





2023 RAIN OUTSTANDING

# AGENCY AWARDS



## CEREMONY

October 19, 2023 at 2:00 p.m.

Department of Labor & Industries Auditorium  
273 Linderson Way SW, Tumwater, WA 98501

Hybrid Event/Zoom

\*Use RAIN General Membership Meeting link

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SUMMER 2023



RAIN has created the Outstanding Agency Award to recognize state agencies and teams that have made significant progress for LGBTQ+ inclusion and equity at their agency. Nominations are received every year from WA state employees and scored by a panel of RAIN volunteers. This is an esteemed award that shows LGBTQ+ employees that you're a potential great place to work.

Join us in celebrating the 2023 RAIN Outstanding Agency Awards winners in person at the Washington Department of Labor and Industries Auditorium on October 19. The celebration is in lieu of our regular general membership meeting in October.

We'll hear from agency leaders, RAIN leaders, and other speakers from around the state. Have fun meeting other RAIN members and enjoy some cake! Please let us know if you require any accommodations. We look forward to seeing you then!

\*Nominated agencies and winners will be announced in September.

2022 OUTSTANDING  
AGENCY WINNER

**DEPARTMENT OF  
ENTERPRISE  
SERVICES**





# SUPPLEMENTAL TRAINING FOR THE **TRANSITIONING IN THE WORKPLACE TOOLKIT**

This will be a 2-hour training starting near the end of September, being offered once per month, and will be facilitated by the individuals that assisted in the creation of the [toolkit](#).

The intent of the training is to review the toolkit and answer as many questions as we can, recognizing that individual agency HR programs and leadership may need to answer some questions.

The learning objectives for the training are:

- Be able to successfully navigate the different sections of the toolkit.
- Be able to understand roles and responsibilities to support a transitioning employee.
- Be able to recognize the impact that support has on a transitioning employee.

*RAIN provides trainings to Washington state agencies and institutions of higher learning to promote LGBTQ+ inclusivity and best practices in the workplace. For more information, visit [RAIN Trainings](#).*







# ANNUAL ELECTIONS



We are excited to announce the candidates for our 2023-2024 RAIN Leadership positions.

The election process will take place August 21 through September 29.

Active RAIN members will receive an email with voting options.





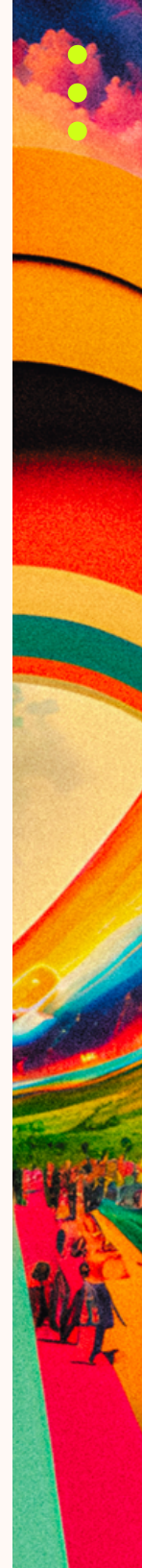
CO-CHAIR

# CHASE BAYNE

**THEY/THEM**

As an Early Resolution Ombud for Office of the Corrections Ombuds my job is to provide oversight, mediate resolutions, and reduce potential for harm for people who are incarcerated. I am also one of OCO's PEAR team leaders. I have been a Washington State employee, member of RAIN and the Best Practices Subcommittee since 2019. I served a term as one of RAIN's administrative liaisons in 2020-2021. I am currently on the training team, facilitating the Serving Transgender Customers training.

I am running for Co-Chair because I love to be involved in the behind-the-scenes work of RAIN and want to broaden my experience in leadership and public speaking. In my plethora of free time, I am learning horsemanship and riding.







CO-CHAIR

# MARK METZGER

HE/HIM

While this is my first appointment to state government, along with a diverse background in private sector, higher ed & home healthcare, I bring with me a unique and fresh perspective. In all my previous roles I found a way to tailor my work to advocate for marginalized and minimalized communities. I am a passionate story-teller, creative problem-solver and place deep faith in the notion that connections and understanding between different communities are forged one person-to-person relationship at a time. Serving as a co-chair for the OFM DEI Council and as executive support for the CHRO of State Human Resources, I have the privilege of advising and helping advance work both within the agency & enterprise-wide to create more inclusive workplaces. It is with deep humility and honor that I shall endeavor to marshal my diverse skillset and experience on behalf of the Rainbow Alliance and Inclusion Network in the capacity of Co-chair.







