

WIN

ANNUAL REPORT 2022-2023



WASHINGTON
IMMIGRANT NETWORK
You Belong Here

Table of Contents

Letter from the Chair.....2
Executive Summary.....3
Introduction.....3
Leadership, Committees, and Membership.....5
Subcommittees.....6
2022-2023 Goals and Key Accomplishments.....7
Special Events.....9
Special Projects.....14
Financial Report.....15
2023-2024 Goals.....15
Special Recognition15
Welcome the 2023-2024 Executive Team.....17
Thank you!.....18

Letter from the Chair

Greetings, WIN Family!

I had many challenges finding my identity. When my family returned to the United States in the early 1980s, I struggled to find a community where I felt accepted and belonged.

WIN gave me a purpose as each member had shared their unconditional support, showed how they cared for each other by opening their hearts and ears, listened to understand instead of judging. I felt like I belonged again and was no longer invisible. WIN members also helped me prepare for my current leadership role at ESD to become an inclusive leader that transforms teams and individuals with love, compassion, and empathy while considering individuals on their own unique skills and perspectives.

If you are curious or feel you could benefit from our group, are an immigrant or ally, have a parent who is an immigrant, or want to learn more about our community, we encourage you to join us! Our group embraces you with open arms and hearts. I also encourage you to sign up to receive our [monthly newsletter](#). You are also welcome to share your [immigrant story](#) or submit a three-minute video for us to post on WIN's website.

In closing, I want to thank each of you. Thank you for being a wonderful collaborator, supporter, and friend. I am so proud to be a member of WIN BRG and honored to have been trusted by you to lead WIN's mission and purpose in expanding opportunities for immigrants who are current and future employees within the Washington state government, as well as serving as a resource for all immigrants who are state employees, to connect and celebrate our diverse lived stories and our given names.

Together we can shape a better work environment driven by courage, dignity, and kindness if we are vulnerable and lean into building it with each other to create a culture where we all belong.

I also want to thank our partners at OFM for supporting WIN efforts throughout the year. I am excited to support the new Executive Leadership team.

This year has been an incredible learning experience serving as Chair and working alongside the WIN member, elected leadership, and planning sub-committee team. We also provide an opportunity for you to share your story during our membership meetings.

It has been a wonderful and thrilling adventure with you. Thank you again for the opportunity to serve you.

Best wishes,

Christina Pourarien (She/Her), WIN Chair (2022-2023)



Executive Summary

Washington Immigrant Network hosted a series of events for our members and allies this year.

- 1 Solidarity Gatherings for our Turkish and Syrian families and communities
- 1 Lunch and Learn Session (The Teachers in Our Lives)
- 1 Public Speaking Group Sessions
- 4 Resume Workshop and Roundtable Discussions
- 11 General Monthly Membership meetings
- 11 Immigrant stories from 11 countries at our membership meetings or shared in a monthly newsletter
- 21 Newsletter Issues
- Over 20 WIN presentations and membership outreach activities throughout the year
- WIN Annual Celebration
- Mentoring Program Questions and Answer Session
- International Mentoring Celebration with new and current Mentors and Mentees

About WIN Membership:

- We have members from numerous agencies, averaging 25-45 participants and members at our monthly meetings.
 - WIN has 305 current members and added 41 new WIN members from July 2022 to June 2023.
- 428 LinkedIn connections
- We've also reached over 3,000 newsletter subscribers

In 2022-2023, WIN held eleven (11) monthly virtual meetings from July 2022 to May 2023 via Zoom or Microsoft Teams for all of its meetings. Meetings typically lasted an hour on the first Tuesdays of the month.

WIN has an email circulation list of over 3,000 contacts participating in WIN meetings and various workshop and events. There were approximately 25-45 members who regularly attend the monthly general membership meetings consistently. From July 2022 to May 2022, we held virtual meetings.

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 Residence. For the inaugural year, Christine Stalie served as chair, Nam Nguyen served as co-chair, and Kim Sauer served as secretary.

Meet the WIN [Leadership team](#) and our amazing [members and volunteers](#).

Find us on [Instagram](#), [LinkedIn](#), and [Facebook](#)!

