



City of Seattle
Council Position No. 8
Applicant Summary

Applicant Name: Kirsten Harris-Talley

Yes/No	Description: The following provides a summary of relevant experience, as provided by applicant in his/her application materials submitted on or before October 1, 2017.
Y	Does applicant express an understanding of Seattle city government operations and legislative processes?
Y	Does applicant identify experience or knowledge of public sector budget processes?
Y	Does applicant identify any prior work or volunteer experience developing a budget for an organization (e.g. for-profit company, non-profit organization)?
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?
Y	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?
	Comment(s):

HR USE ONLY

Date of Review: 10/2/17

Reviewer Initials: KJ



City of Seattle

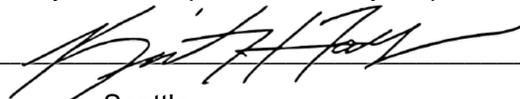
FINANCIAL INTEREST STATEMENT – CANDIDATES FOR COUNCIL POSITION 8

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.

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: 
Signed at Seattle, Washington
(City or other location must be filled in.)

Date: September 30, 2017

Note: If you are appointed to the City Council, you will be required to complete a “Personal Financial Affairs Statement” on a form provided by the Seattle Ethics and Elections Commission (SEEC). Please see SEEC Form F1, attached as [Exhibit B](#)

EXPLANATIONS FOR RESPONSES ON PAGE 1: *(Use additional sheets if necessary. For assistance, please call the Seattle Ethics and Elections Commission at 684-8500.)*

1. Please provide the name and address of each person or entity for which you answered Yes on page 1

Name: _____
Address: _____

2. Please provide the name and address of each entity for which you answered Yes on page 1.

Name: _____
Address: _____

3. Please indicate (i) the name of the person holding the position (you or an immediate family member); (ii) the title of the office, directorship, trusteeship or employment held; and (iii) the name and address of the entity.

Person holding the position: _____
Position held with entity: _____
Entity name: _____
Entity address: _____

4. Please describe the relationships, employment history or financial interests for which you answered YES on page 1.

Kirsten Harris-Talley

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 & City of Seattle Neighbors:

I have a deep love for the City of Seattle, and am pleased to apply for the open Position 8 City Council seat. I am policy savvy, solutions oriented and collaborative; these skills—and my commitment to movement building—make me an ideal candidate for this position.

I am a proud graduate of the University of Washington and have a unique career path that has combined non-profit experience, activism, and community leadership to bring people together to make change. I believe the role of government is to represent the people, advocate for the peoples' needs, and champion policy that raises up our most vulnerable. Community and government collaboration is the catalyst for transformative change. The Seattle City Council—with the guidance and work of community leadership—has passed safe & sick leave, increased our minimum wage, and made deeper investments into addressing houselessness. The process for review and approval of the budget is a way to act on our values, and make sure we are making upstream investments that help us all thrive.

I moved to Seattle in 1999, first living in Capitol Hill and moving to Rainier Valley in 2004. My husband Jason and I are proud to raise our two children in the diverse and vibrant Hillman City neighborhood. This neighborhood has shaped my understanding of what it means to be your neighbors' keeper, take action and make positive change together. In collaboration with 47 other families in SE Seattle, we are building the *Black & Tan Hall*, a community performance venue and restaurant. While we showcase the talent of the Rainier Valley, we are also actively working against gentrification. Our business is built by and for neighbors; and the profits will stay in our community, where it can make a difference. As our city continues to grow, residents and government must come together to stop displacement as people find themselves facing rising rents and accelerated development. With creative business models, truly equitable policy and neighbors working together, we can reverse the negative impacts of gentrification.

Through my work with Surge Reproductive Justice, we have collaborated with the Seattle Women's Commission and Immigrant and Refugee Commission to pass a proclamation for immigrant/refugee and trans people's access to reproductive health services. With #BlocktheBunker, and #NoNewYouthJail, we organized community members to bring their concerns to the city council. Through this work, I developed a deep understanding of the city budget, and how the investments we choose impact people and their daily lives. I personally wrote letters, made calls, organized neighbors and gave testimony to the City Council on the need for upstream investment to address the root causes of crime. My experience working with government in these ways makes me a distinct, prepared candidate.

Thank you for your time and consideration. I am ready for, and look forward to, the process.

Sincerely,



Kirsten Harris-Talley

Enclosure(s): Resume, Financial Interest Statement, Reference Authorization, Professional References

Kirsten Harris-Talley

Committed Collaborator | Strategic Leader | Community Activist

I am a systems thinker with over 15 years of experience in non-profit administration, budget management, facilitation/training, and organizational development. My entrepreneurial spirit and interpersonal skills have supported my unique career growth and talent for translating strategy into action. I look to share my experience in social justice and community organizing with a respected institution that values collaboration, equity, community leadership and innovation.

