

## SEASON OF GIVING Tracey Carlos (she/they), LGBTQ

Every year, Washington public employees are reminded we have the option to donate to charities, and give they do. According to the 2021 Combined Fund Drive <u>Annual Report</u>, 15,431 public employees donated a total of \$5 million dollars last year. This is down from previous years, but not by much. Donations have been down around the country because of the shutdown along with other factors. If you are interested in donating, consider checking out the <u>Combined Fund Drive (CFD)</u> as an option.

The state has a curated list of charities that you can donate to directly from your paycheck. Many of these charities help our community, including those listed on this spreadsheet <u>here</u>. If you know of a charity or non-profit organization in Washington that is not listed, let them know about CFD! They can check out the requirements to be a member and <u>request to be added</u>.

Events organized by or for these charities can be found on CFD's <u>calendar</u>. This includes everything from craft fairs to galas and there is something to find throughout the holiday season. There are also <u>resources</u> to help organize fundraisers, as well as ways to log volunteer hours you work on your donor page. This helps the state track the volunteer work of public employees.

There is a lot to know about the Washington State Combined Fund Drive. Its mission is "to empower Washington public employees and retirees to strengthen their communities through the funding and support of charities."

The CFD is run by the Secretary of State's office and has been around since 1984, proudly showing how generous public employees are.

RAIN extends a heartfelt thank you

to our outgoing leadership.

Without the rain,

there would be no rainbows.

Without the two of you,

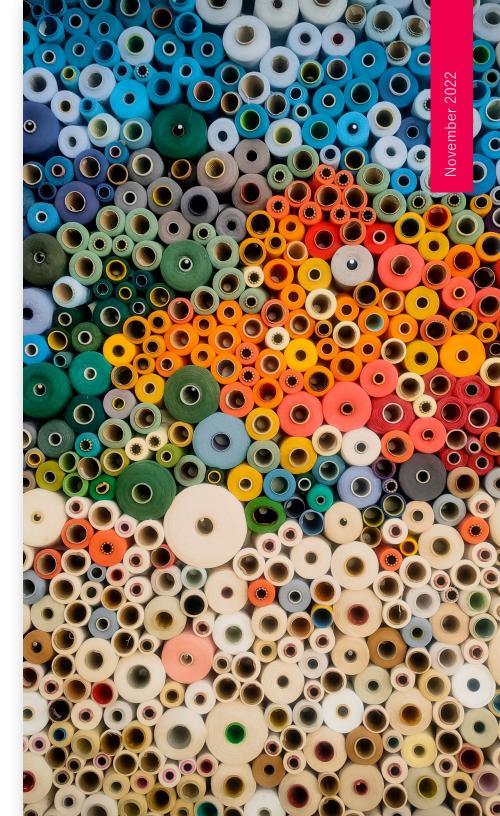
there would be no RAIN.

thank you

RYAN DOUGLAS Outgoing Co-Chair

**KRISTEN JENKINS** 

**Outgoing Administrative Liaison** 





# RYAN DOUGLAS



Kristen J.

Ryan, I just want to take some time and thank you for your role as co-chair for RAIN for the past two years. You've been such a light during a very chaotic two years and have shown us all how to be resilient and keep pushing forward. I thank you for your tremendous support of me and the rest of RAIN. You brought your whole self to this role without reservations and made us shine. I'm pretty sure a lot of our members wouldn't keep coming every month if it wasn't for you.

We thank you for your silly rants, your heart tugging conversations, and your support during hard times. Ryan, you showed up when it mattered no matter the personal expense and persevered alongside with us. You never hesitate to lift someone else's voice above yours when you have a chance. We appreciate the thoughtfulness and commitment you've brought to this role. You really helped push RAIN into a new era and set the tone. Ryan, your leadership, your charisma, and your passion will be missed. We wouldn't be here without you. You better not go far!



Tracey C.

