



WASHINGTON
IMMIGRANT NETWORK
You Belong Here

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

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

ANNOUNCEMENT!

Spotlight: Lorraine Lee, WIN Founder and Executive Sponsor, to retire in January



After 28 years of state service, WIN's founder and executive sponsor Lorraine Lee has decided to retire in January 2024. Lorraine has had a long career of state service, including:

- Policy analyst position working on criminal justice issues during the last year of the Lowry Administration.
- Several positions at the Lottery, including Sales and Marketing Director.
- Seven years at the Liquor Control Board (LCB) where she learned to be inclusive in government decision-making, being more transparent, and not assuming that everyone comes to the table with a shared understanding of how government works.
- Fourteen years at the Office of Administrative Hearings (OAH) that affirmed and deepened her appreciation for the rule of law. OAH's mission of holding fair, impartial hearings for people who disagree with government decisions is due process in action.

In a letter to colleagues, Lorraine reminded us that "each day is a gift of time that can be spent with loved ones, family and friends, enjoying life's simple pleasures and embarking on new adventures." Some of the adventures Lorraine has in mind are from a list of travel plans created by her best friend and husband of 34 years, John.

Lorraine said as an immigrant who came to the U.S. from Hong Kong as a child in 1965, not speaking a word of English, the prospects of life in America were uncharted for her with no examples to follow. 60 years later, she recognizes her career opportunities and accomplishments

came about through serendipity and the support of a community of helping hands and caring mentors.

In 2017, Lorraine founded the Washington Immigrant Network (WIN), one of seven state business resource groups (BRG). As the mission statement says, WIN is a resource for all immigrants who are state employees to connect, share, and educate each other and Washington state agencies on the skills, expertise and cultural value of a diverse workforce.

Lorraine encourages each of us to reach out a little broader to give a word of encouragement to members of WIN, other BRGs and within your agencies. “Be a caring mentor who opens doors of opportunities for those who would benefit from a helping hand or confidence boosts from you.”

Thank you, Lorraine, for your outstanding career of public service and your leadership in making WIN an organization we can be proud of.



Lorraine (3rd from right) meets with members of WIN's Leadership Team on November 14, 2023. Left to right: Philip Muirhead, Kathleen Quinene, Anu Rao, Christina Pourarien, Rokaiah Vansot, Rodolfo Mondaca (on screen), Nadine Nabass, Lorraine Lee, Todd Baker, and Ivy Huynh



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

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

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

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



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.

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](#).

UPCOMING EVENTS



International Mentoring Day Celebrations Event (Zoom)

Wednesday, January 17, 2024; 10:00 AM – 11:30 AM

You are invited to a Zoom meeting.

When: Jan 17, 2024 10:00 AM Pacific Time

Register in advance for this meeting:

https://ofm-wa-gov.zoom.us/meeting/register/tZ0sccChrDgiHNJtjPvoAe_rALwMJi21ZvVc

After registering, you will receive a confirmation email containing information about joining the meeting.

General Membership Meeting (Zoom)

Tuesday, January 2, 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

Career Opportunities



**Working for Washington State is work
that matters!**

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

careers.wa.gov - Find a Job

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)

[See Business Resource Group Events Calendar](#)

FOLLOW WIN:



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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](#)

Find us on Youtube.com!

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

