



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

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

You Belong!

[Click to Watch Video](#)

Check out this WIN BRG-produced video that raises awareness about Washington State as an employer of choice for immigrant communities, showcases the diversity of the state workforce, and promotes the State as a welcoming environment where immigrants can feel valued and appreciated.

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## WIN Membership Survey

You Belong - So let's make it feel like home!

**WIN is all about our members. We would love for you to provide input on what you want to see from WIN this year. Click the link below or use the QR code (via your phone) to access a membership survey.**

[Link to Membership Survey](#)





## Christina Pourarien's Immigrant Story (WIN Chair)

### Celebrating Korean American Day

Korean American Day is celebrated on January 13th and acknowledges the first wave of Koreans who immigrated to the United States in 1903. This day we honor and celebrate the many contributions Korean Americans have made to our history and society.

#### **The History**

In 1882, Korea and the United States signed a treaty to establish a peaceful relationship and commerce between the two nations. Koreans may have immigrated to the U.S. as early as 1884, but it wasn't until January 13, 1903, that the first Korean laborers sailed to Honolulu, Hawaii, to find jobs at pineapple and sugar farms. Over the next two years, more than 7,000 Korean immigrants decided to move from their homeland to the U.S.

Unfortunately, in 1924, the U.S. passed The Immigration Act (the Johnson–Reed Act), which included the Asian Exclusion Act and National Origins Act. It was a federal law that prevented immigration from Asia and set quotas on the number of immigrants from Eastern and Southern Europe. As a result, Koreans abruptly stopped moving to the U.S. This changed in 1952 when the Immigration and Nationality Act was passed, expanding opportunities for immigration.

In 2003, President George W. Bush recognized the 100<sup>th</sup> anniversary of the first arrival of Korean immigrants in the US. In 2005, the U.S. Senate and House of Representatives passed a resolution supporting Korean American Day. Since then, many states, including Washington in 2007, have passed bills declaring an annual celebration of Korean American Day on January 13th.

#### **My Story**

Growing up here as a bi-racial Korean American was difficult because Korean food, movies, music, and the language were not popular as they are now (kimchee and K-pop, anyone?). Today, I continue my mother's hope for a better life for all children in America and celebrate the strength of Korean American families and communities.

What being a bi-racial Korean American means to me is being able to give back to my mother and my Korean communities, recognizing their countless contributions in America: our courage, resilience, language, food and culture.

In January 2022, I told my mom that January 13th is Korean American day. At first, she laughed and thought I made this up to make her smile. Then I showed her a YouTube video from Chef Chris Cho, and her eyes filled with tears of joy.

She was especially excited to hear this news since the past few years had been challenging for our family. We'd lost my father in April 2020 and had to learn to navigate a post-COVID world while

continuing to address the anti-Asian hate that impacted our family mentally, emotionally, and physically.

My mother and I had numerous and lengthy conversations about how Korean Americans have contributed to American history and culture other than K-beauty, K-pop, K-dramas, or kimchee, and that we believe we have achieved the American dream even when some Americans continue to see us as forever foreign.

We decided we would make it a tradition that our entire family would celebrate Korean American Day by eating at Korean restaurants and visiting our friends to thank them for their resilience and for sharing their stories in our communities.



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## Share Your Immigrant Story

**We are collecting Immigrant Stories to highlight in our newsletter, social media, YouTube and website.**

**Please submit your short immigrant story by completing the form below or by video recording.**

[Link to Immigrant Story page](#)

You can also send us an email at [WIN@ofm.wa.gov](mailto:WIN@ofm.wa.gov)

**Thank you! We are looking forward to amplifying your story!**

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# WIN NEEDS YOU!

## Seeking Volunteers

WIN Social Media Guru

**WIN is seeking volunteers for our WIN Social Media Guru. This position will be in charge of posting updates and information on WIN's Facebook, Instagram, and LinkedIn accounts. If you are interested in volunteering for this position, please email:**



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

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### WIN June 2024 Annual Event Planning Committee Lead and Volunteers

We are looking for members to help plan for the WIN June annual Immigrant Heritage Celebrations hybrid event. Please contact Christina Pourarien, WIN Chair at [WIN@ofm.wa.gov](mailto:WIN@ofm.wa.gov) if you would like more information or would like to volunteer as part of this special planning committee.

