

**BUILD**



**BUILD NEWSLETTER  
WINTER 2024**



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**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 11:00 AM

**Where:** Virtual

#### **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 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 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.

## OUR VALUES

We are firmly committed to diversity and inclusion.

## 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.



## MESSAGE FROM BUILD'S EXECUTIVE SPONSOR



**Marcus Glasper**  
**Director of Department of Licensing**  
**(BUILD Executive Sponsor)**



Although Black History is everyone's history, Black History Month has historically been a time when Blacks and African Americans take time to learn and reflect on what our ancestors fought for in this country, since so much of that significant history was and continues to be left out of American history. But it has also been a time of rejoicing, celebrating, honoring, and thanking those same ancestors for the central role they played in U.S. history, and more importantly, for giving us hope.

Black History Month grew out of "Negro History Week," the brainchild of noted historian Carter G. Woodson and other prominent African Americans in 1926. It is said that the first celebration of Black History Month took place at Kent State University in February of 1970. Then, six years later in 1976, 50 years after the first celebration of Negro History Week, President Gerald Ford officially recognized Black History Month, calling upon the public to "seize the opportunity to honor the too-often neglected accomplishments of Black Americans in every area of endeavor throughout our history."

So why is this time that we have specifically set aside still so important? Well, it is important because it is part of the Untold Story. Even as a Black kid growing up in the deep South, my formal primary and secondary education did not afford me the privilege of learning about the contributions of Black Americans, with the exception of a few notable figures such as Dr. Martin Luther King Jr. I learned the most about Black History through my parents and church. I quickly realized that much of Black History is left out of HIS Story. [Read More](#)



# BUILD

## AFRICAN AMERICANS AND THE ARTS



*Still We Rise*, by Arvie Smith

February is Black History Month, a time to honor and celebrate the achievements and contributions of Black Americans throughout history. But for BUILD, a group of Black state employees in Washington, the celebration does not end there.

The theme for Black History Month 2024 is “African Americans and the Arts”. It celebrates the diverse and influential contributions of Black Americans to various forms of artistic and cultural expression, such as music, literature, visual arts, dance, and more. It also recognizes how Black artists have used their crafts to resist oppression, speak truth to power, and inspire a nation. You can learn more about this theme and the events and resources related to it from the [Smithsonian Institution](#) and the [Association for the Study of African American Life and History \(ASALH\)](#).

BUILD stands for Blacks United In Leadership and Diversity, and their mission is to empower Black state employees to thrive in their careers, advance to leadership roles, express their unique viewpoints, and support each other along the way. [Read More](#)