Purpose

WIN is a Business Resource Group for Washington State's employees 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 Volunteers

Organizational Chart



Executive Sponsor: Lorraine Lee, Office of Administrative Hearings

Chair: Christina Pourarien, Employment Security Department

Vice-Chair: Marcus Bach, Department of Enterprise Services (July 2022– August 2022)

Interim Vice-Chair: Sally Elliott, Labor & Industries (October 2022 – June 2023)

Secretaries: Christian Lamas, Labor & Industries (July 2022– December 2022) and Sally Elliott, Labor & Industries

Treasurer: Amel Alsalman, Department of Social Health and Services

Inaugural Chair: Christine Stalie

Immediate Past Chair: Joanne Lee, Department of Enterprise Services

Communication and Web Director: Colin Helsley

Social Media Coordinator: Cynthia Tamayo, Commission on Hispanic Affairs

Newsletter Manager: Todd Baker, Labor & Industries

Subcommittees

Advocacy Subcommittee

Subcommittee Chair: Rodolfo Mondaca and Atina Silivelio

Subcommittee Leads: Visu Cherukuri and Leonard Nnamdi

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.

Career & Professional Development Subcommittee

Subcommittee Chair: Raquel Rice

Subcommittee Leads: Gwen Willis and Sanyu Tushabe

Purpose: Provides tools and resources for WIN BRG members to grow professionally through training, webinars, conferences, books, articles, and mentorship. The Career & Professional Development Subcommittee strives to serve WIN's members develops and guides workshop topics from cover letters, career mentoring and career development, tips, and strategies for job interviews, preparing for promotions, search, and accessibility, completing job applications, dress for success, networking, and more.

Special Projects Subcommittee

Subcommittee Lead: Philip Muirhead

Purpose: This subcommittee is focused on special projects to help immigrant members and communities. This subcommittee also supports WIN's goal to serve as a resource for state agencies in creating and sustaining a diverse and inclusive workforce. We are seeking members to help us with this effort.

This committee also serves to amplify immigrant stories, planning for our annual celebration, and develop members surveys.



Left to Right: Nadia Damchii, Lorraine Lee, Phillip Muirhead, Christina Pourarien, and Sally Elliott

2022-2023 Goals

- Support the professional development of immigrant state employees.
- Provide an opportunity for our members to network with fellow immigrant state works at different stages of their career from new hired to management.
- Provide workshops on career development and personalized mentorship from experience current state employees who are immigrants and allies.
- Create a tagline to include in our logo.

Key Accomplishments

- Leadership Retreat (November 2022)
- Governor’s Equity Summit (November 2022)
- International Mentoring Day Celebrations (January 2023)
- Earthquake in Turkish and Syrian Solidarity Meeting (February 2023)
- Tagline – You Belong Here (May 2023)
- Immigrant Heritage Month (June 2023)

Meetings, Agendas, Webinar, Workshop, and Lunch and Learn Session

Month	Event
July 5, 2022	General Membership Meeting <ul style="list-style-type: none"> • Introduction of New Leadership, the vision of 2022-23 • Personal Immigrant Story – Marcus Bach
August 2, 2022	General Membership Meeting <ul style="list-style-type: none"> • Personal Immigrant Story – Cody Pourarien 988 Suicide Prevention and Crisis Hotline Presentation
September 7, 2022	General Membership Meeting <ul style="list-style-type: none"> • Agency Spotlight – DOR – Working Family Tax Credit – Perla Gamboa • Career Development Workshop Career Development Workshop – Raquel Rice, DOR & Kevin Carpenter, ESD
September 8, 2022	How to Become a Mentor Q&A session
September 15, 2022	WIN Mentoring Q&A for Mentees
October 4, 2022	General Membership Meeting <ul style="list-style-type: none"> • Asian Pacific Islander Coalition of South Puget Sound – Lin Crowley • Tinikling Presentation– Mariel Amundsen • Mentoring Program – Joanne Lee
October 18, 2022	Successful Resume Writing Workshop – Raquel Rice, DOR & Aminta Spencer (DOR)

