

JULY 2019 | ISSUE NO. 4

HOJA

We are the Commission on Hispanic Affairs

CENSUS 2020

IT MATTERS,
AND THIS IS
WHY

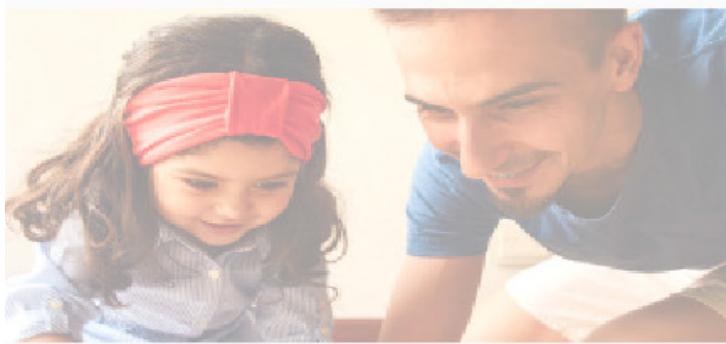
A HEARTFELT
FAREWELL

Commissioner Morales shares his
journey with CHA

EXCLUSIVE

HAVE YOU
HEARD ABOUT
IMPOSTER
SYNDROME?





WASHINGTON STATE COMMISSION ON HISPANIC AFFIARS



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A special thank you to all the writers that contributed to this edition. Thank you for your time and support.
-the CHA team

Commission Update:

Have you heard? The Commission on Hispanic Affairs Has a New Commissioner

By Nancy Aguilar

The Commission on Hispanic Affairs is excited to introduce our new commissioner, Jessica Hernandez. Jessica is passionate about access to healthy, nutritious, and traditional foods. With a history in hunger-relief work in the nonprofit sector, she sees the intimate connection between equity and health that is needed to support a thriving community. In tandem, her current work as Development Director for the Port Angeles Waterfront Center allows her to work within the realms of the arts and culture, as well as economic development on the Olympic Peninsula.

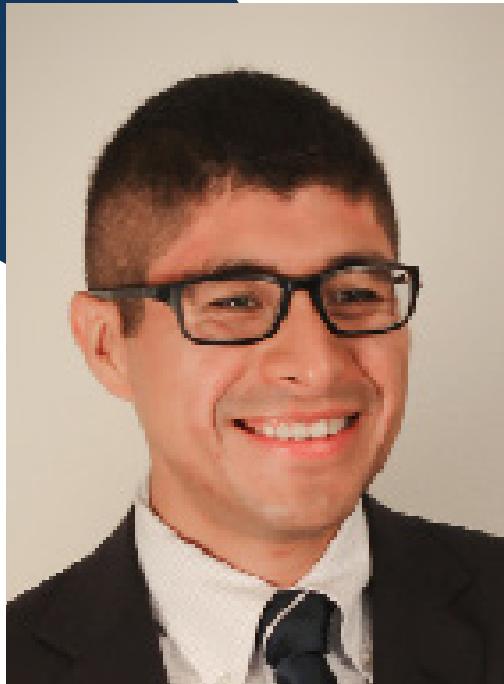
We hope to build presence and relationships in the peninsula/coastal region of Washington. The community is welcomed to reach Jessica via email at Jessica.Hernandez@cha.wa.gov. For general inquiries about CHA please email hispanic@cha.wa.gov or give us a call 360.725.5661.



Did you know that CHA owns

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Farewell: A Few Words from Commissioner David Morales

SERVED AS A COMMISSIONER FROM 2013 to 2019

By David Morales

I have served on the Commission for the last five years as a Commissioner from Yakima, a diverse agricultural community in Central Washington. The opportunity has been a pleasure, a challenge, and a growth opportunity.

We have made excellent steps forward for Yakima in the years I have been a commissioner. Firstly, right before the historic 2015 City elections, we organized a Civic Engagement Conference at Yakima Valley College with the student group MECHA. We then organized an election forum the week of the election at the South East Community Center (now the Henry Beauchamp Center). I also hosted a weekly election ballot explanation office hours, and along with several volunteers, we phone banked and knocked on hundreds of doors in critical City Council districts to encourage our community to vote. The effect was energizing and we have continued a deep commitment to election oversight, getting out the Latino vote, and expanding voting rights.

In the last two years I have focused increasingly on issues pertaining to immigration. We have hosted two immigration centric events at the UFCW labor hall, which have developed into continuing engagement and collaboration with immigrant rights organizations. The unique role that CHA can play at the local level truly stood out when we took part in auditing the immigration practices of the Yakima County Jail and the City of Yakima's jails, which led to litigation and changes in practice. Out of these efforts grew a larger movement to stop the growth of local jail contracts with immigration enforcement agencies. These activities culminated in the passage of legislation meant to completely divorce state and local governments from immigration enforcement.

This does not mean that I have not endeavored to cover many other issues. Every Thursday at 8:10am I join Francisco Rios on radio KDWA to talk about the latest topics coming across our desk at the Commission. These include anything from drivers' licenses to community events. Overall we have hosted 5 events in the City of Yakima and 7 events in the five years I have been at CHA. I have partnered with community members to hold LNI accountable for unequal practices at the agency, worked with state agencies to improve internal and external policies, and have partnered with the City of Yakima to select a new police chief, among other projects. We have advocated to the state legislature on fourteen different bills, six of which have become law, and we have advocated to the US Congress twice.

