

## SHEILA CAPESTANY

[capestanyshe@seattleu.edu](mailto:capestanyshe@seattleu.edu)

**HUMAN SERVICES EXECUTIVE | PUBLIC POLICY | MASTER OF PUBLIC HEALTH | MASTER OF SOCIAL WORK**

25+ years in the non-profit and public sector, with an emphasis on initiatives that support women and young children. Noted leader in community-based services, maternal and child health, early learning, and social justice and health equity. Served as a community consultant/advocate with the development of Washington State Early Learning Plan and the WA State Home Visiting Plan. Successfully lead an organization (Open Arms) that grew from a budget of \$70K to \$650K in less than 7 years. Interested in the connections between local and global maternal & child health and early learning efforts, and supporting community-based efforts worldwide.

### PROFESSIONAL EXPERIENCE

#### **May 2015 – present: Strategic Advisor for Children and Youth**

*Department of Community and Human Services*

- Project Lead for Best Starts for Kids. Led team of staff in major initiative development efforts including: established a theoretical framework for the initiative; led intensive community outreach and engagement efforts; worked with Executive, Council and departmental staff to develop strategies for achieving the aims of the initiative; oversaw the development, writing and transmittal of the implementation plan.
- Served as Executive liaison to the County Council on the implementation plan for Best Starts, resolving politically sensitive issues.
- Established and staffed the Children and Youth Advisory Board, the Executive's Roundtable and the Sound Cities Alliance Best Starts Roundtable.
- Wrote and prepared relevant ordinance packages for the Executive to transmit.
- Represented the Executive and DCHS at executive meetings and to the public, providing information and advice on issues affecting children and youth in King County.
- Acted as special consultant and advisor to management.
- Ensured that the Best Starts initiative is consistent with the County's Equity and Social Justice plans and values.
- Acted as a conduit between DCHS and PHSKC, community partners, and stakeholders, to create opportunities for collaboration and alignment, and remove barriers to implementing Best Starts.
- Interacted closely with department and Executive leadership to oversee and guide effective policy execution and communications on a range of issues related to children and youth.
- Monitored and researched national and international trends to ensure policy develop and program direction were consistent with research and practice.
- Presented at local and national meetings and conferences on King County's promotion and prevention work for children, youth and families.

#### **Jan 2007 – March 2015: Executive Director**

*Open Arms Perinatal Services*

- Lead this fast-growing human services agency in developing and providing program services for low-income women and their families in the Puget Sound area.
- Led Open Arms Outreach Doula program to becoming nationally recognized as a model for community based services and the first doula program to become accredited in the United States.
- Grew program services so that the organization was able to provide doulas and support to over 2000 women in 2013 – up from 200 in 2007.
- Led Open Arms in a time of tremendous growth, from \$70,000 a year budget in 2007 to \$650,000 six years later.
- Invited to speak on community-based programs in maternal and child health and early learning on a local and national level.

- Assured Open Arms was "at the table" for many local and statewide planning efforts that impact children and families, including serving as a community consultant/advocate with the development of Washington State Early Learning Plan and the WA State Home Visiting Plan.
- Developed and implemented fiscal and personnel policies and procedures where there had been little or no structure. Created a framework for career opportunity and growth within the staff and managed the implementation of a rigorous financial accounting system.
- Developed budget and maintained fiscal oversight. Guided the Board of Directors in planning and managing fundraising campaigns and activities.
- Recruited and engaged with a Board of Directors – comprised of 10 -12 members. Implemented a Board orientation program that engages staff and clients.

2013 – present: **Lecturer**

*University of Washington School of Social Work*

- Teach advanced graduate level course entitled "Strategic Program Management and Change Leadership in Human Services".
- Serve as consulting professor for students undertaking independent study courses.

Oct 1990 – present: **Principal**

*Capestany and Associates*

*Assist organizations, schools and public institutions in program and organization improvement initiatives.*

*Specialties include board and organizational development, program development, multiculturalism and anti-oppression, communication, conflict resolution and facilitation.*

Select client engagements include: Amara Parenting and Adoption Services, Bastyr University, City of Bellevue, City of Seattle, Children's Home Society, Cascadia Community College, Dispute Resolution Center of King County, International Home Birth Summit, Seattle Public Schools, University of Washington School of Law.

