City of Seattle
Notice of Appointment

Name: **Sabina Neem**		x Executive Appointment ☐ Reappointment ☐ Legislative Appointment ☐ Agency Appointment ☐ PDA Council ☐ PDA Constituency
Residential Neighborhood: South	**Zip Code:** 98144	**Contact Phone No.:** 206-684-4500
Appointed to: Seattle LGBT Commission		**Date of Appointment:** May 1, 2012
Authority (Ord., Res.): Ordinance 118392		**Term of Office:** From: Confirmation To: April 30, 2014

Background: New Appointment

Sabina Neem is a social work clinician and community builder who is committed to social and economic justice; her approach is to engage with challenging systems in order to make change and voice informed praise and criticism. She has extensive experience as an administrator, supervisor, program coordinator, social worker, trainer, researcher, grant writer, and advocate for policy change. She is the Assistant Director at the Office of Multicultural Affairs *at Seattle University. She currently serves on the Board of Directors of two LGBTQ community-based organization,.* Zenyu Healing *and* Trikone Northwest.
Prior to coming to Seattle from Philadelphia, Sabina served as a therapist at GirlSpace, a residential treatment facility; program manager for the Asian Arts Initiative; and an HIV tester and counselor / case manager at the Attic Youth Center and the Trans-health Information Project. In Philadelphia, Sabina has been involved on a policy level including the Mayor's Task Force on Homeless Services—Sexual and Gender Minorities Working Group, the Trans Access Project, the LGBT People of Color Coalition, the Board of Directors of the Leeway Foundation, and was appointed by Mayor Nutter to chair the Civil Rights Committee of Philadelphia's Mayor's Advisory Board on LGBT Affairs

Authorizing Signature:	**Name and Title of Officer Making Appointment:** Mike McGinn, Mayor

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SABINA N. NEEM, M.S.W. / M.L.S.P.

Education

Bryn Mawr College Graduate School of Social Work and Social Research
Master in Social Work / Master in Law and Social Policy, May 2007
Thesis: In Conflict with the Law: The Policing of Transgender Identities

Barnard College, Columbia University
Bachelor of Arts Degree (cum laude) May 2000
Dean's List 1997 & 2000
Major: Anthropology Minor: Psychology
Thesis: African American Incarcerated Women and Myth in America: Drugs, the System, and Motherhood

University of Virginia-Emory Semester-in-India, Rajasthan, India
Junior Semester Abroad, Fall 2000
Courses taken in anthropology, South Asian studies, and Hindi.

Experience

Assistant Director at the Office of Multicultural Affairs at Seattle University, September 2010-present (Seattle, WA)

- Support the mission of OMA in coordinating efforts to build and maintain an inclusive, pluralistic, and diverse campus environment.
- Provide leadership for LGBTQ programs and services, the Diversity and Equity Education Program, staff and faculty outreach, and liaison relationships with schools and colleges.
- Advise student leaders and clubs, supervise graduate students, provide direction and guidance for projects and events, assess and maintain risk management practices, evaluate and assess issues and programs, participate and/or lead campus or divisional committees, and serve as a general resource for students, faculty, staff, and alumni.
- Design and support OMA-sponsored and co-sponsored programming focused on social justice and improving the climate for a diverse campus community.
- Provide student recruitment and retention support by 1) meeting with students to address issues related to campus climate, personal development, financial planning, and academic and career discernement and 2) administering donated emergency funding to assist students of color and LGBTQ students with extenuating circumstances to continue their studies.
- Develop, conduct, and facilitate social justice, LGBTQ, and intersecting identities workshops, dialogue groups, and the annual Staff and Faculty of Color Retreat.
- Currently serve on Divisonal Assessment Working Group and as chair of the Assessment Committee of the Student Development Programming Committee. Formerly chaired Multicultural Programming Fund committee.

Youth Development Counselor at the City of Seattle, April 2010-September 2010 (Seattle, WA)

- Managed a caseload of 50+ youth; counseled, monitored and evaluated job training and academic activities throughout the summer.
- Tracked and evaluated progress of participants through careful maintenance of required paperwork, timesheets, electronic case notes, follow-up calls and site visits.
- Linked youth who may be who skill deficient, criminally involved, teen parents, limited English, or homeless to support services.
- Developed public and private sector internships for youth including program orientations for employers and worksite supervisors.
- Worked with Counselors, Management Information System (MIS) and Program staff to ensure quality service for youth.

