



# 2023-2024 WIN Annual Report

July 1, 2023 - June 30, 2024



Photo credit: Philip Muirhead

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# Letter from the Chair

## Greetings, WIN Family and Friends!

It felt like yesterday since I joined my first WIN meeting in 2019, where I quickly felt I was accepted and belonged without having to explain myself or concerned about being judged.

I am truly appreciative to work aside an inspiring team of volunteers and members who continue to support WIN's mission to serve as a business resource for all immigrants who are current or future state employees. WIN is a place for **US** to connect, share, and educate each other and Washington state agencies on the skills, expertise, and cultural value of a diverse workforce.

**Together we can shape a better work environment driven by courage, dignity, and kindness if we are vulnerable and lean in together to build a culture where we ALL belong.**

Best wishes,  
Christina Pourarien (She/Her), WIN Chair (2022-2024)



If you are curious, an immigrant, have a parent who is an immigrant, or want to learn more about our community, we encourage you to join us by attending a general membership gathering, leading a career and developing workshop, volunteer to serve on a sub-committee, or becoming a mentor! Our business resource group embraces you with open arms and hearts.

I also encourage you to sign up to receive our [monthly newsletter](#). You are also welcome to share your [immigrant story](#) or submit a three-minute video for us to post on WIN's website.

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## Executive Summary

Washington Immigrant Network hosted a series of events for our members this year.

- 2 Solidarity Gatherings.
- 1 Lunch and Learn Session (Co-Digital Equity with the Washington State Library)
- 2 Public Speaking Group Sessions
- 10 General Monthly Membership meetings
- 13 Immigrant stories from 13 countries at our membership meetings or shared in a monthly newsletter
- 24 Newsletter Issues

- Over 25 WIN presentations and membership outreach activities throughout the year
- WIN 6<sup>th</sup> Annual Immigrant Heritage Month Celebration
- Mentoring Program Meet and Greet Session
- International Mentoring Celebration with new and current Mentors and Mentees
- 2 Customized SmartHealth Activities

### **About WIN Membership:**

We have members from numerous agencies, averaging 25-45 participants and members attending our monthly gatherings.

- WIN has **325** current members and added **40** new WIN members from July 2023 to June 2024.
- **478** LinkedIn connections
- **252** Instagram connections
- **122** Facebook connections
- We've also reached **3,700** newsletter subscribers

In 2023-2024, WIN held ten (10) monthly virtual meetings from July 2023 to May 2024 via Zoom for all of its meetings. Meetings typically lasted an hour on the first Tuesdays of the month except in December and June.

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## **Introduction**

### **History**

The Washington Immigrant Network (WIN) started as an initiative by Lorraine Lee, Chief Administrative Law Judge of the Office of Administrative Hearings (OAH), which serves as the sponsoring agency. Judge Lee convened meetings to organize WIN in early 2017, inviting state workers interested in forming a Business Resource Group (BRG) for immigrant state workers.

WIN officially began on June 8, 2018, with a kickoff event at the Governor's Residence. For the inaugural year, Christine Stalie served as chair, Nam Nguyen served as co-chair, and Kim Sauer served as secretary.

Meet the WIN [Leadership team](#) and our amazing [members and volunteers](#).

### **Purpose**

**WIN is a Business Resource Group for Washington State's employees with a mission to:**

Expand opportunities for immigrants who are current and future employees within the Washington state government.

- Serve as a resource for all immigrants who are state employees to connect, share, and educate each other and Washington state

agencies on the skills, expertise, and cultural value of a diverse workforce.

**WIN’s general goals are to:**

- Retain and support immigrant state employees by providing a support structure, education, career progression, and leadership development assistance.
- Recruit immigrants to state service through outreach and educational activities.
- Serve as a resource for Office of Financial Management (OFM) State Human Resources and state agencies in creating and sustaining a diverse and inclusive workforce.

An immigrant here is defined as a person born in a foreign country or a person who has a foreign-born parent.



