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CF 312380



Seattle City Council

August 14, 2012

Magdaleno M. Rose-Avila
Acting Director, Office of Immigrant and Refugee Affairs
600 4th Avenue
Seattle, WA 98104

RE: Council Expectations for the Director of the Office of Immigrant and Refugee Affairs

Dear Mr. Rose-Avila:

We would like to congratulate you on your nomination by Mayor McGinn as the first ever director of the newly created Office of Immigrant and Refugee Affairs (OIRA). The Council initiated the creation of this new office in 2011 and has high hopes for its positive impact on Seattle's residents. As with all City offices and departments, the relationship between the Executive and Legislative Branch is critical to success. We feel it is useful to be clear about our expectations up front rather than risk confusion later down the road.

This letter has been placed in Clerk File 312380, which contains your confirmation packet as submitted by Mayor McGinn for your confirmation as director of OIRA. It documents the Council's expectations for your job performance if you are confirmed. The expectations (listed below) are intended to enhance the accountability of you and your office to the Legislative Branch. The expectations also provide a basis for Council evaluation of your term as director, if and when you are brought forward for reconfirmation. These items are intended to be in addition to and complement the Mayor's expectations and the director responsibilities established in the City Charter and Seattle Municipal Code.

I. City Council General Expectations for Director of OIRA

A. **Relationship with Council.** The director is expected to maintain a constructive working relationship with the Council, as demonstrated by:

1. Prompt and complete responses to Council information inquiries.
2. Pro-active updates on policy development, operational concerns and financial matters of significance, so that the Council is informed of significant changes or controversies before the information reaches the media and/or the Executive submits a request for Council action.
3. Dependable implementation of formal policy direction provided by the Council.
4. Assistance in the research and development of Council policy initiatives.

B. Management Skills. The director is expected to demonstrate strong management skills, with particular focus on the following Council priorities:

1. Public Communication

- a. Conduct inclusive outreach to relevant stakeholders.
- b. Implement a strong ethic of customer service.
- c. Make information available so that the public can track the department's performance in delivering services.

2. Organizational Management

- a. Coordinate productively with other City departments.
- b. Maintain strong working relationships with other governmental entities.
- c. Operate within budget constraints and pro-actively manage expenditures.
- d. Provide a fair and equitable approach to the award of City contracts.

3. Personnel Management

- a. Develop and maintain strong morale among employees.
- b. Provide an inclusive work environment that offers equitable opportunities for all.
- c. Address issues of succession planning and the professional development of existing staff.

4. Service Delivery -including both routine operations and emergent situations

- a. Ensure that on-going day-to-day services are provided effectively and efficiently, and that the department tracks its performance in delivering such services.
- b. Make certain the department is able to deal with localized emergencies or service disruptions and has thoroughly planned how to manage its operations in case of a City-wide emergency.

II. Specific Expectations for Director of OIRA for 2012 to 2016

During the initial term, the director is expected to implement (and provide regular progress reports on) the following Council expectations:

A. Establishing the Office of Immigrant and Refugee Affairs. Hire staff, formalize operational and communications protocols, establish reporting structure to Council and the Mayor, and implement mechanisms for engaging the public in the work of OIRA.

B. Staffing the Seattle Immigrant and Refugee Commission. Provide meaningful and adequate staff support to the Seattle Immigrant and Refugee Commission as required in Ordinance 123822.

C. Creating Measurable Outcomes for City Investments. Develop and consult with Council on establishing measurable outcomes for specific investments intended to address needs and priorities of the City's immigrant and refugee communities as outlined in Ordinance 123822.

D. Delivering to Council an Annual Work Plan and Report. Provide written annual work plan and report and public briefings on both items before the Council committee with oversight of OIRA each year.

