



We're healing for
PRIDE





Pride Month Statement

2023

Our community is experiencing an unusually violent attack centered in erasing transgender and gender diverse people. Although bouts of violence against 2SLGBTQ+ are unfortunately, not uncommon, the recent violent attacks against the community through physical, psychological, and legislative acts come after many decades of small victories for the community. This is one reason why, as a community, we need to be intentional in creating spaces of healing.

Pride Month is a time to celebrate the 2SLGBTQ+ community and honor the progress made in the fight for equality. It's also a time for community healing and self-care. This means recognizing the struggles and injustices faced by the 2SLGBTQ+ community, while also taking time to prioritize our mental and emotional well-being. This year RAIN is going to shift our focus away from educating others in the state enterprise and “focus in” on our community through events and activities for 2SLGBTQ+ employees and allies. RAIN will provide spaces for our members where they can connect with others that have shared lived experiences, talk about their personal stories, and find support in one another. Please respect our decision to focus on our community this year, encourage your 2SLGBTQ+ employees to attend, and give space for them to take this time for themselves. Let's continue to celebrate and uplift the 2SLGBTQ+ community, while also prioritizing self-care and healing.



Somewhere over the rainbow...

RAIN FINDS PRIDE

Washington Capitol Pride Flag Raising

- **Date and Time:** Thursday June 1 at 12:00 pm
- Location: Capitol Building, Olympia, WA

RAIN at Spokane Pride Parade and Festival

- **Date:** Friday June 9th
- Email [Caleb Baldwin](mailto:CalebBaldwin@rainofm.wa.gov) if you would like to join the RAIN Pride Crew!

RAIN Virtual Community Healing Meeting

- **Date and Time:** Friday June 16 at 2:00 pm
- IMPORTANT: In respect of BUILD's Juneteenth event on June 15, we are moving June's General Membership Meeting to Friday, June 16. We encourage members to attend BUILD's Juneteenth event.
- Email rain@ofm.wa.gov to be added to our meeting mailing list.

RAIN Pride Hike in collaboration with WA State Parks!

- **Date and Time:** Sunday June 18 at 12:00 pm
- Location: Dash Point State Park (Federal Way)
- IMPORTANT: RSVP using this [Google Form](#)

If you would like to organize a self-care sesh, a healing space, or a fun activity for RAIN members let us know at rain@ofm.wa.gov!





REMEMBER WHERE WE REALLY COME FROM

A glimpse into the true roots of Queer Asian
and Pacific Islander ancestry.

by Kristen Jenkins (she/her)

Kristen is a proud child of the 90's, Pan, Japanese-American, woman with an unusual upbringing that has helped her step outside of American societal norms whilst having one foot in at the same time. She says this is one of her superpowers from a young age: being welcomed into white spaces whilst simultaneously "recognizing" white spaces. When she refers to spaces, she means that both in actuality and metaphorically through speech, ideals, norms, etc. She was raised by her Japanese father and grandmother who immigrated to the U.S. in the 70's who thus raised her with very strong ties to her Japanese roots whilst immersed in American culture. She was also raised by her white/European descended mother who was raised in a conservative eastern WA family. Kristen's mother split ways from her rigorous upbringing early in life and has always instilled inclusive values and promoted free religious choice in her children. Kristen has two siblings, who have also struggled with navigating between their Asian and American identities. She especially confides in her sister Erika, who has very similar experiences and helps Kristen navigate life and owning and taking pride in their identities. Kristen is passionate about advocating for 2SLGBTQIA+ rights, gender inclusivity, breaking gender norms, freedom of religion, and fighting for language access and anti-Asian erasure.

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I will start with a story. I was out with some friends; one being a tall young handsome half Korean friend. We'll call him Max. Max looks very Korean - not at all white passing as myself. A girl who had just started chatting us up for no reason (I assume trying to be friendly), jokingly kept pointing out how tall my friend was. She never bothered to learn Max's name and throughout the night kept referring to him as whatever famous Asian male she could think of. At first it was Yoa Ming the former NBA player, who is a full Chinese Man. Who also looks nothing like my friend and Max is not even close to that tall. Then it was Jackie Chan, I think the only famous Asian that most people know. Who is also full Chinese. As the night went on and a few other names were sprinkled in there I watched Max's demeanor change, but he kept polite with the girl, half chuckled every time she threw a new name at him, and pretended like it was all ok. It was well past the "haha nice joke" part, but he kept just dealing with it, pretending, and being polite. I finally intervened and lost it when she called him Kim Jung Un. To compare someone descended from South Korea to the dictator of North Korea is the most ignorant and offensive thing you can do. This girl obviously had no idea the historical trauma, struggles between both nations, and the atrocities happening in North Korea otherwise it would not be a funny thing to talk about at all. I thought about my brother enduring so many similar situations with people, being called "Chino Man" in high school along with other colorful nicknames. I think of what if white people had to endure the same thing? That for sure would not be tolerated. Asian folks though, hold it in, deal with it, push it away. It's a cultural defense mechanism we are taught from a young age. Don't be Asian. Don't get angry or act out when someone does something ignorant. Play it off as cool. Just fly under that radar kid.

