

# Niko Kowell

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Our Family Coalition  
1385 Mission Street, # 330  
San Francisco, CA 94103

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Dear Hiring Manager,

I was very excited when I saw your open position of Program Director. I have always heard and seen great things from Our Family Coalitions and would be excited to be part of the team. In my professional life, I've worked mostly in LGBTQ activism for over 20 years in varying capacities. I am deeply passionate about working within and serving my queer and trans community.

For almost 14 years, I worked for a non-profit in the Tenderloin that has given me valuable experience, opportunities, and practice. So I know what it takes to manage programming and a team, as my most recent position was the Associate Director of Health Equity. Through that, I managed city and state contracts in the millions of dollars. I also managed a team of 7 and managing was one of my favorite parts of my position. I would consider myself a compassionate, rational leader who can bring people with them, leading them into valuing and respecting diversity at all levels and realizing why that brings so much more, to not only the organization but to each other and ourselves. I lead by example and with integrity and transparency. I'm not afraid for people to ask questions, and I actually encourage it. I want folks to understand why I might be asking them to do a certain task or to follow a certain policy.

I also am deeply committed to issues of diversity equity and inclusion. I created and led my organization's Trans Task Force to address the needs of Trans and Gender non-conforming folks across the agency. I also organized many trainings (Cultural Humility, Trans 101, Sexual Health, etc) over the years. If you want a Program director who can handle the work, and team with an eye on diversity, equity & inclusion that will lead with all of themselves in order to inspire others to care enough to integrate these values, I am your candidate.

On a personal note, one of the other things I love is scuba diving. I am an instructor and there could be some fun innovative programs there, such as a swimming program or learn to dive program. In general, I'm a big idea type who will bring all my ideas to the table, without attachment, to find the best options/goals for the community.

I believe I have the skills you need to fill this position. I also believe that I bring a wealth of knowledge and experience to the table that will add depth to the role and organization. I bring my whole self to all I do. I will share my ideas and look for opportunities to impact growth for the organization and myself. I also bring honesty, compassion, and kindness in all my interactions. I'm a fast learner, easy-going, fun, but serious when I need to be, and a team player. I look forward to hearing from you.

Sincerely,  
Niko Kowell