



# WASHINGTON IMMIGRANT NETWORK

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

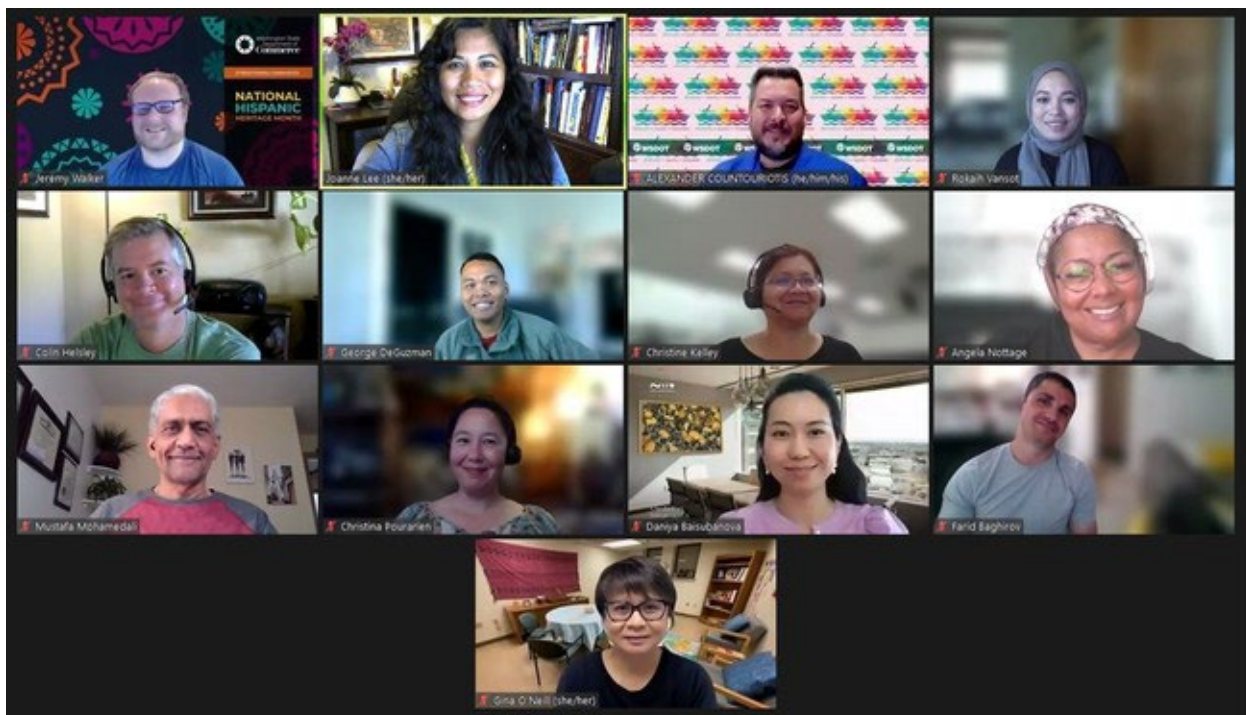
[washingtonimmigrantnetwork.org](http://washingtonimmigrantnetwork.org)

## Joanne Lee takes on role as WIN's new Mentoring Program Administrator

WIN's past chair, Joanne Lee has taken on a new role as WIN's new Mentoring Program Administrator, where she will be recruiting new mentors throughout state government and pairing them with those who are seeking mentors. Joanne has already hosted two mentor Q&A sessions this month and she continues to build upon WIN's mentorship community. [Learn more about the WIN's Mentorship program.](#)

[Register to Become a Mentor](#) | [Register to Become a Mentee](#)

*Photo taken from WIN's How to Become Mentor Q&A Session- 9/8/22*



*Photo taken from WIN's "How to Become Mentor Q&A Session" Screen shot of WIN's active mentors taken 9/8/22. From top left to right: Jeremy Walker, Joanne Lee, Alex Countouriotis, Rokaih Vansot, Colin Helsley, George DeGuzman, Christine Kelley, Angela Nottage, Mustafa Mohamedali, Christine Pourarien, Daniya Baisubanova, Farid Baghirov, and Gina O'Neill.*

\* Also read Joanne Lee and Kim Saur's article: [Mentorship Programs Fill Gaps in Succession Planning Strategies.](#)

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## **Seeking volunteers to chair the following WIN subcommittees:**

### **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.

### **Professional Development Chair**

The Professional Development Subcommittee provides tools and resources for WIN BRG members to grow professionally through training, webinars, conferences, books, articles, and mentorship. The Professional Development Subcommittee strives to serve WIN's members through accessible conference programming to help them grow.

