



# ELECTION

## edition

*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.



## Celebrating PRIDE IN OUR AGENCIES

*By Tracey Carlos, L&I*

Because I have lived in parts of the country where I had to think twice about whether or not I should hold my partner's hand in public, seeing Washington State celebrate my community is like breathing fresh air after years of pollution. As a part of RAIN for the past few years, I have been able to watch as these celebrations expand to more agencies.

We are fortunate here in Washington State to have been raising the Pride flag at our Capitol since 2015. Now we can also say we have raised the flag at some of our agency headquarters as well!

This year, the Department of Financial Institutions (DFI), Department of Revenue (DOR), Department of Health (DOH), Department of Ecology (ECY), and 1500 Jefferson St (which houses the Department of Enterprise Services (DES), Department of Children, Youth and Families (DCYF), Washington Technology Solutions (WaTech) and the Office of Financial Management (OFM)) all had Pride flag raising ceremonies.

In addition, agencies such as the Department of Labor and Industries (LNI) and the Department of Retirement Systems (DRS) decorated inside their headquarter buildings. And, the Economic Services Administration of DSHS even provided Pride flags for all of their field offices where they were either raised on flagpoles or displayed in another manner.

This type of support and ongoing commitment from state agencies makes me proud to call Washington my home and I cannot wait to see what next year brings!





In one word, members describe what RAIN and the mission of the BRG, means to them...

ALLY  
FREEDOM  
TRAILBLAZING  
SAFETY  
INCLUSION  
WHOLE-SELVES  
AUTHENTICITY  
PERSPECTIVE  
ACCEPTANCE  
PROGRESSIVENESS  
EMPOWERMENT  
GALVANIZED  
COMMUNITY  
SUPPORT  
ACCESS  
FAIRNESS  
PURPOSEFUL  
VITAL  
GROWTH  
OPPORTUNITY  
COMPASSION  
BELONG  
LOVE  
BARRIER-LESS  
EQUITY  
VISIBLE  
PROGRESS  
FAMILY  
HOPE  
ADVOCACY  
IMPACTFUL  
HAPPY

## RAIN welcomes WA STATE REPRESENTATIVE

By Dallas McKay, ECY

January 2017 was a great month for Washington State: Beth Doglio became a state representative in the 22<sup>nd</sup> Legislative District. When running for office she came out as bisexual. Why? When Beth visited RAIN on May 16, she told us: if she can help even one more kid feel comfortable in their identification, then it's worth it; if she can be one more safe person for parents and friends of LGBTQ+ persons to talk with, it's worth it. Beth is proud that Washington has the first "out" Republican in the House, and at least nine other people who openly identify as lesbian, gay, or bisexual in the legislature.

Beth has supported many causes, including: climate change, protecting survivors of domestic violence from workplace discrimination, strengthening living wage laws, ensuring equal pay for equal work, expanding access to women's healthcare, gun responsibility measures, ensuring children have access to healthcare, and reducing the use of pesticides in local parks and playgrounds. Additionally, she advocates for LGBTQ+ issues and for state employees.

Regarding LGBTQ+ issues, Beth describes the Democratic caucus as a very inclusive family. Her team formed the LGBTQ Commission and the Women's Commission, rounding out the several commissions formed to address issues faced by the most unrepresented people in the state. The LGBTQ Caucus succeeded in designating June as LGBTQ month, reserving the fourth week to celebrate LGBTQ+ persons' contributions to the state.

Some initiatives Beth has championed:

- Until recently, bias-based criminal offences have been referred to as "malicious harassment." Beth demands these be called what they are: hate crimes.
- Working to ensure transgender individuals have access to reproductive healthcare.
- Modernizing the antiquated ruling that gay men can't donate blood.
- Proposing a nonbinary gender category for driver licenses and voter registration. While this initiative didn't pass this year, it will be put forth again in the future. (2019 Senate Bill 5342).
- Proposing science-based sex education in public schools. This initiative didn't pass this year, however Beth remains clear that children need to learn about consent at a very young age. (2019 Senate Bill 5395).

What can we do to influence legislation? Beth says, come and testify during legislative session! In addition, the House is working on making it possible to testify via video, so stay tuned.





