



ANNUAL REPORT

2020-21

September 1, 2021



Letter from the Chair

Dear WIN families and friends,



It feels like it was just a few days ago that I was sharing my excitement with you as WIN's newly elected chair - sharing an enthusiastic vision and plans for the year. Now, as my tenure comes to a close, it is time to wrap things up and reflect on our past 12 months. Time flies when you're having fun! In short, this past year made me a firm believer that every cloud has a silver lining. Together, we faced adversity on multiple fronts including a devastating pandemic, high incidents of racial violence, and multiple social and economic crises. For the more positive side, we also adjusted to a new type of isolation brought on by telework and virtual meeting technologies. At both the agency level and statewide, we witnessed increased interest and awareness in Diversity, Equity, and Inclusion (DEI). Operational best practices have been rewritten through a DEI lens.

During these major changes, we stayed connected, supported one another, and survived the year stronger than ever. Just like Nietzsche's famous quote "That which does not kill us makes us stronger." Experiencing our shared adversities together made us stronger. I would like to express my sincere appreciation to the friends and allies of WIN and to its leadership team for their tireless dedication and commitment.

I am proud of what we were able to accomplish together and confidently present WIN's Annual Report. Just like many things in life, it's all about the journey. Our journey consisted of living in the present and sharing moments of joy as we worked together on WIN's many projects. We helped each other to be successful by sharing our insights and wisdom. We contributed our best talents and strengths. We invested our time and effort. Through one collective voice, we shared our stories and made our presence known in the communities we represent. We worked hard, often sacrificing our personal time during evenings and weekends, but it was all worth it. In the end, I am so proud of our time together. All the learning and growth we obtained is worth far more than what we put in.

I was happy to see many of us roll up our sleeves and take advantage of the professional and personal growth opportunities that WIN had to offer. I, for example, gained tremendous leadership skills by working with the diverse talents and interests of our members. My network of connections has increased ten-fold and I have gained many friends across several agencies. I also witnessed growth in many of you as you actively assumed new roles and responsibilities. This is one of the biggest advantages of being in the Business Resource Group. Not only will you gain a network of support and allies, but you can also gain many skills and responsibilities that you cannot get from just your day job.

I am full of gratitude. Your energy and valuable contributions made our year together so meaningful. You have inspired all of us with your courageous immigrant stories, by presenting helpful career development workshops, and by keeping us informed with the latest updates and trends. You helped make our Social Hours successful, made it possible to have Governor Inslee address our immigrant communities, and you heard from community leaders like Ron Chew. We published a Diversity Cookbook! Employees from numerous state agencies contributed over 90 food recipes from all over the globe. WIN hosted a virtual gathering in solidarity with Asian communities amid a nation facing hate and violence. WIN also provided intervention workshops to nearly 1,300 people. Our leadership team was simply phenomenal, and I was more than honored to coordinate these efforts and serve as Chair for these past 12 months. To all WIN members and our treasured allies - thank you for a fantastic year! I would like to call for your continued support and involvement with WIN. Do not forget that **We Are Stronger Together**. Here's to another fantastic year!



Kim Sauer, Chair
Washington Immigrant Network

Introduction

History

The Washington Immigrant Network (WIN) started as an initiative by Lorraine Lee, Chief Administrative Law Judge of the Office of Administrative Hearings (OAH), which serves as the sponsoring agency. Judge Lee convened meetings to organize WIN in early 2017, inviting state workers interested in forming a Business Resource Group (BRG) for immigrant state workers.

WIN officially began on June 8, 2018, with a kickoff event at the Governor’s Mansion. For the inaugural year, Christine Stalie served as chair, Nam Nguyen served as co-chair, and Kim Sauer served as secretary.

For more info on our leadership team for 2020-2021, see the video below:



Find us on Youtube.com!

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

Purpose

WIN is a Business Resource Group for Washington State's employees, the fourth such BRG, with a mission to:

Expand opportunities for immigrants who are current and future employees within the Washington state government. Serve as a resource for all immigrants who are state employees to connect, share, and educate each other and Washington state agencies on the skills, expertise, and cultural value of a diverse workforce.