AREAS OF STRENGTH AND EXPERTISE

- Facilitation
- Non-profit Management
- Policy Analysis
- Leadership & Teambuilding
- Coalition Building
- Cultural Proficiency
- Strategic Planning/Analysis
- Budget Management
- Community Organizing

Tech Skills: Microsoft Suite, Survey Monkey, Constant Contact, Slack, Facebook, DropBox, CiviCRM | PC & Mac user

KEY SKILLS ASSESSMENT

Program Management – Proven achievement in focusing program outcomes, identifying gaps and exceeding goals. Experience with partnership and development of diverse organizations including: coalitions, community based organizations, social change/advocacy organizations, and non-profits. Expertise in community organizing strategies, cultural proficiency assessment, social justice analysis and capacity building.

Policy Analysis, Advocacy and Organizing Strategy – Consistently apply a practical and solutions oriented approach to problem analysis. Balance of big picture perspective and attention to detail. Innate understanding of systems and sequencing needed for achieving complex goals. Center equity, community leadership, and collaboration in strategy development.

Relationship Building/Team Management – Understanding and practice of group building, healthy group dynamics and conflict resolution methods. Committed to building strong teams and partnerships through exchange of knowledge, experience, and collaborative goal setting. Bridging of centered communities leading work and allyship to support efforts.

PROFESSIONAL EXPERIENCE

Progress Alliance of Washington | Program Director **2012 – Present**

Progress Alliance is a 501c3 and 501c4 funder investing in a permanent and powerful progressive social change movement in Washington State. We envision Washington state as a healthy place to live, with shared economic success and security, built from a democracy that works for its people.

- Manage our diverse, state-based grantee portfolio and granting budget, with over \$1.5 million granted annually
- Develop and lead coordinator for our *Building Wins Conference* that brings together donor members, strategy allies and grantees to explore the national, regional and local policy and advocacy needs in our region
- Lead liaison between Progress Alliance and community-based organizations; including community of color, women and youth-led organizations
- Participate in policy strategy planning and community leadership convening, including: voting rights / access, police training and accountability, racial equity and advocacy communications
- Represent our approach and strategy at civic engagement, equity and collaborative funder convenings
- Lead our Rising American Majority program with the goal of funding voting and civic engagement work led by communities of color, immigrant/refugee communities, young people and women. This includes increasing the visibility and prioritization of primary issues, leadership and advocacy innovations from these communities.

PROFESSIONAL EXPERIENCE, CONTINUED

Cardea | *Program Manager*

2001 – 2012

Cardea is a non-profit offering training, organizational development and research/evaluation to healthcare, social change and advocacy organizations. Cardea improves organizations' abilities to deliver accessible, high quality, culturally proficient, and compassionate services to their clients.

- Managed multiple programs & program budgets simultaneously with focus on goals, strategic partnerships and measurable outcomes
- Lead liaison between Cardea and community coalitions for strategy and community organizing efforts
- Developed and delivered professional trainings with public schools, community health clinics, and county/city health clinics with consistent excellence & satisfaction ratings of 90% or higher
- Trained 1,000+ professionals regionally and nationally in program development, curricula delivery, and best practice skills development
- Convened and facilitated the Healthy Youth Alliance, a collaborative effort to pass the Healthy Youth Act, a policy requiring health education in WA State to be science based
- Led an eight-member national core staff and managed content of the *Northwest Institute for Community Health Educators* (NICHE)—the nationally acclaimed health education institute
- Advancement in organization, moving from Office Assistant > Program Coordinator > Program Associate > Program Manager in only five years

AFFILIATIONS AND ADDITIONAL INTERESTS

- Friends of Hawthorne Elementary (PTA) | *Parent & Member* 2017
- Black & Tan Hall | *Owner / Partner* 2016 – Present
- #BlocktheBunker & #NoNewYouthJail | *Community Organizer & Activist* 2016 – Present
- BRAVE: Building Reproductive Autonomy and Voices for Equity | *Facilitator* 2015 – Present
- Surge: Reproductive Justice Collaborative | *Founding Board Member* 2007 – Present
- Building Wins Conference | *Lead Organizer* 2013 & 2016
- Healthy Youth Alliance | *Steering Committee Member* 2006 – 2011

SELECT PRESENTATIONS AND PUBLICATIONS

- [*Building Our Future Together: Rising American Majority in WA State*](#) | Research Publication 2016
Progress Alliance of Washington
Research and Writing Lead
- *Systems Aware: Power, Privilege and Organizational Responsibility* | Training 2015
Planned Parenthood Votes NW & HI, Win/Win Action
Trainer & Curriculum Development
- *Digital Storytelling: A Tool for Sustainability* | Training 2010
Cardea, National Convening
Trainer
- [*A Closer Look: Landmark Study of Women and Girls*](#) | Research Publication 2007
Women's Funding Alliance
Research Assistant

EDUCATION

- University of Washington | Bachelor of Arts, Social Sciences: Law, Politics and the Economy
- Seattle Central Community College | Associate of Arts, Integrated Studies
- School of the Art Institute of Chicago | Associate of Arts, Fine and Studio Arts

Kirsten Harris-Talley

REFERENCES

- **Uma Rao**

Board President
Surge Reproductive Justice Collaborative*

Uma and I have worked closely together on reproductive justice, racial justice and healthcare access. We both serve on the board and work closely together to move forward program, organizational development and equity goals. The understanding of community priorities, community leadership, and policy advocacy has been central to the Surge approach.

