

# A CALL TO ACTION:

Aligning Public and Private Investments  
in Asian American, Native Hawaiian and  
Pacific Islander Communities



Building Democratic  
Philanthropy

ALIGNING INVESTMENTS IN AANHPI COMMUNITIES FOR GREATER IMPACT



# Table of Contents

- Executive Summary** ..... 1
- Equitable and Affordable Education** ..... 12
  - Current Opportunities for Impact ..... 14
  - Investment Strategies and Recommendations ..... 17
- Healthy Families** ..... 20
  - Current Opportunities for Impact ..... 22
  - Investment Strategies and Recommendations ..... 24
- Economic Mobility and Healthy Work Opportunities** ..... 26
  - Current Opportunities for Impact ..... 28
  - Investment Strategies and Recommendations ..... 30
- Culturally Vibrant and Sustainable Communities** ..... 34
  - Current Opportunities for Impact ..... 36
  - Investment Strategies and Recommendations ..... 38
- Democratically Engaged, Organized Communities** ..... 40
  - Current Opportunities for Impact ..... 42
  - Investment Strategies and Recommendations ..... 44
- Cross-Cutting Strategies to Build Long-Term Capacity** ..... 48
  - Current Opportunities for Impact ..... 49
  - Investment Strategies and Recommendations ..... 51



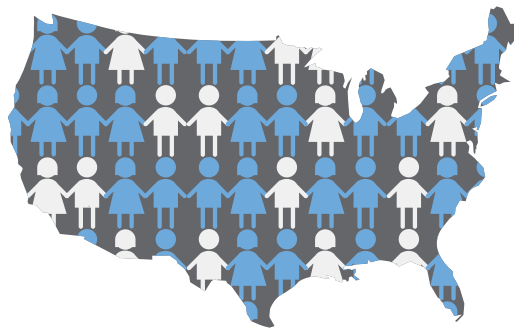
# Executive Summary

## Why Invest in AANHPIs, Why Now

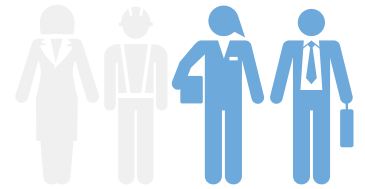
With a 46 percent growth rate between 2000 and 2010, Asian Americans are the fastest growing racial group in the country. There are currently about 19 million Asian Americans and 1.2 million Native Hawaiians and Pacific Islanders, who make up 6% of the U.S. population.<sup>1</sup> By 2060, these numbers are projected to grow to 40 million, and one in ten Americans will be Asian American, Native Hawaiian or Pacific Islander (AANHPI).<sup>2</sup>



By 2060, one in ten Americans will be AANHPI.



In 2050 the nation's population of children is expected to be 62 percent children of color.<sup>3</sup>



By 2050 nearly half of the people in our workforce will be people of color.<sup>4</sup>

The growth of Asian American and Native Hawaiian and Pacific Islander (AANHPI) populations is an opportunity to reframe the narrative about these diverse communities. It has many implications for social policy, social equity and overall community well-being, as growing AANHPI populations are reshaping communities in new geographic areas of the country.<sup>5</sup>

- 1 U.S. Census Bureau. Retrieved from [http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_13\\_1YR\\_DP05&prodType=table](http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_13_1YR_DP05&prodType=table)
- 2 Colby, Sandra L. and Jennifer M. Ortman, *Projections of the Size and Composition of the U.S. Population: 2014 to 2060*, Current Population Reports, P25-1143, U.S. Census Bureau, Washington, DC, 2014.
- 3 Cardena, Vanessa. "The Top 10 Facts About Children of Color in the United States." Center for American Progress, May 12, 2012. Available at: <https://www.americanprogress.org/issues/race/news/2012/05/18/11581/the-top-10-facts-about-children-of-color-in-the-united-states/>
- 4 Colby and Ortman (2014).
- 5 Asian Pacific American Legal Center and Asian American Justice Center (2011). *Community of Contrasts: Asian Americans in the United States 2011*. Washington DC: Asian American Center for Advancing Justice.



AANHPIs are the fastest growing segment of the American electorate with a **128%** increase from 1996 to 2008

### States With Highest Number of Asian Americans –United States 2010

U.S. States	Number	%
California	5,556,592	15%
New York	1,549,494	8%
Texas	1,110,666	4%
New Jersey	795,163	9%
Hawaii	780,968	57%
Illinois	668,694	5%
Washington	604,251	9%
Florida	573,083	3%
Virginia	522,199	7%
Pennsylvania	402,587	3%
Massachusetts	394,211	6%
Maryland	370,044	6%
Georgia	365,497	4%
Michigan	289,607	3%
North Carolina	252,585	3%

### States With Highest Growth of Asian Americans –United States 2000-2010

U.S. States	% Growth
Nevada	116%
Arizona	95%
North Carolina	85%
North Dakota	85%
Georgia	83%
New Hampshire	80%
Delaware	78%
Arkansas	77%
Indiana	74%
Texas	72%
Florida	72%
Virginia	71%
Idaho	71%
South Dakota	70%
Alabama	70%

Source: Asian Pacific American Legal Center and Asian American Justice Center (2011). Community of Contrasts: Asian Americans in the United States 2011. Washington DC: Asian American Center for Advancing Justice.

For example, as the baby-boomer generation continues to age into retirement over the next two decades, a lower percentage of the working-age population will be White. The lack of investment in youth of color, including AANHPI youth, who are now the majority of children in public schools in the United States, undermines the future potential and competitiveness of the U.S. labor force. Whether today’s youth can restore the competitive edge of the American labor force in the global economy depends on retooling our education system in ways that support the needs of rapidly diversifying student populations.

AANHPIs are the fastest growing segment of the American electorate with a 128% increase from 1996–2008.<sup>6</sup> As the AANHPI communities grow, they are becoming important constituencies to include in efforts to build the political will necessary to reform large-scale systems like public education and health care. Similar to other voters, AANHPIs are primarily concerned with improving

6 Asian American Legal Defense and Education Fund and National Coalition for Asian Pacific American Community Development (National CAPACD), 2012 Asian American Election Eve Poll. Presentation, November 7, 2012.

the economy and creating more jobs – with 58% reporting this as their most important issue in a 2012 election eve poll.<sup>7</sup> Other major priorities for AANHPIs include health care (20%), education (20%) and immigration (13%).

A closer look at poll data<sup>8</sup> reveals that AANHPIs support a number of issues that reflect important policy change priorities. For example:

- **60%** of Asian American voters feel strongly that our government should ensure all Americans have access to health insurance.
- A combined **57%** of Asian American voters strongly or somewhat support comprehensive immigration reform, including a pathway to citizenship for undocumented immigrants.
- **59%** of Asian Americans strongly or somewhat support expanding the existing federal program that helps low-income people pay their rent, and **68%** support expanding a federal program to build or rehab existing homes that low-income people can afford to rent.
- **70%** of Asian Americans consider themselves environmentalists, compared to 41% of Americans overall; and **60%** of Asian-Americans prioritize environmental protection over economic growth, compared to 41% overall.

Recent election cycles have demonstrated that AANHPIs are an increasing force in presidential, congressional and gubernatorial races – particularly in areas undergoing rapid demographic change.<sup>9</sup>

## Aligning Public and Private Funding for Greater Impact on AANHPI Communities

The rapid growth of AANHPI populations means that the diverse issues and needs of AANHPIs must become more visible to both government funding agencies and foundations. The AANHPI community is not a monolithic one. Certain AANHPI subgroups have high rates of poverty and linguistic isolation, and low levels of educational attainment.<sup>10</sup> In fact, during the recent

7 AALDEF and National CAPACD (2012).

8 AALDEF & National CAPACD (2012); Ramakrishnan, Karthick and Lee, Taeku (2012). Public Opinion of a Growing Electorate: Asian Americans and Pacific Islanders in 2012. National Asian American Survey.

9 See Ishimatsu, Josh, “Asian Americans Key in Virginia Senate Race?” *Rooflines*, November 19, 2014. Available at: [http://www.rooflines.org/3944/asian\\_americans\\_key\\_in\\_mark\\_warner\\_race/](http://www.rooflines.org/3944/asian_americans_key_in_mark_warner_race/)

10 Asian Pacific American Legal Center and Asian American Justice Center (2011).

**“The demographic transformation happening in America, in part a result of the growth of AAPI communities, is creating new social dynamics that largely mirror the realities faced by AAPIs today. The transformation includes an increasingly multiracial and multi-ethnic population, where newly arriving immigrants and refugees create pockets of linguistically and culturally isolated communities scattered throughout the United States. It also involves issues of language and diversity factoring into disparate access to health care, education, and employment opportunities, depending on where one lives, works, or goes to school. Our hope is that the proactive strategies used to respond to the needs of AAPIs today may provide the basis for solutions used in the future to create opportunities for all Americans.”**

*—White House Initiative on Asian Americans and Pacific Islanders, Building the American Mosaic: Report from the President’s Advisory Commission on Asian Americans and Pacific Islanders, U.S. Department of Education: Washington, D.C., 2014.*

recession, the number of poor AANHPIs increased by 38% to a total of over 2 million people, and the largest increases were among the American born.<sup>11</sup>

Underinvestment in AANHPI communities has remained persistent, with foundation investments hovering around 0.3% for the past 25 years and ongoing barriers to accessing government grants. By aligning investments, we have an opportunity to change this condition.

President Barack Obama’s executive order reestablishing the White House Initiative on AAPIs (WHIAAPI) in 2009 both recognized the importance of the growing AANHPI communities to the nation’s future and called for the government to ensure that they are reached by federal programs. In the context of changing demographics, AANHPIs have a critical role to play in solving the nation’s most pressing problems. The Initiative has made significant progress building better relationships between AANHPI communities and the federal government, fostering cross-agency collaboration, advancing efforts to disaggregate federal data sets, and supporting AANHPI entrepreneurs.

Yet much remains to be done for government to be responsive to AANHPI communities. Early in his Administration, President Obama prioritized public/private partnerships (PPPs) and social innovation, with a strong belief that both government and private resources are critical to addressing social problems and that government should not do it alone. In that spirit, on April 2, 2012 the WHIAAPI convened its first-ever National Philanthropic Briefing to draw attention to the often overlooked needs of the fastest growing racial group in the country. The convening was historic, the first of its kind for any Presidential administration. Nearly 200 participants included leaders of the nation’s largest philanthropic institutions, senior officials from more than ten federal agencies, and community experts – all with the goal of building stronger ties and complementary strategies among government, philanthropy, and the private sectors.

The participation of so many high-ranking government officials from a Presidential Administration in addressing AANHPI issues was unprecedented. The Ford Foundation, the W.K. Kellogg Foundation and the Kresge Foundation together made an initial commitment of \$1 million, the first of its kind focused on PPPs to address the specific needs of AANHPI communities. Asian Americans/Pacific Islanders in

<sup>11</sup> National CAPACD (2013). Spotlight on Asian American and Pacific Islander Poverty: A Demographic Profile. Washington DC: National CAPACD.



Philanthropy (AAPIP), with its long history of holding philanthropy accountable to AANHPI communities, was asked to implement a planning process identifying opportunities for partnerships among philanthropy, government and community that have potential for reducing disparities faced by AAPIs.

In many significant ways, PPPs are nothing new. Nonprofits have been the locus of bringing together public and private resources to form unified initiatives for decades. And in the current milieu of austerity and sequestration, governments have devolved more services to the private and nonprofit sectors, while foundations and nonprofit organizations have been asked to do more and more. In this context, community-based organizations (CBOs) have become even more adept at piecing together multiple sources and partnering with multiple entities for strategic initiatives. AANHPI nonprofits have been particularly motivated to launch special initiatives because mainstream service providers typically do not include AANHPI populations around the issue or crisis of the day, and AANHPI CBOs are left to scramble to fill in the gaps.

