



City of Seattle  
Council District No. 4  
Applicant Summary

Applicant Name: Sherae Lascelles

Yes/No	Description: The following provides a summary of relevant experience, as provided by applicant in his/her application materials submitted on or before April 5, 2019.
Y	Does applicant express an understanding of Seattle city government operations and legislative processes?
N	Does applicant identify experience or knowledge of public sector budget processes? Does applicant identify any prior work or volunteer experience developing a budget for an organization (e.g. for-profit company, non-profit organization)?
N	Does applicant identify any previous planning, land use and zoning experience?
Y	Has applicant demonstrated or articulated a commitment to race and social justice—particularly, in recognition of the diverse populations who work and/or reside within the City of Seattle?
Y	Has applicant demonstrated or articulated an understanding of public policy issues (such as homelessness, affordable housing, public health, law and justice, etc.)?
N	Did applicant indicate whether he/she previously served in a publicly elected office?
N	Did applicant indicate whether he/she has served—past or present—on a Seattle-area board or commission?
Y	Did applicant indicate whether he/she has played a role in social advocacy?
Y	Did applicant identify managerial or supervisor work experience?
N	Is the applicant a current or former City of Seattle employee?
N	Did applicant identify any potential conflicts of interest on the financial interest statement?
Y	If references were included in the application package, did applicant sign and return the Reference Checking Consent and Authorization Form?
Y	Is the applicant a resident of District 4 for at least one-hundred twenty (120) days prior to the appointment, scheduled for April 22, 2019?
	<b>Comment(s):</b>

**HR USE ONLY**

1<sup>st</sup> Review Completed: 4/8/2019

2<sup>nd</sup> Review Completed: 4/7/2019

Reviewer Initials: JP

Reviewer Initials: PW



# City of Seattle

## FINANCIAL INTEREST STATEMENT AND ADDRESS VERIFICATION CANDIDATES FOR COUNCIL POSITION 4

All City of Seattle officials and employees are subject to the provisions of Seattle Municipal Code (SMC), Chapter 4.16, (the "Ethics Code"). The purpose of the Ethics Code is to ensure that no public office is used for personal gain; and that the public have confidence in the integrity of its government. An individual with certain financial interests may be prohibited from participating in City business, as specified in the Ethics Code. Please see SMC 4.16.070, attached as Exhibit A, for a list of prohibited conduct.

The City Council is interested in knowing whether you have any financial interests that could be an issue with your service on the Council. Please answer the following questions to the best of your ability. Answering "Yes" does not necessarily disqualify you from consideration:

1. Do you, or any member of your family, **receive compensation** from any person or entity that engaged in any transactions or activities with Seattle City government in the past five years?

No

Yes, please complete item 1 on page 2.

2. Do you, or any member of your family, have a **direct financial interest** in any person or entity that engaged in any transactions or activities with Seattle City government in the past five years?

No

Yes, please complete item 2 on page 2.

3. Have you, or any member of your family, served in the past five years as an officer, director, trustee, or employee of an entity that engaged in any transactions or activities with Seattle City government?

No

Yes, please complete item 3 on page 2.

4. After referencing SMC 4.16.070, do you have any other relationships, employment history or financial interests that you feel could be an issue with your service on the Council under the Ethics Code?

No

Yes, please complete item 4 on page 3.

In order to be eligible for appointment to Council Position 4, you must be a resident of District 4 for at least 120 days (City Charter Article IV, Sec. 2; Article XIX). Please confirm your eligibility by clearly printing your current residential address and affirming the length of your residency at that address:

Street Address:



Zip Code:

Resident at this address since: July, 1st 2010

I certify under penalty of perjury under the laws of the State of Washington that the information provided on this page and on page 2 and on all attached sheets is true and correct and that I have made reasonable inquiry to determine the truth, accuracy, and completeness of my responses.

Signature:

Date:

04/05/19

Signed at Seattle, Washington

(City or other location must be filled in.)

To: Seattle City Hall | Office of the City Clerk

April 5, 2019

Sherae Lascelles



Dear Seattle City Councilmembers & City of Seattle Residents:

My name is Sherae Lascelles and I am applying for the open councilmember position in District 4. I am an 8 year renter and resident in District 4, an accomplished business developer, and, above all, a committed leader in my communities. My intersectional community organizing skills, business acumen, and endless ingenuity make me the ideal candidate for this interim position.