WIN's general goals are to:

- Retain and support immigrant state employees by providing a support structure, education, career progression, and leadership development assistance.
- Recruit immigrants to state service through outreach and educational activities.
- Serve as a resource for Office of Financial Management (OFM) State Human Resources and state agencies in creating and sustaining a diverse and inclusive workforce

An immigrant here is defined as a person born in a foreign country or a person who has a foreign-born parent.

Leadership, Committees and Membership

Executive Leadership

Chair: Kim Sauer

Vice-Chair: Joanne Lee

Secretary: Yvonne Moore

Executive Sponsor: Lorraine Lee

Inaugural Chair: Christine Stalie

Immediate Past Chair: Nam Nguyen

Social Media Communications Volunteer: Julie Campos

Newsletter Volunteer: Colin Helsley

Intern: Michael Nepomuceno

Subcommittees

Advocacy Subcommittee

Subcommittee Chair: Lolo Arevalo

Subcommittee Co-Chair: Manyi Xiao

Purpose: Advocates for Washington Immigrant Network members. WIN BRG is committed to participating in progressive conversations about immigrant communities and their importance to the state. Advocate for policies, laws, and engage with legislators and other leaders on immigrant issues.

Professional Development Subcommittee

Subcommittee Chair: Alejandro Sanchez

Subcommittee Co-Chair: Allison Spector

Purpose: 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.

Recruitment Subcommittee

Subcommittee Chair: Anupama Rao

Subcommittee Co-Chair: Amel Alsalman

Purpose: 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

Executive Summary

Key Accomplishments

- Leadership Retreat (December 2020)
- Asian-American Solidarity Meetings (March 2021)
- We Are Not Silent, Bystander Intervention Training (April 2021)
- WorkEx Internship (May 2021)
- Immigrant Heritage Month (June 2021)
- Cultural Cookbook (June 2021)

Events and Activities

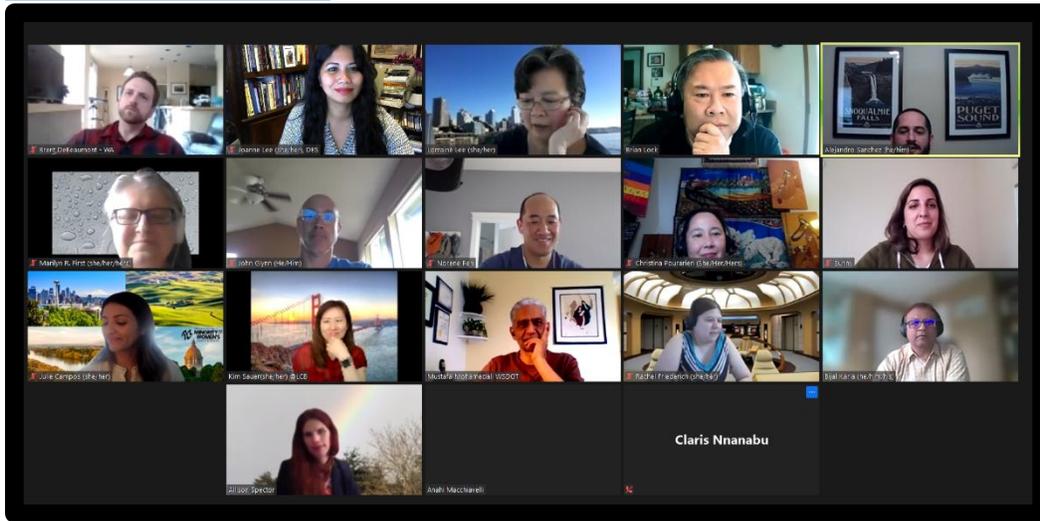


Meetings and Agendas

Month	Event
August 3rd, 2020	Leadership Retreat
August 4th, 2020	General Membership Meeting <ul style="list-style-type: none"> • Introduction of New Leadership, the vision of 2020-21
September 8 th , 2020	General Membership Meeting <ul style="list-style-type: none"> • Personal Immigrant Story – Yelena Kazatskaya
September 29, 2020	BRG presentation at Commerce-BRG Panel Discussion
October 6 th , 2020	General Membership Meeting <ul style="list-style-type: none"> • Agency Spotlight – WSP – Amel Alsalman • Career Development Workshop
October 29 th , 2020	Social Hour <ul style="list-style-type: none"> • Networking Event
November 3 rd , 2020	General Membership Meeting <ul style="list-style-type: none"> • Personal Immigrant Story – Manyi Xiao • Washington State’s 10-Year Plan to reduce Poverty and Inequality – Megan Matthews <p>YouTube Video production for Leadership and Members</p>

