

LT'22 Graduation & Alumni Reunion



June 16, 2022

Bell Harbor Conference Center & Zoom

Event Schedule

Arrive & Network (In-Person Only)

5:30-6:30 p.m.

Connect with classmates, graduating class members, the LT community, and leaders from around Puget Sound.

Graduation Program (In-Person & Online)

6:30-7:15 p.m.

Opening Remarks

Jennifer Price, LT'08, Board Chair

Keynote Remarks

Marc Dones, CEO of King County Regional Homelessness Authority

Year in Review

Julie Pham, PhD, LT'16, Curriculum Committee Chair

Class Speakers

Emijah Smith, Linda Chavez Lowry, Amelia Min-Venditti, Michael Furze, Dana Guy, Melanie Lyons, Kevin Payne

Graduation Culmination

Sue Bennett, LT'94, Executive Director

Continued Networking (In-Person Only)

7:15-8:00 p.m.

Keynote Speaker



Marc Dones

CEO, King County Regional Homelessness Authority

Marc Dones (they/them pronouns) is a social entrepreneur, policy strategist, and social justice activist with over 10 years of experience in equitable systems transformation.

Prior to taking on the role of inaugural CEO for the King County Regional Homelessness Authority, Marc was the founder and Executive Director of the National Innovation Service (NIS), a consulting firm that helps governments redesign their approaches to supporting marginalized populations. Marc has also held leadership roles in social impact, policy and program design, and continuous improvement at the Center for Social Innovation (C4 Innovations), and is a faculty member at the School of Visual Arts (SVA). Marc holds a degree from NYU in Psychiatric Anthropology and is an experienced equity trainer.

LT Class of 2022

Charmila Ajmera, *WA State Dept of Health*

Erik Applebee, *WA State Dept of Children, Youth and Families*

Jason Barnwell, *Sellen Construction Company*

Brooksie Barton, PE, *Jacobs*

Anna Boone, *Zillow*

Saunjah Brantley, *Microsoft*

Kate Brunette, *Futurewise*

Gerard Buan, *WA Health Benefit Exchange*

Linda Chavez Lowry, *Community Leader*

Reginald B. Cole, *King County Dept of Community & Human Services*

Stacy Crim, *Regence BlueShield*

Magan Cromar, *King County Dept of Community & Human Services*

Carey Dagliano, *NBBJ*

Sumona DasGupta, *University of Washington*

Michaela Doelman, *WA State Employment Security Dept*

Karen Dove, *ANEW*

Kate Elliott, *Maul Foster & Alongi, Inc.*

Michael Furze, *WA State Dept of Commerce*

Blair Greenberg, *Seneca Group*

Dana Guy, *Program for Early Parent Support (PEPS)*

Zaki Hamid, *KUOW Public Radio*

Tisha Held, *BECU*

Isabelle Heyward, *Museum of History & Industry (MOHAI)*

Daniel Hirsty, *Broadmark Realty Capital*

Emily Hooper George, *KPFF Consulting Engineers*

Matthew Huggins, *Grant Thornton*

Cassidy Inden, *Virginia Mason Franciscan Health*

Catherine Johnson, *Microsoft*

Jackie Jones, *The Bill and Melinda Gates Foundation*

Adam Kestler, *AAA Washington*

Deborah Kewa, *Slalom*

Katherine Leggett, *Spark Northwest*

Mikaela Louie, *Foster Garvey PC*

Brittany Lovely, *WA State Dept of Commerce*

Melanie Lyons, *Summer Search Seattle*

Julia Marquiss, *Samsara*

Susan Mason, *What's Next Washington*

Benjamin Mayer, *K&L Gates LLP*

LT Class of 2022

Mary McHale, *WA Health Benefit Exchange*

Shannon Merchant, *King County Metro Transit*

Najmah Messiah, *Virginia Mason Franciscan Health*

Liz Miller, *Upstream USA*

Amelia Min-Venditti, *WA State Dept of Ecology*

Kimberly Miyazawa Frank, *Cambia Health Solutions*

Whitney Nakamura, *Tiny Trees*

Swetha Narayanaswamy, *F5 Networks*

Michael Nguyen, *Professional Educator Standards Board*

Leo Novsky, *Speak with Power Consulting*

Liam O'Connor, *Concentrix Catalyst*

Kevin Payne, *HomeStreet Bank*

Rosella Picado, *WSP USA*

Candice Poon, *Microsoft*

Sam Read, *City of Seattle Dept of Neighborhoods*

Yvonne Roberts, *King County Dept of Community & Human Services*

Thomasina Schmitt, *Seattle Neighborhood Group*

Naveen Shetty, *King County Dept of Behavioral Health & Recovery*

Jenny Shin, *Public Health- Seattle & King County*

Emijah Smith, *King County Equity Now*

Evan Smith, *Starbucks Coffee Company*

Angela Socci, *Seattle Police Department*

Charles Southerland, *WA State Dept of Social and Health Services Western State Hospital*