Over the past decade, I have witnessed the impacts of the growing pains of the city in my district and fought for those most impacted by these circumstances. The problems my community face include housing insecurity, transportation inequities, harm reduction and implementation, and gentrification and displacement. Many long-term family business-owners and residents have been deracinated, which has removed employment opportunities in the neighborhood and ultimately destabilized our sense of community. By removing the roots of this neighborhood, our community is desperately in need of a community organizer that can overcome seemingly disjointed values and interests and identify the intersectional aspects to fuse our common interests, and motivation to take action, back together.

My professional experience in business development and operations management enables me to plan vast projects that are intricate with enduring timelines and many moving parts. I am able to manage and implement resources in efficient and conscientious ways as well as to navigate any issues that arise during a project and incorporate the voices of those impacted to find mutually beneficial solutions. I encourage project participants and community members to advocate for themselves and imbue them with the tools to do so whenever I have the chance to.

My community involvement with the Sex Workers Outreach Project of Seattle (SWOP) and Strippers are Workers (SAW) campaign with Working Washington led me to realize my mission to become a pivotal amplifier of stakeholder issues and concerns and a champion of their causes. This experience indicates that I am not only familiar with the legislative and municipal processes, but I am successful at navigating them through community-driven, grassroots collaborations.

I am applying for this position because I have the insight and experience to make District 4 a liveable and welcoming neighborhood for all. My ties within District 4 and the City of Seattle make it my moral imperative to fight for a seat at the table for those who aren't able to be there themselves. The residents of District 4 can count on me to encourage them to advocate for themselves and always be available to hear the full spectrum of voices in our community. I hope to be considered for this position to have the opportunity to continue to serve my communities in a way that I have long been eager to do but have lacked the access and resources to do so.

Best regards,

Sherae Lascelles

# SHERAE LASCELLES

COMMUNITY ADVOCATE | ENDLESS INGENUITY | DEDICATED LEADER

## INTRODUCTION

I am an avid community advocate and skilled organizer with over a decade of managerial experience. My career path has been motivated by my mission to be involved in challenging, progress-oriented, and dynamic positions serving my community. I seek to implement my diverse skill set and unique perspective in this role to navigate the process of uplifting my community and their voices, while continuing to further my knowledge and scope of expertise in their service.

## AREAS OF STRENGTH & KEY SKILLS

- **Strategic Communication**
- **Business/Campaign Development**
- **Budget Formation & Implementation**
- **Intersectional Organizing**
- **Project Management**
- **Leadership & Team Building**
- **Tech Savvy/Proficient**
- **Marketing & PR Coordination**
- **Operations/Logistics Management**

## COMMUNITY INVOLVEMENT

### SAW (STRIPPERS ARE WORKERS)

ADVOCATE, VOLUNTEER ORGANIZER, & CAMPAIGN STRATEGY

- Working with Working Washington and The Fair Work Center to organize a stakeholder-centric movement
- Mobilizing an underrepresented community to engage in direct action and the legislative process
- Advising new and veteran organizers on the intersectionality of sex worker's rights and labor rights
- Crafting campaign messaging and strategy from the concerns of the community
- Navigating and translating the legislative process alongside stakeholders

### SWOP-SEATTLE

VOLUNTEER ORGANIZER  
SINCE APRIL 2018

- Public education & outreach coordinator
- Educating elected officials and candidates on SW rights issues and concerns
- Organizing Events and Fundraisers
- Volunteer coordination during events
- Mobilizing potential volunteers and allies from the intersectional communities

## PROFESSIONAL EXPERIENCE

### BRITISH AMERICAN PROJECT

OPERATIONS MANAGER

BRITISH AMERICAN PROJECT CONFERENCE 2018

Functions as Operations Manager: transportation planning and procurement, scheduling, adhering to budgets, project management and logistics, composition and management of event and orientation printed materials, social media marketing, Point of Contact throughout event, catering/vendor coordination, and creation of a unique bonus excursion; a walking pinball/barcade crawl in Belltown.

