



Veterans  
Employee  
Resource  
Group

Washington State Employees'  
LGBTQ+ Business Resource Group



# **BRG-ICSEW Allyship Gathering: Lifting Every Voice**

**August 26, 2020  
1:00pm – 3:00pm**

Table of Contents

Event Purpose ..... 3

Event Agenda..... 4

Conversation Norms..... 5

Self-Reflection ..... 6

Guidelines for Authentic Conversations About Race ..... 7

Coping with the Psychological Impact of Racism ..... 9

Ally Resources..... 11

## Event Purpose

The purpose of this event is to:

- Promote intersectional allyship by:
  - Sharing about each group,
  - Developing an understanding of different ways to be an active ally, and
  - Opening space for members to connect with other communities on a human level.
- Provide attendees with actionable avenues to be an effective ally for different communities.
- Unify and prepare all communities to collaborate to achieve shared goals.

## Opening Remarks

Welcome fellow allies to the first allyship gathering!! All six Washington State Business Resource Groups (**BRG**) and the Interagency Committee of State Employed Women (**ICSEW**) are here to take you on journey to learn about each BRG and ICSEW, what intersectionality is, what is an intersectional ally is, and how current ongoing issues such as covid-19 and racism is affecting all of us.

During this forum we will open space for participants to connect with each other on a human level to develop a better understanding on different ways we can be an active ally to each community and work together developing shared goals.

As we come together and hear stories of how other communities are being impacted by today's events we ask you to: take a moment to self-reflect on, actively feel, and listen to the words that are being spoken. Ask yourself how you can help elevate other communities' voices so we can unpack the discrimination marginalized communities have faced and develop an action plan to reshape this world to one we want to live in.

The following pages provide resources to help you prepare for and be an active participant in this gathering.

**Note:** The BRGs and ICSEW strive for accessibility for all. The documents being provided are not owned by the BRGs or ICSEW, they are accessible by screen readers and all documents can be enlarged through the magnifying lens.

# AGENDA

Time	
1:00 PM	Opening
	Land Acknowledgement
	Zoom Instructions and Best Practices
1:10 PM	BRG Introductions:
1:12 PM	
1:14 PM	
1:16 PM	
1:18 PM	
1:20 PM	
1:22 PM	
1:24 PM	How to be an Ally <ul style="list-style-type: none"> <li>- Ally vs. Accomplice</li> <li>- What is intersectionality?</li> <li>- DES learning pathway links for additional allyship resources</li> </ul>
1:35 PM	Breakout: Interactive Discussion <ul style="list-style-type: none"> <li>- Brief introductions</li> <li>- What does intersectionality look like for you?</li> <li>- Responses and reflections on the presentation</li> <li>- What does an accomplice, or an active ally look like for you?</li> </ul> <p><i>Refer to welcome packet for meeting norms</i></p>
2:00 PM	Recap
2:10 PM	Panel: <ul style="list-style-type: none"> <li>- What does good allyship for your community look like?</li> <li>- What would BRG to BRG allyship look like for you?</li> </ul>
2:45 PM	Closing <ul style="list-style-type: none"> <li>- What is one thing I learned from this event?</li> <li>- What is 1 tangible action you can take toward being an accomplice or an active ally?</li> <li>- What is one question you may have after today's conversations?</li> </ul>
3:00 PM	

TAKE RISKS

NO FIXING

LISTEN FOR UNDERSTANDING

EXPECT AND ACCEPT NON-CLOSURE

EXPERIENCE DISCOMFORT

SPEAK YOUR TRUTH

STAY ENGAGED

# NORMS

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## **BRG-ICSEW Allyship Gathering: Lifting Every Voice**

# **Self-Reflection**

*(for event closing)*

1. What is one thing I learned from this event?
2. What is one concrete step or action I can take to support a BRG community?
3. What questions do I have about what it means to be an ally to a community? Please contact a BRG or ICSEW with questions that may specifically relate to that community.



## Guidelines for Authentic Conversations About Race

Achieving the goal of race equity, of truly removing the fortified racial barriers our country has built over time, requires dedicated people using effective tools at every stage of their work for social change. Advancing race equity is critical to achieving your organization's overall mission and is everyone's responsibility.

Candid conversations about race are not easy. They often elicit feelings of grief, anger, frustration and a fear of being judged or misunderstood. But authentic conversations about race are crucial. They allow perspectives to be exchanged, insights to be shared and beliefs and assumptions to be addressed in positive ways. Authentic conversations create understanding, growth and empathy. Most importantly, they are the first step in generating ideas and solutions for ending the unfairness that cause tremendous obstacles for the children, families and communities at the heart of the work for social change.

***Having authentic conversations about race requires the following:***

**Bring your best self.** This requires self-knowledge and self-awareness. Self-knowledge allows you to see what causes you pain and conflict and enables you to embrace your contradictions and inconsistencies. It allows the space to work on things about yourself that you are not happy with. In turn, self-knowledge helps to prevent you from projecting your negative aspects onto other people. Bringing your best self also requires that you have a positive attitude, are willing to deeply explore your perspectives and remain open to the perspectives and experiences of others.

**Be an active listener.** Active listening involves paying full and careful attention to the other person, looking him or her in the eye, avoiding interruptions, reflecting your understanding, clarifying information, summarizing the other person's perspectives and sharing your own. Remember that most people need time to open up and might not be willing to immediately share their personal stories, hopes, fears and/or concerns.

**Be kind and generous.** Being kind is a vital way of bringing meaning to our own lives, as well as the lives of others. Kindness is about caring genuinely for others around you, wanting the best for them and recognizing in them the same wants, needs, aspirations and even fears that you may have. Being kind and generous allows us to communicate better with others, to be more self-compassionate and to be a positive force in other people's lives.

**Stay engaged.** Staying engaged requires you to be morally, emotionally, intellectually and socially involved in the conversation. Staying engaged means that you are listening with curiosity and willing to deepen your understanding. Staying engaged might also require you to sustain the conversation even when it gets uncomfortable or diverted.

**Be open and suspend judgment.** Listening with an open mind includes being receptive to the influence of others. You can suspend judgment by becoming aware of preconceived notions and listening to everything someone has to say before jumping to conclusions. Most importantly, suspending judgment also means listening to what the speaker has to say for understanding, not just to determine whether the speaker is right or wrong.

**Speak your truth.** Speaking your truth in authentic and courageous conversations about race requires a willingness to take risks. It means that you will be absolutely honest and candid about your own thoughts, feelings, experiences and opinions and not just saying what you perceive others want to hear. Speaking your truth will require you to speak from the “first person” and use “I” statements.

