

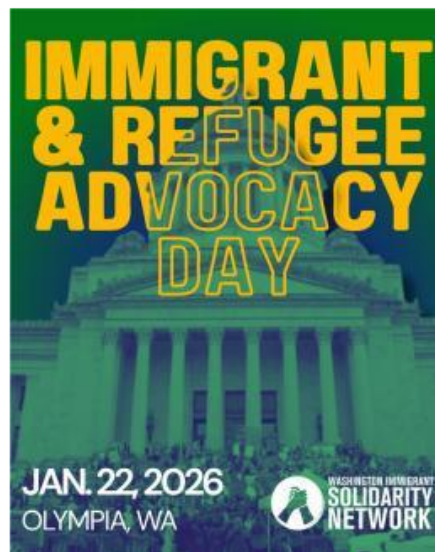


*WIN membership is open to all current and former Washington State Employees*

[win-brg.wa.gov/](http://win-brg.wa.gov/)

---

## Immigrant and Refugee Advocacy Day 2026



**This event is hosted by the Washington Immigrant Solidarity Network**

For nearly a decade, the Washington Immigrant Solidarity Network has gathered hundreds of immigrant justice advocates at the steps of the Capitol to say loud and clear that immigrants and refugees are here to stay, and to demand our lawmakers support the policies that matter to our neighbors and families.

Immigrant and Refugee Advocacy Day 2026 is not just an event; it's a celebration of community power, resilience, and solidarity. Every year, we come together from across Washington State to make our voices heard and demand change at the Capitol. This is a day where we show the power of our communities, advocating for the policies that matter most to immigrant and refugee families.

**At IRAD 2026, you can expect:**

- a rally at the Capitol
- visits with legislators that center immigrant voices
- trainings to strengthen our advocacy through storytelling

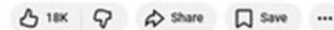
Join us in Olympia on Thursday, January 22, 2026.

**[Register by Tuesday, December 23, 2026.](#)**

# The Immigrant Mindset



The power of the immigrant mindset | Anna Crowe | TEDxSan Diego Studio



WIN Members watched and discussed Anna Crowe's TEDx video at the Dec. 2 general membership meeting. Anna Crowe is a visionary entrepreneur, accomplished author, and CEO of Crowe PR, a three-time Inc. 5000 company.

Anna's journey from Russia to the Bronx marked the end of her childhood and the beginning of a challenging new life in America. Struggling with language, culture, and belonging, she found strength in practicing English, drawing inspiration from pop culture, and using music as a teacher. These early hardships forged her "immigrant superpowers": resilience, adaptability, and resourcefulness, traits that carried her through school, a successful business career, and two battles with cancer. She reflects that these qualities are not unique to her but are shared by millions of immigrants who rebuild their lives on unfamiliar soil. Despite language barriers, cultural shifts, and lack of safety nets, they persist, turning adversity into strength. She urges us to recognize these traits in ourselves and others, and to see beyond appearances by asking, "Where have you been?", an invitation to honor the invisible stories of reinvention all around us.

We shared a series of reflection questions designed to spark connection and conversations.

1. What does 'belonging' mean to you – and how do you help others to feel it?
2. Imagine arriving in a country where you don't speak the language. What would you need most from others?
3. Who in your life embodies, resilience, adaptability, or resourcefulness? What's their story?
4. What assumptions do we make about people based on how they speak, dress, or where they are from?

You can watch the TEDx talk by [clicking here](#). Join us at the January 6th membership meeting to join in similar conversations. We look forward to seeing you there.

# WIN General Membership Meeting (Zoom)

**Tuesday, January 6, 2026**

**12:00 PM - 1:00 PM**



**General Membership** is open to all current Washington State employees, including full-time, part-time, hourly, and salaried employees who are committed to supporting and advancing the mission of WIN.

**For the January 6th meeting our agenda includes:**

- Relume founders Karima and Rand to talk about their company's efforts to build meaningful career and leadership pathways for refugees. Learn more at their website: [RelumeHope.com](https://RelumeHope.com)
- Jean Paul (Office of Equity) and Nadia Damchii (DSHS) will share an update on the "Improving Immigrant State Employee Experience in WA" survey and engage members with a few questions to gather feedback.

