



# Fiscal Year 2021-22 Annual Report

WASHINGTON STATE LATINO LEADERSHIP NETWORK

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## Fiscal Year 2021-22 Report

The following is a report of activities and finances for the Washington State Latino Leadership Network for the period of July 2021 through June 2022.

## Latino Leadership Network Background

We are the Latino Leadership Network (LLN), a Washington State Employee Business Resource Group (BRG). We are an organization of Latinos and allies with a bold vision to build, connect, and inspire our state's Latino workforce.

We are driven by a vision to prepare outstanding Latino leaders and a qualified workforce to serve our state today and tomorrow.

LLN reflects the rich Latino diversity, culture, and history seen across the state of Washington, and an empowered business resource group contributes to a state workforce that understands the communities it serves and improves the delivery of public services.

## Vision

Connecting and inspiring Washington State's Latino workforce and leaders of today and tomorrow.

## Mission

Through the power of connection: invest, inspire, and serve.

## Purpose

- Serve as a resource for Office of Financial Management State Human Resources and state agencies in recruiting, retaining, and promoting a diverse and inclusive workforce.
- Provide high quality opportunities for professional development.
- Contribute to Washington State's business objectives and Results Washington goals.
- Build a sense of community and support among Latino state employees and allies.
- Collaborate with other state Business Resource Groups, state organizations and community organizations to support diversity, equity, and inclusion in the state workforce.

## Definitions

The term Latino is used for anyone who identifies as Hispanic, Latino/a/x/@/e, Chicano/a/x/e, Latin American, Mexican, or other similar identifiers.

The term ally is used for anyone who does not identify as Latino but does stand up for and stand with the community.

## Leadership

- Chair: Abby Chavez
- Co-Chair: Tony Griego
- Administrative Assistant: Nohemy Solorzano-Thompson
- Executive Sponsor: Alfie Alvarado-Ramos

- Communications Director: Nancy Gutierrez
- Treasurer: Martha Arana
- DEI Committee Co-Lead: Jovita Ramirez
- DEI Committee Co-Lead: Steve Camerer
- Events and Conferences Committee Lead: Monica Andrade-Hupp

## Revenues and Expenditures

Due to canceling the 2021 Hispanic Heritage Month event, LLN did not generate any expenditures during the annual period. Furthermore, LLN did not generate any additional funds.

### Funds from Previous Year

Sponsor	Amount
Veterans Affairs	\$ 1,000.00
Liquor and Cannabis Board	\$ 1,500.00
WSECU	\$ 1,666.66
<b>Total</b>	<b>\$ 4,166.66</b>

The total carryover funds from the previous annual report are \$4,166.66.

## Strategic Goals

LLN identified three strategic goals for the fiscal year.

1. Provide quality opportunities for professional development to advance promotion of Latinos in leadership positions
  - a. Results: LLN provided five separate opportunities focused on professional development and supporting career advancement. LLN shared an estimated ## agency job postings focused on leadership positions and bilingual positions.
    - i. Resume & Interview Tips with Lolo Arevalo
    - ii. Required state DEI training update with Larry Delgado
    - iii. Microsoft One Note & Project Management Training
    - iv. Salary Negotiations
    - v. Intro to Accessibility and Microsoft Products
2. Re-establish quarterly Lunch and Learn events with speakers making an impact in their community to inspire LLN members
  - a. Results: LLN provided four separate Lunch and Learn events highlighting leaders, creating space for conversations on gender identity, and celebrating Latin culture. Lunch and Learn events saw significant attendance numbers.
    - i. [Lunch and Learn: 21<sup>st</sup> Century Feature-Length Fiction Films from Latin America – 9/28/2021](#)
    - ii. Lunch and Learn: On Being LGBTQ+ and Latino/a/e/x: Exploring the intersection of race and gender – 10/7/2021 (event not recorded)
    - iii. Lunch and Learn: “Celebrating Women’s History Appreciation Month” Discussion Panel – 3/8/2022

- iv. Lunch and Learn: The Power of Identity: The Intersectionality of the LGBTQ+ and the Latino/a/x/e Communities – 6/30/2022
- 3. Build community with Latino state employees and LLN members to improve engagement of Latino state employees
  - a. Results: LLN event attendance grew over time and Lunch and Learn events saw record attendance. The April 12<sup>th</sup> Networking Breakout sessions helped create connections and resulted in several LLN members joining the leadership team.

## Events

The following are a summary of LLN events including General Membership meetings and subcommittee meetings.

### July 2021

#### [General Membership Meeting – 7/13/2021](#)

- Agenda:
  - Welcome
  - Resume & Interview Tips with Lolo Arevalo
  - Breakouts for Networking
  - Subcommittee Report-Outs
    - Health and Wellness
    - Diversity, Equity, and Inclusion
    - Communications
    - Membership Outreach
    - Best Practices
  - Announcements
- Guest Speaker: Lolo Arevalo, Workforce Diversity & Talent Acquisition Manager, WA Department of Corrections
- Est. Attendance: 50

### August 2021

#### [General Membership Meeting – 8/10/2021](#)

- Agenda:
  - Welcome and update on Hispanic Heritage Month events
  - Required state DEI training update with Larry Delgado
  - Breakouts for Networking
  - Subcommittee Report-Outs
    - Health and Wellness
    - Diversity, Equity, and Inclusion
    - Communications
    - Membership Outreach
    - Best Practices
- Guest Speaker: Larry Delgado – DEI Development Manager, WA Department of Enterprise Services

- Est. Attendance: 50

## September 2021

General Membership Meeting – 9/14/2021

- Observance of Hispanic Heritage Month

Hispanic Heritage Month: Celebration in the Park – 9/25/2021

- Event Cancelled and performances recorded for 10/12 General Membership Meeting due to increased COVID-19 cases.