**“Lean in” to discomfort.** Leaning in to discomfort will require you to let go of racial understandings and stereotypes that you may be holding onto in order to move forward. Leaning in means that you will avoid judgment, assume positive intent and be open to the kernel of wisdom in each individual’s experiences. Leaning in to discomfort will require you to sit through moments of embarrassment, confusion, anxiety and/or fear.

**Enable empathy and compassion.** Empathy and compassion allow you to understand the other person’s point of view. When you are empathetic, you are more understanding, patient and kind. Expanding your capacity to feel empathy will also allow others to enter your circle of human concern.

**Expect and accept that there may not be closure.** It is not likely that you will resolve your personal understanding about race or another person’s racial experience in a single conversation. The more you talk about race with another person, the more you learn and the more they will learn. Authentic and productive conversations about race are continuous and always evolving.



## Coping with the Psychological Impact of Racism

People of color experience significant trauma as a result of past and present realities—from surviving a history of slavery, genocide, and internment to the present day realities of disparate health outcomes, facing daily [microaggressions](#), and watching the ongoing horror of the murder of black people caught on video. Racial and ethnic minorities are [often more likely to experience psychological distress](#), but [have less access to mental health services](#) than do whites, are less likely to receive needed care, and are more likely to receive poor quality care when they do seek treatment. Added to this, [cultural messages often include stigma](#) about getting mental health support with cautions to save face and be tough.

### How Can I Support my Mental Health?

The only thing that will end the pain of racism is the end of white supremacy and the dismantling systems of oppression. But in the midst of this trauma, your wellbeing and mental health matter.

- ❑ Recognize how traumatic it is to hear about or watch the killing of Black people, and give yourself permission not to be okay. Take time and space to feel horror, fear, sadness, grief, rage.
- ❑ Intentionally seek community. Loneliness can cause physical harm to our bodies. Connect to a [Statewide Business Resource Group](#) which brings together groups of employees and their allies who have a common interest or characteristic.
- Make a wellness plan that includes movement, a nourishing diet, and 7-9 hours of sleep. As Black poet and activist Audre Lorde wrote, “I have come to believe that caring for myself is not self-indulgent. Caring for myself is an act of survival.”
- ❑ Separate what is in your control from what is not. Set boundaries around when and how often you consume media. Choose which friends and coworkers are helpful to engage with right now.
- [Decolonize healing](#)—learn about the history of resilience in your family and community. Explore what culturally-based practices have worked to sustain people for centuries.



## When Do I Need Professional Help?

EAP is here to support you with free, confidential counseling. Consider seeking professional help when:

- ☐ a traumatic event or vicarious trauma leads to prolonged symptoms of re-experiencing (flashbacks, nightmares), avoidance (of thoughts, people, situations), negative thoughts and mood (shame, fear), and arousal & reactivity (irritable, reckless, concentration, sleep issues).
- ☐ anxiety causes you to worry excessively in intensity, frequency, or amount of distress it causes, or when you find it difficult to control the worry (or stop worrying) once it starts.
- ☐ you are feeling little interest or pleasure in doing things you once enjoyed, or you are feeling down, depressed, hopeless, or are having thoughts of suicide.

## Resources

[Therapy for Black Girls Podcast](#) with Dr. Joy Harden Bradford, a licensed Psychologist in Atlanta

[Minority Mental Health information](#) from Mental Health America

[Encouraging Meaningful Conversations about Race and Trauma](#) from Mindful Post Traumatic Slave Syndrome with Dr. Joy Degruy

[Strength Over Silence: Stories of Courage, Culture, and Community](#) Black and Latinx mental health



Washington State EAP is accessible, free, and confidential.  
Contact us today at 877.313.4455 or [eap.wa.gov](http://eap.wa.gov)

# **Ally Resources**

### **Resources on Allyship/Accompliceness:**

- Article called [“Moving From Ally to Accomplice”](#)
- Article called [“Allyship & Accomplice: The What, Why, and How”](#)

### **Resources on Intersectionality:**

- Medium article called [Intersectionality 101: Why “We’re Focusing on Women” Doesn’t Work](#)
- Ted Talk called [The Urgency of Intersectionality](#) by Dr. Kimberle Crenshaw

### **Where you can find a one-stop shop for more resources about DEI topics**

- DES’s [Online Learning Resources for Workforce Development](#) (scroll down until you see DEI)

**BUILD**

# Effective Black Allies

Thank you for choosing to be an ally for the Blacks United in Leadership and Diversity (BUILD) Business Resource Group. Below, you'll find information about common questions and discussion points.

## What does it mean to be an ally?

We use the most widely accepted, up-to-date [definition of an ally](#). This is someone from “one social identity group who advocates with and supports members of another group; typically a member of the dominant identity advocating with and supporting a marginalized group.” (*See link above for source*).

Being an ally of and with BUILD does not mean that you have to 100% understand the Black experience. Instead, it means we want you to strive for cultural humility.

This means you're open to learning about the day-to-day struggles the Black community faces. It means you understand that regardless of where you lack privilege, your non-black skin provides you with a privilege that those of the Black Community do not have. In addition, it means you to commit to use your privilege to advocate for our mission, which is to improve the experiences of current and future Black employees, increase the representation of Black people in leadership positions, give voice to Black perspectives in policy decisions about Washington communities, and build each other up as we move forward.

## Being an ally is not easy

It means doing personal work to address your own bias while gaining and strengthening your cultural humility. It means using your power and privilege to make process and systems changes that increase equity and inclusion. As a member of BUILD, we know some people who strive to be allies feel burdened with the fear of saying something wrong. We want you to participate fully as an ally and so we know there will be mistakes as you learn and grow – we all do that. No one is perfect. We are given grace to learn and grow individually and together. When we get it wrong, we apologize and work to be better in the future, not relying on the person we offended to fix it or make it better, but to do our own work to change the impact of our misguided words or actions.

Being an ally also means you commit to gain a better understanding of how the system of oppression directly impacts the Black community. But most importantly, the work of an ally requires an open mind, a willingness to learn and unlearn, and an understanding that [making mistakes](#) and learning from them is a significant part of growth and change.

Source: [So you want to talk about Race](#)

## Allies with intersectional marginalized identities

For members of BUILD who identify as a non-Black LGBTQI+, person of color, person with a disability, or another group that has been historically marginalized in our country we have some additional notes.

As members of a marginalized group, you can empathize with the experiences of discrimination and “isms” that you've been subjected to. And, it's important to accept that your experiences are different than those of the Black community. It's a balance between knowing we are a stronger voice when we

collectively speak up about institutional “isms,” and also acknowledging that the experience of the Black community differs. Being an ally to the Black Community and BUILD means centering around their experience, their history of impact based on marginalization, oppression, and the racist foundation that our country built and embedded into our country’s systems and structures.

