



**SUMMER 2024**





Adrien Lawyer

## DES HOSTS TRANSGENDER CULTURAL FLUENCY TRAINING

by Jarrod Irvin (he/him), DES

In June, the Department of Enterprise Services (DES) hosted a series of Transgender Cultural Fluency training sessions for employees. The training, led by Adrien Lawyer, co-founder and director of education at the [Transgender Resource Center of New Mexico](#), aimed to provide participants with an understanding of what it means to be transgender, clarify common misconceptions about transgender people, share the challenges they often face, and teach ways to be strong and engaged advocates for transgender individuals.

Adrien, who has provided this training to over 4,000 groups, received overwhelmingly positive feedback from DES employees and staff from other agencies who attended the training. Many appreciated the depth of the information as well as Adrien's approachable teaching style.

The Transgender Resource Center of New Mexico also offers "Transgender 201" and gender-neutral writing classes in addition to this training.





# **CULTIVATING QUEER ABUNDANCE: A RADICAL ACT OF LOVE AND RESILIENCE**

by Miranda Lewis (she/they), DSHS

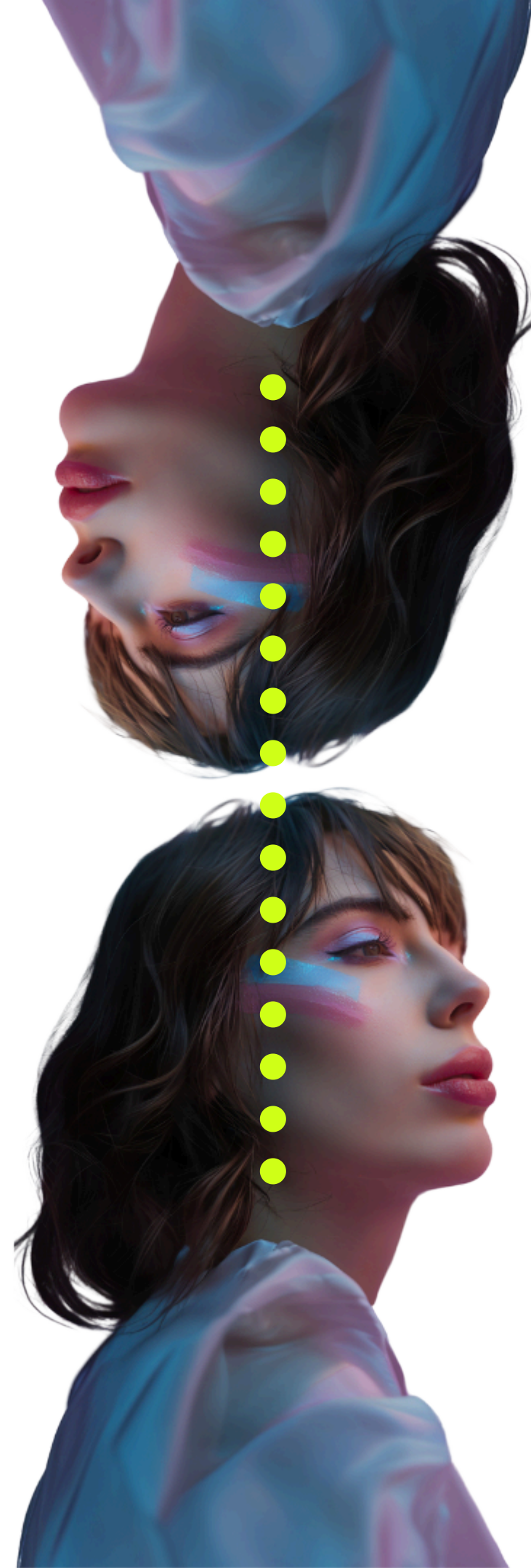
In a world that often marginalizes and silences queer voices, cultivating queer abundance is a radical act of love, resilience, and community building. It involves creating spaces where queer individuals can thrive, express themselves authentically, and support one another. Queer abundance is about flourishing. It encompasses the richness of queer experiences, identities, and expressions. It celebrates the diversity within the queer community and recognizes the unique contributions of everyone. Queer abundance is rooted in the belief that everyone deserves to live a life filled with joy, love, and fulfillment.

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Queer abundance ensures that queer identities are visible and affirmed. This visibility is crucial for self-acceptance and for challenging societal norms that often exclude or stigmatize queer individuals. It [helps to dismantle stereotypes and prejudices, promoting equity and justice](#). By showcasing the diversity and richness of queer experiences, we can move towards greater acceptance and inclusivity.

Visibility fosters a sense of community among queer individuals with intersecting identities. It creates spaces where people can connect, share experiences, and support each other. [This community support is vital for mental health and well-being, providing a network of understanding and solidarity](#). Recognizing and affirming every aspect of identity addresses the unique experiences and challenges faced by individuals who belong to multiple marginalized groups. Building a sense of community is essential for queer abundance, providing a support network where individuals can share experiences, offer mutual aid, and celebrate themselves and each other.



Queer abundance highlights the cultural contributions of queer individuals, from art and literature to activism and innovation. It enriches society by showcasing diverse perspectives and talents. Queer artists and writers have long been at the forefront of pushing boundaries and exploring new narratives. Their work often challenges conventional norms and offers fresh perspectives on identity, love, and society. From the poetry of [Audre Lorde](#) to the visual art of [Keith Haring](#), queer creators have made indelible marks on culture, inspiring countless others and broadening the scope of artistic expression. Queer art and literature often challenge conventional norms and offer fresh, innovative viewpoints. This diversity enriches the cultural landscape, fostering creativity and broadening our understanding of human experiences and cultivates queer abundance. Exposure to queer art and literature can educate the broader public about LGBTQ+ issues, histories, and experiences. This can lead to greater empathy, acceptance, and social change that make greater abundance achievable.

Cultivating queer abundance requires establishing safe and inclusive environments where queer individuals can gather, share, and connect. This can be physical spaces or virtual spaces. Ensuring that these spaces are welcoming to all members of the queer community, regardless of their specific identities or experiences, is vital. This means being mindful of [intersectionality](#) and addressing the unique needs of individuals who may face multiple forms of marginalization.

Practicing intersectionality is crucial for cultivating queer abundance. The queer community is not monolithic; each person's experience is unique, influenced by various facets of their identity. By recognizing these differences, we can create more inclusive spaces that honor everyone's experiences. This can be done through events, storytelling, and media that highlight diverse voices and experiences. In doing this, we can ensure that the queer community is a place of true abundance, where every individual is celebrated for who they are in all their complexity.



Abundance is cultivated through joy. Focusing on the small, everyday moments that bring happiness is essential. This could be as simple as enjoying a meal with friends, participating in a hobby, or experiencing a moment of self-acceptance. LGBTQ+ individuals are frequently subject to hostility; experiencing and expressing joy serves as a powerful form of resistance. It helps build resilience against discrimination and adversity while counteracting the negative effects of stress, anxiety, and depression. Celebrating queer joy fosters self-acceptance and pride in one's identity. It allows individuals to embrace their true selves without fear, which is vital for emotional well-being. Joy provides a source of healing and hope, reminding us that despite challenges, there is beauty and happiness.

Cultivating queer abundance is a collective effort that requires commitment, empathy, and action. By creating inclusive spaces, supporting queer culture, and advocating for equality and justice, we can build a world where queer individuals not only survive but thrive. Embracing queer abundance enriches our communities and paves the way for a more just and joyful future.







**QUEER CITY SPORTS:  
HAVE FUN.  
BE FABULOUS.  
GET SOCIAL.**

by Erika Redzinak (she/her), WSDOT  
Tyler Troutman (he/him), DOL





Queer City Sports (QCS) is a social sports league that strives to connect, support, and provide an inclusive space where local LGBTQ+ communities can join together in sport. QCS proudly represents LGBTQ+ and allied athletes from across the country. QCS is currently in Tacoma, Seattle, Baltimore, and soon enough: Portland! Everyone is welcome, regardless of age, athletic ability, gender identity, or sexual orientation. Spectators are welcome at all games!

QCS believes in the power of play! Their mission is to create positive, welcoming spaces where folx can show up as their authentic selves and play. QCS offers weekly leagues, weekend tournaments, and social events year-round. Having fun and making friends is the goal! Sports offerings include: bowling, kickball, volleyball, bocce ball, football, basketball, pickleball, and more. Visit Queer City Sports or find them on Facebook and Instagram for more information.

Erika recently interviewed Jayla Watje (she/her), Founder of QCS Tacoma:

**Can you tell me more about Queer City Sports (QCS), where it originated, and how long you have been organizing it in Washington?**

Queer City Sports was launched in Baltimore, Maryland in 2017 by Rebecca Winslow. On a trip back to Baltimore, where I'm originally from, I participated as a sub in one of their leagues. Right away, I knew I had to bring this to Tacoma. We launched in Tacoma in 2019 with a one-day charity kickball tournament with just 4 teams. Now our 6-week summer kickball league has 10 teams, and we add new leagues and tournaments every year. We launched QCS in Seattle in winter of 2022 with a Bowling league and it has been expanding rapidly there as well.

**What is your elevator pitch to someone who is interested in joining a Queer City Sport or event for the first time?**

Queer City Sports is all about having fun and building community! You don't have to be good at sports to play, you just have to be ready to have a great time. We prioritize inclusivity, positivity, friends, and fun. Our community of players embodies these values, making QCS a place where everyone is welcome. Come play with us and experience the fun and friendship firsthand!

**What sport brings the most queers together and/or is the most popular?**  
This is a tough one because it is basically a tie between kickball and bowling.

**What sport would you want to add to the growing list of QCS?**

We are super excited to add Pickleball to the Queer City Sports lineup this year! It was the number one most requested sport.





# ANNUAL ELECTIONS

We are excited to announce the candidates for our 2024-2025 RAIN Leadership positions.

Voting will be open through Wednesday, September 25.

Active RAIN members will receive an email with voting options.





