



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

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

Meet WIN's New Leadership Team

Chairperson: **Joanne Lee**



Joanne Lee (she/her) is a Leadership Development Learning Design and Delivery Professional for the State of Washington Department of Enterprise Services. She has over 15 years of experience working in various workforce development roles.

She currently serves as a Co-Chair for the Equity Team at the Department of Enterprise Services Workplace Learning, Diversity and Inclusion Director for the Society of Human Resources Management (SHRM) - Seattle Chapter, and a committee member Employer Support of the Guard and Reserve (ESGR) in Washington State.

Joanne moved to America at age 15 from the Philippines. She received her Graduate Certificate in Human Resource Management at the University of Phoenix. She also received her Master of Arts degree in Instructional Technology and a Bachelor of Arts in Education from California State University, San Bernardino.

Vice-Chair: **Lolo Arevalo**



"I feel it's an honor and a responsibility to help others succeed as those before have helped me. Being of Mexican descent and from the Yakima valley, I know it's not always easy to navigate a course to the right decisions and/or know the right people. As a business owner, community advocate, and state recruiter, I would love to provide my best thinking, my strategies, and my passion to anyone who needs it."

Currently, Lolo serves as the Workforce Diversity & Recruitment Manager for the Washington State Department of Corrections.

Secretary: **Julie Campos**



Julie Campos currently works for the Office of Minority and Women's Business Enterprises. She was born and raised in Pasco, Washington and both of her parents are originally from Mexico (Michoacán and Colima). Julie has previously worked for the Department of Children, Youth, and Families and the University of Washington and is a UW Alumna. She is passionate about education, equity, immigration, and policy. Julie is excited to participate in WIN as a mentor and volunteer. She understands the importance of social media outreach and looks forward to connecting with prospective and current WIN members on our social media outlets.

Treasurer: **Amel Alsalman**



Amel Aouam Alsalman emigrated from Tunisia (North Africa) in 2016 and joined the Washington State Patrol as a procurement specialist in 2017. Amel has worked for almost 19 years in the private sector, leading and managing projects locally and internationally.

Amel obtained her bachelor's degree in economics and her master's degree in macroeconomics at the University of Economics and Management of Tunis. Amel also holds a master's degree in business administration from the Mediterranean School of Business (MSB) in Tunis.

Amel has been a member of the Rotary Club since 2011 and is currently the president of her club, Olympia Capital Centennial, which is dedicated to community service with an emphasis on children's education and diversity. Amel has been a volunteer at the Foodbank, Washington Performance Center, and an active member of the WA chapter of the National Institute of Public Procurement.

In her spare time, Amel enjoys photography, hiking, dancing, and travel.

WIN's Annual Survey

Attention WIN members!

Please take a few minutes to complete WIN's annual survey. Your information will help us strengthen our communication, meetings, and events. Thank you!

[Complete WIN Member Survey](#)

Message from WIN's New Chairperson-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-Saharan 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

Upcoming WIN Events

WIN Social Hour: Meet our Mentors



Thursday, July 29 4:00- 5pm

Host: Julie Campos, WIN Mentor, & Secretary

[Join Meeting via Zoom](#)

Meeting ID: 857 0916 7029

Passcode: 227125

General Membership Meeting



Tuesday, August 3 12:00- 1pm

[BRG Participation Policy FAQ](#)

[Join Meeting via Zoom](#)

Meeting ID: 867 8744 7524

Passcode: 312248

Ron Chew's Seattle History Tour

Join Ron Chew on a walking tour of Seattle, exploring its history and learn how the immigrant population effected change within their communities and helped shape the city we know today.



- **Dates:** **July 31st** and **August 7th**. Participants will arrive and meet in Seattle at 11 am.
- **Where:** The walking tour will be through four ethnic towns nearby: China Town, Manila Town, Japan, Little Saigon, and the Wing Luke Museum. Lunch will be held at a local Asian restaurant in Seattle.
- **Duration of tour:** Expect the tour to last two hours, including lunch.
- **Who is Ron Chew?** He is a consultant and community organizer and a leader in the community-based model of museum exhibit development in Seattle and author of *My Unforgotten Seattle*.
- **Interested in finding out more?** Please email: win@ofm.wa.gov



Other Upcoming BRG Events

- [Latino Leadership Network \(LLN\) General Membership meeting](#) - August 10th at 3:00 pm
 - [Disability Inclusion Network \(DIN\) General Membership Meeting](#) - August 12th at 9:00 am
 - [Rainbow Alliance and Inclusion Network \(RAIN\) General Membership meeting](#) - August 19th at 2:00 pm
 - [Blacks United in Leadership and Diversity \(BUILD\) General Membership meeting](#) - August 19th at 3:30 pm
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Find us on Youtube.com!

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

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](#)
