



WASHINGTON DEI **EMPOWERMENT CONFERENCE**

Bridging Gaps and Leaning into Action

MC: Dr. Adrian Thompson

**JUNE
7**

DIVERSITY

**JUNE
14**

EQUITY

**JUNE
21**

**ANTI-
RACISM**

**JUNE
28**

**INCLUSION
BELONGING**

Participation Guidelines for Empathetic Dialogues

WASHINGTON DEI
**EMPOWERMENT
CONFERENCE**

We are committed to supporting statewide and agency-specific equity and anti-racism work, with the goal of building more just systems and fostering a culture of inclusion and belonging with our state workforce. These seven ground rules help provide the safety of structure so you can be yourself while engaging in learning and discussion with others.

1 **YOU ARE WHERE YOU ARE.**
Each of you brings unique experiences, perspectives, and ideas. No one expects you to have all the answers. Learn to be comfortable with very different experiences, perspectives, and ideas.

2 **YOU ARE HERE TO TEACH AND TO LEARN.**
Great leaders are great teachers, & great teachers are great learners. Strive for a lifelong commitment to cultural learning. Don't be afraid to respectfully challenge one another by asking questions. Try to challenge the idea, not the individual.

3 **EVERYONE TEACHES AND EVERYONE LEARNS.**
Be open to receiving feedback or being respectfully challenged by others. Take good care of yourself in the moment: it is okay to delay or exit a discussion.

4 **LISTEN MORE THAN YOU TALK.**
Listening well is a vital part of teaching and learning. Your biggest learnings most often come when your mouth is closed, not open. Allow everyone the chance to speak. Seek first to understand, then to be understood.

5 **AVOID JUDGING PEOPLE.**
Learners are striving to learn about deeper issues. Avoid assumptions about individuals based on generalizations about groups. Avoid speculation, inflammatory language, and blame.

6 **BRING EMPATHY, GRACE, AND CONFIDENTIALITY.**
Mistakes will be made, acknowledge and learn from them, as much of this journey requires learning through iterations of growth and failure.

7 **TAKE A MINDFULNESS PAUSE BEFORE RESPONDING.**
Mindfulness puts us back in choice. This quote captures it best: "Between the stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom." (B.F. Skinner)



Our vision
is to create
a healthier
Washington for
all communities.

We want you to
help us build it.

Visit hca.wa.gov/careers to learn
more about job opportunities for you.



WELCOME MESSAGE FROM GOVERNOR INSLEE

WELCOME KEYNOTE WITH CAROLYN HARTNESS – A RECKONING, AN INVITATION TO HEALING



Carolyn Hartness will help us set our intentions for the following month of presentations. In this keynote, you will hear examples of lived experience of various indigenous people as told by Carolyn. For 33 years, Carolyn has served Indigenous and non-indigenous communities, in the United States, Canada, Norway, Australia and New Zealand, offering consultation to agencies, schools, families and individuals around cultural diversity and wellness, and prevention/intervention strategies relating to fetal alcohol spectrum disorders (F.A.S.D.), wellness and recovery.

SAUNCHA ROMNEY - DATA SOVEREIGNTY, INDIGENOUS METHODOLOGIES AND TWO-EYE SEEING PARTNERSHIPS FOR CHANGE



Come learn about Indigenous methodologies, Indigenous ways of knowing, data sovereignty, and how to form authentic partnership with communities and Native people through two-eye seeing and community based participatory action. The role of quantitative data to replicate white supremacy in our communities and institutions will be explored as well as ways to use qualitative and arts-based community "data" for anti-racist change.

RENAE SMITH - NEURODIVERSITY: WHAT IT IS?

Neurodiversity: What is it? Have you ever asked yourself this question? Have you wanted to know more about neurodiversity? This presentation will cover defining neurodiversity, offering insights to interacting with neurodiverse people both in and out of the workplace, and give some lived experiences.



DR. MARIE NATRALL-ACKLES - GENERATIONAL TRAUMA OF NATIVE AMERICANS

To understand the present, we must first understand the past. This presentation discusses how the history of boarding schools has caused generational trauma that has been passed down to generations of family including the loss of language and culture. Dr. Natrall-Ackles has lived experience of generational trauma and discusses these impacts of the past five generations in her family.





