

General Membership Meeting: It Starts With Me

January 20, 2022

20
22



SHIFTING PRIORITIES TO CREATE THE BELOVED COMMUNITY

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SHIFTING PRIORITIES TO CREATE THE BELOVED COMMUNITY

Welcome

Sascha Nixon, Chair

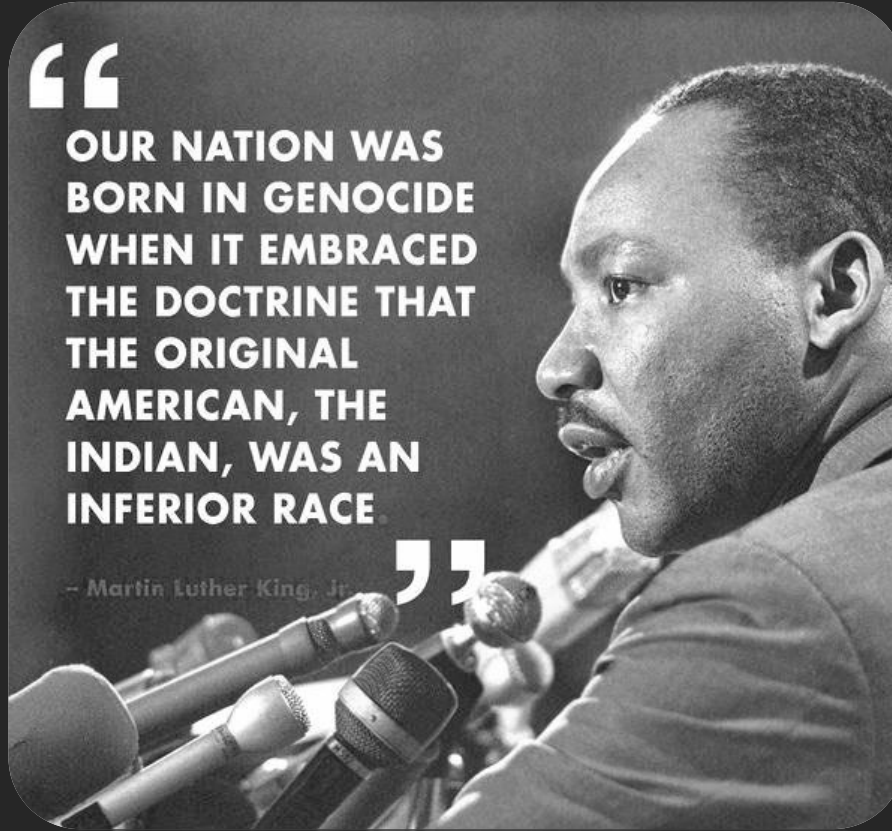
9:00 - 9:15

“

OUR NATION WAS
BORN IN GENOCIDE
WHEN IT EMBRACED
THE DOCTRINE THAT
THE ORIGINAL
AMERICAN, THE
INDIAN, WAS AN
INFERIOR RACE.

— Martin Luther King, Jr.

”



Land Acknowledgment

Tyrone Jordan-Oliver, Co-Chair

A Land Acknowledgement Gift

*From the Frain, Donelson, and Blackhorn families of the Kahosadi
People from Southern Oregon to BUILD BRG of Washington State*

Our voices were silenced, our ways and dances banned
How could we share when there was no space to understand
Yet, we are still here

Our realities hidden from history
Our truths deliberately shrouded in mystery
But, We are still here

Yet, BUILD welcomed us with open-armed hospitality
Sharing with each other, in mutual generosity
Acknowledgment that, we are still here

Our stories shared and sung: histories, trauma, triumph, and
hope
Learning, Understanding, Healing, and Growth
Recognition that, we are still here

Together we build bridges of past, present, and future unity
Honoring the strength and resilience of both our communities
Celebrating that, we are ALL still here

Together we awaken positive self-identity, inspire curiosity
Together in this moment, this space, we create a new history
Because We ALL are still here