November 1, 2022	General Membership Meeting <ul style="list-style-type: none"> • Veteran Employee Resource Group (VERG) BRG presentation – Larry Delgado
November 8, 2022	WIN Leadership and Planning team Retreat
November 30, 2022	Governor’s Equity Summit event
December 6, 2022	General Membership Meeting <ul style="list-style-type: none"> • The Office of Equity – PEAR presentation – Carolyn Cole
December 13, 2022	Interview Tips Workshop – Raquel Rice, DOR, Haleigh Missildine, L&I & Rachel Niles, L&I
January 4, 2023	General Membership Meeting <ul style="list-style-type: none"> • Personal Immigrant Story – Atina Silivelio
January 17, 2023	International Mentoring Day celebration – Joanne Lee, WIN Mentoring Administrator
February 7, 2023	General Membership Meeting <ul style="list-style-type: none"> • Mindfulness Exercise • Agency Spotlight – Labor & Industries – Crime Victims – Cletus Nnanabu
February 22, 2023	WIN Public Speaking Workshop – Gwen Willis
March 7, 2023	General Membership Meeting <ul style="list-style-type: none"> • Personal Immigrant Story – Indira Melgarejo
April 7, 2023	General Membership Meeting <ul style="list-style-type: none"> • Searching for Better Opportunities – Tahir Khan • Significance of the Month of Ramadan Presentation – Mustafa Mohamedali
April 26, 2023	Career Development Workshop – WIN, VERG, and HAPPEN BRG
May 4, 2022	General Membership Meeting <ul style="list-style-type: none"> • Personal Immigrant Story – Nam Nguyen • Personal Immigrant Story – Sally Elliot
May 10, 2023	OFM – PRSW Event
May 23, 2023	WIN Lunch & Learn – The Teacher’s in Our Lives – Lorraine Lee
June 27, 2023	Immigrant Heritage Celebration: Immigrant Stories are American History <ul style="list-style-type: none"> • Guest Speaker: Secretary Hobbs & WLCB Director Rick Garza • Personal Immigrant Story – Youa Vang Caron
July 18, 2023	General Membership Meeting <ul style="list-style-type: none"> • Introduction of the election co-Vice Chair and Secretary • Personal Immigrant Story – Roy Salonga • Personal Immigrant Story – Rokaih Vansot

Special Events

From July 1, 2022 to June 2023, we participated and hosted several enterprise-wide events for our members and allies and presented information to 15 agencies about WIN.

WIN hosted two mentoring session, five career development workshop, one Lunch and Learn session, and one Solidarity gathering.

Members were also involved with the Governor's Equity Summit event, International Mentoring Celebrations, ICSEW event, Public Service Recognition Week, and the Annual Immigrant Heritage Celebrations.

Webinar/Workshops/Lunch and Learn

WIN Mentoring Program Webinar:

WIN mentoring program supports 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 at large. Last year, WIN hosted two separate mentoring webinar for our mentors and mentees. Joanne Lee, WIN past char, lead an interactive separate session for our mentors and mentees.

On September 8, 2022, Joanne lead a Question and Answer session for mentors.
On September 15, 2022, Joanne lead a Question and Answer session for mentees.

Photos taken from WIN's How to Become a Mentor Q&A session on September 8, 2022:



From Top Row left to right: Jeremy Walker, Joanne Lee, Alex Countouriotis, and Rokaih Vansot.
From Second Row left to right: Colin Helsley, George DeGuzman, Christine Kelly, and Angela Nottage.
From Third row left to right: Mustafa Mohamedali, Christian Pourarien, Daniya Baisubanova, and Farid Baghirov.
From bottom row: Gina O'Neill

Workshops:

On September 7, 2022, WIN hosted a workshop with Kevin Carpenter, ESD in navigating and creating a network.

On October 18, 2022, WIN hosted a workshop with Aminta Spencer, DOR in successful resume writing.

On December 18, 2022, WIN hosted a workshop with Haleigh Missildine & Rachel Niles, L&I in interview tips.

On February 22, 2023, WIN hosted a Public Speaking workshop Gwen Willis, ESD and WIN Career & Professional subcommittee lead providing an opportunity for WIN members to practice public speaking.

On April 26, 2023, WIN hosted a career development workshop in partnership with VERG and HAPPEN BRGs. This workshop was developed for anyone in state government and immigrant community members to join to learn about career opportunity searching tools, resume and interview tips.

Each session was broken into different host and presenters:

Raquel Rice, DOR WIN BRG and Christina Pourarien, ESD (BRG) - Host

Tahir Khan, DOR (WIN) – Searching Tools for Career Opportunities

Christina Pourarien and Anupama Rao, DSHS (HAPPEN) – Resume Tips

Christina Pourarien, Roy Salonga WSDOT (HAPPNE), and Rathapol

Chullanandana, DDS Spokane (VERG) – Interview Tips

All presenters and host participated on the mock interview panel. This panel also included Sanyu Tushabe, ESD (WIN) and Lynora Hirata, DCYF (HAPPEN)

Lunch & Learn:

On May 23, 2023, WIN Hosted a Lunch and Learn WIN members and state employees to join in a guided conversations about the challenges children from immigrant backgrounds face growing up in a household of parents and elders unfamiliar with the American school System.

Lorraine Lee, WIN Executive Sponsor facilitated the conversation to explore the cross-cultural and intergenerational tensions between students and their parents and elders. Special guest speakers were Lily Woo and Christal Lee who are two generations of Seattle Public school teachers.