Lee Striar, *Heartland, LLC*

Alicia Teel, *Seattle Metropolitan Chamber of Commerce*

Mandela Thomas, *Port of Seattle*

Stanley Tsao, *City of Seattle Department of Neighborhoods*

Archana Verma, *United Way of King County*

Taylor Warren, *Turner Construction*

Tiffany Williams, *Public Health- Seattle & King County*

Greg Wilson, *Pugh Capital Management*

Allison Wood, *Bezos Academy*

Stephen Yamada-Heidner, *Architects Without Borders Seattle*

Lab Project Summaries

Team 1 (ONEderful): Build 2 Lead (B2L)

Team: Kate Brunette, Gerard Buan, Dana Guy, Catherine Johnson, Adam Kestler, Brittany Lovely, Najmah Messiah, Kimberly Miyazawa Frank. **Coach:** Danielle Friedman

Build 2 Lead (B2L) empowers, engages, and educates BIPOC youth, their families, and communities. The Civic Champion program is B2L's multi-week cohort during which participants are introduced to community leadership and civic engagement.

Our goal was to give students in B2L's Civic Champion program the tools and resources needed to advocate for themselves and their community, and to create systemic change. We provided course facilitators with a high-level curriculum plan to structure a civic engagement course. We provided technical expertise and helped build a curriculum around community leadership and advocacy for BIPOC students.

Access to community leaders interested in collaborating with B2L's programs in education, legal, and healthcare systems was an additional request. B2L held its first annual P.O.W.E.R (Prosperity, Opportunity, Wellness, Empowerment, Resilience) conference. Partnering with healthcare organizations, the vision of the two-day conference was to provide BIPOC and multicultural community members the opportunity to build on their generational greatness.

Our goal was to present pathways to healthcare careers to BIPOC students at the P.O.W.E.R conference and access to healthcare recruiters during the career fair. Black and Brown healthcare professionals presented to Black and Brown students. POWER was generated at this event as presenters and students were empowered, engaged, and educated.

Team 2 (Constructors of Change): King County Children, Youth and Young Adult Division

Team: Jason Barnwell, Reginald Cole, Michaela Doelman, Karen Dove, Daniel Hirsty, Jackie Jones, Deborah Kewa. **Coach:** Shannon McIntyre

We partnered with members from the King County Children, Youth and Young Adult Division to create a playbook for a newly funded Mentorship Program for youth in the King County area. We entered the partnership focused on keeping relationships first to maintain a strong team ecosystem. We were able to practice that early, partnering with King County to understand their greatest needs and products of value that we could deliver.

Our final products for King County focused on providing what they need to launch and sustain the program going forward. The specific documents were an editable playbook they can use and modify going forward, a program user journey that can be reused in future strategic planning, and a resource list that they can use to continuously improve the program going forward.

Lab Project Summaries

Team 3 (FABulous - Fighting Anti-Blackness): Washington Recovery Alliance

Team: Mikaela Louie, Susan Mason, Mary McHale, Swetha Narayanaswamy, Sam Read, Emijah Smith, Greg Wilson. **Coach:** Brittney Jackson

Washington Recovery Alliance (WRA)'s mission is to make recovery a reality for all and create a strong network for people to celebrate and advocate for recovery. Our team partnered with WRA to develop strategies to bring that mission and the work of the organization closer to BIPOC communities, with the goals of fostering trust, building relationships, and relinquishing power.

Our partnership culminated in a roundtable discussion with stakeholders from every level of the WRA's organization, including board members, committee members, staff, volunteers, and interns. The roundtable's target outcomes were to share WRA's advancing vision regarding diversity, equity, and inclusion strategies and to provide an opportunity to receive feedback and identify obstacles from stakeholders. We held a follow-up meeting to synthesize takeaways and develop a roadmap to implement actionable ideas. The goal is for WRA to use this roadmap to move toward a more diverse board, membership, partners, and staff, with values, events, and policies centered on and driven by BIPOC organizations and communities with lived experience around addiction and recovery.

Lab Team 4: Seattle's Museum of History & Industry (MOHAI)

Team: Michael Furze, Isabelle Heyward, Emily Hooper George, Candice Poon, Evan Smith, Tiffany Williams. **Coach:** Trevor Lovell

MOHAI is a unique museum dedicated to the history and people of Seattle. The Bezos Center for Innovation is the main exhibit on the first floor of the museum. Our team participated in a focus group as part of the reimagining of this exhibit. We reviewed the exhibit through an antiracist lens and provided feedback. The most powerful input our team provided was the vision of addressing head-on through storytelling the challenges that BIPOC communities face in getting access to funding, influential connections, and support in other forms that are critical to the success depicted in the examples of innovation. By explaining the absence of Black and Brown people, instead of ignoring it, the exhibit can challenge all visitors to examine their own biases and expectations about who is represented in the exhibit and why.