# Leadership, Committees and Membership Volunteers

## Organizational Chart



**Executive Sponsor:** Cami Feek, Employment Security Department  
Lorraine Lee, Office of Administrative Hearings (January 2024)

**Chair:** Christina Pourarien, Employment Security Department

**Co-Vice-Chair:** Roy Salonga, Department of Transportation  
Rokaih Vansot, Department of Transportation

**Secretary:** Nadine Nabass, Employment Security Department

**Treasurer:** Ivy Hyunh, Department of Enterprises

**Communication and Web Director:** Colin Helsley, Employment Security Department  
**Newsletter Manager:** Todd Baker, Labor & Industries

**Social Media Coordinator:** Heidi Helsley, Health Care Authority  
Cynthia Tamayo (July 2023, Commission on Hispanic Affairs)

**Inaugural Chair:** Christine Stalie

**Immediate Past Chair:** Joanne Lee, Department of Enterprise Services

**Past Chairs:** Nam Nguyen and Kim Sauer

## **Subcommittees**

### **Advocacy Subcommittee**

**Subcommittee Chair:** Jean Paul, Equity Office and Rodolfo Mondaca, Labor & Industries

**Purpose:** Advocates for Washington Immigrant Network members. WIN BRG is committed to participating in progressive conversations about immigrant communities and their importance to the state. Advocate for policies, laws, and engage with legislators and other leaders on immigrant issues.

### **Career & Professional Development Subcommittee**

**Subcommittee Chair:** Raquel Rice, Department of Commerce

**Subcommittee Leads:** Gwen Willis, Employment Security Department and Gina O'Neil, Department of Social and Health Services

**Purpose:** Provides tools and resources for WIN BRG members to grow professionally through training, webinars, conferences, books, articles, and mentorship. The Career & Professional Development Subcommittee strives to serve WIN's members develops and guides workshop topics from cover letters, career mentoring and career development, tips, and strategies for job interviews, preparing for promotions, search, and accessibility, completing job applications, dress for success, networking, and more.

### **Membership Outreach**

**Subcommittee Chair:** Sonal Bawne, Employment Security Department  
Amandeep Puri, Washington State Patrol (February 2024)

**Purpose:** Oversees and manages WIN BRG outreach efforts through various agencies and communities. The team is responsible for coordinating outreach events and oversees all immigrant and allies' membership outreach and retention.

### **Mentoring Program**

**Administrator:** Kathleen Quinene, Department of Social and Health Services

**Co-Leads:** Ric Farinas, Employment Security Department; Anne Marie Charles, Department of Health; and Nadine Nabass, Employment Security Department

**Purpose:** In accordance with the Washington Immigrant Network's mission, purpose, and goals, the WIN Mentoring Program was established as a way to retain and support immigrant state employees in an inclusive environment that helps them thrive and advance their careers, as well as recruit new employees from the immigrant community at large.

The program does this by establishing and facilitating direct, trusting relationships between volunteer mentors and their assigned mentees. The program's overall goal is to facilitate a more culturally and ethnically diverse state workforce which, in turn, will allow us to serve our customers better.

### **Special Projects Subcommittee**

**Subcommittee Lead:** Lani Fowlkes, Department of Licensing, Philip Muirhead, Office of the Administrative Hearing, Ayaka Call, Department of Natural Resources, Sally Elliot, Department of Labor & Industries, and Anupama Rao, Department of Health and Social Services

**Purpose:** This subcommittee is focused on special projects to help immigrant members and communities. This subcommittee also supports WIN's goal to serve as a resource for state agencies in creating and sustaining a diverse and inclusive workforce. We are seeking members to help us with this effort.

This committee also serves to amplify immigrant stories, planning for our annual celebration, and develop members surveys.

### **Photos were taken after our November retreat:**



**Top Row from Left to Right:** Phillip Muirhead, Kathleen Quinene, Anupama Rao, Rokaih Vansot, Rodolfo Mondaca, Nadine Nabass, Lorraine Lee, Todd Baker, and Ivy Huynh.

