



WASHINGTON IMMIGRANT NETWORK

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

washingtonimmigrantnetwork.org

Appreciation for Joanne Lee, past WIN Chair

Joanne –

Now that you have stepped down from your role as past vice chair and chair, I want you to know how much WIN appreciates your efforts in expanding opportunities for immigrants who are current and future employees within Washington state government. Saying thank you does not seem to be enough knowing how much you've helped WIN continue our journey as a statewide Business Resource Group.

As you look back on your time with WIN, please know that our achievements would not have been possible without you at the helm. You have been a model of the importance of determination, collaboration, and partnership.

Without your help, grace, mentorship, and emotional support, I wouldn't have been able to advance WIN's purpose to support the professional development of immigrant state employees through recognition, resource identification, and mentorship.

On both a professional and personal level, I am grateful for the time we spent together. I hope that I can pay forward what you have given me in advocating for our members and courageously sharing our truth and our lived immigrant stories. I will use your selfless support, championing, and commitment in serving our immigrant communities and members as a model as I move ahead.

Inspired by your leadership, WIN will recommend strategies to advance recruitment, retention, career progression, and leadership development. We will advocate and educate state agencies on opportunities available to and challenges faced by immigrant state employees and communities served by the state government. WIN will also educate state agencies on the experience, skills, and knowledge of immigrants and the value of a diverse workforce.

Congratulations from all of us at WIN. We wish you the very best of luck in your new chapter.

See you again soon,

Christina Pourarien, WIN Chair



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.

WIN's Mentoring Program Now Accepting New Mentees

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.

Taglines
the **lines** you remember.

Just do it.

You're in good hands.

Can you hear me now?

You might recognize those phrases as taglines for some well-known companies. A tagline is a memorable phrase designed to be an expression of your organization's purpose and mission.

WIN invites you to share your tagline ideas for us to include in our WIN logo. Please take a moment to share your ideas for a memorable tagline for WIN by completing our survey.

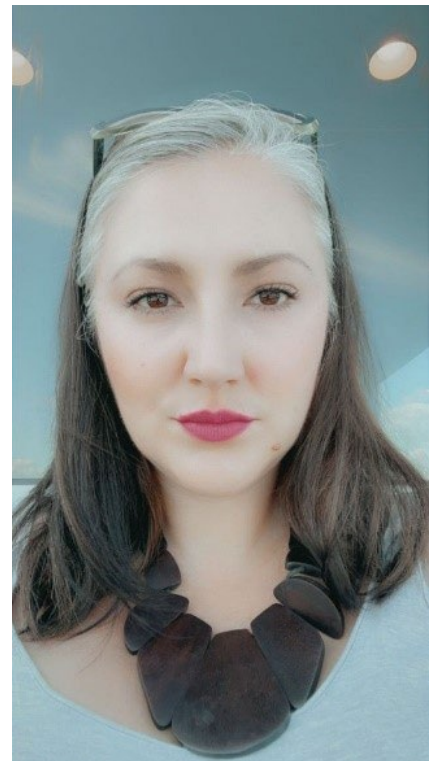
[Click here to share a tagline idea](#)

Featured Immigrant Story:

Nina Mesihovic

Department of Enterprise Services

I was born and grew up in Sarajevo, Bosnia which is famous for many things, but mostly for the Olympic Games of 1984 and two wars; WWI and the one in the 90s. I came to the US over twenty years ago, after the war. I survived that war and I knew I could make it in the USA. I fought for political asylum for 12 years and it took me another 5, all together 17 years to become a citizen. Once I did, I quickly earned BA in Geography/GIS and JD from Seattle University. I graduated law school in 2022 and I currently work as Contracts Specialist with DES. I love my work, my state and my story. Immigrants make this country stronger and better.



My Immigrant Story



Do you have a story to share?

You can submit your immigrant story by visiting:

[**WIN's Immigrant Stories page**](#)

Achieving Equity in WA State Government

OFM issued State HR Directive 23-01 on DEI Training February 1st. OFM partnered with the Department of Enterprise Services (DES) and the Office of Equity on this important initiative that will transform state government.

The Office of Equity and OFM were tasked by the Governor to create a workplace training for all state employees that will foster a pro-equity, anti-racist state government. The training focuses on foundational Diversity, Equity, and Inclusion (DEI) concepts to provide a shared language and level of understanding for all employees.

Next Steps



The training will come in two parts: a prerequisite video that's already available for employees to view in the Washington State Learning Center and a follow-up instructor-led virtual training. We anticipate the instructor-led training will be available for employees to register within the Learning Center sometime in March 2023.

All employees are encouraged to sign up for the prerequisite, *Who We Are: A Chronicle of Racism in America*, at any time.

Thank you for all the support from the DEI training committee, our BRGs, the DEI council, and other community groups to help get this training and the Directive off the ground. We look forward to building a more pro-equity, anti-racist workforce together.

