

**RAINBOW ALLIANCE AND
INCLUSION NETWORK**

ANNUAL REPORT



20

23

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INTRODUCTION

Our Mission

RAIN exists to help Washington State create safe and inclusive workplaces where every LGBTQ+ employee can bring their full authentic self to work, enabling them to do their best work every day for the people of Washington.

Our Purpose

The purpose of RAIN is to advise and develop strategies for creating safe, diverse, and inclusive workplaces for our LGBTQ+ employees and customers. Identify best practices for employers and employees within state public service agencies and institutions. Work with the Governor's Policy Office and Office of Financial Management to develop and maintain a statewide Safe Place program for public-facing state offices so customers potentially facing harassment can connect with emergency and related services.

MESSAGE FROM OUR CO-CHAIRS

This year has been heavy for our community. LGBTQ+ folks, and even more so trans folks, have been targeted, politicized, and used as a talking point for hate. The current climate of the country has been weighing on our community, because of that this year we focused more on healing, and supporting each other. For Pride Month we turned in and took a break from hosting educational events like we have done in the past. Instead, we chose to focus on healing our community by partnering with Parks to have a RAIN pride hike, held a talent show, and also tried out identity based discussion groups. In addition to that, like previous years, RAIN has done a lot. We have continued to hold trainings monthly, worked on broader projects like definitions of family, professionalism, and transitioning in the workplace guidance. We have had many amazing speakers, presence at the flag raising at the capitol and at Spokane pride. Keep reading for more about the work we have accomplished over the year.

- Taja Blackhorn and Jasper Marino



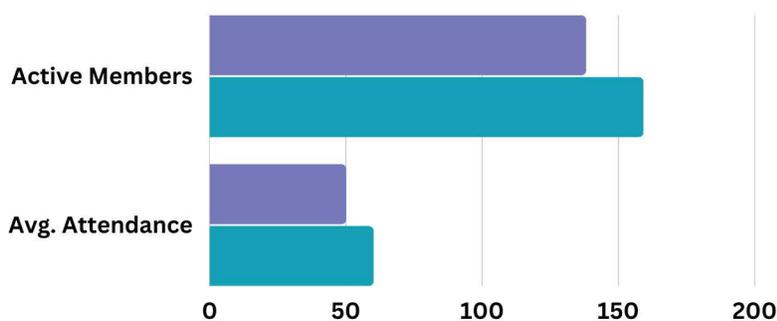
Jasper Marino



Taja Blackhorn

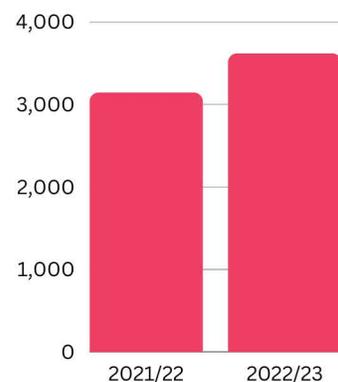
2022/23 ACCOMPLISHMENTS

- Grew membership with a focus from diverse populations.
- Continued the development of the structure of RAIN with updating our charter and adding two new leadership positions.
- Identified and develop a best practices process for the collection and dissemination of those practices to employees and employers.
- Began work with the Governor's Policy Office and OFM to develop a statewide safe place program.
- Organized many Pride Month events around "Community Healing" and attended Spokane Pride.



Active members increased from **138** in 2022 to **159** in 2023, a **15.22%** increase.

Average attendance to RAIN meetings increased from **50** in 2022 to **60** in 2023, a **20%** increase.



Our email subscriber list increased from **3,139** in 2022 to **3,614** in 2023, a **15.13%** increase.

2022/23 FISCAL REPORT

RAIN took steps to build a solid financial account in the 2021/23 fiscal year to support events and primary functioning for the next few years. Our primary source of funding came through state agency sponsorships from several state agencies. With these sponsorships we are required to acknowledge each agency that contributed a sponsorship when the opportunity arises through communications and public speaking. Funding was also sourced through a similar sponsorship contract with Washington State Employees Credit Union (WSECU) in 2021.