**Bottom Row:** Christina Pourarien

## **2023-2024 Goals and Key Accomplishments**

### **Goals**

- Support the professional development of immigrant state employees.
- Provide an opportunity for our members to network with fellow immigrant state works at different stages of their career from new hired to management.
- Provide workshops on career development and personalized mentorship.
- Continue to work with OFM using the CART system in expanding our meetings and documents for accessibility.
- Collaborate with other BRGs for joint initiatives and events.
- Organize sixth anniversary event.
- Creating two new WIN videos of current and future members.

### **Key Accomplishments**

- Office of Equity – We the People Convening (October 2023)

- WIN – Social Hour: Meet and Greet Session with Executive Sponsor and Chair (October 2023)
- Office of Equity – We the People Convening (October 2023)
- Leadership Retreat (November 2023)
- International Mentoring Day Celebrations (January 2024)
- Solidarity Meeting (August 2023 and February 2024) in partnership with HAPPEN BRG
- Lunch and Learn Workshop (February 2024)
- Public Speaking Workshop (November 2023 and May 2024)
- Immigrant Heritage Month (June 2024)
- Customized SmartHealth Activities (May 2024 and June 2024)

## Meetings, Agendas, Lunch and Learn Session, Webinar, and Workshop

Month	Event
July 18, 2023	General Membership Meeting <ul style="list-style-type: none"> <li>• Introduction of New Leadership, the vision of 2023-2</li> <li>• Personal Immigrant Story – Roy Salonga &amp; Rokaih Vansot</li> </ul>
August 1, 2023	General Membership Meeting <ul style="list-style-type: none"> <li>• VERG &amp; RAIN BRG presentations</li> <li>• WIN members Celebrating our Names and Our Identity</li> </ul>
August 23, 2023	WIN & HAPPEN BRG Solidarity Gathering - Emergency Listening Session with EAP
September 5, 2023	General Membership Meeting <ul style="list-style-type: none"> <li>• Agency Spotlight – OFM – Employee Engagement Survey – Spencer Nagley</li> <li>• Celebrating our Names and our Identity</li> </ul>
October 4, 2023	General Membership Meeting <ul style="list-style-type: none"> <li>• Personal Immigrant Story – Stella Chau</li> <li>• Celebrating our Names and our Identity, Part 2</li> </ul>
October 19, 2023	WIN Meet and Greet Session with Executive Sponsor and Chair – facilitated by Lorraine Lee & Christina Pourarien
October 24, 2023	Office of Equity, We the People Convening – Kathleen Quinene & Christina Pourarien hosted WIN’s BRG booth on October 24, 2024.
October 25, 2023	WIN participated on the BRG Panel discussion in the morning and afternoon session – Rokaih Vansot, Philip Muirhead, Anu Rao, and Christina Pourarien
November 6, 2023	General Membership Meeting <ul style="list-style-type: none"> <li>• Personal Immigrant Story – Christina Pourarien</li> <li>• Agency Spotlight – WDFW – Larry Delgado</li> </ul>
November 8, 2023	WIN hosted a Public Speak Group workshop facilitated by Gwen Willis & Gina O’Neil
November 14, 2023	WIN Leadership and Planning team Retreat



