

Purpose

Advise and develop strategies for creating safe, diverse, and inclusive workplaces for our LGBTQ+ employees and customers.

Identify best practices for employers and employees within state public service agencies and institutions.

Work with the Governor's Policy Office and Office of Financial Management to develop and maintain a statewide Safe Place program for public-facing state offices so customers potentially facing harassment can connect with emergency and related services.



Goals

2022

- **Promote awareness of RAIN through building strong relationships within internal and external entities**
- **Grow membership with a focus from diverse populations**
- **Continue the development of the structure of RAIN**
- **Identify and develop a best practices process for the collection and dissemination of those practices to employees and employers**
- **Begin work with the Governor's Policy Office and OFM to develop a statewide safe place program**
- **Create a safe place initiative**

Welcome

General Membership meetings are open to **all** state employees.

With supervisor permission, employees can use 2-3 hours of work time every month to participate.

**Monthly: Third Thursday
2:00-4:00 pm**

Committee work 4:00-5:00

Get involved

Join a committee and help contribute to a better working environment for the LGBTQ+ community

- Safe Place
- Best Practices
- Outreach and Communications

Questions or feedback?

RAIN@ofm.wa.gov



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.

Executive Sponsor

J. Manny Santiago

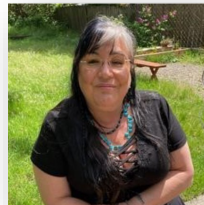
(He/She/They/Él/Ella)

Executive Director

Washington State LGBTQ+ Commission



RAIN Leadership



Taja Blackhorn (She/Her/Chi)

Co-Chair

Department of Labor and Industries



Ryan Douglas (He/Him)

Co-Chair

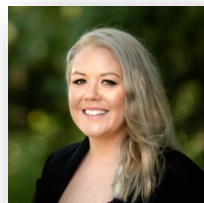
Department of Financial Institutions



Erika Redzinak (She/Her)

Administrative Liaison

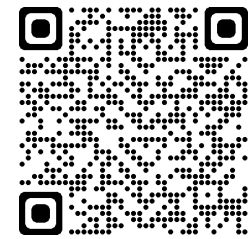
Department of Transportation



Kristen Jenkins (She/Her)

Administrative Liaison

Utilities and Transportation Commission



[LGBTQ.wa.gov/RAIN](https://lgbtq.wa.gov/RAIN)