**[Click Here to Join Zoom Meeting](#)**

Meeting ID: 942 7896 2565

Passcode: 638513

# KNOW YOUR RIGHTS

## WITH POLICE & FEDERAL IMMIGRATION AUTHORITIES IN WA



In 2019, the Washington State Legislature passed the Keep Washington Working Act (KWW) to protect the rights of immigrant communities from unnecessary contact with Immigration and Customs Enforcement (ICE) and Customs and Border Protection (CBP). The law, RCW 10.93.160, requires that police and jails change their practices and policies to ensure the privacy of all Washingtonians.

### The Keep Washington Working Act prohibits local police, WA State Patrol, sheriffs, jails, Department of Corrections (DOC), and school resource officers from:

- Stopping or detaining someone to determine immigration status.
- Asking about place of birth, immigration status, or nationality. A limited exception allows local sheriffs and police to ask for this information only if it is connected to an investigation regarding a violation of state or local laws.
- Holding someone on ICE or CBP civil immigration detainers or ICE administrative warrants signed by ICE agents, not a judge.
- Giving ICE or CBP access to someone for interviews in jail to determine if they are here in violation of immigration laws. The detained person can choose to speak with immigration enforcement as long as they provide written consent. ICE or CBP can also speak with a detained person even without their consent if they are investigating a federal crime. If the detained person chooses to talk with immigration enforcement, which is generally not recommended, any information provided to immigration enforcement can be used against them in deportation proceedings. You always have the right to remain silent even if you are part of a federal crime investigation.

- Denying you services or benefits you are eligible to receive while in jail, even if ICE has filed documents with the jail indicating they think you are here in violation of immigration laws, such as a "detainer," "notification request," or "immigration warrant."
- Contracting with ICE and CBP to allow local sheriffs or police officers to enforce immigration law.
- Using local jails to detain and hold immigrants for ICE or CBP through contracts between jails and the Department of Homeland Security (DHS).
- Using ICE and CBP as interpreters, translators, or for language classes.
- Giving ICE or CBP your personal information, like a home address.\*
- Notifying ICE or CBP when you will be released from custody.\*

\*The Washington State Department of Corrections (DOC) is excused from these prohibitions and is allowed to do this. DOC is the WA prison system where people convicted of a crime and sentenced to more than 1 year serve their jail time. Probation officers are part of DOC but are NOT excused and ARE PROHIBITED from doing this.

### WA State Agencies like the Department of Licensing:

- Cannot share your personal information (for example your home address) with ICE or CBP unless required by federal law.
- MUST provide services regardless of immigration status unless otherwise required by law.

If you believe your rights as listed above have been violated, call or text the  
WAISN Deportation Defense Hotline

**1-844-724-3737**

Monday to Friday from 6 A.M. to 6 P.M.

**THIS INFORMATION IS FOR EDUCATIONAL PURPOSES ONLY AND DOES NOT CONSTITUTE LEGAL ADVICE.**

REVISED 04/2025

# SmartHealth holiday season guide available

The image shows the cover of a 'SmartHealth holiday season guide'. The background is a warm, cozy scene of a fireplace with a fire burning brightly. In the foreground, a person's hands, wearing thick, cream-colored knit mittens, are holding a blue ceramic mug. The mug has a white and blue patterned sleeve around it, and wisps of steam are rising from the top, suggesting a hot beverage. The overall atmosphere is warm and inviting.

SmartHealth  
holiday season guide

Navigate the complexities of the season  
with a gentle approach that respects your  
journey and supports your well-being.

WebMD  
HealthServices

Smart[]Health

### **SmartHealth holiday season guide available**

We all experience the holiday season differently. For some, it's a time of joy, celebration, and togetherness. For others, it can bring feelings of stress, grief, loneliness, or pressure.

WebMD created the [SmartHealth holiday season guide](#) to help everyone navigate the complexities of the season. This guide uses a gentle approach that respects everyone's journey and supports their well-being.