November 29, 2023	WIN hosted a Mentoring Program Meet and Greet session facilitated by Kathleen Quinene & Christina Pourarien
November 30, 2023	Governor's Equity Summit event – Christina Pourarien representing WIN on the BRG panel
January 2, 2024	General Membership Meeting <ul style="list-style-type: none"> <li>• Personal Immigrant Story – Jane Nesbitt</li> <li>• Agency Spotlight – OFM – Larry Delgado</li> </ul>
January 17, 2024	International Mentoring Day celebration – Kathleen Quinene, WIN Mentoring Administrator
February 6, 2024	General Membership Meeting <ul style="list-style-type: none"> <li>• Introducing Cami Feek, ESD Commissioners as WIN's Executive Sponsor</li> <li>• Agency Spotlight – OFM – Ashely Harris &amp; Amber Coleman</li> <li>• Agency Spotlight – DES – Jarrod Irvin</li> </ul>
February 7, 2024	Solidarity Gathering with HAPPEN BRG and in partnership with the Office of Equity and Employee Assistance Program
February 28, 2024	Digital Inclusion Co-Creating – Learn and Learn Workshop hosted by Rokaih Vansot with Joyce Abbott, Workforce Development Librarian at the Washington State Library
March 5, 2024	General Membership Meeting <ul style="list-style-type: none"> <li>• Agency Spotlight – COM – Commerce Communicator's Toastmaster Club – Jeremy Walker</li> <li>• Personal Immigrant Story – Amel Alsalman &amp; Ileana Areiza</li> <li>• Agency Spotlight – Washington State Library – Digital Inclusion Co-Creation – Joyce Abbott</li> </ul>
April 7, 2024	General Membership Meeting <ul style="list-style-type: none"> <li>• Agency Spotlight – Equity – Jean Paul and Jordan Feyerherm</li> <li>• Agency Spotlight – WDFW – Valerie Rogers</li> </ul>
May 7, 2024	General Membership Meeting <ul style="list-style-type: none"> <li>• Community Spotlight - Asian Pacific Islanders Coalition of South Puget Sound - Lin Crowley Co-Chair/Program Director</li> </ul>
May 8, 2024	OFM – PRSW Event
May 22, 2024	WIN hosted a Public Speak Group workshop facilitated by Raquel Rice, Gwen Willis & Gina O'Neil
June 4, 2024	Immigrant Heritage Celebration: Immigrant Stories – Celebrating You! <ul style="list-style-type: none"> <li>• WIN's former Executive Sponsor, Lorraine Lee, provided the opening remarks to welcome all.</li> </ul>

	<ul style="list-style-type: none"> <li>• The Asia Pacific Cultural Center (APCC) and Caña Dulce shared their immigrant stories and performed on stage.</li> <li>• Deepti Designs and Daniela Šípková Mahoney shared their stories and showcased their artwork.</li> <li>• Washington State Supreme Court Justice G. Helen Whitener delivered an informative and inspiring speech about her immigrant story.</li> <li>• Congresswoman Marilyn Strickland, via a special guest video appearance, delivered a powerful and motivating speech about immigrant communities.</li> <li>• Asia Pacific Cultural Center Executive Director Lua Pritchard delivered a moving speech about the APCC's work in the community.</li> <li>• Linda Lohdefinck, Disability Inclusion Network's (DIN) chair; John Pestinger, Washington Veterans Employee Resource Group's (VERG) chair; and Nick Vann, Hawaiians, Asians, and Pacific Islanders Promoting an Empowerment Network's (HAPPEN) executive sponsor provided information about the work they are doing to create a culture of belonging in state government, and how WIN members can support their Business Resource Groups' respective mission, vision, and goals.</li> <li>• WIN announced the third edition of the ICSEW/BRG Book Club and provided attendees a copy of the book <i>The Good Immigrant</i>.</li> </ul> <p>To end the event, Cami Feek, WIN's Executive Sponsor, thanked everyone who attended and asked participants to complete WIN's post attendance survey.</p>
June 5, 2024	<p>DEI Empowerment Conference – Christina Pourarien representing WIN to announce the third ICSEW/BRG Book club in July 2024. <i>The Good Immigrant USA: 26 Writers Reflect on America</i> by Nikesh Shukla</p>
June 6, 2024	<p>DSHS TIA's Equity, Diversity, Access, and Inclusion Community of Practice – Christina represented WIN to share information about our BRG and shared her WHYs.</p>

## Special Events

From July 1, 2023 to June 30, 2024, we participated and hosted several enterprise-wide events for our members and allies and presented information to 25 agencies about WIN.