Team 5 (Electri-5): Penguin Productions

Team: Magan Cromar, Carey Dagliano, Katherine Leggett, Whitney Nakamura, Lee Striar, Stanley Tsao, Alicia Teel. **Coach:** Sumana Ramadurgam

We worked with Shana Bestock, the producing artistic director of Penguin Productions, to develop an organizational succession plan. As Shana takes on new paid work separate from Penguin, she is thinking through how the organization can sustainably operate as she steps back. *Continued on next page.*

Lab Project Summaries

In this first phase of our project, we met with Shana and convened a focus group of community members to ground our recommendations in an understanding of what stakeholders value most about Penguin. Through the focus group, we learned that Penguin makes unique and notable contributions to our region's arts and culture and youth leadership development through its commitment to fostering intergenerational connection, its accessibility to people across the socioeconomic spectrum, and its inclusivity of neurodiversity and the LGBTQ+ community.

In the second phase of our project, we worked with Shana to square up this information with the resources that Penguin has available today and may have in the foreseeable future. Understanding that Penguin has a low annual budget, a commitment to keeping financial barriers for participation low, and a co-created theater model, our group developed a two-phase plan to grow the organizational leadership team through limited paid staff, contracts, stipends, and volunteer positions.

Team 6 (GoodTrouble): Northwest Food Alliance

Team: Stacy Crim, Tisha Held, Kevin Payne, Yvonne Roberts, Angela Socci, Archana Verma, Stephen Yamada-Heidner. **Coach:** Sharon Chism

The Northwest Food Alliance (NFA) has committed and capable leadership, data, and a formal assessment to reduce food waste in the food recovery system. NFA aspires to consider not only food waste reduction, but other important areas related to human impact, such as inequities in the industry of hunger-relief organizations and community participation. The goal was to provide NFA with direction to envision a path forward to become a more effective participant in the arena of food insecurity. Our team generated materials to target various aspects of NFA's organizational future. Three areas of inquiry were pursued.

1. Leadership/Organizational Structure – NFA is a .com, not a .org. The pros/cons, requirements, and tasks related to becoming a 501.c.3 were researched. Organizational and succession planning were assessed.
2. Community-Centered Partnerships – We generated possibilities for greater community participation through aggregated research, which included community and outreach resources, community partnerships resources, existing partner surveying, communication opportunities, and strategically targeted approaches.
3. Increase Cultural Competence and Knowledge – As part of NFA's growth and to make them more skilled advocates for change, we provided a guide on resources related to internalized/institutional/structural racism and its association with food insecurity.

Lab Project Summaries

Team 7 (All the Pizzas): ASUW Shell House, stəx̣wugwɪł (stukh-ug-weelth)

Team: Charmila Ajmera, Sumona DasGupta, Zaki Hamid, Matthew Huggins, Cassidy Inden, Melanie Lyons, Ben Mayer. **Coach:** Duy Tran

In 2020, UW Recreation launched a \$10 million capital campaign (plus a \$3M endowment) to restore and preserve the ASUW Shell House, stəx̣wugwɪł (stukh-ug-weelth) as a unique and significant landmark, embodying tribal, military, aviation, and sport history and make its history accessible to a wide audience.

The ASUW Shell House Team reached out to Leadership Tomorrow for support in developing a Community Engagement Plan (CEP) to strengthen the inclusiveness of the full project now while in development and once the new Shell House is reopened to the public.

Our team's CEP lays out approaches for identifying and engaging essential communities at key points in the process of restoring stəx̣wugwɪł to its rightful place of prominence, by comprehensively reconnecting it to the UW campus, surrounding environment, and vibrant communities in the region. These essential communities include, but are not limited to, Native American tribes and peoples, active military and veterans, rowers (of course), and women and underrepresented minority athletes.

The CEP outlines specific touchpoints for engaging essential communities, identifies potential communities to engage, describes methods for engagement, provides considerations for incorporating community feedback, and offers approaches for establishing a feedback loop with community at each of the key work streams in the Project Plan for the ASUW Shell House Campaign.

Team 8 (Life of P.I.E.S.): Equity Action Plan for Friends of the Volunteer Park Conservatory

Team: Anna Boone, Linda Chavez Lowry, Blair Greenberg, Shannon Merchant, Liam O'Connor, Thomasina Schmitt, Mandela Thomas. **Coach:** Katie Weiss

Friends of the Volunteer Park Conservatory (FoC) advocates and encourages preservation, public participation, and education within the Volunteer Park Conservancy, and is seeking to deepen its commitment to equity. FoC solicited the assistance of Leadership Tomorrow, resulting in an Equity Action Plan created by the Life of P.I.E.S. Lab Team.

