

Washington State Employees'
LGBTQ+ Business Resource Group



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.



SAY THEIR NAMES

EMMETT TILL	ERIC GARNER	JOHN CRAWFORD III	MICHAEL BROWN
EZELL FORD	DANTE PARKER	MICHELLE CUSSEAU	LAQUAN MCDONALD
TANISHA ANDERSON	AKAI GURLEY	TAMIR RICE	RUMAIN BRISBON
JERAME REID	JOSEPH MANN	MATHEW AJIBADE	FRANK SMART
NATASHA MCKENNA	TONY ROBINSON	ANTHONY HILL	MYA HALL
PHILLIP WHITE	ERIC HARRIS	WALTER SCOTT	WILLIAM CHAPMAN II
ALEXIS CHRISTIAN	BRENDON GLENN	VICTOR MANUEL LAROSA	JONATHAN SANDERS
FREDDIE CARLOS GRAY JR	SALVADO ELLSWOOD	SANDRA BLAND	ALBERT JOSEPH DAVIS
DARRIUS STEWART	BILLY RAY DAVIS	SAMUEL DUBOSE	MICHAEL SABBIE
BRYAN KEITH DAY	CHRISTIAN TAYLOR	TROY ROBINSON	ASSHAMS PHAROAH MANLEY
FELIX KUMI	KEITH HARRISON MCLEOD	JUNIOR PROSPER	LAMONTEZ JONES
PATERSON BROWN	DOMINIC HUTCHINSON	ANTHONY ASHFORD	ALONZO SMITH
TYREE CRAWFORD	INDIA KAGER	LA'VANTE BIGGS	MICHAEL LEE MARSHALL
JAMAR CLARK	RICHARD PERKINS	NATHANIEL HARRIS PICKETT	BENNIE LEE TIGNOR
MIGUEL ESPINAL	MICHAEL NOEL	KEVIN MATTHEWS	BETTIE JONES
QUINTONIO LEGRIER	KEITH CHILDRESS JR	JANET WILSON	RANDY NELSON
ANTRONIE SCOTT	WENDELL CELESTINE	DAVID JOSEPH	CALIN ROQUEMORE
DYZHAWN PERKINS	CHRISTOPHER DAVIS	MARCO LOUD	PETER GAINES
TORREY ROBINSON	DARIUS ROBINSON	KEVIN HICKS	MARY TRUXILLO
DEMARCUS SEMER	WILLIE TILLMAN	TERRILL THOMAS	SYLVILLE SMITH
ALTON STERLING	PHILANDO CASTILE	TERENCE CRUTCHER	PAUL O'NEAL
ALTERIA WOODS	BOBBY RUSS	JORDAN EDWARDS	AARON BAILEY
RONELL FOSTER	STEPHON CLARK	ANTWON ROSE II	BOTHAM JEAN
PAMELA TURNER	DOMINIQUE CLAYTON	ATATIANA JEFFERSON	CHRISTOPHER WHITFIELD
CHRISTOPHER MCCORVEY	ERIC REASON	KORRYN GAINES	REKIA BOYD
KIONTE SPENCER	DARIUS TARVER	KOBE DIMOCK-HEISLER	COREY JONES
TYRE KING	MICHAEL LORENZO DEAN	TRAYVON MARTIN	RENISHA MCBRIDE
OSCAR GRANT III	BREONNA TAYLOR	KALIEF BROWDER	WILLIAM GREEN
AHMAUD ARBERY	TONY MCDADE	MANNY ELLIS	GEORGE FLOYD
DOMINIQUE FELS	RIAH MILTON	RAYSHARD BROOKS	

...and all those we don't know.

HERE TOGETHER IN OUR PAIN

by BUILD Leadership

We are not okay. How could we be? Continued acts of violence toward members of the black community have shaken our souls, left inefaceable images in our minds, and fractured our hearts. Within our community, there is fear as we wonder who among us is next? Anger as we contemplate why these acts continue to happen. Sadness as we reckon with the fact each atrocity reaffirms that all people are clearly not created equal. At the intersection of all of our emotions is the realization that the existence of racism has yet to be openly acknowledged. A mere utterance of the word solicits cringe-worthy responses by those who attempt to justify the motives behind the actions that create injury within the black community; while giving rise to discomfort in others who would rather it remain a secret locked deep in the bowels of our social structure where it has no impact upon them. Continued denial of what is so clearly obvious is both shameful and disgusting and continues to perpetuate the disenfranchisement of a people.