In other words, if we focus our collective voice on breaking down the systems of oppression for the Black community, other marginalized communities will benefit.

### Here are a few tips to be a better ally:

- Do not demand that those you support produce proof of the inequality they work to resist.
- Do not offer up your relationship with a marginalized group as evidence of your understanding.
- Do not see yourself as the savior riding to the rescue on a white horse.
- Do not expect to be taught or shown. Take the initiative and use the tools around you to learn and answer your questions.
- Do not behave as though you know best.
- Do not take credit for the labor of those who are marginalized and did the work before you stepped into the picture.
- Do not assume every member of the marginalized group feels oppressed.
- Do the inner work to figure out a way to acknowledge how your actions directly influence these oppressive systems.
- Do amplify the voices of those without your privilege.
- Do recognize how your privilege might mean you’re unaware of the injustice that others experience.
- Do learn and expand your consciousness by listening more and talking less.
- Do notice that you join a group of people who are already working to save themselves.
- Do realize the only requirement you need to enter allyship is a commitment to justice and human equality.
- Do be aware of implicit biases and the impacts of stereotyping.
- Do your research to learn more about the history of the struggle you are participating in.

Source: [Guide to Allyship](#)

### Questions?

For membership or general questions, please reach out to BUILD at [BUILD@ofm.wa.gov](mailto:BUILD@ofm.wa.gov). We look forward to collaborating with you on this crucial diversity, equity, and inclusion effort.

# BLACKS UNITED IN LEADERSHIP AND DIVERSITY (BUILD)

## Background

On June 20, 2012, Governor Christine Gregoire signed [Executive Order 12-02](#) to build a diverse, inclusive, and culturally competent workforce.

On February 23, 2017, Governor Jay Inslee reaffirmed his commitment to tolerance, diversity, and inclusiveness in [Executive Order 17-01](#).

Washington State Government strives to be the Employer of Choice where employees can bring their full and authentic selves to the workplace.

According to OFM 2019 Data:

Black people represent 6% of executive branch employees and 4% of employees in leadership positions.

People of color make up 25% of Washington's total workforce but only 20% work within state government.

## Purpose

BUILD is one of six Washington State Business Resource Groups. BUILD exists to improve the experiences of current and future Black state employees, increase representation of Black people in leadership positions, give voice to the Black perspective in policy discussions about Washington communities, and build each other up as we move forward.

## Membership

BUILD membership is open to all state employees who are interested in promoting the values of the Black Community and the principles, and activities of BUILD. You do not have to be a member of the Black Community to join.

## Accomplishments 2019

BUILD was established in 2019. The kickoff meeting was held October 24, 2019.

### Meetings

When: Third Thursday of each month (except for November and December) from 9:00 AM to 12:00 PM

Where: Location varies

### Time Commitment

Generally between two and six hours per month for the monthly meeting and/or subcommittee work.

### Help Build the Group

For questions or to get involved contact the BUILD [BUILD@OFM.WA.GOV](mailto:BUILD@OFM.WA.GOV).

## Subscribe to our Mailing List

Visit [https://public.govdelivery.com/accounts/WAGOV/subscriber/new?topic\\_id=WAGOV\\_195](https://public.govdelivery.com/accounts/WAGOV/subscriber/new?topic_id=WAGOV_195) to sign up for updates.

## More Information:

- [Office of Financial Management BRG Website](#)
- BUILD's Website: [www.BUILDWA.org](http://www.BUILDWA.org)
- [BUILD's Facebook Page](#)
- [BUILD's LinkedIn Page](#)



**DIN**

## What does it mean to be ally in the disability community?

To be an ally to people with disabilities, let's first review what the Americans with Disabilities Act (ADA) defines as a disability and what that means. According to the ADA, **you are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.**

Disabilities do not recognize race, gender, age, economic status, veteran status, or sexual orientation.

Disabilities cross all segments of the population and people with disabilities is the largest minority group, and it keeps growing. It is not a matter of **if** you will have a disability, it is a matter of **when** you will become a person with a disability.

## Disability Statistics

- 26 percent of adults (about 1 in 4) have a disability in the U.S., of which 20 percent will experience a mental health crisis in their lifetime, either temporary or long-term.
- 480,828 people (age 18 to 64) in Washington State are people with disabilities; approximately 17,000 are state workers.
- Washington State ranks 20th out of 50 states for employing people with disabilities.

## Definitions

**Ability:** A concept that symbolizes or categorizes people based on person's ways of navigating and negotiating society – physically, emotionally, psychologically, and/or mentally.

**Ableism:** The discrimination of and social prejudice against people with disabilities based on the belief that typical abilities are superior.

At its heart, ableism is rooted in the assumption that disabled people require fixing and defines people by their disability. Like racism and sexism, ableism classifies entire groups of people as less than, and includes harmful stereotypes, misconceptions, and generalizations of people with disabilities.

### **Examples of ableism:**

- **Not complying with ADA** (i.e. forced sterilization, marriage inequality, employment and equal pay, lack of affordable and accessible housing).
- Assumption that people with disabilities need to be fixed, or seek a "cure at any cost."

- Representation of disabled people in media is either lacking or largely negative (i.e. seen as disposable).
- **Language:** “I am so OCD,” “pardon my Tourette’s,” or, “that gave me PTSD,” when you have not been diagnosed with the condition marginalizes those who do struggle with it on a daily bases. Other ableism language includes: “the weather is so bipolar,” “are you feeling triggered?” and “what are you, blind?”
- **Stereotypes:** Supercrip, or presenting a disability as a challenge that one must overcome in order to be seen as normal or heroic, such as believing in special abilities to make up for lacking in other areas. Other ableism stereotypes include: dangerous or violent, unintelligent, and better off dead.
- **Micoagressions:** Are you retarded, That feel on deaf ears, can I pray for you, I am so sorry that you have disabled siblings, She is so psycho, are you off your meds, I’m super OCD about how I clean my apartment, I don’t think of you as disabled you seem normal to me

**Able body:** Used to describe a person who is not physically disabled, chronically ill, severely obese, or otherwise physically limited; sometimes “temporarily able bodied.”

**Access:** One’s ability to know, find and/or use the tools and resources that will allow them to live whole and healthy lives.

**Advocate:** The role of an advocate is to offer independent support to those who feel they are not being heard and to ensure they are taken seriously and that their rights are respected. An advocate does not represent their own views, but instead, amplifies that of the person they are supporting.

**Ally:** Someone who supports the cause of a marginalized group — women, people of color, people with disabilities, people in the LGBTQ community, people with low income, etc. — and uses their privilege to learn from that group and amplify their cause.