Ecology’s mission is to protect, preserve, and enhance the environment for current and future generations.

We are leading efforts to reduce pollutants and other environmental hazards affecting communities across the state. We are also looking to the future, focusing on climate change, preventing pollution and reducing waste, and managing our precious water resources.

Diversity, equity, inclusion, and respect are central to Ecology’s work.

People of color and many other identities are underrepresented in environmental work, including at our agency. Yet, environmental issues disproportionately impact our communities. We are striving to create a workplace where everyone belongs, and to build a diverse workforce that better represents the people we serve.



We are learning where we need to improve.

We are in the middle of an organization-wide assessment of our workplace culture. This spring, nearly 75% of staff participated in a survey about how their identity affects their experience in the workplace. We plan to use the recommendations from this assessment to guide future changes.

Ecology employees are coming together to co-create solutions.

Our Diversity, Equity, Inclusion, and Respect (DEIR) Design Team is an employee-led group of nearly 70 people and growing. This year, the team organized the Ecology Equity Speaker Series, supported gender inclusion efforts, and created a brave space for employees to gather and connect.

 Visit us at ecology.wa.gov



**INTEGRITY
COOPERATION
ACCOUNTABILITY
RESPECT
EXCELLENCE**

We are committed to supporting statewide and agency-specific equity and anti-racism work through action.

- Statewide DEI training
- Supplier diversity policy
- Agency mentorship program
- Employee belonging series
- Business Diversity Program
- Listening to Understand training
- Accessible civic education tours
- Leadership DEI development

#WeAreDES | **STRENGTHENING THE BUSINESS OF GOVERNMENT**



Learn more at DES.wa.gov



**Washington State
Department of Transportation**

The Washington State Department of Transportation is committed to actively combating racism and strengthening our anti-racist, diversity, equity, and inclusion efforts to guarantee that our state's multimodal transportation system serves all Washingtonians. Our mission is to provide safe, reliable, and cost-effective transportation options to improve communities and economic vitality.

Through the efforts of an agency-wide workgroup, extensive collaboration with employee volunteers from all disciplines, and internal and external key partners, we developed a Diversity, Equity, and Inclusion Plan. Our DEI Plan's focus is on enhancing data-informed decisions, diversity advisory groups, internal workforce, learn and grow, external workforce and contracting, community engagement, and the Healthy Environment for All Act.

The DEI Plan is designed to improve our decision-making practices, enhance access, and create a culture of belonging for the community we serve and our employees. Working together, we can create a workplace that shows everyone dignity, respect, and appreciation.

To learn more about WSDOT, our DEI Plan, and the work ahead, please contact our DEI Plan Manager, TeyAnjulee Leon, at LeonTey@wsdot.wa.gov.

The Department of Revenue **values diversity, equity, and inclusion.** We strive to foster a respectful, safe work culture and provide services to all diverse communities through purposeful, deliberate, and equitable use of our resources and programs.

Discover
more about
DOR.





KEYNOTE: DR. ISIAH PICKENS - MENTAL HEALTH & ANTI-RACISM: PRIORITIZING WELLNESS IN THE WORKPLACE

Managing stress in order to perform at our highest level at work may be the most challenging task we face professionally. The stress we have to manage when doing anti-racism and inclusion work is draining, often grueling, and can be overwhelming. Achieving a sense of accomplishment and purpose at work is one of the most fulfilling experiences and recharges individuals, even in the most stressful of jobs. The skills to gain workplace satisfaction are achieved by understanding and practicing mental wellness principles that provide the inner stability to deal with any stressful situation and the organizational tools to create less stressful work environments. This inspiring presentation will offer tools and strategies to support our own individual wellness, especially at the intersection of our most important identities, while supporting diversity, equity, and inclusion efforts. You'll hear stories and learn science-based strategies for elevating your workplace into one that promotes everyone's mental and emotional wellbeing.



