

BUILD

WELCOME TO THE BUILD FAMILY



Chair- Sherina James

*If you want to go fast, go alone; if you want to go far, go together."
-African Proverb*

As the incoming chair for BUILD, I want to share why it is important to me and how it has been a crucial part of my personal and professional growth. As a Black state employee, BUILD has provided me with an opportunity to connect with like-minded individuals and build meaningful relationships with people who understand my experiences.

BUILD's main goal is to amplify the voices of Black state employees and create visibility on a statewide level. By becoming a member of BUILD, you are telling the state and Washingtonians that we are here, we matter, and our voices need to be heard.

One of the great things about BUILD is the opportunity it provides for professional networking. As a member, you will have the chance to interact with people across agencies and participate in subcommittees, allowing you to experience professional networking on a deeper level. It is my hope these connections could bring professional opportunities to our members and an increase in the representation of Black state employees in leadership positions.

But BUILD is more than just a networking organization. It is a community that offers support, guidance and a sense of belonging. In a time when isolation, anti-blackness and racial tension is high, BUILD has been a vital source of connection for me.

Prospective members and allies, I encourage you to become a member of BUILD. By doing so, you will not only be investing in your own personal and professional growth but also in the growth of a community that values and uplifts Black state employees.

Join me, let's keep building!

BUILD

SUMMER NEWSLETTER 2023



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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 12:00 PM

Where: Virtual **Register:** 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.

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

NEW LEADERSHIP



Chair

My name is **Sherina James** (she/her) and I am a dedicated public servant with 18 years of experience in state service. Currently, I work at the Department of Commerce as a grant manager at the Office of Crime Victims Advocacy. I am an advocate for systemic change in grant funding, resource allocation and beyond. I have been a member of BUILD since its launch in 2019 and in 2021, I began co-leading the Membership Support and Engagement subcommittee. I love building relationships and look forward to connecting with you. I am honored to be the Chair of BUILD.

My name is **Brian Lindstrom**, and I am a Human Resource Generalist for the WA Office of Superintendent of Public Instruction (OSPI). I am a hardworking, dependable, "people person" with an instinctive ability to bring people together through laughter and collaboration. I am an advocate and enthusiast of change and diversity in the workplace. I am always excited to help others and I look forward to continuing to capitalize on my love of seeing those around me succeed. I am incredibly excited to begin this new journey together as your Co-Chair. I am both honored and appreciative of the opportunity to co-lead such an amazing group of talented, inspiring people.

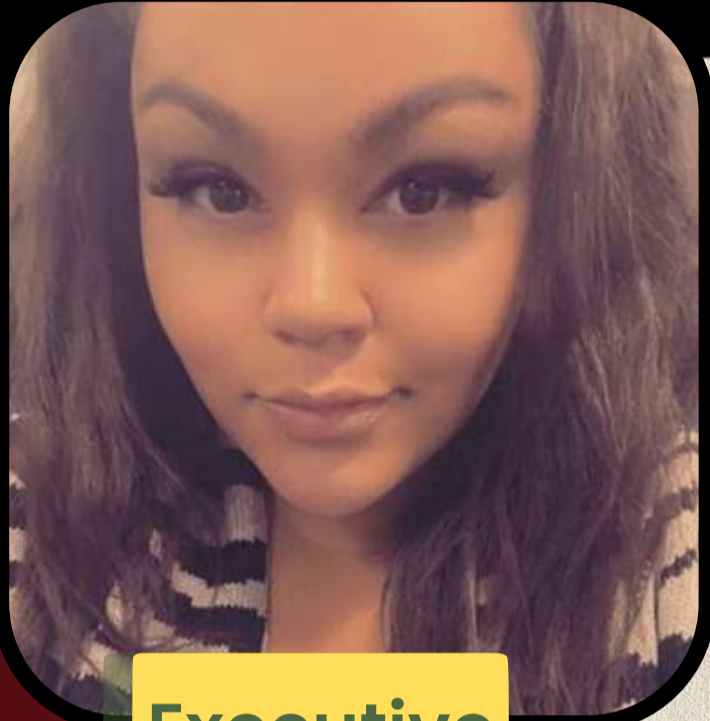


Co-Chair

"Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek."
– President Barack Obama

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NEW LEADERSHIP



Executive Assistant

My name is **Shawnte Florek** and I have lived in the Thurston County area for most of my life, and when I was little, I lived in Yakima WA, and spent 2 years in Salem, OR after graduating High School in 2008. I was raised by a single mother and have 1 brother. I am a mother to 1 son and 4 cats. I have worked for the Liquor and Cannabis Board for 8 years, started from the lowest level in the Licensing Division as an Office Assistant 3, and have been promoted 3 times to where I am now as a Licensing Specialist in the Liquor Unit. Before joining LCB I worked some retail jobs with Goodwill, Target & Lowes. I love spending time with family and friends, watching movies, bingeing shows, and reading and organizing chaos.