We will bring the truths of the past to light
We will unmask the wrong and the right
Because We ALL are still here

Together we will speak the truths of past, present, and future
Reclaiming, revitalizing, inspiring, as future generations we nurture
Because We ALL are still here

You see this sacred land and our people, and we see you
True and full humans, with respect and honor due
Walking our talk at one with the lands, for we are ALL still here

You hear the songs of nature and our people, and we hear you
Standing straighter and stronger together, as humans welcomed and true
Joining our voices for a better future, for we ALL are still here

Together we will dance, with the truth of our hearts in each step we
make
Songs of ancestors and future generations, in every breath we take
Because we are ALL still here

Today we stand together on this sacred and much loved land.
Taking a new step in life's dance, hand in hand
Because we ALL are still here

Honoring in song all the generations, whether potential, living, or dead
Honoring the connection of all life and our shared path ahead
For WE, ARE, ALL, still here

Be well, be welcomed, be honored - Ariss



Zoom Instructions

Yeni Castaneto, Executive Assistant

- ▶ Participants are muted upon entry. Please raise your virtual hand if you would like to speak.
- ▶ BUILD leadership will be on video. Participants are welcome to enable your video or not, it's up to you.
- ▶ Please right click on your name (however it shows up) and change it to your first and last name. This helps us to navigate the participant list and assign breakout rooms.



QR code to sign our attendance roster

For a better virtual experience:

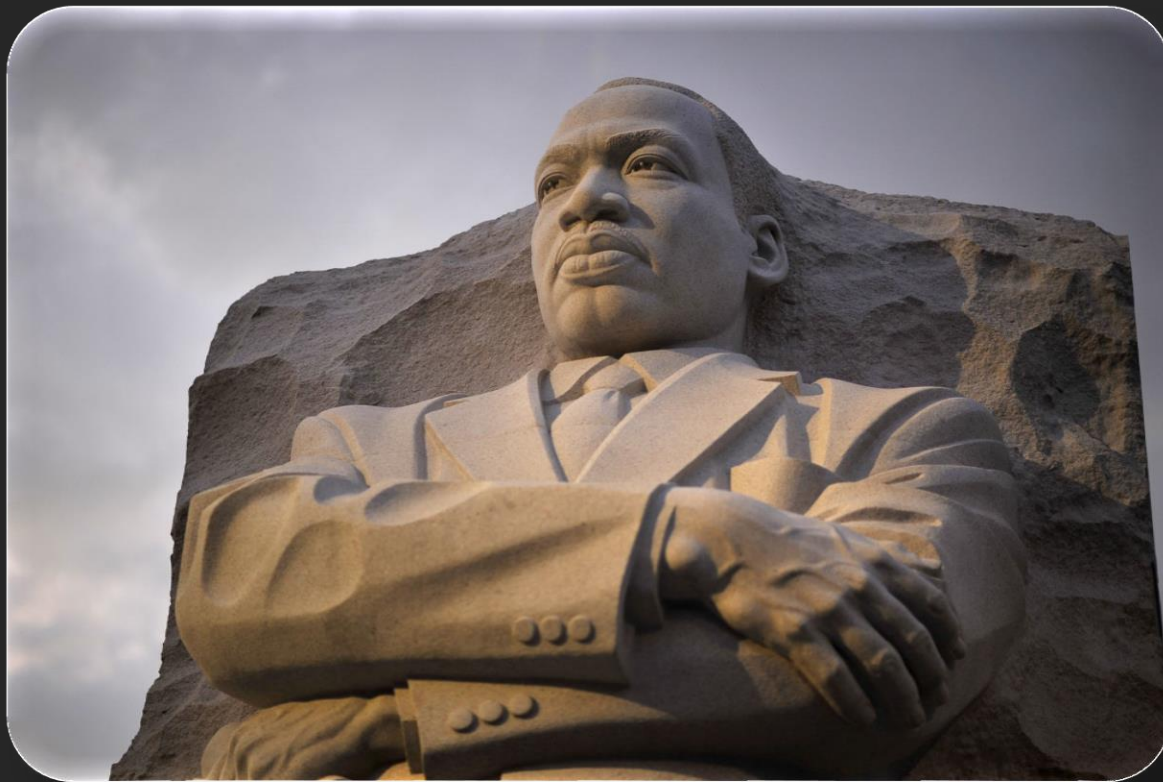
- Disconnect from VPN, or
- Download and use zoom for free on your personal device