I can't thank you enough for stepping into leadership when you did. First as my partner co-chairing the Communication & Outreach Committee and then as the RAIN Co-Chair. Your leadership showed through at the first meeting I met you at and I can't wait to see what you will get up to next. As long as you still remain part of RAIN!



Justin T.

Ryan! Thank you, friend, for taking a chance and stepping into an open leadership role years ago and ultimately running for co-chair. During your time, you have demonstrated a steadfast commitment to the mission of RAIN and an unwavering dedication to always doing the right thing, even if it wasn't always the easiest path to march us down. To me, that's the kind of leadership I aspire to emulate.

What you brought to RAIN was an authenticity most folks could only dream of and we all love you for it. Thank you for all your hard work and time you've devoted to moving RAIN that much further towards its mission – you're a real inspiration.



# Thank you for all the hard work and dedication you have done for RAIN over the last couple of years as Admin Liaison! Your passion and leadership have helped RAIN become the BRG it is today.

We all appreciate your drive to continue to help foster an inclusive and safe space for all state employees where they can bring their full authentic selves. Cheers!



Kristen, it is hard to image what RAIN over the last couple years without you running seemingly everything in the background. I half-jokingly have referred to you as the third co-chair for a long time with good reason. You always step in where needed to make sure things go smoothly, whether it be running the tech at our monthly meetings, helping organize events like our booth at Capital City Pride or taking minutes at our communications and outreach meetings. I am so happy you will still be on the advisory committee as our new communications and outreach co-chair. You truly are a rockstar!



Kristen! Say it isn't so! I'm going to miss my favorite person when it comes to support for all things RAIN. Ever since we started working together, we just clicked! Thank you for teaching me new things. Thank you for calming me down when necessary and reminding me that sometimes, there is a thing as *too* many options. Thank you for all the fun we've had during our rapid-fire Teams chats about RAIN products, when we're both down to the wire on deadlines in our *real* jobs. Somehow, we manage to laugh our way through the chaos and still create magic. Thank you for being you!

# KRISTEN JENKINS

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## MONKEYPOX: THE BASICS

by Josie Willis-Ford (she/her), DOR

Over the past few months, you have likely seen something about monkeypox, also known as MPV or Poxvirus, in the news. Unfortunately, there is much misinformation being said about this illness, even (or including) by our elected representatives. The intent of this article is to share accurate information supported by the Centers for Disease Control and Prevention (CDC) and the World Health Organization (WHO).

Monkeypox is not new to humanity. It was first identified as an illness, distinct from smallpox, in 1958, and is endemic in several countries in West and Central Africa. It was not until the outbreak in 2022 that monkeypox became a national public health concern in the United States. There is a vaccine that is safe and effective against monkeypox, and our public health system is working to make it available to everyone who would like to be vaccinated. However, it is currently in limited supply, so it is only available to groups that are considered at high risk of transmission.

You can find information on the spread of monkeypox <u>directly on the CDC website</u>. In short, the virus is (primarily) spread through close personal contact. Skin-to-skin contact, shared personal items (such as bedding, clothing, or towels), and contact with body fluids are most likely to spread an infection from person to person.

Sexual contact with an infected person can be especially risky, due to the possibility of skin-to-skin contact and contact with body fluids.

The CDC recommends these steps to prevent a monkeypox infection:

- 1. Avoid close, skin-to-skin contact with people who have a rash that looks like monkeypox.
  - Do not touch the rash or scabs of a person with monkeypox.
  - Do not kiss, hug, cuddle or have sex with someone with monkeypox.
- 2. Avoid contact with objects and materials that a person with monkeypox has used.
  - Do not share eating utensils or cups with a person with monkeypox.
  - Do not handle or touch the bedding, towels, or clothing of a person with monkeypox.
- 3. Wash your hands often with soap and water or use an alcohol-based hand sanitizer, especially before eating or touching your face and after you use the bathroom.

Limiting physical contact of any kind with new people can significantly reduce the risk of infection and the community rate of transmission.