### FULL TILT ICE CREAM

STORE MANAGER/GM/COO  
AUGUST 2015- MARCH 2018

Functions as COO: operations management, inventory management, promotion creation and implementation, scheduling, hiring, cash handling and bookkeeping, logistics, development of procedural documents, product development, print and social media marketing, developing and maintaining business partnerships and cross promotions, and project management for brand expansion including build out and launch of new location.



# LEGISLATIVE DEPARTMENT

Human Resources

## Reference Checking Consent and Authorization Form

### Disclosure

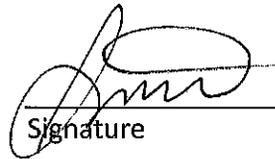
Please read the information on this form carefully and completely.

I have applied for appointment to the Seattle City Council and have provided information about my previous employment and professional references. I authorize the City of Seattle to obtain my academic records and conduct a reference check with my present and/or past employers, professional references, and additional references provided by my present and/or past employers or professional references. I understand that reference information may include, but not be limited to, verbal inquiries or information about my employment performance, professional demeanor, rehire potential, dates of employment, salary, and employment history.

My signature below authorizes my former or current employers and references to release information regarding my employment record with their organizations and to provide any additional information that may be necessary for my application for appointment to the City Council. I knowingly and voluntarily release the City of Seattle and any and all persons or entities providing a reference from any and all liability arising from release or receipt of information about my employment history, my academic credentials or qualifications, and my suitability for appointment to the City Council.

Sherae L Lascelles

Name



Signature

04/05/19

Date

Douglas Raymond  
General Manager

5 April 2019

Office of the City Clerk and City Council Members  
City of Seattle  
600 Fourth Ave  
Seattle, WA 98104

I am writing to recommend Sherae Lascelles for the position of City Council District Member.

I know Sherae from working with her on the 2018 British American Conference in Seattle, for which I served as the co-Chair of the conference.

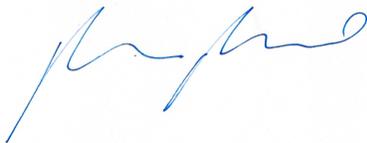
Sherae served as the Operations Manager for this 4-day conference of 200 senior leaders from the United States and United Kingdom. Her oversight of the conference plan and adherence to a strict budget were exceptional. The conference plan was complex and had to be developed in a short amount of time and in adherence to a strict budget. Additionally, the senior leaders who attend the conference had exceptionally high expectations for the quality of venues, programming, and logistics.

Sherae was incredibly resourceful. She organized transportation, agendas, invited speaker logistics, and conference materials and met our budget goals. Throughout the four days of the conference, she anticipated and resolved dozens of challenges with creativity and determination, working tirelessly to ensure that the conference was a success.

The results of her work were spectacular. Our conference was the best attended in the United States in the 33-year history of the organization, and conference attendees gave the program overwhelmingly positive reviews.

I believe Sherae's demonstrated skill in budgeting and operations would translate well to the responsibilities of this role. The City of Seattle would benefit greatly from Sherae Lascelles' service as a City Council District Member. I strongly encourage you to accept her to the Council.

Sincerely,



Douglas Raymond

Seattle City Hall, Office of the City Clerk  
Monica Martinez Simmons, MMC, City Clerk  
PO Box 94728  
Seattle, WA 98124-5728

Dear Seattle City Councilmembers:

I'm writing to strongly recommend the appointment of Sherae Lascelles to fill the vacant District 4 seat on the Seattle City Council.

I've had the opportunity to work closely with Sherae since July 2018, when we started organizing the Strippers Are Workers campaign after dancers from strip clubs in the Seattle area approached us with concerns about health and safety and financial issues in their workplaces. Sherae has generously lent her expertise as a representative of Sex Workers Outreach Project – Seattle (SWOP) at every single organizing meeting, hearing, and event throughout the course of the campaign. Our work has led to the creation of HB 1756, which sets new safety standards for strip clubs operating in our state. The bill, which was crafted with the input of dozens of dancers working closely with Sen. Rebecca Saldaña and Rep. Tina Orwall, has passed the WA House and awaits a vote in the Senate.

