

# RAIN

Annual Report | 2022





# RAIN Annual Report | June 2022

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## Message from Co-Chairs

It's been a busy year for RAIN as we're well into our third year of fully remote activity. This year we held a Pride Leadership Panel of LGBTQ+ leaders from across state government, collaborated with the Latino Leadership Network to host a discussion on mental health in our intersecting communities, and continued to host engaging guest speakers. Read on to learn more about what RAIN has accomplished in the past year and our goals for the future. As we start to return to more in-person events, starting with our Outstanding Agency Awards ceremony during our October General Membership meeting, we hope you'll join us (in person or virtually) as we work to create safe and inclusive workplaces for all LGBTQ+ employees.

-Ryan Douglas and Taja Blackhorn

## 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.

## 2022 Goals

- Promote awareness of RAIN through building strong relationships within internal and external entities.
- Grow membership with a focus from diverse populations.

## 2022 Leadership

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**Ryan Douglas | Co-Chair**



**Taja Blackhorn | Co-Chair**



**Kristen Jenkins | Admin**



**Erika Redzinak | Admin**

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- Continue the development of the structure of RAIN.
- Identify and develop a best practices process for the collection and dissemination of those practices to employees and employers.
- Begin work with the Governor's Policy Office and OFM to develop a statewide safe place program.
- Create a safe place initiative

## Accomplishments | 2021-2022

\*Note the 2021 averages were calculated based on calendar year and 2022 averages were calculated based on fiscal year. This was due to change in annual report timeframe standards.

- Active members increased from 134 in 2021 to 138 in 2022, a 2.98% increase
- Average attendance to RAIN meetings increased from 46 in 2021 to 50 in 2022, an 8.7% increase. \*
- Our email subscriber list increased from 1,732 in 2021 to 3,139 in 2022, an 81.24% increase.
- Created virtual Pride backgrounds and other media, hosted a Pride Panel Event, ran a booth at Capital City Pride, updated and provided 2022 Pride toolkit for state agencies.
- Created two new leadership positions:
  - **Project Manager**
  - **Budget and Finance Manager**
- Hosted prominent guest speakers such as, Dr. David Johns, Executive Director of the National Black Justice Coalition and Dr. Dr. Marcus Anthony Hunter, Professor of Sociology and African American Studies at UCLA.
- Created train the trainer program to create more opportunities for learning to facilitate trainings and offer more LGBTQ+ focused trainings to all state agencies.
- Successfully launched our LGBTQ+ trainings.
- Published Best Practices: Pronouns in your Signature Line FAQ.

## Subcommittee Report Outs

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### Best Practices:

Throughout our state agencies, great work is being done to create safe and inclusive environments for LGBTQ+ employees and the customers we serve. This committee serves to gather these efforts and provide an avenue for valuable ideas, insights, policies and practices to be disseminated in a way that all staff and our customers can benefit from them.

The following was completed in 2021-2022:

- "I feel" survey
- Pronoun Signature Guidance
- Annual updates to Pride toolkit
- Launched two trainings
- Several projects providing feedback on communication, policies, processes, and more that impact LGBTQ+ employees and customers across state agencies.

The following is in process from the 2022-2023 year:

- Transitioning in the Workplace toolkits
- Expanding the Definition of Family in Washington State project
- Working on Agency Professionalism Standards document
- Continue to update Pride toolkit

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- Started a style guide and social media project

## Finance Report

<i>Starting Balance – 7/1/2021</i>	<b>\$0.00</b>
<i>Sponsorship Proceeds</i>	<b>\$1,666.67</b>
<i>Expenses</i>	<b>\$0.00</b>
<i>Ending Balance – 6/30/2022</i>	<b>\$1,666.67</b>

## 2023 Goals

- Further develop the two new leadership positions.
- Continue to create and offer LGBTQ+ trainings
- Publish Best Practices: Transitioning in the Workplace Toolkit
- RAIN Brand/Style Guide
- Social Media Policy
- Working with OFM using the CART system to make meetings and documents more accessible.
- Increased engagement and active member numbers at meetings.
- Booking guest speakers in advance and outlining procedures.
- 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.

## Communications and Outreach:

Our membership is as diverse as the people of Washington we serve, so it is crucial that we find effective opportunities to both intake these unique perspectives and provide communications that celebrate the great work being done on behalf of state employees and the customers we all serve.

The following was completed in 2021-2022:

- Published quarterly newsletters
  - June had the most clicks!
- Created a trifold about RAIN and the 2022 goals
- Special guest speaker Black History event with Dr. Hunter
- Special guest speaker Dr. David Johns
- Transgender Day of Visibility Panel
- Latino Leadership Network (LLN) and Rainbow Alliance and Inclusion Network (RAIN) collaboration panel
- RAIN Pride Panel
- Olympia Pride tabling

The following is in process from the 2022-2023 year:

- Continue to publish quarterly newsletters
- Book guest speakers for monthly general membership meetings

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The Rainbow Alliance and  
Inclusion Network (RAIN) is an  
LGBTQ+ and ally

## Business Resource Group

committed to diversity and  
inclusion efforts that allow staff to  
bring their full authentic selves to  
work in order to do their best  
work on behalf of  
Washingtonians.



Contact us at:

**[RAIN@ofm.wa.gov](mailto:RAIN@ofm.wa.gov)**

### Safe Places:

This committee is currently working with Department of Enterprise Services and the Office of Financial Management to implement and expand Safe Place WA into more state offices across Washington.

The following was completed in 2021-2022:

- Safe Place survey
- Work with City of Olympia on what they are developing as a new established program for the city.
- Met with DES and explored moving Safe Place to a different platform

The following is in process from the 2022-2023 year:

- Writing a request to the Governor about the Safe Place program for a name change, and asking for more resources
- Continue to partner with City of Olympia on the city's established program
- Olympia Pride tabling

Visit our website:

**[LGBTQ.wa.gov/RAIN](https://lgbtq.wa.gov/RAIN)**

Sponsored by:

