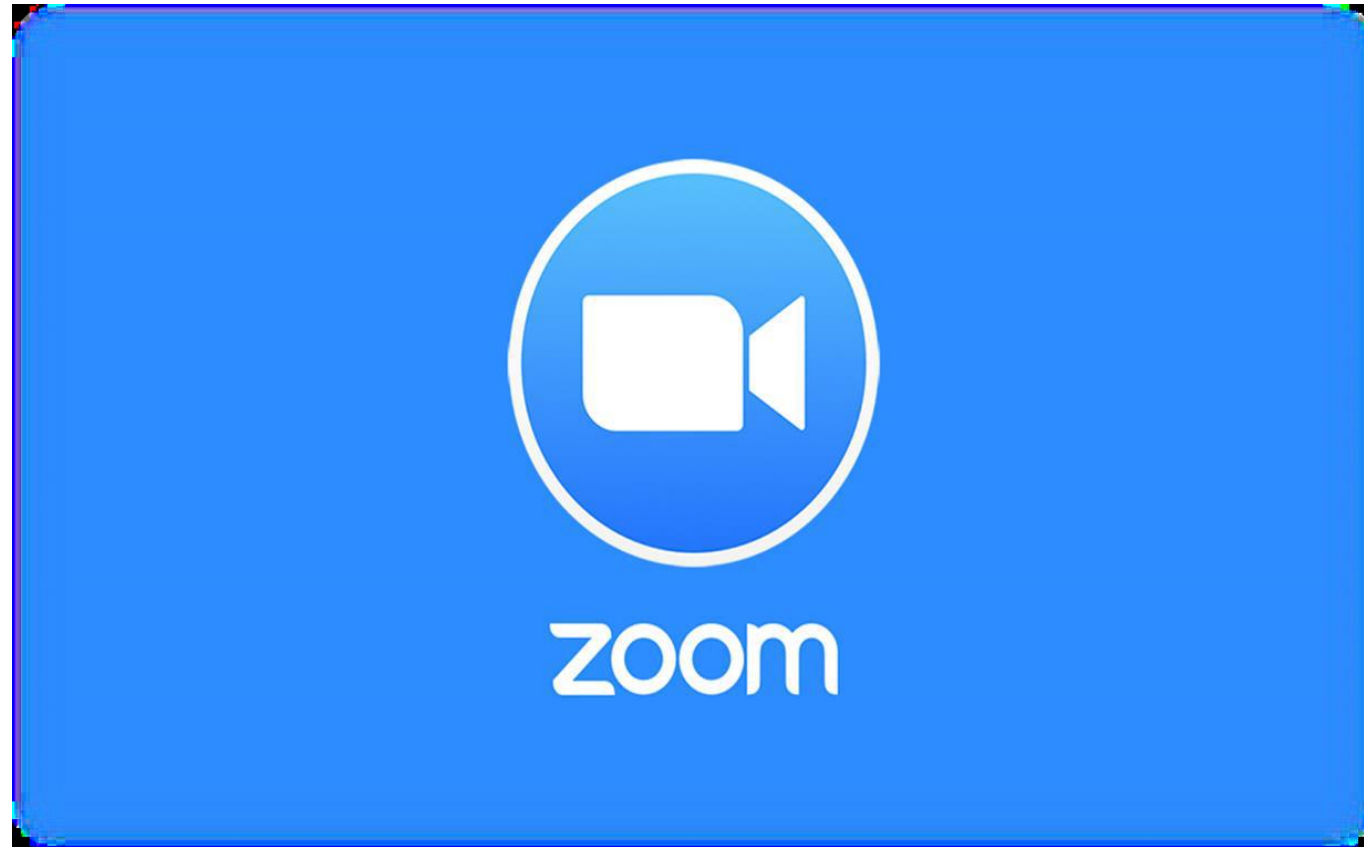




WASHINGTON
IMMIGRANT NETWORK

WELCOME TO THE
VIRTUAL MEETING

Zoom Meeting Orientation



Ice Breaker Question

Kim Sauer, WIN Vice-Chair

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

Rep. Cindy Ryu with WIN

- A. Intro & background: My parents' goals of providing for and educating their children was achieved by immigration**
- B. Why community involvement and public office?**
- C. Nuggets of Joy and Wisdom acquired over the past 53 years as an immigrant**
- D. Why civic engagement?**
- E. Q & A**