Letter to Magdaleno M. Rose-Avila

August 14, 2012

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- E. Analyzing and Creating an Inventory of Existing City Programs and Resources.** Complete a comprehensive inventory of existing City services and programs for immigrant and refugee communities as stated in the Director's response to Council's written confirmation questions. (See Clerk File 312380, Council Question #7)
- F. Advancing the Director's 4-Year Goals.** Make meaningful progress and be able to articulate specific examples on how each of the four goals identified in the Director's response to Council's written confirmation questions (See Clerk File 312380, Council Question #2) have been advanced during the term. In summary, those goals:
- Ensure immigrant and refugee communities have a voice in City government and that government officials are kept abreast of key issues facing these communities;
 - Improve City services and better engage refugee and immigrant communities;
 - Define and achieve desired outcomes for investments for and on behalf of refugee and immigrant communities; and
 - Advance OIRA's mission in a manner consistent with the City's Race and Social Justice Initiative.

We are looking forward to working cooperatively with you to launch the Office of Immigrant and Refugee Affairs. This is an exciting opportunity for our City and we are eager to tackle the challenges facing immigrants and refugees while improving the level of engagement City government has with these communities.

Sincerely,



Sally J. Clark, President
Seattle City Council



Bruce A. Harrell, Chair
Public Safety, Civil Rights and Technology Committee

cc: Michael McGinn, Mayor, City of Seattle
Seattle City Council Members

Magdaleno M. Rose-Avila Response to Council Questions
Public Safety, Civil Rights & Technology Committee
Appointment Director of the Office of Immigrant and Refugee Affairs (OIRA)

Questions

1. What is your vision for the Office of Immigrant and Refugee Affairs?

I want it to become a well established and effective office that will represent Seattle as the city with best policies and practices regarding immigrants and refugees.

2. What are your major goals for the Office of Immigrant and Refugee Affairs over the next four years? How would you define a successful term as Director?

It is an interesting challenge to come into a small two person office and to realize the multiple expectations that others will have for this work. These expectations come not only from within the City but also from the community at large. I believe strongly in the core goals we have established for the Office and from them we will begin a process that will expand and improve our relationship with the immigrant and refugee community.

Office of Immigrant & Refugee Affairs Goals

- a. Ensure that immigrant and refugee communities have a voice in City government and that government officials are kept abreast of key and critical issues affecting this community.
- b. Improve City services and better engage immigrant and refugee communities.
- c. Define and achieve desired outcomes for City investments for immigrant and refugees in conjunction with community partners and City Departments.
- d. Advance the mission of the office in a manner consistent with the City's Race and Social Justice Initiative.

Defining Success

We will define success by setting long and short term benchmarks and targets for the office. Our aim will be focused on working with existing City services, initiatives, and programs thus improving access for our immigrant and refugee communities. Success will be measured by the impact we have made in integrating new residents into the city through their utilization of City resources and participation in decisions that affect them. While not all success is quantitative, there will also be a qualitative shift in the way our community stakeholders view the City and its efforts to deliver productive policies and programs that impact the immigrant and refugee communities.

Finally, City Departments will see the Office of Immigrant & Refugee Affairs as a resource. We will be able to give them insights to these various communities. And we will also help to build bridges that will assist in the Departments meeting their goals.

3. What do you see as the primary challenges for the Office of Immigrant and Refugee Affairs?

There are a couple of key issues facing us. One is how to expand or include more opportunities for these communities given the current budget situation and the fact that this is a two person office. We will also be challenged to predict or forecast the next year's numbers and countries of origin for the next waves of refugees and what their special needs might be.

Already there is a lot of work being done by various departments and we must find out all that is underway and how best to ensure that the immigrant and refugee communities know of these efforts and how best to participate. Also, we must examine what we can do to enhance the current efforts where possible within existing resources.

4. What do you see as the most critical emerging needs in Seattle's refugee and immigrant communities?

Several issues come immediately to the surface and those include employment and education. Both employment and education are important to the success of our new residents. Also today it is harder to get free legal services and advice given that many programs that provide services have seen their budgets cut and staff levels diminished over the recent years. Over the years the condition of our economy adversely affects these most vulnerable communities and is a major factor. Compounding this is the diminishing funding borne by many of the service providers amidst a backdrop of endless threats to the safety net itself.

Housing while not emerging is one of the constant critical issues for these communities. In addition, concerns in public safety, criminal justice and civil rights remain constant issues facing these communities.

5. Tell us about your background and what past experiences you have had that you see as most relevant and useful to bring to this position?