GirlSpace Therapist at Public Health Management Corporation, March 2009-September 2009 (Philadelphia, PA)

- Provided trauma-informed, family-focused individual, family, and group-level therapy in a residential treatment facility to girls ages 14-18, with co-occurring mental and behavioral health, substance abuse and post-traumatic stress disorder diagnoses.
- Developed Comprehensive Biopsychosocial Evaluation, and treatment and discharge plans.
- Conducted initial and current reviews, organized interagency meetings and prepared funding packets in compliance with the reporting requirements of the City of Philadelphia Department of Behavioral Health.

Program Manager at Asian Arts Initiative, March 2008-2009 (Philadelphia, PA)

- Developed and supervised community-based and youth-focused programs and managed program budget.
- Conducted outreach to artists and managed curatorial process, hiring, contracting, and scheduling of artists, instructors, consultants, volunteers, and supervised Program Assistant.
- Planned and conducted marketing, outreach, and public relations for audience development, educational programs, sponsors, project advisory committees and artist selection panels.
- Devised and implemented program evaluation and documentation practices.
- Developed workshop curricula for artists that provided a social and political context for the artistic work.

Prevention Specialist/ Case Manager at Attic Youth Center, January 2006-March 2008 (Philadelphia, PA)

- Promoted and provided individual case management and HIV testing and counseling services to LGBTQ youth.
- Compiled HIV prevention and testing data and narrative reports to present to program funder.
- Designed and facilitated Young, Trans, and Unified, a weekly educational support group; Safe Outside the System, a weekly action-oriented anti-violence group; the TransAction Internship, and women's programming.

Trans-health Information Project (TIP) Case Manager at Prevention Point Philadelphia, November 2003-January 2006

- Provided individual case management and HIV-prevention skills training to transgender individuals.
- Expanded resources available to clients by meeting with service providers and creating a referral resource library and calendar.
- Developed curriculum for Safer Hormone and Injection Group Level Intervention.

Project Associate at Hudson Planning Group, Inc., January 2003- November 2003 (New York, NY)

- Managed the distribution of over 2000 consumer and provider surveys and stipends for a housing needs assessment for people living with HIV/AIDS in New York City and New York State.
- Conducted preliminary analysis and prepared baseline research papers for the project.

Senior Scholars' Assistant at Russell Sage Foundation, August 2000-January 2003 (New York, NY)

- Assisted visiting scholars in their social science research during their yearly appointments.
- Utilized library and online search engines to conduct literature and subject-based searches.

Community Leadership

Trikone Northwest (Board of Directors, Secretary), November 2010-present (Seattle, WA)

- Contribute to developing a shared vision, mission, systems, and programming for a small community-based organization committed to supporting LGBTQQ South Asians in the Pacific Northwest.
- Conduct a monthly support group for LGBTQQ South Asians and Middle Easterners of various faiths.

Zenyu Healing (Board of Directors, Chair), August 2011-present (Seattle, WA)

- Contribute to developing a shared vision, mission, systems, and programming for a multicultural organization that cultivates the holistic well-being and leadership of LGBTQ People of Color through meditation classes, wilderness excursions, and spiritual retreats with the goal of supporting long-term social change by developing solution-centered leadership based on compassion, mindfulness and cooperation among marginalized communities.
- Preside at Board meetings, ensure the supervision and administration of the business and affairs, play a major role in resource development, and represent the organization within and outside the community.

Queer and Transgender Health Working Group (Member) February 2010-June 2010 (Seattle, WA)

- Work on improving and ensuring access to integrative, multidisciplinary health services including holistic and allopathic care for low-income trans and queer people of color and their families in Seattle and surrounding areas.
- Consult with Public Health Seattle - King County (PHSKC) to develop and implement queer and trans-inclusion policies and practices.