The success of Strippers Are Workers' organizing, messaging, and strategy have been due in large part to Sherae's contributions. Sherae understands both the need for profound change to promote equity and justice for people of color, sex workers, and low-wage workers, and the need for practical policy solutions to the problems that are facing our most marginalized community members today. A longtime advocate for sex workers' rights with SWOP, Sherae has guided our campaign with vital insight into a marginalized community that's among the hardest to reach. She understands the needs of her own community and of others because she listens carefully to, and advocates fiercely for, those who need it most.

Sherae is someone who shows up — even when it's not easy to show up — and who knows how to bring people together to build consensus. Time and time again, I've seen her demonstrate leadership not by promoting her vision of what our campaign, our city, or our state should look like, but by attentively listening to the dancers we're organizing and giving them the tools they need to make their own voices heard.

Sherae is strategic, conscientious, and unbelievably hardworking. When she gets behind a cause, she doesn't just talk about it — she puts the time in and she fights for change. Above all, she is relentlessly dedicated to the values of racial and social justice, and to centering the voices of those who have been ignored for far too long.

Our city is at its best when we recognize that raising up the most marginalized in our community means raising up our community as a whole. Appointing Sherae Lascelles to the Seattle City Council is an opportunity to make that happen, and I hope you'll take that opportunity.

Thank you for your time and consideration,  
Emily Dhatt



April 4, 2019

City of Seattle

Office of the City Clerk

Council Members Lisa Herbold, Bruce Harrell, Kshama Sawant, Debora Juarez, Mike O'Brien, Sally Bagshaw, Teresa Mosqueda, and Lorena González

To the City Clerk and Members of the Seattle City Council:

I am writing with regard to Sherae Lascelles, who is applying for the Interim District 4 City Council Member position.

I live in Ravenna and I am the president and owner of GaelSong, a mail-order catalog and website business in the University District (located at 1314 NE 56<sup>th</sup> Street). I employ 10-35 people, depending on the season.

Sherae has been a seasonal GaelSong Customer Service Representative in our call center off and on since 2010. During that time, she has consistently demonstrated an exemplary commitment to her team and to the needs and goals of the organization. Throughout the years, she has been one of the very few employees on whom I can rely to do whatever it takes to complete a task. On several occasions when we have been short-staffed in the midst of the Christmas rush, she has worked during the day and then all the way through the night to process customer orders. Although she could certainly have said that she was tired and needed to go home, Sherae continued to work with the most dedicated members of our team to make sure that we did not fall behind, to make sure that our customers received their orders on time, and to ensure that her co-workers felt supported in dealing with an arduous task.

Sherae is highly intelligent, energetic, and articulate. She has excellent attention to detail, and is capable of understanding complex issues and solving problems. She does not give up easily. In addition, she is empathetic in addressing the concerns of disgruntled customers, yet firm when need be.

I believe that Sherae will make a unique and valuable contribution to the City Council and to the people of Seattle. I hope you will give serious consideration to her application.

If you have any questions regarding my experience as Sherae's employer, please feel free to contact me via email at [REDACTED] or by phone at [REDACTED]

Sincerely,

Colleen Connell  
President, GaelSong Inc.

**From:** [Sherae Lascelles](#)  
**To:** [LEG CouncilAppointmentApplications](#)  
**Subject:** City Council Appointment - Application from Sherae Lascelles  
**Date:** Friday, April 05, 2019 3:36:59 PM  
**Attachments:** [Sherae Lascelles Interim D4 CM Cover Letter.docx](#)  
[Sherae Lascelles CM D4 RESUME.pdf](#)  
[Completed-Financial Disclosure Form and Address Verification-Pos4.pdf](#)  
[Completed-Seattle City Council Reference Checking Consent and Authorization Form.pdf](#)  
[Sherae Lascelles LOR - City Council From D Raymond.pdf](#)  
[Sherae Lascelles Reference Letter From E Dhatt.docx](#)  
[Reference Letter for Sherae Lascelles from C Connell.pdf](#)

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**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Monica Martinez Simmons,

I hope this email finds you well. Attached you will find my application for Interim District 4, Northeast Seattle Councilmember vacancy. I am a long time renter and resident of this district and firmly believe that my managerial experience, advocacy work, and deep ties to this community, makes me an ideal candidate for this position.

Attachments included in the correspondence:

Cover Letter  
Resume  
Financial Interest Statement  
Reference Authorization  
Professional References

Thank you for your time and consideration.

Sherae Lascelles