Jan 2005 – Mar 2007: **Strategic Advisor – Policy, Planning and Evaluation**

*Human Services Department, City of Seattle*

- Served as lead advisor for planning and evaluation to the Department Director. Duties included providing ongoing management of the City's Human Services Strategic Investment Plan (SIP), which provided the policy framework for budgetary and allocation decisions relating to more than \$100 million in funding.
- Led responsibility for assessing the overall effectiveness of the outcome framework established in the SIP.
- Worked with funding partners, including United Way and King County, to ensure alignment in outcome funding.
- Led executive team in setting budget priorities and prepare budget documents in response to Mayoral or Council questions.
- Briefed the Mayor and Council on policy and planning issues.
- Coordinated HSD's Race and Social Justice work-plan and led the department Change Team.

Jan 1998 – Dec 2000: **Legislative Aide**

*Honorable Richard Conlin, Seattle City Council*

- Researched and made policy recommendations for health and human services, public safety, youth, education, and economic opportunity/anti-poverty programs.
- Drafted resolutions and ordinances pertaining to these issues.
- Provided staff support to Councilmember for the King County Board of Health and Seattle Jobs Initiative.
- Tracked key policy issues and advised Councilmember.
- Made presentations to Seattle City Council on policy and budget issues.
- Chaired two task forces consisting of community members, leaders and representatives from the Mayor's Office, City Council, Seattle Police Department and Seattle Fire Department.

Aug 1994 – Aug 1995: **Health Educator**

*Public Health – Seattle & King County, South District*

- Helped coordinate the development and implementation of the South King County Summit on Teen Health.
- Presented department policies and activities, regarding family planning and sexuality education to City Council.

- Revised the Project Empower Curriculum and facilitated the eight-week workshops for high school girls.
- Developed and facilitated the Project Empower Train the Trainers workshop, Project Empower Peer Educators Training, and Parents as Sexuality Educators workshops.
- Wrote several successful grants to fund Project Empower in South King County. Provided in-class health education classes to high school students.

June 1990 – Aug 1994: **Seattle Area Coordinator / Teen Parent Program Coordinator**  
*Big Sisters of King County*

June 1988 – June 1990: **Front Office Supervisor**  
*Planned Parenthood of Western Washington*

## **SPEAKER | PRESENTATIONS**

2015: Featured Speaker - Dinner Honoring National Early Childhood Leaders, White House Early Learning Summit

2014: Keynote – Amara Adoption and Parenting Annual Luncheon

2014: Presenter - Association for Maternal and Child Health Programs Annual Conference

2014: Presenter – Joanne Silbner’s class at the University of Washington on Journalism and Multicultural Communities

2013: Presenter – Washington Global Health Alliance and Burke Museum event titled *Women in Control*

2013: Presenter - Regional conference titled *Beyond Birth Outcomes: How Stress and Racism Impact the Generations*

2013: Keynote - Midwives Association of North America annual international conference

2013: Keynote - Statewide breastfeeding conference titled *Inequity in Breastfeeding Support*

2013: Presenter – University of Washington School of Law class, Reproductive Rights and Justice

2013: Presenter – University of Washington School of Public Health class, Management in Community-based Agencies

2012: Keynote – Midwives of Washington State conference

## **COMMUNITY SERVICE & ENGAGEMENT**

Governor's Interagency Council on Health Disparities  
*Advisory Committee* 2015

HealthConnect One  
*National Community-based Providers Leadership Board* 2008 - 2014

Thrive By Five Washington  
*Core Initiatives Committee, Board of Directors* 2011 - 2013

Department of Early Learning  
*Home Visiting Services Committee* 2009 - 2013

University Unitarian Church  
*Board of Directors* 2008 - 2011

Department of Social and Health Services  
*Title XIX Advisory Committee* 2005 - 2007

Giddens School  
*Board of Directors* 2004 – 2006

PALS Doulas  
*Board of Directors* 1992 – 2000

Program for Early Parent Support  
*Board of Directors* 1993 - 1995

Children's Home Society 1991-1993  
*Advisory Board, Post-Adoption Support Services*  
*Parent Educator, Transracial Adoption Issues*

### **EDUCATION**

Masters of Public Health  
University of Washington, Seattle, WA – 1998

Master of Social Work  
University of Washington, Seattle, WA – 1997

Bachelor of Arts – Sociology  
Whitman College, Walla Walla, WA - 1988

### **AWARDS**

***The Women's University Club 2015 Brava! Award***, created to acknowledge and honor women of exceptional ability in the Greater Seattle area.

***Freedom's Sisters Award*** (2012) honoring local African American women in select cities as a part of a collaboration between the Smithsonian Institution and Cincinnati Museum Center that brings to life 20 African American women who have fought for equality for people of color in the United States.