CO-CHAIR CANDIDATE

# MEGHAN REGIS

**(SHE/HER) HCA**

Meghan oversees HCA's newly created Workforce Unit, which coordinates the agency's wide range of external health care workforce activities. Central to the mission of the Workforce Unit is ensuring that all HCA programs, grants, and activities actively work to dismantle systems of inequality across all health sectors throughout the entirety of the state. To that end, Meghan co-leads the agency's Pro-Equity, Anti-Racist (PEAR) Workforce Equity Workgroup, serves on the Tribal-led Portland Area Community Health Aide Program (CHAP) Certification Board (PACCB), and is currently the Social Chair for HCA's "Pride" Employee Resource Group (ERG). In her time with the Pride ERG's leadership, she's helped to expand the ERG's reach on LGBTQ+ inclusion within the agency: linking members to HCA's equity workgroups, reviewing internal policies, sharing best practices at conferences, and facilitating lively monthly discussion groups. She recently presented "Queers at Work: Advancing the 2SLGBTQIA+ Behavioral Health Workforce" with her fellow Pride leader, Jude Jacobs, at the 2024 Say It Out Loud Conference. Meghan also enjoys working with fellow policy wonks on RAIN's Best Practices Subcommittee (AKA the "best" subcommittee). Prior to joining HCA, she worked in public policy and strategic planning roles for the State of Texas; including three sessions with the Texas Legislature and organizational transformation with the Department of State Health Services. She has worked extensively to defend the services, programs and rights by and for marginalized Texans in the criminal justice and health care systems. After her state work, she transitioned to affordable housing and workforce development programs for the largest public housing authority in Texas. Meghan has a Masters of Social Work (with a concentration on Latinx Children & Families) and a Bachelors in Political Science. She speaks Spanish and Japanese, and is endlessly happy to be a "Texpat" in her new home of Olympia. You can usually find her competing in local pinball tournaments (keep an eye out for those "REG" high scores); drawing Sailor Moon fan-art; volunteering for local Queer events; and appeasing her two cats (3-year-old "Purrot" and one-month-old "Purrcival"). Finally, Meghan is passionate about assisting Queer Texans and their families with the difficult, overwhelming, costly, and ultimately life-affirming process of relocating to less-hostile states.



CO-CHAIR CANDIDATE

# LISA LITTLE

(SHE/HER) HCA

With over 20 years of nursing experience and a BA in Social Welfare from the University of Washington, I have dedicated my career to supporting historically marginalized communities, particularly in HIV/AIDS and LGBTQ+ health. Currently, I serve as the Transhealth Program Manager for the Washington State Healthcare Authority. My previous roles include Gender Health Case Manager for a managed care organization, HIV/AIDS Educator for Lewis County, WA, and Sexuality Educator for Planned Parenthood. I ran The Andrew Project, a non-profit supporting individuals living with HIV/AIDS in Lewis County, WA, and have volunteered extensively with organizations such as Chicken Soup Brigade, Stonewall Youth, and Pizza Klatch. As an RN disaster relief volunteer, I have provided medical assistance in various global locations. I am a member of WPATH and have completed their GEI Foundations Course.





CO-CHAIR CANDIDATE

# MARK METZGER

(HE/HIM) OFM

In the last year, I have worked alongside the RAIN Advisory Council to maintain the momentum of progress and provide stability during a nearly complete turnover in leadership roles. It would be my great honor to continue to act as a steward and ambassador for the RAIN BRG in the Co-chair capacity. Starting my third year in state government, along with a diverse background in private sector, higher ed & home healthcare, I bring with me an unquenchable thirst for creating positive change for our community and other marginalized peoples. 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. Having served as the OFM DEI Council Co-chair and as the executive support for the CHRO of State Human Resources division in the Office of Financial Management, I have the privilege of advising and helping advance work both within the agency & enterprise-wide to create a safer, more inclusive workplace. I will utilize the spheres of influence and visibility of the agency and my office to amplify the voices of the community and advocate for the change needed for a workplace culture of belonging. It is with deep humility and honor that I shall endeavor to marshal my skills and experience on behalf of the Rainbow Alliance and Inclusion Network in the role of Co-chair.







CO-CHAIR & PROJECT MANAGER CANDIDATE

# MIRANDA LEWIS

**SHE/THEY) DSHS**

I am deeply committed to fostering an inclusive and supportive environment for LGBTQIA+ individuals within our Washington state community. As the Co-Chair of RAIN, I will bring passion, dedication, and a collaborative spirit to this vital role.

I currently serve RAIN as the Communications and Outreach Subcommittee Co-Chair and truly enjoy spending time in community helping to bring RAIN to wider audiences in the state. I work in DSHS/DDA and have 15 years of experience as a clinical mental health counselor and educator. In my current role within DSHS/DDA, I manage the training program for 1,000 State Operated Community Residential staff and have developed and implemented training programs to address inclusion and allyship with success. In my previous roles at Gonzaga University, I have worked collaboratively across teams to strategize, plan, coordinate, and implement data-backed EDAI actions programs in collaboration with the Lincoln LGBTQ Center and the International Student Center. I have served as a subject matter expert on EDAI, providing expert advice and consultation to leadership teams in the Schools of Education and Leadership Studies and the Center for Hate Studies. My research and expertise lie in heterosupremacy, gender issues, and the pathologicalization of queer identities, and I am enthusiastic about leveraging my skills to advance RAIN's mission.