If you experience connections problems:

- Disable your video, or
- Leave and return to the meeting

If problems persist:

- Call in to 253-215-8782 (Mtg ID 969 768 274 Password 146309)
- Click/Tap **MEET** using the in-call controls
- Click/Tap **MERGE**
- More about merging a phone call and meeting [here](#)



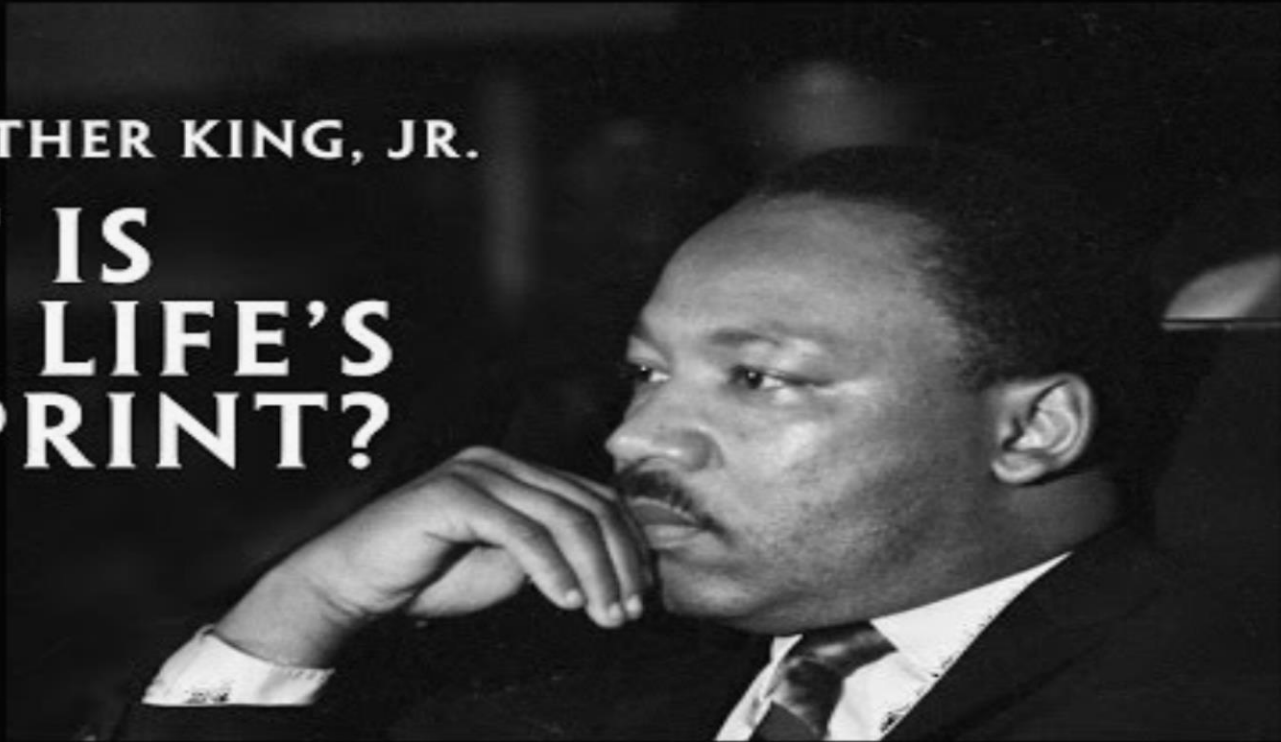
Remembering Dr. Martin Luther King Jr.