My name is **Erikamarie Guzman**, It has been my pleasure to have joined BUILD a year ago when I started state service with DSHS. I am transitioning into a promotional role currently, but thankfully there are two assistants to help negate any time that I need to divert to that role on the fly.. I look forward to meeting more existing members, interested individuals, and new incoming members.

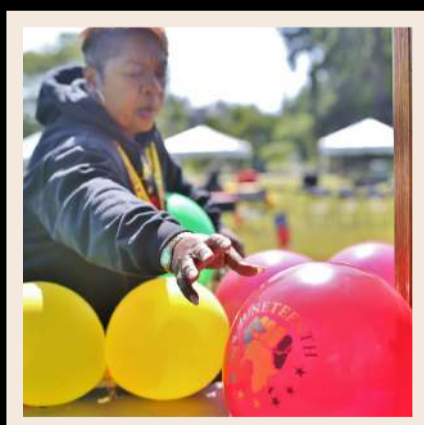
My goal in this role is to continue that work of inclusivity and diversity in an organized manner so that WE are heard. I am committed to fighting for everyone to feel listened to, have a safe space, and be able to express themselves freely. I am eager to start this journey with the backing of everyone within the leadership team. Thank you all for your support!!!



Executive Assistant

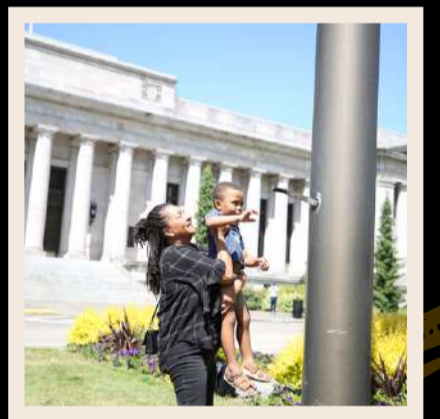
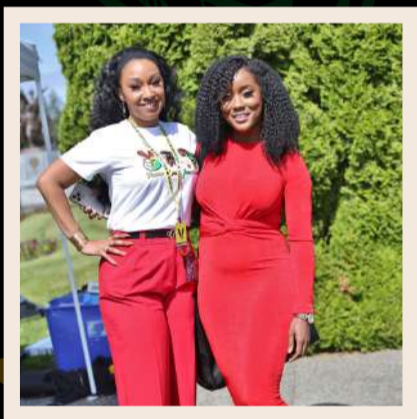
JUNETEENTH

HAPPY
FREEDOM DAY



JUNETEENTH

HAPPY
FREEDOM DAY



 [See more photos](#)

 [Full Video of Event](#)



BUILD SUBCOMMITTEES

COMMUNICATIONS

Contact
Co-Lead: Devon Brim devon.brim@dcyf.wa.gov
Co-Lead: Daisha Gomillion 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. Greater representation of the Black Community within state employment at all levels from executive leadership to front-line staff is not simply overdue, it is also a business imperative. We’re going to undo years of disenfranchisement by highlighting BUILD’s value through face-to-face interactions, expert use of social media, and capitalizing on the impact of email.

HISTORY AND ACTIVITIES

Contact
Lead: Undra Simpson undra.simpson@dshs.wa.gov
Co-Lead: RaChelle Nelson 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. We are dedicated to correcting the record and affirming an inspirational narrative of historical Black excellence by uncovering, sharing and celebrating the stories, achievements, valor, strength and genius of the African diaspora from the Motherland, to the homeland.

MEMBERSHIP ENGAGEMENT AND SUPPORT

Contact
Co-Lead : Lenora Sneva lenora.sneva@ofm.wa.gov
Co-Lead : Elosie Rudolph eloise.rudolph@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.

POLICY AND DATA

Contact
Co-Lead :Terrence McCall terrence.McCall@dshs.wa.gov
Co-Lead: Crissheon Bond 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, especially in the areas of career development, training, and other conditions of employment. We will train our subcommittee members to track and report on legislation to the general membership, and engage in supporting and providing feedback to appropriate state agencies on the potential impacts to the black community on both existing and proposed laws and rules.