DR. BRANDEIS MARSHALL - DE-SILOING YOUR DATA, STRATEGY FOR EQUITY

Humanizing our data operations is possible when the community is collectively pushing for data transparency, making data/AI systems and knowledge workers accountable while exercising our data citizenship and agency. Participants are set up to clarify the ethical gaps in their data pipelines so that they can develop practical interventions and action step to making data/AI projects more equitable without disrupting your existing data operations and processes.

DR. ISIAH PICKENS - BRIDGING, COACHING, AND INTERCULTURAL DEVELOPMENT WITH DEIB AND ANTI-RACISM WORK

Increasing emotional intelligence for building an inclusive workplace is an often overlooked key ingredient for fully embracing and implementing DEIB (Diversity, Equity, Inclusion, and Belonging). In this presentation, iOpening Enterprises (iOE) uses its unique 3 A's (Acknowledge, Ask, Adjust) framework - a tool to engage this intersection of wellness and DEIB for an inclusive workplace culture.



DOUGLAS MORA, ET AL - COME TO THE TABLE: WASHINGTON'S EFFORTS TO ACHIEVE EQUITY IN PUBLIC SPENDING

Join a panel of experts from state agencies who will untangle the various recommendations and legal requirements to move towards equity in public spending, from the 2019 Disparity Study,

Executive Order 22-01, Department of Enterprise Services' Supplier Diversity Policy and Washington Edge program, to the public contracting plan in the 2022 Equity Summit Report.

OUR MISSION

The Nation's best and most future ready workforce with opportunities for all.



Employment Security is a proud sponsor of the 2023 DEI Conference - fostering an equitable, diverse and inclusive workplace.

Employment Security Department is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance services for limited English proficient individuals are available free of charge. Washington Relay Service: 711



**Employment
Security
Department**
WASHINGTON STATE

ESD.WA.GOV

"Equity work is all of our work. Diversity, equity, inclusion and belonging are part of our core values at OFM. We believe that when everyone can belong, just as they are, we all benefit."

We also acknowledge the systemic barriers and inequitable power structures that impede us from being able to fully achieve DEIB. We are committed to enacting meaningful and lasting change for our employees and the people we serve."

—David Schumacher, Director
Office of Financial Management



The Office of Financial Management is hiring!

OFM plays a crucial role in decision-making that the governor, Legislature and state agencies do each year.

It is important that we hire and cultivate a workforce that reflects the Washington communities that we serve. We know that our teams perform best when they are diverse and every team member feels that they belong.

If working toward a greater purpose matters to you, you've found the right agency.

Apply today

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Office of Financial Management

Working together for the equitable future of every Washingtonian.

To learn more about us,
visit ofm.wa.gov



KEYNOTE: DRAG SHOW STORYHOUR FIRESIDE CHAT

In a world struggling with issues of acceptance and tolerance, state leaders must build compassionate communities where room can be made on the shelf for everybody's story. In this Feature Talk, Jonathan Hamilt, Executive Director of Drag Story Hour, shares the necessity of LGBTQAI+ family programming and how the powerful art-form of drag teaches young humans about inclusivity, celebrating diversity, and the vital freedom of self-expression.



DR. SARAH WEBB - THE URGENT MATTER OF COLORISM: A MISSING LINK IN ANTI-RACISM WORK

Participants gain a global, cross-cultural, and intersectional understanding of the lesser known issue of colorism. Dr. Webb clearly explains how colorism impacts workplace culture and professional practices. By the end of this talk, attendees are introduced to a powerful framework for launching a cycle of change. Dr. Webb inspires every audience to see themselves as part of the solution.



TANGI TASH & LISA GRUND - INCORPORATING DEIB AND ANTI-RACISM WORK INTO RECRUITMENT

What if you already have a unique opportunity to bring all that makes you authentically yourself by using internal resources and platforms to yourself and to your organization at large? Within Talent Acquisition, HR & in learning and development roles, we have unique opportunities to create equity & inclusion in very intentional ways in our day-to-day workflow. Join me as we consider a simple approach to establishing authenticity & antiracism as a way of life at work.