The next few years will be crucial for our community in Washington State. The US Census is both an extraordinary opportunity for the state, due to population growth, but also full of dangers, considering that Latinos and many hard to count populations live far away from this state's hot growth areas, and the threat that the Census will ask about citizenship. This is a critical process at CHA and they will continue monitoring and providing input on for the next few years. Likewise, the redistricting process after the Census will put the state's new Voting Rights Act front and center of the discussion over representation. CHA is committed to playing a positive role in these processes for our community.

The opportunity to serve on CHA has been one of the highlights of my professional career. The three directors CHA has had, Uriel Iniguez, Lisa Van der Lught, and Maria Siguenza, each have taught me so much about leadership, collaboration, and working within the State government. The staff of CHA have always shown remarkable dedication and versatility. The commissioners I have served with have each left a lasting impression. Lastly, the many community members who have pushed us to do more, brought issues to the commission, and given us their trust. I thank you all.

In Service of Others...

By Brian Moreno, Chair, MBA

First, find a quiet place where you can read the following aloud;

"Dear Mom, Pop, and Family. Now that I am actually here I see that the chances of my returning to all of you are quite slim, therefore I want to write this letter now while I am yet able.

I want you to know how much I love each of you. You mean everything to me and it is the realisation of your love that gives me the courage to continue. Mom and Pop - we have caused you innumerable hardships and sacrifices - sacrifices which you both made readily and gladly that we might get more from life.

... We of the United States have something to fight for - never more fully have I realised that. There just is no other country with comparable wealth, advancement or standard of living. The USA is worth a sacrifice!

Remember always that I love you each most fervently and I am proud of you. Consider, Mary, my wife, as having taken my place in the family circle and watch over each other."

A letter from 2nd Lt. Jack Lundberg Lead Navigator, U.S. Air Force, from Woods Cross, Utah.
12/3/1918 – 6/22/1944

Lieutenant Lundberg sent those words home to his family just before the launch of D-Day. At the time of this writing, it is the 75th anniversary. I'm reminded of the personal sacrifices of others and how their immeasurable contributions have afforded us all an opportunity to achieve. It is in that light I routinely question myself; what am I doing to honor those sacrifices?



Let us ask a question – Do we have a moral obligation to our community, our families, our country, and ourselves to aspire for greatness? In no way am I diminishing the barriers and conditions that many in our community are facing, these are significant. What I am asking, however, is whether we have an obligation to aspire, to achieve, to inspire ourselves and others through sheer determination to settle for nothing less than excellence.

David Goggins in his book "Can't Hurt Me" recounts his personal history of experiencing racism both cultural and institutional and how that fueled his personal willpower to overcome those barriers. To paraphrase a section, Goggins points out how our worst critics are deriving their judgments from some sort of personal experience.

This plays into the cultural biases that arise in media, how institutions and organizations treat communities of color, and so forth. What I wonder is whether we will allow others to tell our stories or if we will lift one another and share the successes of those shining lights in our community.

"What I wonder is whether we will allow others to tell our stories or if we will lift one another and share the successes of those shining lights in our community."

When they say our community isn't educated, will you take it upon yourself to prove them wrong? Will you be the entrepreneur to start the first minority-owned data mining company? Will you invest your time in others?

My call to action for June is to share those stories and make a personal commitment to get engaged. Whether you're mentoring someone in your neighborhood, starting a leadership group at work, or volunteering with the schools, you are the leaders that will elevate our collective well-being. Leadership is not gaining stature or achieving success for your own personal motivations but how we apply our knowledge in the service of others. We must remember that work worth doing is greater than ourselves.

In closing, we are all on this journey together. We benefit by learning from one another and remembering the humanity of those we disagree with. Find the middle, engage with someone in-person about their journey and what makes them unique. And, always, may we remember how the sacrifices of others, great and small, provide the opportunity to seek excellence.

"Leadership is not gaining stature or achieving success for your own personal motivations but how we apply our knowledge in the service of others. We must remember that work worth doing is greater than ourselves."



"Dear Mom,
I'm writing this letter before I leave. I couldn't say what I wanted to over the phone. First I want to say I love you so much. You were always there for me even though I would never talk about my problems. Second you gave me the options to be a man giving me slack in the rope to try to make the right decisions. No matter what you always believed in me, no matter how much of a punk I was to you. We are leaving for Bahgram to flush out 600 Taliban soldiers from the mountains. This is the biggest battle of the war on terrorism. We already sustained 30 casualties and one KIA....

I don't want you to worry about me. (I know you will cause I'm your son). Mom I'm not afraid to die for something that is right ... I just hope that I made you proud, and if I don't come home for any reason I just want you to know I'll always be with you.... I want you to know you raised the cream of the crop.... Well Mom I have to go now, all that I have said here are words from my heart and I mean every last one of them. Tell Aunt Joyce I said hi and I love her. I hope to see you soon but if that doesn't work out I just needed you to know how I felt. I Love you and Miss you. Take care your always in my thoughts.
Your Loving Son Josh"

Sgt. Josh Harapko, U.S. Army, 10th Mountain Division, Erie, PA
4/28/1979 – 3/11/2003

Updates From the Executive Director

By Maria Siguenza

Commission Meeting Recap

June marks the beginning of summer; the days are getting longer, the weather warmer. June also marks our second quarterly commission meeting, this time, taking place in Snohomish County. The Snohomish County Executive, Dave Sommers, hosted the commission in the Snohomish County complex. Doors were open to the members and leaders of communities in Snohomish and Skagit County. Commissioner Altamirano-Crosby and Vanesa Gutierrez, Community Relations Manager for Snohomish County were the stars behind the show, having coordinated all the logistics down to the very last detail. The meeting was conducted in Spanish, with an interpreter present for Limited-Spanish Proficient (LSP, yes, I'm coining this new term!) individuals.