CO-CHAIR + ADMINISTRATIVE LIAISON

# NICKLAUS MCHENDRY

**THEY/HE**

My name is Nicklaus McHendry (they/he) and I am an educational professional with the Department of Enterprise Services DEI Training Team currently administering our universal Path Towards Equity series in state government. I was trained in DEI-centered facilitation and cultural studies at WSU, and I am proud to serve the people of Washington State in such a capacity that supports structural and social change. I have lived here all my life and have been out as a trans and queer person since I was a young teen, which has made the anti-trans movement and legislation in our nation targeting transgender minors personally impactful for me, among other reactionary crises. I served as administrative liaison to ESD's PRIDE Employee Resource Group and have served as a community leader in multiple capacities in the past. I want to lend my time and skills to RAIN as a professional and as a community member because it is simply part of what truly being in community means to me; to organize and act in solidarity as Queer people is to assert and protect our place in our world and the places of other marginalized people, and that Work is perhaps the most important thing I can imagine doing.





ADMINISTRATIVE LIAISON

# MICHAEL LUKE ANN POINDEXTER MARTIN MIRANDA

(LUKE OR ANN FOR SHORT)

THEY/THEM

Hello! My name is Michael Luke Ann Poindexter Martin Miranda (they/them). You can call me Luke or Ann. I am queer and nonbinary (gender is as elusive to me as finding one name to call myself). I work for DSHS/ESA/CSD as a Management Analyst with dual roles as a contract monitor and as the Region 3 REDI (Respect, Equity, Diversity, and Inclusion) Steering Committee facilitator. My REDI work is focused on maintaining our Regional REDI website and membership records, planning and facilitating our quarterly meetings, and furthering our division's PEAR goals on a regional level. I am excited to run for Administrative Liaison because I am passionate about the work we do at RAIN, I love our community, and I get a lot of satisfaction in organizational tasks (Virgo Sun). I grew up in semi-rural Utah in a strict religious community. My story is something I think many of you relate to – the choice to live life authentically came with a steep cost in terms of losing friends, family and faith. I am grateful to have lived the life I have and faced the challenges I have because it has given me purpose to fight for belonging, challenge my own biases and privileges while also increasing my empathy for humankind. This purpose is what brought me to my work at DSHS and to my involvement with RAIN. Regardless of the outcome of this election, I look forward to giving all I have in working with you to build up our RAIN family. Thank you for your consideration!







ADMINISTRATIVE LIAISON

# TJ GRACE

**THEY/THEM**

I've been an Administrative Assistant for over 10 years. I've gained tons of skills that help me and those I support stay focused and organized at work. I'm extremely proficient in using Zoom and Microsoft Teams and have facilitated dozens of virtual events: from all-staff meetings, to webinars, to events with breakout rooms, integrated icebreakers, and games. I'm running because I think my admin skills would be an asset to the RAIN group and because I'm committed to making real, structural change; both within the workplace and in our daily lives.







ADMINISTRATIVE LIAISON

# MCKENZIE GRENZ

**SHE/HER, THEY/THEM**

Hello! My name is McKenzie and I currently work as a Public Benefits Specialist for DCYF. I currently help families apply for assistance in paying their child care costs. As someone who was born and raised in the Yakima Valley, I feel especially lucky to have a job where I help members of my community. As a newer State employee, I joined RAIN with hope of branching out from my agency and meeting more 2SLGBTQIA+ employees across the state to build a sense of belonging. It's been such a joy to build relationships with people who I wouldn't otherwise have access to without this group. Before I started at DCYF, I've held positions where I've been the go-to person for administrative tasks such as coordinating meetings, taking meeting notes, planning and scheduling events, and coordinating volunteers. Whatever the task, I'm up for it. The time I've spent in RAIN has been so enjoyable and I'm very excited for an opportunity to potentially lend my skills to grow our Business Resource Group.







ADMINISTRATIVE LIAISON

# TYLER TROUTMAN

**HE/HIM**

Hey, y'all. I'm Tyler (he, him, his) and I am running for the position of Administrative Liaison – my first elected position since joining the RAIN BRG in 2017. I am incredibly thankful and proud of everything our group has accomplished and I'm ready to step into a leadership role for our next term. Previous time spent in administrative support positions has prepared me for this, and I respectfully ask for your vote. It's my priority that RAIN is inclusive and accessible to all, and you may always contact me if that is not your experience, or you have suggestions for improvement. I work hard to be a human that is dependable, respectful, and courageous – and I will give RAIN my all. Outside of work, you're like to find me on a trail, or the sports field with my Queer City Sports team.





ADMINISTRATIVE LIAISON

# MEGHAN REGIS

**SHE/HER**

As HCA's new Workforce Unit manager, Meghan leads the agency's strategic plan to cultivate Washington's health workforce. This role includes overseeing HCA's wide range of external healthcare workforce activities, including grant programs, partnerships, and cross-agency coordination.

