



# WASHINGTON IMMIGRANT NETWORK

*WIN membership is open to all current and former Washington State Employees*

[washingtonimmigrantnetwork.org](http://washingtonimmigrantnetwork.org)

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## Why Do You Need a Mentor?



Research says a good mentor inspires, motivates, stretches, connects, and helps develop your Emotional Intelligence. They also open your mind to your potential and opportunities. A good mentor can also provide a safe space to learn, experiment, and ask questions.

Washington Immigrant Network Business Resource Group Mentoring Program's goal is to retain and support immigrant state employees in an inclusive environment that helps them thrive and advance their careers, as well as recruit new employees from the immigrant community. The program establishes and facilitates direct, trusting relationships between volunteer mentors and their assigned mentees. Please take a look at our [Mentee-Mentor Partnership Roadmap](#).

## How to Connect with a Mentor

For current or prospective state employees, visit [Meet our Mentors](#). We have mentors from several state agencies from various ethnic backgrounds with varied expertise and experiences, including multilingual. After reviewing the mentor's profiles, submit your mentoring request [here](#).

## Questions?

Please reach out to Joanne Lee, Past Chair & Mentoring Program Administrator at Washington Immigrant Network, at [joanne.lee@des.wa.gov](mailto:joanne.lee@des.wa.gov).

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## My Immigrant Story



## Do you have a story to share?

You can submit your immigrant story by visiting:  
[WIN's Immigrant Stories page.](#)

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## Seeking WIN Membership Outreach Chair

The Membership Outreach Subcommittee oversees and manages WIN BRG outreach efforts through various agencies and communities. The team is responsible for coordinating outreach events and oversees all immigrant and allies' membership outreach and retention.

**If interested please contact:**

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

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## Watch the recorded conversation with Dr. Cornel West



## Special guests include:

**DSHS Secretary, Jilma Meneses**

**Office of Deaf & Hard of Hearing Director, Earnest Covington III**

**Washington State of Equity Director,  
Dr. Karen A. Johnson**

[Watch Video \(57 mins\)](#)

[Learn more about Dr. West and his work here.](#)

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## Equal Employment Opportunity Commission (EEOC) seeks public input on 2022-26 Strategic Plan

The U.S. Equal Employment Opportunity Commission (EEOC) has released for public comment a draft of its Strategic Plan for Fiscal Years 2022-2026, the agency announced today. The draft plan can be found at [Regulations.gov](https://www.regulations.gov/document/EEOC-2022-0004-0001) (<https://www.regulations.gov/document/EEOC-2022-0004-0001>). Comments must be submitted by **December 5, 2022**. This draft plan is still under review and subject to approval by the full Commission before becoming final.

Go to [www.eeoc.gov](http://www.eeoc.gov) to learn more.



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## Latina Pay Equity and Health Disparities Lunch and Learn Presentation

[Watch video \(54 minutes\)](#)

[View presentation slide show](#)

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## UPCOMING EVENTS

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### **WIN General Membership Meeting (Zoom)**

**Tuesday, December 6, 2022**

**12:00 PM 1:00 PM**

**General Membership** is open to all current Washington State employees, including full-time, part-time, hourly, and salaried employees who are committed to supporting and advancing the mission of WIN.

[Click to join Zoom Meeting](#)

Meeting ID: 867 8744 7524  
Passcode: 312248



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### **Attention HR Practitioners, Recruiters, Hiring Managers**

**Be sure to attend OFM's next Lunch and Learn session on**  
How state agencies can utilize and participate in the Supported Employment in State Government (SESG) Program.

**December 7, 2022 Noon-1pm**

The Supported Employment in State Government (SESG) Program, RCW 41.04, was adopted by the Legislature in 1999 and provides paid competitive employment opportunities for individuals with developmental and other significant disabilities in integrated work settings. SESG is employment with

customary salary and benefits, for individuals who need support over time, on or off the job, to maintain job performance.

[Register in advance for this meeting](#)

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## Learn about the legislature!

**Tuesday, December 20 at 11am**

Understanding how our state's legislature works can seem intimidating. It's filled with complex terms and processes that can make anyone's head spin!

ICSEW is hosting a **free legislative training** with the Legislative Information Center at **11 a.m. Tues. Dec. 20**. They'll explain how the legislature works in simple terms to help you know what's going on during session.

### How to Attend

No registration required. Simply click [here](#) when the training starts.

[Read more about the event.](#)



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## Get Involved with a BRG

## WASHINGTON STATE BUSINESS RESOURCE GROUPS



[Statewide business resource groups \(BRGs\)](#) bring together groups of employees and their allies who have a common interest or characteristic. All BRGs have a charter, mission, goals and bylaws and contribute to an overall statewide business strategy. BRG members bring their unique knowledge and perspectives, making them an asset to state business needs, such as recruitment and retention. ([OFM.wa.gov/BRGs](http://OFM.wa.gov/BRGs))

[See Business Resource Group Events Calendar](#)

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## FOLLOW WIN:



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**WASHINGTON**  
IMMIGRANT NETWORK

## WHO WE ARE:

Support the professional development of immigrant state employees.  
Recommend strategies to advance recruitment, retention, career progression and leadership development.  
Educate state agencies on the experience, skills and knowledge of immigrants and the value of a diverse workforce.

## WHAT WE DO:

Provide a support structure, educational resources and leadership assistance for immigrant state employees.  
Encourage immigrants to consider the state as an employer of choice through inter-agency and external outreach activities.  
Serve as a resource for the Office of Financial Management, State Human Resources division and state agencies in creating and sustaining a diverse and inclusive workforce.

[BRG Participation Policy FAQ](#)

## ***Find us on Youtube.com!***

Meet the Washington Immigrant Network [Leadership Team](#) and some of our wonderful [members and volunteers](#).



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