During the National Philanthropic Briefing, participants identified six critical issue areas in which larger scale, aligned public and private investments could have significant impact: *health, education, arts and culture, community and economic development, immigrant integration and civil and human rights*. It was an important first step in exploring opportunities for the federal government and philanthropy to increase investment in underserved AANHPI communities.

## Reframing PPPs in the Context of AANHPI Communities

As the planning process unfolded, AAPIP saw the need to identify **both** short-term opportunities for PPPs that address particular disparities as well as longer-term strategies. We have challenged ourselves to resist the urge to recommend only PPPs that can be implemented now. To do so would deeply reflect the politics of scarcity and will not create the lasting change our communities need and deserve. Infrastructure-building in the AANHPI communities is needed to continually inform and align community-defined priorities with those of both government agencies and foundation funders. Growing recognition and use of disaggregated data about this community provides a pioneering opportunity to invest in actionable data that can strategically inform investment decisions. Over the long-term, better-informed approaches will create the partnership capacity to scale-up and address complex issues and disparities facing these communities.

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AAPIP's approach to public/private partnerships in this publication recognizes that it often takes a great deal of organizing and advocacy to bring public agencies to the table as partners, and to create greater impact through policy change. Therefore, the recommendations contained in the report are expansive – intentionally going beyond the traditional understanding of PPPs and offering a broader vision for bringing communities, government and philanthropy to the table in ongoing, more impactful partnerships. AAPIP's reframing of PPPs means that everyone has “skin in the game.” It is an invitation to build the broadest tent to address institutional barriers to funding, and to create long-term societal change and cultural change in the AANHPI communities – and beyond. With a new approach that gets us out of scarcity or “zero sum” thinking about resources, PPPs in the AANHPI communities can be ways to test community-driven innovations – potentially leading to replication in other communities and broader societal benefit.

This publication is the culmination of AAPIP's planning process and discussions with key informants,<sup>12</sup> and a **call to action** for aligned and impactful public and private investments in AANHPI communities. AAPIP is solely responsible for its content. *It is important to note that these strategies represent AAPIP's best thinking from the vantage point of this public/private planning process – they are by no means exhaustive, nor have we been able to identify all the promising and innovative AANHPI efforts across the country.* While some examples of promising practices and organizations are provided, this publication is intended to serve as a departure point for more concrete discussions about community investments among government, philanthropy and AANHPI leadership organizations.

## Investment Strategies and Recommendations

Building from the issue areas and capacity needs prioritized by AANHPI communities, AAPIP surfaced opportunities that are ripe for impact, and offers tangible ideas for public and private investment in the following areas.

<sup>12</sup> To supplement AAPIP's research and periodic conversations with WHIAAPI as the convener of the National Philanthropic Briefing, AAPIP conducted key informant interviews with Quyen Dinh, Southeast Asian Resource Action Center; Kathy Ko Chin, Asian Pacific Islander American Health Forum; Amardeep Singh, Open Society Foundation; and Robert Teranishi, UCLA Graduate School of Education and Information Studies.

## **Equitable and Affordable Education**

- Create a national fund for Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs) with significant ongoing investments from national and local foundations.
- Support partnerships among community-based organizations, school districts and other government agencies for the efficient provision of culturally and linguistically-competent services to low-income students, including AANHPIs.
- Invest in legal services and community organizing to ensure educational equity and access for English Learner students and Limited English Proficient parents.
- Expand the efforts of the AAPI DACA Collaborative to educate immigrant communities about opportunities for higher education, financial aid and work permits available to eligible undocumented youth.
- Invest in creative community-driven approaches to improve school climate and decrease bullying and harassment.
- Support and replicate successful youth organizing programs in the AANHPI communities to contribute to reform of laws, policies and practices that over-criminalize youth of color, destabilize families and contribute to high dropout rates.

## **Healthy Families**

- Invest in the successful Action for Health Justice coalition to reach more AANHPIs eligible for the Affordable Care Act and ensure that once insured, they can access health care.
- Support advocacy and expansion of local AANHPI health centers.
- Fund and replicate programs that address the social determinants of health and incorporate cultural practices.
- Expand school-based preventive health services and programs, especially in high-poverty schools and districts.
- Help build a sector-based approach to increasing the availability of bilingual AANHPI health navigators.
- Support local and regional Hepatitis B prevention efforts.

## **Economic Mobility and Healthy Work Opportunities**

- Provide additional start-up capital for AANHPI businesses.
- Invest in a national AANHPI small business technical assistance network, focusing on micro-entrepreneurs.
- Promote health care outreach through AANHPI small businesses.
- Improve AANHPIs' access to job training and retraining programs through AANAPISIs and AANHPI community centers.
- Replicate community-led collaborations that improve worker health and safety in small businesses.
- Replicate successful campaigns that join community organizing with legal advocacy to win back pay and change industry practices.
- Invest in national-scale AANHPI financial capability program networks.
- Support the movement for comprehensive immigration reform.

## **Culturally Vibrant and Sustainable Communities**

- Support and replicate innovative AANHPI models and collaborations at the intersections of community development, health and sustainability.
- Invest in community control initiatives in AANHPI neighborhoods facing gentrification and displacement.
- Invest in national-scale AANHPI housing program networks.
- Support AANHPI community-driven creative placemaking and historic/cultural preservation.
- Support AANHPI efforts to create green zones and ecodistricts.

## **Democratically Engaged, Organized Communities**

- Invest in civic participation networks in AANHPI communities, nationally and locally.
- Invest in issue-oriented civic engagement.
- Support regular AANHPI opinion polling and research.
- Support expanded AANHPI election administration and voting rights advocacy and education.

- Fund replication of the FlyRights app to increase reporting of incidents of discrimination to federal agencies.
- Make long-term investments in AANHPI civil rights organizations and in grassroots organizing groups to engage in multiracial coalitions and networks.
- Support the Asian American Immigration Table, a coalition working for comprehensive immigration reform.
- Invest in emerging leaders in AANHPI communities.

## **Cross-Cutting Strategies to Build Long-Term Capacity**

- Invest in convening, seeding and bringing to scale existing efforts to expand community organizing efforts in AANHPI communities throughout the country. For example:
  - » Build upon existing, emerging AANHPI activist infrastructure.
  - » Support multi-dimensional and intersectional approaches to organizing.
  - » Support community organizing as distinct from traditional civic engagement.
- Invest in the National Council of Asian Pacific Americans (NCAPA) to anchor and/or convene the relevant partnerships to design long-term AANHPI civic and communications infrastructure. This recommendation encompasses the following bodies of work:
  - » Coordinate capacity building strategies for AANHPI organizations in areas where AANHPI communities are both established and emerging.
  - » Plant the seeds for a national AANHPI non-partisan “action tank” that will catalyze research and community knowledge into concrete partnerships and initiatives.
  - » Continue collaboration with public and private entities on disaggregation of data sets and promulgation of innovative strategies for AANHPI data analysis.
  - » Facilitate public/private partnerships for social innovation in AANHPI communities.

“No community should be invisible to its government.”

—President Barack Obama

## A Call to Action

Our nation’s first African American President’s statement that no community should be invisible to its government should not only ring true in our hearts – it should move the public sector and philanthropy to action. Just as no community should be invisible to its government, no community in need should be invisible to philanthropy. The needs of contributing, tax-paying AANHPI communities are growing, and government agencies and nonprofit philanthropic institutions have both a public trust and responsibility to ensure that “the public” they serve keeps pace with demographic change. This is especially true when it comes to investing in young people, the majority of whom will soon be of color, as we look to them to keep our nation strong, inclusive, competitive and sustainable in the future.

Since President Obama’s executive order reestablished the White House Initiative and President’s Advisory Commission on Asian Americans and Pacific Islanders in 2009, the Initiative has made real strides towards transforming relationships between AANHPI communities and the federal government. But just as in philanthropy, government responsiveness to the needs of this fastest growing segment of the nation’s population is an unfinished agenda.

Partnerships between federal agencies and private philanthropy have been critical to AANHPI-specific initiatives and efforts, such as the implementation of the Affordable Care Act, promotion of data disaggregation at *iCount* symposia, and partnerships on AANAPISI and other minority serving institution grant programs. These partnerships are very promising. But the diversity and growth of AANHPI communities, and the variety of challenges they face, require ongoing engagement efforts. Philanthropy can play an important role in leveraging federal funds to accelerate needed programs and policies that support AANHPI communities. As independent, non-partisan entities, foundations are also uniquely positioned to be flexible partners of community organizations working to change public policies and systems that perpetuate racial inequities and injustices.

The strategic directions contained in this document demonstrate to both government agencies and private funders that there are many entry points for including AANHPIs in funding strategies – programmatically and geographically. AAPIP encourages foundations and government agencies to:

- Collaborate more frequently and in ways that break through programmatic silos to reach AANHPI communities who experience interconnected barriers.
- Review grant portfolios and strategic plans with an overlay of disaggregated demographic data to determine whether funds are reaching vulnerable communities.
- Consider the degree to which place-based or geographically-focused funding links to established and emerging AANHPI hubs, and in particular, how the growth of AANHPI populations is reshaping communities more broadly in new regions of the country.
- Track and make available data on grantmaking to communities of color and people of color-led organizations.

Transforming the challenges our nation faces today requires thoughtful and strategic partnerships with AANHPI communities. Now is the time to invest in community-driven solutions and new leadership in our increasingly diverse society. The question before all of us is, “why not?”

### ALIGNING INVESTMENTS IN AANHPI COMMUNITIES FOR GREATER IMPACT





# Equitable and Affordable Education

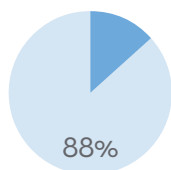
## Context

In the fall 2014, the Department of Education projected that children of color outnumbered whites among the nation's public school students for the first time.<sup>13</sup> This milestone occurred largely due to rapid growth in the number of Latino and AANHPI school-age children.<sup>14</sup>

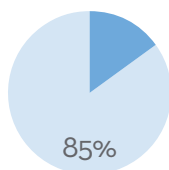
While many AANHPIs are well-educated, some subgroups have staggering educational needs that may be overlooked or masked by aggregate data. For example, 29% of Vietnamese, 33% of Hmong, 31% of Laotians, and 35% of Cambodians do not complete high school. And 88% of Laotians, 85% of Cambodians and Hmong, 84% of Pacific Islanders, and 80% of Native Hawaiians aged 25 and older do not have a Bachelor's degree.<sup>15</sup> Because educated people earn more throughout their lives, such gaps in educational attainment exacerbate income inequality. And it is well-established that differences in education are a key predictor of health disparities.

English Learners, many of whom are AANHPIs, are the fastest-growing student population in the United States. Nearly one in four AANHPI students is Limited English Proficient (LEP) or living in a linguistically-isolated home. Recent Census data show that high percentages of Bangladeshis and Vietnamese, 44% and 51% respectively, do not speak English very well. Language access in schools is a growing racial equity issue. Language

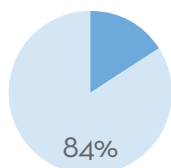
**Percentages of AANHPI subgroups aged 25 and older that do not have a Bachelor's degree**



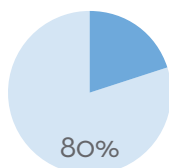
Laotians



Cambodians and Hmong



Pacific Islanders



Native Hawaiians

<sup>13</sup> Hussar, W. J., & Bailey, T. M. (2014). "Projections of Education Statistics to 2022." NCES 2014-051. *National Center for Education Statistics*.

