GSBA SCHOLARSHIP FUND ISSUE

THE PERSPECTIVE FALL 2018

Professional Sports Teams RALLY FOR GSBA SCHOLARSHIP FUND

GSBA Alumni KYLE RAPIÑAN, J.D. WORKING TO END UNLAWFUL DISCRIMINATION IN NEW YORK CITY

GSBA Scholar MIKI CABELL SHARES FAMILY IMPACT OF SCHOLARSHIP

2nd Annual LEADERSHIP IMMERSION WEEKEND INSPIRES ATTENDEES

More Inside... NUTRITIONAL HEALTH, MENTAL WELLNESS, AND IMPROVING TRANSGENDER HEALTHCARE FOR COLLEGE STUDENTS

theGSBA.org
THE PERSPECTIVE
A quarterly publication from Seattle’s lesbian, gay, bisexual, transgender, queer, and allied chamber of commerce.

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GSBA Scholarship Fund Chair, Carrie Carson

IN YOUR BUSINESS BY LOUISE CHEMIN, PRESIDENT & CEO

WASHINGTON STATE, LACK OF SKILLED WORKERS IS AN ONGOING CONCERN shared by small and large businesses. We have seen a significant shift from those in the trades, in healthcare professions, and in technology, that our state is simply not preparing enough young adults to meet the needs of business. Simultaneously, Washington and the Puget Sound region faces an inverse challenge: a growing number of individuals who are experiencing homelessness. We also know the number one cause of homelessness is the lack of a living-wage job. Some of those who are experiencing homelessness are professionals who, for others, they are not being prepared with the skills needed for today’s workforce.

Many business organizations talk about the need for workforce development and investing in the education of the next generation of workers. GSBA is the business organization that is walking the talk.

For nearly twenty-eight years, GSBA has invested in the education of a diverse group of over 450 LGBT and allied students. This organization that is walking the talk.

titles 3

THE GSBA SCHOLARSHIP Fund is doubling down on our investment in students, and the importance of leadership development and investing in the education of the next generation of workers. GSBA is the business organization that is walking the talk.

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Miki is a current GSBA scholar. She was awarded her first GSBA Scholarship in 2011. Since then we have been proud to be part of her story and part of her education. Miki has shared with GSBA what impact receiving a GSBA scholarship has had on her and her family. We thought her story is incredible and inspiring, so we asked Miki to share a little about her experience over the past few years.

From Miki Cabell:
The GSBA Scholarship Fund has been monumental in my ability to navigate my educational goals. I am a non-traditional student in every sense of the word. My past is quite colorful, and has actually taken me from prison walls to academic halls. At every juncture of my journey I have had the support of GSBA behind me. I have grown a voice of authority as a queer woman of color, with my GSBA team rooting from the sidelines. At the forefront of my reasons for earning a doctorate is the ability to serve my community in breaking down constructs of oppression. However, more than that is my family. My children are my best and brightest reason. To set an example for them has dared me to personal heights I never dreamt possible.

As for what my gorgeous daughters think of our journey through academia, I will let them speak to that directly.

From CeeCee & Sarai Cabell:
The GSBA Scholarship Fund and support has been very impactful for my family. My mom started her college education while striving to provide a better life for her children. She was never truly capable of believing in herself after a life of marginalization. The knowledge that others believed in her altered our family’s course forever. Our family has known many trials and tribulations, but through education we have been able to realize a brighter future. The impact of this scholarship can be measured in the transformation of one woman, and the power of others believing in her value as a human. That ripple has gone on to affect us all; my mother nor my sister could continue even to junior high. However, in the years since our mother started this journey to her Doctorate degree she has witnessed both her daughters accomplish advanced degrees. The support offered by GSBA has been successful in breaking generations of trauma, oppression, and life from the bare margins. My children discuss with us now WHEN they will go to college not IF.

Education has the ability to expand a human mind and heart, past the abstract of survival to the possibilities of a future never before imagined. So yes, the ability and power of one human’s belief in another, multiplied by all the hearts and support present in the GSBA Scholarship Fund benefactors is paying incredible dividends. It is quite simply magic. Because in supporting one queer girl of color, and by extension multiple generations of this family you have altered our course forever. However even more than that, are all those she will come into contact with and serve with her brilliant mind and compassion, and intent to pay it forward—and that my GSBA family, will change the world.
Kyle Rapiñan is a GSBA Scholarship Fund alumni, and was a 2008-2011, and 2014 GSBA Scholar. We asked Kyle to share some of his experiences about being a scholar, and what his life is like now in New York City.

BY KYLE RAPIÑAN, J.D.

Coming off the heels of Pride, I want to stress how important it is in this political climate, we redouble our efforts to show up for the marginalized, oppressed, and those in the crosshairs of a hostile government and too often, hostile families. This means re-thinking how our society continues to unjustly police race, gender, and sexuality. This is particular true about providing support and resources to transgender and gender non-conforming people of color. Organizations like GSBA are doing this work, redistributing funds to those who need it and truly changing lives.