Allyship in the disability community often requires one to look at ableism in a broader scope and to recognize that you might have biases that you didn’t know that you had. Our desire to help sometimes can further hurt those in the disability community because we forget to ask what they want, what they need, and what works for them. Listening is more vital in moments like these. How we speak to individuals with disabilities is important in order to avoid further marginalization of a community that is already marginalized. While people-first language and disability etiquette is important, the most important action you can take is, if you do not know to be an ally, just ask.

## Resources

[Example of People's First Language](#)

[Examples of Disability Etiquette](#)

[Job Accommodation Network for people with Disabilities and Employers](#)

[Employer Assistance and Resource Network on Disability Network](#)

[Diversity Includes Disability: Accountable Allyship](#)

[Doing Disability Ally Work](#)

[Disability Justice](#)

# How to Start Thinking about Disability Inclusion and Accessibility

**What is inclusion:** Inclusion is a behavior, it is a sense of belonging, recognizing, honoring and, valuing different perspectives and backgrounds that are different from yours.

**What is accessibility:** Accessibility can be viewed as being on a spectrum, and what might work for one, might not work another for those with a disability. It is having the ability to access and benefit from some system or entity. Example: access to buildings, computer, documents, websites, meetings, language, cars, sidewalks.

## **Ways we can promote inclusion here at your agency**

- Adopt inclusive interviewing practices
- Adopt disability inclusion recruitment strategies
- Having external partnerships with disability-related services
- Adopt policies/best practices that promote inclusion for people with disabilities
- Ensure focus on abilities.
- Provide disability friendly images in your materials.
- Use inclusive public relations and marketing.
- Foster and inclusive workplace that has a focus on people first language and communication.

## **Ways we can promote accessibility here at agency**

- Ensure that correspondence such as emails, word documents, PowerPoints, PDF are made accessible.
- Ensuring that websites and other technologies are accessible with the use of adaptive and assistive technologies.

- Know who to contact to request a reasonable accommodation.
- Attend accessibility trainings for Microsoft Word and PowerPoint which can be found in LMS
- Making sure that meetings are accessible.

Example: Meeting rooms are large enough, that obstacles are removed, and the room is arranged for the accessibility need. That accommodations such as American Sign Language (ASL) are being provided for both in person and virtual when requested.

Video: When inclusion and accessibility are together make endless possibilities.

[Inclusion matters to all](#)

# Designing accessible inclusive meetings and events

When designing a meeting/event for virtually it is important to assess if your meeting or event is accessible and inclusive for people with a disability. Having an accessible meeting/event allows people with disabilities to participate fully, for a diverse representation, and for equitable and equal voices at the table. Here are some steps to that you can follow to insure the best possible outcome.

## Virtual platform checklist

- Know your budget and factor in the cost of American Sign Language (ASL) interpreters, closed captioning, and other cost for accommodation (\$100-\$200 per hour depending on needs)
- Ensure events are accessible to alternative communication (AAC) users by offering multiple ways for attendees to participate, answer questions, submit questions, and interact.
- Materials/handouts are available and in accessible formats; avoid using Serif Font such as Times New Roman.
- Avoid using flashing or strobing animation

## Virtual platform accessibility setup

- Be familiar with platform you are using. E.g. Zoom, Microsoft Teams, WebEx
- Ensure sure your events have alternative communication for participants, such as the ability to join in multiple ways to participate, answer questions, submit questions, and interact
- Schedule your interpreters to come a half-hour before the meeting or event starts
- Send out materials at least two days before meeting/event to everyone
- Test run with your ASL interpreters and person needing ASL half-hour before meeting/event to work out any technical issues
- Have your ASL users and interpreters know how to pin and unpin the video of the interpreters and users

- Limit chat function for large meetings and events, consider using a Q&A function.
- Have at least one person monitoring chat and other “raise your hand” features available
- Build in breaks to your agenda

## Optional concurrent meeting

When scheduling meetings/events, consider scheduling two concurrent online meetings for the same event, one for the entire group and one identified as “ASL-only”.

### A benefit for ASL users

- All participants including the interpreters can display their video in the “ASL-only” meeting.
- When documents are shared in the main meeting, the ASL participants can easily view the documents and watch the interpreter/each other at the same time due to the separate meetings.

### How to use this option:

1. The ASL-only meeting and the main meeting should be on two different virtual platforms such as Zoom and Skype or WebEx and Zoom. This simplifies the process of joining the 2 meetings simultaneously.
2. All participants in the ASL-only meeting should also join the main meeting including the interpreters.
3. The ASL participants should show their video **only** in the ASL-only meeting.
4. The interpreters should unmute and voice input from the ASL participants in the main meeting.

**\*Please\*** note that when presenting material on the screen using a virtual platform that the ASL interpreter will shrink for the person needing ASL and it will make it difficult to see\*. See the optional suggestion as a workaround.

## Communication

- In large meetings/events use the hand raise option if there is one



- State your name and where you work every time you wish to talk (If external to the agency)
- Speak slowly and be vocal
- Repeat questions that are asked
- Describe live scenarios. Example “I will now be highlighting paragraph 3 line 2.
- Describe pictures, read text, explain gestures

**LLN**



**BRG-ICSEW Allyship Gathering**

**August 26, 2020**

**Latino Leadership Network**

**Welcome Packet**

## About Us

Washington State employees provide not just important services to the public, but also a link between the state and the people, helping to form a sense of community and value for all of us. The Latino community contributes to this by playing a vital role in developing a diverse and inclusive approach to both government and shaping the future of our communities.

The Latino Leadership Network (LLN) is an organization of Latinos and allies working to build resources that connect and inspire the Latino workforce in state government. We are driven by the desire to develop outstanding Latino leaders and a qualified workforce that will serve our state both today and tomorrow.

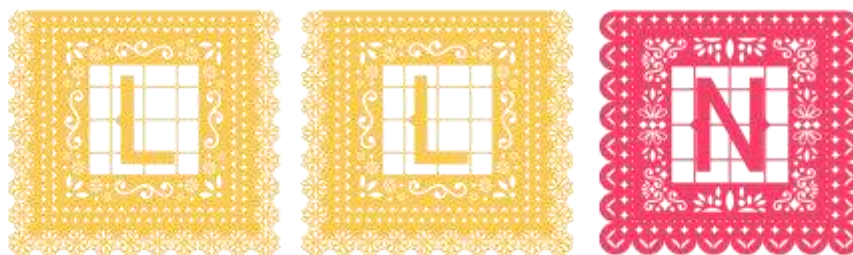
LLN already has an impressive history of bringing together hundreds of Latino state workers and allies. Our activities have fostered cross-agency networking and shared inspiration from Latino leaders who have excelled in state government.