I became involved in immigrant rights work in 1974 through an organization in California called Casa. Since then my work with United Farmworkers of America, Amnesty International, Homies Unidos, Peace Corps and the Northwest Immigrant Rights Project all helped to give me the background and understanding of this work and its challenges. Over the many years, I have continued to be engaged in this issue at many levels. Immigrant rights work has been a constant part of my life for almost four decades.

6. What would you say has been the biggest challenge you have faced in your career? What did you learn from that experience?

In 1974 when I became a convert to the immigrant rights movement, I soon discovered that most civil rights, human rights, non profits, foundations and labor organizations did not embrace this as a legitimate movement.

Most of us at that time made a concerted effort to educate ourselves better about the politics of immigration and refugees and with this knowledge began to change the minds and hearts of many. This was not an easy process and in the beginning we got more no's than yes's. Cesar Chavez, the historic farm worker leader, always reminded us that we might get 9 no's out of ten encounters and that we should concentrate on those who said yes and move forward with them and that eventually we would have enough support to return and change many of the no's into supporters. The work was done strategically and as part of a long term strategy to develop core groups of supporters beyond the natural allies. It was not easy but we knew we were on the right side of justice. We continued to tell the truth and to build a coalition of support in different parts of the community.

Now today you find many organizations that embrace this issue as part of their daily work and we are beginning to make serious progress. This history and experience will be of benefit to our work as we move to expand the work and efforts of this office on behalf of the city, consistent with the Race & Social Justice Initiative and in helping the broader community embrace the contributions of our City's immigrant and refugee communities.

7. How do you plan to ensure Councilmembers and their staff remain informed about the work of the Office of Immigrant and Refugee Affairs in order to make policy and budget decisions?

I plan to provide Councilmembers and their staff with information of key and critical issues as they arise. I will also provide regular updates on work plan progress. We also hope to develop social media sites where all can go and obtain an update of the most recent information and activities of this office.

We will conduct an analysis of existing programs and resources currently being provided by the City and will report back to you with our findings. This report will be the foundation for moving forward. We can find ways to expand and improve existing efforts.

8. How do you see the role of the Office of Immigrant and Refugee Affairs in the community? How do you envision the Office engaging the public?

The Commission will be one of the vehicles we engage to reach out to the communities. Also, we plan to be engaged with the key coalitions that work on these issues as well as the key organizations and leaders. In the process, we will have developed a master list of all the key organizations and individuals with whom we should be engaged.

We also hope to engage other communities that may not have been natural allies in this work and will build bridges of mutual concern with them. Our efforts should be to reach out to as many potential partners and allies as possible.

The natural outreach and communication that is used by various departments will also be used to disseminate our information as well as obtaining needed feedback. With limited resources, it will be critical to learn more about and leverage existing initiatives that have similar goals such as the Race & Social Justice Initiative, Inclusive Outreach & Public Engagement, Public Outreach & Engagement Liaisons, and other Mayoral priorities.

9. As a small office with the responsibility of facilitating and coordinating work across many City departments related to issues impacting refugees and immigrants, how do you envision being effective and what strategies would you use to be successful in achieving this objective?

First it will be important that both the City and immigrant and refugee communities have realistic expectations about what can be done by such a small office.

It will be important that we establish in the near future an Interdepartmental Team (IDT) for our work to further our work plan. Our participation in other such working groups i.e. the Inclusive Outreach and Public Engagement Initiative (IOPE) would also benefit our mandate. Through these coordinated efforts we hope to take advantage of programs and staff who are already operating in areas of interest to our office. We hope to leverage the good efforts and cooperation of others to help us to have broader reach.

We also hope to use the best ideas of key stake holders within all city government and the other stakeholders in the community to bring the best thinking into our discussions.

It is also important for this office to recruit volunteers and interns that would support our work.

10. In your opinion, how can the City be more effective at engaging and being more inclusive of immigrants and refugee communities in developing policies and decision-making?

I think the City needs to become more visible in these communities, to make them aware that they are there to serve and engage with them. Creating policies that secure the safety of immigrants and guarantee better public services will solidify a trust between these communities and the City.

It would be important that we fully develop the visibility and the work of the OIR Commission so that they can become much more visible and affective in their work.

We also will establish a web page for us as well as a Facebook page and the other ethnic media that we can employ

In the future we envision developing special working groups on key issues with other departments to get their input on programs and policies.