**If you are interested in volunteering to serve on a subcommittee, please contact:**

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

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## UPCOMING EVENTS

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# ICSEW

## *General Membership Meeting*

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### **ICSEW September 2022 General Meeting**

**September 20, 2022 8:30 to Noon**

**Guest speakers:**

Chief Administrative Law Judge Lorraine Lee and Legal Administrative Manager Connie Becker will bring us some understanding about the change process and provide us some information and tools to help you be more receptive and adaptable to change.

**How to Register:**

Please visit our [meetings page](#) to register. Once you are registered, you will receive an email confirmation with instructions on how to join the meeting. Our [meetings page](#) also has a copy of our current meeting agenda.

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### **“Lenguaje and Latinidad” lunch and learn with LLN**

**Thursday, September 22, 2022**

**12:00 PM – 1:00 PM**



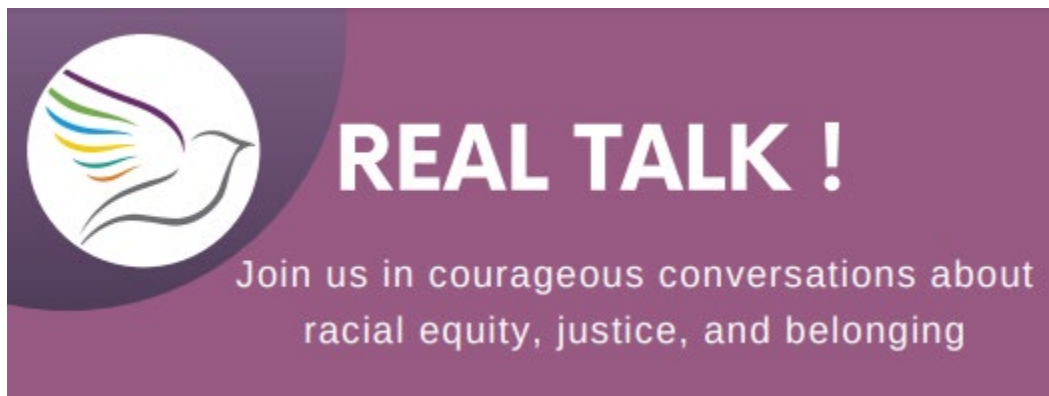
Celebrate Hispanic Heritage Month with the [Latino Leadership Network \(LLN\)](#), September 15 through October 15.

Join LLN members on September 22 for a discussion about the different borders of Latin America and the multitude of languages spoken across the Americas. Listen to participants' relationships with language and share yours, if comfortable.

[Click to Register](#)

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## The Office of Equity Presents:



### Who Belongs? Disability Justice

**Regular Session** Sept. 28, 2022- 11am to 12pm

[Click to receive an Outlook invitation](#)

**Post Talk Session** Sept. 28, 2022 -12pm to 12:30pm

[Click to receive an Outlook invitation](#)

[The Office of Equity](#) invites you to join the next Real Talk! session “*Who Belongs? Disability Justice*” on September 28 from 11 a.m. to noon. An interactive Post Talk session will follow from 12 to 12:30 p.m.

Real Talk! is centered in belonging. We will unpack truth, reconcile the past, learn from one another, connect, and together, experience healing from harm. We invite you to lean in, be curious, and engage in

honest dialogue about racial equity, justice, and belonging to co-create a state government system that works for everyone. This is the moment and place to have real talk to truly transform our agencies into places where real people experience equity, justice, and belonging every day, now and for generations to come.

Learn more about [Real Talk!](#)

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## General Membership Meeting (Zoom)

Tuesday, October 4, 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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## [JOB SEARCH & CAREER BUILDING EVENTS](#)

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# Charting Your Career Path

Thursday, September 22nd 4:00-6:00pm

Dear Leaders and Friends of Asian Pacific Islanders Coalition  
South Puget Sound (APIC SPS):

We are organizing and hosting another community event for all, and we would like to invite you to join us! You can network with each other and cultivate more career seeking skills to select a meaningful career path. The **Charting your Career Path** event will be held on **September 22, between 4 and 6pm**. We have invited public and private sector leaders and career professionals to join this event as our speakers and facilitators! Please see flyers for more information.