This paints a picture of the everyday Asian experience that's derived from the Asian erasure in the United States. Max's whole existence is being reduced down to the few famous Asian people that this person knew. I'm sure this person has come across other Asians and has Asian friends but it's not like she said you remind me of my friend so and so - which also would only be tolerable if there were actual similarities. You're not pointing at a white guy on the street and calling him every white famous dude you can think of...

I wanted to share this story to introduce this article because my friend is also someone who is more fluid with their gender identity. Being out in public and not being seen as a person, not able to express your gender fluidity as an Asian because you are compared to these other ideals. Oftentimes in Asian American families there's a lot of pressure to blend in and conform to white societal norms. There's a lot of familial pressure on following traditional gender roles, marriage, family, and career paths. Homophobia is high in the community for various reasons. Because of microaggressions people already face on the day to day, it's no wonder there's fear in living authentically. But it doesn't have to be that way.

The history of queer and transgender individuals in Asian and Pacific Islander (API) cultures is a complex and often overlooked topic. However, despite the challenges they faced, these communities have a rich history of resilience and resistance.

In many API cultures, queer and transgender individuals have a long and prominent history. For example, in Hinduism, there is the Hijra, a group of transgender women who were revered as powerful spiritual figures.

Read this excerpt from UAB's article 'India's history with the third gender': *"Hijras were well-respected and revered in ancient India. In fact, Hijras play important roles in many Hindu religious texts. One such text talks about the life of Lord Rama, one of the most virtuous Hindu heroes. At some point, Lord Rama was banished from his kingdom. After being banished, he told his followers that the men and women should wipe their tears and leave him. All of the men and women left. However, a group of people known as the Hijra remained standing before him. They were neither men nor women and refused to leave until Lord Rama returned fourteen years later. This community was praised for showing such loyalty. Called the third gender, evidence for their existence in Hindu society can be found in Hindu holy texts like the Ramayana and the Mahabharata, where Hindu hero Arjuna becomes the third gender."*

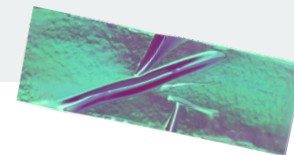
In Thailand, the concept of "kathoey" (a term that encompasses a wide range of gender identities and expressions) has a long and respected history in the country's culture and art.

In Japan, there is a long history of gender fluid identities that you've probably seen portrayed in artwork and didn't realize it. Japan traditionally was very inclusive for same sex romantic relationships even in the well respected, even feared, samurai community.

Many pacific islander cultures have third gender and non binary identities. For example in Samoa, Fa'afafine and Fa'afatama are gender fluid identities. Fa'afafine and Fa'afatama are well respected for their strength and often hold roles as educators in their communities.

In Indonesia, gender is very much accepted as a spectrum and there is no strict gender construction. It is believed that god has no gender. The non gender conforming community is called the Bissu. They are highly esteemed and seen as intermediaries between people and god.

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In pretty much every Asian and Pacific Islander culture there's a rich history of gender fluidity, and same sex inclusion.

However, the arrival of Western colonialism in the 19th and 20th centuries had a profound impact on ANHPI cultures, particularly in regards to sexual and gender identities. Many traditional practices and beliefs were forcibly replaced by Western ideas regarding gender norms and sexuality. This resulted in the marginalization and persecution of queer and transgender individuals. These western ideals are deeply internalized and reinforced in our communities today. Most of us have forgotten and were never taught our true pasts.

Yet, despite this oppression, queer and transgender individuals in API communities continued to fight for visibility and acceptance. In the United States, API advocacy organizations such as the Asian Pacific Islander Queer Women and...

...Transgender Community and the Asian American Queer Women of Color organized to provide support and resources for queer and transgender individuals. Many queer Asian organizations and people have paved the way for 2SLGBTQIA+ rights.