No longer can we sit silently idle while our communities are subjected to the racial contract that has plagued our country. To continue to deny that racism exists in our culture would be comparable to denying oneself of the nutrients that are essential for survival. Abstinence in the short-term is possible, however, long-term deprivation would result in catastrophic injury and suffering. The deprivation of equality and the preservation of racist ideals have caused catastrophic injury and suffering to the black community for far too long. We can no longer elect to occasionally treat the symptoms of racism in our society. This disease must be eradicated completely. A remedy, however, cannot be achieved without the admission that racism still exists. As Dr. King (1968) posited in his speech at Grosse Point High School:

We will never solve the problem of racism until there is a recognition of the fact that racism still stands at the center of so much of our nation and we must see racism for what it is. It is the nymph of an inferior people. It is the notion that one group has all of the knowledge, all of the insights, all of the work, all of the purity, all of the dignity. And another group is worthless, or on a lower level of humanity, inferior. To put it in philosophical language, racism is not based on some empirical generalization which, after some studies, would come to conclusion that these people are behind because of environmental conditions. Racism is based on an ontological affirmation. It is the notion that the very being of a people is inferior.

His words maintain their relevance in American culture some 52 years later. Violent acts of racism have eroded the hope of a nation at a time where the strength of togetherness held remarkable value. The uncertainty of our current circumstance coupled with the global pandemic amplifies the intensity of the times. Now more than ever we call upon those who can speak truth into power, bravely denouncing the oppressive acts that have created dissension within our communities. We must be willing to display a courageous vulnerability as we share with others how these tragedies have impacted our lives. We must engage in a unified dialogue not to cast blame on a villain; rather partner in a collaborative fashion to generate ways in which we can raise awareness, educate others, and reconstruct the social agreement around race in our communities. In the words of Fredrick Douglas, "the feeling of the nation must be quickened; the conscience of the nation must be roused; the priority of the nation must be startled; the hypocrisy of the nation must be exposed; and its crimes against man must be proclaimed and denounced".



To our community, Blacks United In Leadership and Diversity stands with you. Our hearts are fractured along with yours.

We see you, we love you, and honor you. With open arms, we welcome you to join us as we continue this dialogue at our next general membership meeting June 18th ([BUILD Virtual June 2020 General Membership Meeting.ics](#)).

You are not alone...we are not alone. Together we will let every voice be heard. Together we will continue to persevere.

Together we will prepare to rise united and meet this moment.

The Washington State [Blacks United in Leadership and Diversity business resource group](#) exists to improve the experiences of current and future Black state employees, increase the 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.

PRIDE IN THE FACE OF COVID-19

by Sandra Schaefer (any pronouns), DRS

We have suffered great losses due to Coronavirus (COVID-19): canceled events, lost jobs, evictions, and loved ones who have passed. Harder to see, but felt as deeply, has been the impact of losing access to our community - of not being able to support each other with a touch on the shoulder, a hug, or simply sharing the same space.

A ray of hope in the sadness has been the outpouring of long distance support. We have come together in creative ways: checking in digitally, delivering care packages on each other's doorstep, waving through windows, and leaving colorful messages on the sidewalks. In these past months, RAIN has shifted to remote video meetings and made sure to include space to check in on emotional well being. It's been lovely to connect, while still keeping each other at a safe distance.

Like each of us individually, the community we built together has refused to be brought down. Through the magic of the internet and technology, Pride month will still happen. If we cannot physically march in the streets, then we will gather virtually and march across the world's screens. Collaborating with Pride organizations from across the world, InterPride will host a [24-hour global live stream Pride event](#) on Saturday, June 27. Musical and artistic performers, speakers, and public figures will help create a celebration to be remembered.

The Global Pride 2020 website describes the event as, "content that reflects and celebrates the beautiful diversity of LGBTQIA+ people everywhere." In an [interview with NBC News](#) regarding the event, European Pride Organizers' Association representative Kristine Garina stated, "[We] will show the LGBTQIA+ movement for the very best it can be, showing solidarity at a time when so many of us are mourning, and strength when so many of us are feeling isolated and lonely."