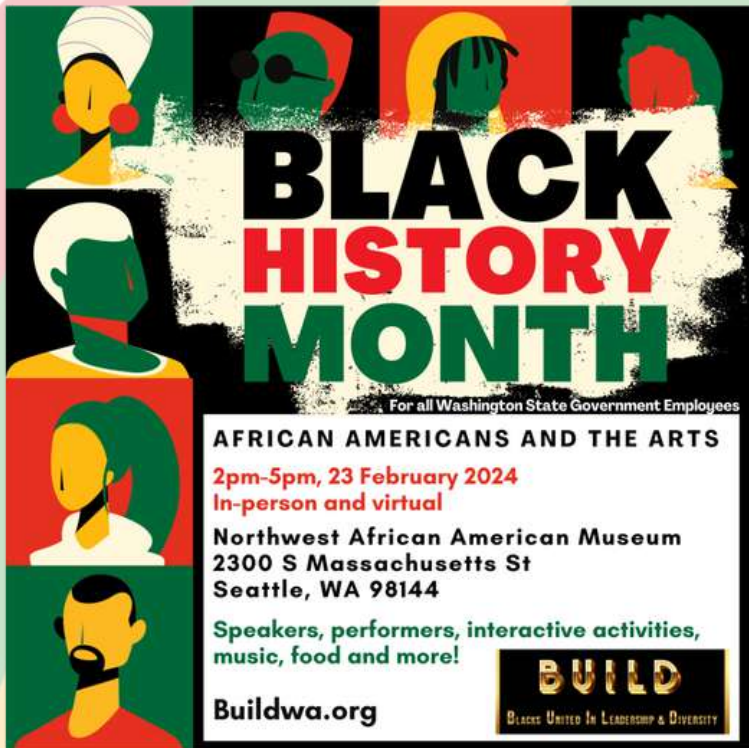


## EVENTS AND ACTIVITIES

As part of our mission to create a supportive and inclusive community for Black state employees, BUILD organizes, participates, and shares various events and activities throughout the year, especially during Black History Month. Some of the events and activities that we have planned or joined for this year include:

### BUILD Black History Month Event

A celebration of African Americans and the arts, featuring keynote speakers, musical performances, and exhibits. The event will be held on February 23, 2024, at the Northwest African American Museum, and will be both in-person and virtual.



### 2024 Call to Conscience Black History Month Museum

A month-long exhibition of black history and culture, curated by Rainier Avenue Radio. The museum will showcase artifacts, memorabilia, quilts, posters, and more from various sources and collections. The museum will be open from February 1 to February 29, 2024, at the Columbia City Theater, and will also offer virtual avatar experiences.



**Scan the QR to register for BUILD's BHM event**

- **Black History Month Lunch and Learn Series:** A series of webinars and workshops on topics such as financial literacy, health and wellness, career advancement, and personal branding, facilitated by experts and leaders from different fields and backgrounds. The series will be hosted by BUILD, and will take place every Tuesday and Thursday from noon to 1 pm, starting from **February 15, 2024**.
- **Black History Month Scavenger Hunt:** A fun and educational activity for families and kids, organized by the Pierce County Library System. Participants can explore the library branches and find clues related to Black history and culture. [Explore more ways to celebrate Black History Month in Pierce.](#)
- **Northwest Passages presents The Black Lens - Spokane Black Voices Symposium:** Celebrating Black History Month with the re-launch of The Black Lens in print publication, Northwest Passages present the third annual Spokane Black Voices Symposium. African American students from the Spokane area will be presenting their work, focusing on the theme: Black Joy - An Aspirational Mindset. [Learn more about this event.](#)
- **Fannie: The Music and Life of Fannie Lou Hamer:** A one-woman show with music that tells the story of Fannie Lou Hamer, a civil rights activist and hero who fought for voting rights and social justice. [The show will be presented by the Seattle Repertory Theatre until February 13, 2024, and will be available both in-person and online.](#)

These events and activities are not only meant to celebrate Black history and culture, but also to educate, inspire, and empower Black state employees and allies to continue the legacy of those who came before us, and to create positive change for those who will come after us.

**BLACKS UNITED IN LEADERSHIP AND DIVERSITY**

## Spotlight Charleen Anderson

FIELD OPERATIONS QUALITY AND PERFORMANCE  
ADMINISTRATOR • CSD HQ



### BIO

- **Hometown:** Racine, Wisconsin
- **First Job:** High School as part of the Future Business Leaders of America (FBLA) program, worked as an Office Assistant for J.I. Case Tractor Company
- **Hobbies:** Online shopping, crafting, and reading
- **Best professional advice received:** Do what you love. Be true to yourself and the money will follow.

### 4. WHAT DO YOU THINK IS THE MOST IMPORTANT SKILL THAT A SUCCESSFUL PROFESSIONAL NEEDS TO HAVE?

The most important skill definitely depends on the profession. I believe people can be taught most skills. However, there are certain characteristics all leaders must possess in order to be successful. These are intrinsic characteristics, such as honesty and loyalty. The most important for me is integrity, which naturally encompasses so many of the other necessary character traits. A leader who operates with integrity will always do the right thing regardless if someone is watching.

[Full Blog Post](#)

### 1. WHAT INSPIRED YOU TO JOIN BUILD?

The desire to be a part of a community at work with like-minded people who actually looked like me working towards a shared objective of unity, empowerment, and generating enterprise-wide opportunities.