As Co-Chair, I envision RAIN as a powerful force for positive change. My goals include:

- **Amplifying Voices:** Ensuring that every LGBTQIA+ state employee feels heard, valued, and empowered.
- **Advocacy and Education:** Advocating for policies that promote diversity, equity, and inclusion. Hosting workshops, seminars, and events to educate our community to cultivate a network of active allies.
- **Collaboration:** Building bridges with other resource groups, agencies, and community organizations to create a more cohesive and supportive network of active allies. Providing resources to support and launch the Safe Space program.
- **Celebrating Pride:** Organizing engaging events during Pride Month and participating in local Pride celebrations.

I believe that when we embrace our authentic selves, we become stronger, more resilient, and better equipped to serve Washington. RAIN provides a platform for us to celebrate our genuine selves, while working together toward a more inclusive future.

I enjoy spending time with my partner, our two human kids, and our furry kids--dog, cat, and five chickens. We love working in the yard and doing home improvement projects when we're not hiking, swimming, snowboarding, or attending live music events. Let's connect and continue building a vibrant and supportive RAIN community!





PROJECT MANAGER CANDIDATE

# MICHAEL LUKE ANN POINDEXTER MARTIN MIRANDA

(THEY/THEM) DSHS

Hello! My name is long, complicated and ever changing but you can call me Luke/Ann Martin (they/them/theirs). I grew up in semi-rural Utah, I attended Utah State University and obtained degrees in History and Political Science before moving to Washington State in 2012. I worked in hospitality management before fulfilling a lifelong dream to work in state service when I joined DSHS in 2021. I still work at DSHS as the Respect, Equity, Diversity, Inclusion (REDI) Program Manager.

I am currently one of the RAIN Administrative Liaisons and I am excited to continue to support RAIN (potentially) as your future Project Manager. My partner and I live on Harstine Island with our surly pit bull Cordelia.



PROJECT MANAGER CANDIDATE

# NICKLAUS MCHENDRY

(HE/THEY) DES

Nicklaus McHendry (he/they) is a DEI Learning Delivery Professional with the Department of Enterprise Services. Driven by a deep commitment to justice and equity, he aims to further the work of dismantling structural oppression through direct work and collaboration with the people of Washington State. Nicklaus is also proud to have served as the administrative assistant to the PRIDE employee resource group during the final year of his tenure at his previous position as a Strategies for Success instructor with ESD.

Nicklaus previously worked with the Washington State University's Office of Outreach and Education as a Social Justice Peer Educator, serving as a coordinator, curriculum designer, and senior mentor to incoming student educators. In addition to 5+ years of leadership and training experience, Nicklaus has received an Associate of Arts degree in General Studies from South Puget Sound Community College, and a Bachelor of Arts degree in Comparative Ethnic Studies from Washington State University with minors in Psychology and Popular Culture. He attended WSU as a grateful recipient of the Distinguished Regents Scholar Award, and graduated cum laude from the School of Languages, Culture, and Race.

In his free time, Nicklaus enjoys playing Dungeons & Dragons, listening to audiobooks, and exploring the great outdoors.







PROJECT MANAGER CANDIDATE

# ARIEL KAY-BARTO

(SHE/HER) ESD

Hello fellow girls, gays, theys, and allies! I am so excited to be running for Project Manager of RAIN. I am currently an Equity Specialist at the Employment Security Department with a focus on using an equity and anti-racist lens to support agency research, analysis, and establishing how to measure success and improvement. I also love plums fresh from the tree, my very naughty cat, and when art is truly shocking.

I have held a few leadership roles within RAIN so am in the unique position to be familiar with processes, roles, and opportunity for process improvement RAIN has. I am excited for the chance to support RAIN leadership and members in building processes that are more sustainable and include more voices with a framework of change management when implementing new processes. The greatest gift of my life is being queer and I'm so excited to explore how queer we can make project management and state government together.

It's an honor to be nominated and no matter who gets the role y'all are in great hands!





ADMIN LIAISON CANDIDATE

# ZOEY HOGAN

(SHE/THEY) DOH

Zoey Hogan (any pronouns) came to Olympia from the Philadelphia area 15 years ago, and now it's stuck with her! Sometime after that she started at the Dept. of Health where she discovered a real passion for public health—combining her twin loves of being helpful and opening her big mouth to shout about equity. She lives with her spouse and their two beautiful goblins (cats) and spends her not-work time utterly wasting the natural beauty of the PNW by having almost exclusively indoor hobbies like crafts, sewing, and reading fantasy books.



ADMIN LIAISON CANDIDATE

# MCKENZIE GRENZ

(SHE/THEY) DCYF

Hello! My name is McKenzie and I currently work as a Public Benefits Specialist for DCYF. In my position, I help families apply for assistance in paying their childcare costs. Our childcare program requires thorough communication and attention to detail, two skills which lend themselves well to the duties of RAIN's Administrative Liaison.

I joined RAIN with the hope of branching out from my agency and meeting more 2SLGBTQIA+ employees. I really wanted to find a sense of belonging. It's been so much fun building relationships with people who I wouldn't otherwise have had access to without RAIN.