December 2020	No Monthly Meeting – Seasonal Greetings from Chair
January 5 th , 2021	General Membership Meeting <ul style="list-style-type: none"> • The beauty of Chinese Language - Lin Crowley • Career Development Workshops • Recruitment/Retention Committee
January 6, 2021	OFM Presentation-Why is it good practice to hire immigrants?
January 20, 2021	BRG presentation-SAO, Diversity Staff/Team Meeting Presentation
January 28 th , 2021	Social Hour <ul style="list-style-type: none"> • Introductions and Networking
February 2 nd , 2021	General Membership Meeting <ul style="list-style-type: none"> • Personal Immigrant Story Gwen Willis
February 16, 2021	LCB-WIN presentation with Lorraine Lee, our executive sponsor
March 2 nd , 2021	General Membership Meeting <ul style="list-style-type: none"> • Guest Speaker: EAP Director, Darrow Brown • Decolonizing Self-Care for the Hispanic/Latinx Community
March 10, 2021	BRG presentation at DES
March 22, 2021	Message from the Chair regarding solidarity to Asian Community.
March 26, 2021	Gathering in Solidarity for Asian Community with EAP
March 27, 2021	Sponsoring Race and Civic Engagement-APIC-SPS
April 6 th , 2021	General Membership Meeting <ul style="list-style-type: none"> • Personal Immigrant Story – Xinyu Wang
April 29 th , 2021	Social Hour <ul style="list-style-type: none"> • Networking and Outreach
May 4 th , 2021	General Membership Meeting <ul style="list-style-type: none"> • DEI Basic Required Training – Larry Delgado
May 21, 2021	Sponsoring Roots and Belonging - APIC-SPS
June 8 th , 2021	Immigrant Heritage Celebration: Immigrant Stories are American History <ul style="list-style-type: none"> • Guest Speaker: Governor Jay Inslee • Personal Immigrant Story – Ron Chew • Immigrant History – Michael Nepomuceno
July 4 th , 2021	General Membership Meeting <ul style="list-style-type: none"> • Personal Immigrant Story – Kim Sauer • Introduction of the election for Vice-chair position
July 31, 2021	Seattle ethnic community history tour

Monthly Meetings



In 2020-21, WIN held 10 monthly meetings from August 2020 to July 2021. Due to the COVID-19 pandemic, WIN met online via Zoom or Microsoft Teams for all of its meetings. Meetings typically lasted an hour-long on the first Tuesday of the month.

WIN has an email circulation list with over 250 contacts who have participated in WIN meetings over the years. Of this, approximately 30 to 40 regularly attend monthly meetings consistently. From August 2020 to July 2021, we held virtual meetings only.

Social Hours-Networking Meetings



Over the fiscal year 2020-2021, WIN hosted four Social Hour/Networking Meetings to help better connect its members. These meetings changed in structure and topic but generally centered around enabling the WIN community in organizing themselves to be better suited towards success in the process of state government or connecting with one another.