**We will further strengthen the state's ability to expand access to professional development opportunities and be a catalyst for change across state agencies to better serve the people of Washington State.**

## Fast Facts about Washington State Hispanics

- In 2018, there were 522,000 Hispanic residents, making 13.1 percent of the population. The most common birthplace for foreign-born residents of Washington was Mexico.
- In 2015, there were 25,305 Hispanic entrepreneurs and 32,942 people were employed at Hispanic-owned firms.
- 416,000 people in the workforce identified as Hispanic or Latino in 2016.
- A 2015 survey estimated Hispanics possess \$10 billion in spending power in the state.
- 229,000 Hispanics are enrolled in K-12 schools.
- In 2017 the majority of degrees awarded at institutions in Washington were to White students. The next closest race/ethnicity group was Hispanic or Latino with 11,629 degrees awarded.

Source: [dataUSA](https://datausa.io/)





## LLN workshops have included:

- Creative Solutions to Workplace Problem-Solving
- How to form a Peer Coaching Group
- An Introduction to Mental Health First Aid
- How to Join a State Commission or Board
- The History of Accomplishments of Hispanics in Washington State
- Health and wellness events

## We frequently bring in well regarded speakers:

- Sir Antonio Sanchez, Ph.D., Central Washington University Director of Intergovernmental and International Relations
- Lorraine Lee, Chief Administrative Law Judge and Director of the Washington State Office of Administrative Hearings
- John Utter & Damon Drown of Thrive at Work, workplace performance consultants
- Tony Cloud, author and international speaker on mental health

## We stay connected

Our newsletters are informative and share the latest job opportunities available statewide. On social media we double down and share what's going on in our communities and support networking. Email [LLN@ofm.wa.gov](mailto:LLN@ofm.wa.gov) to receive our e-newsletter.





The Latino Leadership Network is an organization of Washington State employees working to build, connect, and inspire the Latino workforce in state government.

## WHAT WE DO

- Networking
- Promote professional development
- Encourage leadership opportunities
- Promote diversity and inclusion
- Foster cultural connection and awareness
- Celebrate our culture
- Be catalysts for change

## OUR VISION

Connecting and inspiring Washington State's Latino Workforce and leaders of today and tomorrow.

## GET INVOLVED!

Sign up to receive our newsletter, or contact us about participating in our activities, e-mail: [LLN@ofm.wa.gov](mailto:LLN@ofm.wa.gov).





# LLN's Board Members



**LLN Chair:** **Juan Alaniz** is the Diversity, Equity & Inclusion Manager at the Health Care Authority. Juan is a first generation U.S. born citizen from El Paso, Texas, with strong familial roots on both sides of the border. Juan is successful in building consensus and committed partnerships from the ground up. His record of accomplishments has earned him the trust, confidence, and support from his peers on the LLN board and members. He has a solid history of building and managing great teams, managing across organizations, motivating, mentoring, and using the power of interpersonal commitments. Juan enlisted in the U.S. Army at 17 starting as a Medical Platoon Leader with special allied task forces with the 101st Airborne Division.



**LLN Co-chair:** **Marlene White** A Professional Development Coordinator at the Department of Children, Youth, & Families, **Marlene** has devoted her career to serving marginalized communities by breaking down barriers through community engagement and outreach, communications, and marketing. Marlene was born in Guadalajara, Jalisco. She earned her Bachelor of Arts degree at Evergreen State College. She volunteers her time with the Hispanic Roundtable of the South Sound where she coordinates volunteers for the yearly Latinx Youth Summit, which draws more than 500 Latinx youth from the South Sound.

**Director, LLN Communications and Marketing** | Department of Health



**Victor Andino** is an experienced communicator with a career that spans journalism, communications consulting, and more than a decade in state service. His mission in life has been to empower the disadvantaged and counteract oppression by ensuring people have access to information. Throughout his career he has worked to bring more diversity into journalism, entrepreneurship, and state government. He emulates his Puerto Rican and Dominican culture through his cooking and love of Latin jazz and merengue.

**Director, LLN Policy & Performance**  
Department of Licensing



**Tony Griego** describes himself as a data nerd. He has devoted more than 10 years to state service. Over the last decade, Tony has led development of agencywide strategies. He uses his data and analysis background to identify disparities and collaborate on solutions. His dream is to open the doors of opportunity for others, grow representation of Latinos and people of color in government. Tony relishes his Latino heritage with a big plate of his Tia Esther's chile verde and family reunions in Colorado.



**LLN Treasurer** | Office of the State Treasurer

**Abby Chavez** is a first generation college graduate with a **Bachelor of Science in Accounting and a Master's in Finance**. With five years in state service as an auditor and more than 10 years as a banker in the public sector, she has a wealth of experience in areas such as accounting, finance, and compliance. Throughout her life, she has helped others in the Latino community with translation, interpreting complex legal documents, and building resumes. Abby celebrates her Mexican heritage through the family traditions of making tamales at Christmastime with her mom, sister, and two daughters.



**Associate Chair** | Department of Retirement Systems

**Rubi Reaume** is a first generation Mexican immigrant and college graduate, receiving her **Bachelor's degree** from Western Washington University. She joined the Department of Retirement Systems more than eight years ago and serves as the agency's **Executive Assistant**. She is also the **Co-Executive Sponsor for the agency's Committee on Diversity and Inclusion**, as well as the Co-Chair for the Washington State Diversity, Equity, and Inclusion Summit. Her goal is to help grow the representation of Latinos in leadership roles throughout state government. Rubi celebrates being Mexican through family, food, music, and dance.

## Executive Sponsor

Alfie Alvarado serves as the Director of your Washington State Department of Veterans Affairs. The Department is the statewide **advocate for our veterans'** earned benefits and services. Alfie was born in Puerto Rico and served 22 years on active duty before retiring as the Command Sergeant Major of Madigan Army Medical Center and Troop Command, Joint Base Lewis McChord.



As Director, she is a member of Governor Jay Inslee's **Executive Cabinet and chairs the Washington State Military Transition Council**. Alfie is the Executive Sponsor for the Latino Leadership Network and as such serves as facilitator between the board and other cabinet agencies to assist LLN in furthering its vision, mission, and goals.

# LLN Diversity, Equity, and Inclusion Committee

Associate Chair | Health Care Authority



**Jovita Ramirez** is an experienced senior administrative assistant with vast experience in the medical and law enforcement fields. Her career spans more than 19 years in state service.

Her mission in life has been to empower the underprivileged and help her local community. She shares her culture to counteract myths and labels to ensure people understand that we are not very different. Throughout her career, she has worked to bring more diversity into the medical and law enforcement fields as well as state employment.