While I've been at DCYF, I have been involved with the Disability Inclusion Network's (DIN) BRG and served 10 months as a co-chair for their Resources, Education, and Policy subcommittee. I performed tasks required of RAIN's Administrative Liaison while in that position with DIN, including maintaining a subcommittee membership roster, coordinating and facilitating meetings, and sending regular communications via email with meeting notes and agendas.

My past work experience has provided me with the skills needed to support RAIN as an Administrative Liaison. I've been the person responsible for administrative tasks such as organizing meetings, taking notes, planning and scheduling events, and coordinating 100+ volunteers. I thrived in the chaos of these responsibilities and always felt a great sense of accomplishment in overcoming obstacles. 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.







ADMIN LIAISON CANDIDATE

# JENNIFER KOPF

**(THEY/THEM) DCYF**

Hello RAIN! Thank you so much for the confidence in my skills to be an administrative liaison and nominating me. My name is Jennifer Kopf, please call me Jenn. My pronouns are they/them. I promise, rhyming was not intentional, and will not continue. Puns and dad jokes are my son's specialty.

Speaking of him, I have a queer adult child who came out to me at the age of 19. I have learned and grown a lot as their primary support over the past 3 years. My family also includes my spouse. I have been married for 6 years and through this relationship I have a granddaughter who is starting high school this year. She is of the Puyallup nation and calls me kayə? (Hear it said)

When I am not working, with the help of my son, I run a Girl Scout troop in the Tacoma area where every member is either LGBTQ+, from a queer family, or an ally. At home, I grow strawberries and mint in my backyard which I love to use in my beverages and baking. My family also does our best to care for our stray/feral cat colony in our neighborhood, and our three indoor rescue kitties – Oreo, Frost, and Piper. They came with us from Texas via Nevada.

I've also lived (resided 4+ months) in Georgia, Oregon, North Carolina, and on the island of Tobago (Trinidad/Tobago).

I moved to the state of Washington in October of 2016, and I started working for the state in February 2017 at the Washinton Corrections Center for Women (WCCW) as an Office Assistant (OA3) – Call Out Coordinator. It was a temporary position which I did not get to keep, but I moved up to Secretary Senior, then Administrative Assistant (AA3), and when COVID hit, I laterally transferred from the Department of Corrections (DOC) to the Department of Children, Youth, and Families (DCYF), until May of this year, when I promoted to AA4 in the Early Learning Division (ELD). Doing administrative work is something I am very experienced in.

I have been a part of the RAIN BRG since 2022. I was the co-chair for the Safe Place sub-committee from May 2022 until early 2024. I have been a RAIN trainer since May 2023. I am excited for this opportunity to use my skills to serve the members of RAIN in another capacity if you choose me.



BUDGET & FINANCE MANAGER CANDIDATE

# MICHELLE WIEBURG

(SHE/HER) LNI

I've been a member of RAIN since its inception in 2017. I've spent most of my time taking minutes for the Best Practices sub-committee. RAIN provides me with so much joy!

I have over 20 years of audit experience, majored in accounting, and have an MBA. I started working at the State Auditor's Office in 1990, held some other auditing as well as accounting positions throughout the years, and am currently the accountability internal audit manager at L&I. I have a husband and 3 wonderful kids. They mean the world to me. In 2008 I took a break from auditing and stayed home with our adopted son. When I decided I needed to go back to work I just couldn't muster the excitement to go back to audit so for 3 years I was a para-educator. Wow – that work absolutely filled every ounce of my soul! Though I very much enjoy auditing it just doesn't have the same impact on me. I would be honored to serve as RAIN's Budget and Finance Manager.







BUDGET & FINANCE MANAGER CANDIDATE

# SAUNDRA SCHAEFER

(SHE/HER & HE/HIM) DOL

Greetings! My name is Sandra, and I am a program specialist with the Department of Licensing, providing support to several boards and commissions.

I am passionate about DEIB+ and have been actively in this work for over a decade, including being a member of RAIN since its inception. In the past, I served as RAIN's Administrative Liaison, contributing to our very first charter, and collaboratively defining and shaping the roles we have on the leadership team today. I always look forward to new ways I can help RAIN thrive and continue doing what we came together to do: help Washington State create safe and inclusive workplaces where every LGBTQ+ employee can bring their full authentic self to work.

I would be honored to be chosen as your Finance & Budget Manager. I have extensive professional experience using Microsoft Excel, and years of working collaboratively with budget teams, both in the capacity of an operations manager in the private sector and as an administrative assistant here with the state. I believe I would be a good fit for this role



# **HONORING FILIPINO AND LATIN AMERICAN GENDER AND SEXUAL DIVERSITY**

by Nicoli Dominn (they/them), DSHS







In honor of Hispanic American Heritage Month and Filipino American History Month (as well as year-round), everyone is invited to learn about and honor the cultures represented by both communities. Hispanic-American and Filipino-American communities have varied histories and traditions influenced by their shared historical trauma of Spanish colonization, and at the same time by the unique cultures of their ethnic origins. Many people in these communities seek to reclaim their pre-colonial heritage while living in dominant Eurocentric US culture.