I am excited to join the world in celebrating Pride our way: In defiance of that which would bring us down. Join with me on June 27. *Together we will persist.*





The State of Washington



Proclamation

WHEREAS, the state of Washington recognizes that one of its greatest strengths is the diversity of its people; and

WHEREAS, Washington State has a long-standing tradition of upholding the dignity of the individual, supporting legal equality and faith treatment for all people regardless of sexual orientation or gender identity, and ensuring that acts of discrimination and hatred will not be tolerated; and

WHEREAS, members of the lesbian, gay, bisexual, transgender, queer, two-spirit, and intersex communities (LGBTQ) contribute to our state's success and strengths in a great number of immeasurable ways; and

WHEREAS, the LGBTQ community continues to be a target of violence, harassment, and discrimination by many and yet continues to thrive through the support of LGBTQ-affirming spaces, agencies, and individual allies; and

WHEREAS, lesbian, gay, bisexual, transgender, queer, two-spirit, and intersex Washingtonians invite all people to join them during the month of June in celebrating the resiliency and contributions of the community in safe and responsible ways such as virtual or other alternatives to in-person gatherings during these challenging times;

NOW, THEREFORE, I, Jay Inslee, Governor of the state of Washington, do hereby proclaim June 2020 as

Lesbian, Gay, Bisexual, Transgender, Queer, Two-Spirit, and Intersex Pride Month

in Washington, and I encourage all people in our state to join in celebrating diversity and promoting inclusion and equal protection under the law, and I further encourage people to join me in eliminating discriminatory policies and practices toward any culture, race, or group.



Signed this 28th day of May, 2020

Governor Jay Inslee

THANK YOU SECRETARY WIESMAN!

by Marisa Sanchez-Reed (she/her), SAO



Secretary of Health John Wiesman has served as Executive Sponsor of RAIN since its inception in 2016. He has played an active role in supporting the BRG so that Washington State can become more welcoming, safe, and inclusive for LGBTQ+ employees and customers. The Secretary has done an incredible job of leading by example and making space to lift LGBTQ+ voices. He has attended RAIN meetings and helped the advisory council find a place to meet. He has listened intently and problem solved. He has been willing to show vulnerability and take risks. This is what leadership is all about.

Secretary Wiesman has been an incredible champion of RAIN's work over the past several years. We appreciate everything he has done for us and wish him the very best of luck as he continues on his journey.

A new chapter...

WELCOME J. MANNY SANTIAGO

by Ryan Douglas (he/him), DFI

After more than three years of existence, RAIN welcomes its second ever Executive Sponsor. At our March 19 General Membership meeting, we announced that J. Manny Santiago, who became the inaugural Executive Director of the Washington State LGBTQ Commission in October of last year, would be taking over for our outgoing Executive Sponsor, Secretary of Health John Wiesman. The LGBTQ Commission is tasked with identifying the needs of LGBTQ+ communities, collecting information, and advising policymakers.

Manny was previously the director of Rainbow Center in Tacoma. He was raised in Puerto Rico and is also an ordained minister. As Executive Director of the LGBTQ+ Commission, Manny's responsibilities include monitoring legislation, working with state agencies to assess programs and policies, coordinating with other commissions to address issues of intersectionality, and acting as a liaison between the public and private sector to eliminate barriers to economic and health equity for LGBTQ+ people.

We are excited to welcome Manny and to deepen the natural partnership between RAIN and the Commission. The Commission has been integral to ensuring visible acknowledgement of Pride month in the face of the pandemic, including the raising of the flag on the Capitol Campus on June 12 and videos from the Governor, the RAIN Co-Chairs, and the Commission to reiterate the continued importance and relevance of Pride.



The Commission and Pride

This year is the first Pride season since the legislation creating the LGBTQ Commission was passed. Along with creating the commission, the legislation also declared the month of June as LGBTQ Pride Month (previously, the declaration of Pride Month was an order by the governor).

As part of the first-ever *statutory* LGBTQ Pride Month (RCW 43.114.070), the Commission will be releasing videos and articles on their Facebook page, **as well as raising the rainbow flag over the Capitol Campus with Governor Inslee on June 12.**

Keep tabs on what Manny and the Commission are up to by following their [Facebook page](#).