This unique office will have to invest, on an ongoing basis, in public outreach and education with the many immigrant and refugee organizations and their supporters. Communication will be a major effort that will need to be made to be more inclusive with all the stakeholders.



Michael Patrick McGinn
Mayor of Seattle

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CITY CLERK

Hand Deliver

June 1, 2012

The Honorable Sally Clark
President, Seattle City Council
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear President Clark,

I am pleased to transmit to the City Council the following confirmation packet for my appointment of Magdaleno Marcos Rose-Avila as the Director of the Office of Immigrant & Refugee Affairs. The materials in this packet are divided into two sections:

A. Magdaleno Marcos Rose-Avila

This section contains Mr. Rose-Avila's appointment forms, his résumé, and the press release announcing his appointment.

B. Background Check

This section contains the Mayor's Office report on Mr. Rose-Avila's background check.

Mr. Rose-Avila has over 25 years experience working directly with diverse immigrant and refugee communities. Most recently Rose-Avila served as Executive Director of the Social Justice Fund NW, South Florida Interfaith Worker Justice and the North West Immigrant Rights Project.

Mr. Rose Avila is a passionate advocate for human rights serving on multiple boards including Amnesty International Board of Directors and the City's Immigrant and Refugee Board and is the recipient of many awards for his work in this field. Rose-Avila speaks frequently and works on gang, immigration and judicial reform issues through the Latino Equity Initiative and is a mentor of youth-at risk.

Mr. Rose-Avila will be an asset to the City Council, the Mayor and the new Office of Immigrant and Refugee Affairs.

If you have any questions about the attached materials or need additional information, please contact Jaline Quinto, 684-4021.

Sincerely,

Michael McGinn
Mayor

Attachments: Magdaleno Rose-Avila confirmation documents

Copy: Honorable Members of the Seattle City Council

Office of the Mayor
Seattle City Hall, 7th Floor
600 Fourth Avenue, PO Box 94749
Seattle, WA 98124-4749

Tel (206) 684-4000
Fax (206) 684-5360
TDD (206) 615-0476
E-mail mike.mcgin@seattle.gov

City of Seattle

Notice of Appointment

Name: MAGDALENO M. LENO ROSE- AVILA	<input checked="" type="checkbox"/> Executive Appointment <input type="checkbox"/> Legislative Appointment
Appointed to: Director, Office of Immigrant & Refugee Affairs	Date of Appointment: June 1, 2012
Authority (Ord., Res.):	Term of Office From: Confirmation To: Mayor's Discretion
Comments:	
Authorizing Signature: 	Name and Title of Officer Making Appointment: Mike McGinn, Mayor

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June 1 4/11
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**CITY OF SEATTLE - STATE OF WASHINGTON
OATH OF OFFICE**

STATE OF WASHINGTON

COUNTY OF KING

I, Magdaleno M. Leno Rose-Avila, confirm that I am the person appointed on June 1, 2012, and confirmed by the City Council on [City Clerk will insert date], to the position of Director of the Office of Immigrant & Refugee Affairs, of the City of Seattle, in the State of Washington, and that I possess all the qualifications prescribed for said position by the Charter of the City of Seattle; that I will support the Constitution of the United States; and the Constitution of the State of Washington; and the Charter and Ordinances of the City of Seattle; and that I will faithfully conduct myself as the Director of the Office of Immigrant & Refugee Affairs.

Magdaleno M. Leno Rose-Avila

**Subscribed and sworn to before me
this _____ day of _____, 2012**

(affix seal)

Monica Martinez Simmons, City Clerk

Magdaleno M. Leno Rose-Avila

Writer-Consultant

November 2010-Present

Speaks frequently and works on gang, immigration, death penalty and judicial reform issues through the Latino Equity Initiative..Mentors various students and youth at risk. Also is in the process of editing a book of stories and poetry of his life entitled Driving To The Moon and is writing a book entitled Homies Unidos about his work with gangs in El Salvador and Los Angeles..