### 2. WHAT IS YOUR FAVORITE MEMORY ABOUT BUILD?

The very first BUILD kick-off meeting at the Lacey Community center. When I walked into that room and saw all of those people of color, I felt like I was "home", so to speak. I felt a sense of safeness and belonging that I had never felt while working for state government.

### 3. TELL US SOMETHING ABOUT YOUR PROFESSIONAL DEVELOPMENT JOURNEY

My professional journey started right after high school. I joined the Army immediately after high school as I had feelings of ambivalence regarding my career path, but I was seeking independence (personally and financially). I also wanted to pay for my own college education. I graduated high school in June 1984 and was off to Basic Training in July 1984. I started my state service after being honorably discharged from the Army in 1994. I started as an Office Assistant (formerly known as a Clerk Typist) with the Division of Child Support. I worked my way up to Child Support Program Administrator (CSPA) before leaving state service for 4 ½ years to pursue Master's degree in Organizational Leadership. I re-entered state service in 2015 as a Public Benefits Specialist (formerly known as Financial Services Specialist) with DSHS Community Services Division (CSD) and sought career progression. I currently work at CSD Headquarters in the role of Quality and Performance Administrator. My goal is to one day become a small business consultant in the area of Equity, Diversity, and Inclusion.



# BUILD's Leader Spotlight Terrence McCall

PUBLIC BENEFITS SPECIALIST 5 • CSD



## BIO

- **Hometown:** : If I had to pick, I would say Tacoma, WA
- **First Job:** Painting
- **Hobbies:** Fishing, Reading
- **Best professional advice received:**  
These are not our jobs to keep; we are here to serve the people

## 4. WHAT DO YOU THINK IS THE MOST IMPORTANT SKILL THAT A SUCCESSFUL PROFESSIONAL NEEDS TO HAVE?

First, I believe that knowledge of any particular thing comes from struggling with that thing. It's not enough to learn about an idea in a classroom or in a book; you don't really begin to understand what you're working with until you literally pick it up, put it to use, and then see what happens when you do. That is knowledge. That being said, the ability to develop an analysis is an important skill, as analysis is one of the most powerful tools we can develop...

## PERSONAL MESSAGE TO BUILD

One of the popular lines circulating around the 2020 summer was that there is a need for black leadership and black representation. While appearing innocent on its face, there is a very dangerous trope hidden in this rationale, which is this prevailing idea that leaders can only be found in the positions the society calls prestigious, at the tables the society calls high, and that the qualification of a leader is in accordance to title and/or a combination of letters before or after our names. Alas, when we recall the history of African people we find contradictions in this conjecture. While today we recognize Dr. Martin Luther King as a civil rights leader, the positions we find him in historically are antithetical to what that society calls prestigious - he was arrested nearly 30 times - ask his family who they think killed him. While today, the message transmitted through the medium of state agents is that change takes place at these tables, our leaders have always understood that change begins with us. Not at any table, but in OUR hearts and minds. Once the people change in that dimension, the state has no choice but to change with it or perish...

[Read Full Blog Post](#)

## 1. WHAT INSPIRED YOU TO JOIN BUILD?

I was inspired to join BUILD by the recognition that in spite of the significant advancements made in EDAI in the realm of discourse within state government, the institutions are still lacking in any analysis worth taking seriously in regards to the ongoing issues of political oppression, economic exploitation, and social degradation that black people are faced with (In the final analysis, we may find EDAI is anti-black on its face and at the core. What it could/could not be depends on the activities of you and me and whether or not we are prepared to struggle for our perspective to be recognized)...

## 2. WHAT IS YOUR FAVORITE MEMORY ABOUT BUILD?

I remember when Dr. Karen Johnson (KJ) and the governor were addressing the wider BUILD audience, and the governor had made a comment about how the state government needs to, in essence, find some African/black talent in order to fill the perceived void in representation at the leadership level. I very much appreciated KJ's "I don't know what he's talking about 'we need to find' - I see plenty of talent right here" follow up comment. I have worked very close with KJ - what is understood doesn't need to be said...