SELF-CARE AND SOCIAL ISOLATION

by Carissa Writer (she/her), DOC

COVID-19. It's just about all anyone's talking about! Washing hands, wearing masks, gloves or no gloves, quarantines and social distancing. Everywhere you turn, you find information on how to keep yourself as safe as possible from the virus. But what about staying emotionally safe during social isolation? There are references out there, but they aren't as widely discussed. Mental and emotional self-care during social distancing is just as important for your health and well-being as washing your hands.

We've put together some of the recommendations we've found, to help you take care of your mind as well as your body. We hope that a few of the ideas below will help you cope with the stress of being isolated. Taking care of yourself, your friends, and your family can help you cope with stress. Helping others cope with their stress can also make your community stronger.

Maintain a social life

Virtual communication can help you and your loved ones feel less lonely and isolated. Consider connecting by:

- Telephone calls, emails or text messages
- Video chats like FaceTime, skype and Zoom. You can also find chat apps that allow you to make new friends.
- Face to face chats can help keep you in contact with the "outside world." You can even have a video lunch date!
- Write letters or cards and send them to friends and family. It can help cheer up their isolation time as well.

Continued on following page...



Other ways to cope

Are there activities you wish you had time for, but always seem too busy? Maybe a backyard project you've been putting off? Now is the time to do it!

- Take breaks from the news, including social media. Continually hearing about the pandemic can be very upsetting.
- Make time for other activities like writing, drawing, coloring, sewing, crossword puzzles, or crafts.
- Gardening can be a great stress reliever and a chance to get some fresh air.
- Take deep breaths, stretch, meditate or pray every day.
- Try to eat healthy, well-balanced meals. Healthy snacks are recommended as well.
- Exercise regularly and get plenty of sleep, but not too much sleep. Most healthy adults need between 7 to 9 hours of sleep per night to function at their best.
- Spend time outdoors, where social distancing is possible. Spending time in nature can help improve cognitive function, as well as improve your mood and alleviate stress.

Give yourself a routine

A lack of routine can cause disruptions in eating (too much or not enough), sleeping, and activity. Try to create a daily routine that includes work or house projects, meals, exercise, and even downtime.

Not every minute has to be planned, but a routine is sure to be beneficial.

Carve out "me time"

If you live with others, "cabin fever" can be intensified by the nearness of others. Give yourself time away from them to relax. Find a quiet place to read a book, meditate, listen to a podcast or even take a relaxing bath.



SUPPORT IS AVAILABLE DURING THESE TRYING TIMES

LGBTQ+ and their families:

- [Trevor Project Lifeline](#): Crisis intervention and suicide prevention services for LGBTQ+ youth/young adults under 25.
- [PFLAG](#): Wide range of topics and support for LGBTQ+ individuals and allies.
- [Mental Health America](#): Resources for LGBTQ+ individuals.

State employees: [Washington State Employee Assistance Program \(EAP\)](#)

If you are feeling overwhelmed with emotions such as sadness, depression, anxiety, or feel like you want to harm yourself or someone else, call 911 or the National Suicide Prevention Lifeline at 1-800-273-TALK (1-800-273-8255).

A Model for Diversity

WASHINGTON STATE SUPREME COURT

by Marianne Ozmun-Wells (she/her), DSHS/ESA

Washington State has many “firsts” and a lot of “bests”. We boast the country’s first floating bridge, had the first shopping mall in the USA and we were the first state to ban texting and driving.

We have also had some major firsts in terms of diverse leadership, the first woman Mayor of a major US city, Bertha Landes, took office in Seattle in 1926. Governor Gary Locke was the first Chinese American governor in US history from 1997 to 2005 and our current Lieutenant Governor, Cyrus Habib, is the first and only Iranian-American to hold statewide elected office. Cyrus also happens to be blind, which means he is also the first blind person to hold that elected office.

As of April of this year, Washington State now has the most diverse Supreme Court in history according to Out Magazine. With the March appointment of Justice Helen Whitener, the country’s first Black, immigrant, female, LGBTQ+ judge with a disability, she represents a number of firsts, as Supreme Court judges are concerned.