**Jovita's favorite ways of celebrating her Mexican heritage** are through her cooking, Mexican music, and supporting non-profits that maintain and protect the Mexican/Latino culture. She is a supporter of any arts, dance, music and theater activities that promote multi-cultures and cultural knowledge.

Associate Co-Chair | Employment Security Department



**Steve Camerer** is new to state government, having served his career previously in private industry. During his working career, Steve has served as a customer service agent, college instructor, and recruiter. Born and raised in Yakima, he recently returned to Washington after residing in New Mexico and Colorado for the past 13 years. While teaching ESL at Heritage University, in Toppenish, Steve endeared himself to the Latinx community while learning about his students who largely came from Yakima's sister city, **Morelia, Mexico**. **Steve believes** wholeheartedly in promoting and fighting for the inclusion and success of those who have not had the same opportunities or success he has gotten to experience in his lifetime. With his **recruiting background**, **he's passionate about giving all applicants the same opportunity** through anonymizing resumes (removing names that hiring managers might reject because of implicit bias).



Associate Chair At-Large, Liaison to Business Resource Groups | Labor & Industries

**Veronica Hand** is a Mexican immigrant who worked as a Trade Commissioner for 20 years at the Canadian Consulate General in Monterrey, Mexico, with a Bachelor's degree in International Business and International Relations from Universidad de Monterrey. She moved to Washington State in 2012 and joined the state service working for the Department of Labor and Industries (L&I) as a Management Analyst. She became an active LLN member to help Latino state employees have access to better job opportunities and to support their personal and professional growth. She loves cooking Mexican food while listening to Latin music.



Associate Chair, Professional Development | State Department of Veterans Affairs

**Rene Morales** is a native of San Antonio, Texas, and a direct descendent of the Canary Islanders who were among the first settlers to arrive in San Antonio in 1731. Rene served more than 26 years with the Coast Guard and retired as a Chief Warrant Officer in 2015. He joined the state Department of Veterans Affairs in January 2016 and serves as the Executive Assistant to the Deputy Director. Rene has been a champion of diversity, equity, and inclusion since his time with the Coast Guard, having served as an appointed member of the Commandant's Leadership Excellence and Diversity Council. **Outside of work, he is an award-winning local storyteller, an amateur genealogist, musician, and craft distiller of wine, beer, and cider.**



Associate Chair, Health & Wellness Committee | Department of Enterprise Services

**Indira "Indi" Melgarejo** is a bilingual immigrant with more than 13 years of experience as a University Professor, Head of the Psychology Department and a Psychologist in Venezuela. In her new life in the U.S., Indi has found a passion in working with underserved populations. **Since age 11, Indi was active in "El Sistema" and later taught music in impoverished communities.** In the U.S., Indi has served as a volunteer at the non-profit organization Centro Integral Educativo Latino de Olympia. Indira stays in touch with her roots by playing cuatro and dancing to Latin music.

- There is room for more allies on the LLN Board of Directors! Vacancies exist for Executive Secretary, Membership & Outreach, and Events & Conference Committee.



# LLN Questions & Answers

## What is the Latino Leadership Network?

The Latino Leadership Network (LLN) is an organization of Latinos and allies working to build resources, connect, and inspire the Latino workforce in state government. Recognized as a Business Resource Group (BRG) by the state Office of Financial Management, we promote professional development, encourage leadership opportunities, and support diversity and inclusion in state government, among other things!

## Why participate?

LLN is an excellent way to connect with your Latino coworkers and allies. Together we can achieve:

- Leadership development
- Networking
- Diverse recruitment
- Professional development
- Mentorship opportunities
- Cultural connection and awareness

## What activities does LLN have?

LLN hosts a series of events and workshops with thought-provoking speakers and training opportunities aimed at enhancing the skills and awareness of state workers.

## Can I participate on state time?

Yes. The Office of Financial Management, which supports BRGs, says employee participation in BRGs is work-related and a leadership priority. Ask if your agency has a policy for BRGs, otherwise participation is dependent on supervisor or agency approval.

## If I get involved, what will I be expected to do?

There are many ways to be involved depending on your interests and how active you want to be.

If you're able to devote time to a specific project or goal, then participate on a committee. We also need people with specific skills, which is an opportunity to assist with a task but not a project.

We also need representatives from each state agency. In this role, you would report to your agency leadership and help deliver messages to your coworkers who might be interested in knowing about and supporting LLN's goals and objectives. You would follow your agency's culture and processes for supporting and engaging with BRGs.

## Do I have to be Latino or work for the state to participate?

Anyone who supports LLN's mission, vision, and values may attend LLN meetings and activities without having a formal status, but here are two ways to be a member:

### LLN Member

- State employee
- Committed to assist in LLN's work
- Can serve on projects, committees, or the board
- Has agency approval to participate

### Member-at-Large

- State employment optional
- Attend LLN events or meetings
- Not required to be actively involved, may commit as able
- No voting member privileges

## Who do I contact if I want to get involved or learn more about LLN?

To sign up for our newsletter or to learn more about getting involved email: [LLN@ofm.wa.gov](mailto:LLN@ofm.wa.gov). You also can follow us on [Facebook](#), [LinkedIn](#), and [Instagram](#).

**RAIN**



# Use of Pronouns in External Communications

## Background

Historically we have used gendered pronouns such as he/him/his or she/her/hers when referring to individuals in third person.

Although this language has been commonplace, it is not inclusive. There are many individuals who identify as non-binary, gender nonconforming, and/or genderqueer, which means they do not identify as either exclusively feminine or exclusively masculine. People who do not use he/him/she/her pronouns will likely feel excluded when reading materials published by the State of Washington if gendered pronouns are used.

It has become more appropriate to use the pronouns they/them/theirs when referring to a third party, as these pronouns make no assumption about the gender of the intended audience.

## Communicating with the Public via Email

When state employees communicate with individuals, they often rely on names and/or voice to determine which pronouns they should use. Names and voice may provide clues about an individual's gender, but they also may not. This gray area could cause state employees to misgender, or use the wrong pronouns, when providing services. Misgendering can be especially harmful for trans, non-binary, and/or genderqueer individuals. If a state worker reaches out to someone via e-mail and they have their pronouns on their signature line, space is created for individuals to share how they would like to be addressed.

## Recommendation

The RAIN Best Practices Subcommittee recommends state agencies use non-gendered pronouns and non-gendered language in place of gendered pronouns and gendered language in external communications and when creating public facing web content.

## Examples

- Use the prefix Mx. or the person's name instead of Mr./Mrs./Ms.
- Job Applications: Create a space for applicants to include their pronouns.
- Encourage those who feel comfortable to include their pronouns in their e-mail signature line.