<sup>14</sup> Krogstad, J. M., & Fry, R. "Department of Education projects public schools will be 'majority-minority' this fall." Pew Research Center, August 18, 2014. Retrieved from <http://www.pewresearch.org/fact-tank/2014/08/18/u-s-public-schools-expected-to-be-majority-minority-starting-this-fall/>

<sup>15</sup> Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.





## DESIRED IMPACTS OF ALIGNED INVESTMENTS

barriers are significant both inside and outside the classroom, as family engagement is one of the strongest predictors of children’s school success. As AANHPI populations grow in established communities and expand into new areas of the country, public schools are becoming increasingly diverse and language access needs are more and more complex.

Growing up undocumented severely hampers the aspirations and trajectories of youth. Even if they do graduate from college, they do so in a world where their job opportunities are limited and bound by the exploitation that undocumented immigrants face in the labor market. They also see their opportunities to receive higher education deeply curtailed by being barred from federal financial aid. Some states like California and Minnesota have passed legislation that allows some undocumented students to be eligible for in-state tuition rates, and even to apply for and receive non-state funded scholarships for public colleges and universities and state-funded financial aid. However, many eligible students are unaware of these laws or face barriers navigating the system.

School climate and disciplinary policies for addressing conflicts can either alienate students from school or keep them engaged. Since 9/11, discrimination, bullying, and exclusion of Muslim, Sikh, Arab and South Asian students in schools have been on the rise. For example, recent studies by the Sikh Coalition and the Asian American Legal Defense and Education Fund found that over two-thirds of turbaned Sikh youth in Fresno, California reported experiencing bullying and harassment;<sup>16</sup> and that half of Asian American students in the 163 New York City public schools reported experiencing some kind of bias-based harassment in a 2012 survey, compared with only 27 percent in 2009.<sup>17</sup> Harassment is compounded by sexual orientation: in a 2009 California study, Asian LGBTQ youth reported the highest instances of racial harassment amongst LGBTQ students of color –

Improved high school completion rates among vulnerable AANHPI groups, including English Learners.

More public schools that are safe and supportive of AANHPI students.

Increased college completion rates among low-income, high-need AANHPI youth including English Learners.

16 Sikh Coalition (2014). “Go Home, Terrorist: A Report on Bullying Against Sikh American Children.” Washington DC: Sikh Coalition.

17 Asian American Legal Defense and Education Fund and Sikh Coalition (2013). “One Step Forward, Half a Step Back: A Status Report on Bias-Based Bullying of Asian American Students in New York City Schools.” New York: AALDEF and Sikh Coalition.

“Equity and social justice in education is an unfinished agenda, and at the core of the college completion discussion... The changing demography of our nation must be at the forefront of higher education discussions and will be critical to America’s global competitiveness in the future.”

—National Commission on Asian American and Pacific Islander Research in Education

31% of Asian LGBTQ students reported harassment based on race, compared with 24% of African American students, 24% of Latino students, 20% of multiracial students and 18% of white students.”<sup>18</sup> Bullying can have negative effects on school attendance, GPA and test performance, and on young people’s physical and mental health. It can also lead to being suspended or pushed out of schools when students try to protect themselves. “Zero tolerance” and other disciplinary policies can have many negative consequences, including suspension, expulsion, and dropping out. Transgender youth are particularly at risk, because they are more likely to be labeled by school personnel as disruptive simply for being transgender or for how they look.<sup>19</sup>

With an anticipated 35% increase among AANHPI undergraduates over the next decade, the racial composition of postsecondary institutions will undergo significant change. As the National Commission on Asian American and Pacific Islander Research in Education (CARE Commission) has written, “equity and social justice in education is an unfinished agenda, and at the core of the college completion discussion... The changing demography of our nation must be at the forefront of higher education discussions and will be critical to America’s global competitiveness in the future.”<sup>20</sup>

## Current Opportunities for Impact

**AANAPISIs and the college completion agenda.** Developed in response to the declining position in degree attainment among Americans relative to other nations, the college completion agenda is a significant trend that presents opportunities for addressing education challenges in the growing AANHPI population. For example, President Obama has committed to a goal of the U.S. having the highest percentage of college graduates among developed nations by 2020. Another example from a national foundation is the Lumina Foundation’s Goal 2025 initiative, which seeks to increase the proportion of Americans with high-quality degrees and credentials to 60 percent by the year 2025. These goals represent a significant challenge for American higher education. At current rates, it is estimated that the U.S. will

18 Russell, S. T., Clarke, T. J., & Laub, C. (2009). “Understanding School Safety and the Intersections of Race, Ethnicity, and Sexual Orientation.” California Safe Schools Coalition Research Brief No. 10. San Francisco, CA: California Safe Schools Coalition.

19 Ahuja, S. and Chhala, R. (2013). “Widening the Lens on Boys and Men of Color: California AAPI and AMEMSA Perspectives.” San Francisco, CA: Asian Americans/Pacific Islanders in Philanthropy.

20 National Commission on Asian American and Pacific Islander Research in Education (2011). “The Relevance of Asian Americans and Pacific Islanders in the College Completion Agenda.” Washington DC: CARE Commission.

produce around 39 million two- and four-year college degrees by 2025, leaving a gap of 23 million.<sup>21</sup>

Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs) are an extremely promising but underfunded resource to meet the challenges of the college completion agenda and educating the future workforce. Part of the federal Minority Serving Institutions program, qualifying AANAPISIs must meet certain requirements including having at least a 10% enrollment of Asian American and Pacific Islander (AAPI) full-time equivalent, lower than average educational and general expenditures per full-time equivalent undergraduate student compared to institutions that offer similar instruction, and a requisite enrollment of needy students. Many AANAPISIs are community colleges. (Note: Native Hawaiians have a separate program called Alaska Native and Native Hawaiian Serving Institutions Program.)

The estimated 151 institutions that met the criteria for AANAPISI eligibility enroll many low-income AAPI undergraduate students who are often the first in their families to attend college and who struggle to support themselves financially while pursuing a degree. AAPI students are also more likely than other students to be immigrants, non-native speakers of English, and enrollees in English Learner programs. Recent research on AANAPISIs<sup>22</sup> provides evidence of the positive impact of these federally-funded campus programs on low-income AAPI students' persistence, degree attainment, and transfer to four-year institutions. AANAPISIs are not only poised to help meet the nation's education goals, they also serve as strategic entry points for collecting disaggregated data on AANHPIs and reaching AANHPI

communities with workforce and community economic development resources.<sup>23</sup>

**Educational equity and school reform.** Efforts spearheaded by philanthropy in recent years to address persistent opportunity gaps faced by boys and young men of color have become the locus of significant opportunities to move agendas for educational equity and school reform. In 2013, foundation leaders formed The Executives' Alliance to Expand Opportunities for Boys and Men of Color, a network that now includes over 40 national, regional and community foundations. In 2014, President Obama announced a new initiative, My Brother's Keeper, which brings together private philanthropies and businesses, mayors, state and local leaders, faith leaders and nonprofits to create more pathways to success.

However, most of the research used to develop boys and men of color funding initiatives did not disaggregate the "Asian" category, and as a result organizations working with disadvantaged AANHPI boys and men are usually not included in these funding initiatives. There have also been calls to address the needs of girls and women of color who face similar opportunity gaps compounded by gender bias and discrimination. Nevertheless, the movement to invest in closing the opportunity gap for boys and men of color has led to important policy and systems reforms that benefit all communities of color. In particular, foundations have supported successful organizing efforts to end the school-to-prison pipeline by reforming school discipline and criminal justice policies. Years of organizing has also resulted in new guidance from the Departments of Education and Justice to assist public elementary and secondary schools in administering student discipline without discriminating on the basis of race, color, or national origin. These successes provide opportunities to raise awareness of the similar needs of disadvantaged AANHPI youth and include AANHPI youth organizing in youth of color funding strategies.

21 Lumina Foundation Strategic Plan 2013–2016 Executive Summary. Retrieved from <http://www.luminafoundation.org/files/file/2013-strategic-plan-executive-summary.pdf>

22 Partnership for Equity in Education through Research (2014). "Measuring the Impact of MSI-Funded Programs on Student Success: Findings from the Evaluation on Asian American and Native American Pacific Islander-Serving Institutions." National Commission on Asian American and Pacific Islander Research in Education.

23 To learn more about AANAPISIs, view WHIAAPI's video: <https://www.youtube.com/watch?v=ZNeOn7Yb4ZQ>

Research documenting the effectiveness of culture-based education and language immersion on student outcomes has supported growth of Native Hawaiian Charter Schools and language immersion programs.

**Bullying prevention.** The Obama Administration has prioritized bullying prevention and strengthened enforcement of civil rights laws and protections across the Departments of Justice and Education. However, these agencies lack the numbers of reported incidents from AANHPI youth. In 2014, WHIAAPI, in partnership with the Departments of Education, Justice and Health and Human Services, launched the Bullying Prevention Task Force. Through the Task Force, federal experts in civil rights, language access, education, community relations, public health and mental health will coordinate the efforts of their federal agencies. They will work closely together and with stakeholders to better understand the barriers faced by AANHPI communities when seeking relief and support, analyze data regarding the prevalence of bullying in the AANHPI community, improve outreach, develop training and toolkits for schools, students, and parents, and explore and recommend policies to address bullying of AANHPI youth.

**Immigration executive orders and immigration reform.** Recently momentum has grown around immigration reform as undocumented youth have “come out” to push for the passage of a national DREAM Act, which would grant legal status to undocumented students who were brought to the United States as children. While the DREAM Act has yet to pass, in 2012 the Dreamers’ inspiring activism prompted President Obama to take action by signing an executive order known as Deferred Action for Childhood Arrivals (DACA). DACA allows undocumented youth to receive a two-year work permit if they successfully complete high school. In November 2014, President Obama expanded DACA with another executive order, Deferred Action for Parents of Americans and Legal Permanent Residents (DAPA), which removes the age cap and offers parents of U.S. citizens and green card holders a three-year relief from deportation.

**Revitalization of Native Hawaiian language and research documenting effectiveness of culture-based education to improve Native Hawaiian student outcomes.** Once a language on the brink of extinction, great strides in the preservation of the Native Hawaiian language through culture-based education have been made, due to the founding of Hawaiian language immersion by Aha Punana Leo and the eventual passage of the Native Hawaiian Education Act in 1988. The achievement gap faced by Native Hawaiian students persists, but research documenting the effectiveness of culture-based education and language immersion on student outcomes has supported growth of Native Hawaiian Charter Schools and language immersion programs. Aha

Punana Leo, a nonprofit focused on Native Hawaiian language early childhood education, was supported by a seven year Kellogg Foundation grant in 2011, and in 2014 received the first accreditation of an early education program conducted through an endangered and indigenous language by the World Indigenous Nations Higher Education Consortium<sup>24</sup>

## Investment Strategies and Recommendations

**Create a national AANAPISI fund with significant ongoing investments from national and local foundations.** The AANAPISI program is the newest and least-funded Minority Serving Institution program in the Department of Education. Since 2008, the Department of Education has awarded approximately \$46 million in grants to 25 AANAPISI-eligible institutions. The number of AANAPISI-eligible institutions is growing by leaps and bounds – there are currently at least 151. The current level of federal funding, totaling approximately \$8M per year, is insufficient for the increasing number of AANAPISIs throughout the country, and the vast majority of AANAPISIs do not receive this funding. A complementary national AANAPISI fund could be a strategy to leverage investments from foundations to expand, pilot and evaluate promising federally-funded AANAPISI programs, and encourage scaling and replication. In particular, there is a need for additional funding to support successful programs in AANAPISIs that are not receiving federal funding and to replicate them in areas of the country where AAPI populations are growing rapidly but lack capacity. Philanthropy can also help build this emerging, promising field by funding technical assistance and evaluation of AANAPISI programs to hold them to greater rigor. In addition, philanthropic funding can help support the organization of a trade group that would represent the interests of AANAPISIs similar to the work of the Hispanic Association of Colleges and Universities and the National Association for Equal Opportunity in Higher Education. Support is needed for ongoing efforts to ensure that other federal agencies such as the Department of Health and Human Services and the Department of Housing and Urban Development invest resources into AANAPISIs and their partnerships with CBOs. Partnerships between community based organizations and Native Hawaiian Serving Institutions should also be included in this investment strategy.