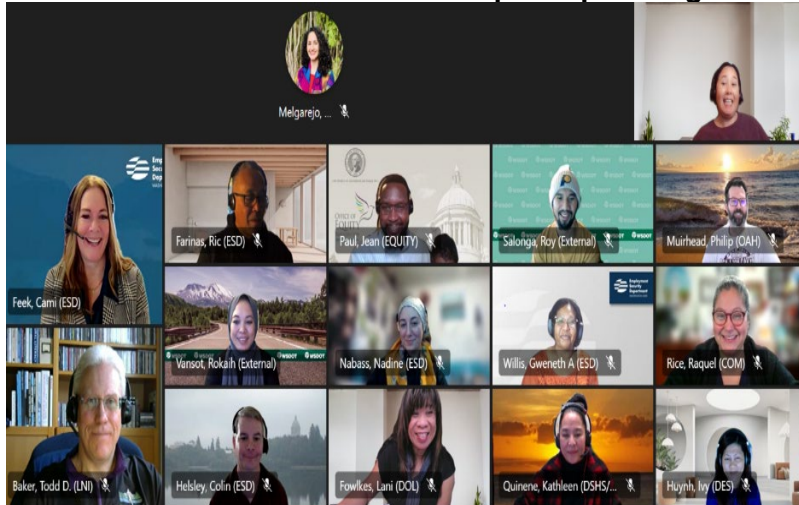
WIN hosted two career development workshops, one Lunch and Learn session, two Solidarity gatherings, two mentoring sessions, and one social hour with WIN's leadership.

Members were also involved with the Office of Equity We the People Convening event, Governor’s November Public Performance Review, International Mentoring Celebration, Office of Insurance Committee - Committee and BRG Street Fair, DSHS Leadership Summit, ICSEW hosted book club, Public Service Recognition Week, DSHS TIA Community of Practice, DEI Empowerment Conference, and the Annual Immigrant Heritage Celebrations.

## Welcoming our New Executive Sponsor – January 31, 2024

On January 31, 2024, WIN leadership and planning team welcomed Cami Feek, ESD Commissioner in a virtual meeting as WIN’s executive sponsor.

Photos were taken from our remote leadership and planning January meeting:



**Top Row from Left to Right:** Indira, Melgarejo (OFM); Christina Pourarien (ESD)

**Second Top Row from Left to Right:** Cami Feek (ESD), Ric Farinas (ESD); Jean Paul (Equity); Roy Salonga (WSDOT); Philip Muirhead (OAH)

**Middle Row from Left to Right:** Rokaih Vansot (WSDOT), Nadine Nabass (ESD); Gwen Willis (ESD); Raquel Rice (COM)

**Bottom Row from Left to Right:** Todd Baker (L&I), Colin Helsley (ESD); Lani Fowlkes (DOL); Kathleen Quinene (DSHS); Ivy Huynh (DES)

## Agency/BRG Events

### Office of the Insurance Commissioner Committee and BRG Street Fair – July 2023

On July 25, 2023, WIN members hosted a table to showcase and recruit members.

### Office of Equity, We the People Convening – October 24 & 25, 2023

On October 24 & 25, 2023, WIN members attended the in-person and virtual Office of Equity 2023 We the People Convening at the Greater Tacoma Convention Center as part of a BRG panel and host a resource table.

**Photos taken during this event:**



**From left to right: Nadine Nabass, Rokaih Vansot, and Philip Muirhead**



**From left to right: Kathleen Quinene and Christina Pourarien**

## **DSHS Leadership Summit – February 2024**

On February 13 and 14, 2024, the WIN leadership team hosted a virtual table to showcase and recruit members.

## **DSHS TIA’s Equity, Diversity, Access, and Inclusion Community of Practice - June 2024**

On June 6, 2024, WIN’s chair was invited to share information about WIN and deliver a message about why she joined. Christina encouraged the TIA members to engage and volunteer their time with BRGs.