## Moving Forward

The Best Practices subcommittee recognizes that this change will take time to implement. While it would be ideal to revisit previous content and update existing public communications, we understand it is more feasible to focus on ensuring new content created and published follows this practice.



# Use of Pronouns in Internal Communications

## Background

Historically we have used gendered pronouns such as he/him/his or she/her/hers when referring to individuals in third person.

Although this language has been commonplace, it is not inclusive. There are many individuals who identify as non-binary, gender nonconforming, and/or genderqueer, which means they do not identify as either exclusively feminine or exclusively masculine. People who do not use he/him/she/her pronouns will likely feel excluded when reading materials published by the State of Washington if gendered pronouns are used.

It has become more appropriate to use the pronouns they/them/theirs when referring to a third party, as these pronouns make no assumption about the gender of the intended audience.

## Humanizing the Experience

Using correct pronouns for individuals is a way to show that Washington State wants employees to bring their authentic selves to work. There are many reasons why a person may or may not want to share pronouns. Identity work is a process, and while some people might feel very comfortable identifying and sharing their pronouns, there are also individuals who may not have found pronouns that feel like a good fit or who may be more gender fluid. The important thing is to create an environment that gives employees the opportunity to share if they feel comfortable.

## Recommendation

The RAIN Best Practices Subcommittee recommends state agencies use non-gendered pronouns and non-gendered language in place of gendered pronouns and gendered language in internal communications and when creating internal web content.

## Examples

- Replace the pronouns he/him and she/her with they/them/theirs.
- Replace words or phrases such as "sons and daughters" or "ladies and gentlemen", with "employees", "children", "people", "everyone", or "person".
- Encourage those who feel comfortable to include their pronouns in their e-mail signature line.
- Create space for sharing pronouns during introductions at meetings.\*

## Moving Forward

The Best Practices subcommittee recognizes these changes will take time to implement. While it would be ideal to revisit previous content and update existing communications, we understand it is more feasible to focus on ensuring new content created and published follows these practices. Doing this work helps reduce stigma and has the potential to help repair historical damage.

\*Please see attached resources for more information.

# Suggestion to Add Pronouns to the Signature Line

The following is a quick example of language that could be used to ask people to add pronouns to their signature line that was pulled together from various resources listed in the appendix.

## Suggestion:

Today we ask you to consider putting your pronouns (he/him, she/her, they/them, etc.) in your signature line as a show of support to the LGBTQ employees and customers you serve.

Adding pronouns to your signature lines will help create a more inclusive environment for our LGBTQ employees and customers. It starts conversations and educates individuals bringing understanding to the workplace. By offering your pronouns it increases visibility as well as shows support for those whose pronouns do not fit into the binary or don't align with their gender expression.

Visibility along with creating a safe and accepting environment for LGBTQ individuals in the workplace is important. Just this year the Human Rights Campaign (HRC) released findings from research on LGBTQ individuals in the workplace and some of the findings; were that 46% of LGBTQ workers are closeted at work and 1 in 10 LGBTQ workers have left a job because the environment was not very accepting of LGBTQ people<sup>1</sup>.

As seen in Directive 16-11: LGBTQ Inclusion and Safe Place Initiative<sup>2</sup> issued by Gov. Jay Inslee in 2016, as a state we strive for inclusivity and acceptance. Putting your pronouns in your signature line is a small effort to show your individual support of this community.

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<sup>1</sup> Human Rights Campaign (HRC) A workplace Divided: Understanding the climate for LGBTQ Workers Nationwide, Page 6 and 7. Accessed 7/19/18. [https://assets2.hrc.org/files/assets/resources/AWorkplaceDivided-2018.pdf?\\_ga=2.162624444.187541126.1532026429-1916039898.1529956763](https://assets2.hrc.org/files/assets/resources/AWorkplaceDivided-2018.pdf?_ga=2.162624444.187541126.1532026429-1916039898.1529956763)

<sup>2</sup> State of Washington, Directive of the Governor 16-11. June 23, 2016.  
[http://www.governor.wa.gov/sites/default/files/directive/dir\\_16-11\\_0.pdf](http://www.governor.wa.gov/sites/default/files/directive/dir_16-11_0.pdf)

## Appendix: Language and Resources

### **GLSEN<sup>3</sup> Example:**

"You have probably noticed that our signatures display not only names but also our pronoun(s).

You may be wondering why, so here is some more information:

**GLSEN is working to make our spaces more inclusive and affirming of how everyone wants to be called.**

GLSEN does this by using email signatures, nametags with pronoun spaces, and introductions that include pronouns as an opportunity for people to make their gender pronouns visible. This is a first step toward creating a more welcoming and inclusive practice for people of all genders.

People's pronouns sometimes relate to their gender identity. For example, someone who identifies as a man may use the pronouns "he/him." But, we do not want to assume people's gender identity is based on their pronouns or gender expression (shown through someone's clothing, hairstyle, mannerisms, name, etc.).

If this is the first time you're thinking about your pronoun, you may want to reflect on the privilege of being cisgender, or having a gender identity that matches the sex assigned to you at birth."

### **Samuel Merritt University<sup>4</sup> Example:**

#### Sample Email Signatures for Gender Pronouns

##### Example 1

##### **Samuel Merritt (they, them, theirs)**

Clinical Instructor

Samuel Merritt University

1720 S. Amphlett Blvd., Suite 300

San Mateo, CA, 94402

##### Example 2

##### **Samuel Merritt, RN**

Campus Coordinator

Pronouns: he, him, his

Samuel Merritt University

450 30th Street

Oakland, CA 94609

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<sup>3</sup> GLSEN. Pronouns in Email Signatures. Accessed July 19, 2018. <https://www.glsen.org/article/pronouns>

<sup>4</sup> Samuel Merritt University. Gender Pronouns Resources. Accessed July 19, 2018. <https://www.samuelmerritt.edu/pride/gender>

### Example 3

**Samuel Merritt, PhD**

Administrative Assistant

Sacramento Regional Learning Center

2710N Gateway Oaks Drive, Suite 300

Sacramento, CA 95833

Pronouns: she, her, hers

### Example 4

**Samuel Merritt**

Associate Professor

Samuel Merritt University

510-869-6511




Pronouns I respond to: she/her/hers and they/them/theirs

### TSER<sup>5</sup> Example:

# Gender Pronouns


Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

 [transstudent.tumblr.com](https://transstudent.tumblr.com)  
 [facebook.com/transstudent](https://facebook.com/transstudent)  
 [twitter.com/transstudent](https://twitter.com/transstudent)

Design by Landyn Pan

For more information,  
go to [transstudent.org/graphics](https://transstudent.org/graphics)

  
Trans Student Educational Resources

<sup>5</sup>Trans Student Educational Resource (TSER) Gender Pronouns. Accessed on 7/19/18.  
<http://www.transstudent.org/pronouns101/>

# Suggestion to Create Space for Sharing Pronouns during Introductions at Meetings

## Suggestion:

The Best Practices Subcommittee asks that it become standard practice to create space for individuals to share their pronouns at the beginning of meetings. In doing so, Washington State employers will encourage staff to bring their authentic selves to work.