It's time for...

## RAIN ELECTIONS

By Tracey Carlos, L&I



**I am excited to announce who is running for 2019/2020 RAIN Co-Chair and Administrative Liaison! But first, here's a description of the roles and responsibilities for each position...**

### Co-Chair

**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+ Employees' Business Resource Group (BRG).**

- In coordination with the Executive Sponsor and OFM, ensure RAIN activities and Subcommittee efforts align with the mission of the BRG 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 and ensure that leadership engages diverse voices, leverages different skills and maintains the credibility of RAIN.
- Provide Advisory Committee with updates and manage communication flow within BRG entities.
- Ensure all decisions of General Membership, Subcommittees, and Advisory Committee that impact outside entities are approved through the Executive Sponsor and OFM.
- Attend or ensure representation of Co-Chair 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. 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.

### Administrative Liaison

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



- 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, identify accessible locations, coordinate with hosting agency and distribute 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 use of SurveyMonkey, to collect information and provide data/results.

# vote

Between **August 31st and September 15th**, a SurveyMonkey ballot will be distributed to all active members.

Election results will be announced during the **October** RAIN General Membership meeting!



*Co-Chair Candidate*

## ELIZABETH FONTANILLA *She/Her*



It has been a pleasure serving as one of the co-chairs of RAIN since April and I look forward to continuing to lead the work of our BRG as we make progress towards building safe and inclusive environments for Washington State's LGBTQ+ employees and customers. The Safe Places, Best Practices, and Communications & Outreach subcommittees continue to make progress toward our goals. I have been proud to support the inspiring leadership of these co-chairs and our dedicated administrative liaisons as we continue to reach milestones and deliver quality work that benefits us all.

As a Learning Design and Delivery Professional for the Department of Enterprise Services (DES), I facilitate leadership development courses across Washington State. I guide learners through activities focusing on topics such as self-awareness, communication, trust, coaching, team development, delegation, conflict, feedback, mindfulness, and unconscious bias. In addition to serving in leadership roles at nonprofit organizations, previously I have provided training and direct services at the Health Care Authority (HCA) and the Department of Social and Health Services (DSHS).



Co-Chair Candidate  
**ARIEL KAY** *She/Her*



I am delighted to be considered as co-chair of RAIN. It has been my honor and delight to participate in the RAIN BRG since its kickoff. In all aspects of my work, no matter how small or big, I strive to constantly and consistently integrate intersectionality, anti-oppression, and empowerment.

Washington State has made big moves to being a more inclusive place for all but we still have a long ways to go. I believe that my history in program management in the nonprofit world, my ability to develop leaders, and my passion for breaking down silos would be a great fit for the future of RAIN.

Co-Chair Candidate  
**MELISSA CRUMB** *She/Her*

Melissa Crumb, is co-founder and chair of the L&I Pride Alliance.

During her time as chair, she has worked on updates to L&I's sexual Harassment policy to be gender neutral and include examples of the types of harassment LGBTQ+ workers face. She worked with L&I's HR to develop a solution for the Strong Interest Inventory Assessment, which required people to choose between two genders and results were only compared against that gender selection. Under Melissa's leadership the Pride Alliance has expanded its outreach by holding regular Ted Talks, workshops, panel discussions with a variety of experts, and creating publications. She is currently working with HR to implement a statewide change to L&I bathroom signage to communicate the agency's commitment to inclusion.

Melissa is a Certified Diversity Professional under the Institute for Diversity Certification. This means she understands EEO Laws, best practices for diversity trainings, measuring outcomes, and presenting diversity outcomes effectively to leadership. She believes that our greatest strength is each other and that we must effectively build dialog with everyone while continuing to hold our boundaries, protecting what is sacred to our work, and pushing the conversation forward.



*Administrative Liaison Candidate*

## **ALLISON SPECTOR** *She/Her*

It has been an honor serving as one of RAIN's admin liaisons for this past year. I have been amazed by how much we have accomplished. If re-elected, my objectives for the coming year will be to expand RAIN beyond the confines of Thurston County and develop a plan for engaging LGBTQ+ state workers east of the Cascades.

I will also prioritize engaging other Business Resource Groups and developing initiatives that support the many intersections of LGBTQ+ state employees.



