



**WINTER
2024**

RAIN WISHES ALL A HAPPY
HEALTHY, & PROSPEROUS

LUNAR NEW YEAR



TOKENS OF ALLYSHIP

BY MIRANDA LEWIS
(SHE/HER)

DEIA initiatives have a long history rooted in the civil rights movement and have evolved over time to reflect the changing cultural values of America. Today, these efforts aim to promote diversity, equity, and inclusion by involving diverse groups of individuals in decision-making and striving for social justice. However, it is important to recognize that some institutions may prioritize performative gestures and tokens of allyship rather than genuinely embracing diversity as a core goal.

When discussing DEIA, it is important to prioritize marginalized individuals and their needs. Dominant groups benefit more from DEIA initiatives and education, as they can freely talk about social injustices without fear of judgment or retaliation, while nondominant groups may face consequences for speaking out. This imbalance undermines the goal of inclusivity and justice that DEIA aims to achieve.

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In order to address the root causes of inequality, institutions should prioritize addressing the underlying structural factors rather than relying solely on diversity initiatives. This approach will make diversity efforts clearer and less likely to be manipulated to benefit the majority. It should involve promoting genuine inclusion and equal access, as well as implementing policies and systems that ensure opportunities for success are available to all individuals. To achieve this, it is important to provide inclusive education and initiatives that employ effective teaching methods and encourage genuine support and collaboration among diverse groups.

To truly be an ally, individuals must continuously learn, question their own beliefs, and challenge oppressive systems. This ongoing commitment to personal growth and understanding is essential for creating a fairer and more inclusive society. According to Paulo Freire, the "banking approach" used in DEIA initiatives and education maintains the status quo by treating those in power as the subjects and everyone else as objects. This approach discounts and discredits individuals' knowledge, experiences, skills, and culture, inhibiting their humanity and making transformation difficult. It also reinforces a "culture of silence" that perpetuates oppression and hinders true reform.

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To be an effective ally, it is crucial to educate oneself about the experiences of marginalized groups and understand the societal factors that perpetuate discrimination. This includes engaging in conversations with marginalized individuals and utilizing external resources to further one's knowledge and awareness. By doing so, allies can actively contribute to dismantling oppression and promoting positive change. It is also critical for allies to act, not just have knowledge, on the issues faced by those with marginalized identities. This includes spreading awareness and initiating conversations about promoting inclusion and belonging for marginalized communities. Allies should openly express their support and educate others, as well as confront those who perpetuate injustice. Being a good ally involves actively participating in DEIA initiatives and taking responsibility for ongoing education.

To put it simply, true allyship cannot be achieved through cookie-cutter programs or certifications. It requires genuine engagement, empathy, and active collaboration between individuals, organizations, and communities. True allyship is an ongoing journey that cannot be commodified or quantified. True allyship cannot be tokenized.

DEIA initiatives and education often focus on individual merit, overlooking the fact that not everyone may be willing or able to participate in educational programs. Research and experience show that allyship is an ongoing process of self-awareness and engagement, rather than a one-time training. DEIA educators should challenge the idea of requiring credentials for allyship and instead encourage a culture of critical self-awareness and inclusivity.



MEET THE AUTHOR

Miranda Lewis (right) is a versatile and accomplished professional with expertise in Clinical Mental Health Counseling and Leadership Studies. With a solid background in Education and EDIA, Miranda has settled nicely into her role as SOCR Curriculum and Training Program Manager at DSHS/DDA. Miranda hails from Gonzaga University, and resides in Spokane, WA with her partner, two kids, one German Shepherd, and one cat that is more akin to a natural disaster. Outside of professional endeavors, Miranda is this close to wrapping up her PhD, serves as a full-time plant mom, and enjoys singing loudly at socially inappropriate times.



ALVIN AILEY
DANCER

BLACK HISTORY MONTH

RAIN recognizes LGBTQ+ artists who pushed boundaries and continue to influence through arts and culture.