I received a GSBA scholarship when I was 17 years old. About three years prior, I had come out to a single parent raising three kids, only to be forced out of the house and my home. With all my belongings in trash bags, I navigated countless nights on different couches and different floors, often with only $20 to my name. If it was not for the support of my chosen family, such as my older sibling Zane Rapiñan (another GSBA alumni), I would not have survived. My family who took me in was made up of social workers, lawyers, friends, and organizations like GSBA that not only recognized my struggle but supported my efforts to improve the lives of those who remain in harm’s way.

Further, GSBA helped me connect to other queer and transgender scholars who educated me on transgender and queer history and leadership, including the legacy of Marsha P. Johnson and Sylvia Rivera, and these women’s tireless advocacy for the working class. My community taught me we need to do more for homeless transgender and queer youth and support those who are trying to not just survive, but thrive. Such unwavering support led to my eventual graduation from the University of Washington and to successfully obtain a law degree from Northeastern University. I am now an attorney at the New York City Commission on Human Rights where I work to end unlawful discrimination on behalf of all New Yorkers.

Seattle faces similar problems to New York: hyper gentrification, lack of possibility, and an unfair taxation system that privileges success over supporting those who struggle with basic needs. As we confront these challenges head-on, both locally and nationally, I know that the connections and community we built and continue to build is not limited by geographical location. We can and must support and show up for one another in ways that truly matter. Without the continued support and nourishment I have received from my chosen family, I would not be where I am today. Without the support and mentorship I have received from GSBA, I know I would not be here.

Supporting one individual has an astonishing ripple effect and has true power to transform what we believe is possible, what we believe our world will look like.
Meade Thayer was the recipient of the President’s Award at the 37th Annual Business and Humanitarian Awards Dinner, in February 2018.

BY MARK ROSÉN, VP OF DEVELOPMENT & EXTERNAL RELATIONS

Meade and Ray have been involved with the GSBA Scholarship Fund in one way or another for over a decade. Initially as event attendees, then as committee members, and then as scholarship interviewers. These two have given generously of their time, talent and resources. Meade was first introduced to the GSBA Scholarship Fund by Ray. With his lifelong career in K-12 education where he spent many years in financial aid administration, it was natural step for him to join the GSBA Scholarship Steering Committee at its inception a decade ago. Ray has also been a champion for the GSBA Scholarship Fund through aiding in the formation of the LGBTQ employee resource group at Sound Transit, and he is constantly thinking of ways to increase the engagement of his colleagues in supporting the mission of the Fund.

Beyond their combined professional expertise, Meade and Ray are personally some of the most generous financial donors to the Fund. This year, they were two of the first to join the new President’s Circle Club for the very top donors and were honored at the President’s Circle Dinner. While attending the dinner with scholars at this year’s Leadership Immersion Weekend at IslandWood, the two shared their hopes for the future of the Fund and the impact they hope to make. Ray told the story of the first time he volunteered to be an interviewer, and how the application moved him to tears. The chance for Meade to meet the scholar face-to-face at that year’s Scholars Dinner made a huge impact on him. What has been truly rewarding is that they have maintained their friendship with that scholar and been able to see him grow into a successful professional.

For Meade and Ray, engagement has been the key difference in driving their increasing commitment to the Fund. They are happy to have been involved in so many ways and excited to see what the next steps are in the growth and the impact of the Scholarship Fund.

This year, Meade was honored for his specific work in support of the Fund by receiving the President’s Award at the 37th Annual GSBA Business and Humanitarian Awards and to honor his commitment, GSBA awarded a Meade Thayer Scholarship at the 27th Annual Scholars Dinner at the Scholars Dinner where he presented the Meade Thayer Scholarship to Nate Jo. GSBA Board Chair Drew Ness commented at the 37th Annual Business and Humanitarian Awards, “Meade’s philosophy is to ask a lot of questions to better understand what someone wants to accomplish, and then help them find the resources to accomplish their goal. Meade asks the hard questions, then rolls up his sleeves to do the hard work to figure out the best answers, all with compassion and generosity.”

If you would like information on how to become involved, to join our major donor clubs, or if you have ever thought about creating a scholarship to honor a loved one, please contact Mark Rosén, Vice President of Development & External Relations.

Diverse points of view help us see our future

A vibrant community depends on the participation of its members. The more diverse their backgrounds, experience and skills, the more far-sighted their contributions to the community can be.

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Meet GSBA Scholarship Fund Donors, Meade Thayer & Ray Fernandez

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Since the launch of the GSBA Scholarship Fund Leadership Immersion Weekend in 2017, this weekend retreat for GSBA scholars has become an annual highlight for scholars, GSBA staff, and GSBA Scholarship Fund supporters alike. This August, 42 of the 46 GSBA Scholars traveled to IslandWood, a retreat-style learning center on Bainbridge Island, for three days of cohort building, learning, and life skills and leadership development.