# Webinar/Workshops/Lunch and Learn

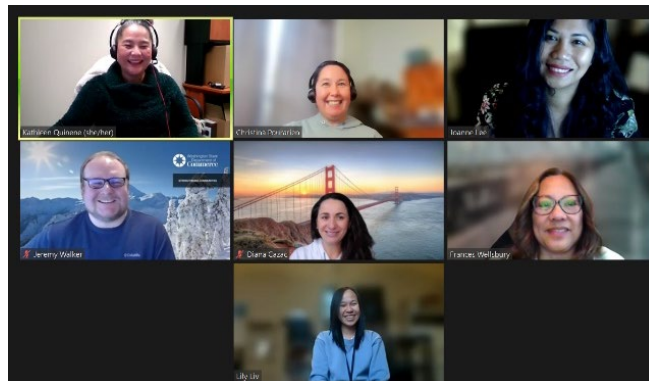
## WIN Mentoring Program – November 2023 and January 2024

WIN mentoring program supports immigrant state employees in an inclusive environment that helps them thrive and advance their careers, as well as recruit new employees from the immigrant community at large. Last year, WIN hosted two separate mentoring gatherings for our mentors and mentees. Kathleen Quinene, WIN mentoring program administrator, led an interactive session for our mentors and mentees.

On November 29, 2023, WIN hosted a WIN Mentoring Program celebration. Christina introduced Kathleen as the new Mentoring Program Administration and sub-committee volunteers. Kathleen and Christian lead a Question-and-Answer session for mentors and mentees.

On January 17, 2024, WIN hosted an International Mentoring Celebrations lead by Kathleen. After the event, WIN received requests for 6 new mentees and 4 new Mentors.

### Photos were taken after the WIN International Mentoring Celebration virtual event



**Top from Left to Right:** Kathleen Quinene, Christina Pourarien, and Joanne Lee  
**Middle from Left to Right:** Jeremy Walker, Diana Cazac, and Frances Wellsbury  
**Bottom:** Liv Lily

## Workshops – November 2023 and May 2024

On November 3, 2024, WIN hosted a Public Speaking workshop lead by Gwen Willis, WIN Career & Professional subcommittee lead providing an opportunity for WIN members to practice public speaking.

On May 29, 2024, WIN hosted a Public Speaking workshop lead by Raquel Rice, WIN Career & Professional subcommittee chair and Gwen Willis, WIN Career & Professional subcommittee lead providing an opportunity for WIN members to practice public speaking.

## Social Hour – October 2024

On October 19, 2024, WIN hosted a social hour to meet with WIN's leadership team and executive sponsor. Lorriane shared her reason for initiated a BRG for immigrant state

employees. Christina shared her personal journey, and how WIN gave her confidence in changing careers and the courage to step into a leadership role.

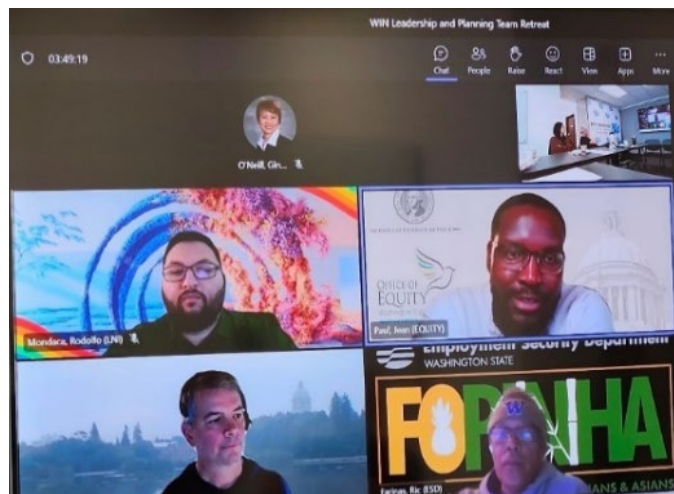
## Lunch & Learn Session – February 2024

On February 28, 2024, WIN Hosted a Lunch and Learn workshop with WIN members to join in a guided conversations to co-create a Digital Equity in partnership with the Washington State Library of the challenges our immigrant communities face with digital inclusion and equity.