What brought her to HCA is a deep commitment to supporting workforce development as a means of dismantling systemic inequality. Growing a diverse workforce that is afforded the pay, respect, security that was previously limited to the most privileged among us. Meghan currently leads the agency's Pro-Equity Anti-Racism (PEAR) External Workforce Equity work, and is an active member with HCA's Pride ERG. She's been thrilled to work with RAIN on the Best Practices Subcommittee, and is running for an Administrative Liaison position.

Prior to joining HCA, she served in public policy roles for the State of Texas; including three sessions with the Texas Legislature, where she began working on LGBTQ+ workplace protections in 2013. She is the proud queer daughter of a trans woman, Katherine Regis, who followed Meghan's lead and joined the fight at the Texas Capitol as a 2023 Equality Texas Legislative Fellow.

Meghan has a Master of Social Work (MSW) with a concentration on Latinx Children & Families, and a Bachelors in Political Science. She is a recent arrival to the State of Washington and enjoys exploring state parks, learning local history, and getting way too competitive in pub trivia.







PROJECT MANAGER

# AYLIS JAY

**THEY/THEM**

Hello, I'm Aylis Jay! It's pronounced like A-List but without the T, or AJ is fine. I'm delighted to be considered for the Project Manager role with RAIN! When I moved to Seattle when I was 19, I had no idea what biases I dragged with me. Through the compassion of folk, I learned a vast amount about being human, and the dignity we share through our different stories. I want to give the gift of belonging, and humanity, and EDAI has been instrumental in that journey in the last 20 years. I am bisexual and agender; for trans and non-binary folks, or those who simply don't conform, I see you. I want to build frameworks and practical steps to help everyone see us all at the same level, and which does not convey gender stereotypes. I'm professionally certified as a project manager and have been working with strategic planning, facilitation, change management, communication, and embedding EDAI for the last 6 years. I have presented on gender, normalizing pronoun discussions, and allyship for both the Department of Social and Health Services and the Department of Health. So many people have taken the time to teach me, and I want to do the same for others. I want to see equity and humanity centered in every part of State service, because between you and me, I literally don't know why else we're here.







PROJECT MANAGER

# BETH BARRON

**SHE/THEY**

Hi, I am Beth (she/they) and I work for DSHS as a Civil Rights Investigator within the Office of Justice and Civil Rights, and I have worked for the state of Washington just over 29 years. I have served as the Safe Place Co-Chair for over two years, and I would like to take on the role of Project Manager, so I have more time and availability to assist RAIN with various projects. Being Project Manager will allow me to immerse myself in a project or projects that will help build RAIN to its potential. I love serving on RAIN leadership as I feel a sense of belonging and as a member of the LGBTQI+ community, I will always find a way to serve all my state employee co-workers for a better and more inclusive Washington state.







BUDGET AND FINANCE MANAGER

# JAKE SCHILTZ

**HE/HIM**

I've worked in a fiscal capacity for Washington State since 2012. Some of the main responsibilities I have had are collecting taxes, accounts payable, accounts receivable, and budget management. I currently work as a budget analyst supporting 988 Suicide Hotline, Suicide Prevention, and Drug Overdose Prevention. All of these programs affect the LGBTQ+ community differently and have a collective budget of over 89 million dollars. It is important to give back to my community. I believe in having a strong financial foundation, and I believe I can help provide that.







BUDGET AND FINANCE MANAGER

# SAM SIMISKEY

**THEY/THEM**

Hey Folx!

I've been a member of RAIN since mid-2021, a nerd as soon as I started early learning, and an intersex person my whole life. I learned very early on the consequences of losing the battle we are all fighting each day- there are some things that can't be put back together once they are broken. I had lived fearfully, spitefully, and angrily for so long. I had tried to find community at Pride events and queer spaces and left feeling empty and out of place. RAIN has been the first space that truly fights for belonging. More specifically, the people in RAIN do this. I am proud and grateful each meeting to hear our rag-tag group of adventurers pulling together to fight for the safeties we all look for in our lives. Every meeting is a reminder that we are not fighting alone. Nothing I provide could ever come close to the value you have all brought into my life, but offering my experience with numbers can be a small step in the right direction.





## STATEWIDE

# DEI TRAINING

Meet the Department of Enterprise Services (DES) team members who are facilitating the new statewide DEI training. This training is now a one-time requirement for all executive and small agency personnel (that's thousands of employees). The training covers core learning principles in equity and belonging to increase the well being in our work environments and improve our ability to serve the diverse communities of Washington state.

These team members serve as DEI learning delivery professionals within the Equity & Employee Development Division (EEO).