The Gay, Lesbian & Straight Education Network (GLSEN) and the Human Rights Campaign (HRC) have provided guidance and resources on how to incorporate this practice into our current work.



## What Does Creating Space for Pronouns Mean?

Creating space is as simple as asking employees to share their pronouns at the beginning of a meeting.

### Example 1

#### Human Rights Campaign

##### Creating Opportunities to Ask for (or Offer) Pronouns

For the workplace, it may be best to explore where opportunities to ask for or offer one's pronouns may exist. The best practice may vary depending on the nature of the workplace - for example, corporate office vs. dispersed retail locations.

Here are some examples of opportunities to ask for or offer pronouns:

- Interviewing process: Create a place to declare preferred name and pronouns. Many Applicant Tracking Systems (ATS) are driven by legal name. Creating an opportunity to disclose preferred names is a recommended best practice not only for transgender people, but for anyone who uses a preferred (or "nick") name.
- Onboarding process: Create a place to declare preferred name and pronouns. Use these as basis of introducing new employees.
- Corporate social networks or platforms, digital directories: Allow employees to self-ID preferred name and pronouns as part of their profile.
- Include personal pronouns in email signature lines.
- Make offering personal pronoun part of introduction process at the start of meetings or events.

##### Example:

*"We're going to go around the room to introduce ourselves. Please say your name, the department you work in and, if you want, your personal pronouns."*

*"My name is John Smith. I work in Quality Control. My pronouns are they, them, theirs."*

- Role model appropriate pronoun when introducing people to their new workgroup. Ex:  
*"Everyone I am pleased to introduce John Smith who is transferring over from Quality Control. They will be the lead person on the new product development project."*

To read the full document, click here:

[https://assets2.hrc.org/files/assets/resources/TalkingAboutPronouns\\_onesheet\\_FINAL.pdf?\\_ga=2.184263205.2085538674.1541620654-1059190272.1541620654](https://assets2.hrc.org/files/assets/resources/TalkingAboutPronouns_onesheet_FINAL.pdf?_ga=2.184263205.2085538674.1541620654-1059190272.1541620654)

## What if Employees Choose not to Share Their Pronouns?

There are many reasons why individuals may not feel comfortable sharing their pronouns. GLSEN has created a resource that explains more about how to create a supportive environment.

### PRONOUNS: A RESOURCE

SUPPORTING TRANSGENDER AND GENDER NONCONFORMING  
(GNC) EDUCATORS AND STUDENTS

#### Why focus on pronouns?

You may have noticed that people are sharing their pronouns in introductions, on nametags, and when GSA meetings begin. This is happening to make spaces more inclusive of transgender, gender nonconforming, and gender non-binary people. Including pronouns is a first step toward respecting people's gender identity, working against **cisnormativity**, and creating a more welcoming space for people of all genders.

#### How is this more inclusive?

People's pronouns relate to their gender **identity**. For example, someone who identifies as a woman may use the pronouns "she/her." We do not want to assume people's gender identity based on gender **expression** (typically shown through clothing, hairstyle, mannerisms, etc.) **By providing an opportunity for people to share their pronouns, you're showing that you're not assuming what their gender identity is based on their appearance.** If this is the first time you're thinking about your pronoun, you may want to reflect on the privilege of having a gender identity that is the same as the sex assigned to you at birth.

#### Where do I start?

Include pronouns on nametags and during introductions. Be cognizant of your audience, and be prepared to use this resource and other resources (listed below) to answer questions about why you are making pronouns visible. If your group of students or educators has never thought about gender-neutral language or pronouns, you can use this resource as an entry point.

#### What if I don't want to share my pronouns?

That's ok! Providing space and opportunity for people to share their pronouns **does not** mean that everyone feels comfortable or needs to share their pronouns. Some people may choose not to share their pronouns for a variety of reasons, e.g. they are questioning or transitioning their pronouns, they don't use or like any pronouns, they don't feel comfortable sharing them at that moment or in that space, or they fear bullying or harassment after sharing.

In the case that someone has left pronouns off the nametag or chosen not to share their pronouns, please refrain from using pronouns for that person and refer to the person by name.

To access the full document, click here:

<https://www.glsen.org/sites/default/files/GLSEN%20Pronouns%20Resource.pdf>

**WIN**



# WASHINGTON IMMIGRANT NETWORK

Expanding opportunities for immigrants working in Washington State government

We 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.



## WHO WE ARE

- The Washington Immigrant Network (WIN) is a statewide business resource group that was formed in 2017 to:
- Support the professional development of immigrant state employees.
- Recommend strategies to advance recruitment, retention, career progression and leadership development.
- Educate state agencies on the experience, skills, and knowledge of immigrants and the value of a diverse workforce.



## WHAT WE DO

- The Washington Immigrant Network is committed to:
- Provide a support structure, educational resources, and leadership assistance for immigrant state employees.
- Mentor immigrant state employees at any point in their careers.
- Encourage immigrants to consider the state as an employer of choice through interagency and external outreach activities.
- Serve as a resource for the Washington State Governor's Office, Office of State Human Resources, and state agencies in creating and sustaining a diverse and inclusive workforce.



## WHAT WE OFFER

- The opportunity to network with fellow immigrant state workers at different stages of their career, from new hired to management.
- Training on career development, including networking, interviewing, leadership, and other professional skills.
- Personalized mentorship from experienced current and former state employees who are immigrants and allies
- The opportunity to contribute and help build a better working environment for the immigrant workforce.



### EXECUTIVE SPONSOR

Lorraine Lee,  
Chief Administrative Law  
Judge,  
Office of Administrative  
Hearings



### CHAIR

Kim Sauer,  
Washington State Liquor and  
Cannabis Board



### VICE-CHAIR

Joanne Lee,  
Washington State Department  
of Enterprise Services



### SECRETARY

Yvonne Moore,  
Washington Military  
Department



### IMMEDIATE PAST CHAIR

Nam Nguyen,  
Washington State Attorney  
General's Office

[washingtonimmigrantnetwork.org](http://washingtonimmigrantnetwork.org)  
[WIN@ofm.wa.gov](mailto:WIN@ofm.wa.gov)