## WIN Leadership and Planning Committee Retreat– November 2023

On November 14, 2023, WIN held a hybrid retreat at the Office of Administrative Hearing building in Olympia. We were provided an opportunity to develop their skills in event planning, communications writing tips, and mediation tips. The team also strategies on future events and activities:

- Ensure our handouts, flyers, workshop, and website are accessible and available in multiple languages.
- Creating a language bias document as one of WIN's Lunch & Learn session next year in partnership with state HR professionals, managers, and supervisors.
- Two lunch and learning sessions.
  - Civic 101
  - Celebrating our names, our identity, and our accents.
- Combined BRG Workshop for Successful Job Search
- WIN Quarterly Meetings– Quarterly Social/Networking Event – Meet a member from the WIN Leadership and Sub-committee teams.



**Top Row:** Gina O'Neil  
**Middle Row from Left to Right:** Rodolfo Mondaca and Jean Paul  
**Bottom Row from Left to Right:** Colin Helsley and Ric Farinas



**Top Row from Left to Right:** Todd Baker, Nadine Nabass, Rokaih Vansot, Ivy Huynh, and  
**Bottom Row:** Lorraine Lee, Christina Pourarien, Kathlene Quinene, and Anu Rao

## Solidarity Gatherings

### August 2023 and February 2024

On August 23, 2023, WIN co-hosted a Community Solidarity Gathering with HAPPEN BRG in partnership with the Employee Assistance Program (EAP) in response to the Lahaina’s wildfire.

#### Emergency Listening Session with EAP

**Wednesday, August 23, 2023**  
**9:00 – 10 a.m.**

Community Solidarity Gathering in response to Lahaina’s wildfire tragedy.



On February 7, 2024, WIN co-hosted a Community Solidarity Gathering with HAPPEN BRG in partnership with the Office of Equity and Employee Assistance Program (EAP) to create a space for creating a culture of belonging for state employees who have been impacted by islamophobia, antisemitism, and xenophobia.



## DSHS Secretary’s Leadership Summit – February 2024

On February 13 & 14, 2024, WIN leadership team, Roy Salonga and Nadine Nabass, hosted a virtual booth to share WIN’s mission, goals, and how DSHS can support WIN.

## Governor’s Public Performance Review, Employee Engagement and Wellness – November 2024

On November 30, 2024, WIN chair was invited to speak at the [Governor’s Public Performance Review](#). Christina Pourarien delivered a message of the reasons she joined WIN, her lived experience, and shared BRGs are critical to state government.

### Photo taking after the event:



**Left to Right:** Christina Pourarien, Nick Vann, Mandeep Kaundal, Nancy Board Spencer Nagley, Governor Jay Inslee, Mikia Guy, and Dr. Adrian Thompson

## PSRW – May 8, 2024

On May 8, 2024, WIN hosted a BRG table. Gwen Willis and Christina Pourarien shared information with state employees about WIN’s mission, goals and how members can support our BRG.

### Photo taking during the event:



**Left to Right:** Anu Rao, Joanne Lee, Gwen Willis, Christina Pourarien, and Amel Alsalman



## SmartHealth Participation – May 2024 through December 2024

During this annual report, WIN partnered with HCA SmartHealth Promotion Consultant to customize two activities during this annual report.

### “2024 WIN Annual Immigrant Celebrations” - May 13, 2024 to June 2, 2024:

- **154** participants reported completion.

### “Immigrant stories are American stories” - May 17, 2024 to December 31, 2024:

- **109** reported completion. This custom activity will be on SmartHealth until December 31, 2024.

## Annual Immigrant Celebration – June 2024

On June 4, 2024, WIN hosted a hybrid Immigrant Celebration Event where members and allies were treated to music, performances, and speakers in celebrating Immigrant Heritage. The speakers in attendance included Lorraine Lee, who delivered the opening remarks about the WHY initiating a business resource group for immigrants. Deepti Agrawal, Deepti Designs students, Daniela Šípková Mahoney, and Diana Cambroner Venegas shared their personal immigrant stories, Linda Lohdefinck, John Pestinger, and Nick Vann shared information to WIN members on how they can support DIN, VERG, and HAPPEN BRGs in creating a culture of belonging. Lua Pritchard shared the mission of APIC and the importance of finding a place of belonging.