- Background information, including answers to frequently asked questions can be found on the [OFM Website](#).
- For general questions about the training implementation, please email DESDEITraining@des.wa.gov.



Language Access Survey

Over the next few years, the Department of Revenue is working to expand their language services. DOR values your opinion and hopes you will take a few minutes to complete their survey. Your feedback helps DOR determine where to focus their efforts so they can better serve our multilingual community.

Survey closes on March 3, 2023

[Take the Language Access Survey](#)

[SEEKING VOLUNTEERS](#)

WIN Membership Outreach Chair

The Membership Outreach Subcommittee oversees and manages WIN BRG outreach efforts through various agencies and communities. The team is responsible for coordinating outreach events and oversees all immigrant and allies' membership outreach and retention.

If interested please contact:

WIN@ofm.wa.gov

WIN June 2023 Annual Event Planning Committee Volunteers

We are looking for members to participate in planning for WIN BRG June annual event. Please contact Sally Elliott, WIN co-chair at YOUS235@lni.wa.gov if you would like more information or would like to volunteer as part of the WIN 2023 annual planning committee.

UPCOMING EVENTS

WIN Public Speaking Group

Wednesday, February 22, 2023

11:30 am to 12:30 pm

Hosts: Christina Pourarien and Gwen Willis, Professional Development

If you would like to practice public speaking, please sign up for Washington Immigrant Network's "WIN-Public Speaking Group." Our goal is to help develop the professional skill of effectively speaking in front of groups of people in meetings or other events. This is a supportive and inclusive environment where we will comfortably engage in speaking and evaluation activities. Please have a two-minute speech prepared that you would like to receive feedback on. Feedback will be provided by those who are in attendance through an objective evaluation. The schedule will depend on the number of people we have signed up for each date.



Register in advance for this WIN workshop



Webinar - February 22nd at 12:00pm

Have you sought to apply for the Public Service Loan Forgiveness (PSLF) program, but have more questions than answers? Have you heard about the PSLF Limited Waiver Opportunity but think you missed the deadline? Do you have Parent Loan for Undergraduate Students (Parent PLUS) loans and think you don't qualify? Presenters **Jessica M. Manfredi**, PSLF Program Associate and **Stephanie Sampedro**, Washington Student Loan Advocate will walk you through the process.

When: **Wednesday February 22, 2023 at 12 p.m.** Where: **Zoom** (*Register for the webinar [here](#)*)

If you are unable to attend the webinar, a recording of the presentation, the presentation slides, and transcript will be posted on the [WA Student Achievement Council](#) website.

WIN General Membership Meeting (Zoom)

Tuesday, March 7, 2023

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.



[Click to join Zoom Meeting](#)

Meeting ID: 867 8744 7524
Passcode: 312248

First time coming to a WIN General Membership Meeting?

The WIN Business Resource Group (BRG) welcomes all members and allies. Our BRG serve as 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. (Note: WIN defines as "immigrant" as a person born in a foreign country or having a foreign-born parent.)

If you would like more information or want to volunteer for WIN, please consider joining our [sub-committees](#). Please reach out to the WIN chair, Christina Pourarien and WIN vice-chair, Sally Elliott at win@ofm.wa.gov to chat about what our subcommittees are working on and ways to get involved.

WIN strives to provide accessible for all people. Please email win@ofm.wa.gov for any accommodation requests.



ICSEW

General Membership Meeting

ICSEW General Membership Meeting

March 21, 2023 - 8:30am-12:00pm

[Click here for more information](#)

More about ICSEW

ICSEW aims to improve the lives of Washington state-employed women through advocacy, outreach and opportunity. Working alongside the Governor's office and other state agencies, ICSEW advocates for desirable policy changes in laws and programs related to education, training, career development and employment. You can read more about the ICSEW [here](#).

Veterans Employee Resource Group (VERG) Hiring Event

Tuesday, March 28, 2023

9am-5pm and 5:30pm-7:30pm



Your Washington State VERG is excited to announce that we are preparing to launch the Inaugural Washington State Agency Hiring Event on Joint Base Lewis McChord on **March 28**, from **9:00 am to 7:30 pm**. This event is open to current Washington State National Guard, transitioning Service Members, and their families. Your VERG is partnering with various state agencies, Hiring Our Heroes, Washington State National Guard, and other organizations to provide transitioning Service Members and their families an opportunity to speak with Recruiters, Hiring Managers, and current Veteran state employees and gain insight to the various roles and benefits within state government.

[Click here for more information](#)

If your agency would like to reserve a spot or if you would like to volunteer, please contact VERG at VERGInformation@dva.wa.gov

Career Opportunities



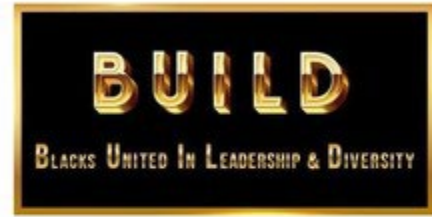
Working for Washington State is work that matters!

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](https://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](#).