Social Justice Fund NW

March 2009- November 2010

Executive Director

This is a progressive foundation that is based on a democratic structure and committed to social change. The fund for the past thirty two years has funded programs in the five Northwestern States that include Washington, Oregon, Wyoming, Idaho and Montana. This a small but effective foundation with three staff and a annual budget of a million dollars. This is most unique organization in the field of philanthropy.

International Relief and Development

June 2008- Present

Served as Chief of Party for the Miami Project. Negotiated, managed, two sub grantees who provided development services in the Carribean. This was a \$2.6 million dollar contract with USAID.

South Florida Interfaith Worker Justice

May 2007-June 2008

Executive Director

This organization brings the voices of religious leaders and their communities to focus on the issues of disparity on wages and working conditions of workers. This interfaith effort brings the moral voice of many traditions who seek a full protection of human rights for the working poor. My responsibilities include: fundraising, overseeing staff, board development, and public communications.

Northwest Immigrant Rights Project

November 2003-April 2007

Executive Director

Directs 32 staff located in two offices. Managed a two million plus dollar budget. Is responsible for fundraising and public relations for the organization. Oversee the delivery of a Law Clinic at the University of Washington. Develops strategies for working with the coalition of organizations that defend the rights of immigrants. Responsible for strategic planning for the organization. Works with the board on all policy aspects of the organization.

United States Peace Corps Micronesia

September 2001 – November 2003

Country Director

Directs a staff of 19 members with over 64 volunteers on islands that span 2,500 miles. Overall supervision of medical staff, training, and program staff. Responsible for a budget of over 1.5 million dollars. Reports directly to Washington, but is also responsible to the Ambassador. Responsible for the safety and security of volunteers and staff.

**United States Peace Corps Paraguay
Country Director**

July 2000 - August 2001

Directed all programs of Peace Corps in Paraguay. This program has 23 staff and 200 volunteers and trainees. Overall supervision of a full service medical clinic and training program that employs over 30 language and technical trainers. Responsible for all financial decisions and expenditures of a three million-dollar budget. Reports directly to Washington but also is responsible indirectly to the Ambassador and is a member of the embassy team. Responsible for the security and safety of all volunteers during their two-year service.

Homies Unidos, Inc..

November 1996 - June 2000

Executive Director and Founder

While my spouse was working for Save the Children in El Salvador, I founded a unique bi-national community organization to assist youth involved in gangs. Currently, the organization has offices in both El Salvador and Los Angeles. The mission is to work directly with gang members and to empower them to understand non-violence and the creative resolution of conflicts through non-violent approaches. Former gang members direct the educational and non-violence programs. As Director I carried out donor and foundation-based fundraising. I established an interactive web page and taught members to programmatically use the Internet. I established the first board, and currently serve as a board member.

Moratorium 2000

September 1998- April 2000

Executive Director

One of the founders of this non-profit that promotes a Moratorium on Capital Punishment and a full protection of human rights for all. The Chair of this organization is Sister Helen Prejean the author of the book DEAD MAN WALKING from which a movie of the same title was made. Responsible for fundraising, communication with membership and 300 national organizations. As Director, I guided the fundraising and international educational campaign, and established the first board. I currently serve as a board member. Now the organization is known as The Moratorium Campaign.

The Cesar E. Chavez Foundation

February 1994 - June 1996

Executive Director, La Paz, California

Responsibilities included fundraising, copyright protection, public education, and supervision of staff and various consultants. Coordinated the establishment of the foundation as nonprofit 501c3. Carried out major fundraising events that established a forum for the recognizing of long time supporters, many from the entertainment community, such as Martin Sheen, Gloria Steinam, Edward James Olmos, etc. The average annual net of these events was \$150,000.00. These corporate sponsored events provided an annual culmination for the educational and promotional activities nationwide that commemorated the legacy of Chavez and his philosophy of empowerment and non-violence. Reported to a board.

Amnesty International,**1989-94****Western Regional Director, Los Angeles**

Administered all programs in a thirteen-state region. Supervised staff and oversaw the work of 100,000 members and donors. Served as principal spokesman for the organization in the western United States. Succeeded in upholding non-partisan, non-political process for human rights. Diversified the donor and membership community to include ethnic communities in the US that represented countries Amnesty focused on including Iranians, Armenians and Burmese (Myanmar). Co-hosted a monthly radio program on NPR (KCRW) that focused on human rights and reached 50 stations nationally and 150 internationally via a short band peace network.