Honorable Justice G. Helen Whitener shared her immigrant story via Zoom and delivered an information and inspiring speech about her immigrant story and shared a powerful message of hope to [claim our identity by understanding our self-worth](#).

We had two speakers provide a record to deliver a message of hope and love. Congresswoman Marilyn Strickland recorded a [video](#) delivered a powerful and motivating speech about immigrant communities. To end the event, Cami Feek, WIN’s Executive Sponsor, recorded a [video](#) to thank everyone who attended and asked participants to complete WIN’s post attendance survey.

Lastly, during the Meet and Greet session WIN members were asked to take the courage to co-create a video saying hello and their name in their preferred language and share why they joined WIN.

**Several photos were taken before and during the [WIN Annual Immigrant Celebration](#) event.**



**Left to Right:** Roy Salonga and Ayaka Call.



**Left to Right:** Phillip Muirhead and Indira Melgardo



**Left to Right:** Mustafa Mohamedali, Joanne Lee, Rokaih Vansot, and Indira Melgardo.



**Left to Right:** Gwen Willis and Ayaka Call



**Top Row Left to Right:** Nick Vann, John Pestinger, Larry Delgado, and Tony Griego

**Middle Row Left to Right:** Christina Pourarien, Linda Lohdefinck, Lorraine Lee, Joanne Lee, Rokiah Vansot, and Indira Melgarejo

**Bottom Row:** Roy Salonga

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## Finance Report

WIN does not have allocated state funds. We relied on various sponsorship from state agencies and donations from individual WIN members. WIN is blessed and grateful for each agency that supported WIN this year.

The total carryover of funds from the previous annual report were \$134,958.

During this annual report, WIN received \$122,564.19 from state agencies to support our BRG in the upcoming years. Win also received \$725 from the Washington Park and Recreation and \$1,667 WSECU sponsorship for our annual Immigrant Heritage Month celebrations in June.

WIN's expenses were \$7,200.77 to cover the cost of our website annual subscription, purchase of our website domain, promotional materials, and printing business cards, WIN's 6<sup>th</sup> annual Immigrant Heritage Month celebrations hybrid event, and ASL interpreters and CART services for the Solidarity Gathering in February 2024 and annual Immigrant Heritage Month celebrations hybrid event in June 2024. Our ending balance \$129,424.73.

This does not include the hours by State employees to participate, plan, and create events for WIN. Most of these hours were volunteered outside the employees's official job role. We estimated that approximately over **1000 hours** of work was volunteered to run WIN from July 2023 to June 2024.

We are very appreciative and grateful for each member and volunteers that supported WIN this year!

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## 2024-2025 Goals

- Provide a Civics 101 workshop.
- Support the professional development of immigrant state employees.

- Outreach to state agencies to be involved with their Diversity, Equity, and Inclusion initiatives.
- Continue to provide workshops on career development and personalized mentorship from experience current state employees who are immigrants and allies.
- Collaborate with other BRGs for joint initiatives and events.
- Organize seventh anniversary event.
- Showcasing two new videos of members.
- Create one WIN video for the following year.

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## Welcome the 2024-2025 WIN Executive Leadership Team



**Cami Feek**  
Executive Sponsor



**Roy Salonga**  
Co-Chair



**Rokaih Vansot**  
Co-Chair



**Teddy Kemirembe**  
Co- Vice Chair



**Amel Alsalman**  
Co-Vice Chair



**Mariel Amundsen**  
Secretary



**Ivy Huynh**  
Treasurer



**Christina Pourarien**  
Past Chair

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감사합니다

Thank you!!!!

## Contact

Email:

[WIN@ofm.wa.gov](mailto:WIN@ofm.wa.gov)

General Membership Gatherings:

The first Tuesday of the month from 12-1 p.m.

Website:

<https://www.washingtonimmigrantnetwork.org/>

## FOLLOW WIN:



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[Follow on LinkedIn](#)