After a short ferry ride from Seattle to Bainbridge, the 2018 GSBA scholars made their way on a Starline coach to IslandWood. The group wasted no time jumping right into cohort building activities—even before checking into their rooms! The 250-acre IslandWood campus, nestled in a natural forest on Bainbridge Island, made the perfect place for quiet, meditation, and an evening reflection walk.

The goal of the Leadership Immersion Weekend is to connect GSBA scholars to one another and the GSBA community of leaders, to create space for reflection, and to enhance leadership skills. Throughout the weekend, GSBA board members, business leaders, and community partners who are thought leaders in their fields lead meaningful, relevant discussions for the group, like:

- **Leading Out Loud**
  Dr. Shana Hormann, Antioch University Seattle

- **Navigating Diversity & Social Justice**
  Makeda Hope-Crichlow, Diverse City LLC

- **The Power of People**
  Bryan Adamson, GSBA Public Affairs Chair and Seattle University Law Professor

- **Interactive case study, incorporating learnings from all of the above**
  Bryan Adamson and Katie Mooney, GSBA Board Member and Director of Jennifer Brown Consulting

- **Crafting Resiliency**
  Externship Program and Associate Professor of Lawyering Skills at Seattle University School of Law

To cap the weekend off, King County Sheriff Mitzi Johanknect took time to share some of the challenges she has overcome as a woman and as a lesbian in her 33-year career in law enforcement.

The Leadership Immersion Weekend is just one of many ways in which GSBA Scholarship Fund invests in GSBA Scholars, and is only one piece of the growing GSBA Leadership Academy. Some of the outcomes from this innovative program were proactively connecting GSBA scholars to one another and to the GSBA membership, fostering new levels of peer support, and the formation of lifelong relationships—all while encouraging scholars to discover and collaboratively address shared interests in social and political issues.

First year scholar Nolan Platz offered some reflection about his experiences over the weekend. “I want to say thank you to the amazing people I met, allowing me to feel confident and comfortable. Enough so that I shared with you all the entirety of my story: my fears, my shortcomings, as well as my goals and dreams”, said Nolan. “To be in a place so inviting, diverse, and hopeful, is exceptional, making me feel tremendously optimistic”.

At the end of the 2018 Leadership Immersion Weekend, the majority of the 2018 cohort commented that the weekend supported their growth as a leader, 64% reported learning something new about themselves, and over half said they learned new self care techniques. Additionally, 100% of attending scholars reported meeting and connecting with at least three new people over the weekend. Overwhelmingly, the scholars indicated that the weekend left them feeling supported, excited, and energized.
Mark Rosén, VP of Development and External Relations, recently held a Facebook fundraiser to celebrate his birthday and raise funds for the GSBA Scholarship Fund. In this article Mark shares his success in raising over $1,500 for LGBTQ and allied scholars.

I’ll admit, I was somewhat skeptical of Facebook fundraisers that friends had created. As a professional fundraiser, I wasn’t so sure that this kind of an effort would yield results, and I also wasn’t sure how Facebook handled transferring money.

I already knew that some of our loyal Scholarship supporters had created fundraisers in the past, but it hadn’t been easy to track the results.

With the aid and expertise of GSBA Marketing Specialist Al Smith, we decided to give it a try, so for my 62nd birthday (yes, I’m really that old), we created a Facebook fundraiser. It was easy to add, find, and select GSBA as the recipient.

Al had already done all of the set up work to make sure that the Scholarship Fund was properly registered and that the funds would transfer, so I didn’t have to worry about any of those details. I just wrote a heartfelt post, added the GSBA Scholarship Fund link, set a goal of $500, and hit share.

I also went the extra step of inviting friends from my list who I knew might be interested in supporting the Scholarship Fund with a small donation.

Almost as soon as I hit the share button, friends began to donate. Within 30 minutes I had reached my goal! Needless to say, Al and I were a bit blown away and not sure what to do! I had set the donation period for one month to give people a chance to participate. The fervor at which the initial donations came in gave us the courage to raise the goal to $1,500.

By the time my actual birthday rolled around a week and a half later, that goal was not only reached; but it was exceeded.

I’m so happy to report that this was such an easy way for friends to support the cause nearest and dearest to me.

The added bonus is that my action inspired two more friends of the GSBA Scholarship Fund to create birthday fundraisers! I’ve gone from a doubting Thomas to a true believer in the blink of one short birthday month. What a great way to celebrate and avoid the challenge of figuring out what to buy as a gift! Instead, with a couple of clicks, you can easily open up a path to creating a gift for many!

If you feel inspired to follow our lead but need a little help, don’t hesitate to contact either GSBA Communication (communications@thegsba.org) or me (markr@thegsba.org) at the GSBA office. We are happy to help.

This article was originally shared on the GSBA blog on August 23, 2018.

