



**WASHINGTON**  
IMMIGRANT NETWORK

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WELCOME

# Zoom Orientation

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# Ice Breaker Question

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Kim Sauer, WIN Vice-Chair

**If you could meet one equity leader (from any time) for lunch, who would you invite?**

Please share your response with your name in the chat box!

# *“The Truth Will Heal Us All”*

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**Dr. Karen A. Johnson (Dr. J)** (she/her/hers) provides expert-level equity and social justice consultation in government, nonprofit, and faith-based markets, serves as adjunct faculty at a local college, and conducts leadership and self-care workshops across the nation.

An inspiring, authentic, servant leader with decades of experience in both managerial and leadership roles in the non-profit sector and in federal and state government, Dr. J is energized by helping others excel.

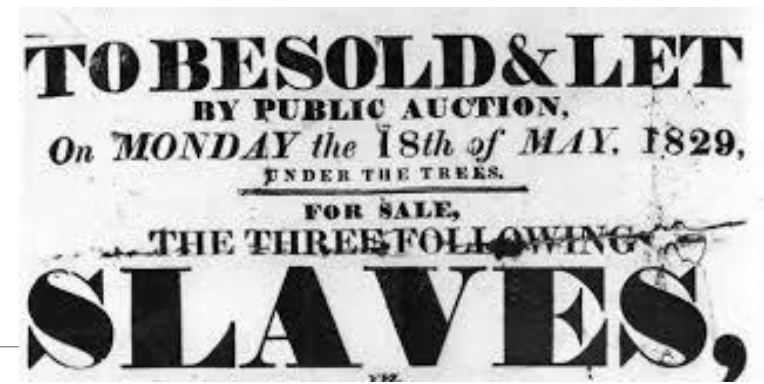
She is also the first Equity & Inclusion Administrator for the Washington State Department of Corrections (DOC), the state’s second largest agency.

She holds a bachelor’s degree in occupational therapy, a master’s in public administration, and doctorate in Urban Services. She is also a member of the 2018 Leadership Women America cohort.

Dr. J says, “I will work toward liberty and justice for all... until justice rolls down as waters.”

# *Historical Narratives*

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White/Whiteness/White Supremacy/Racial difference

Dehumanizing Narratives → Genocide & Chattel Slavery\*

American Slavery = racial, hereditary & permanent

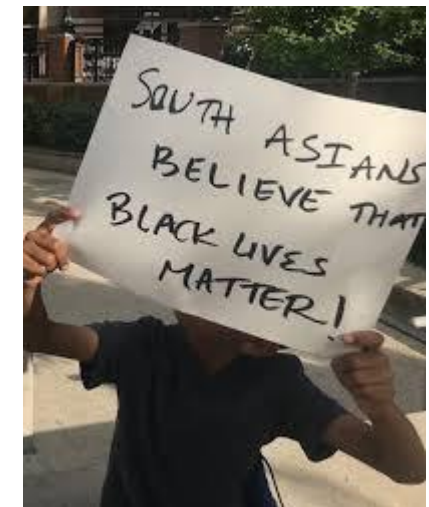
*The slavery mindset, rooted in the narrative of White supremacy and racial difference, maintains the system of racial inequity and division in the nation today.*

*\*(buy, own & sell people as property, working them with no pay)*

# Racism Affects Humanity



“To deny people their human rights is to challenge their very humanity.” ~Nelson Mandela



# Moving Forward



Speak truth. Be healed. Reconcile

Retrain your brain. Black people are human

Demand a national apology & reparations



IF A CONVERSATION IS HARD,  
IT'S PROBABLY ONE WORTH HAVING.

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- We Are Not Really Strangers



# Conversation with BUILD

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## **Megan Matthews, BUILD Chair**

Megan Matthews began her career with the State of Washington as a Support Enforcement Officer with the Division of Child Support in 2008. Currently, she works as the Engagement Manager supporting the Governor's Poverty Reduction Workgroup to significantly reduce poverty in Washington State in a way that eliminated disparities. Megan works for the Department of Social and Health Services in the Economic Services Administration. She is committed to pursuing and living the principles and values of equity, diversity, and inclusion.

Megan earned her Master's Degree in Public Administration from The Evergreen State College in 2019. She received her certification as a Prosci® Change Management Practitioner in 2020. She obtained certification as a Diversity Professional (CDP) in 2019 and as a Diversity Executive (CDE) in 2020. Megan is the inaugural chair for BUILD, Washington State's first Black Community Business Resource Group. She is passionate about social justice and ensuring fairness for everyone, especially the next generation that includes her two-year old daughter and nieces and nephews.



## **Phil White, former BUILD Co-Chair**

Phillip White is a Deputy Assistant Director for the WA Department of Licensing and former co-chair of the State Business Resource Group, Blacks United In Leadership and Diversity (BUILD). He has 21 years of experience in public service helping organizations build strong team cultures and assisting them in the formation of healthy community partnerships. Phillip holds a Doctorate in Strategic Leadership, a MBA in Economics and an undergraduate in Accounting. When he is not working, he enjoys restoring classic trucks, completing projects around his home, and watching his beloved Buffalo Bills.

# Blacks United in Leadership and Diversity (BUILD)

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[BUILDWA.org](https://BUILDWA.org)

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

Additional resources:

- [BUILD-recommended resources](#)
- [DES Racism and Mental Health Resources](#)
- [Employee Assistance Program \(EAP\)](#)
- [OFM State HR resources for diversity, equity and inclusion](#)

# WIN Updates

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## **Nam Nguyen, WIN Chair**

- WIN Officer Elections:
  - Vice-Chair
  - Secretary
  - Communications Officer
- August Meeting



**WASHINGTON**  
IMMIGRANT NETWORK

THANK YOU!

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

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