PHILIP "SHARP SKILLS" JACOBS - ELEPHANT IN THE ROOM

Race is the elephant in the room that many organizations are still not equipped to face despite the symbolic gestures that suggest we live in a post-racialized society. The murder of George Floyd, Breonna Taylor, Ahmaud Arbury, and so many others has forced the United States to reckon with its original and most persistent sin, racism. Participants will leave this session with more tools in their arsenal for addressing racial inequity that leads to systemic, institutional, and interpersonal transformation.



Join the Adventure.

DISCOVER THE DIFFERENCE DNR MAKES, AND THE DIFFERENCE YOU CAN MAKE.



dnr.wa.gov/jobs



The Department of Natural Resources (DNR) is a proud supporter of the 2023 WA State DEI Empowerment Conference. We are building a workforce with team members who reflect the diversity of our state, are prepared to engage with every community, and hold environmental justice as central to DNR’s success.

DNR’s Commitment to Environmental Justice

DNR’s Office of Equity and Environmental Justice is leading an all-of-agency approach to embedding equity and environmental justice centered practices into our daily work, culture, and operations. We place authentic engagement with communities from across Washington state, expanded opportunities for public input, and a more deliberate focus on equitable outcomes at the heart of this transformational strategy.

Our DEIB and Anti-Racism Commitment

We endeavor to foster a workplace that honors diversity, examines and actively works to dismantle structural and institutional inequities, and embeds Anti-Racism in our decision making and internal and external processes. We commit to creating an organizational culture of inclusion where the presence, voices and ideas of staff and the communities we serve are represented, heard, valued and acted upon.

Youth Education & Outreach Program (YEOP)

DNR’s new Youth Education and Outreach Program will build environmental literacy and a culture of stewardship, support the wellbeing of young people through outdoor experience, and help cultivate a more diverse natural resource workforce.

Follow Us on Social Media





KEYNOTE: DR. JOAN KING - ASIAN AMERICAN INCLUSION IN DEI WORK

This presentation will share Asian American biases within society, professional environments, education, and even within DEI work. It will draw attention to the deficiencies in which we discuss racial equity regarding Asian American advocacy and disrupt white-centered expectations of Asian Americans. As DEI work is inherently polarized (Black or White), this training will educate the audience with the harm in continuing DEI work that continues to ignore Asian American experiences with discrimination and racism in America.



LINDA CLEMON-KARP - DISABILITY AWARENESS: INCLUSIVE LANGUAGE AND PRACTICES

People with disabilities still experience discrimination in many aspects of daily life, including in education, employment, and community participation. Stereotypes and negative attitudes, even microaggressions, contribute to these experiences of discrimination. In this session, we will learn new ways to think about disability. Have you ever considered that disability is a valuable form of human diversity? We will also discuss new ways of talking about disability, such as the difference between using person-first and identity-first language.



WASHINGTON EQUITY NOW ALLIANCE (WENA) - EQUITY ON TRIAL: HAS THE SUPREME COURT DECLARED DIVERSITY DEAD OR ALIVE?

Given the upcoming landmark U.S. Supreme Court decision on race-conscious Affirmative Action, now is the time to reimagine new public policies to achieve diversity, equity and belonging (DEIB). Washington Equity Now Alliance (WENA), Washington's statewide Pro-Equity, Anti-Racist non-profit organization will not only present our expert analysis on how the high court's ruling will impact Washington's DEIB policies, but provide a roadmap for state and local government officials to continue advancing DEIB initiatives while complying with the new federal laws.



LUCRETIA ROBERTSON - WORK SPACES AS "WELL SPACES": THE EQUITY-HOPE-RESILIENCE CONNECTION

Recent surveys report that women of color in the workplace, feel undervalued, disrespected, exhausted and invisible. In 2021 nFormation reported that half of the women of color surveyed planned to leave their employers in the following year. Because of workplace inequities women of color are significantly more likely to report, anxiety, depression, burn out and hopelessness. Understanding the impacts of these stressors, structural factors, and the lack of equitable opportunities for women of color is foundational to building resilient workplaces.