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EACH YEAR, PRIDE MONTH IS AN OPPORTUNITY FOR LOCAL businesses, organizations, and leaders to step up and say, “We believe in and actively support equality.” In 2018, Puget Sound sports teams went above and beyond by holding Pride Night events—not simply waving the rainbow flag, but fundraising on behalf of LGBTQ scholars and the GSBA Scholarship Fund.

We’re incredibly grateful to the Seattle Storm, the Seattle Sounders FC, the Seattle Reign, the Seattle Mariners, and the Everett AquaSox for deepening their commitment to LGBTQ equality and their partnership with GSBA and the GSBA Scholarship Fund. Together, Puget Sound sports teams contributed over $13,000 to the GSBA Scholarship Fund this year.

Seattle Sounders FC
This year, the Sounders FC upped the ante and established a Sounders FC GSBA Scholarship through 2020, in support of GSBA scholar Frederick Anex-Schnauss. In addition to their $10,000 per year scholarship, the Sounders FC held their fourth annual Pride Night during their match against the Chicago Fire.

We are thrilled to support the GSBA Scholarship Fund through the new Sounders FC GSBA Scholarship, said Sounders FC owner Adrian Hanauer. “Our organization has always been passionate about both inclusivity and equality in sport, so deepening our connection to the LGBTQ community by honoring deserving students in a way that also celebrates diversity is a perfect fit. It’s important for us to continue using our unique platform in sports to champion equality and we’re excited to be a part of the work GSBA does on that front.”

Seattle Reign
The Seattle Reign held Pride Night during their match against the North Carolina Courage and contributed $5 of every Pride Night ticket back to the GSBA Scholarship Fund. The Reign has been a long-time supporter of the GSBA Scholarship Fund, and we’re honored to be a part of their Pride weekend celebrations.

Seattle Mariners
In addition to holding their annual Pride Match (this year, against the Boston Red Sox!) and contributing $5 per ticket back to the GSBA Scholarship Fund, the Seattle Mariners invited a GSBA scholar to throw the first pitch to the game. We’re grateful to the Mariners for providing financial support, a once-in-a-lifetime opportunity for our scholars, and an opportunity for LGBTQ visibility on a nationally broadcast game.

Everett AquaSox
The Everett AquaSox held their first-ever Pride Night this year in their game against the Tri-City Dust Devils. The AquaSox joined the ranks of the Puget Sound teams committed to equality, as well as the commitment of GSBA membership. We’re thrilled to have them onboard to create space for LGBTQ and allied fans in Snohomish County.
Abby Leigh
L. Roke Scholar, Second Year GSBA Scholar
University of Denver

Anne Bryson Doyle
Gillett Family Scholar, Fourth Year GSBA Scholar
University of Washington

Ernesto Morfin Montes de Oca
Fourth Year GSBA Scholar
Duke University

Katherine Cavannah
Third Year GSBA Scholar
University of Washington

Mohamed Elias
Third Year GSBA Scholar
University of Washington

Ryan Wagstaff
Second Year GSBA Scholar
University of Washington

GSBA Proudly Presents the 2018 GSBA Scholars

Adan Longoria Jr.
Third Year GSBA Scholar
Walla Walla Community College

Arden Weaver
Fourth Year GSBA Scholar
University of Washington

Fatima Al-Rikab
Chester Podlodowski Scholar, First Year GSBA Scholar

Keegan Samaniego
Second Year GSBA Scholar
Reed College

Nate Jo
Meade Thayer Scholar, First Year GSBA Scholar
Western Washington University

Scout Osborne
Third Year GSBA Scholar
Oregon State University

Alejandro Graterol
David Barzilai Scholar, Third Year GSBA Scholar
Arizona State University

Bea Taylor
Second Year GSBA Scholar
University of Washington

Fialaula Lamositele
First Year GSBA Scholar
Whatcom Community College

Kristi Maldonado
Wells Fargo Scholar, Second Year GSBA Scholar
Washington State University

Nick Laberge
Fourth Year GSBA Scholar
Claremont McKenna College

Spencer D’Avis
Second Year GSBA Scholar
Highline College

Alejandro Leon
First Year GSBA Scholar
Seattle Central College

Bradlee Thilen
First Year GSBA Scholar
Western Washington University

Frederick Anex-Schnauss
Sounders FC GSBA Scholar, First Year GSBA Scholar
University of Washington, Tacoma

Leo MacLeod
C. White Reade Scholar, First Year GSBA Scholar

Niki Bennington
Fourth Year GSBA Scholar
Macalester College

Tori Puoci
Rosemarie & Theodore Ockels Scholarship, Third Year GSBA Scholar
Oregon State University

Alessandro Lou
Microsoft Scholar, Third Year GSBA Scholar
University of Washington

Daniha Jefferson-Abye
Fourth Year GSBA Scholar
University of Washington

Hannah Middleshead
Wozumi Family Scholar, Fourth Year Scholar
Rensselaer Polytechnic Institute