Leeway Foundation (Board of Directors, Secretary) October 2006-October 2009 (Philadelphia, PA)

- Supported transition of Leeway, a Philadelphia-based foundation that provides grants to women and trans artists doing social change work, from a family-run organization to a community-based foundation embracing an anti-oppression framework and community accountability.

Mayor's Advisory Board on LGBT Affairs for the City of Philadelphia (Appointed) September 2008-September 2009

- Chaired Civil Rights Committee, developing strategies and offering counsel to the Mayor on legal, legislative, and policy activities that impact LGBT citizens and the city more generally.

LGBT People of Color Coalition, April 2008-September 2009 (Philadelphia, PA)

- Created a public voice on a local and national level advocating for the rights of LGBT people of color. Activities included writing editorials, speaking with the media, and planning forums for engaging with politicians.

Mayor's Taskforce on Homeless Services, Sexual and Gender Minorities Committee (Co-Chair) January 2004-December 2007 (Philadelphia, PA)

- Co-chaired committee inclusive of government, community based organizations, researchers, direct service providers and transgender consumers of services.
- Developed policy and implementation recommendations, including general procedures, service delivery and quality assurance systems, training, and consumer involvement.

AIDS Activities Coordinating Office (AACO), City of Philadelphia, Materials Review Board, January 2004-October 2005

- Reviewed educational and outreach materials from city-funded organizations for appropriateness and accuracy.

Philadelphia HIV Prevention Community Planning Group, March-September 2005

- Participated in decision-making body that is responsible for planning HIV prevention services in Philadelphia.

Selected Consulting, Trainings, & Presentations

- **Itinerant Ink** (Consultant), Linguistic and Cultural Competency Toolkit for AIDS Services in Asian Communities (ASIAC), October 2010-July 2011
- **Engage Seattle Initiative** (Invited Guest), LGBTQA Community Roundtable with Mayor Mike McGinn, June 2011
- **South Asian American Network** (Presenter), Claiming Brown as a Color of the Rainbow: Building Solidarity among South Asians and Queer Movements, January 2011
- **Journal of Law, Medicine, and Ethics** (Peer Reviewer), June 2010
- **Trans Access Project** (Consultant), May 2006-September 2009
  - Developed curriculum for Transgender Access to Shelters Training.
  - Led "train the trainers" sessions for TAP trainers.
  - Conducted trainings for all city-funded shelter providers.
- **Racial Equity Initiative** (Consultant), Delaware Valley Legacy Fund, September 2009
  - Outreached to and facilitated a discussion with women and trans leaders of color about their capacity building needs.
  - Wrote report for funder reflecting a composite of the comments from individual and group dialogue and recommendations for increasing the benefits of Racial Equity Initiative for target populations.
- **National Be the Change Day of Service** (Keynote Speaker), South Asian Americans Leading Together, October 2008
- **Perspectives on Heath and Human Rights** (Panelist), Schweitzer Fellowship Symposium, April 2008
- **Harm Reduction in the Social Justice Movement: From Thought to Action** (Presenter), U.S. Social Forum, June 2007
- **Transgender Access: the Domestic Violence Service Setting** (Trainer), Women Against Abuse, September 2007 * Women in Transition, April 2006.
- **Trans Generation: Developments in Transgender Youth Activism, Services, and Culture Institute** (Faculty), Creating Change, National Gay and Lesbian Taskforce Conference, August-December 2006
- **Transgender Access to Shelters** (Presenter and Trainer), Creating Change NGLTF Conference, November 2006 & November 2005 * Philadelphia Trans-health Conference, March 2006 & March 2005 * Sociologists for Women in Society (Presidential Session), August 2005 * HIV Prevention Summit, June 2004 * Various Philadelphia Shelters 2004-2006.
- **Transgender Youth of Color and HIV** (Presenter), Creating Change NGLTF Conference, November 2006 * Web Presentation to Special Projects of National Significance (SPNS) Federal Grantees, August 2006 * Covenant House, March 2005.
- **Gender and Sexual Identity Issues in Recovery and Residential Settings** (Panelist), Philadelphia Alliance, April 2006
- **Sustainable Peer-run Transgender Programming: A Working Model** (Presenter), Creating Change NGLTF Conference, November 2006 * U.S. Conference on AIDS, October 2004
- **Introduction to Harm Reduction: Working with Active Drug Users and Transgender Populations** (Presenter), University of Pennsylvania School of Nursing, October 2006, November 2005 and October 2004 * HIV Prevention Summit, June 2005.
- **Upstream Consulting** (Consultant), January 2004-2006 (New York, NY)
  - Edited drafts, integrated data charts, wrote executive summaries, and suggested future research for the New York City Prevention Planning Group, Transgender Needs Assessment.
  - Provided technical assistance in the successful writing of a 5-year, $3,750,000 grant proposal for the Harm Reduction Coalition's African American Initiative Project from CDC.