Level-up your money skills

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- Listen to the podcast: “Fund Your Future with DRS”
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Washington State Department of
Labor & Industries



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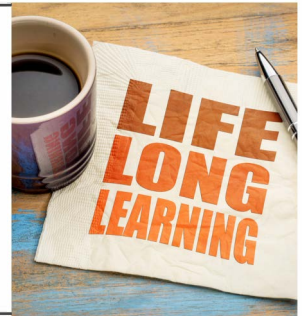
Office of Financial Management



Resources | More Tools for your DEIB Anti-Racism Journey

Diversity, Equity and Inclusion Training

"A Path Toward Equity: Disrupting Structural Racism through Awareness and Belonging" is Washington's foundational learning experience for growing the state workforce's diversity, equity, and inclusion (DEI) competence. [Visit the DES Training Website](#)



Use Data to Reinforce DEIB Anti-Racism Efforts

The Workforce Strategies and the HR Analytics teams of State HR improve business performance by anticipating human resource needs, planning and executing workforce strategies, and monitoring success. Explore: Workforce data dashboards, State Employee Engagement Survey, Statewide Exit Survey and more online [the OFM Website](#)



Eliminating systemic racism and inequities

Honoring the inherent dignity and worth of every individual is at the core of achieving racial equity. Together, we will pivot from policies and practices that perpetuate harm to policies and practices that perpetuate equity, justice, and belonging for all so freedom can endure for the next seven generations and beyond.

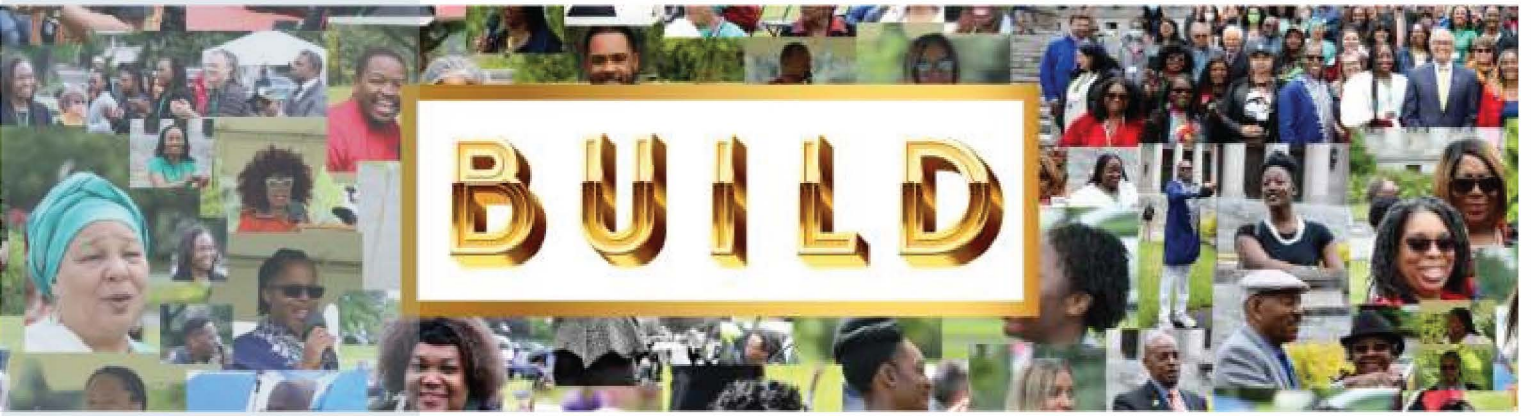
Explore the Office of Equity's Catalog of literature, videos, articles and more [on the Office of Equity People Resources Site](#)



Support Statewide Business Resource Groups

Statewide business resource groups (BRGs) bring together groups of employees and their allies who have a common interest or characteristic. All BRGs have a charter, mission, goals and bylaws and contribute to an overall statewide business strategy. BRG members bring their unique knowledge and perspectives, making them an asset to state business needs, such as recruitment and retention. Explore Washington State's BRGs in the following pages.





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](#).

On February 18, 2021, Governor Jay Inslee reaffirmed his commitment to Washington State Business Resource Groups in [Executive Order 21-01](#).