THE LADY CHABLIS
ACTRESS, PERFORMER

BESSIE SMITH
EMPRESS OF BLUES

LANGSTON HUGHES
POET





LORRAINE HANSBERRY
PLAYWRIGHT



JEAN-MICHEL BASQUIAT
ARTIST

JUNE JORDAN
POET



SYLVESTER
SINGER-SONGWRITER





RUPAUL
DRAG QUEEN
SUPERMODEL OF
THE WORLD



KEHINDE WILEY
PAINTER



COLMAN DOMINGO
ACTOR



PIERRE DAVIS
DESIGNER

VINCINT
SINGER

TOURMALINE
ARTIST

AARON PHILIP
MODEL

KAYTRANADA
DJ + PRODUCER



LAZARUS LYNCH
CHEF

GIA LOVE
MODEL



BIG FREEDIA
QUEEN OF BOUNCE



SAM JAY
COMEDIAN





AS A COMMUNITY, WE STILL FIND IT NECESSARY TO NUMB

SUMH Times is a periodic column addressing Substance Use and Mental Health (SUMH) in the LGBTQIA2S+ community, because we could use a little help SUMHtimes.

BY MARIANNE [MOAZ] OZMUN-WELLS
(SHE/HER/THEY/THEM)





Research from a 2021 study shows that, as a community, we are still using alcohol and drugs to numb at rates higher than our cis/het peers.

The [study](#), with the painfully long title, **Characterization of Substance use among Underrepresented Sexual and Gender Minority Participants in the Population Research in Identity and Disparities for Equality (PRIDE) Study** was underscored by the assumption that studies related to substance use disorders and substance abuse have largely omitted LGBTQIA+ persons, partnered with the PRIDE study to assess our community.

This was a “secondary data analysis” of participant responses to substance use questions about binge alcohol, marijuana, and other drug use. The 1790 participants in this study were identified as a cohort within the Pride study who consented to an additional survey focused on mental health and substance use topics.

Findings suggest that about 30% of our community report prior alcohol or other substance use **problems** at some time in their life. In terms of current behavior, 51% of our queer and trans niblings [report](#) binge alcohol use, compared to about 25% who binge regularly among cis/het people, and 39.8% [report](#) marijuana use compared to 16% of the public. In this study, 19.7 % report other drug use. Ace folks and those who identified as gender nonbinary showed lower odds of binge drinking. Trans masc people had higher odds of marijuana use than cis women.

This is the first study of its kind to not only focus on sexual and gender “minority” groups but to compare their subgroups to one another. Within the statistical analysis, the authors found that sexual orientation was a significant predictor of prior alcohol use problems and that masculine pansexual persons had higher odds of reporting other drug use problems than feminine lesbian participants.

"Sexual minority men and women are more likely than heterosexual people to report currently drinking alcohol, using illicit drugs in the past year, having a substance use disorder, and experiencing negative thoughts or feelings about personal substance use."

Although this study does not give a “cause and effect,” context for higher rates of substance use in the LGBTQIA+ community, it does suggest that historical failures to evaluate our community are problematic and likely result in under-resourcing treatment for LGBTQIA+ populations. Other studies such as the [Substance Misuse and the LGBTQ+ Community](#) do show that rates of substance use are much higher when compared to cis/het peers and attribute the cause to multiple factors including discrimination and social stigma as well as lack of support for the LGBTQ+ community.

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Risk factors for substance use disorders include among other things: genetic predisposition, a history of childhood abuse, family history of substance abuse or mental health disorders, interpersonal trauma, loss of a significant person, loss of family support. In the LGBTQIA+ community, we tend to experience many of these risk factors at higher rates than in the cis/het population.

There is hope on the horizon for recovery from substance use disorders and cooccurring mental health symptoms. In 2022, President Joe Biden issued an [Executive Order](#) on Advancing Equality for Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Individuals. In the order, President Biden calls for improved health assessment and services for all LGBTQIA+ persons including substance use and mental health treatment with emphasis on children and youth. It includes the requirement to collect data regarding LGBTQIA+ persons and addresses gaps in services related to education, housing, family support services, and the rights of older LGBTQIA+ persons.

If the LGBTQIA+ civil rights movement has taught us anything about combating threats to our existence, it is how to mobilize. When people with uniforms and Billy clubs unified against us, we mobilized. When that first pandemic threatened to wipe us out, we mobilized. When politicians sought to erase us, we mobilized. Whether for a party, a march, or a riot, we have always understood that we are stronger together. That axiom holds true for combating substance use and mental health disorders.

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One of the single most successful approaches to long-term recovery from addiction, is through community. Self-help groups such as [Alcoholics Anonymous](#), [Narcotics Anonymous](#), [SMART Recovery](#), and others offer safe spaces for those facing addiction to discuss triggers, behaviors, setbacks and successes. There are more therapeutic treatment options available specifically for LGBTQIA+ people. The [Psychology Today](#) online search tool offers the ability to search by LGBTQIA+ affirming providers and by location. We also have opportunities to get involved in meaningful community activities and be a model of how to have fun, connect, and live out loud and substance-free for the next generation of LGBTQIA+ people. There is currently some traction around the ideology that we need to stop glorifying alcohol and start normalizing sobriety. [Sober Nation](#) calls this movement in the LGBTQIA+ community, “the dawn of a revolution.”

