

**BUILD**

**BUILD NEWSLETTER**  
**FALL 2023**

# BUILD



## TABLE OF CONTENTS

- The 1963 March On Washington Acknowledgement • P. 3
- Decolonizing Data • P. 4
- Subcommittees • P. 5
- National Depression Acknowledgement • P. 6
- Domestic Violence Acknowledgement • P. 7
- Agency Spotlight: ESD • P. 8
- Community & Alliedship • P. 9
- Buffalo soldiers & Tuskegee airmen • P. 10
- Photos • P. 11-12

Blacks United In Leadership and Diversity (BUILD) is one of seven Washington State Business Resource Groups. BUILD exists to improve the experiences of current and future Black state employees, increase representation of Black people in leadership positions, give voice to the Black perspective in policy discussions about Washington communities, and build each other up as we move forward.

### BUILD Monthly Membership Meetings

**When:** Third Thursday of each month (except for November and December) from 9:00 AM to 12:00 PM

**Where:** Virtual **Register:** [BUILD@OFM.WA.GOV](mailto:BUILD@OFM.WA.GOV)

#### Time Commitment

Generally between three and six hours per month for the monthly meeting and/or subcommittee work.

#### Help BUILD

For questions or to get involved contact the BUILD at [BUILD@ofm.wa.gov](mailto:BUILD@ofm.wa.gov).

#### Subscribe to our Mailing List

Visit the [Office of Financial Management - Public GovDelivery](#) to sign up for updates.



### OUR MISSION

Improve the experiences of Black state employees, increase representation in leadership positions, give voice to the Black perspective, and build each other up as we move forward.

### OUR VALUES

We are firmly committed to diversity and inclusion.

### OUR VISION

Change the state's narrative and give identity and voice to current employees while enforcing policies that promote diversity, inclusion and respect in the workplace.

### CHARTER AND BY-LAWS

Our Guiding Document includes information about membership, roles and responsibilities, elections, supporting agencies, meetings, subcommittees, activities plan, and staffing/operational costs.

### OUR FUNDAMENTALS

Our Fundamentals Map outlines our foundations, key goals, outcome measures, core processes, process owners, sub processes, and process measures.





# BUILD



## MARCH ON WASHINGTON 1963



Bayard Rustin and Cleveland Robinson, March on Washington August 7, 1963



The March on Washington for Jobs and Freedom, Aug. 28, 1963, with the Rev. Martin Luther King Jr., center



Scene from the March on Washington for Jobs and Freedom, August 28, 1963



Members of a Savannah, Ga. delegation arrive in Washington D.C., to join the March On Washington on Aug. 28, 1963



[VIRTUAL MARCH ON WASHINGTON](#)



[MORE INFORMATION](#)

On August 28, 1963, a crowd of over 200,000 people gathered in the support of the protest against racial discrimination for employment and to fight for the civil rights movement. It has been 60 years since the event March On Washington happened. BUILD continues to march with a focus on addressing discrimination, providing a voice for the unheard and fighting to increase representation for Black people in the workforce. In Martin Luther King Jr's famous speech, called: I Have a Dream, he spoke on urgency, stating, "This is no time to engage in the luxury of cooling off or to take the tranquilizing drug of gradualism." Although in the 2023, we have made progress, we must continue to lean forward in advancing our efforts in ensuring there is fairness and equitable practices being demonstrated in the organizations we support. We must continue to advance our efforts, so generations beyond our current times, can have a better chance to be successful and prosper.

***"We cannot walk alone. And as we walk, we must make the pledge that we shall march ahead. We cannot turn back."***

*- Martin Luther King Jr*

**BLACKS UNITED IN LEADERSHIP AND DIVERSITY**





# DECOLONIZING DATA-

## Policy & Data Subcommittee

*"Decolonizing data means changing the way we think about data as being more than just numbers and statistics, but all of the information used to tell a story of the past, present and future."*

da·ta

Noun

Facts and statistics collected together for reference or analysis.

"There is very little data available"

When we hear the word "data" one of the first things that comes to mind are numbers. For the state employee, more often than not these numbers are part and parcel of a process of performance measurement and an assessment of some kind. However, when we look the word data up in the dictionary, we find that the word data is used to refer to facts and statistics collected together for reference or analysis. I.e., data is nothing more than information that is collected for understanding what it relates to.