Special Project-Diversity Cookbook

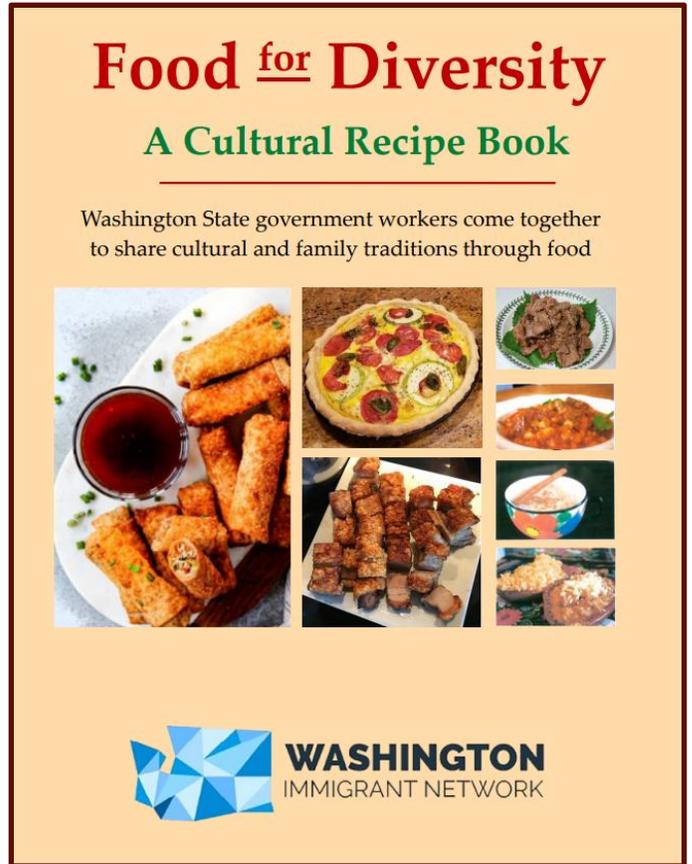
A special project for 2020-2021 was to develop a cultural book and the project was to celebrate the value of diversity and to engage and connect with Washington state employees and allies by sharing food recipes from all over the world, as well as traditions and cultures. The project received excellent participation from across state agencies, from large ones like DSHS and Department of Transportation to smaller agencies and commissions and school districts. Outreach for the project also included the state's SmartHealth wellness portal, which incentivizes employees to earn points when they make healthy and positive life choices.

Ultimately we received more than 100 recipe submissions and published 80 recipes. To respect copyright laws, we did not accept recipes or photos that were published on internet websites. People also shared photos, and fun and touching stories about what their recipes meant to their families and their culture.

The diversity of meals received was impressive, allowing the cookbook to include recipes from Africa, the Americas, Asia, the Caribbean, and Europe.

Once we received the recipe submissions, we had a very talented cross-agency team assist us with reviewing each recipe to check for missing information and to make the recipes consistent for our readers.

Volunteers on the team were Victor Andino, Alexander Countouriotos, Diana Deshaye, Alissa Julius, Moonsuk Kim, Sean Lee, Gwen Willis, Daisye Orr, and Kim Sauer.



[Solidarity against attacks against the Asian-American community](#)

We Are Not Silent: Bystander Intervention

A call to Action to Stop Hate and Bias against Asian Communities

Hate crimes and discrimination against Asian communities are on the rise across the US and the world. In this 60-minute webinar, we'll learn how you can intervene effectively as a bystander. This presentation will discuss the disrespect that Asian communities face right now from microaggressions to violence. This interactive presentation will walk through five strategies for intervention: distract, delegate, document, delay, and direct; and how to prioritize your safety while intervening.

In the wake of the numerous attacks on Asian-American residents across the country, WIN hosted a series of courses discussing strategies of solidarity amongst Washington's immigrant communities and a separate succession of courses discussing bystander intervention. The online classes took place during March and April 2021, led by Joanne Lee. These efforts solidify the unified stance WIN maintains in supporting our immigrant members against the fear of violence and discrimination.

[Immigrant Celebration – June 2021](#)



On June 8th, 2021, to celebrate Immigrant Heritage, WIN hosted its own Immigrant Celebration Event, titled "Immigrant History is American History". The speakers in attendance included Governor Jay Inslee, who spoke about his efforts to instill a legacy of support for diversity during his term as governor, and Mr. Ron Chew, who spoke about Asian-American

history local to Seattle and his family's own history. Lastly, WIN also presented the long-awaited Diversity Cookbook and several awards to the volunteers who had added significant contributions to WIN's success over the past year.