- **Karen Toering**

Investment Partner Community Advocate
Black & Tan Hall* Upgrade Seattle*

Karen and I are both investment partners in the Black & Tan Hall in Rainier Valley's Hillman City neighborhood. We have brought our equity lens to the cooperative and co-facilitate meetings and community outreach events. We have also worked on advocacy together for municipal broadband, police training/accountability, racial justice and other social justice issues. We both have deep ties to national, regional and local advocacy work and collaborations.

- **Esther Handy**

Deputy Director
Progress Alliance of Washington*

Esther and I are colleagues at Progress Alliance of Washington. As the Deputy Director and Program Director respectively, we collaborate to refine and implement our vision of a thriving and progressive WA State. We have co-led our organizational equity plan the last two years. In collaboration with our Executive Director, we make budget and strategy decisions for our organization. We also work collaboratively with our progressive network on policy, advocacy and communications for social change.

Esther has also provided a reference letter, attached.

***Organizations listed for identification purposes only.** This listing does not explicitly, or implicitly, communicate an endorsement by the organizations.

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

October 1, 2017

Dear Councilmembers,

Kirsten Harris-Talley is an important addition to the Seattle City Council during this Interim period.

I have had the pleasure of working with Kirsten for two years in her capacity as Program Director at the Progress Alliance of Washington. Kirsten is first and foremost a **community-builder**. This is true in the office where she builds strong relationships with colleagues and partners, and in her neighborhood, where she is a leader on innovative solutions like the Black and Tan Hall. On the Council, she will quickly partner with new colleagues and leverage her relationships in community, to bring new voices into the Budget process.

From experience working at the Council, I know the budget happens quickly and Councilmembers face hard choices amongst many worthy programs. As a grant-maker, Kirsten has faced the challenge of having many “asks.” At Progress Alliance, she skillfully listens for understanding, accepts feedback from stakeholders, centers our values and strategic priorities and ultimately makes hard decisions about who gets funded; decisions that time and again have served our community. As Councilmember, Kirsten will be a **team-player in a consensus-building process**, helping the Council deliver a budget that reflects Seattle’s values.

Kirsten is **ready to hit the ground running**. She has over 15 years of program management experience at the intersection of community, advocacy and government. She believes in the positive role of government and knows that better outcomes are achieved when community and government work together. She’s a **practical decision-maker, rooted in Seattle values of equity and inclusion**.

Finally, she’s a **delight to work with**. Kirsten would contribute to the accessibility and approachability of the Council by being a positive voice and familiar face for communities during this tumultuous time.

Responsive to community. Experienced policy advocate. Ready to make tough decisions. Kirsten Harris-Talley is an excellent choice for the Interim appointment to the Seattle City Council.

If you have questions, or would like to speak further about Kirsten’s qualifications, please don’t hesitate to reach out.

Sincerely,

Esther Handy



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.

Kirsten Harris-Talley

Name



Signature

September 30, 2017

Date

From: [Kirsten Harris-Talley](#)
To: [LEG CouncilAppointmentApplications](#)
Subject: Re: City Council Appointment | Application from Kirsten Harris-Talley ATTACHMENT 2 of 2
Date: Sunday, October 01, 2017 4:40:40 PM
Attachments: [Seattle City Council Reference Checking Consent and Authorization Form Harris-Talley.pdf](#)
[References.Kirsten.Harris-Talley.2017.pdf](#)

Dear Monica Martinez Simmons:

Due to constraints with attachment size, here are the additional documents.

- Reference Authorization
- Professional References

Thank you again, KHT

Kirsten Harris-Talley
[REDACTED]
[REDACTED]

On Sun, Oct 1, 2017 at 4:37 PM, Kirsten Harris-Talley <kirstenharristalley@gmail.com> wrote:

Dear Monica Martinez Simmons:

I hope this message finds you well. Attached you will find my application for the Position 8 vacancy. I have a deep commitment to community, and offer over 15 years of experience in non-profits, activism, and community leadership. Attached you will find my:

- Cover letter
- Resume
- Financial Interest Statement
- Reference Authorization
- Professional References

Thank you for your time and consideration.

Kirsten Harris-Talley
[REDACTED]
[REDACTED]

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