Data can be used in a variety of ways. Today data is leveraged to inform and support critical decision making, as well as identifying opportunities, and evaluating the effectiveness of methodologies currently in practice, but data isn't just about numbers and statistics. In a speech celebrating the life of Eduardo Mondlane, leader of the Mozambican Liberation Front (FRELIMO), who was assassinated by Portuguese agents in February of 1969, Amilcar Cabral notes how, "The principal characteristic, common to every kind of imperialist domination, is the negation of the historical process of the

dominated people by means of violently usurping the free operation of the process of development of the productive forces."

[Read More](#)



Join us at our next BUILD Policy & Data subcommittee meeting held on the 2nd and 3rd Tuesdays of every month, from 11:00 am – 12:00 pm.







# BUILD



## BUILD SUBCOMMITTEES

### Communications

Contact

Co-Lead: Devon Brim [devon.brim@dcyf.wa.gov](mailto:devon.brim@dcyf.wa.gov)

Co-Lead: Daisha Gomillion  
[daisha.gomillion@dshs.wa.gov](mailto:daisha.gomillion@dshs.wa.gov)

The Communications subcommittee recognizes the disparities in our society and seeks to promote BUILD's message of support and empowerment of the Black Community to all Washingtonians.

### Professional Development and Leadership Support

Contact

Co-Lead : Donald Paul [donald.paul@dshs.wa.gov](mailto:donald.paul@dshs.wa.gov)

Co-Lead :Shannon Williams [shannon.williams@dshs.wa.gov](mailto:shannon.williams@dshs.wa.gov)

The Communications subcommittee recognizes the disparities in our society and seeks to promote BUILD's message of support and empowerment of the Black Community to all Washingtonians.

### History and Activities

Contact

Lead: Undra Simpson [undra.simpson@dshs.wa.gov](mailto:undra.simpson@dshs.wa.gov)

Co-Lead: RaChelle Nelson [rachelle.nelson@dshs.wa.gov](mailto:rachelle.nelson@dshs.wa.gov)

The History and Activities subcommittee recognizes the historical mental and physical impacts on Black people who have been traditionally excluded from a positive, well-deserved narrative of our collective accomplishments and achievements.

### Policy And Data

Contact

Co-Lead :Terrence McCall [terrence.McCall@dshs.wa.gov](mailto:terrence.McCall@dshs.wa.gov)

Co-Lead: Crissheon Bond [crissheon.bond@esd.wa.gov](mailto:crissheon.bond@esd.wa.gov)

The BUILD Policy, Legislative, and Data Subcommittee seeks to improve the lives of state-employed BIPOC (Black Indigenous People of Color) by addressing the disparities in the Black Community by way of making policy recommendations to the Governor and state agencies with respect to desirable changes in state programs and law..

### Membership Engagement and Support

Contact

Co-Lead : Chelsea Wright [wrii235@lni.wa.gov](mailto:wrii235@lni.wa.gov)

Co-Lead: Annette Parker [annette.parker@doh.wa.gov](mailto:annette.parker@doh.wa.gov)

Membership Engagement and Support greet and welcome new and/or existing BUILD members and allies, to connect members with relevant resources and information, to provide a space to build relationships and promote equity an inclusion within our communities and opportunities to being more involved with BUILD.

### Outreach and Resources

Contact

Co-Lead : Mikia Guy [Mikia.Guy@ofm.wa.gov](mailto:Mikia.Guy@ofm.wa.gov)

Co-Lead : Heather May [hmay461@ecy.wa.gov](mailto:hmay461@ecy.wa.gov)

The Outreach Subcommittee promotes BUILD and BUILD's mission, vision, and goals through participation in events, networking, and developing resources for distribution. This subcommittee advances BUILD's vision by increasing awareness of Black history, culture, perspectives, and intersectionality towards a robust and comprehensive understanding of the diversity and beauty within the Black Community.

LEARN MORE



# BUILD

## NATIONAL DEPRESSION EDUCATION ACKNOWLEDGEMENT



October is recognized as Depression Awareness Month each year. The purpose is to increase understanding, decrease stereotypes, and help educate on how depression and other mental health issues impact people. The goal is to help increase the overall understanding of depression and help overcome stereotypes.