Tyrone Jordan-Oliver, Co-Chair

9:15 - 9:20

MARTIN LUTHER KING, JR.

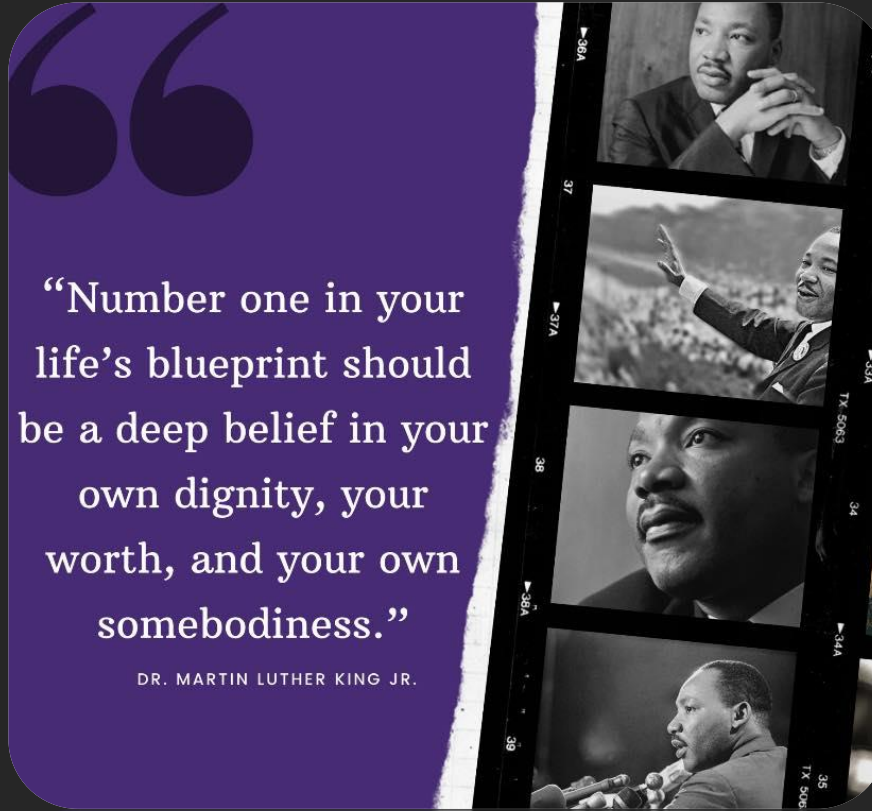
**WHAT IS
YOUR LIFE'S
BLUEPRINT?**



What is Your Life's Blueprint?

9:20-9:40

Don't forget to sign our attendance!



Breakout Session Introduction

Sascha Nixon, Chair

9:40 - 9:45

Discussion:

The 2022 King Holiday Observance message is “ *It Starts’ With Me. Shifting Priorities To Create The Beloved Community.*”

- What are the necessary changes/actions you need to make and/or shifts in your priorities to bring about real change around the mission of Diversity, Equity and Inclusion?
- What is your life’s blueprint?

Breakout Session

9:45 - 10:05

“Of all the forms of inequality, injustice in healthcare is the most shocking and inhumane.”

—Martin Luther King Jr., 1966



Health & Wellness

Sascha Nixon, Chair

10:05 - 10:10

How to Create Healthy Habits

- Identify what you would like to improve, change, or create
- Set a plan
 - Write down your plan
 - Be realistic
- Know your triggers
- Take inventory of your environment
- Build a support system
- Track your progress
- Visualize your new self in the future
- Give yourself grace
- Be patient



