



# RAIN

## Outstanding Agency Award

### **Background**

In 2016, Governor Inslee established Directive 16-11 to create a safe, diverse, and inclusive workplace for LGBTQ employees and customers. Several agencies have led the way in this work, and the RAIN Best Practices subcommittee has developed an agency award to recognize those entities.

In developing nomination questions and scoring criteria, the RAIN Best Practices subcommittee has evaluated award nomination processes created by others, including the Agency of the Year Award given by the Veterans Employee Resource Group (VERG). They used research to create the nomination form and their process.

The RAIN Outstanding Agency Award shines a spotlight on agencies that have worked diligently to make Washington State an Employer of Choice for LGBTQ+ individuals.

### **Purpose of the Award**

This award has been created by RAIN to recognize state agencies (or specific programs within the agency) who have created/improved the safe, welcoming, and inclusive environment for LGBTQ+ employees.

This award is specifically to recognize the impact on employees and is not a reflection of the services provided by agencies to their constituents (it is our belief if there is a positive impact on employees, service delivery will also be positively impacted). Furthermore, an award received is meant to highlight the efforts of the agency, it is not an all-encompassing compliment of the agency. We all have work to do, the award is about effort, not perfection.

As programs receive the RAIN Outstanding Agency Award, they will be recognized for the hard work they are doing on behalf of their employees. Agencies will look to you as a role model and resource to assist in the creation of their initiatives to improve the LGBTQ+ employee experience.

### **Instructions**

RAIN recommends the distribution of the RAIN Outstanding Agency Award nomination form to all Washington State employees for opportunity to nominate employers (teams, programs, divisions, administrations, etc.) who have done an outstanding job of creating a safe, welcoming, and inclusive environment for LGBTQ+ employees.

A nominating employee will complete the prompts on the form and submit it to RAIN during the nomination period (15 June - 1 August). The nomination review committee will score all nominations and the top three agencies will receive the award at the annual celebration in October.

### **Nomination Prompts**

- Are you nominating your entire agency or a program within your agency (program being a team, division, section, administration, etc.)?
- In what ways has your agency encouraged you to bring your authentic self to work, specifically in regard to LGBTQ+ identities?
- Describe policies, trainings, and/or HR support offered by your agency to support LGBTQ+ employees.
- Are you familiar with the RAIN resources? If so, which ones?
- How is your agency demonstrating support through the use of the RAIN resources/best practices to ensure an inclusive workplace for LGBTQ+ staff?
- Do you consent to the information being provided in this nomination form being used for communications/publications?