Symptoms of depression can be different for each person, and how a person presents with symptoms can vary, such as feeling hopeless, anxiety, irritability, aches, fatigue, and concentration issues; just to name a few.

### Some ways a person can reach out to others include but are not limited to the following:

- OFFER HELP WITH FINDING THERAPY OR SUPPORT GROUPS.
- OFFER HELP WITH DAILY TASKS.
- START A CONVERSATION ABOUT HOW THEY ARE FEELING AND EXPRESS SUPPORT.
- KEEP ASKING THEM TO COME ALONG OR JOIN AN ACTIVITY EVEN IF THE LIKELIHOOD OF THEM JOINING IS LOW.
- KEEP IN TOUCH WITH THEM.
- REMEMBER TO JUST SPEND TIME WITH THEM, HAVE FUN, AND NOT ALWAYS FOCUS ON DEPRESSION.



### RESOURCES

- [Depression awareness month: Why it's important](#)
- [Behavioral Health Equity: African American Community](#)
- [Black and African American Communities and Mental Health](#)





## DOMESTIC VIOLENCE ACKNOWLEDGEMENT



October was recognized as Domestic Violence Awareness Month, a time dedicated to validating and uplifting survivors and their experiences, and for advocating for behavioral, cultural, and systemic change to end violence.

*\*Since 2001, the number of domestic violence related fatalities in Washington in a single year has ranged from 39 to 75.*

Resource: [WSCADV](#)



### RESOURCES

- WSCADV's virtual [Domestic Violence Action Month guide](#)
- National Domestic Violence Hotline [DVAM Toolkit](#)
- [Prevention resources and guides](#)
- [The National Center on Violence Against Women in the Black Community](#)





# COMMUNITY & ALLIEDSHIP

**BUILD**

"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

Logos: RAIN, LETTING LEADERSHIP HAPPEN, WASHINGTON EMPLOYMENT NETWORK, QUALITY INCLUSION NETWORK, Washington State Business Resource Groups

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

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.

If you are interested in participating, please fill out the following form so that you may receive the Microsoft Teams meeting invitations (you will not need to resubmit a form if you have already filled it out).

Flyers are printed materials with one or more pages, containing details about a business, event, product, promotion, etc.

Aside from keeping people informed, beautifully designed flyers can also be brought home as a keepsake.

## The orientation and discussion dates are as follows:

- State Book Club Orientation – October 9th at 2 PM
- Book Club Facilitation Training – October 16th at 11 AM
- Discussion #1 – October 23rd at 1:30 PM
- Discussion #2 – November 6th at 1:30 PM
- Discussion #3 – November 20th at 1:30 PM
- Discussion #4 – December 4th at 1:30 PM
- Discussion #5 – December 18th at 1:30 PM

## Places to Obtain a Copy of 'So You Want to Talk About Race?'

Check local libraries for digital, audio, and physical copies for the book:

- Seattle Public Library - <https://www.spl.org/>
- Tacoma Public Library - <https://www.tacomalibrary.org/>
- Timberland Public Library - <https://www.trl.org/>
- Yakima Valley Library - <https://www.yvl.org/>
- Spokane Public Library - <https://www.spokanelibrary.org/>

List of diverse owned bookstores:

<https://diversebooks.org/diverse-owned-bookstores-you-can-support-right-now/>

List of independent bookstores in Washington:

<https://www.newpages.com/independent-bookstores/washington-independent-bookstores/>

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

To learn more about State Business Resource Groups visit: [OFM](#)





## AGENCY SPOTLIGHT: EMPLOYMENT SECURITY DEPARTMENT

*Highlighting employee resource groups across the state –Employment Security Department Black Employee Inclusion Networking Group (BEING)*



### **Provided by BEING Chair, Tennille Johnson**

*Learning and growing as a leader, a black woman leader, feeling a sense of belonging and getting to support and be supported by staff across the Agency..... It is my why," said BEING Chair, Tennille Johnson. "The ERG BEING has given me that place."*

Did you know that several agencies are increasing the culture of belonging and expanding equity amongst their agency with employee resource groups? Employment Security Department (ESD) is an agency leading the way in equity and creating ERGs for state employees to connect with. Along with five other ERGs, ESD has an ERG that is focused on supporting their black employees.

