

Did you know...

Rainbow Alliance and Inclusion Network (RAIN)

RAIN exists to help Washington State create safe and inclusive workplaces where every LGBTQ+ employee can bring their full authentic selves to work, enabling them to do their best work every day for the people of Washington. It is a business resource group that advises state agencies on how to create inclusive environments for LGBTQ+ employees and customers.



Historical Spotlight Stonewall Riots

By Cres Perez, DSHS

The Stonewall riots (also referred to as the Stonewall uprising or the Stonewall rebellion) were a series of spontaneous demonstrations by members of the gay community against a police raid that took place in the early morning hours of June 28, 1969, at the Stonewall Inn in New York City.

They are widely considered to constitute the most important event leading to the gay liberation movement and the modern fight for LGBTQ rights in the United States. In 2016, President Barack Obama designated the site of the riots—Stonewall Inn, Christopher Park, and the surrounding streets and sidewalks—a national monument in recognition of the area's contribution to gay and human rights.

As we honor the 50th anniversary of Stonewall, we must lift up and celebrate that the milestones achieved in the LGBTQ movement were only possible because of the trailblazers who first stood up for their rights.

Honoring an Icon Marsha P. Johnson

By Allison Spector, WSDOT

Born in 1945, a time when being out could lead to imprisonment, Marsha P. Johnson was a proud and outspoken advocate for the right of people to simply be themselves. As a founding member of the Gay Liberation Front and a co-founder of the Street Transvestite Action Revolutionaries (STAR), Marsha's activism would pave the way for the freedoms we enjoy today.

Marsha's activism was spurred on by the Stonewall uprising. According to the statements of several Stonewall veterans, Marsha was one of the "three individuals known to have been in the vanguard" of the pushback against the police at the uprising. Marsha would continue her street activism throughout the 80s and early 90s.

Tragically, Marsha's life was cut short when her body was found floating in the Hudson River. NYPD initially ruled the death as a suicide. However, as shown in the documentary 'The Death and Life of Marsha P. Johnson', Marsha's death was not as clear-cut as originally thought. Several people reported seeing a group of individuals harassing Marsha shortly before her death. In 2012, the NYPD re-opened the case as a possible homicide. The case remains unsolved.

Regardless of how she died, Marsha is a founding figure of the LGBTQ+ rights movement. While her life was difficult and was ended tragically, Marsha never compromised on living as her authentic self. During a dark time of LGBTQ+ oppression, Marsha had the courage to stand up against an abusive system. In addition, Marsha's tragic ending serves as a reminder of the high amount of violence that trans people of color continue to face. If alive today, Marsha would likely be amazed by how far we as a society have come, yet still recognize how far we still have to go. Marsha would undoubtedly continue advocating for a future where everyone can live as their authentic self.



May 2019

Statewide Pride
WASHINGTON EVENTS
By Carly Brown, ATG

It's officially Pride Season! And whether you live in one of the featured areas or just fancy a road trip, there is definitely no shortage of events taking place across the state. Get out there and show your Pride!

Bellingham

- July 13-15: Bellingham Pride events

Seattle

- June 2: Capitol Hill Clean Sweep Pride Kickoff
- June 6: Pride Family Fun at Museum of History & Industry
- June 13: Queer Art Walk! at Capitol Hill
- June 21-22: Seattle Men's Chorus Summer of '69 at Benaroya Hall
- June 29: PrideFest Capitol Hill
- June 30: Parade and PrideFest Seattle Center
- July 20: Seattle Latinx Pride at Plaza Roberto Maestas

Spokane

- June 7: Pin Pride Pageant at The Pin Spokane
- June 8: Spokane Pride28 at Riverfront Park

Bremerton

- July 20: Kitsap Pride Festival at Evergreen Park

Tacoma

- May 17 & June 21: 50+ Lunch Bunch at Tacoma Rainbow Center
- May 19 & June 16: Gender Diversity Family Support Group at Tacoma Rainbow Center
- June 22: Supporting LGBTQ+ Youth in Foster Care at Tacoma Rainbow Center
- July 10: Tacoma PFLAG meeting at Tacoma Pride Center
- July 13: Tacoma Pride
- August 24: Tacoma Deaf Queer Social at Tacoma Rainbow Center

Olympia

- June 23: Capital City Pride

Wenatchee

- June 15: Wenatchee Pride at Lincoln Park

Vancouver

- July 13: LGBTQ Pride of SW Washington

Ellensburg

- June 1: Pride of Ellensburg



Originating in
black drag
culture,
'Tea', or 'T'
is short for
truth.