Agency Spotlight: Department of Enterprise Services

Introduction: Sascha Nixon, Chair

10:10 - 10:15



Tara Smith, DES Director

10:15 - 10:30

Break
Return at 10:40 AM

COVID-19 Resources

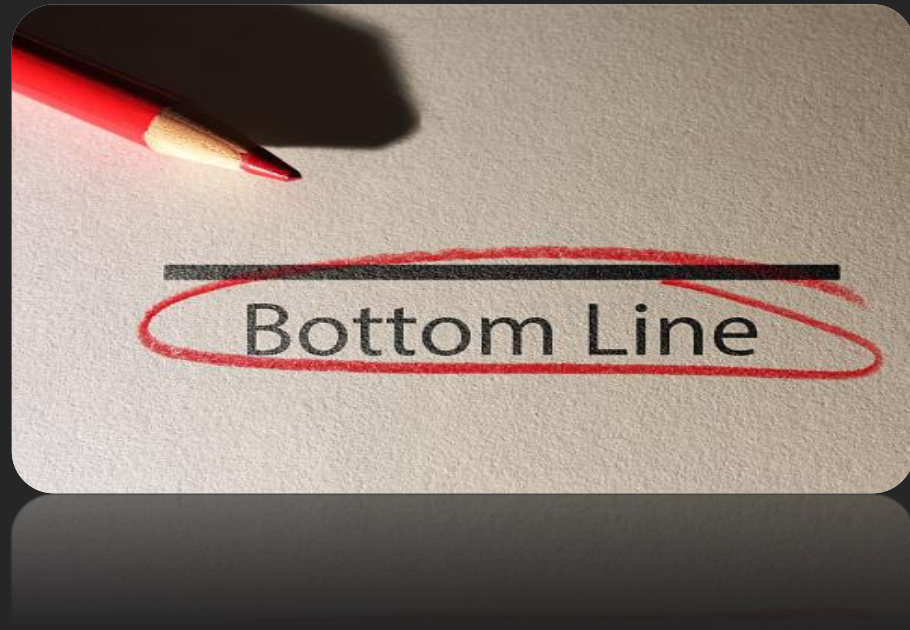
- ▶ Facts and resources about COVID-19 in Washington State:
 - ▶ Washington State: coronavirus.wa.gov
 - ▶ Department of Health: www.doh.wa.gov/Emergencies/Coronavirus
 - ▶ Governor Inslee's Website: www.governor.wa.gov/tags/covid-19-coronavirus
 - ▶ Washington 211 COVID-19 call center is a general information line related to COVID-19. If you need information or have a general question, call 1-800-525-0127 or text 211-211 for help. You can also text the word "Coronavirus" to 211-211 to receive information and updates on your phone wherever you are. You will receive links to the latest information on COVID-19, including county-level updates, and resources for families, businesses, students, and more.
- ▶ Assistance and information in Washington State about paid leave and for jobs, unemployment, businesses:
 - ▶ Employment Security Department: esd.wa.gov
- ▶ Mental and emotional health and wellbeing for WA employees and their families:
 - ▶ <https://coronavirus.wa.gov/information-for/you-and-your-family/mental-and-emotional-well-being>
 - ▶ Employee Assistance Program: eap.wa.gov
 - ▶ Washington Listens helps people manage stress and anxiety they may be experiencing because of COVID-19. If you or anyone you know is having difficulties managing stress, call the Washington Listens support line at 1-833-681-0211. Hours are from 9 a.m. to 9 p.m. Monday through Friday, and 9 a.m. to 6 p.m. Saturdays and Sundays. TTY and language access services are available by using 7-1-1 or their preferred method. Resources and self-help tips are available on walistens.org.
- ▶ National information about COVID-19:
 - ▶ US Center for Disease Control and Prevention (CDC): www.cdc.gov/coronavirus/2019-ncov/index.html

Professional Development Tip

Donald Paul & Shannon Williams

*Professional Development & Leadership Support
Subcommittee Co-Leads*

10:40 - 10:45



Applicants must optimize resumes to make it through the screening process so you can ultimately get the position you seek.