Honors & Awards

Emerging Leader Alumnae Award, Bryn Mawr College Graduate School of Social Work and Social Research, May 2010

- Awarded to alumnae who has graduated in the past 10 years in recognition of role as an emerging leader in the field of social work by extending the tradition of excellence that are central to the mission of social work and the School.

Attic Achievement Award, Attic Youth Center, March 2008

- Celebrating contributions in the development of Attic programming and outstanding commitment to women's and tran services.

Convocation Speaker, Bryn Mawr College Graduate School of Social Work and Social Research, May 2007

L. Diane Bernard Research Grant, Bryn Mawr College Graduate School of Social Work and Social Research, 2007

- Providing funding to LGBTQ students, pursuing research projects in the areas of gender and/or human sexuality.

United States Social Forum Fund, Third Wave Foundation, 2007

- Awarded to develop the leadership of 21 young women and transgender activists from a variety of social justice movements, especially youth of color, by engaging in the first ever United States Social Forum.

Ruth W. Mayden Scholar, Bryn Mawr College Graduate School of Social Work and Social Research, 2006

- Recognizing students in the Policy, Practice and Advocacy concentration who have made a commitment to serve urban disadvantaged populations.

Tow Public Service Internship, Tow Foundation, 1999

- Awarding stipends to undergraduate students to earn valuable experience serving in substantive nonprofit and public service organizations where there are opportunities for breakthroughs, reform and benefits for underserved populations.

Finberg Intern, New York Women's Foundation, 1999

- Introducing young women, particularly minorities, to the decision-making ranks of philanthropy.

Professional Affiliations & Certifications

- **Social Worker Associate Independent Clinical License** (#SC60149743), March 2010-present
- **National Association of Social Workers, Washington Chapter** (Member), January 2010 – present
- **National Association of Student Personnel Administrators** (#239089), October 2010-present
- **AIDS Activities Coordinating Office (AACO), City of Philadelphia,** Certified HIV Tester & Counselor, March 2006

Recent Training & Conferences

- **Racial Equity Initiative Conference**, Pride Foundation, December 2-4, 2011 (Minneapolis, MN)
- **National Queer Asian Pacific Islander Summit,** July 28-31 (Bay Area, CA)
- **Spanish Language & Culture Immersion**, Universidad Javeriana, June 13-July 14 (Cali, Colombia)
- **Building Stronger Communities: Transformative Justice and Radical Mental Health**, AORTA and Icarus Project, April 5, 2011 (Seattle, WA)
- **National South Asian Summit,** SAALT, April 1-4, 2011 (Washington D.C.)
- **NASPA & JASPA Conference**, March 10-16, 2011 (Philadelphia, PA)
- **NASPA Western Regional Conference,** November 3-6, 2010 (Portland, OR)
- **Somatics, Trauma, and Social Justice Intensive**, Generative Somatics, April 23-25, 2010 (Seattle, WA)
- **NASW-WA Licensing Prep Class**, February 27, 2010 (Seattle, WA)
- **Intro to Drama Therapy**, Living Arts Counseling Center, October 24, 2010 (Oakland, CA)
- **Introducing Social Therapeutics: A Performatory Approach to Human Development and Learning**, East Side Institute, February 9-March 13, 2010 (New York, NY)
- **CPR/ Patient Restraint & Safety Protocol/ De-escalation Trainings**, Public Health Management Corporation (Philadelphia, PA) March -September 2009

Additional Skills

- **Languages**: Beginner's Hindi; Beginner's Spanish; Intermediate French
- **Clinical orientations:** Harm reduction, DBT, CBT, Sanctuary model, motivational interviewing, Social Therapy, Generative Somatics, restorative justice, transformative justice, healing justice.