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 2020 Data: Black people represent 6% of executive branch employees and 4% of employees in leadership positions.

Purpose

Blacks Unity In Leadership and Diversity (BUILD) is one of seven 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

BUILD was established in 2019. The kickoff meeting was held October 24, 2019. Inaugural Juneteenth Holiday Celebration event in June, 2021. Completed first election cycle in June, 2021.

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 three and six hours per month for the monthly meeting and/or subcommittee work.

Help BUILD

For questions or to get involved contact the BUILD at BUILD@ofm.wa.gov.

Subscribe to our Mailing List

Visit the [Office of Financial Management - Public GovDelivery](#) to sign up for updates.

More Information:

[Office of Financial Management BRG Website](#)

[WA State Black Community Business Resource Group Webpage](#)

Disability Inclusion Network Questions & Answers



What is the Disability Inclusion Network?

DIN is a Business Resource Group for Washington State. Our vision is to have Washington be the employer of choice for people with disabilities. People with disabilities want to have equitable access to opportunities and resources through recruitment, hiring, training, development, retention, and promotion. We want to create an environment where people with disabilities can fully participate in all aspects of the workplace.

Do I have to be a person with a disability to participate in DIN?

No, you do not need to be a person with a disability to participate in DIN. DIN is open to all that share our values, goals, and missions; whether you identify as a member of the disability community or as an ally. State employees are highly encouraged to attend our monthly meetings and join us in making Washington State the employer of choice for people with disabilities.

Why Join DIN?

Networking
Professional Development
Leadership Development
Educational Resources
Diversity Awareness
Learn Best Practices

DIN Activities

DIN hosts a variety of events and trainings around areas of inclusion, disability awareness, and workshops in leadership development, strengthening team dynamics, and effective communication.

Are BRGs covered on State time?

All business resource groups are deemed work-related and a leadership priority and therefore covered on state time. Participants should not be using any personal leave time to attend. If you would like to attend and participate in any of the BRGs please receive supervisor approval before joining.

PLEASE VISIT OUR NEW WEBSITE AT

WWW.DINBRG.ORG

OR LOOK US UP ON

LINKEDIN OR FACEBOOK

For more information contact

DIN email: DIN@ofm.wa.gov

Chair: Irvin "Vin" Harmon - ieharmon@doc1.wa.gov

Updated 8/2022

Meetings are held on the second Thursday of every month from 9:00am-12:00pm



INTRODUCING
OUR STATE'S
NEWEST BUSINESS
RESOURCE GROUP

JOIN US!

REGULAR
MONTHLY
VIRTUAL
MEETINGS

2ND WEDNESDAYS

1:00 – 2:00 pm



HAPPEN (Hawaiians, Asians and Pacific Islanders Promoting an Empowerment Network) improves the experiences and representation of Asian Native Hawaiian and Pacific Islander (ANHPI) employees by:

- increasing representation in leadership general employment
- building a culture of inclusion and belonging
- empower, support and amplify voices of ANHPI employees
- advocate policies promoting equity, diversity and inclusion in the workplace

State employees can visit the
OFM website for [BRG
Participation Guidance](#)

For more information about how
to get involved, scan the QR
code below or email
HAPPEN@OFM.WA.GOV.



Subscribe to our weekly
membership communications:



WASHINGTON STATE LATINO LEADERSHIP NETWORK



JOIN US. ÚNETE.



The Latino Leadership Network (LLN) is a Washington State government employee resource group working to build, connect and inspire the Latino workforce in state government.

WHAT WE DO

- Professional development
- Influence state workplace policy
- Offer free workshops
- Educate on equity, diversity and inclusion matters involving Latinos

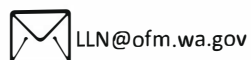
WHAT'S IN IT FOR YOU?