Me’Itani Eyre
First Year GSBA Scholar
Cascadia College

Zander McRae
Third Year GSBA Scholar
Edmonds Community College / Outward Bound

Althea Poteet
Microsoft Scholar, Fourth Year Scholar
University of Washington

Elmer Coral-Islas
Second Year GSBA Scholar
Pacific Lutheran University

Johnny Buck
Third Year GSBA Scholar
Northwest Indian College

Melissa Ebben
GSBA Graduate Scholar
University of Washington

Richard Parra
Glen Johnson and Michael Melancon Bright Horizons Scholar, Second Year Scholar
University of Washington

Zoe Jaspers
Richard C. Rolfs Scholar, First Year GSBA Scholar
Gonzaga University

Amanda Schendzielos
GSBA Founders Scholar, First Year GSBA Scholar
Pacific Lutheran University

Eren Dao
Third Year GSBA Scholar
Bellevue College

Juan Serrano
Fourth Year GSBA Scholar
Whatcom Community College

Nolan Platz
First Year GSBA Scholar
Santa Clara University

Zoe Jaspers
Richard C. Rolfs Scholar, First Year GSBA Scholar
Gonzaga University

2018 GSBA Scholarship Yearbook

GSBA Proudly Presents the 2018 GSBA Scholars

For complete bios of the 2018 GSBA Scholars, and to learn more about previous years scholars, visit thegsba.org/scholarship-home/our-scholars.

Scholars not pictured:
Anna Rink, First Year GSBA Scholar
Jessica Ramonette, First Year GSBA Scholar, Walla Walla Community College
Oliveira Barrell, Third Year GSBA Scholar, DigiPen Institute of Technology
Yohanes, Washington State University
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**Find Your Voice in the Public Space**

By Matt Landers

“It goes way beyond empowering, and actually making me feel better about the world, that I have the ability to not just contribute to my community but to participate in a way that is meaningful, that my presence adds value.” Wendy Gillihan of Gryffin Consulting has served on many public boards and commissions, including the Washington Department of Revenue’s Business Advisory Council and co-chairing both the Seattle Women’s Commission and the Seattle Labor Standards Advisory Commission. She has volunteered significant time to advocate for women, small businesses, and other groups who are often left out of the decision-making process.

Public boards and commissions are an important element of the civic process, and offer a rewarding way for people to get involved in the policymaking process. Just like serving on a nonprofit board, serving on a public board or commission is a common way to give back to your own community. However, rather than just helping support a cause, volunteers are working to set policy and provide important advice to their municipal, county, and state governments. “Our region is unique in the ability to participate in the public process.”

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The Hall at Fauntleroy, Benaroya Hall, ACT Theatre, Cornish Playhouse, Rooftop 524, or the location of your choice.

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IF YOU’VE EVER SEEN ONE OF THE POPULAR HOME MAKEOVER SHOWS like American Dream Builders, you know there is a point where a friend or relative intervened, noticed a need, and brought in some experts. At the end of the episode the producers of the show flash images of the before and after, while the host of the show does a voiceover to explain the transformation of the space. The most notable changes are not only the drastic update to the aesthetic, but also how the spaces transform to be more functional, and a better representation of the family and their needs. In December 2016, GSBA had our own office makeover that simply would not have happened if not for our partners at COMCAST NBCUNIVERSAL.

Diem Ly, Director of Community Impact and External Affairs for Comcast Washington Market was our partner who stepped up and initiated change. After attending meetings at GSBA, Diem noticed there were some major improvements that should be made, and she knew she could help. She offered to help GSBA upgrade the office with new paint, all new conference room equipment and furniture, as well as help upgrade some of GSBA’s technology to up our digital communication game. Diem and COMCAST NBCUNIVERSAL took the lead in project managing the whole thing, and provided GSBA with connections to interior designers, office furniture companies, painters, and more. We provided a detailed wish-list of new technology and COMCAST NBCUNIVERSAL delivered! A touch screen display for the conference room, a webcam, a polycom, and even a new computer and camera for processing photos and video. All items were purchased, installed, and work completed in just three weeks!

“Having the ability to create in house videos has made an immediate impact in the quality and characteristics of our messaging. One short video by our CEO, which we are able to create, edit, and post in record time, yields huge results,” said Mark Rosén, Vice President of Development & External Relations. GSBA staff and community members noticed the improvement immediately. Rachel Chemin, Vice President of Operations & Director of Finance commented, “It’s wonderful to hold community meetings in our conference room and hear the ‘ohhs and aahs’ when people walk in.” The end result is a beautifully transformed conference room that we are so proud to share with our community. It is bright, open, and full of life, and the upgrades in technology allow us to function more efficiently than ever before.GSBA is a connector, and our conference room is often the centerpiece of that connection. We host some combination of small business leaders, corporate executives, elected officials, and nonprofit leadership on a daily basis. “There was virtually NO technology at all before,” said Amy Burdick, Senior Business Relationship Manager. “Now it is fresh, clean, and invigorating. People love to meet here!”