## 3. TELL US SOMETHING ABOUT YOUR PROFESSIONAL DEVELOPMENT JOURNEY

The circumstances surrounding myself being hired to work for state government in a myriad of ways gave me a profound sense of purpose. According to the many pervasive stereotypes surrounding people like myself, I am among the last people you would expect to find where I am, and in hindsight, I find it to be impossible that I would not come to see this verified daily throughout the duration of my employment. In lieu of this, I wanted to make a difference; I wanted my employment to impact change in some kind of way. It is for this reason that I gravitated towards the framework of leadership....

# Highlighting African American Influencers in Arts and Culture



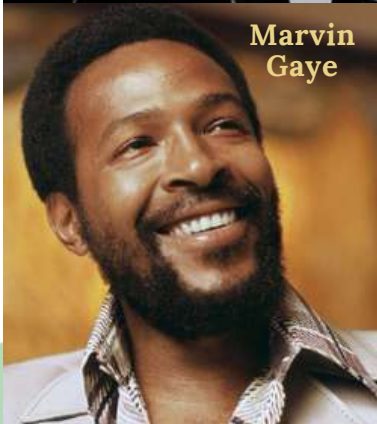
Lionel Richie



Stevie Wonder



Earth,  
Wind, &  
Fire



Marvin  
Gaye

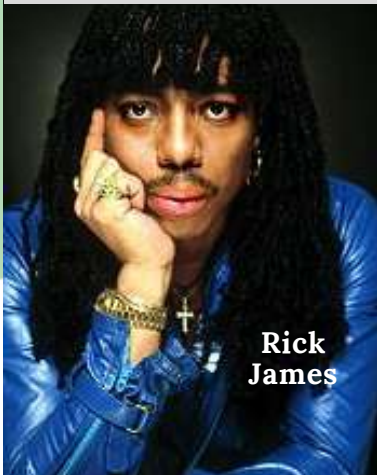


Billie  
Holiday



The  
Temptations