AUTOMATED RESUME SCREENING

Key Word Search

- Scan the job posting for key words
- Match Key Words

Cover letter, Resume, Supplemental Questions

- extensive responses



AUTOMATED RESUME SCREENING



Supplemental Questionnaire

- Describe the knowledge, skill, or ability (competency) we are seeking.
- Tell us how, where and when you gained the competency
- Give a specific example that demonstrates your skill as well as when and where you gained the skill
- Competencies can be demonstrated through educational experiences, personal/volunteer experiences, and/or professional experiences

AUTOMATED RESUME SCREENING

Stay
Relevant

Education
or
substitute
Experience

Check for
Spelling and
Grammar

Keep it
Simple



NEW OPPORTUNITIES TO GET NOTICED



Take a
calculated
professional
risk



Volunteer for
new
assignments
that will get
you noticed



Challenge
yourself to do
something new
to get noticed
by the
gatekeepers



Be prepared to
step out of
your comfort
zone





BUILD Highlights:
Intersectionality in the Black Community
Listening Sessions

Tyrone Jordan-Oliver, Co-Chair and Yeni Castaneto, Executive Assistant

10:45 - 11:00

Build Presents: The Lavender Rights Project with Director Jaelynn Scott, M. DIV.

Introduction: Sascha Nixon, Chair

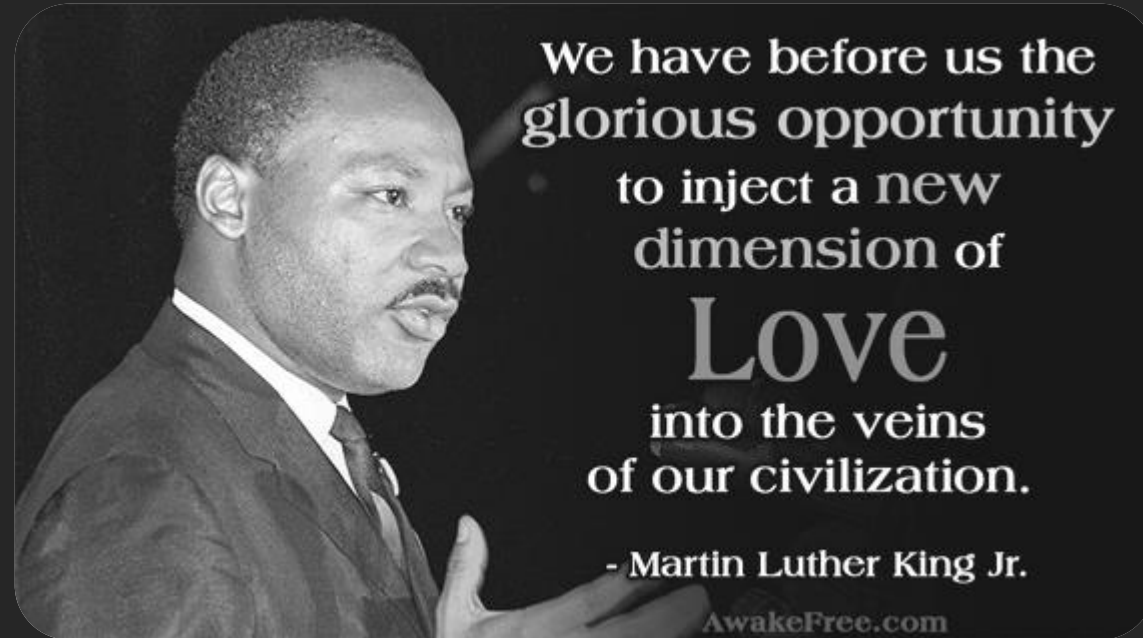
11:00 - 11:05



Jaelynn Scott, M. DIV., Lavender Rights Project Director

11:05- 11:25

Don't forget to sign our attendance!



Breakout Session Introduction

Sascha Nixon, Chair

11:25 - 11:30

Discussion:

- How were/are you an ally to those who are labeled as “different” within your community?
- Have you been “othered” within your community?
 - How did that impact you?

Breakout Session

11:30 - 11:55

Don't forget to sign our attendance!



Closing

Sascha Nixon

11:55 - 12:00