After the transformation, we were able to launch our Business Empowerment Program with the ability to seamlessly make digital presentations, hold webinars, and conduct more efficient trainings and meetings. Equality HQ has also become more of a “members” place to hold their own meetings because it is so functional. GSBA routinely host member organizations who need a neutral and welcoming environment to hold community meetings.

Our own office makeover, only possible because of the support of a friend, and COMCAST NBCUNIVERSAL.
Entre Hermanos
Serving the Latino LGBTQ Community Since 1991

ENTRE HERMANOS HAS BEEN SUPPORTING THE HEALTH and well-being of the Latino gay, lesbian, bisexual, transgender, and questioning community in a culturally appropriate environment through disease prevention, education, support services, advocacy and community building. We have been helping the Hispanic population in the state of Washington since 1991.

OUR ORIGIN
Entre Hermanos came into being by the initiative of a group of gay, lesbian, bisexual, and transgender Latinitas that saw the need for social, educational, and health support services in their community in the spring of 1991. By December of 1992, the group was organized and carried out fundraising activities to cover initial operating costs. These activities were done in cooperation with the Washington Latino AIDS Coalition, a group affiliated with People of Color against AIDS (POCAAN). In April of 1993, the group functioned independently, directing several services for the community. That year, Entre Hermanos affiliated ourselves with POCAAN, a nonprofit organization that offers prevention and educational services surrounding HIV/AIDS for people of color. In May of the same year, we held our first contest to elect a Latina Queen and on that same summer, we incorporated a lesbian group and participated for the first time in Seattle’s LGBT Pride Parade.

Entre Hermanos and our programs grew and evolved to encompass the many unique challenges facing the LGBTQ Hispanic community. Toward the end of 2001, we received a charter by the State of Washington to operate as a nonprofit organization, through the corporate status offered by IRS Section 501(C)3. Entre Hermanos is now looking forward to our 27th year of service to the Latino LGBTQ community always progressing and offering more services to Latinos in the State of Washington.

SUPPORTING THE HISPANIC LGBTQ COMMUNITY
As a nonprofit, with 80% of our constituents classified as undocumented, we are restricted to specific grants and funding. Fundraising events such as our Dia De Los Muertos Gala are crucial for organizations such as ours to provide culturally appropriate and adequate services to our community. These events have allowed us to create a fully serviced immigration program that includes asylum cases, DACA renewals, and ESL citizenship preparation courses. Moreover, we are growing to providing mental health services to our community.

Support our work and the Hispanic LGBTQ community by joining us at our annual Dia De Los Muertos Gala on November 2, 2018, at the Arctic Club Seattle for an evening of live entertainment, thrilling speakers, and community building. For tickets visit brownpapertickets.com/event/3513250

Thank you,
Luis Fernando Ramirez Limon
Executive Director
Miguel Duncan-Galvez Bravo
Fundraising Manager

COLLEGE LIFE BRINGS MANY OPPORTUNITIES TO EXPLORE, learn and ultimately leave a lasting mark on the world. Isn’t this what college is supposed to be about—fulfilling your dreams?

Sound believes that nothing compromises your dreams more, however, than untreated behavioral health and addiction issues. A growing body of research suggests that stress, depression, anxiety and addiction issues are at crisis levels on today’s college campuses—and are at greater levels now than ever before.

Though participating in college life may be stressful and overwhelming, it can also be a positive experience that, with appropriate support of your mental well-being, unlocks many opportunities. Still, an all-consuming focus on academics, social experiences and other college activities must not come at the detriment of your emotional, mental and physical health.

According to the National Alliance on Mental Illness, 40 percent of college students do just that, failing to seek help with mental health and addiction issues.

Warning Signs
Perhaps this is due to stigma, perhaps it is due to a limited understanding about behavioral health, but today’s students need to take the warning signs of stress, anxiety, depression, and addiction seriously. Among the most common symptoms of these issues are:

• Irritability and mood swings
• Extreme self-criticism
• Extreme defensiveness and aggression (when confronted about substance use)
• Readily turning to substances during times of stress or difficulty
• Hopelessness
• Waning interest in things you enjoy
• Altered sleep patterns

Another alternative is community behavioral health organizations off campus and in your community, like Sound. These organizations exist to support the community’s most vulnerable and we recommend connecting with them. Most accept Medicaid and some also accept private insurance.

Final, off campus support groups and disability centers, which often work hand-in-hand with college counseling services, are resources that offer tremendous alternatives for students.

Conclusion
Going off to college is an exhilarating stage in life—that also may bring its share of challenges. While this is a natural part of the college experience, staying in touch with your emotions and mental wellness mustn’t be overlooked. Learning to recognize when things go beyond situational stress—and careen toward crisis, is something we encourage new students to embrace. Take care of your emotional and mental well-being by relying on the very same intuition, resourcefulness and drive that got you to college, and you will make your mark on the world.

Patrick Evans is President & CEO of Sound, a provider of quality behavioral health services throughout King County.
Improving Care for Transgender and Gender-Nonconforming Patients

About 1 in 200 Washington state residents are transgender or gender nonconforming. UW Medicine has launched a program to deliver better care.