The virtual event is **free** and **open to all**. Space is limited, so please register soon using the [link](#) here. Registration will be closed at noon on Sept. 22. Please share the flyer and the news with your network and all who may be interested!

Thanks to all of our planning committee members and our co-sponsors Washington Immigrant Network, Community Foundation of South Puget Sound, Empowering Next Generation, South Sound YMCA, and Window Seat Media!

Please join us! We love to see you there!

[Register Here](#)

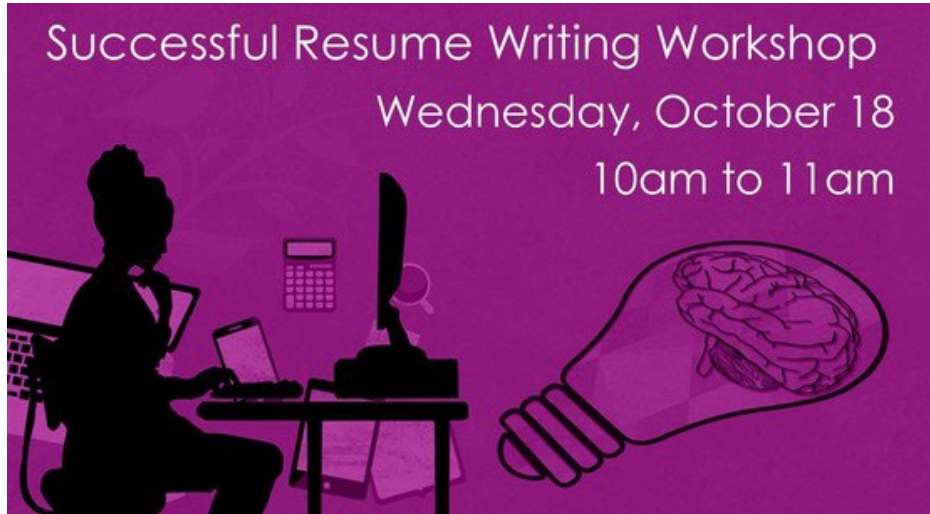
The flyer is a purple rectangular graphic. At the top, it reads 'Charting Your Career Path' in white, followed by 'Thursday, September 22nd 4:00-6:00pm'. Below this, it says 'Register by scanning the QR code or go to [bit.ly/3TTd36L](https://bit.ly/3TTd36L)'. A QR code is located in the top right corner. The flyer features six speaker portraits arranged in two rows of three. Each portrait is accompanied by the speaker's name, title, and organization, along with a brief description of their topic. The speakers are: Christina Pourarian (Chair, Washington Immigrant Network), Alice Fong (CEO, Center for Ethical Leadership), Alana Bradshaw (HR Director, South Sound YMCA), Dora Yin (Senior Director, Breakthrough Services Professionalism), Sanyu Tushabe (Recruiter, Washington State Employment Security Department), and George DeGuzman (HR Analyst, Outreach Coordinator, Office of Financial Management).

Speaker	Title	Organization	Topic
Christina Pourarian	Chair, Washington Immigrant Network	Washington Immigrant Network	How to Transition into a Different Career Path
Alice Fong	CEO, Center for Ethical Leadership	Center for Ethical Leadership	Leadership Development
Alana Bradshaw	HR Director, South Sound YMCA	South Sound YMCA	Resume & Interviews for Success
Dora Yin	Senior Director, Breakthrough Services Professionalism	Breakthrough Services Professionalism	Professionalism
Sanyu Tushabe	Recruiter, Washington State Employment Security Department	Washington State Employment Security Department	Private Sector Job Seeking
George DeGuzman	HR Analyst, Outreach Coordinator, Office of Financial Management	Office of Financial Management	Private Sector Job Seeking

# Successful Resume Writing Workshop

## October 18, 2022 - 10 am to 11 am

Presenter: Aminta Spencer DOR



[Register Here](#)

Find more job search resources at [WIN's Career Development](#) page.

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## Get Involved with a BRG

## WASHINGTON STATE BUSINESS RESOURCE GROUPS



Join the [Statewide Business Resource Group](#) [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](#)



### 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](#)

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

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



## **Click to Follow WIN:**



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