Our final deliverable for FoC was a report outlining recommendations and resources to support FoC in designing a new mission, vision, values, and purpose statement; resources to support ongoing DEI work within the organization and its leadership; approaches and considerations for board recruitment and management; and recommendations on approaches and organizations for potential partnerships to further FoC's community engagement and commitment to equity.

Lab Project Summaries

Lab Team 9 (The CoLABorative Liberation); Look, Listen and Learn

Team: Erik Applebee, Julia Marquiss, Liz Miller, Amelia Min-Venditti, Michael Nguyen, Rosella Picado, Taylor Warren. **Coach:** Shereese Braun

Look, Listen and Learn (LL+L) is a locally produced television show anchored in research about what works best to promote school readiness and success for children ages 3-8. Episodes reach families in King County through public access television and YouTube, and they provide culturally relevant storytelling, fundamental social-emotional skills, and critical messages of love and hope. By showcasing Black and Indigenous people and people of color learning, teaching, and exploring, television becomes a tool to provide positive media representation of diversity as well as greater access to early learning principles in more homes.

Our core deliverable was to identify and provide a list of 5-10 potential corporate sponsors that share LL+L's mission and goals. After iterating as a team, we landed on a list of 13 potential sponsors that we thought could be potential partners for LL+L. Each team member reached out to their contacts, and through conversations, identified five interested and valuable contacts that could support LL+L. We provided LL+L with email introductions in late May, thus formally closing out our project.

Lab Team 10 (Royal Storytellers): GenPride

Team: Brooksie Barton, Saunjah Brantley, Kate Elliott, Naveen Shetty, Jenny Shin, Charles Southerland, Allison Wood. **Coach:** Heather Hart

GenPride advocates for the unique needs of older LGBTQIA+ adults, offers innovative programs and services that promote wellbeing and prevent social isolation, cultivates belonging through community connection, and works to eliminate discrimination in all its forms. GenPride is building an LGBTQIA+ senior community center on the ground floor of Pride Place, a 118-unit affordable housing building focused on low-income LGBTQIA+ seniors. Their capital campaign seeks to raise \$4.7M from individual and institutional donors to support the purchase and build out of the 4,400 sq ft community space, the first of its kind in our community, and the first permanent home for GenPride's mission. Our team assisted GenPride in researching best practices and models to help them set up a community advisory group (CAG) that will guide GenPride's efforts in opening Pride Place.

The Royal Storytellers presented GenPride with a Playbook that includes the following: Charter, Recruitment Process and Application Survey, Outreach and Engagement Guidance, Performance Expectations, Resignation, Removal Procedures and a Conflict Resolution Guide. Reference materials included: Draft Execution Plan, Standard Working Agenda for CAG meetings, Recommendations for the evolution of CAG and a "White Dominant Culture & Something Different" white paper.

Lab Project Interviewees

As part of their lab projects, the class had the opportunity to meet and interview regional leaders. LT would like to thank the following leaders for giving their time to be interviewed by LT'22 lab teams.

- **Bruce Brooks, LT'87**, *President, Craft3*
- **Phyllis Campbell**, *Chairman, PNW at JPMorgan Chase*
- **Laura Clise**, *CEO, Intentionalist*
- **Dr. Ben Danielson**, *Clinical Professor of Pediatrics, UW Medicine*
- **Maud Daudon**, *Executive Leader, Career Connect Washington*
- **Angela Dunleavy**, *CEO, FareStart*
- **Chief Justice Steve González, LT'96**, *Washington State Supreme Court*
- **Sean Goode**, *Executive Director, Choose 180*
- **Mary Kipp**, *President & CEO, Puget Sound Energy*
- **Dr. Sheila Lange**, *Chancellor, University of Washington Tacoma*
- **Eric Liu**, *Co-founder & CEO, Citizen University*
- **Gordon McHenry Jr.**, *President & CEO, United Way of King County*
- **Michelle Merriweather**, *President, Urban League of Metropolitan Seattle*
- **Eric Pettigrew, LT'93**, *Vice President of Government Relations and Outreach, Seattle Kraken Hockey Team*
- **Noah Purcell, LT'13**, *Solicitor General, Washington State Office of the Attorney General*
- **Diana Rakow**, *Senior Vice President of Public Affairs & Sustainability, Alaska Airlines*
- **Fred Rivera, LT'06**, *Executive Vice President & General Counsel, Seattle Mariners*
- **Jon Scholes, LT'07**, *President & CEO, Downtown Seattle Association*
- **Rachel Smith**, *President & CEO, Seattle Metropolitan Chamber of Commerce*
- **Dennis Worsham**, *Interim Director | Public Health – Seattle & King County*

LT'22 Graduation & Alumni Reunion Sponsors



Thank You!