BY JAKE SIEGEL

The two checkboxes appear on countless forms: male or female. But countless Americans don’t fit into either box.

Transgender and gender-nonconforming individuals are, quite literally, without count, notes Dr. Corinne Heinen from UW Medicine. The U.S. Census doesn’t ask about transgender status. But some dramatic statistics about this invisible group are known.

“The lifetime suicide attempt rate is 41 percent, 10 times higher than the background rate,” Heinen said. “The healthcare disparities for gender-diverse persons are some of the most staggering in all of medicine.”

She would know; the family and HIV medicine physician has worked with gender and sexual minority patients for 25 years. She’s witnessed barriers to care that have left people suffering from conditions that should be easily treated. Those barriers include financial issues, like lack of insurance or income; socioeconomic factors, like lack of housing or transportation; and outright discrimination.

One of the biggest barriers? Many physicians simply aren’t prepared to care for these patients. Transgender medicine has never been part of the curriculum. But Heinen is working to change that. She’s the director for the new LGBTQ health pathway at UW Medicine, which aims to prepare med students to provide culturally responsive care for the LGBTQ population.

“She’s also leading a system-wide effort to do the same in all our clinics, as part of the UW Medicine Healthcare Equity Initiative. Since March, an education campaign has been underway at UW Neighborhood Clinics to instruct staff on how to use gender-affirming language and anticipate the needs of patients. ‘We’re training everyone so these patients have a comfortable first experience in our primary care clinics,’” Heinen said.

Meanwhile, Heinen is working with primary care physicians to discuss specific medical needs for this patient population. In general, she said, no special knowledge is needed. “It’s not like cross-sex hormones are a new class of medication, but there are specific considerations in using them in this setting.” Even some routine procedures, such as cervical cancer screenings, may be approached slightly differently.

Improving Access to Care

It makes sense to start with primary care because “it’s the gateway for patients to get all their health needs addressed,” Heinen said. “This opens up the front door of our health system to get people the care they need.”

The larger vision is to weave together all of our services, including specialty care. Heinen and her team have already identified specialists in endocrinology, urology, plastic surgery and gynecology who are equipped and enthused to serve this population.

After more than two decades of seeing this population marginalized and discriminated against, Heinen is encouraged by a shift in public awareness and perception. Teens and young adults seem to take a more expansive view of gender than their predecessors. “There’s been a pretty big shift in the awareness of gender diversity,” Heinen said. “In another generation, people might not even know why we had those checkboxes.”

Stay in touch with UW Medicine—uwmedicine.org/lgbtqcare.
Our newest GSBA Scholarship Fund team member, Jeff Boyer (he/him), Senior Development Officer joins us from his role as Major Gift Officer at Childhaven. Jeff will be working closely with GSBA Scholarship Fund partners and donors, crafting strategy and managing major GSBA Scholarship Fund events like EQUALUX: TASTE of GSBA and the annual GSBA Scholars Dinner. When asked about his goals for the fund, “I want to help grow the GSBA Scholarship Fund programs as much as we can,” he said. Jeff has a B.A. in Psychology from Seattle Pacific University, and a Certificate in Fundraising Management from the University of Washington.

Jeff currently volunteers at Lambert House, but has also volunteered at Childhaven, was the Scholarship Lead for AFP Advancement NW, and Trainer and Phone Worker at the King County Crisis Clinic for over 5 years. As you can see, Jeff has a passion for helping others. He is excited about joining the GSBA Scholarship Fund team and when asked why he wanted to work with scholars, Jeff stated, “I want to be a part of helping future LGBTQ leaders in our community, and help today’s LGBTQ youth have more support than I had.”

While not at work Jeff enjoys traveling, houseplants, volunteering, and experimenting with painting, art, and do-it-yourself projects. Between work, volunteering, and his hobbies, Jeff still finds time to have dinner with his grandmother every week. Although he has only been here a short time, one highlight he pointed out was, “having so many of my personal friends share stories about their GSBA experiences or talk about how they want to get involved.” We look forward to working more with Jeff, and can’t wait to see all of the great work he’ll do.

The GSBA membership team has a new team member, Eli Coffin (he/him, they/them), Business Training Specialist & Grant Manager. He will be managing the Communities of Opportunity grant awarded to the Transgender Economic Empowerment Coalition (TEEC) which GSBA is a partner and will also manage the Seattle Office of Labor Standards (OLS) grant that was awarded to the Ethnic Communities Chambers of Commerce, which GSBA is also a partner. Eli will be creating and teaching a business curriculum serving the needs of transgender and LGBTQ POC business owners and entrepreneurs. This work includes working with corporations to review and create inclusive corporate workplace policies in partnership with the TEEC.

