



# RAIN

## Outstanding Agency Award

### Purpose

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.

### 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.