



RAIN Annual Report:

It is hard to believe that RAIN has been operating for nearly three years now. Where did all that time go? As we approach the three-year mark, it is important that we take a moment to reflect on the progress made this year.

Achievements:

During this year, RAIN has achieved the following:

- The Safe Places program officially launched on September 1 at the City of Tumwater and the Capitol Campus.
- Tabled at multiple events such as the 2019 state Lean Conference, Public Service Recognition Week, Saying It Out Loud Conference, and Capitol City Pride.
- Roughly 30 RAIN members and their families marched in Capitol City Pride.
- Organized the Pride flag raising ceremony.
- Invited community speakers to present at general membership meetings. Notable speakers include Judge Whitener, Representative Doglio, and many more.
- Participated in panels at state agencies on issues related to gender identity.

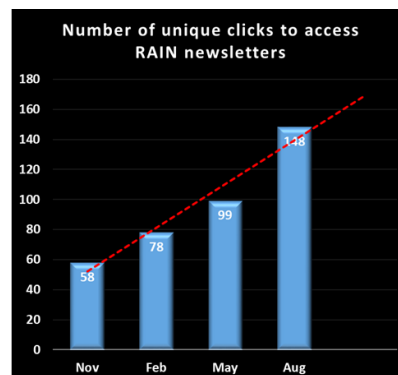


Member Engagement Analytics

Here are some key indicators:

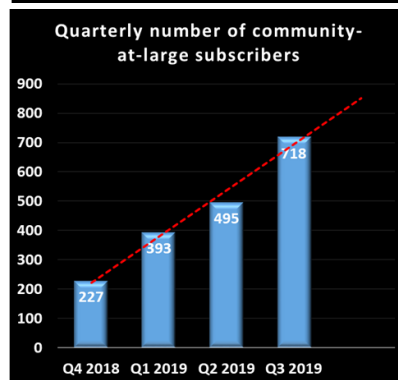
Newsletters:

According to GovDelivery analytics, there has been consistent growth in the number of unique clicks to access RAIN's newsletters. Initially, during the fourth quarter of 2018, 58 unique clicks accessed the November 2018 newsletter. Currently, 148 unique clicks have open the August 2019 newsletter. Overall, growth has averaged 37% for each subsequent quarter.



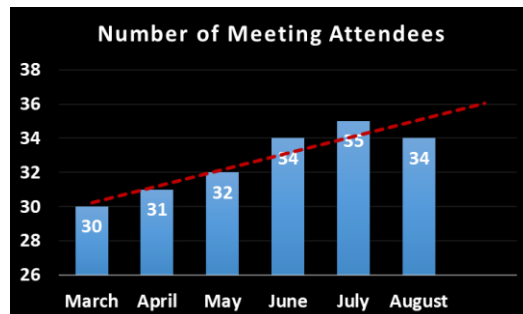
Number of RAIN subscribers:

RAIN has consistently increased its community-at-large GovDelivery subscribers consistently over the past four quarters. RAIN initially started the fourth quarter of 2018 with a base of 227 subscribers. Since then, the amount of subscribers have increased to 718 in Quarter 3 of 2019. Overall, quarterly growth has averaged 37%.



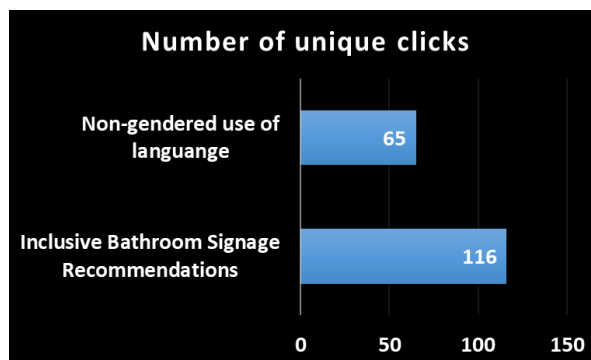
Meeting Attendance:

RAIN first started tracking meeting attendance in March 2019. According to our records, meeting attendance has averaged around 33 people. July was our most attended meeting with 35 attendees. Except for a small dip in August, meeting attendance growth has been consistent.



Policy Development:

RAIN has worked with OFM to develop two policies, one on the use of non-gendered language and the other on inclusive bathroom signage. RAIN promoted the policies by notifying its community-at-large of the policies developed in collaboration with OFM. GovDelivery analytics show each policy receiving 65 and 116 unique clicks respectively.



In addition, on September 1, the Safe Place program rolled out to state agencies located at the capitol campus and the City of Tumwater. This brings the total number to six police jurisdictions piloting the program. At the capitol campus alone, 30 agencies are participating in Safe Places Program.

WSDOT	DOL	ATG	DSB	WSP	OFM
TRE	JLARC	LEAP	LEGTECH	ESD	DCYF
DES	WATECH	DSHS	AGR	DNR	DFW
RCO	OSPI	DFI	DOH/DSHS	SOS	COM
LNI	PARKS	DVA	ATG	LOTTERY	DSHS

Conclusion

Although RAIN has accomplished a lot since it first began, we are not finished yet. Among our top ongoing goals is to reach state employees east of the Cascades. RAIN's Best Practices Subcommittee will continue to roll out new policy recommendations to support LGBTQ+ state employees. RAIN exists to help Washington State create safe and inclusive workplaces where every LGBTQ+ employee can bring their full authentic self to work, enabling them to do their best work every day for the people of Washington. We are only getting started.