24 Aha Punana Leo (n.d.). "A Timeline of Revitalization." Retrieved from [http://www.ahapunanaleo.org/index.php?/about/a\\_timeline\\_of\\_revitalization/](http://www.ahapunanaleo.org/index.php?/about/a_timeline_of_revitalization/)

**Support partnerships among community-based organizations, school districts and other government agencies for the efficient provision of culturally and linguistically-competent services to low-income students, including AANHPIs.**

Needed services include universal access to quality pre-kindergarten programs, parent engagement, out-of-school learning time and school-based health services. A strong model is the Vietnamese Friendship Association's partnership with Seattle World Schools, which is tailored to English Learner students and includes a parent engagement component. Evaluation results from the Southeast Asia Resource Action Center show that 100% of English Learner students in this program stayed in high school compared with a much lower rate for English Learner students generally in Washington State. In addition, continued investment in culture based education, language immersion programs and charter schools focused on AANHPI languages, such as Aha Punana Leo, will contribute to decreasing documented achievement gaps.<sup>25</sup>

**Invest in legal services and community organizing to ensure educational equity and access for English Learner students and LEP parents.**

Language access should be prominent on the agenda of both government agencies and funders working on educational equity and issues affecting youth of color. Language rights protections exist and can be leveraged to improve language access in public schools, but only when communities have the support and resources (including legal resources) to file complaints and claims. Two recent cases of the Department of Education's Office for Civil Rights (OCR) resulted in meaningful access to educational programs for English Learner students. In July 2014, OCR resolved a complaint against the Orleans Parish School Board alleging discrimination against LEP parents, specifically Vietnamese and Spanish speakers whose children attend district schools, by failing to translate important documents and notices pertaining to students'

25 Kana'iaupuni, S., B. Ledward, and U. Jensen (2010). Culture-Based Education and Its Relationship to Student Outcomes. Honolulu: Kamehameha Schools, Research & Evaluation.

education and safety and failing to provide qualified interpreters during school related events. The resolution requires the school district to implement processes that will ensure language access services. In May 2014, OCR resolved a Title VI LEP parental communication claim with Collegiate Academies, which alleged that two charter schools discriminated against Vietnamese and Spanish LEP parents by failing to translate important documents and provide interpreters. Collegiate Academies agreed to implement a comprehensive language assistance plan, provide training to staff, and develop and maintain lists of interpreters and translators.<sup>26</sup>

**Expand the efforts of the AAPI DACA Collaborative to educate immigrant communities about opportunities for higher education, financial aid and work permits available to eligible undocumented youth.**

Over 100,000 AANHPI youth are eligible for DACA, but application rates in these communities are low. In late 2012, several funders supported the development of a national AAPI DACA Collaborative to address these challenges. The Collaborative has been co-led by Advancing Justice-Los Angeles and the National Korean American Service and Education Consortium, and includes their various affiliates as well as the Asian American Legal Defense and Education Fund and South Asian Americans Leading Together. The Collaborative helped 3,842 AAPI youth submit DACA applications, provided 9,616 consultations, and held 305 clinics and processing events from June 2012 to December 2013. However, limited funding restricted the Collaborative's ability to offer technical assistance to the field. Philanthropy can help increase DACA application nationally by expanding the capacity of the AAPI Collaborative to support other groups that are interested in helping more AAPI youth apply for DACA.<sup>27</sup>

26 White House Initiative on Asian Americans and Pacific Islanders (2015). "Building a Legacy for the Asian American and Pacific Islander Community: Federal Agency Accomplishments." Retrieved from [https://www.whitehouse.gov/sites/default/files/docs/accomplishment\\_report\\_feb\\_2015.pdf](https://www.whitehouse.gov/sites/default/files/docs/accomplishment_report_feb_2015.pdf)

27 Lee, E. (2014). "Increasing Asian American and Pacific Islander DACA Participation: Overview and Grantmaking Recommendations." Paper commissioned by Unbound Philanthropy.

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**Invest in creative community-driven approaches to improve school climate and decrease bullying and harassment.** For example, as part of combatting bullying and harassment, AANHPI parents and students have put forth the idea of a small federal grant program that would incentivize school districts to develop multicultural programs and add content to history books to broaden understanding among student populations about different ethnicities and their histories in the U.S. Such efforts could also be supported by foundation funding. Another recommendation is creating an anti-bullying app specifically oriented to AANHPI LGBTQ youth, which would provide access to support materials in various languages, a hotline number and other resources, and a way to easily report incidents of bullying/harassment.

**Support and replicate successful youth organizing programs in the AANHPI communities to contribute to reform of laws, policies and practices that over-criminalize youth of color, destabilize families and contribute to high dropout rates.** Reform priorities include “zero tolerance” policies in schools, “three strikes,” charging juveniles as adults, and deportation of immigrant ex-offenders. AANHPI organizations working on these issues include Khmer Girls in Action and its Young Men’s Empowerment Program in Long Beach, CA; DRUM South Asian Organizing Center in the Jackson Heights neighborhood of Queens, NY; the 1 Love Movement in Philadelphia, PA; and the Southeast Asia Resource Action Center.



# Healthy Families

Language and income barriers, immigration status, and unfamiliarity with Western medical practices prevent millions of AANHPIs from getting health insurance and seeing a regular health care provider.

## Context

AANHPIs are more vulnerable to certain diseases, and face disparities in access, utilization and quality of health care services.

With a lack of disaggregated data, medical schools, health providers and policy makers are often unaware of these disparities. Language and income barriers, immigration status, and unfamiliarity with Western medical practices prevent millions of AANHPIs from getting health insurance and seeing a regular health care provider, which in turn increases their risk of preventable, communicable and chronic diseases.

For example, approximately one in twelve Asian Americans have Hepatitis B, and they account for a staggering 50% of cases of this preventable disease in the U.S.<sup>28</sup> AANHPIs also suffer disproportionately from certain types of cancer.<sup>29</sup> Vietnamese American women, for example, have cervical cancer rates five times those of white women. In 2012, tuberculosis was 24 times more common among Asian Americans and 15 times more common among NHPs relative to the general U.S. population.<sup>30</sup>

Health disparities cannot be addressed without focusing attention on the social and economic factors that most affect health – including homes, schools, workplaces and neighborhoods. According to the Robert Wood Johnson Foundation’s bipartisan Commission to Build a Healthier America, medical care accounts for only 10–15% of preventable early deaths. Differences in education, income, race, ethnicity and where and how people live drive health disparities. Education is well-known to be a predictor of

28 Centers for Disease Control. “Asian Americans and Hepatitis B.” (n.d.). Retrieved April 15, 2015, from <http://www.cdc.gov/Features/AAPIHepatitisB/>

29 Intercultural Cancer Council. “Asian Americans & Cancer.” Retrieved from <http://www.cancer.org/acs/groups/content/@midwest/documents/document/acspc-029976.pdf>

30 U.S. Department of Health and Human Services Office of Minority Health. “Profile: Asian Americans.” (n.d.) Retrieved April 15, 2015, from <http://minorityhealth.hhs.gov/omh/browse.aspx?lvl=3&lvlid=63>





## DESIRED IMPACTS OF ALIGNED INVESTMENTS

Increased access to  
affordable health insurance.

Reduced morbidity and  
health disparities by  
addressing the social  
determinants of health.

Increased availability of  
culturally and linguistically-  
appropriate health services  
around the country.

health; college graduates can expect to live five years longer than those who do not complete high school. People who are poor are three times more likely to suffer physical limitations from a chronic illness. The relationship between lower socio-economic status and worse health outcomes persists even among those with health insurance.<sup>31</sup>

This context is particularly important in addressing the health disparities of AANHPIs who live in poverty. For example, 21.5% of Native Hawaiians and Pacific Islanders live in poverty. Many Native Hawaiian families face socioeconomic conditions such as lack of livable wages, food insecurity, and a lack of affordable housing. In comparison to other racial and ethnic groups, Native Hawaiians and Pacific Islanders have higher rates of smoking, alcohol consumption, and obesity, and limited access to cancer prevention and control programs.<sup>32</sup> In Hawaii, the diabetes rate for Native Hawaiians is twice that of the white population, and Native Hawaiians are more than 5.7 times as likely as Whites to die from diabetes.

Behavioral and mental health issues are critical to address in all AANHPI communities. Native Hawaiian and Pacific Islander adults have the highest rate of depressive disorders and the second highest rate of anxiety disorders among all racial groups.<sup>33</sup> Issues of self-determination and federal recognition are significant stressors for Native Hawaiian people.<sup>34</sup> AANHPI women ages 65 and over consistently have had the highest suicide rate compared to other racial groups. Southeast Asian refugees are at significant risk for post-

31 Marks, J. S. (2009). "Why Your Zip Code May Be More Important to Your Health Than Your Genetic Code." Huffington Post, May 24, 2009. Retrieved from [http://www.huffingtonpost.com/james-s-marks/why-your-zip-code-may-be\\_b\\_190650.html](http://www.huffingtonpost.com/james-s-marks/why-your-zip-code-may-be_b_190650.html)

32 Centers for Disease Control. "Native Hawaiians and Other Pacific Islanders Populations." (n.d.) Retrieved from <http://www.cdc.gov/minorityhealth/populations/REMP/nhopi.html#Disparities>

33 California Reducing Disparities Project API Strategic Planning Workgroup (2013). "In Our Own Words: Asian Pacific Islander Population Report." California Department of Public Health.

34 Look M.A., Trask-Batti M.K., Agres R., Mau M.L., & Kaholokula J.K. (2013). "Assessment and Priorities for Health and Well-being in Native Hawaiians & Other Pacific Peoples." Honolulu, HI: Center for Native and Pacific Health Disparities. Retrieved from <http://blog.hawaii.edu/uhmednow/files/2013/09/AP-Hlth-REPORT-2013.pdf>

Nearly 900,000 AANHPIs are served by CHCs across the country. AANHPI-serving health centers and language-proficient providers are critically-important pieces of the health equity puzzle for AANHPIs.

traumatic stress disorder (PTSD) associated with trauma experienced before and after immigration to the United States.<sup>35</sup> While many of the younger generation have not directly experienced the same trauma as their parents and extended family members, the PTSD in the family may affect the home environment and create tensions.<sup>36</sup> AANHPIs, including youth, may have more reluctance to seek help due to reasons such as stigma, language barriers, lack of access to care, and lack of culturally competent services.