In conclusion, it's important to remember where we came from as Asian Americans and reclaim our history. Spread the truth about our queer Asian and Pacific Islander culture! Celebrate and fight for inclusion in our own communities. We no longer have to be held to standards that were forced upon us and it's important we celebrate our differences. No longer accept our identities to be reduced to the few Asian celebrities people know. Let's find our strength to live authentically. I encourage our allies to learn our history, hear our stories, and see our people.

As we move forward, it is important to continue to recognize and celebrate the contributions of queer and transgender individuals in these communities and work towards a more inclusive and equitable future for all.

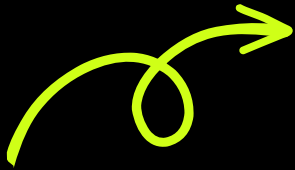
Citing's and great resources you should really check out:

- TIME: [Homophobia Is Not an Asian Value. It's Time for the East to Reconnect to Its Own Traditions of Tolerance](#)
- Documentary: [Kumu Hina – The True Meaning of Aloha](#)
- Asian American Policy Review: [Is Queerness a White Invention?](#)
- Natural History Museum of LA County: [Beyond Gender - An Indigenous Perspective](#)
- University of Wollongong: [Japan's Queer Cultures](#)
- Counterpoint: [Beyond Gender Categories: The Bissu of Sulawesi](#)
- University of Alabama Institute of Human Rights: [India's Relationship with the Third Gender](#)



PRIDE STATEWIDE

Compiled by Allison Fine (she/her), DSHS



CLICK ON A POLAROID TO
ACCESS THE WEBSITE
FOR EACH EVENT

**Some organizations have no website
or limited event details at this time.*



JUN 2: RENTON



JUN 2: KITTITAS COUNTY



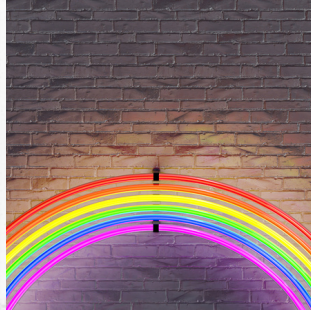
JUN 2-4: BURIEN



JUN 3: WHATCOM YOUTH



JUN 3: WHITE CENTER



JUN 3: SNOHOMISH



JUN 3: WENATCHEE



JUN 3: STANWOOD-CAMANO



JUN 9-10: SPOKANE



JUN 10: PORT TOWNSEND



JUN 10: YAKIMA



JUN 10: BONNEY LAKE



JUN 17: ANACORTES



JUN 23: TRANSPRIDE (SEA)



JUN 25: SEATTLE



JUN 25: TAKING B(L)ACK PRIDE



JUL 8: TRICITIES



JUL 8: TACOMA



JUL 8-9: BELLINGHAM



JUL 15: LATINX PRIDE (SEA)



JUL 22: KITSAP



SEP 2: REDMOND



TBD: BAINBRIDGE



TBD: VANCOUVER

SPOKANE FALLS TWO-SPIRIT POWWOW

JUNE 9TH 2023

**SPOKANE PRIDE WEEKEND
RIVERFRONT PARK**

507 N Howard St
Spokane, WA 99201

SCAN



Dancer, Drum, and Vendor
Registration Form

First 10 drums paid

All dancers paid

linktr.ee/SpokaneFalls2sPowwow



FRIDAY

June 9th, 1-5p

TWO-SPIRIT POWWOW

10a Vender Registration

12p Drum Roll-Call

1p Grand Entry

5p Dinner + Indigiqueer
Showcase

7p Grand Entry

SATURDAY

June 10th

12p Two-Spirit led

Spokane Pride Parade

1p Spokane PRIDE

**SPECIALS, GIVEAWAYS,
+ ROYALTY PAGENT
SCHOLARSHIP**

Head Dancers

Aiyana Reid

Letkwu Moore Stanger

Lacey Bacon

MC

Dustina Abrahamson

Drea Rose

Arena Director

Montee Nelson

Lead Drum

Eagle Stone Drum

**Venue is Wheelchair Accessible
ASL Interpretation Available**

Spokane Falls Two-Spirit Powwow is a family oriented event. Drugs, Alcohol and Weapons are NOT ALLOWED! Spokane Falls Two-Spirit Powwow, Spectrum Center Spokane, Riverfront Park, and Spokane Pride will not be held responsible for any damages, theft, injuries or accidents sustained while on the premises or while participating in any and all Powwow activities that may occur through negligence by the individual, spectator(s), friend(s), and/or relatives. Image/performance to be used by the Spokane Falls Two-Spirit Powwow, Spectrum Center Spokane, and Spokane Pride and the Media/Press, for video/film/photography/etc., for the purpose of promotions, news, archival and other press/media related items.