National Director of the Campaign to Abolish the Death Penalty, 1987-89

New York, New York

Directed international efforts of Amnesty International to raise awareness on the death penalty and its inherent inequalities. Developed programs that would build a coalition of groups both national and international to work on behalf of human rights. Instituted programs to develop local leadership and advocacy.

Special Project**1988****Media Director for the Amnesty International Worldwide Human Rights Concert Tour.**

Oversaw advance work and media direction for the successful concert tour that went to 18 countries including Argentina, Brazil, Costa Rica, Zimbabwe, Ivory Coast, and Hungary.

Southern Regional Director, Atlanta, Georgia**1985-1987**

Managed programs, volunteers and donors in thirteen states in the southern United States. Built first time linkages with African-American leadership and expanded membership base to include the black colleges of Atlanta. Together with spouse responded to needs of Cubans from the Mariel boatlift who were indefinitely incarcerated in the Atlanta penitentiary. Built membership among Haitians in the US concerned with human rights violations in their home country.

Nancy Dick for Senate**1984****Campaign Director**

The Lt. Governor of Colorado ran for the U.S. Senate. Managed campaign staff and directed all fundraising efforts.

Democratic National Committee**1981-1984****Special Assistant to the Chair**

Served as the Special Assistant to Chair Charles T. Manatt. Developed all schedules and worked to develop strategies to work with all elements of the Democratic Party. Provided support for staff developing training programs for candidates. Confidential advisor to the Chair of the Party.

**Polly Baca for Congress,
Campaign Director**

1980

Leading Hispanic State Representative from Colorado who ran for U.S. Congress.
Managed her campaign staff and directed all fundraising efforts.

**United States Peace Corps, Guatemala and Nicaragua,
Country Director for Nicaragua**

1978-1980

Directed all programs and 180 volunteers. Safely evacuated volunteers at onset of the Nicaraguan civil war.

Co-Director for Guatemala

Transferred to Guatemala due to revolution in Nicaragua. In an innovative management strategy spouse was chosen to co-direct the program including the supervision of the program volunteers and project assignments in health, small business development, agriculture, etc. Liaison with government agencies

The United States Department of Labor

June 1977 – November 1978

**Special Assistant to the Deputy Assistant Secretary for Employment and Training,
Washington, D.C.**

Responsible for the review and processing of employment and training contracts from the Department of Labor. This included funding for Job Service Centers, State Offices, National and Local Contractors, and a wide variety of others. There were four special assistants for this office. Became senior coordinating assistant by the end of the tenure at the Labor Department.

The Colorado Migrant Council

November 1974 - May 1977

Executive Director

Statewide program that annually served 30,000 farm workers and their families. The programs of the Migrant Council included Head start/Daycare, Job Placement, Economic Development, On the Job Training, English as a Second Language, Adult Education, Vista, Emergency Assistance, and G.E.D. In addition the Migrant Council was the first farm worker agency to become computerized and was part of a special national study of malnutrition among farm worker children. This study provided the first demographic information of farm worker families and services received. At the summer peak the Council employed as many as 350 employees. As director the agency grew from a funding level of \$500,000 to two million dollars. Various departmental Directors reported to the Director including the fiscal officer. Established 5 statewide regional offices. Reported to a community elected board.

Additional Experience

Organizer for the United Farm workers of America (1970-1974)
Paralegal with the Colorado Legal Services (1969-1970)
Head start and Daycare teacher with Colorado Migrant Council (1966)
Adult Education Teacher with Colorado Migrant Council (1968)

Education

Bachelor of Arts, Mass Communications
University of Colorado (1975)