**BEING** stands for **Black Employee Inclusion Networking Group** and is open to all ESD employees who support our goals.

ESD began collaborating and developing this group to address the social justice issues that continue to plague us as minorities. ESD's black employees want to have a voice and to be a part of the change required to provide equality and true inclusion within their agency and communities.

This group is focused on supporting people of color and their professional development. BEING is focused on supporting Blacks and African Americans.

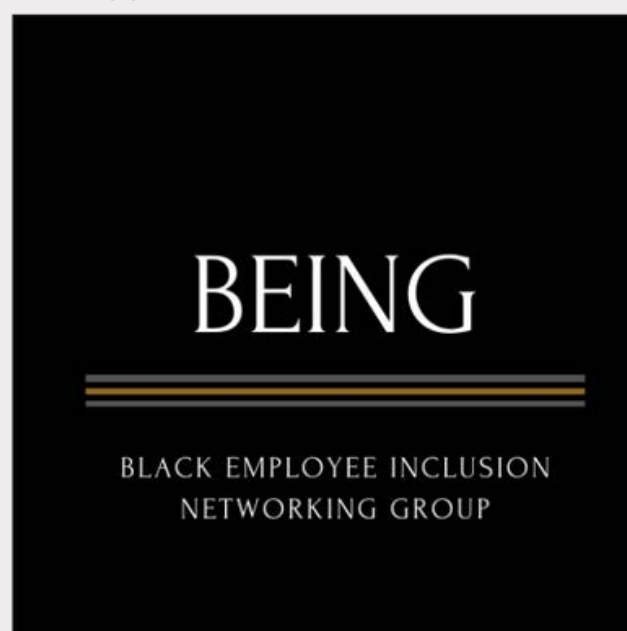
### **BEING Purpose Statement**

To research and recommend solutions to issues affecting Black employees within ESD.

To provide a voice and equitable space for Black employees within ESD to thrive and be our authentic selves.

### **BEING goals are to:**

- **Educate** – Identify and address communication and other professional norms that deny access to Black employees and customers.
- **Celebrate** – Honor Black employees and customers as they are, respect their differences, and learn from their experiences.
- **Outreach** – Reach out to Black employees and Black advocacy groups in our state and communities.
- **Increase visibility** – Magnify contributions and visibility of Black employees and provide an internal support system.
- **Provide opportunity** – Provide opportunities for Black employees to develop leadership skills and broaden their professional networks.
- **Policy and procedures** – Eliminate structural bias in ESD policies and procedures that impact Black employees, customers and applicants.





# BUILD



## BUFFALO SOLDIERS & TUSKEGEE AIRMEN

### BUFFALO SOLDIERS



*F Company, 24th Infantry, at Fort Bayard, New Mexico, 1892 (Original Image Courtesy National Archives and Records Administration)*

In 1866, an Act of Congress created six all-black peacetime regiments, later consolidated into four -- the 9th and 10th Cavalry, and the 24th and 25th Infantry -- who became known as "The Buffalo Soldiers." There are differing theories regarding the origin of this nickname.

One is that the Plains Indians who fought the Buffalo Soldiers thought that their dark, curly hair resembled the fur of the buffalo. Another is that their bravery and ferocity in battle reminded the Indians of the way buffalo fought. Whatever the reason, the soldiers considered the name high praise, as buffalo were deeply respected by the Native peoples of the Great Plains. And eventually, the image of a buffalo became part of the 10th Cavalry's regimental crest. [Read More](#)

### TUSKEGEE AIRMEN

The Tuskegee Airmen were the first Black military aviators in the U.S. Army Air Corps (AAC), a precursor of the U.S. Air Force. Trained at the Tuskegee Army Air Field in Alabama, they flew more than 15,000 individual sorties in Europe and North Africa during World War II. Their impressive performance earned them more than 150 Distinguished Flying Crosses, and helped encourage the eventual integration of the U.S. armed forces.



