Volunteer Coordinator and loves to be able to facilitate community engagement through volunteerism.

Brad Hoover

Brad Hoover began working with the city of Seattle in 1999 as a Community Service Officer with the Seattle Police Department, assigned to the East Precinct. In 2004 he transferred over to the Human Services Department where he continues to provide Case Management services for South King County senior and disabled residents who are utilizing COPES or MPC funded in-home care services. Brad earned his undergraduate degree at Arizona State University in 1992 and his Masters degree in Marriage & Family Therapy from PLU in 1996. He has provided a variety of mental health services through various local agencies and his private practice as well. At the Human Services Department, Brad, was an active participant with the Race & Social Justice initiative. First with the Cultural Competency Training Committee, and also as co-lead of the HSD RSJI change team. Brad has lived in Tacoma Washington his entire life, however him and his partner of 8 years and their son have moved to Seattle as recently as April 2010.

Tiffany Nelson

Tiffany Nelson is a Washington native and have lived in Seattle for 25 years. She grew up in a small farm town North of Seattle. During college, she realized she was a lesbian and had her first relationship. After college she moved to Seattle to work and started volunteering for Chicken Soup Brigade. Through her volunteer work, she met her partner and has been together for 22 years. She had a ten year old when they started their relationship. With the help of a friend, they had another child together. Sophie became the second child in the US and first in WA State to have three legal parents (they didn't want her Dad to "give up" his parental rights in order for her partner to be legally responsible for her). Prior to working in health care, she started a volunteer program for people with AIDS in Snohomish County at Catholic Community Services. She has a Masters in Public Administration from Seattle University. She has worked in health care most of her career, non-profit community clinics and now at Group Health. She is actively involved in her Parish and religious community. She has two grandchildren and two grown children; new she feels like she has the time and energy to devote to important issues facing her community.

Lincoln Rose

Lincoln Rose is a native of California and Michigan, who came to Seattle by way of Missouri, and has been active in several LGBT communities for over 15 years. He has a B.A in Criminal Justice from Northern Michigan University, and his biggest LGBT related accomplishment during his college years was the reforming and recreating of his schools LGBT student group. That group, OUTlook, is still going strong today. He also volunteered with the Triangle Foundation and helped gather information on hate crimes in Upper Michigan.

The Honorable Richard Conlin
September 20, 2010
Page 4

Shortly after coming to Seattle in 2000, he began transition from female to male, and got first hand experience in some of the support and discrimination the world has to offer trans people. Job issues and legal needs for transition (name change etc), combined with his enjoyment of legal research, led him to find out and then show others how to access the information they needed to get their paperwork in order. This led to volunteering with Verbena Health (may it rest in peace), where Lincoln co-created the first

Trans Health Fair with Verbena staff, as well as setting up the Rainbow Women's Health Challenge. One other project he managed from this time frame was the Trans Jail Policy Group. This amazing gang of activists worked for over a year to write a policy laying out proper treatment of TGI inmates for the King County Jail. The policy is now officially part of King County Jail's Administrative Guidelines.

Currently, Lincoln is slowly returning to community work after a round of serious illnesses. His present projects include growing his school's LGBTQ alumni Facebook page, writing for Whosoever.org, and developing a micro-enterprise training program for the TGI community. He's looking forward to serving on the Commission, and encourages people to pull him off to the side when you see him out in the community if you want to talk about ideas or concerns!

Attachments

cc: Marta R. Idowu, Commission Liaison, Seattle Office for Civil Rights
Wayne Barnett, Executive Director, Ethics and Elections Commission
Jennifer Samuels, Legislative Aide, Seattle City Council



Seattle City Council
Bruce A. Harrell, Councilmember

September 20, 2010

Tiffany Nelson
5529 - 26th Avenue South
Seattle, WA 98108

Dear Tiffany Nelson:

I am very pleased to appoint you to the Seattle LGBT Commission. You will be serving a term ending April 30, 2012.

The appointment is subject to confirmation by the full City Council after review by my Energy, Technology and Civil Rights Committee. You will be contacted when a date has been scheduled for your confirmation hearing. The committee members would prefer that appointees be present, so please plan to attend the committee meeting. If you have any questions regarding the confirmation process, you may contact my Legislative Aide, Jennifer Samuels at 684-8804.

As you know, the Seattle LGBT Commission will require your time and creative energy, so I truly appreciate your willingness to make this commitment. You bring valuable skills and experience to the Seattle LGBT Commission position and I am sure that the City will benefit from your participation.

Thank you for serving the people of Seattle.

Sincerely,

A handwritten signature in black ink that reads "Bruce A. Harrell".

BRUCE HARRELL, Chair, Energy, Technology and Civil Rights Committee
Seattle City Council

cc Marta R. Idowu, Commission Liaison Seattle Office for Civil Rights
Wayne Barnett, Executive Director, Ethics Elections Commission
Jennifer Samuels, Legislative Aide, Seattle City Council