The term is often
used when
referring to
gossip, situation,
story or news -
"What's the tea?",
"Spill the tea"
and even
"No T, No shade",
to infer that you
are not
gossiping.

"Where's the tea?"

Code Switching

By Anita Maguire, DSHS

My unit is a diverse group who happen to be wickedly smart so putting together engaging activities for them can be challenging. Recently, as I was looking at a values activity I had just finished, I felt like I might be missing the active engagement mark.

I was asking them to recognize and engage in some "Code Switching", or the practice of alternating back and forth between two or more languages or types of language in conversations to try and understand the *WHY* behind code switching and why some folks have to do it just to get by in this world. To try to understand why our clients aren't always their authentic selves with us. I very easily made this point with my talk, but something was missing. I decided I needed another set of eyes. I sent an email to a trusted co-worker and waited.

About an hour later I got a response that said, "GRL...Where's the TEA?" My co-worker is a proud gay man who is a living advertisement for fabulousness. I responded, "HUH?" to which I got, 'head banging against the wall' emoji. Then the light bulb moment happened and my cheeks went red. I sent him back a 'thumbs up' and, "Of course. Thank you!" What I hadn't realized is that although I am out at work, I don't often talk to my

co-workers the way I talk with my LGBTQ community and after years of being out, I'm still a little scared to be authentic, so I left out common gay code switching phrases from my talk.

I decided to give my unit the benefit of the doubt and add in some common LGBTQ code switching phrases with the straight counter speech.

I should not have been surprised by the reaction of my co-workers. They were great! They engaged. They reflected on the plight of our clients and they created a safe space for me to be me.

Help Wanted!

Outreach and Communications Co-Chair

This highly rewarding committee co-chair position works with the Outreach and Communications Committee to create communications products and coordinate outreach activities on behalf of RAIN.

Duties may include:

- Providing engagement activities for members, such as guest speakers, networking activities and icebreakers.
- Creating and maintaining communication products including a public facing website, quarterly newsletters, brochures, pamphlets and other outreach materials.
- Facilitating monthly Committee meetings, attending Advisory Committee meetings and delegating tasks to committee members.

You can expect to spend 4-6 hours per month fulfilling these duties. Participation is contingent on supervisor approval.

If you're interested, please send an email to [RAIN](mailto:RAIN@ofm.wa.gov) for more information.

Safe Places Washington

By James Trujillo, ESD

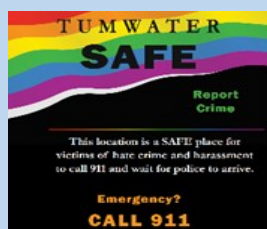
As many of you recall, Governor Inslee tasked employees with creating safe places for LGBTQ employees and citizens throughout state facilities. As a result, the Safe Places WA concept was created, leveraging the existing Seattle Police Department initiative - [Safe Place](#), which has also been adopted by the [Olympia Police Department](#).

With the support of stakeholders across the state, the Safe Places subcommittee and management from the Department of Enterprise Services (DES) have been making progress to engage state offices in the jurisdictions served by these existing programs. DES has estimated that the program will be up and running in pilot agencies in the next four months. Final drafts of the program materials, a new website, training for police and the decals are being developed now.

Recently, Michaela Doelman of DES also invited agencies on the capitol campus in Olympia, which is served by the Washington State Patrol (WSP), to participate in Safe Place WA. WSP and agency leadership across the campus are considering this now. If you are in a building on the capitol campus and have a staffed reception area, your building may be eligible to participate.

Beyond that, a small team from the RAIN BRG and DES recently met with City of Tumwater administrators to discuss their new program 'Tumwater Safe'. The Tumwater program is more expansive than the others but has the LGBTQ community clearly scoped in their program information and training for city personnel. The Safe Place Subcommittee and DES hope to reach out to Tumwater area agencies as part of this program just as we did with capitol campus agencies.

