



**WASHINGTON**  
IMMIGRANT NETWORK  
You Belong Here

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

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

**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.

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## Note from the Chair:

### Sharing the 2022-2023 WIN Annual Report

Thank you, WIN members, for being wonderful collaborators, supporters, and friends. I am so proud to be a member of the WIN BRG and honored to have been trusted by you to lead WIN's mission and purpose in expanding opportunities for immigrants who are current and future employees within Washington state government, as well as serving as a resource for all immigrants who are state employees, to connect and celebrate our diverse lived stories and our given names.

If you are curious or feel you could benefit from our BRG, are an immigrant or ally, have a parent who is an immigrant, or want to learn more about our immigrant communities in state government, we encourage you to join us. You belong!

Please take a look at our [2022-2023 Annual Report](#) to learn more about WIN.



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# Welcome New WIN Team Members!



## **Kathleen Quinene, WIN Mentoring Program Administrator**

Buenas yan Hafa Adai! Greetings and hello! My name is Kathleen Quinene and I am currently the office manager for the Renton Community Services Office of WA State's Department of Social and Health Services.

I am passionate about the role I play in the workforce and truly believe that authenticity, kindness, and compassion go a long way in a place of confusion and uncertainty.

While I have spent the last 21 years calling the Pacific Northwest home, my roots and culture come from the Island of Guam where I am a native daughter of the CHamoru people. When not at work, I enjoy spending time with my family and friends for a quiet night in or searching for an adventure through our taste buds. I also enjoy reading and listening to all genres of music.

Read more about Kathleen on the [WIN Team Member web page](#).

## **Jean Paul, WIN Advocacy Sub-Committee Chair**

Hello! My name is Jean Paul (he/him) a Shared Power Consultant with the Washington State Office of Equity. I am a committed equity, diversity, and inclusion professional whose background extends to exposing marginalized youth to STEM careers, helping at risk fathers with child custody and achieving economic freedom. I was born in the beautiful island of Haiti, and immigrated to the U.S. as a teenager. I am a proud husband, father of two, community leader and Doggy Dad. In my spare time, you can find me playing with my children, tending to my garden, bird watching and taking long walks with my Dog Onyx.



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As a first-generation immigrant from Hong Kong, she shared her journey visiting America and shared her journey working at the Department of Revenue of over 26 years. She currently lives in Vancouver, WA.

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## Seeking Volunteers

## WIN Social Media Guru

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## Videographer

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[christina.pourarien@esd.wa.gov](mailto:christina.pourarien@esd.wa.gov)

## WIN June 2024 Annual Event Planning Committee Lead and Volunteers

We are looking for members to help plan for the WIN June annual Immigrant Heritage Celebrations hybrid event. Please contact Christina Pourarien, WIN Chair at [WIN@ofm.wa.gov](mailto:WIN@ofm.wa.gov) if you would like more information or would like to volunteer as part of this special planning committee.

**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:

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## Global Holidays and Observances

WIN would like to invite you to share with us the holidays and observance you celebrate in your culture. We want to showcase these significant celebrations on our website and social media. If you are interested in sharing your cultural celebrations with WIN, please email us at [WIN@ofm.wa.gov](mailto:WIN@ofm.wa.gov)

### October Holidays and Observances:

October - **Filipino History Month**

October 5 – **World Teachers' Day**

October 9 - **National Indigenous Peoples' Day**

October 10 – **World Mental Health Day**

October 15-27 – **Dashain**

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## 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](mailto: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](#).

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## UPCOMING EVENTS



ICSEW and the Washington State Business Resource Groups (BRG's) are pleased to invite your participation in a State Book Club where we will read and discuss the book *So You Want to Talk About Race* by author Ijeoma Oluo.