We can also contribute to our own wellbeing and that of our successors by adding to the data that will help those who come after us. Historically, we have not been asked about our identities and everything that makes us who we are from spirituality to sexuality and everything in between. The [PRIDE Study](#) is changing all of that.

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The PRIDE Study is the first large-scale, long-term national health study of people who identify as lesbian, gay, bisexual, transgender, queer (LGBTQ+), or another sexual or gender minority. It has as its primary goal, improving the health of those within the LGBTQIA+ community. To date, more than 24,000 of us have answered the sometimes very sensitive questions that the study asks.

The Pride study is conducted by doctors and research scientists at Stanford University and the University of California, San Francisco. Health questionnaires are designed with expert guidance from national advisors before they are shared for community input from PRIDEnet, a national network of individuals and organizations that engage LGBTQ+ people in health research.

The study partners with other researchers to conduct population-specific studies and to share findings in a singular clearinghouse of research articles in their “ancillary studies,” [site](#).

So, whether our relationships with mind-altering substances are recovering, casual, indifferent, or wholly enmeshed, there are ways in which each of us can be a part of finding and building individual and collective solutions. Start here: If you are curious about whether your alcohol or other drug use is a problem, take the alcoholism [self-assessment](#) or the drug abuse [self-assessment](#).



MEET THE AUTHOR

Marianne Ozmun-Wells, who also goes by Moaz (rhymes with froze) she/they, is the Equity and Inclusion Administrator for the Department of Licensing, a role she has gratefully held for a year, after 21 years with DSHS. Moaz has served in DEI leadership roles as well as in communications and direct social services for more than 30 years. She also serves as a commissioner on the City of Olympia Social Justice and Equity Commission. Marianne and her wife Jody, who just celebrated their 30th anniversary in October, moved to Washington from Arizona in 2001 for the more affirming environment and to start a family. They are proud parents to Allie, their 19-year-old daughter, a wildlife ecology major at WSU. Marianne and Jody live in Olympia with their fur kids, Willow, and Oakley, and when they aren’t traveling back and forth to Pullman to visit Allie, they also enjoy RV-ing, treasure-hunting, and gardening.

AUDRE LORDE
CIVIL RIGHTS
ACTIVIST + WRITER



WOMEN'S HISTORY MONTH

RAIN recognizes women who inspired change and continue to advocate for equity, diversity, and inclusion.



MARSHA P JOHNSON
ACTIVIST




CECILLIA GENTILI
ACTIVIST




BRENDA HOWARD
ACTIVIST

SYLVIA RIVERA
ACTIVIST



CECILIA CHUNG
CIVIL RIGHTS
LEADER + ACTIVIST

A portrait of Cecilia Chung, a woman with long dark hair, wearing a black blazer and a colorful beaded necklace. She is smiling and has yellow sunburst lines radiating from behind her head.

HULLEAH TSINHNAHJINNIE
PHOTOGRAPHER + PROFESSOR

A portrait of Hulleah Tsinnahjinnie, an older woman with long grey hair and glasses, wearing a dark top and a turquoise necklace. She has yellow sunburst lines radiating from behind her head.

DEL MARTIN & PHYLLIS LYON
ACTIVISTS

A black and white portrait of two elderly women, Del Martin and Phyllis Lyon, both wearing glasses and smiling.

KELLEY ROBINSON
HUMAN RIGHTS CAMPAIGN
PRESIDENT

A portrait of Kelley Robinson, a woman with short dark hair and glasses, wearing a bright pink blazer and a brown fringed shawl. She is smiling.

IVY BOTTINI
ACTIVIST + ARTIST

A black and white portrait of Ivy Bottini, an elderly woman wearing a hat and glasses, smiling.



MEGAN RAPINOE
SOCCER PLAYER



LUPE VALDEZ
SHERIFF



SARAH MCBRIDE
POLITICIAN



LAPHONZA BUTLER
POLITICIAN



FALLON FOX
MMA FIGHTER





GABRIELLE UNION
ACTRESS

JANE FONDA
ACTRESS + ACTIVIST

CYNDI LAUPER
SINGER + ACTIVIST

LADY GAGA
SINGER + ACTRESS

JENNICET GUTIÉRREZ
ACTIVIST



In honor of women's history month, let's celebrate the queer women who propelled us forward in all realms throughout history.