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There are many opportunities to get involved in helping grow the Washington Immigrant Network. Please consider sharing your talents with the community. Thank you!

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

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



**WASHINGTON**  
IMMIGRANT NETWORK  
You Belong Here

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## Global Holidays and Observances

WIN would like to invite you to share with us the holidays and observance you celebrate in your culture. We want to showcase these significant celebrations on our website and social media. If you are interested in sharing your cultural celebrations with WIN, please email us at [WIN@ofm.wa.gov](mailto:WIN@ofm.wa.gov)

Recent and Upcoming Holidays and Observances:

**January 13** – Lohri

**January 14** – Orthodox New Year

**January 15** – Dr. Martin Luther King Jr Day

**January 24** – International Day of Education

**February 4** – World Cancer Day

**February 13** – World Radio Day

**February 20** – World Day of Social Justice

**February 21** – International Mother Language Day



## 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. [The 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.



**How can I 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.

## WIN's Mentoring Program Now Accepting New Mentees & Mentors

### Become a WIN Mentee

- Are you new to state service?
- Are you seeking guidance on how to manage your career goals?
- Do you need someone to talk to and share ideas with?

If yes, then WIN's Mentoring Program maybe a good resource for you. We have mentors from several state agencies from various ethnic backgrounds with varied expertise and experiences, including multilingual. You can view WIN's list of eligible mentors to see if there is someone whose career experience and background would be a good match. After reviewing the mentor's profiles, you can submit your mentoring request here. Questions about the Mentor Program?

Please reach out to Christina Pourarien, Chair & Mentoring Program Administrator at Washington Immigrant Network, at [win@ofm.wa.gov](mailto:win@ofm.wa.gov).

### Become a WIN Mentor

The 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. Learn more about becoming a mentor at: [WIN's Mentoring Program](#).

We want to hear from you!

Please provide us input on what you would like to see at upcoming WIN mentoring events by completing the survey available at the link or QR code below:

[Link to Mentoring Survey](#)



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Share your Voice!

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ICSEW is partnering with The Center for Women & Democracy, The Washington State Women's Commission, and the KD Hall Foundation celebrating women in state government who are making a difference.

NOMINATIONS are open until January 22, 2024



## Celebrating Women in Leadership

ICSEW is pleased to partner with The Center for Women & Democracy, The Washington State Women's Commission, and the KD Hall Foundation to celebrate women in state government who are making a difference!

The Center for Women & Democracy is an organization that empowers women to lead where they land. The Center hosts *Women at the Capitol*, an event that celebrates elected officials, state employees, and others who work to advance and protect women's rights and push for gender equity and equality in Washington State.

We invite you to consider state-employed women and female identifying individuals who deserve recognition by submitting their names in the form below. Self-nominations are welcome.



**Nomination Form: [Link to Form](#)**

Please submit by January 22nd, honorees will be selected and notified by February 1st.

Two honorees will be celebrated at the *Women at the Capitol* event on Friday, March 1st, 2024



Warmly,

ICSEW Executive Board

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**The Public Service Recognition Week Awards nomination period is open Now!**

Do you know a state employee who consistently excels beyond expectations? In the spirit of recognizing such service, the Office of Financial Management is asking you to start thinking about nominating state government and higher education employees and teams for one of the following awards.

The **Extra Mile Award** is given to individuals or groups of state employees who surpass expectations for exemplary public service by demonstrating the following ideals:

- Proven commitment to Diversity, Equity and Inclusion
- Innovative techniques and methods
- Outstanding leadership
- Visionary thinking
- Outstanding customer service

The **Leadership Award** is given to individuals at all levels of management who show exemplary leadership by demonstrating the following ideals:

- Proven commitment to Diversity, Equity and Inclusion
- Visionary Leadership
- Commitment to service
- A significant contribution to the advancement of state government
- Personal integrity

Any state employee can nominate an individual or team for an award.