The discussions start later this month:

- Book Club Facilitation Training – October 16<sup>th</sup> at 11 AM
- Discussion #1 – October 23<sup>rd</sup> at 1:30 PM
- Discussion #2 – November 6<sup>th</sup> at 1:30 PM
- Discussion #3 – November 20<sup>th</sup> at 1:30 PM
- Discussion #4 – December 4<sup>th</sup> at 1:30 PM
- Discussion #5 – December 18<sup>th</sup> at 1:30 PM

For more information about how to register for the book club, check out the WIN Events page at the following link:

### **ICSEW Book Club Information**

Please feel free to share this information with those who may be interested in joining us in these discussions. You do not have to be a state employee or a member of ICSEW/ the BRG's to join this book club!

If you have any questions, please email us at [icsew@ofm.wa.gov](mailto:icsew@ofm.wa.gov).



## **WIN Events**

### **WIN Quarterly Social Hour Meeting with WIN's Chair**

Host: Christina Pourarien, WIN Chair

When: Oct 19, 2023, from 1pm to 2:00 PM Pacific Time (US and Canada)

Register in advance for this meeting at the following link:



[Click Here to Register](#)

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

Registration for the *Office of Equity's Annual Convening: We The People* is now officially open! We have options for virtual and in-person attendance.

This event will be hosted at the Greater Tacoma Convention Center located at 1500 Commerce Street, Tacoma, WA, on October 24<sup>th</sup> & 25<sup>th</sup>. We look forward to being in community with you.

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## WIN Mentoring Program Celebration

Inviting all WIN Mentors and Mentees to celebrate our journey together.

WIN is hosting a quarterly celebration with our current mentors and mentees. This is an opportunity for all state employees to learn more about the WIN Mentoring program about our mentors and mentees.

**You are invited to a Zoom meeting!**

When: Nov 15, 2023 02:30 PM Pacific Time

Register in advance for this meeting:

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

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## General Membership Meeting (Zoom)

**Tuesday, November 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.

### Join Zoom Meeting

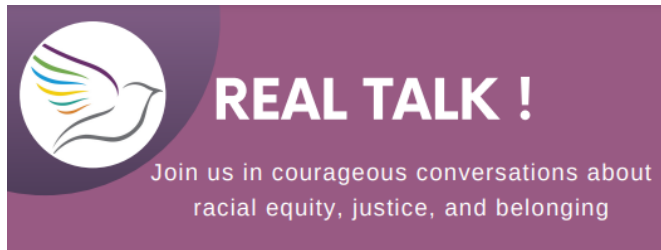
<https://us02web.zoom.us/j/86787447524?pwd=aTdsWXFpU3JrUEVLYlBhNjIjDnVRLDZ09>

Meeting ID: 867 8744 7524

Passcode: 312248

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**NEXT: Wednesday, November 8, 2023**

**11:00 AM - 12:30 PM**

## Register for Real Talk! 2023

The Office of Equity invites you to join us in 2023, each month, from 11:00 –12:00pm for our Real Talk! sessions and from 12:00–12:30 pm for our Post Talks, where we will have an interactive discussion on the Real Talk! Topic.

Centered in belonging, we will unpack truth, reconcile the past, learn from one another, connect, and together, experience healing from harm. We encourage you to lean in, be curious, and explore experiences different from your own.

This is the moment and place to have real talk to truly transform our agencies into places where real people experience equity, justice, and belonging every day, now and for generations to come.

[Register for Real Talk and Post Talk 2023 Series](#)

[Subscribe to monthly Real Talk news](#)

[Watch the Real Talk Introduction for more background.](#)

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## Career Opportunities



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

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# 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](http://OFM.wa.gov/BRGs))

[See Business Resource Group Events Calendar](#)



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**SUILO** "Systemic racism is a machine that runs whether we pull the levers or not, and by just letting it be, we are responsible for what it produces."  
We have to actually dismantle the machine if we want to make change.  
Author: *Ijeoma Oluo*

**STATE-WIDE BOOK CLUB**

Navigate the conversation on race in a impactful way!  
**CURRENT READING:**  
"So You Want to Talk About Race" By Ijeoma Oluo

<https://ofm.wa.gov/state-human-resources/workforce-diversity-equity-and-inclusion/statewide-business-resource-groups>