Queer women have been at the forefront of change, inspiring and motivating others to fight for what is right. They have paved the way for future generations to have the same opportunities they have created. Let's honor them and celebrate their accomplishments.

COMPILED BY MIRANDA LEWIS
(SHE/HER)

BILLIE HOLIDAY (APR 7, 1915 - JUL 17, 1959)

Billie Holiday, a bisexual jazz icon and activist, was known for her powerful music and her unapologetic stance against racism and oppression. She notably dated actresses Tallulah Bankhead and Greta Garbo. Through her famous songs like "Strange Fruit," she shed light on the realities of anti-Black violence and everyday racism, leaving a lasting impact on music history. She fearlessly confronted systems of oppression through her art, making her a lasting figure in music history.



FLORENCE NIGHTINGALE
(MAY 12, 1820 - AUG 13, 1910)

Florence Nightingale, the renowned nurse, made significant contributions during the Crimean War by improving the sanitary conditions of infirmaries and founding institutions for training nurses. Despite contracting a bacterial infection, she remained dedicated to her work and relationships with various women in her life. Nightingale's impact and devotion continue to be celebrated today.



EMILY DICKINSON
(DEC 10, 1830 - MAY 15, 1886)

The poet Emily Dickinson had a passionate and intimate relationship with Susan Gilbert, despite Gilbert's marriage to Dickinson's brother. However, this aspect of their relationship was edited out when their letters were published. The impact of societal norms on their love and Dickinson's poetic sentiments has been a subject of discussion. Additionally, it is worth noting that Gilbert's marriage to Austin Dickinson was fraught with infidelity.



ELEANOR ROOSEVELT (OCT 11, 1884 - NOV 7, 1962)

Eleanor Roosevelt, the longest-serving first lady in history, not only redefined the role of the first lady but also made significant contributions as a politician and diplomat. She continued her career as the United Nations spokesperson after her husband's death and maintained a passionate relationship with AP journalist Lorena Hickok, as evidenced by their heartfelt love letters: "Hick darling, All day I've thought of you & another birthday [when] I will be with you, & yet to-night you sounded so far away & formal, oh! I want to put my arms around you, I ache to hold you close. Your ring is a great comfort, I look at it & think she does love me, or I wouldn't be wearing it!"

DOROTHY ARZNER (JAN 3, 1897 - OCT 1, 1979)

Dorothy Arzner was a pioneering female director in early Hollywood, known for her unconventional style and personal life. She directed notable films, including Christopher Strong and worked with actresses like Joan Crawford and Katharine Hepburn. Arzner's forty-year relationship with Marion Morgan, her open identity as a lesbian, and her masculine gender presentation were notable. She was one of very few directors who successfully transitioned from silent films to talkies, and her later work in television and teaching film are significant.

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JOSEPHINE BAKER (JUN 3, 1906 - APR 12, 1975)

Josephine Baker, overcame a difficult childhood fraught with poverty and abuse, and went on to become a sensational dancer and singer. She defied racial stereotypes and gained fame in Paris in the 1920s. Baker's remarkable life included multiple marriages, love affairs with famous women, and adopting 12 children from around the world. She also played a significant role in anti-racism work and passed away in 1975 after a successful career and impactful activism.



BARBARA GITTINGS (JUL 31, 1932 - FEB 18, 2007)

Barbara Gittings, known as the "mother of the LGBTQ civil rights movement," was a prominent activist who played a pioneering role in the fight for LGBTQ rights. She founded the New York chapter of the Daughters of Bilitis, edited *The Ladder*, and marched in picket lines to advocate for equality. Her efforts also contributed to the removal of homosexuality from the list of mental illnesses by the American Psychiatric Association. Today, her legacy lives on through the LGBTQ library collection named after her in Philadelphia.

SALLY RIDE (MAY 26, 1951 - JUL 23, 2012)

The first American woman in space, Sally Ride was a physicist and astronaut. In her first years at Stanford, she was better known for her abilities as a tennis player and instructor. She and her girlfriend played doubles against the likes of Billie Jean King and gave lessons together. When Ride was a Stanford physics student, she answered a newspaper ad seeking female astronauts. She was picked as one of six women. A space shuttle astronaut, she piloted the robotic arm that places satellites into orbit in 1983 and 1984. Upon leaving NASA, Ride taught at the University of California, San Diego. Her obituary noted that she had been married to Tam O'Shaughnessy for 27 years before she passed away in 2012.



ROSALIE 'ROSE' BAMBERGER (1921-1990)

In the 1950s, Rosalie "Rose" Bamberger formed The Daughters of Bilitis in San Francisco, the first lesbian rights group in the United States. Although she only remained a member for six months due to concerns about her own safety as a working class Filipina, the club continued to thrive and make significant contributions to the LGBTQ+ community.

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LAURIE HERNANDEZ (JUN 9, 2000)

Laurie Hernandez is a talented gymnast who gained recognition for her participation in the 2016 Summer Olympics as part of the U.S. women's gymnastics team known as the "Final Five." She won silver on the balance beam and later expressed interest in making a comeback for the Tokyo Olympics in 2021. However, she did not qualify for the Olympic Gymnastics Trials. Outside of gymnastics, Hernandez has appeared on *Dancing with the Stars*, hosted *American Ninja Warrior Junior*, and authored two books, and is in a long-term relationship with fellow gymnast Charlotte Drury.



EMILY HAMPSHIRE (AUG 29, 1979/81)

Most recently and perhaps best known for her role as Stevie Budd in *Schitt's Creek*, Canadian born Emily Hampshire has been acting since the early 1990's. Emily publicly came out as pansexual in May 2019. She shared her journey of self-discovery and acceptance, explaining that pansexuality is about being attracted to a person's essence rather than their gender. Currently single, Hampshire continues to inspire others with her openness and authenticity.

JUDITH BUTLER (FEB 24, 1956)

Judith Butler is a prominent American philosopher and gender studies scholar known for their influential work in political philosophy, ethics, third-wave feminism, queer theory, and literary theory. They have held positions at the University of California, Berkeley and the European Graduate School, and are renowned for their groundbreaking books *Gender Trouble* and *Bodies That Matter*, which challenge traditional concepts of gender and introduce the theory of gender performativity. Butler's work continues to shape feminist and queer scholarship, and they have also been active in discussing and advocating for various political issues, including Israeli politics and LGBT rights.

INTERNATIONAL WOMEN'S DAY

BY SARAH MOSBERG
(SHE/XE)

International Women's Day has been celebrated every spring since 1911. This year's holiday, recognized on March 8, will feature inclusion as a theme.

Born from the labor movements of the early 1900s and invigorated by female suffrage efforts worldwide, International Women's Day (IWD) has grown to take on modern focuses such as gender equality, reproductive rights, and violence against women. IWD is now a global day of recognition for the achievements of women.

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Many countries – and the UN – list IWD as an official holiday with events ranging from benign gatherings acknowledging women’s successes throughout history to rallies and calls for political change. The annual theme is set by internationalwomensday.com as a focal point for celebrations to center around, however many cultures have developed their own customs in line with the experiences of their people.

This year’s campaign is ‘[Inspire Inclusion](#)’ and calls for activities that create an atmosphere of belonging and empowerment. The theme is a reminder that anyone can inspire inclusion with even simple acts and that, *“To truly include women means to openly embrace their diversity of race, age, ability, faith, body image, and how they identify. Worldwide, women must be included in all fields of endeavour [sic].”*

In the US, legislation is being presented in almost every state, and at the federal level, that threatens the equality of women and strains to define who should be included as women. Use International Women’s Day as inspiration to take action, spur discussions, and call out poor systemic practices. This is not just a day to celebrate women, but a day for everyone to celebrate.

“Women’s rights are an essential part of the overall human rights agenda, trained on the equal dignity and ability to live in freedom all people should enjoy.”

– Ruth Bader Ginsburg



MEET THE AUTHOR

Originally from the Midwest, **Sarah Mosberg** has called Washington her home for almost 9 years. She started her state career with the Liquor & Cannabis Board and currently serves at the Office of the Attorney General as a paralegal supervisor.

Sarah’s passions include live music (you can find her at blues or jam festivals all summer) and craft beer (she’s studying to become a Certified Cicerone©). Mostly, Sarah just wants everyone to be their true selves and have fun!



TRANSGENDER DAY OF VISIBILITY PANEL

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REST IN POWER

NEX BENEDICT
(THEY/THEM)

Jan 11, 2008-Feb 08, 2024



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LGBTQ+ & ALLY

BUSINESS RESOURCE GROUP

COMMITTED TO DIVERSITY AND INCLUSION
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