## Current Opportunities for Impact

**Affordable Care Act:** AANHPIs stand to benefit enormously from the Affordable Care Act (ACA), a landmark achievement of the Obama Administration that is expanding Americans' access to health care. When the legislation was passed, an estimated 14.6 % of AANHPIs (2 million people) were uninsured, with uninsured rates as high as 25% for some AANHPI sub-groups like Korean Americans. Limited English Proficient (LEP) AANHPIs will benefit greatly from the ACA: 23% of the eligible uninsured who will access the new marketplace are LEP. The traditional barriers to accessing health care – linguistic isolation, poverty, immigration and refugee-related issues, education and health disparities, the digital divide – present unique challenges for government entities responsible for outreach, education, and enrollment of AANHPI individuals in to the new Health Insurance Marketplaces. AANHPI community-based organizations and bilingual health navigators are key to solving these challenges and meeting the enrollment goals of the ACA as well as broader health equity goals.

**AANHPI-serving Community Health Centers:** Community Health Centers (CHCs) provide primary health care to millions of individuals who are low-income, uninsured, and LEP. According to the Association of Asian Pacific Community Health Organizations (AAPCHO), nearly 900,000 AAPIs are served by CHCs across the country. AANHPI-serving health centers and language-proficient providers are critically important pieces of the health equity puzzle for AANHPIs, one in three of whom is LEP. Primary care settings often are the gateway to health care for LEP individuals, and have become the key venue for identifying undiagnosed or untreated behavioral health issues. Having a physician that does not speak the patient's language is correlated with health disparities, lack of patient satisfaction, low-quality

35 California Reducing Disparities Project API Strategic Planning Workgroup (2013).

36 Choi, Yoonsun (2008). "Diversity within: Subgroup Differences of Youth Problem Behaviors Among Asian Pacific Islander American Adolescents." *Journal of Community Psychology* 36(3): 352-370.

patient education and patients' lack of understanding of their own health problems.<sup>37</sup>

Since the passage of the ACA, there has been unprecedented investment in the expansion of CHCs across the country. The ACA established the Community Health Center Fund that provided \$11 billion over a five-year period for the operation, expansion, and construction of health centers nationwide. And the Department of Health and Human Services (HHS) Health Resources and Services Administration (HRSA) Health Center Program has awarded millions of dollars to health centers in support of outreach and enrollment activities nationwide and funds to facilitate enrollment of eligible health center patients and service area residents into the Health Insurance Marketplaces, Medicaid or the Children's Health Insurance Program. The number of AANHPI CHCs is growing.

However, CHCs are currently at risk of losing 70% of their federal funding. At a time when the nation is celebrating 50 years of the Community Health Centers movement, this is an important moment to shore up these vital AANHPI-serving institutions and ensure their success as the demand for their services grows with the population. The need to expand the capacity and number of AANHPI-serving health centers is clear, yet many AANHPI-serving health centers lack the capacity to diversify their funding sources or to apply for federal support through HRSA's Health Center Program.<sup>38</sup> Current private funding may cover certain expansion projects or programs within existing Federally-Qualified Health Centers (FQHCs), but there is limited funding to assist AANHPI-serving health clinics and organizations in the development process.

**The intersection of community development and health.** Zip code is more important to health outcomes than genetic code.<sup>39</sup> More and more, the latest data shows that to impact health, we must reach people where they live and take a holistic approach to building healthy lives and healthy communities. There is growing interest in both the health and community development fields to innovate new joint programming, metrics, and policies. In AANHPI "places," there is tremendous opportunity to build upon existing relationships and to implement and bring to scale cross-sector collaborations.

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37 Sanchez, K., Chapa, T., Ybarra, R., & Martinez, O. N., (2012). "Eliminating Disparities through the Integration of Behavioral Health and Primary Care Services for Racial and Ethnic Minorities, Including Populations with Limited English Proficiency: A Review of the Literature." U.S. Department of Health and Human Services, Office of Minority Health and the Hogg Foundation for Mental Health.

38 Health Resources and Services Administration. "The Affordable Care Act and Health Centers." Retrieved April 15, 2015, from <http://bphc.hrsa.gov/>

39 Marks (2009).

## Investment Strategies and Recommendations

### **Invest in the successful Action for Health Justice coalition to reach more AANHPIs eligible for ACA and ensure that once insured, they can access health care.**

Action for Health Justice (AHJ) is a national network of 70 CBOs and federally qualified health centers in 22 states that conducted outreach, education and enrollment for the ACA Open Enrollment health insurance expansions. For the first round of open enrollment, AHJ assisted over 232,000 people in over 40 languages. Final figures are not yet available from the second round of enrollment, which just ended on February 15 of this year, but the AHJ coalition was on track to reach its 2015 goal of assisting 200,000 more AANHPIs. Significant investments were made in AHJ during the first round of ACA enrollment by Covered California, the Wallace H. Coulter Foundation, the Kresge Foundation, the Robert Wood Johnson Foundation, The California Endowment and matching grants from local funders. However, the level of funding has tapered off significantly at a time when enrollment, though critically important, is just the first step towards real access. In particular, AHJ partners are finding that LEP individuals who have enrolled are receiving their health plan information in English, and will need more support to actually access health services once enrolled. This is an opportune moment to build upon the AHJ's successes by continuing to invest in this successful coalition to continue dismantling barriers to health care access.

**Support advocacy and expansion of local AANHPI health centers.** The \$11 billion invested in CHCs under the ACA is not continuing. In the current fiscal climate, it is critical for foundations to support AANHPI community engagement and advocacy strategies for sustained federal investment in CHCs. Regarding expansion of AANHPI CHCs, the Wallace H. Coulter Foundation and the Department of Health and Human Services have provided resources and support to

establish new health centers in Columbus, Atlanta, San Jose, and New Orleans. Each of these new health centers represents a partnership among a local CBO, government agencies, and philanthropy. These kinds of partnerships should be replicated in other regions. In addition, investments should be made in providing technical assistance to AANHPI-serving health organizations and health centers to navigate the FQHC-designation or New Access Point grant program in order to access larger funding streams, and to support organizational sustainability through diversifying their funding streams.

### **Fund and replicate programs that address the social determinants of health and incorporate cultural practices.**

A number of promising models for investment are found in the Native Hawaiian and Pacific Islander communities, including the many school and community gardens in Hawaii developed to increase food security, physical activity, and nutritional benefits while drawing upon the community's spiritual, emotional, and cultural connections to the land;<sup>40</sup> the PILI (Partnerships for Improving Lifestyle Intervention) 'Ohana programs, culturally and community tailored weight loss and weight maintenance programs that have led to significant improvements in weight loss maintenance, physical functioning, blood pressure and glycemic control;<sup>41</sup> and a day of health education, physical activity, and community empowerment attended by 1,500 Pacific Islanders held at UCLA in partnership with First Lady Michelle Obama's *Let's Move!* initiative.<sup>42</sup> There are also opportunities to support explicit partnerships between community development organizations and community health

40 Look M.A., Trask-Batti M.K., Agres R., Mau M.L., & Kaholokula J.K. (2013). *Assessment and Priorities for Health & Well-being in Native Hawaiians & other Pacific Peoples*. Honolulu, HI: Center for Native and Pacific Health Disparities Research, University of Hawai'i.

41 Look, Trask-Batti, Agres, Mau, & Kaholokula (2013).

42 White House Initiative on Asian Americans and Pacific Islanders (2014).

organizations to address the built environment in neighborhoods that have high concentrations of low income AANHPIs and are facing health disparities, such as Asian Health Services' partnership with the East Bay Asian Local Development Corporation to improve health and safety for homeless elders, and with Chinatown CDC to improve pedestrian safety in Chinatowns. (Please see the other sections for strategies addressing social determinants of health in AANHPI communities including education, work and community development.)

**Expand school-based preventive health services and programs, especially in high-poverty schools and districts.** In low-income areas, school-based health services are an effective tool to connect underserved young people with integrated physical and behavioral health services. In areas with significant AANHPI populations, funding is needed for culturally and linguistically-competent services for immigrant youth, including AANHPI youth. Foundations can partner with public schools and community-based organizations to support K-12 school-based programs to prevent obesity and diabetes by improving nutrition and exercise, as well as community-led efforts to promote a balanced diet, eliminate heavily sugared beverages and processed meats in school lunches, and make Physical Education classes mandatory. School-based health services should also include comprehensive sex education and teen pregnancy programs that include accurate information about abstinence, contraception and prevention of sexually-transmitted diseases while addressing the cultural values and beliefs of AANHPI communities.

**Help build a sector-based approach to increasing the availability of bilingual AANHPI health navigators.** The Asian & Pacific Islander American Health Forum is currently in the R&D phase of developing a business plan for expanding the bilingual health navigator field, which will include earned income streams from the health care sector. This opportunity would leverage

the growing consumer power of AANHPIs within the health care system, and recognizes that private health plan providers must proactively ensure that all subscribers can access the services they pay for.

**Support local and regional Hepatitis B prevention efforts.** With the enormous AANHPI population growth in the last decade, the AANHPI community and the federal government are responding to the urgent need to increase awareness of and access to Hepatitis B screening, vaccinations, and treatment. For example, DHHS has developed a National Viral Hepatitis Action Plan to address disparities in Chronic Hepatitis. The Centers for Disease Control and Prevention's *Know Hepatitis B* campaign is the first multilingual national communications campaign to promote Hepatitis B testing among AANHPIs in English, Chinese, Vietnamese, and Korean.<sup>43</sup> The nonprofit Hep B United is working to support and leverage the success of local community coalitions that include health departments, healthcare providers, political leaders, students and individuals living with Hepatitis B across the country.<sup>44</sup> These and other campaigns seek to reduce Hepatitis B transmission, increase diagnosis rates, and encourage infected individuals to seek the attention they need to treat the disease thus avoiding liver disease, liver cancer, transplantation, and death. However, more funding is needed to offer effective programs in multiple languages, especially with the AANHPI populations growing in new regions of the country.

43 Centers for Disease Control. "Know Hepatitis B." (n.d.). Retrieved April 15, 2015, from <http://www.cdc.gov/knowhepatitis/>

44 Hep B United. "Local Campaigns." (n.d.). Retrieved April 15, 2015, from <http://hepbunited.org/local-campaigns>

# Economic Mobility and Healthy Work Opportunities

## Context

AANHPIs in both white- and blue-collar occupations are driving key industries throughout our nation's economy. Yet increasing numbers of AANHPIs are low wage workers.

According to a new report released by the Asian American Federation and Advancing Justice-LA, the number of poor Asian American workers increased 38% from 2006 to 2012, and three in four Asian American low-income workers are immigrants. While Asian Americans are overrepresented among white-collar workers, AANHPIs are also overrepresented in blue-collar industries such as nail salons, apparel manufacturing, and taxi and limousine service.<sup>45</sup>

Immigrant workers in small businesses (whether AANHPI-owned or not) are especially at risk. Low-income LEP workers who have extremely limited job prospects fear retaliation from employers, and undocumented workers also face the threat of deportation. A 2010 report by the Chinese Progressive Association provided a rare in-depth look into the issues they face. The participatory research, based on surveys of 433 restaurant workers in San Francisco's Chinatown interviewed by their peers and observational data on 106 restaurants, found that exploitative practices such as wage violations, lack of benefits, poor working conditions, and workplace hazards were pervasive in Chinatown restaurants.