References

Gloria Casarez I Director of LGBT Affairs I Office of Mayor Michael Nutter
ph: 215.686.2194 I e: gloria.casarez@phila.gov
Relationship: Gloria Casarez was the Executive Director at the Gay and Lesbian Latino AIDS Education Initiative (GALAEI) when I was working for the Trans-health Information Project (a project of GALAEI and Prevention Point Philadelphia). We have also worked together as part of the Trans Access Project and during my time on the Mayor's Advisory Board on LGBT Affairs.

Jacinto Grant, MSW I Director of Intake
ph: 215.545.4331 I e: jay@atticyouthcenter.org
Relationship: J. Grant was my supervisor at the Attic Youth Center.

Judith Kaftan, MSW, LICSW
ph: 206.325.5355
Relationship: Judith Kaftan is my current clinical supervisor.

Monica Nixon, M. Ed. I Director I Office of Multicultural Affairs I Seattle University
ph: 206.296.6000 I e: mnixon@seattleu.edu
Relationship: Monica Nixon is my current supervisor at Seattle University.

Marsha Richardson, PsyD I Lecturer I University of Pennsylvania, Graduate School of Education, Applied Psychology and Human Developemnt
ph: 267.581.2036 I e: marsha@gse.upenn.edu
Relationship: Dr. Marsha Richardson was Clinical Director at GirlSpace, Public Health Management Corporation and my supervisor.

Seattle Lesbian, Gay, Bisexual, Transgender Commission

April 30, 2012

15 members, confirmed by City Council, who serve a term of 2-years:

- 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 Member, confirmed by City Council who serves a single term of 1-year

D	G	Name	Appointed	Term Ends	Term #	Position	Appointed By
6	M	**Dane Boog**	**1/10/11**	**4/30/12**	**2nd**		**City Council**
3	M	**Eleazar Juarez-Diaz**	1/10/11	4/30/12	1st		City Council
6	**M**	**Aric Lane**	**9/29/11**	**4/30/12**	**1st**		**City Council**
6	F	**Tiffany Nelson**	1/10/11	4/30/12	1st		City Council
0	**F**	**Caila Nickerson**	**11/3/11**	**4/30/13**	**1st**		**City Council**
1	**M**	*Vacant*		**4/30/13**	**1st**		**City Council**
		Vacant		4/30/13	1st		City Council
		Vacant		4/30/13	1st		Commission
2	F	**NaaSira Adeeba**	4/30/10	4/30/12	1st		Mayor
6	F	**Lillie Cridland**	9/30/09	4/30/13	2nd		Mayor
2	**F**	**Sabina Neem**	**3/22/12**	**4/30/14**	**1st**		**Mayor**
6	**M**	**David W. Howenstine**	**9/29/11**	**4/30/12**	**1st**	**Co-chair**	**Mayor**
6	**M**	**Jarred Lathrop-Weber**	**9/29/11**	**4/30/13**	**1st**		**Mayor**
6	**M**	**Ryan McMurray**	**9/29/11**	**4/30/13**	**1st**		**Mayor**
0	M	**Mac McGregor**	**11/3/11**	**4/30/13**	**1st**	**Co-chair**	**Mayor**
2/4	F	*Vacant*		9/01/12	1st	Get Engaged	Mayor

(sorted by appt auth, term end date and name)

Diversity

	Men	Women	Vacant	Minority	(1) Asian-American	(2) African-American	(3) Hispanic Latin@	(4) Native-American	(5) Other	(6) Caucasian
Mayor	4	3	0	1	0	1	0	0	0	1
Council	3	2	1	3	1	0	1	1	0	4
Commission	0	0	1	0	0	0	0	0	0	1
Get Engaged	0	1	0	1	0	0	0	0	0	0
Total	***7***	***5***		***3***	***1***	***1***	***1***	***0***	***0***	***9***

*Some Commissioners are mulit-racial