[Ron Chew's Seattle History Tour](#)

On July 31, a group of WIN members enjoyed the personal tour by Mr. Ron Chew learning about the histories of the Seattle ethnic communities. Mr. Chew is an activist, community organizer, and author of several books including *My Unforgotten Seattle*, and the guest speaker of this year's Immigrant Heritage Month celebration event. Some of the memorable impressions shared by the participants include

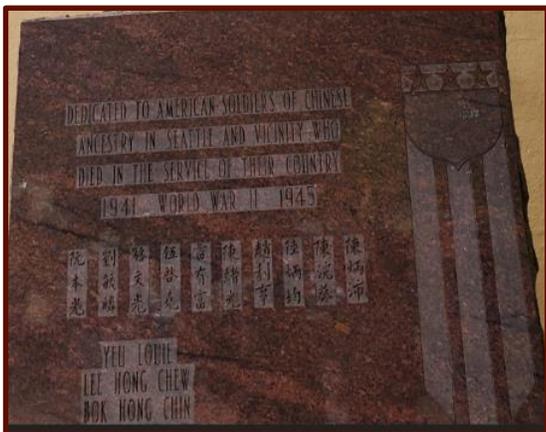
"Ron Chew's tour of the Seattle Chinatown/International District was very special and enlightening. Though I have shopped and dined there for many years, I learned that its rich history included not just Asian-American groups but African-Americans and others who lived, labored, struggled, and triumphed there."



"I think the most impactful for me was Canton Alley and Donnie Chin. I remember the media coverage of the shooting and thinking about what a tragedy and senseless murder was. I did not know exactly where it had happened. Walking down the alley, seeing the beautiful tribute to his life is something I will not forget. For me, it brought a community connection like none I have ever experienced.

Seeing the bronzed art and beautiful tribute helped me better understand what an amazing human being he was and how impactful his loss was. It was the most moving part of the tour for me."

"The most memorable story that Ron talked about to me was how many different ethnic backgrounds came to Seattle back in the early 1900s to do whatever it takes and work 12 hour days, six-day a week so that they can survive"



"At the Hing Hay Park, seeing the names of those 10 Chinese immigrants in a granite memorial who gave their lives fighting for this country during WWII reminded me of the contribution they have made for this country. The sacrifices of the Chinese American soldiers paved the way for repeal of the Chinese Exclusion Act."

"It is our responsibility to capture and ensure our collective history for generations to come. We cannot

rely on public schools to provide this rich local history. Thank you, Ron, for sharing your wisdom and impactful stories about our local immigrant community, as well as your and others' continued efforts to capture and document lived experiences! May we not forget where we came from and/or the history, lest we relive and recreate a painful and damaging future."

And from Mr. Chew: "It was a treat for me to meet members of WIN in person and to be able to share little-known historic vignettes and to describe the struggles of the early immigrants who made the Chinatown-International District into such a rich pan-Asian neighborhood."



Subcommittee Highlights

Professional Development Subcommittee

Over the past year, the subcommittee was able to present to the WIN general membership and the Latino Leadership Network on professional development. We also hosted a WIN social hour, bringing people together with similar career interests to discuss their work with the state.

The first presentation to WIN was a resume-cover letter-interview workshop, hosted by Alejandro and joined by Carolina Sun-Widrow, Board Member with ELUHO, and Lolo Arevalo, Program Manager for Diversity and Recruitment at DOC. With all three panelists having been involved in recruitment and hiring, we were able to discuss tips for strengthening one's application and dispel myths about the hiring process. The audience had great questions for the panel; a particularly apt question was asked, "should an interviewee apologize for their accent?" The answer from the panel was a resounding "no;" immigrants have just as much place in our state's workforce as anyone else.

The second presentation to WIN concerned the role that legal officers play at the Attorney General's office and state agencies, again hosted by Alejandro and joined by Nam Nguyen, AAG. We walked through the reasons why attorneys are brought into agency business and what other state employees can expect when working with their counsel.

The presentation to LLN was a cross-BRG effort. There, Alejandro was joined by Maria Siguenza, Director of CHA, and Ambar Algera, Director of Boards and Commissions with the governor's office. The panel discussed the importance of diversifying our boards and commissions, given their prominent role in setting laws and policies for all Washingtonians.