We are excited about the momentum and progress on this program and feel confident that it will help create safer and more respectful workplaces for all.



NOTE: RAIN is not responsible for the content of an outside organization's website.

The day to day DIFFERENCES WE MAKE

By Dee Dee Chapman, SAO

My agency recently held an internal all team conference; giving staff around the state the opportunity to network, field questions to our State Auditor Pat McCarthy, and receive additional trainings. This year, the agency also provided an updated email signature template for all SAO employees to follow.

After noticing other staff and some clients including their pronouns in email signatures, I confirmed that our agency allowed for that as well. I shared what it meant with my local team, and let them know that they may see more of this. The team was receptive and I even had a co-worker follow up with me regarding pronouns, specifically what they should do if they don't know how someone identifies.

Though it may seem like a small detail, the email signature is a non-confrontational way to bring awareness to the topic of gender identity. A topic that this 'English-major-with-mostly-retail-experience' wasn't sure would be supported by a state agency. Knowing this, and seeing my agency's involvement with RAIN, makes me all the more comfortable in the positive changes being made locally, statewide, and across the nation.

Questions? Contact RAIN@ofm.wa.gov

No objections here!

Judge Whitener Visits RAIN

By Dallas McKay, ECY

It was an honor indeed, when Pierce County Superior Court Judge Helen Whitener visited RAIN's March 21, 2019 meeting to candidly share inspirational highlights from her personal journey of courage, determination and success. Judge Whitener is a passionate advocate for access to justice, disability rights, gender equality, and LGBT civil rights. These topics affect her intimately: she is female, lesbian, a Caribbean immigrant, and disabled. Elegant, poised, yet completely accessible and warm, she also poignantly spoke to bias and inclusion through a reading of her own original poetry.

Judge Whitener immigrated to the US from Trinidad when she was 16 to attend college, and later obtained her law degree from Seattle University. Appointed to the Pierce County Superior Court in 2015, she became the youngest woman of color to serve in that position. Prior to this appointment Judge Whitener served as judicial officer, prosecutor, and defense attorney.

In 2015, two proclamations enacted by President Obama established National Caribbean American Heritage Month and National LGBT Pride Month. At the President's behest, Judge Whitener was able to return to Trinidad and Tobago to champion LGBTQ rights, where advocates had been working for years to nullify anti-LGBTQ legislation that deemed same-sex intimacy an "abomination" and authorized law enforcement to imprison convicted offenders for 25 years.

In addition to her Superior Court seat, Judge Whitener is currently Co-Chair of the Washington Supreme Court Minority and Justice Commission. This commission serves to identify racial and ethnic bias that affects the quality of justice in the courts, and to take appropriate steps to address, eliminate and prevent any recurrence of such bias. Her involvement in the hiring of County Commissioners has helped to appoint the first African American commissioners, both female and male, an "up statistic" for sure.

Judge Whitener, Cassie Bordelon, and Justin Taylor, RAIN Co-Chair



As if all that is not enough, Judge Whitener also reaches out to youth by teaching a class on Street Law at Lincoln High School in Tacoma, and participating in the National Association of Women Judges' Color of Justice Program, which hosts events encouraging teenage girls to consider legal and judicial careers.

The verdict is clear – it was a privilege to listen to, and learn from Judge Whitener. Her words are impactful. Her convictions are strong. Her passion and perseverance for equality reinforces RAIN's mission: **"...to help Washington State create safe and inclusive workplaces where every LGBTQ+ employee can bring their full authentic self to work, enabling them to do their best work every day for the people of Washington".**

Leaders for Wanted RAIN

By Tracey Carlos, L&I

It's time for our annual officer nominations.

There are four positions:
two Co-Chairs and two
Administrative Liaisons.

Every year we accept
nominations for these
positions, and then
those that accept the
nomination (or
nominate themselves)
run for office in
September.

*Candidates
will be
featured in the
August 2019
Newsletter,
along with
information on
the voting
process!