**Natalie (pronounced nuh-TAH-lee) Nabass**

(she/her/they/them) has worked in previous roles as a DEI consultant for clients across the United States. Before DES, she worked as a recruiter and engagement representative for the YMCA. Prior to the YMCA, she worked as a freelance web developer. She holds bachelor's degrees in international studies and religious studies, along with a certification in intercultural/multicultural and diversity studies. She also has a passion for studying anthropology.


**Rev. Dr. Analea Brauburger** (they/vos/y'all)

has a background in education and training. Analea has taught hundreds of workshops and training sessions focused on psychology, Spanish and interpersonal communications. They served in Honduras with the Peace Corps and in South Louisiana with AmeriCorps. They have dedicated their adult life and career to bettering the position of others by focusing on racial justice. Analea is a qualified administrator for the Intercultural Development Inventory (IDI) and has earned a diversity and inclusion certificate from Cornell University. They also hold a bachelor's degree and master's degree in industrial and organizational psychology and is a reverend and Doctor of Divinity.



**Raven Richardson** (she/her) has military family roots but has spent most of her time in Washington state. She has a bachelor's degree in sociology and is a member of the Blacks United In Leadership and Diversity (BUILD) business resource group. Raven enjoys training and participating in marathons throughout the year. She is passionate about diversity and promoting equality and inclusivity.





**Akia Jackson, Ph.D.** (she/her) is a transformative academic leader and trainer who has overseen several diverse and multicultural teams and volunteer service boards. Akia came to DES with extensive experience supporting students in both writing and speaking centers. She earned her bachelor's degree in English and her master's degree and Ph.D. in English and African American literature. She has supported international and domestic students in academic support centers in business, engineering and liberal arts. She has taught courses at universities from across the country and recently was the director of The Writing Center at Hood College.



**Evelyn Tuiaana** (she/her) is a seasoned trainer and leader who has managed numerous teams all over the world. She is a combat veteran of the United States Army with more than 20 years of service, now retired. Evelyn serves as a veteran advocate for Pierce and Thurston counties. She devotes her free time to helping veterans' organizations in her community. Evelyn serves as District 5's Junior Vice Commander and the Lacey-Tumwater Post Commander for the Veterans of Foreign Wars.



**Nicklaus McHendry** (he/him/they/them) has a passion for classroom facilitation leading him to specialize in the DEI field as an educator. Before DES, Nicklaus worked at the Employment Security Department as an instructor with the Strategies for Success team. He also previously worked with the Washington State University's Office of Outreach and Education as a social justice peer educator, serving as a curriculum designer and senior mentor to incoming student educators. He has an associate degree in general studies and a bachelor's degree in comparative ethnic studies with minors in psychology and popular culture.





BY KRISTEN JENKINS

# PRIDE HIKE

RAIN would like to extend a heartfelt thank you to Washington State Parks' Diversity, Equity, and Inclusion Committee for sponsoring and organizing a hike for RAIN members at Dash Point State Park during Pride Month. We had such a great time and a great experience to be able to meet together, have a moment out in nature, get our exercise in, and even have a little picnic. We got to mingle and get to know new members in our BRG that we've never met in person. It was such a fun opportunity to get to know each other. Our mission was to focus on community healing and bonding this year during pride month and what better way to do that than this hike?

A special thank you to our wonderful park rangers Brandon and Annabelle! They were wonderful guides, very warm and welcoming. They made us all feel very safe and accepted. With such a wild bunch, they effortlessly embraced our quirky personalities! In our community, it is often challenging to find spaces where we can be ourselves authentically and feel safe at the same time - so having these moments means more than words can say. Thank you both so much for being there to ensure that we could have that time together.

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A very special thank you to Seamus Mulcahy for bringing this idea forward and into fruition for us. And of course, for all the behind the scenes work you did and strings you pulled to make this hike happen. You were undoubtedly the most important piece to this puzzle of an event, keeping all of us organized and on the same page.

We had a lot of interest in doing this hike, so we would love to explore more opportunities to do hikes in different areas around the state throughout the year. Thank you to the whole DEI team at parks and everyone else involved in making this happen!

From all of us at RAIN, Caleb Baldwin and myself from RAIN Communications, Jasper Marino and Taja Blackhorn our two co-chairs, and the entirety of the membership, we thank you all at Parks so much!





SUMMER 2023



THE RAINBOW ALLIANCE AND INCLUSION NETWORK (RAIN) IS AN

# LGBTQ+ & ALLY

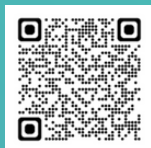
## BUSINESS RESOURCE GROUP

Visit our website

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

Questions or feedback

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



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.