Thank you to WSECU and all the agencies that provided sponsorships to RAIN! Your support is invaluable to our operations and stability in order to support 2SLGBTQ+ state employees.

Starting Balance	7/1/2022	\$1,666.67
RAIN's source of revenue in 22/23 was through agency sponsorships.	Revenue	\$30,500.00
RAIN's only 22/23 expenditure was the 2022 Agency Awards.	Expenses	\$1,427.28
Ending Balance	6/30/2023	\$30,739.39

PROJECT MANAGER REPORT

This was the first year RAIN has had and elected project manager. As projects have turned into cyclical work it became very clear that RAIN needed a project manager. The purpose of this role was to take on the responsibility of several big tasks throughout the year. The Project Manager is responsible for both the Agency Awards and the annual report as well as any other projects that come up.

ACCOMPLISHMENTS

- A leadership desk aide was started. Information on different processes, practices, and procedures was gathered together for each of the roles.
- Agency award material was updated, a communications toolkit was created, nominations were opened, and awards will be awarded in October.

GOALS

- Finish leadership desk aid by fully compiling all of the documentation into one document and streamlining the processes and writing.
- Update RAIN agency awards materials, hold nominations and plan the award ceremony.
- Create an easy to use, accessible template for the annual report.
- Provide project support to subcommittees as needed.

2024 GOALS

- Professional development of new leadership group
- Creating space for healing and support for next year
- Continue to develop the capabilities of the Project and Finance Manager positions
- Amend the charter to establish the Ad Hoc Training group as an official subcommittee.

SUBCOMMITTEE REPORT OUTS

BEST PRACTICES

The RAIN BRG Best Practices Subcommittee exists to gather, evaluate, and disseminate best practices for use by Washington State agencies and institutions. We meet after general membership meetings and additionally on the first Thursday of each month to discuss subcommittee business. We have had stable leadership this year from Ariel Kay-Barto and Rueben Otero, who both will be continuing their leadership of the group for the foreseeable future.



22/23 Projects — Completed

- Transitioning in the Workplace Toolkit completed and rolled out to enterprise
- Partnered with over 10 state agencies to provide feedback on communication, policies, processes and more that impact LGBTQ+ employees and customers across state agencies
- Establish Ad Hoc Training group to better manage the training offerings to the enterprise
- Annual updates to the Pride Toolkit



22/23 Projects — In Process

- Further developing BRG project to define professionalism in the workplace.
- Expanding definition of the family in Washington State
- Supporting Ad Hoc Training team in development of trainings and in establishing subcommittee status
- Providing ongoing support to agencies regarding best practices.



23/24 — Goals

Our goals for the 2023-2024 fiscal year are to continue to develop the professionalism in the workplace project. Additionally, we want to establish a group to edit and review our past offerings to update and refine them.

SUBCOMMITTEE REPORT OUTS

COMMUNICATIONS

The Communications and Outreach Subcommittee supports RAIN by increasing engagement, organizing events, creating communications, and doing outreach activities. In 2022/23 fiscal year, the C&O subcommittee published 4 newsletters that were issued to all state agencies and spread news about upcoming events, told engaging stories, and uplifted the 2SLGBTQ+ community and allies. We said goodbye to Justin Taylor as a co-chair for the subcommittee and hello to Kristen Jenkins as the new co-chair to assist Caleb Baldwin.

22/23 Projects — Completed

- Launched our LinkedIn page, started creating content, and have 182 followers.
- Organized events in December 2022 for the Holiday Break including virtual and in person events.
- Pride Month 2022: Tabled Pride in Spokane, organized a mariners game night, RAIN member hike, and a virtual variety show.
- We assisted with organizing a successful RAIN Outstanding Agency Awards Ceremony in October 2022.
- Completed 10 RAIN 101 presentations to agencies.
- Represented RAIN and the 2SLGBTQ+ community on 10 panel discussions at DEI events.