Lily came to the United States in the 1960s as a teenager from Hong Kong and graduated from Moses Lake High School. She received her master's in public education from the University of Washington and taught in the Seattle Public school system for 30-years, primarily as a bilingual teacher.

Christal Lee (Lily's daughter) was born and raised in Seattle. She received her undergraduate and master's degrees in chemistry, and now teaches science at

Cleveland High School in Seattle. Christal conducted a survey of immigrant students about their experiences and the fascinating results are available at the link below.

[Student Survey](#)

Solidarity Gathering

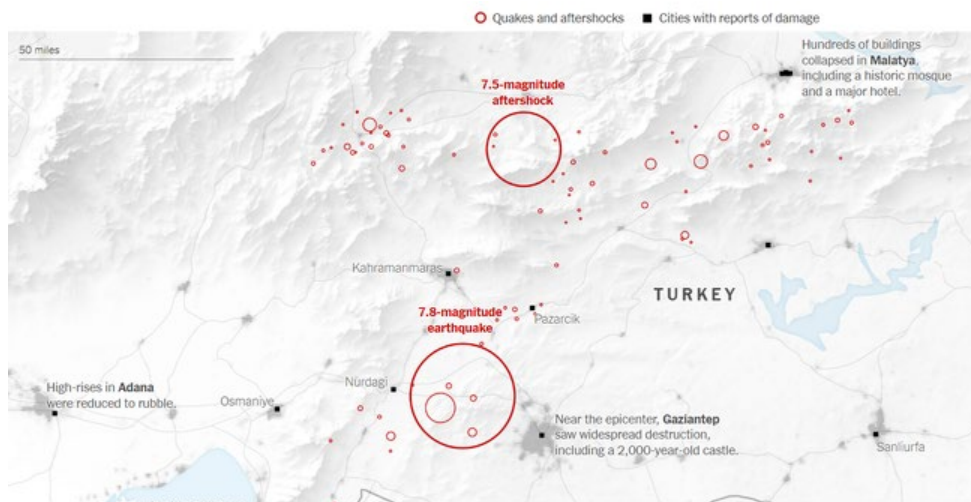
WIN hosted one Solidarity Gathering for our Turkish and Syrian families and community in partnership with the Employee Assistance Program (EAP) in response to the 7.8 earthquake that devastated Turkey and Syria on February 6, 2023.



Emergency Listening Session with EAP

This is a difficult time for our Turkish and Syrian families and community.

WIN will host a “Community Solidarity Gathering” in partnership with the Employee Assistance Program (EAP).



Sources: U.S. Geological Survey (Earthquakes), WorldPop (Population Density) Note: Showing aftershocks between 4:17 a.m., Feb. 6 and 2:30 a.m., Feb. 7 local time. Circles are sized based on magnitude.

Governor’s Equity Summit – November 2022

On November 30, 2022, WIN members attended the in-person Governor’s Equity Summit at the Greater Tacoma Convention Center. There were approximately 2,000 community members and state employees that came together in-person and virtually to help lay a strong foundation for achieving equity across Washington state government, now and for generations to come. Attached is the [Post Summit Report](#) Governor Inslee’s 2022 Equity Summit: Working Together for Results.

Photos taken during this event at the WIN Information Booth:



From left to right: Nadia Damchii, DSHS, Lorraine Lee, OAH, Phillip Muirhead, OAH, Christina Pourarien, ESD, and Sally Elliott, L&I

International Mentoring Celebrations– January 2023

On January 17, 2023, WIN hosted an International Mentoring Celebrations. After the event, WIN received requests for 7 new Mentors and 16 new Mentors.

ICSEW Event – March 2023

On March 21, 2023, WIN was invited as a panel member for a BRG Panel Discussion. This event provided opportunities for building relations and sharing information about the statewide BRG. Christina Pourarien, WIN Chair, shared WIN’s mission, goals and how members can support our BRG.

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](https://ofm.wa.gov/BRGs))

[See Business Resource Group Events Calendar](#)

Public Service Recognition Event – May 2023

On May 10, 2023, WIN members volunteered to host a booth to share information with State employees about WIN purpose and mission.

Annual Immigrant Celebration – June 2023

On June 27, 2023, WIN hosted a hybrid Immigrant Celebration Event where members and allies were treated to music, performances, and speakers in celebrating Immigrant Heritage. The speakers in attendance included Secretary of State Steve Hobbs, who spoke about his life as a child of an immigrant mother from rural Japan. Director Rick Garza shared the long partnership Washington Liquor and Cannabis Board with WIN. Youa Vang Caron shared her personal immigrant story. Lastly, WIN also presented a banner that included our “You Belong Here” tagline.