This article serves as a jumping off point for readers' personal learning about the basic ethnic terminology and unique pre-colonial and modern SOGIE (**S**exual **O**rientation, **G**ender **I**dentify, Gender **E**xpression) terminology of Filipino and Latin American cultures. The acronym SOGIE is used in lieu of 2SLGBTQIA+ throughout the article, as most of the terms and concepts represent broader and more fluid abstract concepts than those in Eurocentric theories. More terms not listed in the article can be found in the links and references.

*As a reminder, please remember to ask people which words they wish other people to use to describe them.* Individual feelings about these terms are strong and vary greatly from person to person. No one person represents an entire community.

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## ETHNIC & DEMOGRAPHIC TERMS

### Filipinx/Pilipinx

Gender-neutral variants of the terms 'Filipino/a' and 'Pilipino/a' referring to a person whose gender falls outside the male-female gender binary, and who has ethnic origins in the Philippine archipelago. 'Filipino/x/a' and 'Pilipino/x/a' are equivalent terms, but the latter use spelling honoring the original *baybayin* script of the Philippines, instead of government-imposed spelling. 'O' or 'X' suffixes may refer to a group of people, while 'O' and 'A' suffixes are gendered male and female when used to describe an individual.



### Hispanic

A government-imposed label referring to people in the United States who themselves, or whose ancestors, [come from a Spanish-speaking country or territory in the Americas](#).

### Indígenas (Spanish)

People of indigenous descent.

### Latinx/Latine

Gender-neutral variants of another government-imposed term, 'Latino,' which refers to [people in the United States who themselves, or their ancestors, come from Latin America](#) (which encompasses all [Romance language-speaking countries and territories in the Americas](#)). Some Latin Americans have adopted either the 'X' or 'E' suffix for themselves because their genders fall outside the male-female binary. 'O,' 'X,' or 'E' suffixes can refer to a group of people, while the 'O' and 'A' suffixes are gendered male and female when used to describe an individual.

### Pinoy/Pin@y/Pinay:

Terms referring to Filipino-Americans, according to their genders. The '@' represents people with genders outside of the male-female binary.

### **Other ethnic terminology:**

Many people in and from the Philippines prefer to identify their ethnicity according to their or their ancestors' islands of origin, and/or [indigenous terms for their identities](#), e.g. **Bangsamoro** and **Lumad**. Similarly, many who themselves, or their ancestors, come from Latin America, [may prefer to identify based on their countries or territories of ethnic origin](#), the name of their indigenous community, or other localized terminology, e.g. '**Chicano**' or '**Tejano**'.

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# SOGIE TERMS

## Babaeng baklâ (Tagalog, Cebuano)

A derivative of bakla, referring to women who are attracted to women.

## Babaylan (Visayan); Catalonan (multiple)

[Shamans in pre-colonial Filipino culture, who acted as priests, diviners, and healers](#). Babaylan or Catalonan were usually women but were sometimes people assigned male at birth who had conventionally feminine inclinations and crossed between genders. They were not referred to as *bakla*.

## Baklâ (Tagalog, Cebuano)

This term conflates effeminacy, [same-gender attraction between men](#), and/or dressing in the typical clothing of another gender. It cannot be confined to either sexuality or gender. However, it is not used for women who are attracted to women. Baklâ can be used both endearingly and as a slur. Equivalent terms are *bayot* (Cebuano) and *agî* (Hiligaynon).

## Bayog/Bayoguin (Tagalog); Asog (Hiligaynon)

People assigned male at birth who dressed in typical women’s clothing, married men, and assumed women’s activities, such as weaving and agriculture. People considered them to be another gender and viewed them as intermediaries between the spiritual and mundane.

## Mayate (Zapotec; Juchitán)

Cisgender men who have sexual relationships with *muxes*.

## Machi weye (Mapuche; Chile)

‘Co-gendered’ persons whose gender performance fluctuated between male and female. Evidence from pre-colonial times shows they were respected by their community and performed in ritual contexts.

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### **Muxe (Zapotec; Juchitán)**

Young cisgender men who identify with and whose families have [accepted](#) them into ‘female’ roles, such as family caregivers, and artists and artisans. *Muxes* may dress in clothing typically worn by men and women alike, depending on the person.<sup>4,5,8</sup> While modern perspectives place *muxes* somewhere in the SOGIE spectrum, elders say that [pre-colonial Zapotec language did not acknowledge gender](#).

### **Quariwarmi (Quechua; Andes)**

A hybrid gender both spiritually sanctioned and represented by the Incan deity [Chuqui Chinchay](#), patron of hybrid genders. *Quariwarmi* are cisgender men who may be castrated, and/or may wear clothing typically worn by women, and/or may conform to feminine linguistic practices. They may assume sexually passive and/or same-sex sexual roles.

### **Swardspeak**

A type of lingo used by urban Filipino gay men in the Philippines and Filipino-American communities. [The word swardspeak comes from sward, a Cebuano word](#) for a gay or effeminate man. *Swardspeak* borrows words from Tagalog, English, Spanish, and Japanese as well as incorporating pop culture reference, reimagining the symbolism of colonized language into fluid, subversive code. This lingo is also sometimes called ‘*Baklese*,’ a derivative of the term *bakla*.