The social hour was a big success, with WIN members and others joining together for small-group, casual conversations about their time in the state's employ. People were able to share

their positive and negative experiences in their professional development, and of course, network with one another.

[Recruitment Subcommittee](#)

The committee worked on preparing the general FAQs for immigrants and state HR professionals which might help to check out some options with state jobs. In collaboration with the Career Development subcommittee team, the committee also presented tips on preparing resumes, cover letters, interviewing skills, and how to apply for state jobs. The committee members reached out to various state agencies' diversity, equity, and inclusion team to inform them about this resource.

[WIN's First Internship Opportunity](#)



With WIN's growth to a wider and more inclusive audience, WIN brought on Michael Nepomuceno as part of a pioneering effort to initiate internships across Washington's BRGs. In conjunction with the WorkEx program hosted on Joint Base Lewis-McChord, Michael is a transitioning Army Captain who is spending his final months of federal service under the guidance of WIN's leaders and gaining valuable state workforce experience and connections along the way.

[Recognition and Award:](#)

WIN is starting a new tradition of presenting Certificates of Appreciation to those who have demonstrated significant and exemplary contributions throughout the previous year. For 2021, WIN recognizes the Washington State Liquor and Cannabis Board as the *Agency of the Year* award recipient along with three volunteers: Victor Andino, Julie Campos, and Colin Helsley.

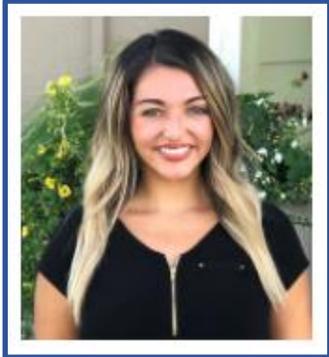
Agency of the Year Award - Washington State Liquor and Cannabis Board (WSLCB):



Since WIN's inception, WSLCB has been one of our strongest supporters in the following ways:

- LCB's leadership provided technical assistance during the development of WIN's mentorship program
- WIN used LCB's facilities for our monthly meetings pre-COVID
- LCB made two financial contributions of \$3,500 to WIN's fund. No other funding source came close to these contribution amounts.
- LCB's management encouraged and supported employee participation in WIN activities. For example, we have several WIN members who are LCB employees, including Kim Sauer, the 2020/2021 chair of WIN.
- Agency leadership participated in many WIN events - including Rick Garza, the agency director. He was one of our first speakers - sharing his family's immigrant history at a monthly meeting. Mr. Garza, along with many other LCB leadership team members, also attended WIN's inaugural ceremony and our 1-year anniversary celebration.
- LCB has actively advocated for WIN (and other BRGs) by educating agency leadership on the value of participation in BRGs for the personal and professional growth of state employees.

Volunteer Appreciation:



Julie Campos - Julie managed timely communications, including updating information on our website and social media accounts.



Colin Helsley - Colin prepared and sent our newsletters and announcements, reaching all WIN members and allies throughout the year.



Victor Andino – Victor, serving as editor-in-chief, worked tirelessly to complete the Diversity Cookbook project. He not only donated his skills and talent to the project, but he went beyond the call of duty by working nights and weekends for the project.

Letter from the New Chair (2021-22): Joanne Lee

Mabuhay!

I am honored and humbled to transition into the Chair position this year for the Washington Immigrant Network Business Resource Group for Washington State. I am a Leadership Development Learning Design and Delivery Professional at the WA State Department of Enterprise Services. I immigrated to the United States from the Philippines in December 1992 at age 15, and as you can imagine, that event disrupted my life and shaped my life at a young age. I resumed my studies two weeks after arrival, and I also took my first job at age 16 at a local arts and crafts store, barely speaking English to make a living and help my family financially. Fast forward to my college years, under student loans since my parents couldn't afford it, I started volunteering my time with local organizations that provided educational resources and helped community members. After graduating, I earned my first professional career in Community Development Relations. I reflect on the hardship, the sacrifices for a better life, the acclimation to a new culture and environment, and at the same time, keeping my traditions, values, and roots a vital part of my life.