Topics include:

- Financial stress and spending
- Grief and loss during the holidays
- Recognizing different traditions
- Navigating family dynamics
- Self-care and body kindness
- Change in routines

### **Earn points**

Earn 75 [SmartHealth](#) points by completing the "SmartHealth holiday season guide" activity before December 31, 2025. Look for it in the Activities and Resources tab under Featured Activities.

### **Learn more**

- Find information about eligibility, the wellness incentive, and more at [SmartHealth \(PEBB\)](#).
- Watch the [SmartHealth Overview](#)
- Get instructions for logging into SmartHealth at [Accessing SmartHealth](#).

# WIN Mentoring Program

Washington Immigrant Network Business Resource Group Mentoring Program mentors are current or former state employees that have experience navigating the various routes to state employment and career advancement. Mentors are ready to share their experience with their mentees, whether those mentees are current or prospective state employees.



The program's goals are to facilitate a more culturally and ethnically diverse state workforce which, in turn, will allow us to serve our customers better, and to retain and support immigrant state employees in an inclusive environment that helps them thrive and advance their careers, as well as recruit new employees from the immigrant community.

Research shows that a good mentor inspires, motivates, stretches, connects, and helps develop your Emotional Intelligence. They also open your mind to your potential and opportunities. A good mentor can also provide a safe space to learn, experiment, and ask questions.

## Become a WIN mentee

- Are you new to state service?
- Are you seeking guidance on how to manage your career goals?
- Do you need someone to talk to and share ideas with?

Get support from a WIN mentor. Become a WIN mentee.

1. Start by meeting [our mentors](#). Review their bios and see if there is someone you would feel comfortable connecting with.
2. Establish a formal mentoring relationship by completing our online [Mentoring Request Form](#)

## Become a WIN Mentor

Mentors must be current or former state employees that have experience navigating the various routes to state employment and career advancement. Mentors must be ready to share their experience with their mentees, whether those mentees are current or prospective state employees. Submit a [Mentor Application Form](#) if you are interested in being a WIN Mentor.

Questions? Contact [win@ofm.wa.gov](mailto:win@ofm.wa.gov).

# Get Involved with a BRG



## WASHINGTON STATE BUSINESS RESOURCE GROUPS



Veterans  
Employee  
Resource  
Group



WASHINGTON  
IMMIGRANT NETWORK  
You Belong Here



[Statewide business resource groups \(BRGs\)](#) bring together groups of employees and their allies who have a common interest or characteristic. All BRGs have a charter, mission, goals and bylaws and contribute to an overall statewide business strategy. BRG members bring their unique knowledge and perspectives, making them an asset to state business needs, such as recruitment and retention.

## FOLLOW WIN:



[FOLLOW ON FACEBOOK](#)



[Follow on Instagram](#)



[Follow on LinkedIn](#)



## **WHO WE ARE:**

We support the professional development of immigrant state employees.  
We recommend strategies to advance recruitment, retention, career progression and leadership development.  
We educate state agencies on the experience, skills and knowledge of immigrants and the value of a diverse workforce.

## **WHAT WE DO:**

We provide a support structure, educational resources and leadership assistance for immigrant state employees.  
We encourage immigrants to consider the state as an employer of choice through inter-agency and external outreach activities.  
We serve as a resource for the Office of Financial Management, State Human Resources division and state agencies in creating and sustaining a diverse and inclusive workforce.

[BRG Participation Policy FAQ](#)

---

## ***Find us on Youtube.com!***

Find out why some of our members joined WIN and what it means to them: [Why I joined WIN](#)



**WASHINGTON**  
IMMIGRANT NETWORK  
You Belong Here

Having trouble viewing this email? [View it as a Web page.](#)



Do you want to learn more about the Washington Immigrant Network (WIN) Business Resource Group?

Please visit our [website](#) or contact us at [WIN@ofm.wa.gov](mailto:WIN@ofm.wa.gov).

We also encourage you to follow us on our social media links:



SUBSCRIBER SERVICES:  
[Manage Subscriptions](#) | [Help](#)