The agenda included a short presentation to the community on the commission, its role, its commissioners, leadership, and new direction. Members were quick to air out some concerns that they have seen with the commission (namely lack of presence in the area), but we all agreed that we were there to build new bridges and work forward together!

We then heard from Ángel Calderón, Assistant Secretary with the Migrant and International Relations Secretary of Guanajuato, Mexico. He gave a brief presentation on his home state, the role of the Secretary's office, and introduced a new group coalition of Washington state residents originating from Guanajuato who are a liaison to his office.

We then moved onto the most fruitful, productive, and fun part of the agenda, which was the breakout session. The 50 or so of us broke out in 5 groups and identified issues within the themes of economic development, housing, transportation, health and education. The groups teased out issues and possible solutions, and presented out to the group. Here at headquarters, we're working on creating a report from this session, recapping the issues that arose from the exercise and closing the gap on how the state (where applicable) is working on mitigating the issue.

The overall tone of the meeting was positive. I saw that those who walked through the doors were hungry to know more about the commission, the state, and how they could help close communication gaps. It's residents like the ones that took their time out that early Saturday morning that help the commission reach its goal of being close to the community. A warm thank you to all those who participated and helped with the meeting!

CHA-CHA-CHA-Changes are Coming!

As you know, the Commission on Hispanic Affairs is a small cabinet agency, working under the purview of Governor Inslee. We exist under RCW 43.115, and as our other sister executive and small agencies, our staffing and funding levels are decided biennially during the legislative session. During this last session, I submitted for a communications manager to lead us through census, voter registration, and general CHA communications. Well, the legislature funded us for a project position, meaning we will have a new teammate through June of 2021!

As a partner to the Commission on Hispanic Affairs, you might have noticed the continuous changes in our communications. The master behind all of it has been Nancy Aguilar, who has spearheaded multiple projects. Included in these new projects are CHA Para La Comunidad, our website's new look and information, our stronger Facebook presence, Informational Sessions, and rebranding efforts. I am thrilled to announce that Nancy will take on a new role as the Communications and External Relations Manager for the commission.

To add to the already-good news, I have more! CHA had the opportunity to hire a new teammate to take over the Program Manager position. The program manager is the central nervous system of CHA, they handle operations, and are the main contact to the commission, amongst other things. I'm happy to announce that Myra Hernandez is now part of the team as the new program manager!

Myra Hernandez is a second-generation Salvadoran-American born in Wenatchee with strong ties to her family's Salvadoran culture. In 2016, Myra transferred to Eastern Washington University and in Spring 2018 graduated Magna Cum Laude with a Bachelor's in Political Science and History. During the 2018 Legislative session, Myra was selected to be part of the Washington State Legislative Internship Program and in 2019 returned to the Legislature as the Assistant Intern Coordinator for the Washington State Senate where she directly supervised and mentored the 2019 Intern class.

So here you have it, a small, but mighty team who are here to support the work of commission, the commissioners, and our community. If you have any questions, please don't hesitate to reach out to us via email: hispanic@cha.wa.gov.



Program Inspires High Schoolers to Explore Health Sciences

By ARIELLE DREHER July 7, 2019

SPOKANE, Wash. (AP) — Medicine is not a field for the squeamish.

Just ask Danna Rosales, a high school senior from Kennewick who had an up-close experience with a human cadaver last week at Washington State University's health sciences campus in Spokane.

"It was surreal," Rosales said. "I got to hold a human heart and a human brain."

Rosales was one of 23 high school students from predominantly small towns across the state who came to Spokane for a weeklong camp called the Dare to Dream Health Sciences Academy. The program counts as high school credit due to the intensive work the students must do. They stayed in the dorms at Gonzaga University at night but spent most of their time on the WSU campus.

Washington's Dare to Dream academies, hosted at state universities, are open to students who qualify for the federally funded Migrant Education Program. A "migratory child" must be younger than 22 and eligible for public education under state law. Participants also must have moved within 36 months, and they must have a guardian who is a migratory worker or be a migratory worker themselves.

The Office of Superintendent of Public Instruction manages federal funds for the state migrant education program, which helps ensure that kids who are constantly moving from town to town or school district to school district - oftentimes due to their family's work - do not lose credits and stay in school.

For Dare to Dream, OSPI partners with state universities to host several programs in different academic disciplines throughout the summer.

Rosales moved to a new school every year when she was in elementary school, due to her family's work. Her mother is an agricultural worker.

A coordinator in her school district tapped Rosales to apply for the Dare to Dream program this summer.

The program was intended for students who had already taken some high-level science courses and were on track to graduate.

Rosales easily met the criteria.

She's in the Running Start program, taking college courses at Columbia Basin College while earning credits toward graduation at Kennewick High School. She will graduate with an associate degree and her high school diploma next year, but as the youngest in her family, Rosales said her parents told her to take advantage of all the opportunities she has.

"I will be the first one to even graduate high school," she said of her immediate family.