PROFESSIONAL DEVELOPMENT AND LEADERSHIP SUPPORT

Contact
Co-Lead : Donald Paul donald.paul@dshs.wa.gov
Co-Lead :Shannon Williams 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. We are devoted to the empowerment of the black community, and our allies, dedicated to justice and equity within all levels of state government. BUILD provides a platform for PDLs to remove barriers, increase opportunities and increase the number of black state employees.

OUTREACH AND RESOURCES

Contact
Co-Lead : Mikia Guy Mikia.Guy@ofm.wa.gov
Co-Lead : Heather May 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.

BUILD

MEMBER APPRECIATION



GARY LOTT

EXECUTIVE PUBLIC RELATIONS OFFICER, ESD

"Gary Lott's upbeat leadership skills help to boost agency morale, according to former WDVA Director, Alfie Alvarado. "There is no task, big or small, that he will not accept if it is to help others," former WDVA Director Alvarado wrote in nominating Lott for a South Sound Business Journal 40 Under 40 Award in 2019.

If you've been to one of our public events, chances are you've seen Gary running around with a camera, networking with media and assisting with sharing our BUILD message across numerous platforms. Gary is a highly motivated, passionate, and skilled communications expert who has experience working in many aspects of media. Gary has worked briefly in the Governor's Office, recently was with the Washington Department of Veterans Affairs, is currently working for Employment Security Department, and even works during gamedays as a photographer for the Seattle Seahawks...GO HAWKS!!!

Gary enjoys working with veterans and underserved communities and has a can-do energy to help get the job done by any means. During his free time, he enjoys spending his time with his family, taking photos consults with national and local brands and organizations, marketing agencies, and startups to develop and implement strategic public relations and marketing programs.

"It is a tremendous honor to be a part of BUILD and to be able to assist alongside so many great leaders," said Gary. "Learning more about black culture, history, and the leaders who paved the way during my state service is empowering and motivating. And what an honor it is to get to capture so many historical moments like the state's first ever Juneteenth Celebration and numerous Black History Month celebrations before that.

"There is so much diversity and supportive allies throughout our state agencies and getting to network, create, laugh, dance and "BUILD" up one another is what BUILD is all about."

[READ MORE](#) →

"Gary has been a tremendous leader for BUILD! His professionalism and commitment to impactful work has influenced me and many others to get better each day!" - Devon Brim (Communications CO-Lead)



PAST CHAIR



TYRONE JORDAN-OLIVER

LICENSING SPECIALIST, LCB

BUILD Family and Allies,

Well, the time has come for me to move into the BUILD Past Chair role. It is hard to believe that it has been two years serving in the BUILD Executive Leadership, and the experience has been an honor representing the BUILD Business Resource Group. I look forward to continuing to serve and represent BUILD in the Past Chair role and am excited for the new executive leaders to make their mark. When I was nominated for the Co-Chair position in 2021, I realized the responsibility required a three-year commitment. In accepting the role, I wanted to ensure that I honored that responsibility and followed thru as BUILD's Co-Chair, Chair, and soon-to-be Past Chair, especially being part of the first elected executive leaders to lead the business resource group following the inaugural Chair. It has been a privilege to represent the BUILD Business Resource Group. This is an amazing space and platform to elevate the Black voice in Washington State Government and the communities we serve.

Part of BUILD's mission is to build each other up as we move forward. There are so many that I would like to thank that have assisted and helped me along this journey: Megan Matthews, Sascha Nixon, Marcus Glasper, Yeni Castaneto, LaSandra Jones-Owens, Francesca Hermsen, Trooper Nolan Washington, Sherina James, Dr. Karen Johnson, all of the BUILD Subcommittee Leads with a special thanks to Lenora Sneva, Mikia Guy, Undra Simpson, Sandra Daniels, Donald Paul, Dennis Worrell, Terrance McCall, Devon Brim, Gary Lott, the Office of Financial Management, Indira Melgarejo, Flora Estrada, Walt Jones, The Liquor and Cannabis Board, Becky Smith, Jeanne McShane, Ollie Garrett, David Postman, Jim Vollendroff, Jim Weatherly, Rick Garza, Linda Thompson, Kayden Goodwin, Kalynn Gubbe, Andrew Sites, Marcy Wilsie, past and current Business Resource Group Leaders and so many more.

-Tyrone Jordan-Oliver

"Tyrone has exuded what courageous and authentic leadership looks like! BUILD has been able to accomplish many great things because of his perseverance and commitment to greatness. BUILD thanks you for your leadership and positive influence! - BUILD Community