

# FELECIA CALDWELL

City of Seattle

---

Felecia Caldwell is the founding Director of Workforce Equity for the City of Seattle Department of Human Resources where she leads the implementation of the City's first ever Workforce Equity Strategic Plan. In this role, she leads efforts across departments to create unified strategies that minimize bias in employment decisions, implement metrics measuring employee engagement and retention, and is developing workforce equity accountability measures for leadership. Most recently, Felecia co-chaired the City's effort to address and prevent workplace harassment and discrimination by recommending changes to policy, training, and reporting processes. Prior to her current role, Felecia served as the Administration Division Director in the City's Department of Planning and Development overseeing Human Resources, Information Technology, and Finance and Accounting. She also led the department's Race and Social Justice Initiative work – resulting in policy changes ensuring temporary promotional opportunities were competitive, new policies linking merit leave were tied to demonstrated efforts to promote equity, mandatory cultural competency training was provided for all employees involved in hiring processes, and effective coaching training was made available to all managers in an effort to address disparities in the rate and severity of discipline for employees of color. Felecia's history of public service has included leading the Washington State Department of Social and Health Services (DSHS) office in Bellingham, WA and serving as a human resources leader for DSHS and the Seattle Colleges. Felecia holds the Senior Professional HR certification from the HR Certification Institute and the SHRM-Senior Certified Professional certification from the Society of Human Resource Management. Additionally, she holds a bachelor's degree from the University of Iowa and has completed work toward an MPA degree at the University of Washington. With less than five years to retirement, Felecia's vision for the City of Seattle's workforce includes a future where all employees are treated equitably.

---