Dr. Demetre Daskalakis is recognized, both nationally and internationally, as an expert on the treatment and prevention of transmissible viruses and diseases. Please see his video, <u>5 Things to Know about Monkeypox</u>.



## TRANSGENDER DAY OF REMEMBRANCE

#### Tracey Carlos (she/they), LGBTQ

Every year, on Nov. 20 we take a moment to remember those in the transgender community we lost for <u>Transgender Day of Remembrance</u>. Some we are aware of and others will never be reported so the exact numbers can never tell the story. Last year, the number of transgender people reported lost to violence was 44 in the U.S. This year, so far it is 41. Many fatalities are missed because the victim was misgendered by police and/or the media.

Jaelynn Scott from Lavender Rights Project said it better than I could, but I will try to paraphrase her here; "Lifting up Black Transgender Women, the most marginalized people in this country, lifts up the rest of us in turn." It is no surprise that the list of those who have died is filled with Black Transgender Women and other BIPOC transgender people. We talk about those who died from violent attacks but there are other types of violence that cause transgender people to die prematurely as well. Suicide, medical malpractice, dying in custody, or dying from unknown causes make the list this year too, bringing the number to 58.

Twenty-five year old Tiffany Banks was described by her family as a *"very sociable and beautiful butterfly"* who loved to both dance and dance. Tiffany was murdered on Oct. 1, 2022 and buried under her deadname. Another victim, Kitty Monroe posted on social media about her Yorkies and her family and friends. Kitty was shot multiple times in a domestic dispute in Memphis, TN. Rexy Que was an advocate, performer and musician who impacted many people's lives in the state of Kansas. Rexy was the chair of the MBLGTACC 2019 Conference Chair and committed suicide on June 3, 2022.

Visit <u>Trans Lives Matter</u> for information on each person listed on the following page. May they all **Rest In Power**.

TIFFANY BANKS	JIMMIE "JAY" LEE	SASHA MASON	MIIA LOVE PARKER	DUVAL PRINCESS
SERENA BRENNEMAN	JASPER AARON LYNCH	MICHELLE S TARRIO	KAI KHAN	AMAREY LEJ (MYARA)
SEMAJ SINCERE BILLINGSE	EA CHERRY BUSH	RAY MUSCAT	KESHA WEBSTER	NIKKI TURRIETTA
REGINA ALLEN ("MYA")	KITTY MONROE	ASHER GARCIA	TATIANA LABELLE ("TEE TEE")	AMELIA FURNISS LEONHART
DEDE RICKS	SHAWMAYNÉ MCCLAM	KENNA LEIGH GILLOCK	ELISE MALARY	KE'YAHONNA STONE
ACEY D. MORRISON	BRAZIL JOHNSON	ACE SCOTT	KATHRYN NEWHOUSE	ZA'NIYAH WILLIAMS
KIMBELLA KIMBLE	PARIS RICH	FERN FEATHER	BRENT WOOD	MARTINA CALDERA
MARISELA CASTRO	REXY QUE	ARIYANNA MITCHELL	MILO WINSLOW	NIKAI DAVID
HAYDEN NEVAH DAVIS	CHANELIKA Y'ELLA DIO	DR HEMINGWAY ("SID")	PALOMA VAZQUEZ	HALEY GABRIELLA FELDMANN
KAMILA MARIE SWANN ('	'DEE DEE", "KANDII REDD")		CYPRESS RAMOS	ANGEL NAIRA
KESHIA CHANEL GETER	MADDIE DICKENS		NAOMIE SKINNER	DANYALE JOHNSON
TOI DAVIS	MADDIE HOFFMAN		DESTINEE LASHAEE/I	WATTHEW VENTRESS
MARTASIA RICHMOND	NEDRA SEQUENCE MORRIS ("SEQUENCE")		MATTHEW ANGELO SPAMPINATO	DEEDEE HALL

# A Conversation on Justice & Human Services with DR. CORNEL WEST

## A Special Keynote for The 2022 DSHS Leadership Summit



Wednesday, November 16th at 3 p.m. Watch and chat live on YouTube at <u>https://bit.ly/DrWestTeamsLive</u>

Presented By:



Transforming lives



DSHS Secretary Jilma Meneses Office of Deaf & Hard of Hearing Director Earnest Covington III Washington State Office of Equity Director Dr. Karen A. Johnson



We want to provide a deeper dive into the unique lives and skill sets of our members all across Washington State.