*Administrative Liaison Candidate*

## **SAUNDRA SCHAEFER** *Any pronouns*



I have loved being a part of RAIN since the first meeting in 2017. Everyone is so positive, welcoming, and inclusive - and we get the work done!

Early on, there was a need for taking minutes and coordinating meetings, so I volunteered my skills as an Administrative Assistant. I was elected Admin Support (later renamed Administrative Liaison) in October of 2017.

I enjoyed supporting the BRG by helping develop the look of our SharePoint site, providing assistance and resources to new members, coordinating meetings, and taking minutes. It is a passion of mine to ensure everyone has the tools needed to get the work done.

As Administrative Liaison, my goal is to bring my organization skills, positive energy, and can-do perspective to an already well-oiled machine. I look forward to the challenge of filling the big shoes of Mo and Allison who have done a fantastic job this past year and to working collaboratively with the co-Admin.





## Inclusive Bathroom Signage

By Jasper Marino, ESD

Best Practices, a RAIN subcommittee, recently released a [document](#) on inclusive bathroom signage. The document explores the role of updating restroom signage in promoting gender inclusivity in the workplace. While some state agencies have updated their bathroom signage to use more gender-affirming language, many have not. The document is meant to assist state agencies considering new bathroom signage in making their own improvements by explaining why agencies have made this change, the challenges agency leaders faced in adopting the new signage and how each agency overcame those challenges.

The [full document](#) also includes individual testimonials from LGBTQ+ state employees and the personal impact that inclusive restroom signs have had on their ability to show up authentically at work. Altogether, this information offers agency leaders a clearer view of how important a simple change like updating restroom signage can be and a framework for leading their agency through signage changes.

### Best Practices Recommendations

- Develop change management plans.
- Make single stall restrooms and showers gender nonrestrictive.
- Add gender-affirming signage to segregated bathrooms that people are welcome to use the restroom that best aligns with their gender identity.
- Include gender nonrestrictive facilities in new construction. In cases of remodels, conversion to nonrestrictive restroom facilities, whenever possible, is recommended.

*Introducing our new...*

### Communications and Outreach Co-Chair!

Hello, everyone! My name is Ryan Douglas and I recently volunteered to serve as the co-chair of the Communications and Outreach Committee.

A little bit about me: For the last couple of years I have been a bank examiner with the Division of Banks of the Department of Financial Institutions, traveling around to state-chartered banks to assess their financial health and risk management practices and help ensure stability in our state's financial system. Prior to that, I spent a little over 10 years in the Seattle office of the Department of Revenue, working with business owners who had fallen behind on their state tax filings and payment.

When I'm not traveling around the state for work, I try to travel outside our state borders or just hang out with my husband, Kyle, and our cat, Mocha, at our home in Seattle. I'm excited to take on this new role and, as someone who has always worked in the field, am particularly interested in brainstorming and executing ideas to better engage our LGBTQ+ and allied coworkers who live and work outside of Thurston County. I look forward to working with Tracey and everyone on the committee, as well as everyone who is involved with or supports RAIN and our mission.



Ryan (left) and his husband Kyle at the top of Mailbox Peak near North Bend.



## Upcoming General Membership Meetings

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



Thursday  
**SEP19**  
Dept of Enterprise Services



Thursday  
**OCT17**  
DSHS Headquarters  
★ Election results announced!

### 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](#), no later than October 21, 2019.



Tracey Carlos, Communications and Outreach Co-Chair, marches in parade



Members of RAIN celebrating Capital City Pride, June 2019



Allison Spector, RAIN Administrative Liaison and Justin Taylor, RAIN Co-Chair, welcome the community to our first ever Pride booth!

### PRIDE 2019

This was the second year RAIN has participated in the Capital City Pride parade, however this year, we were able to secure our very own booth! Members volunteered their own time to engage with the community by answering questions, and highlighting the mission and accomplishments of RAIN.

While Pride season in the Northwest may have come to an end, our work continues. We look forward to next year, including the potential for increasing our Pride presence - so, stay tuned!

Questions? Contact [RAIN@ofm.wa.gov](mailto:RAIN@ofm.wa.gov)