Through the Dare to Dream program, Rosales learned about many potential career paths in the medical field, beyond the jobs of nurses and doctors. She enjoys chemistry, so she was especially interested to hear from a professor in WSU's College of Pharmacy and Pharmaceutical Sciences.

Students were paired with current WSU medical and nursing students, who served as mentors for the week.

One of those mentors, medical student Marleny Carmona, grew up in Mattawa, a small, predominantly Hispanic town in southeast Washington.

Carmona said going to WSU in Pullman was a big change for her, in part because the campus was predominantly white. Plus, she was the only one in her friend group bound for medical school.

"I also realized that I didn't have any Latina mentors in medicine," Carmona said.

While preparing to apply for medical school during mock interviews, she was often asked, "Who is your role model in medicine?"

"Instantly, I knew," she said. "It was like a subconscious thing I had in the back of my head: My role model was my future self, because I didn't know anybody else who looked like me who was a physician or a medical student."

Carmona said she participated in programs similar to Dare to Dream, though more geared toward leadership, when she was in high school. She said mentors were vital to her success, especially when she got to WSU Pullman to study for her undergraduate degree. There, she took part in the College Assistance Migrant Program, or CAMP, which she said gave her a sense of community.

Just a few years later, Carmona is able to mentor aspiring medical students.

Dare to Dream was designed with the migrant student experience in mind, said David Garcia, WSU's Assistant Dean for Pathway Programs and Inclusion. Students learned about and worked on a real case study of a migrant farmworker who was pregnant and made presentations at the end of the week about how health outcomes could be improved.

"We want to make sure that what they're experiencing here is relevant to their communities and what they experience in Washington state," Garcia said. Garcia and Armando Isais-Garcia, who supervises the migrant education health program for OSPI, shaped the curriculum from the ground up, so students could understand how health sciences impact their own communities.

This is the first year that students got to participate in a health sciences program through Dare to Dream, and Isais-Garcia said he hopes that WSU and OSPI can partner again in coming years and expand the program to include more students.

"These students are getting information and access to equipment that most students don't get until med school," Isais-Garcia said.

Rosales has not decided what she's going to do after she graduates in 2020, but her week in Spokane gave her many new ideas. She said learning from the WSU nursing and medical students was a highlight of the week.

"All the mentors there were amazing," Rosales said. "It was one of my favorite parts of the trip." Carmona credits her mentors in college and back home in Mattawa with getting her to where she is today: on a path to becoming a doctor.

"My first year of college, that was really important for me," she said. "To see people who looked like me and came from places I came from doing well in school, because it made me feel like if they can do it, so can I."



Census 2020

It Matters and This is Why

By Nancy Aguilar

The state of Washington has experienced massive change in the last ten years. Population growth has increased diversity in the community groups that make up the face of Washington. The Census will help illustrate the most accurate picture of Washington. This is one of the most important elements of the Census! In order to most adequately provide services and funding to these communities, everyone needs to be counted.

State and local funds are distributed based on population, meaning that every person is important when advocating for funding. Additionally the strength of the Census statistics and data also helps inform many public policy proposals at all levels of government. But if this statement is not enough to motivate you to get counted, let's take a closer look at what is on the line if you choose not to GET COUNTED.



Why does the census matter?

Census data shapes the future of our community and it will define OUR voice in Congress.

Here is what is on the line:

- Number of representatives that Washington will have in Congress-, which can make a difference when it comes to issues significant to Washingtonians;
- Redistricting at all levels of government;
- Census data are indispensable for monitoring discrimination and the enforcement of a broad range of civil right laws;
- The 2020 Census will determine how more than \$700 billion in federal government resources will be distributed each for the next decade to states and localities. **MAKE WASHINGTON COUNT**;
- Census data is used to determine where schools, roads, hospitals, child care centers, senior centers, and other services should be built;
- Key federal programs rely on data and allocations derive from the census; including:
 - Medicaid,
 - Supplemental Nutrition Assistance Program (SNAP)
 - Medicare Part B
 - Highway Planning and Construction, Section 8
 - Title 1 Grants
 - Special Education Grants (IDEA)
 - State Children's Health Insurance Program (CHIP) and
 - Head Start

There are over 1 million Hispanic/Latinx community members in Washington, there is power in numbers. Let's make ourselves count and secure funding and resources for our communities, for Washington and for the most vulnerable members of our community that rely on programs as those mentioned above to support themselves and their families.

2019

KEY CENSUS 2020 DATES



January - September 2019:

U.S. Census Bureau will open 248 area Census offices.

June 2019:

Decision from U.S. Supreme Court on citizenship question case is expected.

June - August 2019:

Census Test by U.S. Census Bureau to evaluate effect of Citizenship question on self-response rates (preliminary results expected in October).

September 2019 and On:

Recruitment and hiring by U.S. Census Bureau of temporary Census field staff.

2020

January 2020:

The first enumeration begins in remote areas of Alaska, before the spring thaw.

May - July 2020:

Primary non-response follow-up operation (to households that did not self-respond).

March - April 2020:

Self Response phase of Census 2020 (internet, mail, and phone; four waves of staggered mail).

April 1, 2020:

National Census Day

April 23, 2019:

U.S. Supreme Court will hear case on citizenship question.



Community Leaders Contribute

Have You Heard About the Imposter Syndrome?