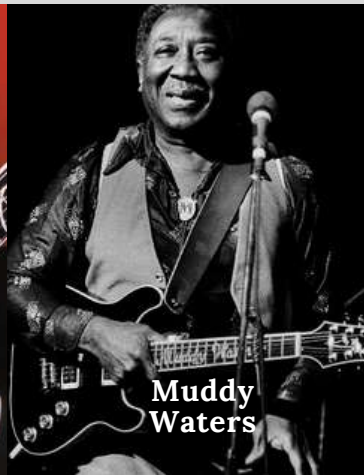
B L U E S , J A Z Z , M O T O W N



Rick  
James



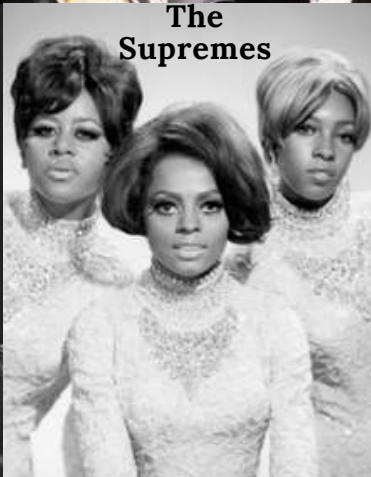
B.B.  
King



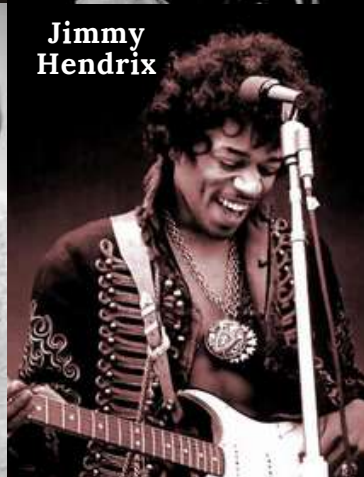
Muddy  
Waters



Ray Charles



The  
Supremes



Jimmy  
Hendrix





**Emory  
Douglas**



**Idris  
Goodwin**



**Octavia  
Butler**



**Zora Neale  
Hurston**



**Ibram X.  
Kendi**

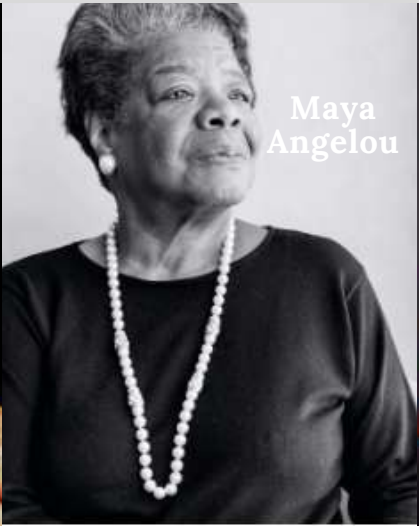


**Lois  
Mailou  
Jones**

**W R I T E R S / P O E T S**



**Alice  
Coachman**



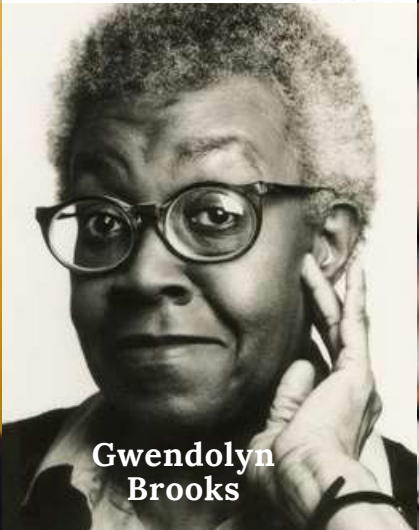
**Maya  
Angelou**



**Chimamanda  
Ngozi Adichie**



**Toni  
Morrison**



**Gwendolyn  
Brooks**



**Michelle  
Alexander**





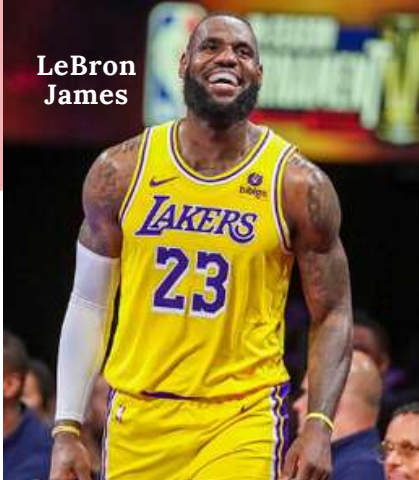
**Rihanna**



**Usher Raymond**



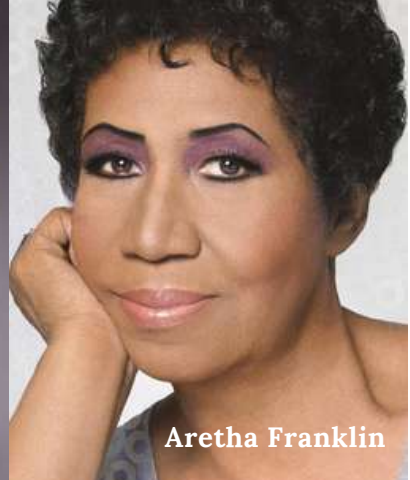
**Simone Biles**



**LeBron James**



**RuPaul**



**Aretha Franklin**

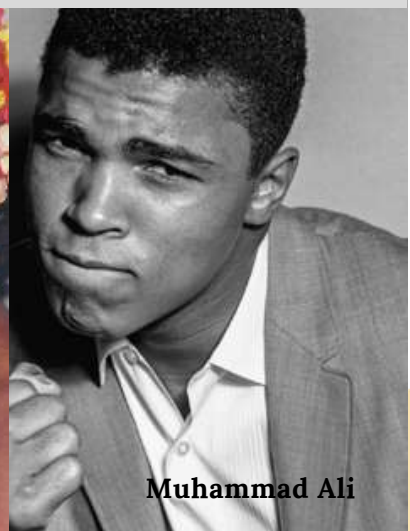
**A T H L E T E S / E N T E R T A I N E R S**



