



RAIN Outstanding Agency Award

Background

In 2016, Governor Inslee established [Directive 16-11](#) to create a safe, diverse, and inclusive workplace for LGBTQ employees and customers. Several agencies have led the way in this work, and the RAIN Best Practices subcommittee has developed an agency award to recognize those entities.

In developing nomination questions and scoring criteria, the RAIN Best Practices subcommittee has evaluated award nomination processes created by others, including the Agency of the Year Award given by the Veterans Employee Resource Group (VERG). They used research to create the nomination form and their process.

The RAIN Outstanding Agency Award will shine a spotlight on agencies that have worked diligently to make Washington State an Employer of Choice for LGBTQ+ individuals.

Purpose of the Award

This award has been created to recognize agencies for creating a safe, welcoming, and inclusive environment for LGBTQ+ employees.

As agencies receive the RAIN Outstanding Agency Award, they will be recognized for the hard work they are doing on behalf of their LGBTQ+ employees and customers. Additionally, space is created for agencies who are striving to make change so that they know which agencies they can turn to as they make changes to policies, improve training, and deploy initiatives to support LGBTQ+ individuals.

Recommendation

The RAIN Best Practices Subcommittee recommends the distribution of the RAIN Outstanding Agency Award nomination form to all Washington State employees so they can nominate employers who have done an outstanding job of creating a safe, welcoming, and inclusive environment for LGBTQ+ employees.

Nomination Form Fields (Preliminary)

- In what ways has your agency encouraged you to bring your authentic self to work, specifically in regard to LGBTQ+ identities?
- Describe policies, training, and/or HR support offered by your agency in an effort to support LGBTQ+ employees.
- Tell us about how your agency is working to ensure bathroom policies are inclusive of all gender identities.

Moving Forward

The Best Practices subcommittee will continue to work on award development and scoring criteria. As we move forward, it will be helpful to know what information OFM will need before distributing nomination forms. Ultimately, the Best Practices subcommittee hopes to distribute nomination forms to state employees at all levels.