- Networking
- Build cultural connections and relationships
- Leadership opportunities



WASHINGTON STATE
LATINO LEADERSHIP
NETWORK

CONNECT WITH US





Washington State Employees'
LGBTQ+ Business Resource Group



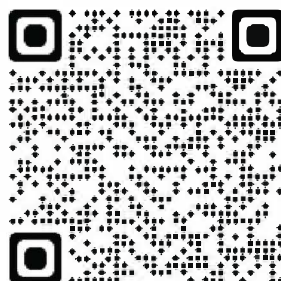
The State of Washington has a long and proud history of honoring diversity.

In Washington, we know that the diverse families, expressions of personal identity, and experiences of all our residents enrich our future.

The Rainbow Alliance and Inclusion Network (RAIN) is an LGBTQ+ and ally Business Resource Group committed to diversity and inclusion efforts that allow our staff to bring their full authentic selves to work in order to do their best work on behalf of Washingtonians.

<h2>Welcome</h2> <p>General Membership (GM) meetings are open to all state employees.</p> <p>Monthly - Every Third Thursday 2 to 4 pm Committee work: 4 to 5 pm</p>		<h2>Get involved</h2> <p>Join a committee to help contribute to a better working environment for the LGBTQ+ community.</p> <ul style="list-style-type: none"> Safe Place Best Practices Outreach and Communications
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Visit our website
lgbtq.wa.gov/RAIN



Questions or feedback
RAIN@ofm.wa.gov



Veterans Employee Resource Group

Congratulations on joining a world class team!

Purpose of the Veterans Employee Resource Group (VERG):

The VERG exists to help integrate the experience, values, and knowledge of both veterans and military spouses in state employment.

VERG Goals:

- Recruit veterans and their spouses to state service through outreach and educational activities. Retain veterans by providing a support structure, education, and career progression
- assistance. Recognize veterans by planning annual activities that honor their military and state service.



Connect

There is strength in numbers, just like in the military. Whether you are a Veteran, a Military Spouse, Family of a Service Member, or just have an affinity for military service, all are welcome to participate. Veterans know the importance of having someone who could count on to be there. Just because your time with the military has come to an end, or you are serving in the military reserves or National Guard, you can still count on a network of professionals who know what you may encounter in state service.

- Connect with the VERG to stay informed of hiring events, monthly meetings and Veteran focused activities.
- Build a network that will help you adapt and succeed in your new role.
- Check out the VERG on LinkedIn and the VERG
- Website at <https://www.dva.wa.gov/councils-committees/washington-veterans-employee-resource-group-verg> (Hosted by the Washington State Veteran's Affairs).



Support

From one world class organization to another, the VERG has your six. In other words, the VERG is here to support you by providing coaching, mentorship, Veteran focused activities, and resources. The VERG also provides rewarding experiences and venues for you to give back to other Veterans and their families.

- Regular meetings throughout the year to help you stay informed of Veteran focused activities.
- A professional network of successful Veterans and Veteran Spouses ready, willing and able to step-in when needed to help you remain successful throughout your state service.
- Opportunities throughout the year to give back and support other Veterans and Veteran Spouses become successful and integrated into state service.

Mentor

You did not serve alone when you were in the military. You were part of a team and you received coaching and mentoring along the way. Washington State is no different.

- Volunteer to mentor a newly-hired Veteran or Veteran Spouse and help them integrate to state service.
- Request a mentor from the VERG and receive guidance from a successful professional state employee Veteran that just wants you to be successful.



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.

Visit us at www.washingtonimmigrantnetwork.org

Email us at WIN@ofm.wa.gov

WIN BRG General Membership meetings are held the First Tuesday of each month from 12-1.



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 Washington Immigrant Network provides opportunities:

- 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,
Washington State Office of Administrative Hearings



CHAIR
Christina Pourarien
Washington State Employment Security Department



VICE-CHAIR
Sally Elliott,
Washington State Department of Labor & Industries



IMMEDIATE PAST CHAIR
Joanne Lee,
City of Tacoma



WASHINGTON DEI **EMPOWERMENT CONFERENCE**

Thank you for joining us on this journey. We are so thankful to the presenters that proposed topics. We had many come through this year, so many that we did not have space to share them all with you in this conference. However, we look forward to providing more content for you and sharing the voices of additional communities and intersections.

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