**The nomination period will end February 24th, 2024**

Select the award you want to nominate for and enter your responses in the corresponding survey below:

Leadership Award: <https://www.surveymonkey.com/r/L2WS2YF>

Extra Mile Award: <https://www.surveymonkey.com/r/T3H2QMR>

Please send any questions you may have to [shrplanning@ofm.wa.gov](mailto:shrplanning@ofm.wa.gov)

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## UPCOMING EVENTS

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### General Membership Meeting (Zoom)

Tuesday, February 6, 2024

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.

#### Join Zoom Meeting

<https://us02web.zoom.us/j/86787447524?pwd=aTdsWXFpU3JrUEVLYlBhNjIjDNVRLdz09>

Meeting ID: 867 8744 7524




Passcode: 312248

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### Washington DEI Empowerment Conference



WASHINGTON DEI  
**EMPOWERMENT  
CONFERENCE**

-  Anti-Racism
-  Equity
-  Diversity
-  Inclusion/Belonging

The 2024 DEI Empowerment Conference will be held virtually over Zoom **Wednesday June 5, Thursday June 6, Tuesday June 11 and Wednesday June 12.**

 [Add to your calendar](#)

*(This will download a file in your browser. Open and save to add it to your Outlook.)*

The goal of the conference is to help state government build more just systems, and foster a culture of inclusion and belonging with our state workforce. Sessions will highlight the lived experience of historically marginalized groups and ideas for creating inclusive Washington communities and workplaces.

Four sessions will be presented each day. Daily sessions will include a keynote (two hours) and three additional sessions (90 minutes each.)

The conference dates have been thoughtfully chosen not to overlap with important state Business Resource Group annual events. We encourage team members to attend virtual and in-person events being planned by WIN, BUILD, and RAIN during the month of June. We are excited to partner with our BRG community!

## Attend the live sessions virtually or at designated watch events

Attendance is limited to state government workers and invited community members. While DEI practitioners and agency leadership will find the conference relevant to their work, all state employed workers have the power to promote diversity, equity, inclusion and belonging in their workplaces. We encourage you to block time on your calendar to attend the live sessions. While we strive to provide accessible solutions like recorded sessions for later playback, some sessions may only be available live.

We will also have in-person watch events in Olympia and Spokane that will welcome state employees to gather in-person to watch our virtual sessions. More details will be available closer to the time.

Check with your agency leaders about workforce planning for the scheduled conference dates and how you can work together so you have time to attend.

## Call to action for leaders

In our leadership roles we can support equity work by removing barriers to DEI learning and activities. Here are 5 ways you can help:

1. Look for ways you can adjust team schedules and workloads to allow each team member to attend at least one session of the conference.
2. Cancel or reschedule conflicting meetings.
3. Use your current communication tools to have agency heads encourage employees to attend.

4. Plan agency-specific reflection sessions for team members to discuss their key take-aways and “aha” moments from the conference sessions.

Have leaders register for several event sessions and share leaders’ schedule with teams to model attendance and to show leadership’s commitment to equity and learning.

## Open call for presentation proposals / speaker applications

Do you have lived experience as a member of a historically marginalized group, or other expertise in equity work and want to share your knowledge and experience with state employees at the DEI Empowerment Conference? [See our website on how to submit your speaker proposal.](#)

## For more information

See the conference website at [ofm.wa.gov/deiconference](https://ofm.wa.gov/deiconference)

If you have questions, feel free to contact us at [WASStateEmployeeDEIConference@ofm.wa.gov](mailto:WASStateEmployeeDEIConference@ofm.wa.gov).

**Registration will open May 1, 2024.** Admission is free and open to all employees of Washington state agencies, boards, and commissions.

We look forward to seeing you in June!



**The Washington State Employee DEI Conference  
Planning Committee**

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

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## Career Opportunities



Working for Washington State is work that matters!

**For a complete listing of Washington State career opportunities, go to:**

[careers.wa.gov](https://careers.wa.gov) - Find a Job

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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:



**Follow on Facebook**

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[Follow on Instagram](#)

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[Follow on LinkedIn](#)

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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](#)

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*Find us on Youtube.com!*

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