Prior to GSBA, Eli was on the Executive Board of Directors at OutFront Minnesota and worked at Charterpoint Wealth Strategies. Eli is new to Seattle, and when asked about why he wanted to work at GSBA he told us, “I was looking for a team of people that cared not only about the bottom line but also investing in our community. I was so excited when I found GSBA because it connects the LGBTQ community in a way I haven’t seen done before.” While at GSBA, he hopes to bring new ideas and creativity to the table while centering work on some of the most marginalized and unsupported members of the LGBTQ community. “This work is essential for our community. Eli has the focus and organizational skills, and at the same time is very personable and skilled to work with our coalition partners and connect with people in our most marginalized communities,” said Ilona Lohrey, Director of Membership, Outreach & Education.

Outside of grant management and training, Eli loves being outside and traveling. He can most likely be found out on a walk, preparing for his next camping adventure, or anywhere near the water. “So far what I love most about Seattle is the fresh flowers, luscious trees, and exploring all the different neighborhoods and communities.”
ADDRESSING THE UNIQUE FINANCIAL NEEDS OF THE LGBTQ COMMUNITY.

As a member of the LGBTQ community, I have a deep understanding of the financial challenges we face — and of the solutions that can help us meet those challenges. Call me today and let’s discuss how you can meet those challenges, too.

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GSBA ANNUAL MEETING & HOLIDAY LUNCHEON

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December 12, 2018
11AM

Marion Oliver McCaw Hall
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December 12, 2018
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NT Live and Royal Shakespeare Company are alive and well represented at SIFF with upcoming shows like “Allelujah,” “The Madness of King George,” and “Trollus and Cressida.”

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FIND OUT MORE AT SIFF.NET
Dressing Your Business for Success

BY GEORGE PIEPER, CO-OWNER, OUTSMART OFFICE SOLUTIONS

The first thing that most of us did as business owners or job seekers was to polish our image. We created a logo, had business cards printed, bought a new outfit, or freshened our resume. We did so to put our best self forward to get others to hire us. The laws of attraction are simple and deeply ingrained in our human psyche. No one would ever think that wearing sweatpants or a hoodie to a job interview is a good idea, as comfortable as they may be. We know you must dress for success.

Think of your office furniture as your company’s clothing. The look you choose defines the impression that people see, which becomes internalized as your company’s culture. Your furniture is an identifier; it is the perception you put out there for your company, your employees, your customers. You should ask yourself if your company is a professional workplace, a safe workplace and fun place to work? First impressions matter, even if subconsciously, to how your company is perceived by others. Does your furniture look shoddy, mismatched or worn out? If so, then you may be sending the wrong impression to people about the work you do.

Looking good is just part of the equation, feeling good is just as important. You wouldn’t get very far running a marathon in stilettos. You need the right equipment for any job and the same can be said for your office furniture. The ergonomics of your office should also be considered, because how you work has an impact on your health. If you have a job where you sit at a computer for long periods of time, for example, your chair is going to be critically important to feeling good with proper support. A good multi-function adjustable task chair is an essential place to start. You might also want to mix it up with a sit-stand desk or even a treadmill desk to keep yourself moving throughout the day. Treadmill desks are great for home or creative offices where their use can be shared by employees or teams needing to take a break and move.

OutSmart Office Solutions is an office interior design and furnishings procurement and installation company. We have over 15 years of experience creating stylish and functional work spaces for clients in a wide variety of industries. Our design team is very creative when it comes to designing a space that portrays your company’s style. If you are currently searching for your new office space, our services also include tenant improvement and project management from construction through move in.

At OutSmart Office our goal is not just to provide office furniture, but to help you create the perfect office environment on time and on budget.
Renew your membership at theGSBA.org

More information about these events at theGSBA.org

GSBA Events Calendar

**OCTOBER**
- **Monday, October 15**
  - Public Policy Task Force
  - 5:30pm-7:30pm
  - GSBA Office

- **Wednesday, October 17**
  - Business Empowerment Workshop:
    - Succession Planning—with US Bank
    - 2:00pm-4:00pm
    - GSBA Office

- **Thursday October 25**
  - Women on Top
  - 5:30pm-7:30pm
  - Space Needle

- **Tuesday, October 30**
  - Young Professionals with Pride
  - 5:30pm-7:30pm
  - The Collective

**NOVEMBER**
- **Thursday, November 1**
  - Business Empowerment Workshop:
    - Generations in the Workplace & Age Discrimination—with Archbright
    - 8:00am-9:00am
    - GSBA Office

- **Saturday, November 17**
  - EQUALUX: TASTE of GSBA
  - 6:00pm-10:00pm
  - Westin Seattle

**DECEMBER**
- **Friday, December 7**
  - Breakfast & Benefits
  - 8:00am-9:00am
  - GSBA Office

- **Wednesday, December 12**
  - GSBA Annual Meeting & Holiday Luncheon
  - 11:00am-1:30pm
  - Marion Oliver McCaw Hall

- **Monday, December 17**
  - Public Policy Task Force
  - 5:30pm-7:30pm
  - GSBA Office

More information about these events at theGSBA.org
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