The Jae Il Kim
and Joan Kim
clan – 50
years in USA

Nuggets of Wisdom

- **Embrace being different.**
- **Bridging between the unique yet still American.**
- **(still) Goal-oriented.**
- **Working twice as hard.**
- **Self-care.**

Final thoughts: Define your goals, seriously consider them to be believable and achievable

Write the goals down and date it – we usually share at New Year to celebrate and to keep each other accountable.

Questions to ask yourself:

- **Where** are you going?
- **What** are you planning to do along the way?
- **When?**
- **Who** will be sharing this adventure with you?

At the end of the year:

- **What** did you accomplish? Reflect and pat yourself on the back.

Contact info:

Representative Cindy Ryu

cindy.ryu@leg.wa.gov

Legislative cell # (206) 430-0694

WIN Updates

Nam Nguyen, WIN Chair

2020 Employee Engagement Survey

Proposed Changes



Josh Calvert
Hayley Hohman
Christine Stalie

Setting the Stage

- Why are we looking to make changes this year?
- What was our approach to determining changes?

- What we would like from you today
 - Do these changes make sense?
 - Any red flags?
 - Wording concerns?



Proposed Demographic Edits

- Race
 - What race and/or ethnicity do you consider yourself?
 - American Indian or Alaskan Native
 - Another race
 - Black or African American
 - Hispanic or Latino/a
 - Two or more races
 - Prefer not to say
 - ~~White or Caucasian~~
 - White
 - North African/Middle Eastern
 - ~~Asian or Pacific Islander~~
 - Asian
 - Pacific Islander



North African or Middle Eastern

- There has been a [strong national campaign](#) to add this category to the U.S. Census
- Currently, individuals of this background have the [options of "White" or "Another race"](#)
 - King County includes this with "White"
- This is an opportunity that would allow this group to self-identify and receive the same treatment as employees in the other categories
- To match with the Census or King County, we would roll up into the "White" category [as they do](#)



Proposed Demographic Edits

- Disability status:
 - Do you identify as having a disability?
 - I have a disability
 - I do not have a disability
 - Prefer not to say
- What counts as a disability?
 - You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition
 - Disabilities include, but NOT limited to:
 - autism; autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, or HIV/AIDS; blind or low vision; cancer; cardiovascular or heart disease; celiac disease; cerebral palsy; deaf or hard of hearing; depression or anxiety; diabetes; epilepsy; gastrointestinal disorders, for example, Crohn's Disease, or irritable bowel syndrome; intellectual disability; missing limbs or partially missing limbs; nervous system condition for example, migraine headaches, Parkinson's disease, or Multiple sclerosis (MS); psychiatric condition, for example, bipolar disorder, schizophrenia, PTSD, or major depression



Privacy Protection

- Self-identification to your employer on the employee engagement survey does not mean that your supervisor or coworkers will know about it.
- This is sensitive and confidential information and should always be treated as such.
- The information you share will only be shared as aggregated data. The calculation is the same as the rest of the employee engagement survey. To ensure data quality, data of groups under 30 people will not be available.
- Sensitive demographic data is now exempt from public disclosure (2SHB1888).



We want to hear from you!

- Do these changes make sense?
- Any red flags?
- Wording concerns?

Send us an email!

- Josh Calvert - josh.calvert@ofm.wa.gov
- Hayley Hohman - hayley.hohman@ofm.wa.gov
- Christine Stalie - Christine.stalie@gov.wa.gov

Comments or questions requested by June 12, 2020





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IMMIGRANT NETWORK

THANK YOU!

www.WashingtonImmigrantNetwork.org

WIN@ofm.wa.gov