23/24 — Goals

- Continue to schedule engaging speakers – start to offer a speaker stipend to help compensate people for their time to uplift equity.
- Continue publishing a quarterly newsletter – increase engagement and article submission to the newsletter.
- Pick a new city to attend Pride in 2024 – and plan more engaging and member exclusive events for Pride.
- Plan more member exclusive events and community bonding/healing opportunities throughout the year. Pride Hikes, Mariners Game, etc.
- Train more people to present the RAIN 101 presentation and offer more opportunities to present at state agencies to increase public speaking skills and RAIN awareness.
- Organize a state political leader panel to discuss rising issues in the 2SLGBTQ+ community.
- Create a content calendar and increase our LinkedIn followers.

SUBCOMMITTEE REPORT OUTS

SAFE PLACES

Safe Places is a proprietary program established by the Seattle Police Department. In 2016, Governor Inslee directed RAIN to establish a similar program for public-facing state offices where the public can easily connect with emergency and related support services during a crisis. Participating state offices can be identified by a “Safe Place” decal near their front entrance. This committee is currently working on establishing an expansion on the Safe Place Program with the Office of Financial Management, and the Governors Office for Washington State Agencies. Safe places is managed by co-chairs Beth Barron and Jennifer Kopf.

22/23 Projects — Completed

- Developed the QR code that would link back to the Commission website and started building a resource list to add to the website’s resources for when the program launches.

23/24 — In Process

- We are still teaming with WSP and DVR as they are exploring some of their own pilot projects and trainings, and we hope to eventually launch a new Safe Place-like program that is resource based for the LGBTQ+ community.
- After meeting with SPD we determined we can keep moving ahead with pursuing our own Safe Place program and keep checking-in with them about what we are creating/launching so we don’t violate any copyright info.



SUBCOMMITTEE REPORT OUTS

TRAINING

Developed initially as an ad hoc subcommittee under Best Practices, the Training Subcommittee operates to deliver trainings to the enterprise. These trainings are developed with our subject matter experts in RAIN. The subcommittee is led by Becca Vigoren, Chess Claire, and Marika Barto.

22/23 Projects — Completed

- Developed trainings (Pronouns 101 and Supporting Trans and Nonbinary Customers)
- Facilitated twice monthly July-Dec 2023

23/24 — In Process

- Developing companion training for Transitioning in the Workplace Guide.



2023/24 GOALS



- Further develop the two new leadership positions.
- Continue to create and offer LGBTQ+ trainings.



- Increase Best Practices: Transitioning in the Workplace Toolkit Engagement.
- Finalize RAIN Brand/Style Guide.
- Create Leadership Role Manuals.



- Work with OFM using the CART system to make meetings and documents more accessible.
- Increase engagement and active member numbers at meetings.



- Continue booking engaging guest speakers in advance and provide stipends.



- Establishing a sustainable funding stream to support operations of RAIN and expand our ability to meet members across the state and be visible at pride events.

ACKNOWLEDGEMENTS

RAIN would like to recognize and thank our 2022/23 Advisory Committee for their tireless work keeping RAIN running and a sanctuary for 2SLGBTQ+ state employees.

Co-Chairs:

Taja Blackhorn
Jasper Marino

Best Practices Co-Chairs:

Ariel Kay-Barto
Rueben Otero

Training Co-Chairs:

Chess Claire
Becca Vigoren

Administrative Liaisons:

Erika Redzinak
Alison Mielke

**Communications and
Outreach Co-Chairs:**

Caleb Baldwin
Kristen Jenkins

Executive Sponsor:

Manny Santiago

Project Manager:

Andri Chavez

Safe Places Co-Chairs:

Beth Barron
Jennifer Kopf

Finance Manger:

Zoe Curlee Strauss

**We thank you for your continued support in
our efforts to contribute to our BRG.**

Contact

rain@ofm.wa.gov

General Membership Meetings:

Every third Thursday of the month from
2-5 p.m.

Email us to get involved!



lgbtq.wa.gov/rain