The fact that Judge Whitener joined two previously appointed female judges who are also women of color is indicative of Washington’s commitment to a court that reflects the diversity of its citizenry.



In January, Governor Jay Inslee appointed Justice Raquel Montoya-Lewis, the state’s first Native American Supreme Court Justice. Justice Montoya-Lewis has a shared heritage in the New Mexico Pueblos of Laguna Indian and Isleta tribes.

Among our firsts of the firsts, Justice Mary Yu, appointed to the Washington State Supreme Court in 2014, was the first member of the LGBTQ+ community to serve on the Supreme Court. Justice Yu is also a first generation American who grew up on the south side of Chicago, the daughter of a Mexican immigrant mother and Chinese immigrant father.

According to US News, in 2019 Washington State ranked number one in the best states to live in. The article cites clean energy and a thriving economy fueled by energy and innovation as two of the main catalysts for the enviable ranking.

Many of the best thinkers about business, industry, and the economy, including Harvard and Forbes, agree that diversity drives innovation.

The appointments of three women with such diverse and storied histories to the Washington State Supreme Court, has the potential to transform the lives of young girls who see portraits of women who look like them adorning the halls of justice. Equally or more importantly, Justices Whitener, Montoya-Lewis, and Yu represent the potential to transform justice for those so often marginalized by US systems and structures, and for all Washingtonians.

PRIDE OF RAINIER

By Jacob Towle (he/him), DSHS/DDA

Rainier School's Equity, Diversity, and Inclusion (EDI) Community of Practice discussed how best to celebrate June's LGBTQ+ Pride Month amid COVID-19 restrictions.

Although most of the planned Pride celebrations and activities across the state have been cancelled or postponed during these unprecedented times we are all facing, Rainier School is celebrating LGBTQ+ Pride locally. Rainier School raised the rainbow flag on June 1, created a LGBTQ+ presentation on bulletin boards on campus, sends weekly campus-wide emails, and created a LGBTQ+ Pride PowerPoint to share campus-wide.

The Pride PowerPoint contains information about Gender Identity and Expression, a Pride Toolkit, and Governor Inslee's LGBTQ+ Inclusion and Safe Places Initiative. This presentation will be presented on a loop on our local Rainier School TV station, available to the residential programs and the administration lobby TV monitor.

During these tough times, the Rainier School's EDI Committee continues to celebrate diversity each month (and always quarterly) with equity, diversity, and inclusion focused activities.



Make Sure You Count

THE 2020 CENSUS AND THE LGBTQ+ COMMUNITY

by Ryan Douglas (he/him), DFI

Lately, it feels hard to remember mundane, everyday things. What day is it? When did I last brush my teeth? So it's understandable if the question, "Have I completed the 2020 Census?" isn't the first thing on your mind. But this decennial count of every resident of the United States matters a lot when it comes to representation in the federal government and the distribution of over \$675 billion in federal funds each year. This year, LGBTQ+ people are being counted in a way they haven't before, but there is also still work to be done to ensure that our government represents the diversity of the people it serves.

For the first time, the 2020 Census will allow respondents to identify a household relationship as same-sex (either as married or unmarried partners). By counting same-sex partners, the Census improves its representation of a historically undercounted and underserved community. Data from the Census is used by advocates, policymakers, and researchers to inform programs and allocate resources. It also helps apportion funding for programs such as:

- Community Development Block Grants
- HIV Emergency Relief Project Grants
- Housing Assistance
- Adoption Assistance
- Career and Technical Education Grants
- Child and Adult Care Food Program
- Projects for Assistance in Transition from Homelessness

Source: U.S. Census Bureau



Sadly, members of historically marginalized and underserved communities, such as the LGBTQ+ community, often rely on federal assistance at greater rates than the general population. This makes the need to be counted even greater.

But what about those of us who are nonbinary, transgender, single, or don't live with our significant other? The Census does not ask any sexual orientation and gender identity (SOGI) questions, it only asks for the relationships of others residing in the household to the person completing the Census. This makes it impossible to represent the true number and diversity of those in the LGBTQ+ community. Advocates and some members of Congress had pressed to have SOGI questions included in the 2020 Census, but those efforts have stalled in recent years.

