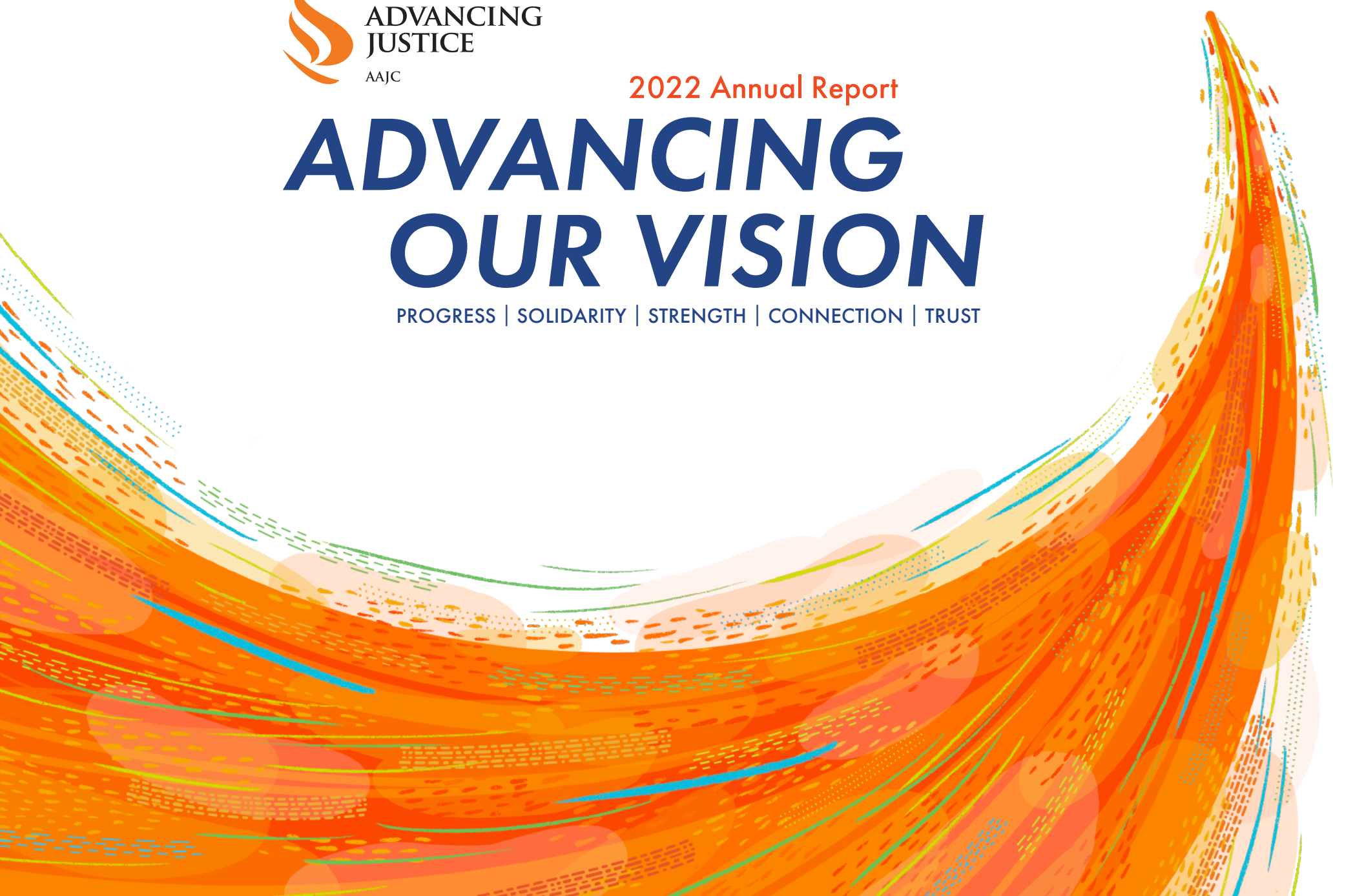




2022 Annual Report

# ADVANCING OUR VISION

PROGRESS | SOLIDARITY | STRENGTH | CONNECTION | TRUST



# A MESSAGE FROM OUR LEADERS

**Democracy will not be denied. The movement to advance civil and human rights and to create equity and racial justice for our communities is a marathon, not a sprint. Often in the heat of the race, we can forget to celebrate our milestones, no matter how big or small they may be on the scales of justice.**

It is with this mindset that Asian Americans Advancing Justice | AAJC invites you to read this annual report – focusing on the **progress** and accomplishments we have been able to achieve this year.

Early in the year, we celebrated the end of the U.S. Department of Justice’s “China Initiative” and the tremendous amount of collaboration that was required to achieve this major feat. In June, we brought together thousands of Asian Americans, Pacific Islanders, and multicultural partners across Black, Latino, LGBTQ+, Muslim, Arab American, and disability communities through the Unity March to call for racial justice, full participation in our democracy, and equity in cultural and media representation. In September, we led – along with other national civil rights groups – a White House summit to fight against the hate-filled violence affecting so many communities.

Advancing Justice | AAJC – independently and through the Advancing Justice affiliation – increased local capacity through the redistribution of more than \$6.6 million to 57 organizations across 25 states. The work we do in partnership is essential to our long-term success. Thanks to the generous support and **trust** that corporations, foundations, and individuals placed in Advancing Justice | AAJC, we not only made a real difference to those organizations, but also **strengthened** our relationships with them.

We won critical courtroom fights to create greater educational opportunities and to protect voting rights for marginalized communities. We ensured that government information important for our communities – including broadband access, civil rights protections, and voting – were translated into Asian

languages, and dispelled misinformation and disinformation targeting us.

Advancing Justice | AAJC boldly advocated in front of the screen (through the press, at hearings, and at conferences) and behind the scenes (with legislative/Administration meetings, civil rights convenings, and strategy sessions) to achieve results for the Asian American community. From **connecting** with Asian American organizations in immigration advocacy to working across racial **solidarity** coalitions on issues from affirmative action to teaching inclusive history, our work demands that we strive for an America that continues to become a more perfect union.

Sincerely,



*Kim Tran*

**Kim Tran**  
Board Chair



*John C. Yang*

**John C. Yang**  
President and  
Executive Director

# TABLE OF CONTENTS



**MISSION**



**IMPACT**



**2022 PROGRAM  
HIGHLIGHTS**



**AMERICAN  
COURAGE  
AWARDS**



**SUPPORTERS**



**STAFF, BOARD,  
AND NATIONAL  
ADVISORY  
COUNCIL**





# ***Our mission is to advance the civil and human rights of Asian Americans and to build and promote a fair and equitable society for all.***

---

Asian Americans Advancing Justice | AAJC (Advancing Justice | AAJC) is a national non-partisan, nonprofit 501(c)(3) organization dedicated to ensuring Asian Americans have equal access to resources and opportunities to provide for our families and communities and to fully participate in our American democracy. For over 30 years, we have served as the leading Asian American voice on civil rights issues in our nation's capital.

Advancing Justice | AAJC programs seek to bridge the gap between policymakers and our community, by addressing the challenges facing Asian Americans while promoting policies that will directly improve the lives of our community members.

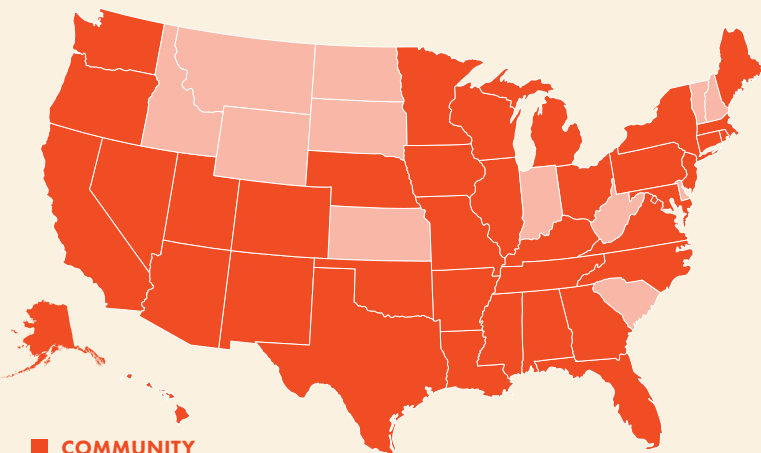


# OUR IMPACT

## PROVIDING LANGUAGE ACCESS TO OUR DIVERSE COMMUNITIES



Provided translations and interpretations in **16** Asian languages to ensure voting, government services, and community resources are linguistically accessible.



COMMUNITY PARTNERS NETWORK

**\$6**  
MILLION

## EMPOWERING AND INVESTING IN COMMUNITY

Invested over **\$6.6 million** in subgrants to **57 AANHPI community-serving organizations** across **25 states and nationwide** to tackle anti-Asian hate and racial justice, community safety, educational equity, the digital divide, immigrant rights, and voting rights.



## AMPLIFYING OUR VOICES BEFORE THE ADMINISTRATION AND CONGRESS

Advocated for our communities on anti-Asian hate, anti-profiling and national security, census, education, immigration, technology and telecommunications, and voting rights.

- **Over 90 meetings, roundtables, and stakeholder engagements with the Administration** – including the White House, Department of Justice, Department of Homeland Security, Department of Education, Department of Health and Human Services, and numerous federal agencies.
- **Held 150+ meetings with 90+ Congressional offices.**

## MOBILIZING TO MAKE HISTORY IN WASHINGTON, D.C.

Co-led the Unity March, mobilizing over **2,000** community members to March on the National Mall, with over **50,000** virtual participants for the **first-ever, nationwide Asian American-led multicultural March on Washington.**



## ADVANCING OUR VISION FOR CIVIL & HUMAN RIGHTS

Reached over **100,000** members of the community and the public through over **300** presentations, trainings, press conferences, and the historic Unity March.



## FIGHTING AND WINNING FOR OUR COMMUNITIES

- ✓ Ending the “China Initiative”
- ✓ Preserving Access to Education in Maryland & Virginia
- ✓ Blocking Voter Suppression in Arizona

## STRATEGIC COMMUNICATIONS

**23.8K** TWITTER | **21K** FACEBOOK | **45.7K** INSTAGRAM

**1.84K MEDIA PLACEMENTS** Los Angeles Times | NBC NEWS | AP Associated Press | msn | CNN | AXIOS | 世界日報 World Journal | The New York Times | USA TODAY | yahoo!news | Daily Mail

**10.2** BILLION REACHED



# 2022 PROGRAM HIGHLIGHTS



Through policy advocacy, community engagement, and litigation, Advancing Justice | AAJC uplifts the Asian American voice in national conversations that determine policies that shape our lives. Here is what we have accomplished in 2022, by focusing on the following goals:

**Strengthening the roots of our community, promoting the equal protection of our community under the law, and building our community's political power.**



## CELEBRATING 15 YEARS OF NIIC



“ Thank you. Your leadership is so important as is this powerful organization, and I thank you for all that you do. ”

VICE PRESIDENT KAMALA HARRIS, OCTOBER 21, 2022



# Ending the China Initiative and Combatting Unjust Profiling of Asian Americans and Immigrants



**ADVANCING JUSTICE - AAJC COMMENDS  
END OF THE "CHINA INITIATIVE"**

**THIS PAST YEAR, WE HAVE...**

- Assisted over **80 people** impacted by government profiling in half of the country through our legal referral service and providing advocacy support.
- Led meetings with the **White House** and **Congressional offices** to call for an **end of racial profiling of Asian Americans and immigrants**.
- Spearheaded the **first letter to President Biden** to end the "China Initiative" with our partners.
- Mobilized grassroots efforts** in successfully advocating for the Chinese American Scientist indicted in the **first "China Initiative" case to go to trial**. The scientist was **acquitted of all charges**.
- Reached **thousands** of community members, impacted persons, faculty and students, and civil rights partners through our **educational webinars**.

**LEGAL REFERRAL SERVICE**

The Legal Referral Service connects people impacted by government profiling, particularly those of Asian and Chinese descent working in fields of science, to experienced attorneys.

**HOW TO REACH US:**

**Text 202-935-6014**

with your name, phone number, and availability using the **Signal app**.

Assistance available in English and Mandarin (普通话)

Gisela Kusakawa, Director of Anti-Profilng, Civil Rights & National Security, speak alongside attorney Andrew Kim and activist Dr. Amning Hu during webinar "Courageous Conversation: Renaming the 'China Initiative': Will anything change?" hosted by the Social Justice Action Academy of Greenberg Traurig, LLP.

In February 2022, as the result of sustained and focused advocacy spearheaded by Advancing Justice | AAJC, allied civil rights organizations, and academic groups, the Department of Justice **ended the China Initiative** and announced a series of changes to their national security approach to address concerns of racial profiling of Asian Americans and immigrants.

Following this critical victory, **Advancing Justice | AAJC continues to push for substantive changes to protect our communities and call for government accountability for victims of unjust racial profiling and targeting.** In 2022, we transitioned the Anti-Racial Profiling Project we launched in 2020 into a standing **Anti-Profilng, Civil Rights & National Security program** at Advancing Justice | AAJC, expanding

our capacity for sustained advocacy for our communities, including advocacy before the courts through amicus briefs, legislative advocacy to block harmful provisions from being added to technology and national security legislation, and ongoing engagement with the White House and executive agencies to dismantle harmful policies and make improvements in governmental practices to protect previously targeted communities.

“  
2022 was a year of reflection, healing and moving forward. At Advancing Justice | AAJC, we learn from the past to help the future.”

JANE SETO, BOARD MEMBER  
FORMER PARTNER AT DWS



# Demanding Government Action to Combat Hate-fueled Violence and Expanding Support to Local Organizations Serving Asian American Communities Nationwide

Following the tragedies faced by the Asian American community in 2021, we again saw hate-fueled violence targeting communities of color in 2022. With increasing urgency, Advancing Justice | AAJC joined with key national civil rights leaders to [urge President Biden](#) to hold a convening to address hate-fueled violence after a series of violent attacks against marginalized communities in our country. As a result, a diverse group of national organizations representing racial, ethnic, and religious groups convened at the White House for the [United We Stand Summit](#) to combat hate-motivated violence.

**We continue to work with the administration to create conditions where all communities feel safe and are able to thrive.** As part of this work, we continue to advocate for government to engage with Asian American communities nationwide, and to increase its support of local Asian American serving community-based organizations.



TOP LEFT: Marita Etcubanez, Senior Director of Strategic Initiatives, speak along side filmmakers and partners during "Rising Against Asian Hate: One Day in March" film screening. TOP RIGHT: Marita Etcubanez, Senior Director of Strategic Initiatives, Right To Be staff, Dax Valdes, and actor Paolo Montalban at the 2022 Right To Be Gala. BOTTOM LEFT: Advancing Justice | AAJC staff at the Unity March reception. BOTTOM MIDDLE AND RIGHT: Amy Fry, Anti-Hate Program Associate, and John C. Yang, President and Executive Director, at the United We Stand Summit.

“ I want to thank the civil rights organizations that called for this **“Stand Against Hate”** summit after evil came to Buffalo four months ago: the National Urban League, the Anti-Defamation League; Asian Americans Advancing Justice | AAJC; the League of United Latin American Citizens; and the National Action Network. ”

PRESIDENT JOSEPH BIDEN, SEPTEMBER 15, 2022

# Mobilizing and Empowering our Communities

## Supporting Community Infrastructure

Advancing Justice | AAJC expanded our efforts to support Asian American communities nationwide through subgrants and technical assistance, further building the capacity of community-based organizations serving Asian American, Native Hawaiian, and Pacific Islander communities across the country. In 2022, **we redistributed over \$6.6 million to 57 organizations across 25 states** working to address issues including anti-Asian hate and racial justice, community safety, educational equity, the digital divide, immigrant rights, and voting rights, among others.

We continue to advocate for government and philanthropy to increase their investment in organizations serving Asian American communities to support the critical work within local communities that are necessary for lasting solutions.

## Making History: Unity March

In June 2022, Advancing Justice | AAJC co-led the **Unity March**, the first large-scale, Asian American-led multicultural rally in Washington, D.C. Together with our allies,



Advancing Justice | AAJC staff and supporters at the historic Unity March in Washington D.C.

**we mobilized over 2,000 community members to rally on the National Mall**, many traveling hundreds and thousands of miles from across the country. We further **activated over 50,000 virtual participants online**, to engage on issues impacting Asian Americans and created a key moment and media opportunity to reset the narrative about Asian Americans, not

as victims of anti-Asian hate, but as an activated community empowered to advocate for ourselves.

## Engaging our Youth

In the Spring and Fall of 2022, Advancing Justice | AAJC continued to engage our youth through our bi-annual **Youth Leadership Summit**, a multi-day

leadership development program that takes young leaders from college campuses to Capitol Hill. In 2022, **24 student leaders engaged in trainings focused on advocacy and civic engagement around policy issues impacting our communities and organized visits with congressional offices**. Selected participants led on-campus advocacy projects on issues ranging from racial justice to immigration.

## Protecting Family Unity

Throughout 2022, Advancing Justice | AAJC, together with our **Value Our Families** coalition, organized constituent meetings and spearheaded multiple weeks of actions to advocate for family immigration and called on Congress to provide a pathway to citizenship for all. With our advocacy efforts, **we continue to build foundational support for policies that strengthen the family immigration system and work toward a future where our communities and loved ones can be reunited and stay protected**.





# Combating Mis/Disinformation Targeting the Asian American Diaspora

**ASIAN AMERICAN TECH TABLE**

**UNDERSTANDING CASTE DISCRIMINATION IN THE TECH SECTOR AND BEYOND**

Open to Tech Table and NCAPA Members

Hear from community-based experts from the caste abolition movement in the US and India. Ashok Boola and Anil Wagde will speak about the caste system, implications for tech sector workers, and caste abolition work in the US.

**Thursday, October 13**  
**3:00 - 4:00 PM EST**  
Register at [bit.ly/aatt-on-caste](https://bit.ly/aatt-on-caste)

Image based on photo by Parivartan Sharma/Reuters

POWER, PLATFORMS, & POLITICS:  
**ASIAN AMERICANS & DISINFORMATION**

ASIAN AMERICAN DISINFORMATION TABLE



**MS. EMILY CHI**  
Director of Telecommunications, Technology, and Media,  
Asian Americans Advancing Justice | AAJC



A Growing Threat: The Impact of Disinformation Targeted at Communities of Color

Emily Chi, Director of Telecommunications, Technology, and Media, testifying at Congressional hearing “A Growing Threat: The Impact of Disinformation Targeted at Communities of Color.”

To combat the spread of mis/disinformation targeting the Asian American community, Advancing Justice | AAJC has been **tracking messaging trends across various social media platforms** – especially in Asian languages – **to gain a better understanding of disinformation campaigns and its impact on our communities.**

In April, Advancing Justice | AAJC testified before Congress at the hearing, **[“A Growing Threat: The Impact of Disinformation Targeted at Communities of Color,”](#)** held by the Committee on House Administration and highlighted our findings. Together with our partners, we launched the **[Asian American Disinformation Table](#)** and released the first **[landscape report](#)** on mis/disinformation

within and about Asian/Asian American diasporic communities. Leading up to and during the midterm elections, Advancing Justice | AAJC continued to monitor election narratives that sought to manipulate and divide our communities and shared resources with the public on how to **[report mis/disinformation online](#)**.

“  
In a year in which Asian Americans are facing attacks on a growing number of fronts, Advancing Justice | AAJC has continued to be a leading voice in the Asian American community and has responded with smarts, passion, and humility.

SUNIL MANSUKHANI,  
NAC CHAIR, PRINCIPAL,  
THE RABEN GROUP

”



# Ensuring Asian American Voters are Informed, Heard, and Protected Throughout the Midterm Elections

## Asian American Voter Insights

In Summer 2022, Advancing Justice | AAJC, together with APIAVote and AAPI Data, released the [2022 Asian American Voter Survey](#) measuring Asian American sentiment and attitudes on the issues top of mind in the lead-up to the 2022 midterm elections. The survey revealed many insights into one of the fastest-growing racial groups in the United States, including strong support for affirmative action policies (69%), pathway to citizenship for undocumented immigrants (59%), and that public school curriculum should include lessons on Asian American history and the histories of other non-white groups (75%). This survey is also one of the very few that disaggregate data for different Asian American ethnic groups, as well as by gender, age, and more.



Terry Ao Minnis, Senior Director of Census and Voting Programs, speaking at the Indian American Impact Project's 2022 Impact Summit.

## Voting Rights

Advancing Justice | AAJC played a key role in protecting voting rights through litigation during the midterms. In *AZ AANHPI for Equity Coalition v. Hobbs*, we obtained a preliminary injunction to halt the implementation of a voter suppression law in Arizona that targeted naturalized citizens. This critical legal victory protected Asian American voters against unfounded challenges to their eligibility to vote, criminal investigations, and other voter suppression tactics.

## Language Access

As our communities headed out to the ballot box, Advancing Justice | AAJC provided [in-language election resources](#), [fact sheets](#), and live assistance through our [multilingual voter hotline](#) in partnership with APIAVote. We worked to help our community stay informed and protected and to ensure the rising political influence of Asian Americans is not overlooked. This year, we saw a 70% increase in calls to the hotline compared to the 2018 midterm elections as our communities made their voices heard at the ballot box.

**VOTER HOTLINE**  
Call: 1-888-API-VOTE (274-8683)  
Bilingual assistance is available in English, Mandarin, Cantonese, Korean, Vietnamese, Tagalog, Urdu, Hindi, and Bengali.

APIAVOTE  
ASIAN AMERICANS ADVANCING JUSTICE  
AAJC

A graphic for the Voter Hotline. It features a blue background with a white circle in the center. The text "VOTER HOTLINE" is written in large, bold, red letters inside the circle. Below it, the phone number "Call: 1-888-API-VOTE (274-8683)" is written in black. Underneath the phone number, it says "Bilingual assistance is available in English, Mandarin, Cantonese, Korean, Vietnamese, Tagalog, Urdu, Hindi, and Bengali." in blue. At the bottom, there are logos for APIAVOTE and AAJC.

**ASIAN LANGUAGE VOTER SUPPORT**  
Call: 1-888-API-VOTE  
1-888-274-8683  
Bilingual assistance is available in English, Mandarin, Cantonese, Korean, Vietnamese, Tagalog, Urdu, Hindi, and Bengali.

APIAVOTE  
ASIAN AMERICANS ADVANCING JUSTICE  
AAJC

A graphic for Asian Language Voter Support. It features a pink background. On the left, there is a hand holding a smartphone with "VOTER HOTLINE" on the screen. To the right of the phone, there is a white speech bubble with the phone number "Call: 1-888-API-VOTE 1-888-274-8683". Below the speech bubble, there is a blue speech bubble with the text "Bilingual assistance is available in English, Mandarin, Cantonese, Korean, Vietnamese, Tagalog, Urdu, Hindi, and Bengali." At the bottom, there are logos for APIAVOTE and AAJC.

69%

Supported Affirmative Action Policies

59%

Supported a Pathway to Citizenship for Undocumented Immigrants

75%

Supported Educational Equity

# Fighting for Equity and Inclusion in Education, from Access to Curriculum

## Affirming Diversity

As attacks on democracy increase, and misinformation and disinformation create divisions across communities, it is critical that education in this nation be accessible to and inclusive of all communities that make up the fabric of American society.

Advancing Justice | AAJC was on the front lines defending affirmative action. In August, Advancing Justice | AAJC submitted [two amicus briefs to the U.S. Supreme Court in \*SFFA v. Harvard\*](#) – one on behalf of the student-amici and one on behalf of the Advancing Justice affiliation – in support of race-conscious admissions, which expands access to educational opportunities for all students, including Asian Americans. When the Supreme Court heard oral arguments on October 31, Advancing Justice | AAJC was proud to rally on the steps of the Supreme Court alongside our civil rights partners, allies, and Black, Latino, Indigenous, and Asian American students and alumni from across the country in support of a future where there is equity and diversity in education.



Advancing Justice | AAJC staff rallying before the steps of the Supreme Court in support of affirmative action.

At the K-12 level, Advancing Justice | AAJC fought for educational equity in selective middle school and high school admissions, filing numerous amicus briefs with our civil rights partners in Maryland, Virginia, and Massachusetts. **In an early victory, the federal court in Maryland, citing our amicus brief, allowed School Board**

**changes to admissions policies that made them more inclusive for all students and gave greater educational opportunities to students who were long denied them.**

## Ensuring Inclusive Education

In early 2022, Advancing Justice | AAJC launched the [Wholestory Education \(WE\) Campaign](#) in response to increased attacks

on diversity and equity in our schools. Such attacks are restricting our ability to tell the whole histories of Asian American communities and other communities of color. Through the WE Campaign, Advancing Justice | AAJC works to **support state and local Asian American community organizations advocating for inclusive history in their communities, including the teaching of Asian American history in K-12 classrooms.** We further work in partnership with national and local organizations to combat policies at the federal and state levels that restrict the teaching of diversity and histories of communities of color, including discussions of race and discrimination.



“2022 marked a big year of advancing our issues and community building at Advancing Justice | AAJC: from the work to defend education equity and affirmative action, the first Unity March in DC, and bringing together our community at the first in-person American Courage Awards since the pandemic.”

JASON VE, BOARD MEMBER, SENIOR VICE PRESIDENT, 88RISING

# Improving Language Access for Our Communities by Providing In-Language Resources



Given that **one in three Asian Americans has limited proficiency in English**, providing in-language access to information, resources, and services is critical for our communities.

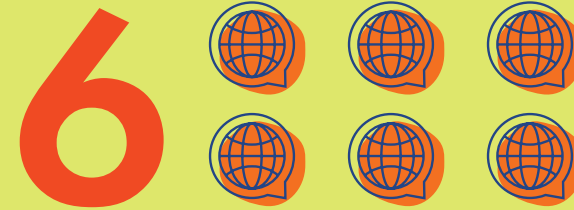
Because of Advancing Justice | AAJC's advocacy and technical expertise, the Federal Communications Commission provided **in-language resources** on the

Affordable Connectivity Program to help get low-income Asian American families online. Together with Right To Be and the Advancing Justice affiliation, we continued to offer Bystander Intervention trainings to stop anti-Asian and xenophobic harassment **in six Asian languages**. We also worked with our partners to produce a series of **in-language animated videos** to introduce bystander intervention methods on how to recognize harassment and safely intervene to share with wider audiences.

To ensure that our communities have access to information that helps protect their data following the overturning of *Roe v. Wade*, we developed **one-pagers** in 14 languages on digital security for abortion access and health care privacy. Leading up to the midterm elections, we provided updated **in-language election resources** and **fact sheets** on voters' rights to language access to help Asian Americans get ready to vote and stay informed.



## BYSTANDER INTERVENTION TRAININGS IN



## ASIAN LANGUAGES

### WE DEVELOPED ONE-PAGERS IN



## 14 LANGUAGES

on digital security for abortion access and health care privacy & election resources and voter fact sheets



# American Courage Awards

## Honoring Trailblazers, Celebrating Our Community

The American Courage Awards, a signature annual event hosted by Advancing Justice | AAJC, honors individuals, groups, and corporations in recognition of their extraordinary courage or commitment to the cause of Asian American and Pacific Islander civil rights.

It was truly a night to remember as many of us reunited to celebrate in person, after two years of virtual events. Many more also joined online. With the help of special friends and community supporters, we celebrated honorees **Senator Mazie K.**



Emcee Paolo Montalban performing at the 2022 American Courage Awards.

**Hirono** with the American Courage Award, puppeteer and producer **Kathleen Kim** with the Changemaker Award, and 2016-2022 Advancing Justice | AAJC Board Chair **Parkin Lee** with the President's Award.

Advancing Justice | AAJC introduced an inaugural award in honor of the late former Secretary of Transportation, the honorable Norm Mineta. To honor his legacy, the Norman Y. Mineta Spirit Award recognizes a youth advocate whose community-centered leadership has exemplified dedication, compassion, and resilience benefitting Asian Americans on a local or national level. We were honored to present the Norman Y. Mineta Award to **Tarina Ahuja**, Co-Founder and Director of Young Khalsa Girls.

We thank our speakers and award presenters Vice President Kamala Harris, Jean Joon (actor, *Kim's Convenience*), Deni Mineta, Lauren and Justin Ng Lee, and our remarkable youth presenters who stole the show and our hearts. We



2022 American Courage Awards awardees Parkin Lee, Kathleen Kim, Sen. Mazie K. Hirono, and Tarina Ahuja.

thank Paolo Montalban for his outstanding performance of *The Way You Look Tonight* and for emceeing the event. We extend our appreciation to our board of directors,

our national advisory council members, and our sponsors for their support and commitment to our organization.

“ It has been an honor to have helped Advancing Justice | AAJC navigate the challenges presented in this past year; the continuing plague of anti-Asian hate, the increasing restrictions on voting rights, the threats to hard-won affirmative action admissions policies, the ongoing fight for reasonable and compassionate immigration policies, and so many more, all of which Advancing Justice | AAJC stands in the forefront of representing and advocating, at the highest levels of government, the Asian American community. ”

PARKIN LEE, BOARD CHAIR, RETIRED SENIOR VICE PRESIDENT, CHIEF LEGAL OFFICER AND SECRETARY OF THE ROCKEFELLER GROUP



# WITH GRATITUDE

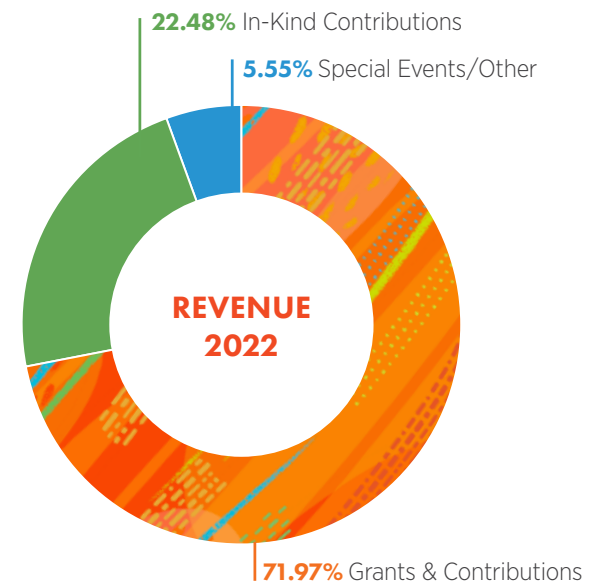
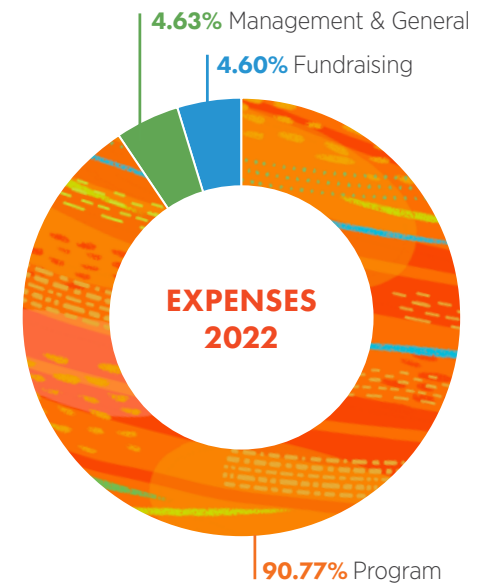
Asian Americans Advancing Justice | AAJC sincerely thanks our 2022 donors.  
Your tremendous support elevated our ability to protect and advance the civil and  
human rights of the Asian American community and beyond.

We strive to be trusted stewards of your support and we thank you for  
**ADVANCING OUR VISION.**

*to see a full list of our supporters please [click here](#).*

# Financials

<b>ASSETS</b>	<b>2022</b>	<b>2021</b>
Cash and cash equivalents	34,636,608	33,214,319
Investments	919,714	1,658,855
Grants and pledges receivable	3,775,639	7,740,060
Prepaid expenses	159,153	98,382
Furniture and equipment, net	8,421	11,308
Right of use asset	1,117,411	-
<b>TOTAL ASSETS</b>	<b>40,616,946</b>	<b>42,722,924</b>
<b>LIABILITIES</b>		
Accounts payable and accrued expenses	1,329,625	418,190
Grants payable	1,252,000	2,035,000
Operating lease liability	1,300,725	-
Deferred rent	-	252,350
<b>TOTAL LIABILITIES</b>	<b>3,882,350</b>	<b>2,705,540</b>
<b>NET ASSETS</b>		
Without donor restrictions	17,655,099	16,169,895
With donor restrictions	19,079,497	23,847,489
<b>TOTAL NET ASSETS</b>	<b>36,734,596</b>	<b>40,017,384</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>40,616,946</b>	<b>42,722,924</b>