By Laura Espriu

Last month, at the Women of ALPFA event I facilitated an Imposter Syndrome workshop, one in Spanish and one in English. It wasn't a surprise to see many people intrigued by this topic and popular phenomenon as usually it is not well understood. The Imposter Syndrome is defined by Harvard Business Review as "the collection of feelings of inadequacy that persist despite evident success".

Imposter Syndrome usually shows when we are about to do something that terrifies us but at the same time excites us, as both feelings are reasonable coming from the fact that you are expanding your comfort zone. However, we tend to concentrate on the terrifying piece and forget about the joy and the excitement that comes with learning something new.

Five years ago, I didn't know I was a woman of color until I moved to the U.S. I hadn't thought about the color of my skin or my pronunciation before. The Imposter Syndrome never felt more real. As ironically as it sounds, I have been feeling unstoppable once I started embracing who I am, but, it hasn't been an easy journey. In fact, I still have to ask my husband to remind me that I can do this every time I facilitate a training in English, and despite that I launched a business and have been recognized several times I still feel the need to keep proving myself over and over so others will not find out that I don't deserve to be here. And I know that I am not the only one feeling this way. As an Executive Coach, I constantly hear stories of talented Latinos not feeling ready to take on new opportunities, even when they are qualified to do it they feel less capable and confident so they prefer to pass on the opportunity.



For Latinos, the Imposter Syndrome feels different as discrimination makes the Imposter Syndrome effects worst. The stereotype threat, which is defined as a situation where someone is worried about conforming to a negative stereotype about their social group adds to this, since we are constantly worried about confirming that we are not good enough at work, school, etc. It's not a surprise that all of this results in a high index of anxiety and de-

"the collection of feelings of inadequacy that persist despite evident success"

pression. How can we reach our fullest potential when most of the time there is something reminding us that we don't belong?

And when we look around, we don't see role models that look like us, that sound like us or that face the challenges we face. As Latinos, it's easy to downplay ourselves and to attribute success to luck, rather than hard work and focus. When we achieve something good, we tend to relate it to external factors like good luck or destiny, we say it's due to our "buena suerte,". Phrases like: "Thanks but it was only luck," "it wasn't that good, I just did my job," or "I am sure the next candidate is a lot more qualified than me," are popular phrases we say.

But I also know that as Latinos, we have a desire for more, for ourselves and our families, we know how to work hard and give our best. That is why I want to share with you 5 things that I have been learning and practicing over the last years to help you start transforming the Impostor Syndrome into a more positive experience so you can continue your journey with more ease:

1. Redefine failure- The game is not over until you say so! If you don't achieve it the first time that's fine, that only means that you are one step closer. Take this always as a learning opportunity.

2. Redefine success- Success comes in different colors and forms, not in a linear way. Create your own definition of success and don't compare yourself with others. Don't live up to other's expectations, the only expectations you should be pursuing are your own.

3. Identify what your inner critic is telling you. Have a compassionate conversation with yourself. There is a huge difference between observing yourself and judging yourself.

4. Create a pick me up folder- In this folder collect a record of your achievements, testimonials, and thank you notes from people you have helped. Every time you feel down open it and remind yourself how marvelous you are!

5. Find your person. I honestly don't know what I would have done without my husband cheering me up. He believes in me every time I can't. It's always helpful to talk about how you are feeling with someone you can trust and reminds you how much you are worth it.

Still feeling scared? It's ok! **Just do it! Do it with fear! Taking action is the best thing we can do to start building on that confidence muscle.** What if instead of waiting to find role models we start becoming them? Like Amy Cuddy says, "fake it until you become it". The time is now.

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COACHING & CONSULTING



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- Sígueme
- Déjame un comentario
- Da me gusta a las fotos

[linkedin.com/in/lauraespriu/](https://www.linkedin.com/in/lauraespriu/)

¡Conectemos!

leanin.org/circles/latinas-in-seattle

Únete a nuestro Círculo de Latinas en Seattle!



Learn about ArtsWA



"Kent International Festival received an ArtsWA grant for the 2019 Kent International Festival."

Mel Hart Ink

Image from Kent International Festival 2018, "Mexican Folkloric Dancer,"
Photo: Melanie Mosschart

ArtsWA is the Washington State Arts Commission. We are a state agency, formed by the Washington State Legislature in 1961; the Legislature recognized that the arts enrich our communities. Our mission is to nurture and support the role of the arts in the lives of all people that call Washington home. ArtsWA values diversity, equity, and inclusion: we believe in diverse forms of artistic expression. The arts amplify voices across all populations and access to arts and arts education should be available for everyone. The arts can and should address inequities, model inclusion, and teach empathy. Our programs include:

The Grants to Organizations program helps groups and organizations produce projects, programs, and services for public audiences so they may have the opportunity to experience and participate in the arts. Grants to Organizations funding supports projects that span artistic disciplines and reflect diverse purpose, values, and traditions. The Grants to Organizations program strives to reach populations and communities that have traditionally been under-represented as recipients of state grants.

The Arts in Education program supports arts education as part of K-12 basic education. This program provides grants to arts organizations and schools that are working in partnership to implement arts learning programs as part of the regular school day. Additionally the program sponsors the state's Teaching Artists Roster and Teaching Artist Training Lab (TAT Lab), and works with the National Endowment for the Arts to bring Poetry Out Loud, a national poetry recitation program for high school students, to Washington State.