Still, the Census is an important tool, despite its shortcomings. Advocates and allies continue to press for greater representation of the true diversity of this country in future counts. To quote David Stacy, the Human Rights Campaign's Government Affairs Director, "If you are not counted, you don't count." Ensure you are counted by responding to the Census at my2020census.gov.

A note from Best Practices...

It was brought to our attention that a definition that was used on the 'Flags and their designation' document in the Pride Month Toolkit was misleading and insufficient.

We have updated that document to remove all definitions ([new version here](#)) and we encourage those seeking definitions to review '[Vocabulary-The Safe Zone Project](#)' that also went out with the toolkit.

we stand together



RAIN LEADERS WANTED

by Tracey Carlos (she/her), LNI

It will soon be time for our annual officer nominations. Each year we accept nominations for four leadership positions within RAIN - two Co-Chairs and two Administrative Liaisons. Those who accept the nomination (self-nominations are allowed and encouraged!), run for office during our elections in September.

Active members can submit nominations by email to RAIN@ofm.wa.gov starting on July 1 and nominations will remain open until July 20. Don't be shy about stepping into a leadership position or nominating yourself, others will be there to support you in areas where you may have opportunities for growth.



All of the positions serve a 15-month term (from October through December of the following year), with three months of overlap with outgoing and incoming Co-Chairs and Administrative Liaisons for a smooth transition.

Other details about the positions:

Co-Chair (Two Positions)

- Time commitment is about 12 hours per month, including meetings
- Serve as the public face of RAIN
- Develop and facilitate Advisory Committee and General Membership meetings
- Act as a representative of RAIN to the Executive Sponsor, the Governor's office, agency leadership, and other stakeholders as needed

Administrative Liaison (Two Positions)

- Time commitment is about 6 hours per month
- Document and maintain meeting notes and documentation related to RAIN
- Coordinate and facilitate Advisory Committee and General Membership meetings
- Organize annual review and amendments to RAIN's charter
- Maintain membership and attendance rosters

For full descriptions of the duties of each position, see Appendix A of RAIN's charter, on our [website](#).

Once nominations are collected, we will reach out to nominees by July 27 to confirm that they accept and are interested in the positions. Interested candidates will need to provide a short bio (four sentences or less) detailing who they are, why they are interested in the position, and a photo. Because of the additional time commitment, interested candidates should have approval from their supervisor prior to accepting a nomination. Agencies retain the right to limit your participation in BRG activities to three hours per month. Elections will occur in September, with winners announced in October.



CAPITAL CITY PRIDE

from Kai Abrahamson, 2020 Capital City Pride Co-chair

The first two colors in the rainbow flag stand for 'life' and 'healing'. Both stripes are honored this year with the heavy decision to cancel all in-person events for Capital City Pride 2020. In lieu of any in-person gatherings this year, our aim is to offer something a bit different with – **#VirtuOLY2020**

This will be very new for us all, but we want to bring a few rainbows and rays of 'sunshine' – the third color.

Capital City Pride will be accepting submissions from ALL TALENTS UNDER THE RAINBOW (PG-13 please!). This will still be an all-inclusive family event. We are more than happy to promote participants' social media handles so viewers can connect AND donate! Our goal is to support the folks who will be supporting Capital City Pride this year.

This year we will need you to round out our rainbow flag colors by bringing both 'harmony' and 'spirit'. **#VirtuOLY2020** is scheduled for June 20 online. For more details, please visit our Facebook page or visit our [website](#).

Interested in volunteering?

Capital City Pride only happens each year because of the dedication of community volunteers and leaders just like you. This is especially true as we plan for 2021. You can tell us how you'd like to get involved by [e-mailing](#) us.

Combined Fund Drive Number: 1481921

Capital City Pride is registered as a Washington state non-profit corporation and holds a combined State and City of Olympia business license. The Rainbow Community Center of Olympia serves as Pride's fiscal sponsor. Capital City Pride is a proud member of [Interpride](#), the International Association of Pride Organizers.



The rainbow flag being raised on the Capitol Campus (left).

RAIN Outreach and Communications co-chair Ryan Douglas and Department of Financial Institutions Director Charlie Clark raise the rainbow flag at DFI Headquarters (above).

Questions? Contact RAIN@ofm.wa.gov