

An Introduction to María

I am thrilled to step into this temporary acting role and more meaningfully connect with the WSWC team. I have been with the Commission in Hispanic Affairs since 2018, leading the agency through some radical change. In its current state, we're the largest agency with 9 staff and a commission of 11. In 2018, the agency had 2 FTEs, myself included and my first order of business was to propose to the Governor and the Legislature the addition of 1 FTE, which was accepted. In 2022, in close partnership with CHA Commissioners, we created a strategic plan rooted in a successful 2030 Census and Redistricting process. With a roadmap and a plan in hand, we asked for a community development team, which was approved at 4.5 FTEs. This last fiscal year we welcomed 5 new teammates and have had time to set up solid structures for the CHA team to work under. This has alleviated a lot of pressure from our small core team of three, and thus, allowing me some recent flexibility, especially since the team has had a year to settle in.

Why did I say yes to the Women's Commission? It was an easy answer, really. I've been working closely with Directors Gonzalez, Malveaux, and Yoo through their leadership, leveraging each other's expertise and thought partnership. I've also had a chance to work with staff throughout the years. You have a fantastic team and getting to be a part of it for a short while is my honor. I hope to bring a sense of stability through changing times, and ensure the team builds on its already-solid foundation to ensure the transition is as easy as possible. I look forward to getting to know you, Commissioners, as the months go by.

Staff Updates



With Leah named as the deputy director for the agency, we're undergoing some shifts in the organizational structure. You can refer to the new organizational chart pictured to the left. Leah will be leading the program and project managers. You've heard that Tanzania has joined our team at the beginning of the month, and as you read this, we are finalizing the hiring process for our new teammate. Once we have full details to share, Leah will make a proper introduction! We are thrilled to have a growing team so we can adequately mobilize and represent Washington's 3.8 million women!

Budget

Fiscal Year 2025's annual budget is \$966,462 and we are in fantastic financial condition. Our local account holds a total of \$410.73.

The WSWC and CHA will have an Interagency Agreement (IAA). While my calendar is open to the WSWC team, officially I am on board for 40% of my time. The IAA is not quite finalized yet, but this means that the WSWC will have vacancy savings at 60% of the current director's salary from September 15, 2024, to January 15, 2024. Depending on the incoming Governor's plan, the savings could span more months. Leah and I will do budget projections with a few goals in mind: maximizing our recurring dollars by investing in our people; assessing budget savings and developing a plan to spend cost savings judiciously; and plan for possible supplemental funding for travel.

Activate 3.8

You'll see some changes to the scheduled stops, most notably, the November tour date rescheduled. As we have begun this work, we have realized the need for a tailored approach to each stop and therefore you will notice a shift in timeline so we can devote the time and intentionality needed for the impact we strive for. The WSWC team will craft a timeline for the next year that factors in existing trust and relationships; budget projections; and staff capacity. This does not mean that the Activate 3.8 work has shifted in priority by any means, but it does mean the team will be as intentional as possible with each stop: the goal is to create as much impact as possible.

General Workflow Planning

With the close of the calendar year emerging; the November tour date cancelled; the strategic planning done; the hiring of 2 FTEs; plus, decision package, agency request legislation, and agency transition document due dates behind us, the team is going to take advantage of some quiet time leading up to the gubernatorial transition. With two new teammates, we want to get to know each other to build a strong team rapport and build out a timeline mapping the work we need to complete this fiscal year. The biennial report due date is upon us and will take priority in this timeline; please be on the lookout for communications from the team as we draft and embark on the editing phase. This should be done by the end of the year.