**Jackie Joyner Kersee**



**Marsha P. Johnson**



**Muhammad Ali**



**Idris Elba**



**Serena & Venus Williams**



**Tracy Chapman**





**Ella Baker**



**Alice  
Allison  
Dunnigan**



**Ida B. Wells-Barnett**



**Dorothy Height**

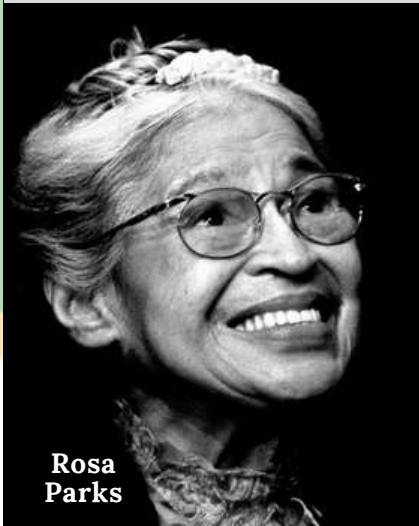


**Victor Glover**

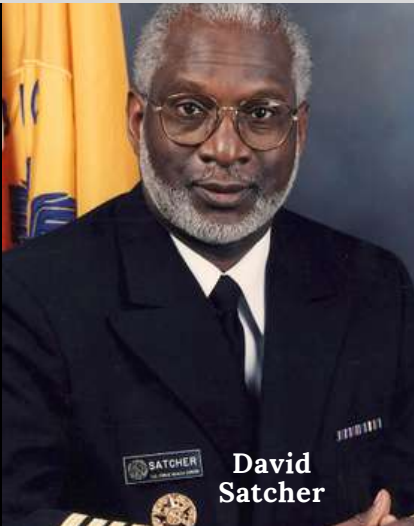


**Jane Bolin**

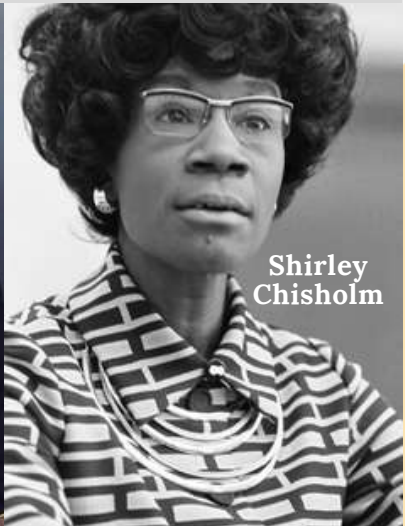
**G O V E R N M E N T**



**Rosa  
Parks**



**David  
Satcher**



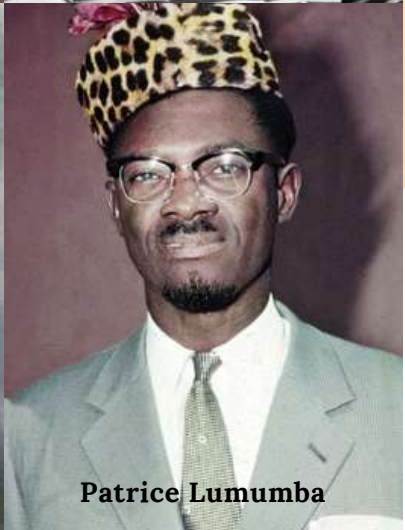
**Shirley  
Chisholm**



**Barack  
Obama**



**Madam C.J. Walker**



**Patrice Lumumba**





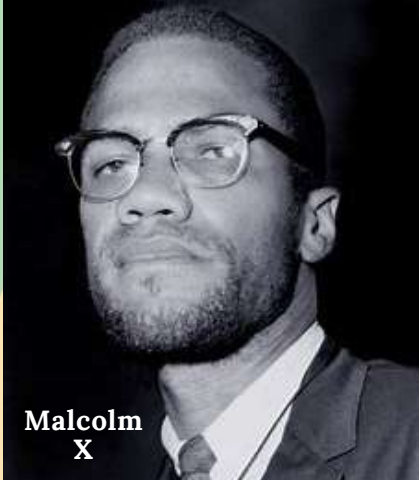
**Cornel West**



**James Baldwin**



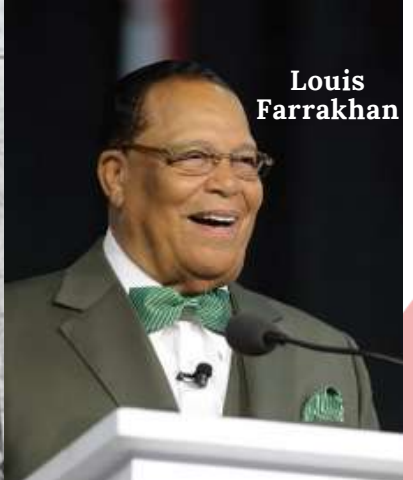
**Marcus Garvey**



**Malcolm X**

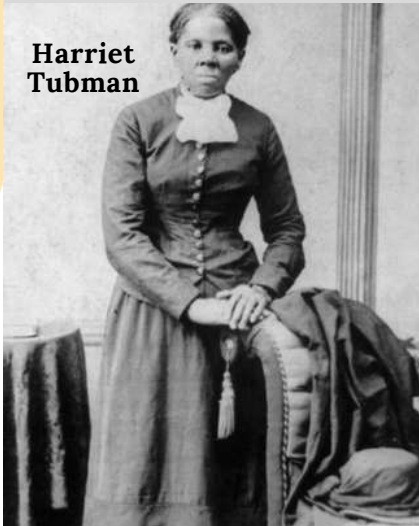