If you want to nominate someone to be featured in the spotlight, please email RAIN@ofm.wa.gov.

## RAIN MEMBER SPOTLIGHT: CRES PEREZ

### Introduction by Kristen Jenkins (she/her), UTC

If you don't know Cres you should! Cres Perez is our artiste extraordinaire here at RAIN and designs our quarterly newsletters. He works behind the scenes on a lot that we do and has helped me numerous times on projects that may go unnoticed to the rest of the BRG. I can always count on Cres' invaluable input and keen eye for style and flair. We have worked more and more closely over the past couple of years during my time as admin and I can honestly say that we wouldn't be where we are today without him. RAIN is more beautiful because of Cres! So without further ado, let's get into the interview!

## First, introduce yourself! How long have you been a state employee and what do you do?

Hello! My name is Cres (Cresencio) Perez and my pronouns are he/him. I live in Olympia, WA, with my soon-to-be 19 year old cat, Miller.

And although I'm a private person, I would be remiss not to share the other equally important elements that have shaped who I am:

I am the youngest of five children, raised by a single mother, who had to survive economic and oppressive racial obstacles throughout her life.

I am half Native American (Hopi Tribe and an enrolled member of the Navajo Nation) and half Mexican. I'm also a proud member of the LGBTQ+ community.

I have no formal education or degree of any kind, beyond a high school diploma. And yet...

I began my career with the state in October 2004. Starting in the Community Services Division of the DSHS Economic Services Administration, I determined eligibility for programs such as cash, food, and medical assistance.

And now, I'm a Senior IT Business Analyst within the DSHS Technology Innovation Administration, leading a team of analysts responsible for supporting the mission-critical systems that deliver those same programs. Pretty neat!

#### Where did you grow up?

Oh gosh, all around the state really. I was born in Yakima and lived in Union Gap. There was a brief stint in Spokane, but as a delicate and very brown, little gay boy - whose mother worked for the Department of Corrections - it was not a safe situation. After Yakima, I attended middle and some high school in White Salmon and eventually graduated in Olympia. Seattle was also home for a while.

## How long have you been with RAIN and what keeps you coming back?

I attended my first RAIN meeting on June 1, 2017. Ultimately, it comes down to all of you - the people I've met and continue to meet, who are committed to creating a safe, diverse, and inclusive workplace for LGBTQ+ employees.

#### Why do you think RAIN is important for LGBTQ+ employees?

Many of us can relate to Big Bird. So having an environment to just be...you, is priceless. Plus, RAIN

provides so many amazing opportunities for both personal and professional growth.

## What's your community like? Family, friends, whoever YOU consider your community?

Besides my family, I've been fortunate to surround myself with a very close circle of friends who love me, make me feel safe, and celebrate all of me.





#### Are you more introverted or extroverted?

Pre-pandemic, I would say I was an extroverted introvert, who enjoyed socializing and meeting new people. Now? Definitely full-on introvert. I get exhausted just being around people at the grocery store! Hoping to get back to my regular self soon.

#### **Early Bird or Night Owl?**

I'm a Gemini, so both? It really depends on the day, time of year, my mood or where I may be. Late night cocktails in a foreign country? Sure! Crawling in to bed at 6:30 pm because it's "already dark out"? Yes please.

#### What is your go to meal?

I'm not sure it's considered a "meal", but pizza. I could eat pizza for breakfast, lunch, and dinner. I will never say no to pizza. Great, now I'm hungry...