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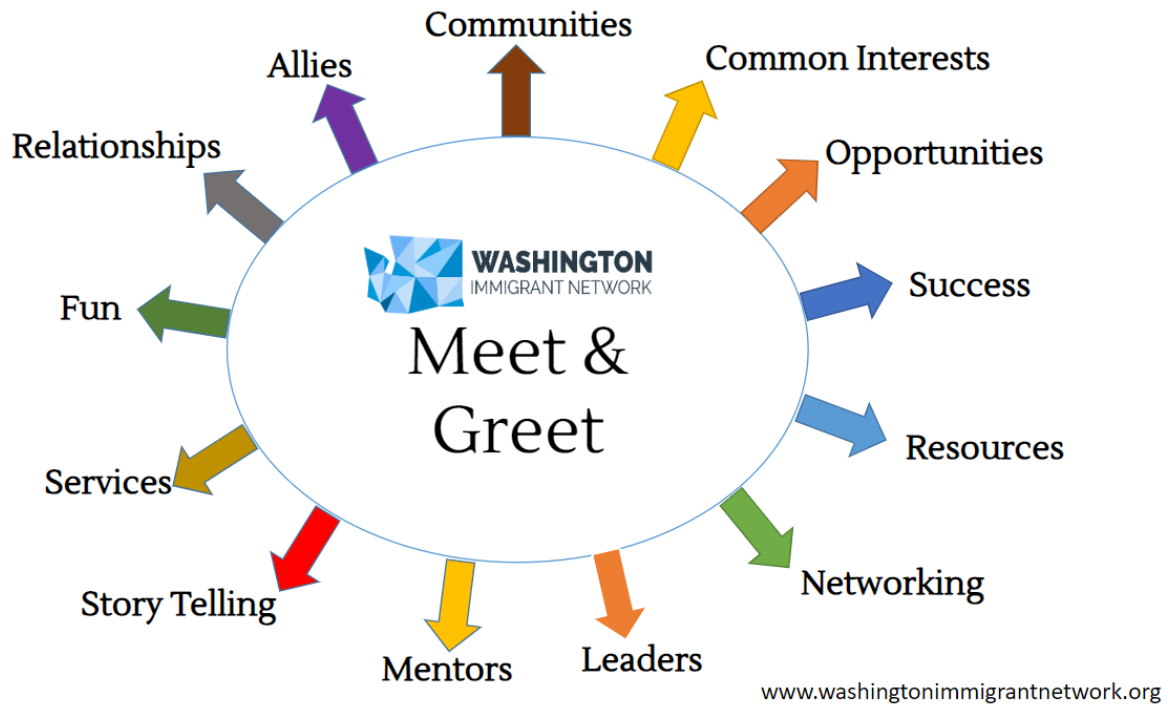
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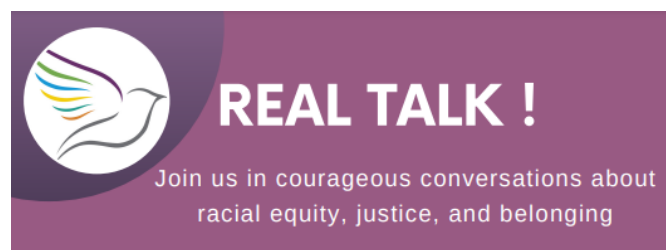
<https://us02web.zoom.us/j/86787447524?pwd=aTdsWXFpU3JrUEVLYlBhNjlDNVRLdz09>

Meeting ID: 867 8744 7524

Passcode: 312248

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[See Business Resource Group Events Calendar](#)

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## FOLLOW WIN:



[Follow on Facebook](#)

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[Follow on Instagram](#)

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[Follow on LinkedIn](#)

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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](#)

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## ***Find us on Youtube.com!***

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



Having trouble viewing this email? [View it as a Web page](#).

Share this bulletin:  **SHARE**

Do you want to learn more about the Washington Immigrant Network (WIN) Business Resource Group?

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We also encourage you to follow us on our social media links: