



Thursday, September 4, 2025

## PYP Seattle 2025 Grant Request Form

### 2025 Grant Request Form

Please compile requested information and submit by 12pm on September 5, 2025.

#### SECTION I: KING COUNTY REQUIREMENT

**A. PYP grants exclusively serve King County residents. Please describe how a PYP grant to the nonprofit organization will be used only in King County and/or only by King County residents.**

Northwest Immigrant Rights Project (NWIRP) is a statewide organization, with its largest presence in King County. Much of the organization's funding is geographically restricted, such as to King County. NWIRP is able to ensure that funding only supports King County residents by restricting its use through a unique grant code in its accounting system that segments funding and grant use. In addition, the organization utilizes a case management system called LegalServer that enables it to track grant activity and outcomes via funding codes assigned to each grant.

#### SECTION II: ORGANIZATION BACKGROUND AND GRANT CHAMPION INVOLVEMENT

**A. Provide the organization's name, address, and website URL.**

Northwest Immigrant Rights Project (NWIRP)  
615 Second Avenue, Suite 400, Seattle, WA 98104  
[www.nwirp.org](http://www.nwirp.org)

**B. Provide the name(s), title(s), and email(s) of the key contact(s) at the organization. These are the people who will assist with pitch development and who will be present for at least one follow-up session.**

Malou Chávez, Executive Director, [malou@nwirp.org](mailto:malou@nwirp.org) (available to present during a follow-up session)  
Ann Richardson, Grants & Contracts Director, [ann@nwirp.org](mailto:ann@nwirp.org)

**C. Provide a one-paragraph (maximum 250-word) description of the organization and program or project, if applicable. This paragraph should be pre-approved by the organization. Note that this paragraph will be used in PYP marketing materials, in PYP communications, and in voting for the top three organizations to move forward in the grant cycle should more than three Grant Request Forms be submitted.**

Northwest Immigrant Rights Project (NWIRP) serves immigrants in King County through direct legal services, community education, and systemic advocacy. Last year, NWIRP served more than 12,500 Washington State residents with direct legal services, with the greatest presence in King County. As reflected in the daily news cycle, immigrants are under attack. The passage of the federal reconciliation bill (H.R. 1) changed immigration policy and practice in ways that our country has not seen in close to three decades. This bill further criminalizes immigrant communities, such as through laws that expand mandatory detention, and establishes steep new fees, even for humanitarian protections, that effectively deny many asylum seekers the chance to even apply for protection. These changes come on top of other recent changes, such as the Department of Homeland Security rescinding the Sensitive Location memos that protected areas such as courts, churches, schools, hospitals, and domestic violence shelters from immigration enforcement actions. NWIRP would utilize PYP funding to help meet the immigration legal needs of individuals residing in King County who are seeking asylum or other protections from deportation.

and family separation, including assisting these individuals with new fees implemented by H.R. 1. For example, individuals seeking to work lawfully in the U.S. must now pay an application fee of \$550 – an overwhelmingly impossible amount to pay for individuals who usually have no income (as they are not allowed to work), are often housing insecure, and face other indicators of poverty and trauma.

**D. Describe the organization's values, mission, and history. Elaborate on the need the organization seeks to address.**

The mission of Northwest Immigrant Rights Project (NWIRP) is to promote justice by defending and advancing the rights of immigrants through direct legal services, systemic advocacy, and community education. Our vision is to strive for justice and equity for all persons, regardless of where they were born. The following values guide us in carrying out our mission and vision:

Dignity - We all deserve to have our human dignity and fundamental rights respected.

Fairness - Laws and policies should be fair and equitable. When liberty or fundamental rights are at stake, all people are entitled to meaningful due process and competent legal representation

Solidarity - We are connected by our common humanity, by global forces that affect our lives, and by historic patterns of oppression, discrimination and inequity. For society to be just and whole, we must work together to undo systemic oppression in its many forms.

Self-Determination - Society thrives when all people have opportunities to live their lives to their fullest potential.

Safety - People and communities thrive when we all feel and experience safety. Safety should never be used to justify oppression.

Inclusion - We see diversity and inclusiveness as a source of strength.

NWIRP provides comprehensive legal services in six primary areas: defense in deportation proceedings; asylum; immigration benefits for survivors of domestic violence and other crimes; citizenship and naturalization; family visas; and immigration benefits for immigrant children and youth. NWIRP has approximately 190 staff (including temporary staff) providing services out of four offices in Washington State and at the Northwest ICE Processing Center in Tacoma. Annually, NWIRP serves over 12,500 individuals with free legal services, with approximately half benefiting from full direct representation.

As a "full legal services" immigration organization, NWIRP provides its clients with robust and zealous representation in their immigration cases. Gaining legal status is foundational to long-term empowerment to our community members, and direct representation—through the life of a case—provides the best opportunity for immigrants to gain permanent legal status and truly flourish in the community.

While full direct representation continues to be our primary focus, NWIRP has recently provided more brief services in order to meet urgent needs, partially resulting from the enormous increase in the number of newly-arrived individuals in the state. For example, prior to federal fiscal year 2023, the largest number of new removal cases filed in immigration court in Washington state over the past 20 years was 9,019 in 2019 (new removal cases primarily represented individuals who are newly arrived in the state). In FFY 2023 and 2024, we saw the number of new cases skyrocket to 20,720 and 27,803 respectively. Brief legal services which can help meet immediate needs, such as providing access to work authorization so individuals can legally work in the U.S. and support themselves and their families. Brief legal services can also prevent an imminent order of deportation. NWIRP's Social Services Unit works alongside our legal staff to connect individuals to community resources.

Education is a vital component of our work – providing important information and legal assistance to ensure that people have guidance and are protected through any changes in immigration enforcement. NWIRP conducts four types of education: 1) directly to immigrant populations, delivered in ways that are accessible and linguistically appropriate, 2) to social service providers and organizations serving immigrant communities, 3) to legal professionals, and 4) to the general community. In 2025, we expect to triple our reach through community education and outreach as our legal expertise on various topics impacting client communities and the community at large expands.

NWIRP utilizes impact litigation and advocacy to amplify its direct service goals by addressing urgent and systemic challenges that our attorneys identify through their daily work with immigrant community members, as well as issues we hear about from immigrant communities. This work focuses on cases that: 1) impact large numbers of community members (both through class actions and individual cases

challenging policies and statutory interpretations); 2) seek accountability for egregious civil rights abuses; 3) challenge policies and practices that expand or prolong incarceration in immigration detention; and 4) defend the legal rights of clients who have been ordered removed or whose applications have been wrongly denied. For example, last year, NWIRP prevailed in a nationwide class action challenging immigration court and USCIS policies that unjustly prevented asylum seekers from obtaining work authorization while waiting for adjudication of their asylum cases.

In total over the past year NWIRP worked on 35 active cases in federal court, including nine class actions. This includes seven new cases filed in federal district court in 2024, five petitions for review filed before the court of appeals, and two petitions for cert filed with the U.S. Supreme Court, one which was successful. NWIRP has filed three new class action cases thus far in 2025.

**E. Describe how the organization promotes diversity, equity, and inclusion within the community it serves, including but not limited to people who have been historically marginalized and traditionally underrepresented. How does the organization promote its DEI values internally and within its leadership? Examples include, but are not limited to, the composition of its Board of Directors and staff.**

At its core, NWIRP's mission reflects equity and inclusion by focusing on work that creates a permanent space in our society for community members who have come from all over the globe. We have recently reaffirmed this work through our new Strategic Framework 2025-2030, which has a cross-cutting theme of "Centering Race and Equity," acknowledging that NWIRP's work as an immigrant rights legal services organization is inherently focused on racial justice. Our mission directs us to focus our efforts on the work we can do that will have the biggest impact in overcoming such oppression—providing immigration legal services that build stability and an opportunity for client communities to thrive in the U.S.

NWIRP believes firmly that our advocates' cultural awareness and, for many, their lived experiences, increase their effectiveness in serving our clients, all of whom come from historically marginalized communities or cultures. Today, three out of four members of NWIRP's senior staff leadership are women of color and bring invaluable lived experience into their daily work and decision-making experiences either as immigrants or daughters of immigrants.

NWIRP also has on staff some individuals who were themselves former NWIRP clients or who have family members who were former NWIRP clients. Overall, close to 60% of staff identify as people of color and/or immigrants. Over 40% come from households that would have qualified for NWIRP services at some point in their lives. We currently count over 25 languages among our staff, with the majority of staff speaking Spanish.

Strategies that are in place to recruit, support, and retain members who reflect those most impacted by our mission include targeted outreach by both our HR office and through peer to peer outreach among our staff, a requirement that all legal staff speak one language other than English, and an intensive internship and fellowship program that provides a training ground for individuals who share experiences with our target communities. NWIRP's internship and fellowship program is an established hiring pipeline for future employment in immigration legal practice at NWIRP and across the country.

NWIRP's board also reflects the communities we serve. NWIRP has a policy that at least 50% of board members identify as "client-community members." We define "client community" board members as people who either themselves or whose parents might have needed legal assistance from a nonprofit organization in immigration matters. As of the latest board survey, conducted in early 2025, 64% of NWIRP's board members identified that they or their families would have qualified for our services at one point in their lives. A similar percentage identified as having been low-income at any point in time (either themselves or their households).

In its daily work, NWIRP continues to represent clients within an extremely complex, arbitrary, and dehumanizing immigration legal system which has grown especially cruel with the current administration. While we must work within this racist system to defend individual clients in pursuing their lawful immigration status, we challenge the system through our systemic advocacy work, especially through impact litigation. For example, in one of our cases, a federal judge granted summary judgment in January 2025 on behalf of a nationwide class of applicants for naturalization who had been subjected to a secret

government vetting process primarily targeting applicants from Muslim-majority countries (NWIRP filed this case in 2020). With new cases filed in 2025, we continue to counter racist and unlawful policies by responding to issues including prolonged incarceration without opportunities to pursue bond, cooperation of local law enforcement with ICE in violation of the Keep Washington Working Act, the administration's efforts to strip the longstanding right to birthright citizenship, and the unlawful actions of the administration in deporting individuals to third countries where they have no ties and are, in many cases, exposed to dangerous and even life-threatening conditions.

NWIRP strongly opposes the political conflation of the immigration legal system with the criminal justice system, which has become even more pronounced with the current administration. In the past six months, NWIRP has been proud to counter this narrative through responsive and immediate action that recognizes that individuals who are under attack cannot wait for services to "catch up." For example, when ICE started showing up at the Seattle Immigration Court in May and arresting immigrants whose cases were dismissed (an enforcement practice that had not happened before), NWIRP responded that day with onsite legal staff and by the next morning with Know Your Rights materials specific to the immigration court translated into a dozen languages. By mid-July, 60 NWIRP staff members and 149 volunteers had collectively spent 1,115 hours responding to this need.

Similarly, with immigration policy and practice changing daily, NWIRP has dramatically stepped up community education and outreach for impacted communities and those who serve them. As a result, NWIRP reached over 13,000 individuals in the first half of 2025, compared to 7,400 in all of 2024. This information also empowers communities to advocate for themselves. For example, we have heard countless stories of impacted community members who exercised their legal rights to prevent ICE from entering their homes. This ability to immediately pivot and remain nimble in response to emergency needs is one of NWIRP's strongest attributes.

Organizational practices and policies reinforce NWIRP's values. For example, from a prospective employee's first encounters with NWIRP, they receive information on NWIRP's mission, vision, and values. NWIRP's in-depth employee orientation (also offered to board members) further engages new employees in discussions around NWIRP's mission, vision, and values; the racist history of immigration in our country; and NWIRP's client-centered, holistic, and non-judgmental approach to countering this history and providing services. NWIRP reinforces this learning through a commitment to ongoing training for its staff – such as by investing in a full-time Professional Development and Resource Attorney and by offering an in-house, comprehensive, 3-day training for its legal staff each fall.

NWIRP's case acceptance criteria guide NWIRP staff to represent individuals who may face significant challenges, such as homelessness, family separation, or mental health histories. NWIRP's Employee and Volunteer Handbook contains written policies on Language Access, Cultural Competency, and Nondiscrimination, Anti-Harassment, Inappropriate Conduct, and Violence. For example, our language access policy ensures that clients receive services in their desired language.

NWIRP supports clients and the staff who serve them through an in-house Social Services Unit that partners with legal staff to connect clients to such resources that support stability (e.g., housing, food, mental health) in the face of extreme adversity and trauma. Investing in our Social Services Unit reflects our commitment to holistic services.

Finally, NWIRP ensures its presence in spaces with partners and community organizations that have similar values. We intentionally choose to participate in events, conversations, and spaces that support race equity. These partnerships are often mutually beneficial, with NWIRP able to provide training and technical assistance with immigration law and other organizations assisting NWIRP clients and providing training regarding other civil legal needs, social services, and more.

**F. Provide the name(s) of the Grant Champion(s) and a description of her (their) connection to the organization, including past and/or current involvement.**

Jennifer Flood, supporter of NWIRP since 2017, and Linda Floyd, co-pitching.

**G. Email address of the PYP member who is submitting this grant request (a copy of this request will be sent to this email address once submitted).**      jennifer.flood@compass.com

# SECTION III: ATTACHMENTS

A. Please attach a budget from the last fiscal year including actual income and expenditures.



2024 Organizational Budget Actuals.pdf

B. Please attach a current operating budget (and project budget, if applicable).



2025 NWIRP-Wide Expense Budget\_2... .pdf

C. Please attach a copy of the organization's IRS 501(c)(3) determination letter.



NWIRP 501c3 confirmation letter\_1623.pdf

D. Please attach the organization's logo (in jpeg format).





**Signature of PYP member who is submitting this grant request. By signing below, you are indicating that: 1) all statements provided in this grant request form are true to the best of your knowledge, and 2) the nonprofit's key contacts (listed in II.B above) have seen this request and agree to its contents.**