#### Ok, you have a chance to sit down and chat with three celebrities (dead or alive) who would it be and why?

Recently, I had a dream I was sitting on a couch between Dolly Parton (as Truvy from Steel Magnolias) and Whoopi Goldberg (as Deloris Van Cartier in Sister Act. Reno attire. Pre-nun.) and Leslie Jordan was performing his "Daddy! Daddy!...watch me twirl!" routine for us.

I would give anything for this dream to come true...

#### Where's one place on your list you've always wanted to travel to?

I would love to visit Australia and I'm not entirely sure why. Maybe it's childhood memories of watching 'The Rescuers Down Under' (*Joanna!*) or the seemingly unreal, beautiful landscapes and fun accents? Who knows. I do however, have some concerns about the amount of creatures and larger-than-life insects.

## What gives you inspiration when you are designing our newsletters? Explain your process for us.

Anything and everything! Sometimes I'll see an interesting color on a product label in a store. Or, I'll stumble across an image that I think could work and I'll hang on to it for months - like the cover of this edition! Other times, I'm inspired by the content our members contribute, or a particular mood or feeling. Even the weather can influence the tone and theme.

As far as process? I start with a blank document every time. And then it quickly becomes over the top. I get seriously obsessive. Not enough options. Too many options. Not the right look. Swap out every photo. Rearrange the pages. Change the font. Change it again. Put it back to the original. Maybe that's just how the mind of a creative works when you're critical of your abilities and also have high expectations? Oh did I mention, emailing drafts to my phone so I can zoom in closer than anyone has business zooming, to look for mistakes? I don't know how not to be so extra. Inevitably, I'm reminded that that level of perfectionism is not unattainable every time we publish and I notice some minor detail I missed. But eventually I find solace in something my grandmother used to say - *"If we mess up or make a mistake on something, that just means it's an original creation"*.

#### What message do you want to tell people reading this?

It's really more of a thank you. Thank you to everyone who has championed my efforts and shared kind words. And thank you to RAIN, for trusting in me and allowing me the opportunity to create a visual narrative for the great work we do.





## WORLD AIDS DAY 2022 by Justin Taylor (he/him), L&I

Dating back to its founding in 1988, World AIDS Day has been recognized every year on December 1. During this time, over 35 million people have died from HIV or AIDS related illnesses.

As well, an estimated 38 million individuals are living with HIV (worldaidsday.org) – folks in our community, friends, family and our co-workers. Fortunately, with proper treatment, HIV is no longer a death sentence. Sadly, many who wrestle with the potential complications of the virus face the ugly reality of stigmatization in their personal and professional lives. Misconceptions about HIV and misplaced fear only further this stigmatization associated with this virus.

So, while we remember those we've lost on World AIDS Day, we must also increase our own awareness of this virus, find ways to educate those we care about, and stand up against prejudices.

Non-profits often hold events on or around December 1 to mobilize and educate communities about HIV/AIDS, build awareness, and hold space for communities to remember loved ones they have lost to the virus. There are organizations doing great work in nearly every county in Washington State and many of them hold local World AIDS Day events. I urge you to seek out information about how you can get involved.

As someone who spent most of my twenties working for and volunteering with local HIV/AIDS service organizations, it remains an important day on my calendar every year.

>CAI=

**Cascade AIDS Alliance** 

## Lifelong.

**Lifelong** CFD Charity Code: 0315980











**Mpowerment Washington** CFD Charity Code: 1481877



Spokane Aids Network CFD Charity Code: 0316067 The Rainbow Alliance and Inclusion Network (RAIN) is an LGBTQ+ and ally **Business Resource Group** 

committed to diversity and inclusion efforts that allow staff to bring their full authentic selves to work in order to do their best work on behalf of Washingtonians.



Questions or feedback **RAIN@ofm.wa.gov** 



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