## Lunch and Learn: 21<sup>st</sup> Century Feature-Length Fiction Films from Latin America – 9/28/2021

- Presenter: Nohemy Solorzano-Thompson
- Est. Attendance: 100

## October 2021

Lunch and Learn: On Being LGBTQ+ and Latino/a/e/x: Exploring the intersection of race and gender – 10/7/2021

- Guest Speakers: Nohemy, Manny
- Business Resource Group Partnership: Rainbow Alliance and Inclusion Network
- Est. Attendance: 150

## General Membership Meeting – 10/12/2021

- Agenda:
  - Welcome
    - Recap of Hispanic Heritage Month events & where to find recordings
    - Care-a-Van Announcement
    - Taking break in Nov
    - Update on Charter & Bylaws
  - Musical Videos by PARKS
  - Land Acknowledgements with Jessie Dean
    - Q&A
  - Closing Remarks
- Guest Speakers:
  - Makaela Kroin – Folk & Traditional Arts Program Coordinator, WA State Parks and Recreation Commission
  - Jessie Dean – Tribal Liaison, WA Health Care Authority
- Musical Performance (recorded)
  - Trio Guadalevín
- Est. Attendance: 50

## November 2021

No general membership events held during November.

## December 2021

### General Membership Meeting – 12/14/2021

- Agenda:
  - Welcome
  - Q&A with LLN Chair & Co-Chair
    - What LLN has been for us
    - What's in it for members
    - ASK – more volunteers
  - Microsoft One Note & Project Management Training
  - Lotería Game

## January 2022

### General Membership Meeting – 1/11/2022

- Agenda:
  - Welcome
  - Universal Basic Income (UBI) Presentation w/Megan Matthews
    - Presentation
    - Q&A
  - Open Discussion w/members
    - Speaker/Presentation Suggestions
    - Membership Survey
  - Closing Remarks
- Est. Attendance: 50

## February 2022

### General Membership Meeting – 2/8/2022

- Agenda:
  - Welcome
  - Tara Smith – Director of the WA Department of Enterprise Services
  - Committee Updates
    - Diversity, Equity, and Inclusion
    - Best Practices
  - Afro-Latinx Representation
    - Video “What Afro-Latinos Want You to Know”
    - Video “Black, Latino, and Proud”
    - Group Discussion
  - Salary Negotiations
- Est. Attendance: 75

## March 2022

### Lunch and Learn: “Celebrating Women’s History Appreciation Month” Discussion Panel

- 3/8/2022

- Guest Speakers:
  - Monica Alexander - Executive Director, Criminal Justice Training Commission
  - Pilar Pacheco – Senior Program Officer, Emergency Response – Global Development Division, Bill & Melinda Gates Foundation
  - Josefina Magaña – Administrative Regulations Analyst, Division of Occupational Safety and Health, Department of Labor and Industries
- Est. Attendance: 125

## April 2022

### General Membership Meeting – 4/8/2022

- Agenda:
  - Welcome
  - Updates
  - Intro to Accessibility and Microsoft Products
  - Breakout Room Sessions 1
    - Demographic Data Campaign
    - Intersectionality
    - Job Search Skills
    - Mentorship
  - Breakout Room Sessions 2
    - Intersectionality
    - Job Search Skills
    - Mentorship
- Est. Attendance: 50

## May 2022

### General Membership Meeting – 5/10/2022

- Agenda:
  - Welcome
  - Updates
  - Washington State Poverty Reduction Basic Income Project – Lori Pfingst
  - University of Washington Latino Center for Health – Professor Gino Aisenberg PhD
- Guest Speakers
  - Lori Pfingst – Senior Director, WA Department of Social and Health Services
  - Gino Aisenberg PhD – Professor, University of Washington
- Est. Attendance: 65

## June 2022

### General Membership Meeting – 6/14/2022

- Agenda:
  - Welcome
  - Elections
    - Chair Nominee: Tony Griego



- Co-Chair Nominee: Monica Andrade-Hupp
- Announcements
- Est. Attendance: 50

Lunch and Learn: The Power of Identity: The Intersectionality of the LGBTQ+ and the Latino/a/x/e Communities – 6/30/2022

- Guest Speakers:
  - Abigayle Coleman – Legal Office Assistant, WA Office of the Attorney General
  - Amber Coleman – Diversity Equity Inclusion and Respect Facilitator, WA Department of Ecology
  - Sedona Leza – Transportation Engineer 2, WA Department of Transportation
- Est. Attendance: 200