### **Tida Wena (Warao; Venezuela)**

People who are neither men nor women, traditionally thought to contain two spirits. They often held the role of shaman.

### **Tomboi (Filipino)**

Transgender men and transmasculine persons.

*continued...*



### **Travesti (Spanish)**

People wearing clothes typically worn by people of another gender, but whose gender matches their gender assigned at birth. The consensus is that this term can refer to both practice and identity.

### **Transformista (Spanish)**

A drag performer who dresses in clothing typically worn by people of another gender, but whose gender matches their gender assigned at birth.

#### **REFERENCES:**

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RAIN  
MEMBER  
SPOTLIGHT  
**CRES PEREZ**

**(HE/HIM) DSHS**

Interview by Tyler Troutman (he/him)

**Cres! You have been a member of RAIN for how long now?**

Hi Tyler! Since 2016. Wow was that really 8 years ago?!

**What is your day job and how long have you worked there?**

I'm the Business Policy & Operations Analyst for the [Integrated Eligibility & Enrollment \(IE&E\) Modernization Program](#), under the oversight of the Washington State Health and Human Services (HHS) Coalition.

In this role, I collaborate with others to develop processes in support of new products that will streamline and improve access to services and programs for Washingtonians.

I started with DSHS in 2004 and joined IE&E January 2023.

**How did you find out about RAIN?**

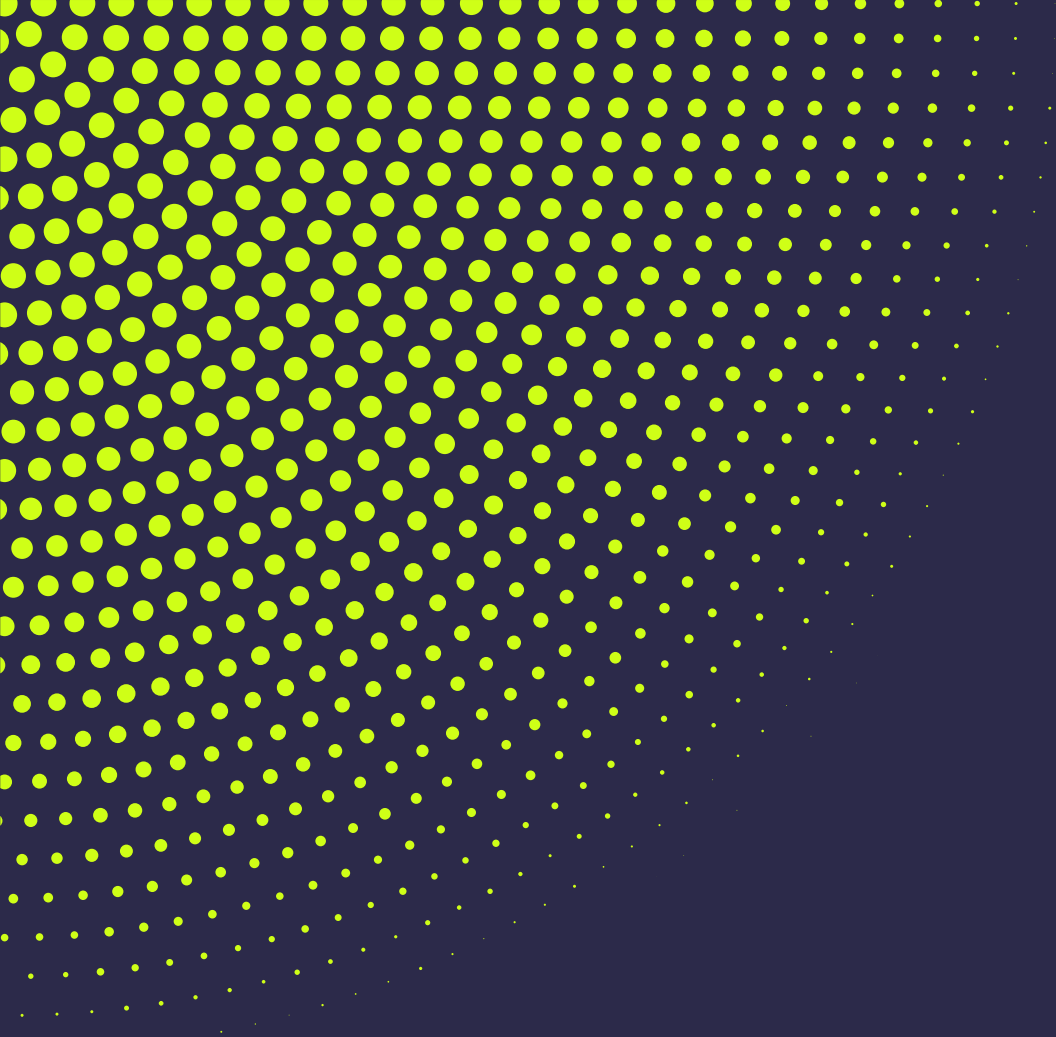
My journey with RAIN was unexpected. It began June 2016.

On June 12, the Pulse Nightclub massacre in Orlando occurred. In response, on June 23, Governor Inslee created [Directive 16-11: LGBTQ Inclusion and Safe Places Initiative](#).