The Art in Public Places (AIPP) program acquires new artworks for public buildings and campuses, and manages the 4,700 works in the State Art Collection. AIPP offers 'Arts Learning and Public Art in the Classroom' a ready-to-use lesson plan for active arts learning for K-12 students. Additionally, AIPP manages My Public Art Portal, an easy-to-use website that puts the State Art Collection at your fingertips!

The Certified Creative Districts program supports the development of a vibrant arts and creative economy in communities across the state. Creative District certification helps communities grow jobs and create opportunities in the arts.

ArtsWA administers the Governor's Arts & Heritage Awards on behalf of the Governor. These awards recognize individuals and organizations for their contributions to the creative vitality of Washington State and are among the most prestigious honors that the Governor confers.

Creative Forces is a military and veterans healing program. This program uses the arts to help active and retired military personnel and their families heal from injury and trauma. ArtsWA is working with the National Endowment for the Arts (NEA), Department of Defense, Madigan Army Medical Center, Americans for the Arts, and community partners to support the NEA's Creative Forces program in Washington State.

ArtsWA collaborates with Humanities Washington to manage two additional state programs. The Washington

State Poet Laureate program recognizes the value of poetry to the culture and heritage of Washington State. The Center for Washington Cultural Traditions offers resources for folk and traditional arts practitioners and manages the Heritage Arts Apprenticeship Program.

ArtsWA's programs have a competitive application process with deadlines mostly at the beginning of the calendar year. Program managers are available to help you decide how ArtsWA might best meet your needs. Just give a call or send an email. We are happy to help! Visit our site today: www.arts.wa.gov



arts.wa.gov



Walla Walla Leading The Way in Program Development Using An Equity Lens: Micro-Business Assistance Program

By Nancy Aguilar

There is a vast sea of resources available in the state of Washington for budding businesses. However, what happens when you are a limited English speaker, with a specific skillset that can be used to leverage a successful business? I often receive calls seeking support in learning how to navigate the Washington state processes to become a legitimate business, such as licensing, planning, and permitting. There is a need to provide support to these promising businesses – an area, which the Commission is trying to find solutions. Little did I know, in a city located in eastern Washington, the city leadership was tackling this very topic by taking matters into their own hands. These kinds of projects get me excited, and I had to learn more!

Walla Walla

Walla Walla is the largest city and the county seat of Walla Walla County with a population of 33,000 of which 25 percent is Hispanic/Latinx, according to the US Census Bureau. Walla Walla is known as one of the most fertile agricultural areas in the nation, producing such crops as wheat, asparagus, strawberries, wine, and the famous Walla Walla sweet onions. Now, Walla Walla is leading with the Micro-Business Assistance (MBA) Program!

Mercy Corps Northwest and the City of Walla Walla's MBA Program provides grants, loans, and education to new and existing businesses that may not qualify for traditional bank financing. Participants receive six weeks of business training to develop skills in finance, marketing, business strategy, credit building, and formal business plan creation. While completing educational requirements, the program incentivizes participants to save \$500, which is matched with a \$4,000 grant once all program requirements are met.

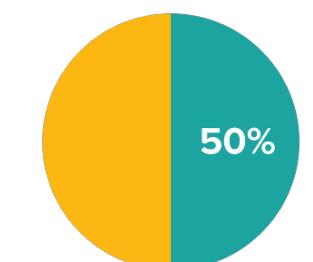
The MBA program is serving budding entrepreneurs from some of the most vulnerable communities

The initiative is supported by a block partnership led by Mercy Corps and the City of Walla Walla's Community Development Block Grant Program, and backed by seven partnering financial and public institutions. Mercy Corps Northwest has led similar business development programs for more than 20 years in Portland, Ore., and, since 2016, in Seattle, Wash., where 96 percent of all clients remain in business 18 months after receiving support.

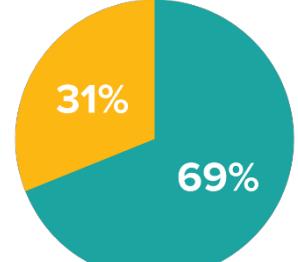
Wait – this sounds like so many of the other programs and initiatives taking place everywhere, right? The short answer NO, and here is why.

The MBA program is serving budding entrepreneurs from some of the most vulnerable communities.

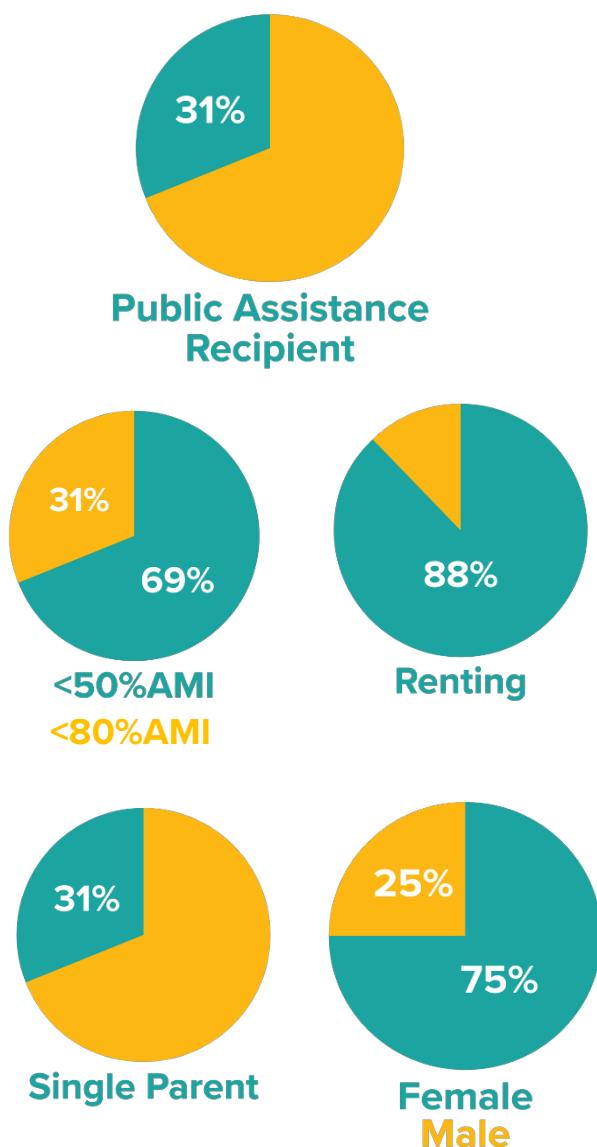
Let us look at the numbers:



Children Under 5 in Household



**Spanish-speakers
English-speakers**



Breaking Barriers to Language Barriers

Jennifer was also very excited to share that 69% of the participants were Spanish speakers or limited English speakers. The City is discovering how provide access to services to all members of its community and that directly translates in providing services in Spanish.

Jennifer added that one of the most challenging aspects of this initiative is to locate trustworthy service providers for businesses to seek support from as they continue their journey as business owners. There is a need to build a network of resources that are able to support this type of business owner.

Byron Olson, Deputy City Manager for the City of Walla Walla advocated for the need to do things differently in order to better serve the community and that is what the MBA program is achieving.

First Cohort

The first cohort of participants graduated from a six-month business education and grant program this past April 2019. The partnering organizations hosted a graduation ceremony for the participants and supporters while distributing a total of \$48,000 in grants to 12 graduates.

The ceremony was held in the lobby of Baker Boyer Bank, where participants of whom 90 percent are women and are Hispanic/Latinx and African American took time to reflect on their experience, unveil business plans, and share their visions for the future.

Looking Forward

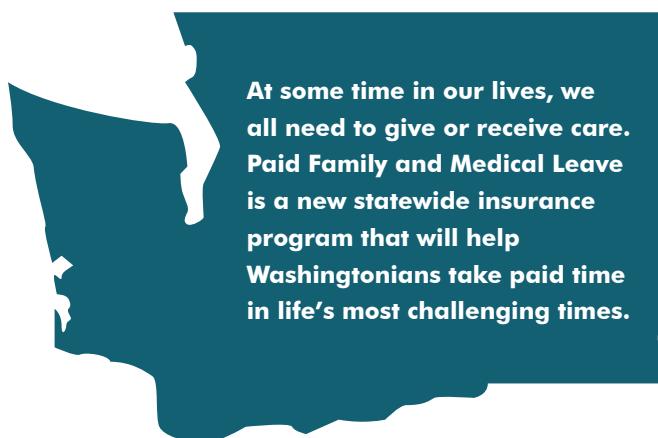
The Commission is proud of the innovation and spirit of collaboration that the City of Walla Walla is leading with. We hope that the second cohort is as successful as the first and that the City, in partnership with Mercy Corps Northwest, continues to find funding sources to continue growing this program. For more information on the MBA Program, please contact Cinthya Montero at cmontero@mercycorps.org and Jennifer Beckmeyer at jbeckmeyer@wallawallawa.gov

Cultural Competency and Community Trust Building

I was invited to join a brainstorming session after the first cohort of the MBA Program graduated and I was floored. As I listened to the learned lessons, hope to grow the program, the need to increase funding and goals to continue to support the local community by empowering its community members to thrive, there was one theme that was carried across the conversation. The need to protect the trust and relationships that the City had established with the most vulnerable members of the community.

Jennifer Beckmeyer, Community Development Block Grant Coordinator for the City of Walla Walla, stated “This program was designed to serve our community in a culturally competent way, to provide training and support in ways that allows our students to grow their businesses – that was possible because of the trust we have built with them.”

Washington Paid Family & Medical Leave



What is covered?

- Your own medical condition
- Caring for family members
- Bonding with a child (birth, foster or adoption)
- Leave for military families

Am I eligible for benefits?

You are eligible once you have worked 820 hours in Washington during the previous year and you experience a qualifying event. You can apply for benefits starting Jan. 1, 2020.



What is my weekly benefit?

You are entitled up to 12 weeks of partial wage replacement with a weekly minimum of \$100 and a weekly maximum of \$1000, adjusted annually. Your exact benefit is determined by your earned wages, the state median income, and other factors.

Weekly wage Weekly benefit

\$400	→	\$360
\$700	→	\$601
\$900	→	\$701
\$1800	→	\$1000

How much does it cost?

If your annual salary is \$50,000, you will pay about \$2.44 per week. The premium is 0.4% of an employee's gross wages and is shared by the employee and employer. Premium collection began Jan. 1, 2019.



**Employment
Security
Department**
WASHINGTON STATE

Is my job protected while I take leave?

Employees covered by the state program are entitled to job restoration when returning from leave if they:

Work for an employer with 50 or more employees.



Have worked for that employer for 12 months or longer.



Have worked at least 1250 hours for that employer in the past 12 months.

When does this begin?