General Contact: 2s@Spectrumcenterspokane.org
(347) 269-1998



Follow us on instagram
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Pride



BURNOUT + SELF-CARE

by Mary Tedders-Young (she/her), OIC

Our focus for Pride this year is healing and celebration. So often, we focus all our time and energy on helping others: whether it's at work, those close to us, or the community. While it's a noble thought and feels like the right thing to do, it's also one of the leading causes of burnout and compassion fatigue. We tend to forget the critical message we receive before a flight takes off: "secure your own (oxygen) mask first before assisting others." We can't help others if we're struggling ourselves. This year, we're putting on our oxygen masks first.

What is burnout? Burnout is defined as "a psychological syndrome emerging as a prolonged response to chronic interpersonal stressors on the job." ([NIH, 2019](#)) It can look like exhaustion or decreased energy, detachment, increased negativity and cynicism, and reduced effectiveness ([WHO, 2019](#)). People working in service industries are more likely to experience burnout. A study by the American Psychological Society showed that 79% of workers experienced work-related stress within the last month. (APA, 2021) Sources of stress can come from one's job itself, a negative work environment, current events, lack of personal safety, and the politicization of aspects of our lives. Members of the LGBTQ+ community face a higher rate of burnout compared to the rest of the population. When looking at the wellbeing of medical students, LGBTQ+ students were at least 8 times more likely to experience burnout compared to their heterosexual and cis-gender peers because of increased stress caused by discrimination and mistreatment. ([JAMA, 2021](#))

Exposure to people in crisis, or secondary traumatic stress, can lead to compassion fatigue. Compassion fatigue is sometimes described as "empathy overload," and is related to burnout. Signs can include feelings of depression, sleep disturbances, inability to separate your work life from your personal life, jumpiness, and feelings of numbness toward others.

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Helping others with their problems, but not internalizing them is key to preventing compassion fatigue. (APA, 2022). Even regular exposure to media coverage of traumatic events can trigger anxiety, depression, and symptoms of PTSD. Professor Alexander McFarlane, an expert in traumatic stress wrote, “media exposure following a trauma may reinforce the victims' feelings of vulnerability” and “may increase the risk of the development and maintenance of chronic PTSD following a trauma.” Regular exposure to coverage of these events can retraumatize those effected and slows the healing process. (National Center for PTSD, n.d.).

We can't avoid all the stressors in our lives, but we can try to control their effects. This is where self-care comes in. Self-care is intentional action that promotes personal well-being and improves your quality of life. This can mean different things to people, and there is no one-size-fits-all solution. We all have different needs and situations.

Here are some examples of self-care actions you can try:

- **Do something that makes you feel good.** This could mean watching a favorite show, practicing hobbies, cooking, learning something new, freshen up your living space, etc. The little things that make you happy make a big difference.
- **Take care of yourself.** Good nutrition, activity, and sleep help your physical and mental health.
- **Clear your mind.** Simply listening to soothing or uplifting music can help your mindset. Mindfulness and meditation are also tools that help ground you in times of stress, and there are some great (sometimes free) apps to help you get started.
- **Set boundaries with others and yourself.** Dr. Brené Brown defines boundaries as defining “simply, what’s ok and not ok.” Healthy boundaries with others can be learning to say “no” and sticking with your answer. Boundaries with yourself can be sticking to your budget.





- **Remember "self-care" and "self-maintenance" are not the same thing.** A shower when you need one is self-maintenance, taking a bubble bath to relax is self-care.
- **Take a break.** Whether it's a quick walk or coffee break during the day, or using vacation leave, it's important to step away from your work when you need to.
- **Connect.** Spend time with people you care about. Having social connections leads to higher self-esteem, having a sense of belonging, and overall better mental health.
- **Ask for help.** Seek mental health support. Talk to someone you trust. You don't have to face your problems alone.