Selected List of Affiliations and Awards

Immigrant and Refugee Board City of Seattle 2009-present
Advisory Committee Death Penalty Focus 1999-present
Human Rights Award City of Seattle 2006
Amnesty International Board of Directors 2000-2003 and 2004-2005
Project City Vote, Pasadena (1995)
United Nations Association, Pasadena (1995)
Abolitionist of the Year (1994)
Mike McKough Award Winner, National Jails and Prison Ministries (1994)
East L.A. Community AIDS Commemoration Wall (1993)
Refugee Award Winner, Chinese Refugee Community (1992)
Advisory Committee, Death Penalty Focus (1991)
Board Member, Colorado ACLU (1973, 1991, 1994)
Board Member, Community Health Foundation, East L.A. (1990-1994)
Cuban Detainees Support Committee (1986-1990)
Member of the Executive Committee of the Board of the American Friends Service Committee (1987-1990)
Member of the National Association of Farm worker Organizations, Washington DC. (1974-1977)
National Migrant Health Advisory Committee Member (1968-1972)
ACLU White Head Award 1972, Colorado
Theatre: Appeared in numerous productions in college including King Lear, Oklahoma, the Insect Comedy, and Mr. Sleeman' Coming; founded two theatre troupes, Teatro del Valle, Teatro de Ustedes..Taught STREET THEATRE at the University of Colorado. And was in a Los Angeles production of the The Last Pad.

Publications: Los Cuatro (book of poetry with four other poets), Looking for My Wings, and currently working on a book entitled Driving to the Moon., Article for the Seattle University's Social Justice Journal 'Stand Up For Your Rights. Have published numerous poems and articles . Maintains a blog at www.magdaleno.org.

From: Pickus, Aaron
Sent: Friday, May 18, 2012 4:37 PM
To: Pickus, Aaron
Subject: Mayor announces director of Office of Immigrant and Refugee Affairs



City of Seattle
Office of the Mayor

News

For Immediate Release
May 18, 2012

Contact: Aaron Pickus, Mayor's Office
Tel: (206) 233-2650

Mayor announces director of Office of Immigrant and Refugee Affairs *Magdaleno Rose-Avila to serve as first director of new office*

SEATTLE – Mayor Mike McGinn announced today the appointment of Magdaleno Rose-Avila as director of the Office of Immigrant and Refugee Affairs. He has served as executive director of the Northwest Immigrant Rights Project, of Social Justice Fund NW, and served as a regional director of Amnesty International. Rose-Avila will begin work on June 1.

"Magdaleno Rose-Avila brings extensive experience working with diverse immigrant and refugee communities and communities of color to this position," said McGinn. "His experience from working for many years on human rights will be an asset as we launch this office to help make life better for this vital part of our community."

"I welcome this most important opportunity and responsibility for this office," said Rose-Avila. "I look forward to working with the immigrant and refugee communities and all those who believe that they can build a vision of hope for all people in our city. Seattle has the opportunity to lead by example, dream the impossible, and work to make it a reality."

The Office of Immigrant and Refugee Affairs was created last fall to help the City of Seattle better meet the needs of Seattle's immigrant and refugee communities. The office will improve how the City engages these communities in policy making and service delivery. It will help address injustices and disparities related to education, jobs, health and access to opportunity.

Rose-Avila was selected after an interview process that included a panel of community members whose work touches the immigrant and refugee community, City managers and the Mayor's Office. Rose-Avila will serve as its first director and will report directly to McGinn.

Rose-Avila's salary will be \$96,000. His appointment is subject to confirmation by the City Council.

*All Mayor's Office press conferences, town halls and general public meetings are archived by [Seattle Channel](#). Many town halls and press conferences are also [broadcast live to the web](#). Sign up for *The Reader*, our office newsletter, at our [website](#). And learn more about your neighbors and the mayor's activities on our [blog](#).*



City of Seattle
Department of Finance and Administrative Services

MEMORANDUM

DATE: May 10, 2012
TO: Carl Marquardt - Legal Counsel - Mayor's Office
FROM: Yvonne Chan - Senior Personnel Specialist 
SUBJECT: Criminal History Check - Magdaleno Rose-Avila

The Finance and Administrative Services Department, Human Resources Division has completed the criminal history and background review for Magdaleno Marcos Rose-Avila. There were no findings that would impact the employment eligibility of Mr. Rose-Avila.

cc: Recruitment file

Fred Podesta, Director
700 Fifth Avenue, 52nd Floor
P.O. Box 94689
Seattle, Washington 98124-4689

Tel (206) 386-0041
Fax (206) 684-7898
TDD (206) 615-0476
fred.podesta@seattle.gov