These conditions leave workers insecure in their jobs and vulnerable to injury and illness. Wage theft was found to be rampant in this study, with half of the workers reporting minimum wage violations that are costing Chinatown restaurant workers an estimated \$8 million each year in lost wages.<sup>46</sup>

45 Asian American Federation and Asian Americans Advancing Justice (2014.) Making America Work: Asian Americans Native Hawaiians and Pacific Islanders in the Workforce and Business. Retrieved from [http://aafederation.org/doc/MakAmerWork\\_FINAL\\_2015\\_LO.pdf](http://aafederation.org/doc/MakAmerWork_FINAL_2015_LO.pdf)

46 Chinese Progressive Association (2010.) Check, Please! Health and Working Conditions in San Francisco Chinatown Restaurants. Retrieved from [http://www.cpasf.org/sites/default/files/CPA%20full%20report\\_ENG\\_o.pdf](http://www.cpasf.org/sites/default/files/CPA%20full%20report_ENG_o.pdf)





## DESIRED IMPACTS OF ALIGNED INVESTMENTS

Another example of AANHPI workers at risk is found in the booming nail salon industry. Nearly two in five nail salon workers and other personal care service workers are Asian American; over one-fourth of all nail salon workers are Vietnamese American; and most are women. Many of these workers speak limited English, do not have access to health care coverage, and lack understanding of the U.S. legal and health care systems. Women workers of child-bearing age handle solvents, glues, and other products containing a multitude of chemicals known or suspected to cause cancer, respiratory or reproductive harm.<sup>47</sup>

Employment inequities and discrimination are ongoing issues in AANHPI communities, though underreported and masked by the stereotype that all AANHPIs are successful. In 2010, AANHPIs had the highest share of unemployed workers who were unemployed long term (for more than half a year) when compared with White, African American, and Latino workers. AANHPIs are more likely to be foreign born, and foreign-born workers have a more difficult time finding jobs once they are unemployed. AANHPIs have higher long-term unemployment rates than Whites even after accounting for the differences in their educational and age distributions.<sup>48</sup>

Beyond employment, like other communities of color, AANHPIs are also vulnerable in their ability to manage other aspects of their personal balance sheet. For example, many AANHPIs lack a reliable personal safety net in the form of emergency savings and retirement. A report released by the National Coalition for Asian Pacific American Community Development (National CAPACD) found that AANHPI households did not have sources to turn to in case of financial emergencies, and most did not know where to turn to for financial advice to inform their decision making. Less than 8% of respondents were saving through an employer-sponsored retirement account. In addition,

Reduced poverty and unemployment in AANHPI populations.

Improved access to capital and technical assistance for AANHPI small business and social ventures.

Improved access to health care through employment and employer outreach.

Increased availability of AANHPI culturally and linguistically-relevant resources for accessing health insurance and preventing work-related illnesses, injuries and fatalities.

More vulnerable immigrant AANHPI workers are empowered to hold employers accountable for workplace discrimination and exploitation.

47 Asian Health Services. "California Healthy Nail Salon Collaborative." (n.d.) Retrieved April 15, 2015, from <http://www.asianhealthservices.org/nailsalon/>

48 Kim, Marlene (2012). "Unfairly disadvantaged?: Asian Americans and unemployment during and after the Great Recession (2007-10)." Economic Policy Institute Issue Brief #323, April 5, 2012. Retrieved from <http://www.epi.org/publication/ib323-asian-american-unemployment/>

Despite growing buying power in the aggregate, AANHPI households saw net worth drop by more than half during the Great Recession.

many AANHPIs lack access to safe and affordable credit for small businesses and to other tools for building wealth.

Despite growing buying power in the aggregate, AANHPI households saw net worth drop by more than half during the Great Recession. The median net worth of Asian American households fell dramatically from nearly \$176,000 in 2005 to just under \$72,000 in 2010. The median value of home equity held by Asian American households fell from \$230,415 in 2005 to \$128,943 in 2010. The median value of business equity held by Asian American households fell from \$11,521 in 2005 to \$5,158 in 2010.<sup>49</sup> Such lack of financial stability is only exacerbated as AANHPIs age. A recent report published by AARP found that AANHPI seniors are more likely to be financially vulnerable – they continue to have more housing debt than other communities, have little to no retirement savings, and are more likely to rely on public benefits and be living in poverty. Taken together, these indicators raise concerns regarding the vulnerability of AANHPIs households to financial scams and other predatory forces.

## Current Opportunities for Impact

**Growth of AANHPI small businesses.** According to a 2007 Census Bureau Survey of Business Owners, the number of Asian American-owned businesses grew 40.4 percent, a rate more than double the national average, between 2002 and 2007.<sup>50</sup> There are over 1.5 million AANHPI-owned businesses in the U.S., the vast majority of which are immigrant-owned. These businesses employ over 2.8 million workers, creating nearly 600,000 jobs from 2002 to 2007 alone. The majority of Asian American and NHPI-owned businesses are small businesses; approximately 94% and 91%, respectively, have fewer than 20 employees.<sup>51</sup> For many immigrants, starting a small business is an employment and anti-poverty strategy. These businesses are also important sources of employment for the workers they employ – particularly LEP, less educated immigrant workers and undocumented workers.

49 Asian American Federation and Asian Americans Advancing Justice (2014.)

50 U.S. Department of Labor (2011.) The Asian-American Labor Force in the Recovery.

30 White House Office of Management and Budget, “An Economy Built to Last and Security for Asian Americans and Pacific Islander Families.” Retrieved from <https://www.whitehouse.gov/omb/factsheet/an-economy-built-to-last-and-security-for-asian-american-and-pacific-islander>

51 Asian American Federation and Asian Americans Advancing Justice (2014.)



**Increased attention to economic justice issues.** Despite the recent economic recovery, there is still growing wealth inequality, underemployment, and stagnating wages. The current economic recovery is not trickling down to everyone. Mirroring larger socioeconomic and demographic trends, AANHPIs are also economically bifurcated, with significant portions of the population not benefiting from the current economic recovery. While many AANHPI households have regained household wealth lost during the Great Recession,<sup>52</sup> the numbers of AANHPIs living in poverty continue to increase faster than for any other racial/ethnic group.<sup>53</sup> And, as discussed above, despite having relatively low overall rates of unemployment, AANHPIs have one of the highest rates of long term unemployment.<sup>54</sup> In this larger context, economic justice issues (e.g., increasing the minimum wage) are gaining traction in AANHPI community, as in the general population.<sup>55</sup>

**Affordable Care Act incentives for small businesses.** According to a study by the Asian & Pacific Islander American Health Forum, small businesses are less likely than large employers to provide health insurance. The lack of employer-provided insurance is the single most important reason why immigrants lack health insurance coverage; foreign-born adults are nearly three times as likely to be uninsured as the native-born. A provision contained in the Affordable Care Act allows small businesses with up to 50 employees to buy health coverage through a Small Business Health Options Program Marketplace, which offers better health insurance coverage options at an affordable price than were previously available.<sup>56</sup>

**Executive orders and immigration reform.** Undocumented immigrants are the most vulnerable and exploited of all workers, as the threat of deportation severely limits their work opportunities and ability to obtain redress for wage theft and other violations. President Obama's executive orders for

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52 Center for Global Policy Solutions. "The Racial Wealth Gap: Asian Americans and Pacific Islanders." Fact Sheet April 2014. Retrieved from [http://globalpolicysolutions.org/wp-content/uploads/2014/04/AAPI\\_RacialWealthGap.pdf](http://globalpolicysolutions.org/wp-content/uploads/2014/04/AAPI_RacialWealthGap.pdf)

53 Ishimatsu, Josh. "Five Reasons Why Asian American & Pacific Islander (AAPI) Poverty Remains Invisible." Federal Reserve Bank San Francisco, December 5, 2013. Retrieved from <http://www.frbsf.org/community-development/blog/asian-american-pacific-islander-aapi-poverty-statistics-increase-reasons/>

54 Wu, Portia. "Unemployment Challenges for AAPI Workers." U.S. Department of Labor Blog, May 27, 2014. Retrieved from <https://blog.dol.gov/2014/05/27/unemployment-challenges-for-aapi-workers/>

55 Blake, Mariah. "Last Night's Other Big Winner: Minimum Wage Increases." Mother Jones, November 5, 2014. Retrieved from <http://www.motherjones.com/mojo/2014/11/minimum-wage-election-2014>

56 Cook, W.K.; Huang, D.; Tseng, W.; Chung, C.; Nguyen, T.; Shin, L.; and John, I. (2013). "Identifying Vulnerable Asian Americans, Native Hawaiians and Pacific Islanders in California Under Health Care Reform." Asian & Pacific Islander American Health Forum.

President Obama's executive orders for undocumented immigrants, Deferred Action for Childhood Arrivals (DACA) and Deferred Action for Parents of Americans and Legal Permanent Residents (DAPA) provide significant opportunities for AANHPI immigrants to obtain legal employment along with the workplace protections it affords.

undocumented immigrants, Deferred Action for Childhood Arrivals (DACA) and Deferred Action for Parents of Americans and Legal Permanent Residents (DAPA) provide significant opportunities for AANHPI immigrants to obtain legal employment along with the workplace protections it affords. DACA allows eligible undocumented youth to receive a two-year work permit if they successfully complete high school. DAPA essentially expands DACA by removing the age cap and offering parents of U.S. citizens and green card holders a three-year relief from deportation. Though important steps, comprehensive immigration reform is needed to offer undocumented immigrants a path to citizenship and full protection under the law.

## Investment Strategies and Recommendations

**Provide additional start-up capital for AANHPI businesses.** From January 2009 to March 2013, the U.S. Small Business Administration provided over \$19 billion to AANHPI-owned small businesses through over 27,000 loans. Yet AANHPI business owners continue to face many challenges accessing information, loans, and capital from the Small Business Administration, and federal contract opportunities from other federal agencies. This apparent discrepancy can be attributed to the fact the Small Business Administration does not disaggregate AANHPI data, so unmet needs remain invisible. If disaggregated data was collected and made available, it is highly likely that unmet need for capital for small businesses in numerous AANHPI communities would be revealed. What we do know is that over 17 percent of AANHPI-owned businesses do not have access to start-up capital, and close to 23 percent of them have only \$5,000 in start-up capital.<sup>57</sup> There is great potential to capitalize on burgeoning AANHPI entrepreneurship and empower AANHPI business leaders. This is an area that has been prioritized by WHIAAPI through building and improving relationships between the federal government and AANHPI-owned small businesses, and is ripe for partnerships with philanthropy.

**Invest in a national AANHPI small business technical assistance network focused on micro-entrepreneurs.** Many local AANHPI community development organizations run small business assistance or micro-entrepreneurship programs. National CAPACD is developing partnerships with key federal entities like the Small Business Administration and the Minority Business Development Agency, and seeks to leverage support from private foundations and corporate donors to create a network of AANHPI small business assistance providers to better promote economic vitality in

<sup>57</sup> White House Initiative on Asian Americans and Pacific Islanders (2014).

low-income AANHPI communities. Aligned public and private investments in this area can also support in-language community education and outreach to help AANHPI small business owners better comply with regulatory requirements, particularly with increases to the minimum wage happening in cities where low-income AANHPI immigrants are concentrated.

**Promote health care outreach through AANHPI small businesses.** Small businesses should be a priority venue for expanded AANHPI outreach related to ACA. Expanded support for community-based, in-language outreach can help raise awareness among AANHPI small business owners of more affordable group health insurance options available through the Small Business Health Options Program Marketplace. Outreach through small businesses can also help inform low-income workers of other ways to access health care under the ACA. For example, many employees of small businesses access health insurance through Medicaid, eligibility for which has been expanded by the ACA.

**Improve AANHPIs' access to job training and retraining programs through AANAPISIs and AANHPI community centers.** Colleges that have received designation as Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs) are well-positioned to provide tailored, culturally and linguistically specific workforce development and vocational education to the AANHPI community, especially in partnership with local CBOs (please see the education section for more about AANAPISIs.) However, many federal grant programs provide funding to mainstream institutions such as state education agencies and large faith-based organizations. Philanthropic and federal resources are needed to ensure that AANAPISIs and AANHPI anchor organizations are supported to provide the full range of integrative support needed in order to fully bring AANHPI immigrants and refugees into society. This includes access to workforce development and safety net programs. Examples of national networks of CBOs with local partners that provide these services include the Southeast Asia Resource Action Center, Hmong National Development, the National Coalition of South Asian Community Organizations (convened by South Asian Americans Leading Together), and National CAPACD.

**Replicate community-led collaborations that improve worker health and safety in small businesses.** The AANHPI small business sector is also an important arena for reaching both owners and workers with resources to protect the rights and health of low-income immigrant AANHPIs. For example, after many years of community organizing supported by philanthropy, the federal government is now partnering with community advocates on health and safety outreach to nail salon business owners and

workers. WHIAAPI convened the first Interagency Working Group on Salon Safety with the Environmental Protection Agency and Occupational Safety and Health Administration as co-leads, along with the National Institute of Occupational Safety and Health, Small Business Administration, and Food and Drug Administration. The agencies assessed their respective regulations and policies to improve the health and safety of salon workers, and worked with community advocates and salon owners to support effective outreach and education strategies.<sup>58</sup> A salon safety philanthropic briefing organized by WHIAAPI in November 2014 highlighted these issues.<sup>59</sup> Philanthropy and public agencies can collaborate to replicate model intersectional approaches like this one that address workers' rights and safety in ways that are supportive of small business owners who are often low-income themselves.

**Replicate successful campaigns that join community organizing with legal advocacy to win back pay and change industry practices.** Successful worker organizing combined with community-based legal expertise and public sector support is leading to tangible outcomes for low-income immigrant workers. For example, in November 2014, 280 current and former workers at the popular Yank Sing restaurant in San Francisco secured a landmark settlement for over \$4 million in back pay. The settlement was won through a transformative workplace campaign led by a group of nearly 100 cooks, dishwashers, and wait staff at the restaurant. They were supported by the Chinese Progressive Association and legal representation from Advancing Justice-Asian Law Caucus, with the help and involvement of the California Labor Commissioner's office and the San Francisco Office of Labor Standards Enforcement. In another recent victory, 125 salon workers won a \$750,000 class action lawsuit filed by Advancing Justice-Asian Law Caucus for wage and other workplace violations as well as unlawfully prohibiting employees from speaking Vietnamese in the workplace. In both cases, the small business owners agreed to change their workplace practices. Yank Sing in particular is modeling employer workplace changes above and beyond what the law requires, including wage increases above the minimum wage, holiday pay, vacation pay, paid health insurance, protected leave to visit family, a workers' compliance committee, workers' rights training during paid time, and more.

58 Buehring, Audrey. "Toward Green Nail Salons." White House Initiative on Asian Americans and Pacific Islanders, May 19, 2011. Retrieved from <http://www.whitehouse.gov/blog/2011/05/19/toward-green-nail-salons>

59 Ahmad, N. Nina. Understanding Salon and Domestic Work: Opportunities for Public-Private Partnerships. White House Initiative on Asian Americans and Pacific Islanders, December 2, 2014. Retrieved from <https://www.whitehouse.gov/blog/2014/12/02/understanding-salon-and-domestic-work-opportunities-public-private-partnerships>

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**Invest in national-scale AANHPI financial capability program networks.**

Financial education efforts should be integrated into other social service programs. For example, National CAPACD recently piloted a program to integrate financial education and coaching efforts with traditional immigrant integration services such as citizenship classes for English Learners. As a result of this project, 62% of participants began saving monthly, compared to 32% before the start of the project. In addition, WHIAAPI has been involved in discussions with potential partners including National CAPACD, AARP, and Citi around building a partnership to develop targeted financial capability interventions for AANHPI older adults as well as multi-generational approaches that build on peer networks for learning. Efforts like these that support low-income AANHPIs to build their personal safety nets and avoid costly and predatory consumer financial products will contribute to greater financial security of AANHPIs.

**Support the movement for comprehensive immigration reform.** Citizenship is an asset. Without legal status, the estimated 1.3 million undocumented Asian Americans and Pacific Islanders continue to be extremely vulnerable and exploited in the workplace due to fear of employer retaliation and deportation. Even with the progress made through the Dream movement and executive orders, in the absence of a more long-term solution, undocumented youth have very limited job prospects because they face many hurdles in pursuing professions.<sup>60</sup> Investing in advocacy and community organizing for comprehensive immigration reform continues to be a priority for Asian Americans and Pacific Islander communities.

60 For example, see Pre-Health Dreamers' Career Pathways Chart. <http://www.phdreamers.org/resources/pathways-chart/>

# Culturally Vibrant and Sustainable Communities

The metropolitan regions in which AANHPI communities are concentrated – such as Boston, Chicago, Honolulu, Los Angeles, New York City, San Francisco and Seattle – also happen to be the most expensive real estate markets in the country.

## Context

The United States is facing the most extreme economic divide in decades. Unequal opportunity and discrimination in employment and housing have meant that communities of color, including AANHPIs, have been among the hardest hit.

During the recent economic crisis, the number of poor Asian Americans and Pacific Islanders increased by 38% to a total of over 2 million people, while the general poverty population grew by 27%. The largest increases in AANHPI poverty were among the American-born.<sup>61</sup>

With the economy growing again, more and more people are drawn to thriving urban centers – putting intense pressure on rents, real estate prices, and low-income communities. AANHPIs are statistically significantly more concentrated in a smaller number of metropolitan regions than any other major racial group. The metropolitan regions in which these communities are concentrated – such as Boston, Chicago, Honolulu, Los Angeles, New York City, San Francisco and Seattle – also happen to be the most expensive real estate markets in the country. Almost 50% of all poor AANHPIs live in the 20 most expensive real estate markets in the country, in contrast to 17% of the general poverty population.<sup>62</sup> Within these “hot markets,” AANHPI neighborhoods often sit at or near the locations most desired by developers and high-income residents (usually directly adjacent to the core of downtowns). This means that gentrification and displacement are rapidly occurring in neighborhoods that historically were affordable gateway communities for immigrants and where in-language services for them were established.<sup>63</sup> Small businesses form the backbone of AANHPI

<sup>61</sup> National CAPACD (2013).

<sup>62</sup> National CAPACD (2013).

<sup>63</sup> Asian American Legal Defense and Education Fund (2013). “Chinatown Then and Now: Gentrification in Boston, New York and Philadelphia.” New York: AALDEF.



## DESIRED IMPACTS OF ALIGNED INVESTMENTS

neighborhoods, commercial corridors, and business districts by providing economic stability, jobs and neighborhood-centered goods and services. Yet just like the residents who often own them, these businesses are at significant risk when gentrification occurs; they too are often forced out as a result of rising rents and other market forces. Increasing costs in the central cities have exacerbated the decades-long trend of the suburbanization of AANHPI populations. From 2000 to 2010, approximately 75% of the growth of the AANHPI poverty population is attributable to growth of suburban AANHPI poor populations.<sup>64</sup>

The built environment profoundly impacts health. Communities of color and low-income populations are disproportionately exposed to environmental toxins, which can contribute to health disparities. According to the Centers for Disease Control, data from 2006–2008 showed that Asian Americans and Latinos had the greatest percentages of populations residing in counties whose air quality did not meet Environmental Protection Act standards for particulate matter and ozone compared with other racial and ethnic populations; and Native Hawaiians and Pacific Islanders ranked third.<sup>65</sup> AANHPI communities have been part of the movement for environmental justice for decades, fighting for policy changes and holding polluters accountable. For example, the Laotian refugee community in Richmond, California played a pivotal role in securing a multilingual warning system for local residents living in close proximity to an oil refinery; and Native Hawaiians organized a successful campaign to prevent polluters from continuing to dump waste in the Waianae coastal community. Climate change is emerging as an important issue for AANHPIs as it impacts communities in the U.S. and has displaced millions of people in AANHPI countries of origin and ancestry.<sup>66</sup> The Vietnamese American community in East New Orleans,

Expanded capacity of AANHPI CDCs to reach the growing AANHPI populations with economic development resources.

Expanded affordable rental housing and office space for nonprofits and small businesses in AANHPI neighborhoods and metropolitan areas where resources for immigrant populations are concentrated.

Preservation of cultural and historical assets of AANHPI communities in neighborhoods around the country.

More community-led efforts to reduce pollution, particularly in low-income communities.

64 Ishimatsu (2013).

65 Centers for Disease Control. "Native Hawaiians and Other Pacific Islanders Populations." (n.d.) Retrieved from <http://www.cdc.gov/minorityhealth/populations/REMP/nhopi.html#Disparities>

66 Fang, Mariana. "Why Minorities Care More About Climate Change." ThinkProgress, July 29, 2013. Retrieved from <http://thinkprogress.org/climate/2013/07/29/2360971/why-minorities-are-greener-than-the-rest-of-the-population/>



AANHPI neighborhood-based organizations must develop the capacity to address the connections between an older central city Chinatown and a newer suburban Chinatown.

which is still rebuilding from the devastation of Hurricane Katrina and the Deepwater Horizon disaster, initiated a sustainable aquaculture system that is contributing to the Gulf Coast's economic development efforts.

## Current Opportunities for Impact

**Strong, successful, innovative neighborhood-based organizations.** In many older AANHPI neighborhoods, there are strong, longstanding place-based organizations that have had decades of success. Some of these AANHPI organizations are among the most respected and most innovative of all community development corporations (CDCs) in the country. For example, Asian Americans for Equality (AAFE), East Bay Asian Local Development Corporation (EBALDC), and Little Tokyo Service Center (LTSC CDC) are three of the 13 organizations selected for Partners in Progress program (PIP), a joint effort of Citi and the Low Income Investment Fund. In addition to these established CDCs, there are longstanding health and human service organizations like the Chinese American Service League in Chicago Chinatown and Asian Health Services in Oakland Chinatown that have deep neighborhood engagement, empowerment and improvement programming. And there is a growing cadre of relatively younger organizations – like Chhaya CDC in New York and the Asian Economic Development Association in St. Paul, Minnesota – that, while not traditional CDCs, have had notable success and impact through engaging diverse elements of their communities and delivering multiple services to a variety of constituents. Together, organizations like these can be the backbone of a network to take to scale a deeper investment in AANHPI place-based programming.

**Reaching AANHPI poor beyond central cities.** Given the changing geographic distribution of AANHPI economic needs and deepening understanding of how regional economies work, AANHPI CDCs and other neighborhood-based organizations must learn to think and act on a more regional scale. They must broaden their base and think more systemically about how AANHPIs move within the region to access jobs, services and housing. For example, these organizations must develop the capacity to address the connections between an older central city Chinatown and a newer suburban Chinatown. AANHPI groups have been getting more involved in transit planning, policy advocacy and engagement within a bigger geography, and need to become even more so. Groups have also been expanding services through satellite offices and partnerships with suburban CBOs, and will need do more of this. Overall, AANHPI community development needs to expand beyond an exclusive focus on a single neighborhood. This does not mean that these groups should leave their



home neighborhoods behind. Their deep-rootedness in a place is part of what makes them special. But they need to be better able to think and act on a bigger, more regional stage. This takes planning, strategic vision, resources, and more collaboration within a region and across sectors.

**Community control over development in areas where AANHPI populations have historically concentrated.** The field of community development itself was conceived to address problems of cold markets and lack of investment. But now some neighborhoods are receiving too much of the wrong kind of investment too fast. Gentrification can mean greater resources, safety, and infrastructure in a neighborhood, but unfortunately the benefits of these changes are often enjoyed disproportionately by new arrivals while long-time residents – often lower income people of color – may find themselves economically and socially marginalized and forced to relocate. The reality is that in many cities affordable housing stock for low- and moderate-income people is disappearing, and AANHPI small businesses and nonprofit organizations are rapidly being displaced by rising rents.

