**Panel Bios**

**Christina Pourarien, Washington Immigrant Network (WIN)**

Christina Pourarien (she/her) is an Information Technology Services Division Executive Operations Manager for the State of Washington Employment Security Department (ESD).  After graduating from Central Washington University, she began her state service career in 1999 at the Washington State Lottery. She has worked at General Administration (currently known as Department of Enterprise Services), Department of Retirement Systems, The Evergreen State College, Department of Social Health and Services, Department of Licensing and Labor & Industries before joining ESD in January of 2022. She currently serves as the previous co-chair of the Asian American Pacific Islander (AAPI) Employee Resource Group at ESD and Asian Pacific Islander ERG at L&I.

Christina was born in Great Falls, Montana moved to South Korean with her family when she was six months old and returned to the United States as a young child in the early 1980s. Her father proudly served in the US Air Force and her mother is originally from Korea. She attended public school in the North Thurston School District in Lacey, Washington. She had the privileged to be the first one in her family to receive a formal college education from Central Washington University in Ellensburg, Washington with a bachelor’s degree in psychology.

**Caleb Baldwin, Rainbow Alliance and Inclusion Network (RAIN)**

Caleb Baldwin (He/They) is a Human Resource Consultant with the Employment Security Department. Caleb has been with ESD since May of 2020, where he has championed EDI policies and helped revamp ESD’s Reasonable Accommodations Policy, to be more accommodating toward employees with disabilities. Caleb is a member of 2 of ESD’s Employee Resources Groups, PRIDE, for ESD’s LGBTQ+ community, and the DERG, ESD’s Disability Employee Resource Group.

**Kristen Jenkins, RAIN**

Kristen Jenkins (she/her) is the Equity Engagement Communications Specialist with the Washington Utilities and Transportation Commission. Kristen works with underserved and highly impacted communities to encourage engagement in UTC processes and deliver vital information directly to the public. Kristen also works on language access and accessibility standards in government communications. Kristen has been a member of the Rainbow Alliance and Inclusion Network Business Resource Group for 6 years and has served on the leadership team for the past 3 years. She is also a part of HAPPEN, the newly formed Asian, Native Hawaiian, and Pacific Islander business resource group. Kristen identifies as a Queer Asian American and lives in Olympia, Washington with her 9-year-old pet ghost shrimp, Gojira.

**Larry Delgado, Veteran Employee Resource Group (VERG)**

Larry currently serves as the Diversity, Equity, and Inclusion (DEI) Manager with the Washington Department of Fish and Wildlife and the Chair of Washingtons State’s Veterans Employee Resource Group (VERG). His previous roles include the Learning Design and Delivery Professional and the DEI Development Manager at the Department of Enterprise Services (DES). He began his employment with state government in November 2020. Larry retired from the United States Army in December 2017 at Joint Base Lewis-McChord, WA after a 20-year career having reached the rank of Chief Warrant Officer (CW3). He served in multiple levels of responsibilities as a Human Resources Officer with deployments to Iraq, Afghanistan, and Panama.

Larry is a first-generation Nicaraguan American born and raised in Homestead, Florida. He attained a BA in Organizational Leadership from Brandman University andholds multiple certifications which include Intercultural Development Inventory (IDI) – Qualified Administrator (QA), Facilitation and Design Master Course (Kathy O’Bear), Racial Equity and the Law (Univ of Akron), Inclusive and Ethical Leadership (Univ of South Florida), Diversity, Equity, and Inclusion in the Workplace (Univ of South Florida), Train-the-Trainer: Helpful Tips for Leading and Facilitating Conversations on Race (Cultures Connecting).

**Monica Hupp, Latino Leadership Network (LLN)**

Monica Andrade-Hupp is a Washington State Department of Health (DOH) Project Manager with a history of managing large hospital projects and events in healthcare and community settings. She is a graduate of California State University Fullerton with a Bachelor degree in Sociology. She is passionate about project management and the profound social impact projects can have on communities, policies, and systemic change. An advocate for diversity, equity, inclusion, and belonging, Monica hopes to inspire others to do the same, beginning within her own family and in her work as the Latino Leadership Network’s Co-Chair.