When I started working for the state four years ago, one of my exceptional leaders encouraged me to join and participate in this business resource group to meet other immigrant state employees who may share similar backgrounds and experiences. I remember attending my first meeting, where I immediately connected with the group members and felt a sense of belonging. I continued to attend WIN's events and gatherings and ended up volunteering my time at WIN. I found myself enjoying the opportunity to connect with other immigrant members from Mexico, East & Southeast Asia, Central & South Asia, Oceania, Europe, Canada, Caribbean, Central & South America, Middle East, North Africa, and Sub-Sahara Africa and our state allies. I learned from them, giving and receiving support through mentorship, and also felt valued and respected for my contributions. WIN has given me a support system, resources, and opportunities to continue growing as a state employee and to be seen, valued, and heard.

Because of my experience, I want to share our purpose and goals to help you understand our business resource group's importance.

First, the purpose of our business resource group is to support the professional development of immigrant state employees through recognition, resource identification, and mentorship. WIN works on recommending strategies to advance recruitment, retention, career progression, and leadership development. We also strive to do this by helping educate state agencies on the experience, skills, and knowledge of immigrants; the value of a diverse workforce; and the challenges and opportunities faced by immigrant state employees and communities served by the state government.

Second, these are our goals, and you will find them in our charter.

- To help retain and support immigrant state employees by providing a support structure, education, career progression, and leadership development assistance.
- To recruit immigrants to state service through outreach and educational activities.
- To serve as a resource for the Office of Financial Management State Human Resources and state agencies in creating and sustaining a diverse and inclusive workforce.

As the Chair for WIN this year, I am committed to bringing our immigrant communities together, providing support to one another, showing that we care for each other, and making it known that we see each other. Most importantly, we want to represent that the state of Washington as the employer of choice because we are here for each other as an immigrant community and allies.

If you feel you could benefit from our group, are an immigrant or, ally, share similar experiences, or want to learn more about our community, I encourage you to join us! We'd love to see you, meet you, and hear your story!

Thank you, and I hope to see you at our next general membership meeting on August 3 at noon! We also collect Immigrant Stories to highlight in our newsletter, social media, YouTube, and website. Please visit our [website](#) for more information. Take care.

Maraming Salamat (*Thank you*)

Taos Puso (*Sincerely*),

Joanne Lee, she/her
Chair, Washington Immigrant Network

APPENDIX A



Expanding opportunities for immigrants working in Washington State government

We serve as a resource for all immigrants who are state employees to connect, share, and educate each other and Washington state agencies on the skills, expertise and cultural value of a diverse workforce.



WHO WE ARE

- The Washington Immigrant Network (WIN) is a statewide business resource group that was formed in 2017 to:
- 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

- The Washington Immigrant Network is committed to:
- Provide a support structure, educational resources, and leadership assistance for immigrant state employees.
- Mentor immigrant state employees at any point in their careers.
- Encourage immigrants to consider the state as an employer of choice through interagency and external outreach activities.
- Serve as a resource for the Washington State Governor's Office, Office of State Human Resources, and state agencies in creating and sustaining a diverse and inclusive workforce.



WHAT WE OFFER

- The opportunity to network with fellow immigrant state workers at different stages of their career, from new hired to management.
- Training on career development, including networking, interviewing, leadership, and other professional skills.
- Personalized mentorship from experienced current and former state employees who are immigrants and allies
- The opportunity to contribute and help build a better working environment for the immigrant workforce.



EXECUTIVE SPONSOR
Lorraine Lee,
Chief Administrative Law
Judge,
Office of Administrative
Hearings



CHAIR
Kim Sauer,
Washington State Liquor and
Cannabis Board



VICE-CHAIR
Joanne Lee,
Washington State Department
of Enterprise Services



SECRETARY
Yvonne Moore,
Washington Military
Department



IMMEDIATE PAST CHAIR
Nam Nguyen,
Washington State Attorney
General's Office

washingtonimmigrantnetwork.org
WIN@ofm.wa.gov