As state employees we have access to resources and tools that can help us decompress, manage stress, and process trauma. Including:

- **SmartHealth:** SmartHealth is offered through the HCA as a wellness benefit for state employees. SmartHealth offers webinars, activities, and trainings to support your wellbeing. Participating in these activities also counts toward your deductible discount--bonus!
 - Upcoming webinar: "Connecting with Your Resilience", May 24th. Register through SmartHealth.
- **Employee Assistance Program (EAP):** EAP is another way to access tools and resources to help improve your health and quality of life. This includes free counseling sessions, webinars, articles, and education opportunities.
 - Upcoming training: "Burnout: Breaking the Cycle" 90-minute training, June 12th (4:00 PM). Pre-register with DES.

Other Self-Care Resources:

- Right as Rain by UW Medicine: [What does Self-Care Mean?](#)
- betterhelp: [What is Self-Care, And What is Not Self-Care?](#)
- National Institute of Mental Health: [Coping with Traumatic Events](#)
- American Psychological Association: [Compassion Fatigue](#)

Given the events of even just the last few years, we all have good reasons to slow down and take care of ourselves. Self-care and boundary setting are key for processing and recovering from the effects of burnout, compassion fatigue, and trauma exposure. Without taking time to heal and recharge we won't be able to show up for the community or ourselves.



JUNETEENTH

by Devon Brim (he/him), DCYF



“Juneteenth has never been a celebration of victory, or an acceptance of the way things are. It’s a celebration of progress. It’s an affirmation that despite the most painful parts of our history, change is possible—and there is still so much work to do.”

— **Barack Obama**

Juneteenth, also known as Freedom Day, serves as a day to reflect on the journey to freedom for Black people in America. As Washington State, along with the rest of the United States of America, seeks to celebrate Juneteenth, the black community reflects on our history and the significance of Juneteenth in this country. Many Americans are unaware that enslavement of our people did not end once the Emancipation Proclamation was signed by President Abraham Lincoln in 1863. It ended two years later in 1865, when more than 2,000 troops arrived in Galveston Bay Texas to enforce the freedom that belonged to black people. The impact of delayed action from a promise that was given and not fulfilled for 2 years is an all too familiar feeling.

Post-emancipation, known as Reconstruction, was an era consistently referenced as a period of great hope yet struggle, and uncertainty for Black people in America. As the reality of Black people being free started to settle in, we saw racism and oppression show up in a new form. Even though Black people were no longer enslaved, they were faced with issues of Black Codes and Jim Crow, known as strict laws on how to treat Black people. They were put in place to deprive and strip the fundamental rights and economic growth for the Black community. In addition to the corrupt laws in place, Black people were victims of horrendous acts by white supremacy believers, whose sole purpose was to terrorize the newly freed Black people anybody or entity that supported them.

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America has made progress, where the Black people are concerned but we as a whole still suffer from the evil that America was built upon. It is systemic and must be purged.

Reflection

Juneteenth is not just a moment in American history, where we only celebrate the freedom for black people. It serves as a reminder of resilience and the determination that black people continuously show.

We've overcome, we've endured,
we do not break.

However, we deserve rest, comfort, and peace.

This is a moment in history, that highlights the long journey we have traveled. A moment in history, where our community can revive their hope and strength to build a better future for not only ourselves, but those that come after.

So, let us not just celebrate on Juneteenth, let us be inspired to act and commit to the effort of establishing a world where equality and inclusion does exist.

JOIN US FOR A JUNETEENTH CELEBRATION

SAVE THE DATE

Thursday, June 15, 2023
12pm-3pm

Tivoli Fountain, Capitol Campus,
103 Capitol Way S, Olympia WA 98501

Speaker Information Coming Soon!
BuildWa.org

All Are Welcome!
(In-Person or Virtual)

JUNETEENTH or "Black Independence Day"

Celebrated as a Federal & WA State Holiday
COMMEMORATES THE ENDING OF SLAVERY

BUILD

Blacks United In Leadership & Diversity

LOOKING BACK

We'd like to take this time to reflect on some of our wonderful guest speakers from the past couple of years who presented at RAIN and promote the non-profits they represent. All of these are available to donate to through the Combined Fund Drive.

- **Jaelynn Scott**; Lavender Rights Project, CFD Code: 1482839
- **Roo Ramos + Alexis Tonasket Hoyt**; Spectrum Center Spokane, CFD Code: 2006490
- **Brandon Knox**; Lambert House, CFD Code: 0320828
- **Nathan LaChine**; Community Youth Services, CFD Code: 0319570
- **Chandler Wheeler**; Odyssey Youth Movement, CFD Code: 0330111



LAMBERT HOUSE



JAELYNN SCOTT



ODYSSEY YOUTH MOVEMENT

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

Visit our website

LGBTQ.wa.gov/RAIN

