**Michael Furze, MCRP**

***Objective***

*Public service leadership that helps people solve complex problems.*

***Education Education Awards***

University of New Mexico Tau Sigma Delta Honor Society

Master, Community + Regional Planning Community Building Award (2007)

Town Design Graduate Certificate Community Service Award (2007)

Graduated with Distinction: Fall, 2010

University of Massachusetts-Amherst

B.A., Anthropology

Spring, 2003

Strategic Public Leadership ***Experience***

* 4+ Years *Equity, DEI, anti-racism learning and leadership* including establishing the National Association of State Energy Officials Equity Committee, leading a stakeholder team to investigate structural racism in energy programs, serving on Washington’s Environmental Justice Task Force, leading agency-wide HEAL Act (EJ) implementation, reducing unconscious bias in hiring processes and ongoing learning through anti-racist community leadership cohort.
* 6+ Years *leading as a member of the Commerce Executive Leadership Team*, collaborating with and coaching senior leaders and designing, implementing, and refining strategic direction, developing and refining administrative processes and operations of a new Division, including collaborating with different functions to establish strong operational standards.
* 6+ Years *orchestrating & championing clean energy policy & programs* that support Washington’s climate priorities while leading cultural change in complex organizations.

* 8+ years of *strategic clean energy leadership through change, ambiguity and growth* beginning with the NM Energy$mart program during ARRA funding boom of 2009, continuing through transforming the Washington State Energy Office.
* 12+ years *cultivating partnerships and building coalitions* from my Master’s Thesis on the Barelas Rail Yard Redevelopment community coalition building, to legislative advocacy as the USGBC-NM Board Chair to extend green building tax credits, collaborating with EJ community leaders through an RMI accelerator, and filling a leadership vacuum across the state family to align state agency climate efforts broadly and on transportation electrification specifically.

Assistant Director, Energy Division + Commerce Executive Team

Work Experience Related to Qualifications

November 2015 to Present

* Creates a new division administration and operations from two separate and culturally divergent groups: Housing Improvement & Preservation Unit and State Energy Office.
* Grew the Energy Division from 28.5 FTE to 42.5 FTE since 2016, adding additional business lines from passed legislation and absorbed dysfunctional operations from other agencies; biennial budget grew from of $60M to $100M.
* Builds trust, shared understanding and collaboration across disparate business lines within the team (policy, programs, energy emergencies, state operations), across state agencies, industry, environmental and EJ stakeholders.

* Supports the development of policy, programmatic and technical expertise of the State Energy Office and ensured collaboration across disciplines.
* Leads management team’s creation of a strategic plan for the Division to align work, accommodate growth and support organizational & staff development.
* Take on the State Efficiency & Environmental Performance Office (SEEP), moving the faltering effort into a successful program designed to reduce emissions & toxics from the operations of the 12 highest polluting state agencies.
* Drives continuous improvement of Unit and Agency operations and processes through the Results Commerce management system.
* Leads and supports agency-wide strategic initiatives across silos, serving as the executive sponsor of the New Approaches Community Listening Pilot, Affordable Housing Breakthrough Team and Green Economy Report.
* Changes hiring processes to remove information linked to unconscious bias—names, universities, age-related data from hiring packets.
* Convened a team of 10 energy stakeholders through Rocky Mountain Institute’s eLab Forge Accelerator focused on systemic racism in energy bureaucracies which lead to program design changes and Section 12 of the Clean Energy Transformation Act.
* Represents Commerce on the Washington State Environmental Justice Task Force, leading a discussion of how to improve equity practices across the state government through community engagement and locating services to areas disproportionately affected by environmental health disparities
* Leads agency-wide implementation of the 2021 HEAL Act, the state’s environmental justice law focused on integrating equity and environmental justice into our work by centering the voices of communities with environmental health disparities.