# Staff

## **John C. Yang**

President and Executive Director

## **Lisa Campbell-Thornton**

Vice President, Human Resources and Administration

## **Jiny Kim**

Vice President, Policy and Programs

## **Lucy M. Lee**

Vice President,  
Finance and Operations

## **Gayle Yamada**

Vice President, Development

## **Terry Ao Minnis**

Senior Director, Census and Voting Programs

## **Eri Andriola**

Staff Attorney, Litigation

## **Michelle Boykins**

Senior Director, Strategic Communications

## **Kathryne Mei Calo**

Manager, Corporate Relations and Special Events

## **Tiffany Chang**

Director, Community Engagement

## **Pamela Cheers**

Donor Database Administrator

## **Emily Chi**

Director, Telecommunications, Technology, and Media

## **Joy DeGuzman**

Manager, Community Engagement

## **Marita Etcubañez**

Senior Director, Strategic Initiatives

## **Amy Fry**

Anti-Hate Program Associate

## **André M. Harrison**

Assistant Director, Office Operations

## **Eugene Huskey**

Manager, Grants Administration and Compliance

## **Tahir Imin**

Program Coordinator, Anti-Profilng, Civil Rights and National Security

## **Dennis Jing**

Staff Attorney, Anti-Profilng, Civil Rights and National Security

## **Martin Kim**

Associate Director, Immigration Advocacy

## **Emily Ku**

Anti-Hate Response Coordinator

## **Gisela Perez Kusakawa**

Director, Anti-Profilng, Civil Rights & National Security

## **Louise Liu**

Anti-Hate Communications Coordinator

## **Jenny**

Manager, Technology and Telecommunications Policy

## **Tracey Ly**

Community Outreach and Data Coordinator

## **Danielle McKnight**

Executive Assistant, President and Executive Director

## **Rebecca Ma**

Manager, Immigration Advocacy

## **Nicole Morgenstern**

Associate Manager, Telecommunications, Technology, and Media Policy

## **Marie Nguyen**

Assistant Director, Institutional Giving

## **Vivin Qiang**

Manager, Strategic Communications

## **Juhwan Seo**

Education Policy Advocate

## **Bre'Von Stewart**

Human Resources Manager

## **Niyati Shah**

Director, Litigation

## **Sara Taketatsu**

2022 – 2023 Weil Legal Innovators Special Projects Fellow

## **Danielle Wong**

Digital Content and Strategy Associate

## **Board of Directors**

### **Parkin Lee, Chair**

Retired

### **Gina N. Shishima, Vice Chair**

Norton Rose Fulbright US LLP

### **Kim Tran, Secretary**

Microsoft Corporation

### **Andy Liu, Treasurer**

Nichols Liu LLP

### **Javade Chaudhri**

Jones Day

### **Mark Fordham**

Starbucks Coffee Company, Retired

### **Emilio Gonzalez**

Verizon

### **Joan Haratani**

Morgan, Lewis & Bockius LLP

### **Jeffrey D. Hsi**

Wolf, Greenfield & Sacks, P.C.

### **Kenzo S. Kawanabe**

Davis Graham & Stubbs LLP

### **JoAnne Kennedy**

Nordstrom

## **Karen Korematsu**

Fred T. Korematsu Institute

## **Judy Lam**

Maynard Cooper

## **Yoon-Young Lee**

WilmerHale

## **Nimesh Patel**

Akin Gump Strauss Hauer & Feld LLP

## **Jacinta Titilii-Abbott**

Business Consultant (Retired)

## **Jane Seto**

DWS Infrastructure Europe

## **Alice Truong**

Costco Wholesale

## **Anurag Varma**

Infosys Limited

## **Jason Ve**

88 Rising

## **Linda Mar Weidman**

Marriott International, Inc.

## **National Advisory Council**

### **Sunil Mansukhani, Chair**

The Raben Group

### **Irene B. Bueno**

Nueva Vista Group (NVG), LLC

### **Anne Chow**

CEO of AT&T Business

### **Jonathan M. Cohen**

K&L Gates

### **Ankur Goel**

McDermott Will & Emery LLP

### **Neil Horikoshi**

Attorney

### **Douglas Jackson**

Magnus, LLC

## **Joon Kim**

Comcast

## **Mark L. Keam**

Independent Consultant

## **Honorable Grace E. Lee**

Administrative Law Judge

## **Paul Lee**

Goodwin Proctor LLP (Retired)

## **Yoon-Young Lee**

Wilmer-Hale

## **Raymond Y. Lin**

Mohegan Gaming & Entertainment

## **Warren H. Maruyama**

Hogan Lovells US LLP

## **Mari Matsuda**

University of Hawaii at Manoa

## **Dale Minami**

Minami Tamaki LLP

## **Harsha Murthy**

Consummate Capital, LLC

## **Angela E. Oh**

Department of Fair Employment and Housing (LA)

## **Nimesh Patel**

Akin Gump Strauss & Feld LLC

## **Skip Rhodes**

Skip Rhodes and Associates, LLC

## **Frank H. Wu**

University of California Hastings College of Law



ASIAN AMERICANS  
**ADVANCING  
JUSTICE**  
AAJC

1620 L ST. NW, SUITE 1050  
WASHINGTON, DC 20036  
PHONE: 202-296-2300  
FAX: 202-296-2318

[ADVANCINGJUSTICE-AAJC.ORG](http://ADVANCINGJUSTICE-AAJC.ORG)

