



# THE COMMUNITY COLLABORATIVE

December 10, 2025

## Cara Elzie



- Community Collaborative Thought Partner
- Member, Youth Advisory Council
- Active across DOH workgroups

## Agenda



Naghmana Sherazi, Carolyn Cole -- Office of Equity,  
Governor's Immigration Subcabinet



Chelsea Henry, Najma Abdi, DOH -- State Health Improvement  
Plan priorities



- Bella Mendez, Workforce Pathways Internships
- West Coast Health Alliance Recommendations & Qs for Collaborative



# IMMIGRATION SUBCABINET



# Welcome and Introductions

- Naghmana Sherazi, Immigration Subcabinet Project Manager, Office of Equity
- Carolyn Cole, Strategic Initiatives and Access Advisor, Office of Equity

# Agenda



1. Welcome and Introductions
2. Agenda Overview
3. Immigration Subcabinet Progress, Purpose, Objectives, and Structure



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# Progress Updates

- ✓ Identifying and connecting with partners, including but not limited to, state commissions, community advocacy organizations, state business resource groups, judges, and legislators.
- ✓ Meeting with the Family Separation Rapid Response Team (created by Executive Order 25-04).
- ✓ Designing a proposed Immigration Subcabinet structure and process.
- ✓ Planning and convening virtual listening sessions with a survey to gather feedback that will inform the Subcabinet's priorities and work (October - November).
- ✓ Planning and hosting the official Subcabinet kickoff (December 3).

# Listening Sessions and Survey

- 3 virtual Community Listening Sessions
- 2 virtual State Agency Listening Sessions
- **Over 500 attendees** in total with strong participant engagement
- Feedback surveys in English, Spanish, Arabic, Farsi, Traditional and Simplified Chinese, Vietnamese, Korean, Ukrainian, and Russian
- Over 150 survey respondents and more are coming in daily as word spreads
- We are keeping the surveys open to continue gathering feedback that can be shared in the Quarterly Report to the Governor



# Listening Sessions and Survey – What We Heard

<b>Top 10 Overall Emerging Themes</b>
<b>Data protection and privacy</b>
<b>Fear of ICE</b>
<b>Language accessibility</b>
<b>Stop or limit ICE</b>
<b>People are fearful and afraid</b>
<b>Strengthen accountability for the Keep Washington Working Act</b>
<b>Ban or regulate Flock cameras and all surveillance</b>
<b>Community outreach and engagement</b>
<b>Fear for safety</b>
<b>More listening sessions and action with accountability</b>

# July 17 WAISN Letter to the Governor

- WAISN + 400 orgs reported widespread harm from federal raids, detentions, and data breaches, and limited state engagement with immigrant, refugee, LGBTQ+, and disability communities.
- **Core Requests:**
  - Regular meetings with immigrant justice leaders
  - Establish two task forces on Keep Washington Working Act implementation & data protections
  - Appoint an Immigration Policy Specialist in the Governor's Office
  - Strong public statement + safety-centered messaging from the Governor
- **Policy Needs:**
  - Fund the Deportation Defense Hotline
  - Strengthen and complement the Keep Washington Working Act with legislation
  - Maintain healthcare access
  - Address the Apple Health data breach
  - Issue categorical pardons
  - Close loopholes that allow the Department of Corrections to cooperate with ICE
- **Overall Message:** Urgent need for proactive leadership, transparency, and partnership to restore trust and protect communities.

# Executive Order 25-09 and WAISN Letter Alignment

Creates the Immigration Subcabinet to promote coordinated statewide responses to concerns highlighted in the letter, including data privacy and security, healthcare, and related issues.

Reinforces implementation of the Keep Washington Working Act and other state laws.

Requires the Subcabinet to meet regularly with stakeholder and community advocacy groups and incorporate their feedback into the Subcabinet's work.

Directs the Subcabinet to examine the effects of federal legislation and policy on Washingtonians and make recommendations for integrating immigrant- and refugee-serving programs into the development of state agency budgets.

Requires the Subcabinet to provide a quarterly report to the Governor on state agency practices and recommendations for changes in state policy or practices.

Enforces clearer expectations for state agencies, boards, and commissions to establish and maintain public trust through transparency, accountability, and open communication with residents and communities, including by promoting meaningful access to state services, resources, and protections.



# Immigration Subcabinet Purpose

Support coordination between state agencies to address immigration-related issues facing Washingtonians. The State must quickly, responsibly, and effectively meet the urgent needs of immigrants and refugees who have been targeted by federal actions, including actions related to:

- Data privacy;
- Healthcare;
- Human services; and other issues.



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# Objective 1

Provide support to Cabinet agencies, boards, and commissions to help ensure their work is guided by the core values and principles outlined in Executive Order 25-09.



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## Objective 2

In accordance with federal and state law, promote coordination between state agencies and other state entities in their responses to immigration-related issues facing Washingtonians. This includes, but is not limited to, issues regarding:

- The bipartisan Keep Washington Working Act;
- Services provided by the Office of Refugee and Immigrant Assistance;
- Services related to the New Americans and Legal Assistance programs delivered by the Department of Commerce; and
- Any other programs or services concerning immigrant entrepreneurship, language access, licensing, workforce training, education, housing, healthcare, human services, and quality of life.

## Objective 3

Examine the effects of recent federal law and policy change; develop, recommend, and implement (where possible) necessary statewide changes to effectively respond to Washingtonians' immigration-related concerns.

## Objective 4

Meet regularly with community members and community advocacy groups to discuss issues facing Washington's immigrant and refugee communities and incorporate their feedback, suggestions, and proposals into the Subcabinet's work.



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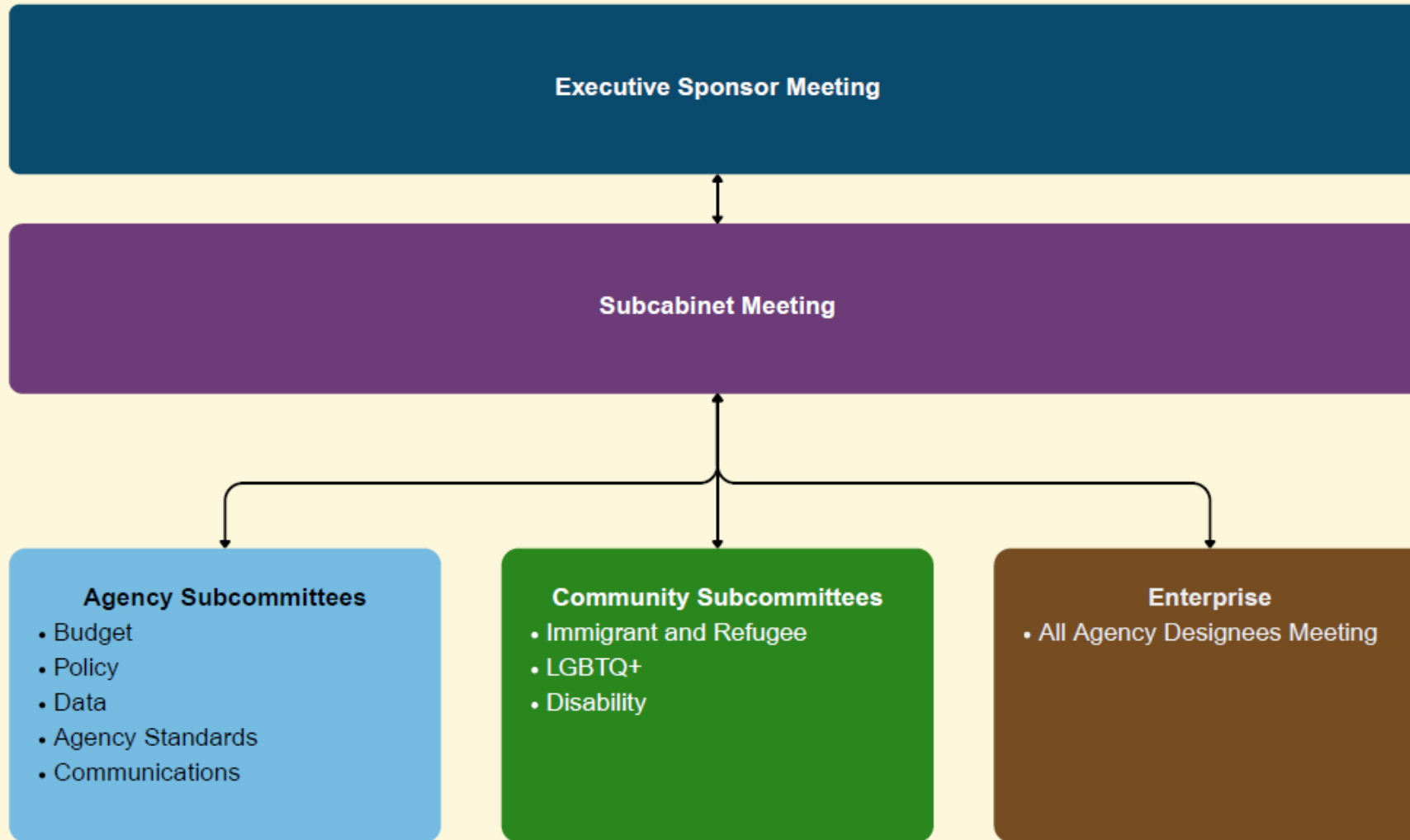
## Objective 5

Provide a quarterly report to the Governor on state agency practices and recommended changes to state policy or practices, especially as they relate to coordination between state entities, access to resources, and communication with the community.

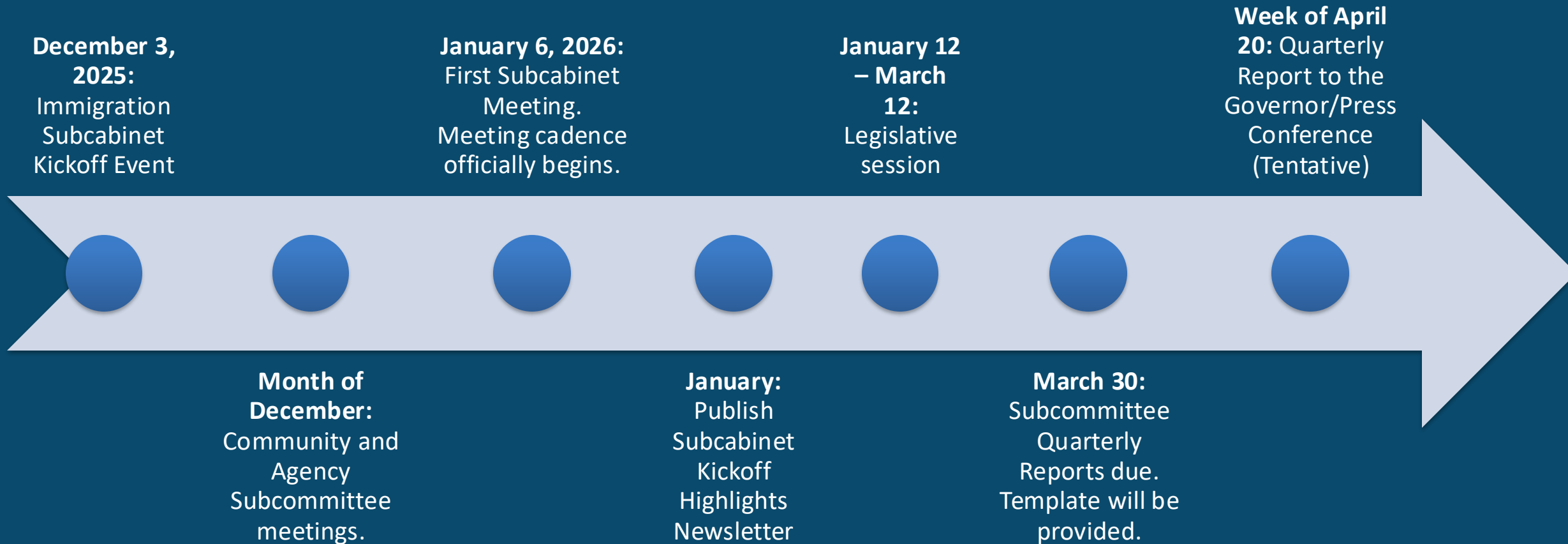


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# Subcabinet Structure



# Wrap-Up: Timeline (Subject to Change)



# Partnership Opportunities

- Help support any of the 3 Community Subcommittees (Immigrant and Refugee, Disability, LGBTQ+)
- Complete and share the Community Feedback Survey with your network (links in chat and follow up from Community Collaborative)
- Sign up for our Subcabinet Support Newsletter
- Other suggestions?



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## POLL

### **Which feels most urgent for the state to address to help families feel safe and supported?**

- Preventing family separation and ensuring due process
- Protecting data in health, education, courts, and food access systems
- Expanding culturally and linguistically appropriate mental-health support
- Increasing access to fear-free services (healthcare, food, schools)
- Creating compensated community advisory roles for ongoing guidance
- All of the above
- Other (write in chat)

**Email us at [subcabinet@equity.wa.gov](mailto:subcabinet@equity.wa.gov) with any questions  
or feedback that you may have.**

**Thank you for your partnership!**





# STATE HEALTH IMPROVEMENT PLAN

## Our Approach

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Use anti-colonial, anti-racism, and participatory approaches to:

- > Re-center discourse to hear the voices and value the stories and experiences of politically and racially marginalized communities;
- > Interrogate political and social determinants of health in WA state
- > Co-design processes or methods with SHIP Alliance to prioritize health issues of focus the next SHIP cycle
- > Surface and document considerations, values, norms, and other essential elements in prioritization process
- > Co-design 2-3 state-wide convenings to engage communities around SHIP health priorities



SEVEN DIRECTIONS  
A CENTER FOR INDIGENOUS PUBLIC HEALTH



ARCH:  
CENTER FOR  
ANTI-RACISM  
AND COMMUNITY  
HEALTH

# A Comprehensive Collective Action Policy Plan



## The end goal:

- Elevate and strengthen current work
- Innovate together on new approaches
- Collectively drive towards policy solutions and system changes

**Policies are owned and championed across partnerships**



# SHIP Priority Areas



## Access to Care



## Mental & Behavioral Health





## POLL

**Which feedback sessions are you interested to participate in:**

- Access to Care
- Mental & Behavioral Health
- Both
- Neither

# Access to Care

## Themes from Community Partners



**Vital pieces  
of health are  
ignored**

lack of support for  
underlying stressors such  
as physical safety (ICE),  
housing, food access, and  
transportation

**Barriers for  
specific  
communities**

health care often  
neglects immigrants,  
LGBTQIA+ ,  
non-English speakers,  
un/underinsured,  
people with disabilities



**Trauma-informed  
care is essential**

culturally  
responsive  
and trauma-  
informed  
care

**Need sustained  
focus on chronic  
disease issues**

**Rural health  
access is  
insufficient**

need mobile integrated health  
approaches that support fees  
for service and reduced  
reliance on 911 system

# Sample of Community Voices



“In all reality, they didn’t treat me and give me the help that I needed due to me being African American, yet when it came to someone of a completely different race, complaining about the same exact health issue, they took them directly to the clinic and I was denied the help.”



“Matters of health do not necessarily require health care solutions. We forget that.”



“There’s 7 dialysis centers in Tri-Cities. The diseases we have are not genetic, it takes education to understand. Whether that is knocking on the doors of community members, we have to come with the right intention for people to listen.”



“We must integrate public health into healthcare, we have two different systems in Washington state with different incentives...you can’t be healthy without food access, and healthcare agencies have little focus on food.”

# Mental & Behavioral Health

## Themes from Community Partners



**Prioritize continuous,  
community-informed  
education**

fragmented system  
where DOH, HCA,  
and DSHS operate  
separately leads to  
duplication,  
confusion, service  
gaps

**Lack of  
collaboration  
between  
State  
agencies**



**Youth &  
school  
supports  
are critical**

rising youth anxiety,  
self-harm and suicide  
risk; need more  
counselors,  
prevention programs  
and peer supports

**Language &  
cultural  
resources**

behavioral health information/services not  
available in their languages or aligned with  
cultural values, creating stigma and  
preventing people from seeking help

# SHIP Phases



We are here



## Phase 1: Community Engagement & Prioritization

- Convene a cross-sector + community SHIP Alliance
- Listening sessions & public survey
- Prioritization process & identification of priorities

2024 – Summer 2025



## Phase 2: Collaborative Solutioning- Identifying Policies for Action

- Ongoing quarterly SHIP Alliance meetings
- Priority area workgroups / work sessions
- Identifying and prioritizing policy solutions for policy development

Now – Spring/Summer 2026



## Phase 3: Collective Action- Partners Commit to Specific Policies

- Statewide cross sector partners and community engage in policy development and policy implementation

2026 - 2028



## Phase 4: Statewide Evaluation

- The SHIP Alliance develops a SHIP evaluation plan
- Partners have designated metrics to report on across our collective evaluation

[Ongoing]



## POLL

**What is your preferred way to participate in SHIP feedback sessions?**

- Virtual meeting
- In person meeting
- Written input
- Not interested in participating
- Other (please write in chat)



# Questions to Consider

- Who else should we reach out to include in the work sessions?
- For ACCESS TO CARE, what policy solutions should be focused on and prioritized?
- For BEHAVIORAL & MENTAL HEALTH, what policy solutions should be focused on and prioritized?
- Which aspect of the link between Mental & Behavioral Health and Access to Care is most urgent to address?

[Invitation to provide  
more feedback](#)

# Thank You!

- ¡Gracias! Спасибо! Cảm ơn!



Is there anything else you would like to share with the SHIP team?

You can reach us directly at [SHIP@doh.wa.gov](mailto:SHIP@doh.wa.gov)



# ANNOUNCEMENTS

## Application Timeline

**December-2025**

**Information  
sessions**



**Mid-February**

Pathways  
internship  
position  
**announcement**  
posted on  
[careers.wa.gov](https://careers.wa.gov).

**March/April**

Candidates  
selected for  
**interviews**  
proceed  
through the  
interview  
process.

**April/May**

Selected  
candidates  
offered a  
summer  
internship are  
placed in  
divisions across  
the agency.


**June –August**

**10-Week paid**  
summer  
internship  
(averaging 35  
hours/week)

### What you need to know:

- Submit application by stated deadline.
- Application must include **resume, cover letter, references** and **unofficial transcripts**.
- Get a Careers.WA.Gov account today

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In this section

Pathways Professionals and Interns


Pathways Paid Summer Internships

### Pathways Paid Summer Internships

The Workforce Pathways (WFP) Program has offered summer internships since 2024. **The program will offer 15 additional internships in summer 2026.**

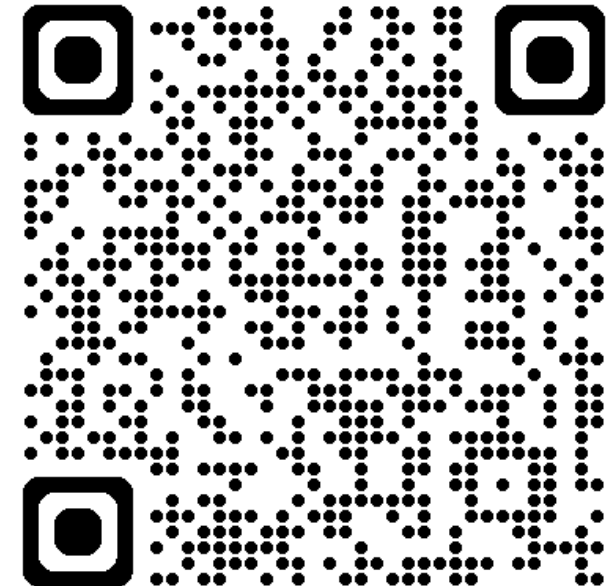
According to the 2024 Public Health Workforce Interests and Needs Survey (PH WINS), 69% of surveyed public health employees do not have a public health degree. For students, this means **you do not need to study public health to do public health work or work in a public health agency!**

All interested students who meet the requirements below should apply. We especially encourage applications from individuals who are a part of a



[WFP Website](#) to learn more about the Pathways program

Subscribe to GovDelivery for Internship job posting updates



# West Coast Health Alliance

West Coast Health Alliance, WA DOH and leading medical organizations continue to recommend Hepatitis B vaccines for newborns

“There should not be any implications. Those with insurance should have Hep B covered.”

**What information would be helpful for your communities?**

**NEXT MEETING:** January 14

**VISIT:**

[https://waportal.org/partners/  
community-collaborative](https://waportal.org/partners/community-collaborative)

“Without community,  
there is no liberation...”

Audre Lord, Warrior Poet,  
Writer, Activist

# THE COMMUNITY COLLABORATIVE