The Co-Chairs serve as the public face of RAIN. Whenever they are serving in any capacity as a representative of RAIN, their conduct must be professional and ethical. Their actions determine the credibility and reputation of the LGBTQ+ Employee's Business Resource Group (BRG). The incumbents will:

- In coordination with the Executive Sponsor and OFM, ensure that RAIN activities and Subcommittee efforts align with the stated mission of RAIN and the requirements of Directive 16-11.
- Provide support and guidance to RAIN General Membership, Subcommittee Chairs, Executive Sponsor, OFM and the Governor's Office in relation to RAIN.
- Provide guidance and direction to Subcommittee Chairs to ensure that leadership engages diverse voices, leverages different skills and maintains the credibility of RAIN.
- Provide Advisory Committee with updates on activities and manage communication flow within BRG governing entities.
- Ensure all decisions of General Membership, Subcommittees, and Advisory Committee that impact entities outside of RAIN are approved through the Executive Sponsor and OFM.
- Attend or ensure representation of Co-Chair role at all General Membership and Advisory Committee meetings, monthly check-ins with OFM and the Executive Sponsor, and as needed at the request of Executive Leadership.
- As time allows, and with approval, participate in agency and enterprise-wide workgroups for the purpose of engaging, advising and collaborating on statewide initiatives and programs as they relate to RAIN and represent RAIN at events with a mission-related presence, such as Public Service Recognition Week, the annual Pride flag raising ceremony and Capital City Pride.

The Administrative Liaisons help ensure full engagement of all RAIN participants and model diplomacy whenever they are serving in any capacity as a representative of RAIN. Their actions influence the credibility and reputation of the LGBTQ+ Employees' Business Resource Group. The

- Develop meeting agendas including solicitation of agenda items, compilation, approval and distribution. Draft meeting minutes, edit for readability, seek approval, and post on the RAIN SharePoint site.
- Schedule meetings, including identifying accessible locations, coordinating with hosting agency and distributing calendar invitations.
- Attend or ensure representation at all General Membership and Advisory Committee Meetings, provide support to General Membership and Co-Chairs as needed and facilitate the use of Survey Monkey, to include collecting information and providing data/results.



A WORD FROM OUR SPONSOR...

John Wiesman, Secretary of Health

To my fellow RAIN BRG members:

At the last general membership meeting I mentioned that I recently discussed the concept of “bring your whole self to work” with the staff at the Department of Health. This is part of the culture I want to create at DOH. But what does that mean?

For me, there are three basic components to bringing your whole self to work.

First is to bring your identity, culture and hobbies, to the extent you are comfortable sharing. This is foundational to who we are as individuals and gives depth to others’ understanding of who we are, where we have come from, and what interests us. This allows us to build stronger relationships and teams. As we better know each other, we better care for each other and are more committed to each other’s, and our joint, success. This is a two-way process: people better understand us and we better understand them.

The second is to bring our life experience and the wisdom we have gained from that. Often in knowledge industries, people focus almost exclusively on our educational history as our qualifications for a job, while drastically discounting the knowledge, skills, and abilities one acquires through life experience. This limits our applicant pools, and often does so in a way that does not give us candidates that reflect the communities we are serving. Which, as we know, in diversity, equity, and inclusion work, is essential.


And finally, I speak about bringing our connections with us to work. Our work can often be enriched by the people and organizational connections we have outside work. They can be conduits for information and resources into the workplace and we can take our work out to them.


If this intrigues you, take a look at the DOH town hall where I recently discussed the concept, why I feel so strongly about it, and how I think it benefits the work we do. The clip is just under 15 minutes: <https://youtu.be/Hzs1xGKRJHs>.


What are your thoughts on this? Do you feel comfortable bringing your whole self to work? Why or why not? Do you encourage others to bring their whole self to work, especially those who you perceive to be very different from you? Is this something that happens within your workplace? Do leaders at your agency embody this concept?

Upcoming General Membership Meetings

Meetings are open to all current state employees and are held on the third Thursday of each month.


**Thursday
MAY 16**
Labor and Industries


**Thursday
JUN 20**
Labor and Industries


**Thursday
JUL 18**
Department of Health

Future newsletter ideas?



Are you aware of a community event others should know about?

Is your agency hosting a diversity-related event that needs be highlighted?

If you have ideas for future newsletter features or would like to contribute content, please send your articles (photos are great too - if you have permission!) to RAIN Communications Co-Chair [Tracey Carlos](mailto:Tracey.Carlos@ofm.wa.gov), no later than July 22, 2019.