July 1 to July 31, 2019
Employer reporting for quarters one and two

For more information visit paidleave.wa.gov

A Journey to a New Home and Dreams



By Citlali Moreno and Marisol Tapia
July 11, 2019

Concerned about the future and education of her children and fear for the safety of her family, Reyna decided to leave Guatemala in 2014 and seek asylum in the United States. She left with nothing but a few pieces of clothing and little cash, but with a heart filled with hope to fulfill her dream, to find a safe place to call home. Reyna and her three children could no longer feel safe, so they embarked on a journey full of perils, but always hopeful to reach the U.S. and join her niece in Washington State.

When she arrived in Seattle, she was assisted by DSHS and referred to Puget Sound Training Center (PSTC), a community-based organization that helps limited English immigrants and refugees find employment and job training opportunities. The first time she came to PSTC, she demonstrated once again her courage and determination to get her first job while trying to gain confidence with her English. She was willing and eager to learn. A few months later, she started her first job at hotel in the downtown Seattle, it gave her experience and self-confidence. From there, she moved on to a forklift operator position with a local food manufacturer where she worked for almost two years but had to leave due to personal reasons.

Determined not to give up and with more experience and skills, she returned to PSTC in late 2018. On this occasion, Reyna knew what she wanted and quickly enrolled and completed the Forklift training certification program offered at PSTC.

"Reyna knows that her hard work, courage, and determination has paid off"

She is so proud of her achievement, as access to education for those with limited English is difficult to find and back in her native country it is a need that goes unfulfilled. PSTC case manager connected with WorkSource liaison, Julie Shor, and received the referral introduction to a wonderful local employer in Burien, Eat Local, who at the time, had a need to hire a couple of full-time employees.

On June 11, 2019 PSTC staff had the fortune to visit Reyna at Eat Local. She feels so proud of her work and lucky to be working for an employer that values her contributions. Reyna has been working for Eat Local for more than 8 months now and feels so happy to work alongside her manager, Rachel Schilperoort, who during the visit told the team at PSTC how impressed she is with Reyna's performance. She believes that it is important to listen to each employee, and be willing to adapt, and be flexible as conflicts arise.

Reyna feels fortunate to have the job she dreamed of. "Here they accept me as I am, they understand my needs and that I am still learning English." Reyna feels that her life has changed for the better because she now gets to spend more time with her children in the afternoons and they are able to enjoy their weekends together. She gets to watch her children's progress at school and her income allows her to meet all their needs. Reyna knows that her hard work, courage, and determination has paid off.

SBA ResourcePartners

No matter your industry, location, or experience, if you have a dream, the SBA is here to help you realize it. The SBA Resource Partners extend their reach, offering free or low-cost mentoring, counseling, and training to help you startup and thrive at all stages of the business life cycle.

There are more than:

300
SCORE chapters

900

Small Business
Development Centers
100 Women's Business

100

Women's Business
Development
Centers

20

Veterans Business
Outreach Centers

SCORE

Join the ranks of other business owners who have experienced higher revenues and increased growth thanks to SCORE, the nation's largest network of volunteer business mentors. These business executives share real-world knowledge for no cost and fit your busy schedule. SCORE mentors are available as often as you need, in person, via email or over video chat. Visit sba.gov/score to start working on your business goals.

SMALL BUSINESS DEVELOPMENT CENTERS (SBDC)

Realize your dream of business ownership and then remain competitive in an ever-changing global economy with assistance from your local SBDC. Access free or low-cost one-on-one counseling and training on topics like marketing, regulatory compliance, technology development, and international trade. Connect with an SBDC adviser at sba.gov/sbdc.

WOMEN'S BUSINESS CENTERS

Women entrepreneurs receive essential business training from this national network of community-based centers. Each center tailors its services to help you navigate the challenges women often face when starting or growing their business. For your nearest Women's Business Center, visit sba.gov/women.

VETERANS BUSINESS OUTREACH CENTERS

Veteran and military entrepreneurs receive business training, counseling and mentoring, and referrals to other SBA Resource Partners at a Veterans Business Outreach Center, sba.gov/vboc. These are also the places to receive procurement guidance which can help your business better compete for government contracts. VBOCs also serve active duty service members, National Guard or Reserve members, veterans of any era, and military spouses.



**EMPTY.
CLEAN.
DRY.**

It Matters.



Recycling Right Matters

It's important to put only empty, clean, and dry recyclables in the recycling bin. Why does it matter? You might not know this, but dirty or wet materials are likely removed from the recycling stream and end up in the landfill. They can also contaminate other recyclables in your bin. Recycling helps reduce pollution, contribute to clean water, save energy, conserve natural resources, and support local jobs and businesses. So remember to recycle right and make sure your recycling efforts don't go to waste.

How can you Recycle Right



Empty, clean and dry
Empty out liquids, rinse or scrape out food residue, make sure paper and cardboard are dry, and keep your recycling bin closed to shut out rain.



Keep recyclables loose, do not bag them



Not everything can be recycled
Even items that have the recycling symbol may not be accepted for recycling in your program or even in the state.

Put these items **IN** the recycling bin:



Plastic bottles and jugs



Cardboard
(remove plastic tape and flatten)



Paper



Metal food and beverage cans

Keep these items **OUT** of the recycling bin:

Food and liquids

Tanglers (hoses and wires)

Plastic bags and film

Takeout containers and styrofoam

Batteries and haz waste
When in doubt, find out.