And on June 26, I was the victim of a hate crime. More specifically, someone shouted homophobic slurs I had not heard since I was a child and then punched me in the face several times. During Seattle Pride. Thankfully, I was able to find safety in a nearby business with a Safe Place sticker (Big Mario's Pizza) until police arrived.

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Shortly after, a former colleague and my friend, Carrie, told me about RAIN. I attended as a member-at-large and then immediately joined the Safe Places Subcommittee. We were tasked with developing the original recommendation for the Governor's directive, which resulted in the Safe Place stickers on many public facing state agencies - including my own. Although my situation occurred outside of work, and the program is currently going through some changes, it meant a lot that my place of employment could potentially offer similar support to others that made me feel a little safer in my time of need.

**An active member for all these years, what about RAIN brings you back to each meeting?**

If I'm being honest, I've said to myself several times "I wish I knew how to quit you" but still haven't been able to find a good reason not to stay connected. I'm thankful for the friendships I've made over the years. I'm grateful for the inclusive and supportive environment RAIN provides. I love hearing new members share their stories as new state employees finding their way to us. Even though I don't have as much time as I'd like for everything we do, I look forward to anytime I can contribute.

**Some members may know, some may not, that you design and publish our quarterly newsletter. Every edition is distributed to thousands of viewers and is highly regarded among state government and our partners. What drives you to create such beautiful newsletters for our members?**

First, thank you.

Secondly, gosh. It boggles my mind just how many people get our newsletter. It also terrifies me a little. And since I'm apparently in my vulnerability era for this interview, to start, I'd have to say it's a mixture of proving something to myself, expectation, and a strong need for acceptance. I think a lot of LGBTQ+ people and people of color can relate. If you've survived a life of others hating things about you that you can't change, sometimes you gravitate towards other things to distract or compensate. My involvement with the newsletter was born out of a lack of resources. RAIN was new and the original members were carrying all the weight. I had recently created a work-related newsletter at the time, so offered my support. And then it just grew and evolved. As much as I put in to creating it, I get as much or even more out of it back to me. That's ultimately what drives me. It really is my queer joy.

**Where does your skill and ability stem from? Where did you gain your interest in graphic design?**

As a child, I remember always being "creative" in some way. Coloring things, making things, arranging things. So. Many. Collages.

And for some bizarre reason, I spent some time in a "Gifted and Talented" program (*shout out to all my anxious and stressed out elder-millennial siblings who still pursue an unhealthy level of perfectionism!*). But more importantly, I think it was my Navajo grandmother who embraced my creativity, supported my interests, and allowed me to occupy spaces without question or judgement. Also, thank the goodness for my three older sisters who surrounded me with beauty. They introduced me to 80's pop culture, fashion magazines, and music.

In high school, I was heavily involved in journalism, which accelerated my interest in photography and design. Who knew school newspapers and yearbooks would be so foreshadowing?

**Do you create other art as well? If yes, what kind? (pics?)**

I had a jewelry making phase and a big photography phase. If you work in the DSHS Chehalis CSO, you might still see some of my photos hung up between the supervisor offices. Other than that - *and I'm not sure it's considered art* - but lately I've had fun making dioramas for special interests or occasions. Super silly and dumb, but I love it. Glue guns really are the best invention ever!

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Recently, I created the “prize” for the most creative costume (possibly fictional sport and/or country) for a friend’s Olympic Opening Ceremony themed party. In case you’re wondering, the ‘lesbian gymnast from the land of large croissant’ ended up going to the ‘gay ribbon dancers from Madagascar’.

### **What else do you enjoy doing in your free time?**

Honestly, I’m not great right now with finding a good balance between work and personal life. So, give me a lazy day to disassociate, and I’m happy as a clam. I enjoy a self-care weekend which usually consists of pedicures and brunch. And I really love to travel, but with a super senior cat (somehow, he’s almost 21 years old!), in order for me to get away, that requires pretty amazing friends to help take care of him.

### **Are there any tv or book series you’re enjoying this summer?**

I recently started reading ‘Recoding America: Why Government is Failing in the Digital Age and How We Can Do Better’ (Jennifer Pahlka). It’s definitely work related, but I’m enjoying the inspiration.

As for tv: ‘Last Week Tonight’ (John Oliver, HBO) is always a hit. I’ve also enjoyed ‘Sunny’ (Rashida Jones, Apple TV), and when all else fails – whatever season(s) of Drag Race is on.

### **Any travel plans before the end of 2024?**

I was just in Paris with friends this past June. It was amazing, but my introvert self is still exhausted. Other than weekend trips within the state, I’m sticking pretty close to home.

### **What is one thing you would like our readers to know about you?**

ONE thing?! I don’t think you realize how difficult choosing ONE thing is for an overthinker like me!

Hmmm...I guess for our readers to know that I really do appreciate everyone who champions my efforts or shares kind words about the newsletter.

I put a lot of thought, care, and intention into creating something that will make you proud and am honored to have your support.





Love Is Love.

THE RAINBOW ALLIANCE AND  
INCLUSION NETWORK (RAIN) IS AN

**LGBTQ+ & ALLY  
BUSINESS RESOURCE GROUP**

QUESTIONS OR FEEDBACK

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