Housing Improvement & Preservation Unit Managing Director

February 2015 to November 2015

* Provided strategic vision for the Unit to create healthy, efficient housing. Reestablishes Unit values for transparency, communication, efficiency, and accountability.
* Developed and implemented entrepreneurial approaches to programs through the 2015 Weatherization Plus Health Request for Applications.
* Drove continuous improvement of Unit and Agency operations and processes through the Results Commerce management system, including a Breakthrough Plan, OP1 cascading, and 7SPS: Training Hours.
* Reorganized Unit to balance staff responsibilities and improve workflow.

Policy + Contracts Section Manager July 2014 to February 2015

* Assessed Washington-specific program nuances and identifies strategic opportunities to sustain and improve programs.
* Drove critical dialogue as Commerce representative at the Energy Project Steering Committee and Weatherization Advisory Committee meetings.
* Reorganized Section to balance staff responsibilities with available funding and develop new hires to succeed in the combined roles.
* Applied problem-solving and conflict resolution skills to resolve disagreements between funders and Local Agencies.

Energy Matchmaker Program Manager February 2014 to June 2014

* Created successful presentations for the weatherization network, Commerce Community Services and Housing Division, and HIP Unit.
* Directed small teams to accomplish critical DOE 2015 compliance requirements.
* Led and facilitated discussion for HIP Technical Team, Program Team and Leadership Team.
* Built relationships with utilities funding low-income weatherization outside of Matchmakers.
* Managed $10M in leverage funding for the Commerce weatherization network.

MFA Green Initiative Manager September 2008-January 2014

* Developed, monitored performance and exceeded MFA’s strategic goals for Green Building and Affordable Housing Planning.
* Tracked and measured Program performance and budget expenditures, providing regular and ad hoc reports to key internal and external stakeholders.
* Collaborated with internal and external stakeholders of the Program, including MFA Housing Advisory Committee and participated in national Program efforts through DOE WAP 2015 Plus Committee and Energy OutWest Board.
* Managed multiple contracts simultaneously and ensured funding source alignment and customer satisfaction.

Resource Center for Raza Planning, PlannerFall 2006-Fall 2010

* Facilitated stakeholder-based visioning and design processes in historically marginalized communities of color, including Nuestros Valores Charter School, Barelas Rail Yard and Silver City Water Works.
* Designed and implemented charrettes with community in Rio Rancho Town Center and UNM Master Plan projects.

Awards

* 2015 National Council of State Housing Agencies [Special Achievement Award](https://mobile.wa.gov/owa/redir.aspx?SURL=U25EF_qVaYmL-_L1atcrf6_Xut2lgMmDj-llGTSbMFDgTZYi4OrSCGgAdAB0AHAAcwA6AC8ALwB3AHcAdwAuAG4AYwBzAGgAYQAuAG8AcgBnAC8AcwB5AHMAdABlAG0ALwBmAGkAbABlAHMALwBOAGUAdwBNAGUAeABpAGMAbwBfAFMAQQBfADEANQAuAHAAZABmAA..&URL=https%3a%2f%2fwww.ncsha.org%2fsystem%2ffiles%2fNewMexico_SA_15.pdf) for the “Deck of Cards,” a multi-state weatherization compliance solution
* 2010 USGBC-NM Leadership in Green Building Award for MFA’s Green Building Programs
* 3 MFA “Spot Awards” for outstanding performance

Teaching Experience + Master’s Thesis Advisor

* *“The Housing Process.”* UNM School of Architecture and Planning. Fall 2013. Graduate and undergraduate course on affordable housing.

* *Erin* *Callahan*, April 2014. *Increasing the Supply of Affordable Housing:  Expanding Affordable Housing Policy in Albuquerque, NM*

Volunteer, Non-Profit, and Board Experience

* *Vermont State Senate Intern 2005*
* *USGBC-NM Board 2010-2012*
* *USGBC-NM Board Chair 2013*
* *NASEO Board 2016-present*
* *NASEO Equity Committee (co-founder) 2019-present*
* *Youth Soccer Coach 2020-present*
* *Thurston County DRC Tech/Observer 2021-present*