**Assata Shakur**



**Louis Farrakhan**

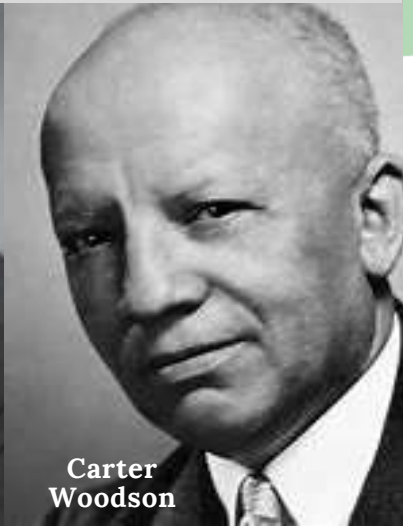
**T H O U G H T L E A D E R S**



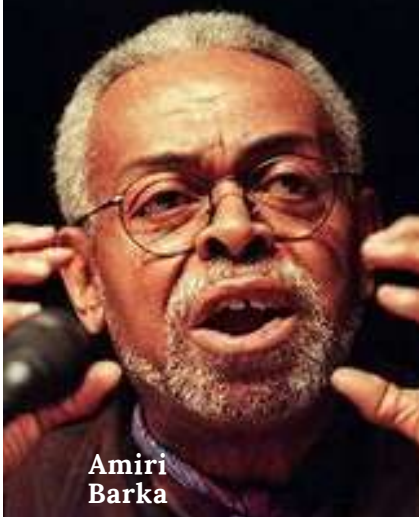
**Harriet Tubman**



**Kimberle Williams Crenshaw**



**Carter Woodson**



**Amiri Baraka**



**W.E.B. DuBois**



**Elijah Muhammad**





## BUILD'S 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.

### 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.

### 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.

### 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 Professional Development and Leadership Support Subcommittee (PDLS) is committed to promoting equity and excellence through processes, networking, career planning and practices, mentorship, and leadership development.