*Tuskegee Airmen stand with an airplane and prepare to receive commissions and wings from Colonel Kimble, Commanding Officer of the Tuskegee Army Flying School, Tuskegee, Alabama, 1942. (Photo by Afro American Newspapers/Gado/Getty Images)*

During the 1920s and '30s, the exploits of record-setting pilots like Charles Lindbergh and Amelia Earhart had captivated the nation, and thousands of young men and women clamored to follow in their footsteps. But young African Americans who aspired to become pilots met with significant obstacles, starting with the widespread (racist) belief that Black people could not learn to fly or operate sophisticated aircraft. [Read More](#)







## BUILD PHOTOS



Pictured Left to Right: Tyrone Jordan-Oliver (BUILD), Tony Griego (LLN), Sherina James (BUILD), Larry Delgado (BUILD and LLN), Yeni Castaneto (BUILD and LLN), and Monica Andrade-Hupp (LLN). **BUILD members attending the Latino Leadership Network's (LLN) Hispanic Heritage Month Celebration at Millersylvania State Park on September 23, 2023**



Photo Credit to Ken Sauby



Photos Credit to Gary Lott



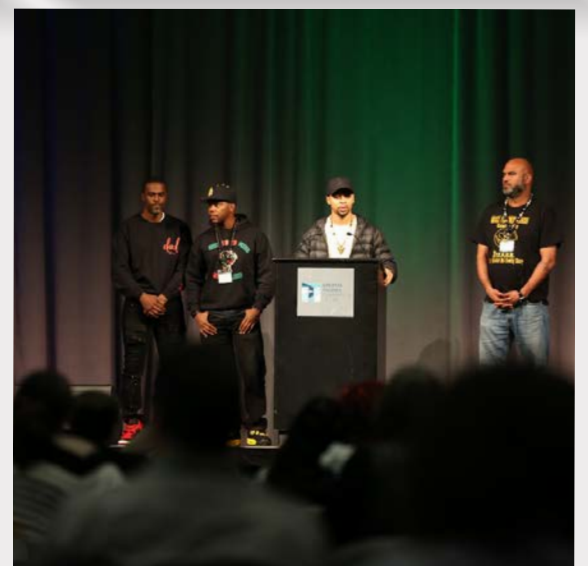
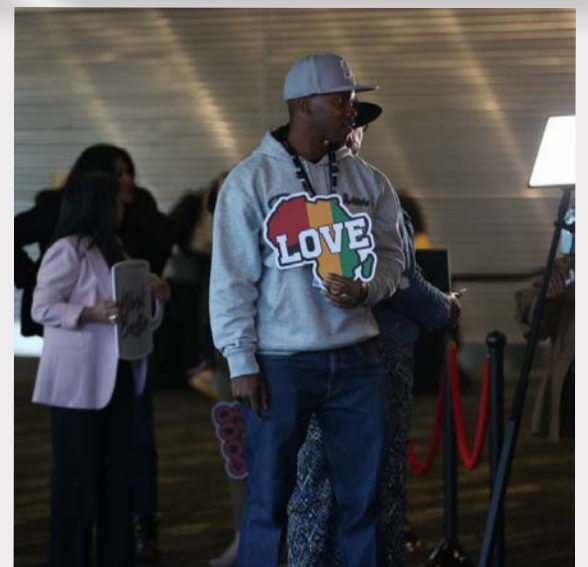
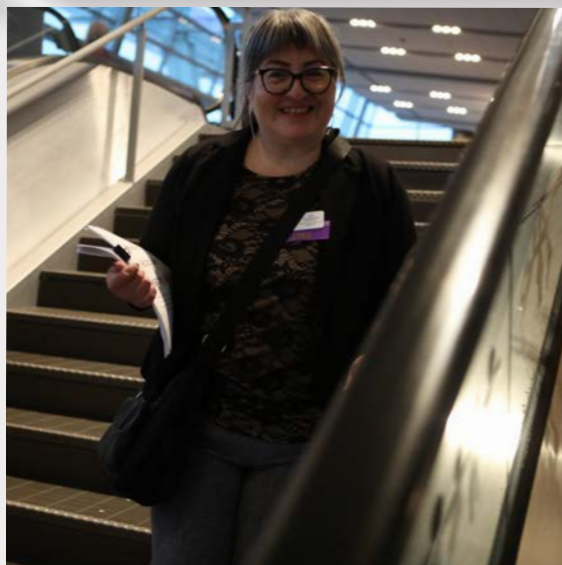





# BUILD



## PHOTOS CONTINUED



 [See more photos](#)

Photos Credit to Gary Lott