Several photos were taken during and after the WIN Annual Immigrant Celebration event.



Left to Right: Rokaih, Christina, Anu, Sally, Secretary Hobbs, Josephine Nakimuli, Youa, Sanyu, Gwen and Amel.



Left to Right: Director Rick Garza and Commissioner Cami Feek



Left to Right: Mustafa and Amel

Special Projects

WIN engaged with members with two special projects this year. In March, we asked WIN members to submit tagline and have them vote on a special tagline to include in our WIN Logo and had members come together to plan WIN's annual Immigrant Heritage Celebration in June.

Introducing the new WIN BRG Logo

The WIN leadership team is proud to announce our new logo following a survey to our members to vote for their favorite tag line to add to our WIN Log.

The tag line winner – You Belong Here.



A huge thank you and appreciation for all of our members that submitted a tagline and voted. We are truly a place where everyone belongs!

Finance Report

The total carryover of funds from the previous annual report were \$7,574.00.

This year, WIN received \$15,700 through state agency sponsorship for our annual Immigrant Heritage Month celebrations.

WIN's expenses were \$6,342.55 to cover the cost of our website annual subscription, purchase of our website domain, and our annual Immigrant Heritage Month hybrid event. Our ending balance \$16,931.01.

We are very appreciative and grateful for each agency that supported WIN this year!

2023-2024 Goals

- Support the professional development of immigrant state employees.
- Provide an opportunity for our members to network with fellow immigrant state works at different stages of their career from new hired to management.
- Continue to provide workshops on career development and personalized mentorship from experience current state employees who are immigrants and allies.
- Consider developing a recognition program to highlight three or four state agencies that exceeds in creating an inclusive environment for immigrant state employees. Agencies will receive the aware at the annual celebrations in June.
- Continue to work with OFM using the CART system in expanding our meetings and documents for accessibility.

Special Recognitions

WIN Leadership and Planning Team: Amel Als Salman, Sanyu Tushabe, Philip Muirhead, Amandeep Puri, Gwen Willis, Colin Helsley, Sally Elliot, Raquel Rice, Anu Rao, Roy Salonga, Cynthia Tamayo, Indira Melgarejo, Atina Silivelio, Mercedes Bekke, Anne Marie Charles, Rasha Elnimeiry, Rodolfo Mondaca, and Todd Baker.

WIN Annual Event Planning Team: Sally Elliot, Sreytouch Ryser, Raquel Rice, Meryl Lassen, Indira Melgarejo, Gwen Willis, Cynthia Tamayo, and Amel Als Salman.

WIN Annual Immigrant Celebrations Guest Speakers and Performers:

Secretary of State Steve Hobbs

WSLCB Director Rick Garza

Michelle Gladstone-Wade

Youa Vang Caron

Anne Mavaega

Nedra Jacobs

Diana Cambronero Venegas -Caña Dulce

Miho and Diego

Washington State Agencies for their generous financial support:

Department of Labor and Industries

Office of Administrative Hearings

WaTech

Employment Security Department

Department of Licensing

Department of Enterprise Services

State Lottery

Liquor and Cannabis Board

Washington State Parks

Department of Archaeology and Historic Preservation

Welcome the 2023-2024 WIN Executive Leadership Team



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.

Visit us at washingtonimmigrantnetwork.org
 Email us at WIN@ofm.wa.gov
 WIN BRG General Membership meetings are held the First Tuesday of each month from 12-1.



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 Washington Immigrant Network provides opportunities:

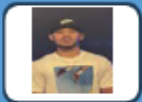
- The opportunity to network with fellow immigrant state workers at different stages of their career, from new hired to management.
- Training on career development, including networking, interviewing, leadership, and other professional skills.
- Personalized mentorship from experienced current and former 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
 Washington State Office of Administrative Hearings



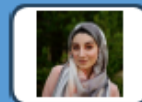
CHAIR
 Christina Pourarien
 Washington State Employment Security Department



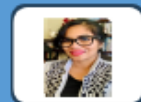
Co-Vice Chair
 Roy Salonga
 Washington State Department of Transportation



Co-Vice Chair
 Rokaih Vansot
 Washington State Department of Transportation



Secretary
 Nadine Nabass
 Washington State Employment Security Department



IMMEDIATE PAST CHAIR
 Joanne Lee,
 Department of Enterprise Services

감사합니다

Thank you!!!!



Email:

WIN@ofm.wa.gov

Website:

<https://www.washingtonimmigrantnetwork.org>

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