There is an urgent challenge and opportunity to engage communities in determining how they can better control development and take advantage of the positive ways in which their neighborhoods are changing without being displaced. Elements of the built environment like affordable housing and mixed-income housing development are critical pieces of the puzzle, as are strategies for preserving existing affordable housing and commercial space for nonprofits (including arts and culture organizations) and small businesses. But policy advocacy, tenant organizing and community organizing around community benefits agreements, rent stabilization and housing issues are also necessary to counterbalance market forces.

**Creative placemaking.** Creative placemaking, in which arts and culture are integrated into community development to help transform a place by building on its unique cultural and artistic assets, has emerged as a strong trend for public/private investment through efforts like ArtPlace America, and is occurring in neighborhoods with concentrations of AANHPI populations. Creative placemaking can be a boon to small businesses and help revitalize neighborhoods.<sup>67</sup> However, creative placemaking needs to be community-controlled. In hot markets

<sup>67</sup> Thoj, Va-Megn. "Little Mekong Night Market Brings Celebration of Community to University Avenue" Central Corridor Funders Collaborative, August 12, 2014. Retrieved from [http://www.funderscollaborative.org/CCFC\\_News/little-mekong-night-market-brings-celebration-community-university-avenue](http://www.funderscollaborative.org/CCFC_News/little-mekong-night-market-brings-celebration-community-university-avenue)

There is an urgent challenge and opportunity to engage communities in determining how they can better control development and take advantage of the positive ways in which their neighborhoods are changing without being displaced.

especially, creative placemaking efforts can be manipulated by developers and contribute to gentrification and displacement of the very communities who make the places so unique.<sup>68</sup>

**Green, sustainable AANHPI communities.** California has long been a bellwether state for progressive environmental policy, and is home to one-third of all AANHPIs. Passage of California's landmark bipartisan 2006 climate bill, the Global Warming Solutions Act (AB 32), has led environmental justice organizations to pilot new forms of advocacy and community development intended to measurably improve the environment such as "green zones" – community efforts to transform areas impacted by an accumulation of pollution sources. The discussion of green zones was a central theme at a national environmental justice conference convened at the White House in 2010.

## Investment Strategies and Recommendations

**Support and replicate innovative AANHPI models and collaborations at the intersections of community development, health and sustainability.** Promising local, cross-sector, neighborhood-scale work should be lifted up, expanded across metropolitan regions, and replicated across national networks of AANHPI CBOs. For example, EBALDC is doing nationally recognized work around integrating community development and health and creating age-friendly communities. EBALDC and other AANHPI CDCs have developed and partnered with health clinics. These types of practices and collaborations can and should be adapted more broadly by other CBOs – including but not limited to CDCs and health centers.

### **Invest in community control initiatives in AANHPI neighborhoods facing gentrification and displacement.**

In hot market neighborhoods across the country, local AANHPI CBOs are working against displacement of low-income residents and against gentrification of their communities. In New York (via groups like Chhaya CDC and the Coalition Against Asian American Violence), Los Angeles (via groups like LTSC CDC and Korean Resource Center), and the San Francisco Bay Area (via groups like Chinatown CDC and the Asian Pacific Environmental Network), community control efforts use a variety of tactical approaches including tenant organizing, land use and policy advocacy, community benefits agreements and targeted preservation and development of affordable housing. National CAPACD has been convening a community control working group for CBOs in hot markets to share information about tactics and coordinate policy development and messaging. There is interest to expand this working group and make it more multiracial by working with other community development networks with presence in hot markets.

### **Invest in national-scale AANHPI housing program networks.**

In response to AANHPIs being underserved during the recent foreclosure crisis, National CAPACD became the first AANHPI organization to be certified by the U.S. Department of Housing and Urban Development (HUD) as a national housing counseling intermediary. National CAPACD has re-granted over \$4 million to a network of 19 CBOs working across 13 states, serving over 27,000 households with housing counseling and foreclosure prevention/mitigation services. In addition to administering and re-granting funds from HUD and a variety private sources (both corporate and foundation), National CAPACD provides its network of housing counseling CBOs with technical support, capacity building, leadership development, and policy advocacy. As the foreclosure crisis slowly recedes, this national housing network can be remobilized around issues of tenant organizing and empowerment.

<sup>68</sup> Dineen, J.K. "Mid-Market development loses highly touted arts center plan." San Francisco Chronicle, February 25, 2015.

**Support community-driven creative placemaking and historic/cultural preservation.** Culture and the arts are central assets in AANHPI places. Arts, culture, and cultural preservation should therefore be key strategies in building vibrant and sustainable communities. As described above, creative placemaking programs should be community controlled, directly coordinated with community development activities and enacted with a deep commitment to grassroots community engagement. In addition, creative placemaking activities should draw upon the rich history of AANHPI places.

Federally-designated national historic sites tell stories about significant contributions to our nation's history and culture. Of the more than 2,500 sites designated as National Historic Landmarks, only 17 are related to the contributions of AANHPIs. In 2013, the National Park Service began an Asian American Pacific Islander Theme Study to investigate the stories, places and people of Asian American and Pacific Island heritage. The National Park Service is working with the Wing Luke Museum and the Japanese American National Museum and scholars representing AANHPI communities on this effort.

**Support AANHPI efforts to create Green Zones and Eco Districts.**

Exciting work is happening in California that can be replicated and taken to scale across the country as “cap and trade” environmental protection policies become more widely adopted in other cities. Projects ripe for investment include LTSC's Cultural EcoDistrict, plans for which include equitable transit-oriented development around the new light rail station at First Street and Central Avenue in downtown Los Angeles and an ambitious set of cutting-edge environmental features, including district-scaled green infrastructure: district heating and cooling, stormwater collection planters, “living machine” graywater filtration landscaping, and a mini-solar electric grid.<sup>69</sup> Funders can also support advocacy such as the Green Zone campaign, which seeks to create a federal designation for California neighborhoods or clusters of neighborhoods that face the cumulative impacts of environmental, social, political and economic vulnerability. The California Environmental Justice Alliance, a coalition that includes the Asian Pacific Environmental Network, is working with state and federal agencies to get support for this campaign. The Green Zone designation would help communities access federal dollars to reduce local pollution and promote sustainable economic development.

69 Benfield, F. Kaid. “LA's Little Tokyo Aims to Become the Country's First 'Cultural Ecodistrict.'” *Huffington Post*, April 7, 2014. Retrieved from [http://www.huffingtonpost.com/f-kaid-benfield/las-little-tokyo-aims-to\\_b\\_5101858.html](http://www.huffingtonpost.com/f-kaid-benfield/las-little-tokyo-aims-to_b_5101858.html)

# Democratically Engaged, Organized Communities

The AANHPI community will account for **10%** of eligible voters by 2044.

## Context

Although AANHPIs have helped build a strong and vibrant nation over the course of many generations, they continue to face many barriers to achieving their full potential.

Religious and racial profiling, employment discrimination, language discrimination in the workplace and schools, hate crimes and bias-based bullying are some examples of discrimination commonly faced by the AANHPI community, underscoring the need for strong protections to ensure equality and justice. For example, backlash and discriminatory government practices following the attacks of 9/11 continue to uniquely affect segments of the community, particularly Muslims, Sikhs, Arabs and South Asians. Even with serious underreporting, hate crimes against Muslims have quintupled since 9/11.<sup>70</sup> In addition, a 2013 study by the Department of Housing and Urban Development and the Urban Institute found that AANHPI homebuyers and renters face discrimination and adverse treatment as often or more often than other communities of color when seeking a home.<sup>71</sup> Native Hawaiians are still not federally recognized, but are making strides towards self-governance. Ensuring that AANHPIs are treated as full and equal members of society requires increased civic engagement on many fronts, including voting, community organizing, coalition building, legal and policy advocacy and winning public office.

AANHPIs currently make up 3.8% of eligible American voters,<sup>72</sup> and their numbers are on the rise. A recent report by the Center for American Progress projects that the AANHPI community will account for 10% of eligible voters by 2044.<sup>73</sup> Although

70 Khera, F. (2015, February 17). It's hard to prove any hate crime. But for Muslim victims, it's especially tough. *The Washington Post*. Retrieved from <http://www.washingtonpost.com/posteverything/wp/2015/02/17/its-hard-to-prove-any-hate-crime-but-for-muslim-victims-its-especially-tough/>

71 Turner, M.A., Santos, R., Levy, D.K., Wissoker, D., Aranda, C., Pitingolo, R. and The Urban Institute (2013). *Housing Discrimination Against Racial and Ethnic Minorities 2012*. Washington DC: U.S. Department of Housing and Urban Development Office of Policy Development and Research.

72 File, T. (2013) *The Diversifying Electorate – Voting Rates by Race and Hispanic Origin in 2012 (and Other Recent Elections)*. Population Characteristics, Current Population Survey. U.S. Census Bureau.

73 Ramakrishnan, K. and Ahmad, F.Z. (2014). *State of Asian Americans and Pacific Islanders Series: A Multifaceted Portrait of a Growing Population*. Washington, DC: Center for American Progress.



## DESIRED IMPACTS OF ALIGNED INVESTMENTS

More robust AANHPI political representation/ civic engagement, and infrastructure for self governance for Native Hawaiians.

Increased advocacy and enforcement of civil rights laws so that AANHPIs are treated as full and equal members of society.

Continued progress on comprehensive immigration reform, including establishment of a path to legalization for undocumented immigrants.

More organized AANHPI constituencies participating in multiracial coalitions and movements for progressive social change.

Race/Ethnicity	Registration Rate for US Citizens 18 Years and Over	Registration Rate for Total Population 18 Years and Over
All Races/Ethnicities	71.2%	65.1%
Non-Hispanic White	73.7%	72.4%
Black/African American	73.1%	68.5%
Hispanic	58.7%	38.9%
Asian	56.3%	37.2%

Source: <http://www.census.gov/hhes/www/socdemo/voting/publications/p20/2012/tables.html>

AANHPI eligible voters constitute a potentially powerful slice of the electorate, of all racial groups they have the lowest voter registration rates. Only 56% of adult AANHPI citizens registered to vote in 2012. This compares to registration rates of 72% and 73% among Whites and African Americans, respectively, and 59% among Latinos.<sup>74</sup>

Language barriers are an important factor in explaining voting disparities. About 74% of adult Asian Americans are first-generation immigrants, having surpassed Latinos as the largest immigrant group. According to AALDEF and National CAPACD's 2012 post-election survey, 44% of AANHPI voters struggle with English. Section 203 of the Voting Rights Act stipulates that jurisdictions where 5% of the local electorate speaks a minority language must make special provisions for these constituents, such as distributing bilingual campaign materials before the election and appointing bilingual personnel to staff the polling stations. Section 203 is now in effect on behalf of AANHPI voters who speak languages in 22 counties: eight in California, three in New York, two in Hawaii, two in Alaska, and one each in Illinois, Massachusetts, Michigan, Nevada, New Jersey, Texas, and Washington State.<sup>75</sup>

74 Asian American Voter Turnout Trends | Asia Matters for America by the East-West Center. (n.d.). Retrieved April 15, 2015, from <http://www.asiamattersforamerica.org/asia/asian-american-voter-turnout-trends>

75 Asian Pacific American Legal Center (2011.) More Asian American Voters to Receive Language Assistance in Elections. Retrieved from [http://www.apiavote.org/sites/default/files/Section%20203%20Press%20Release\\_AAJC.pdf](http://www.apiavote.org/sites/default/files/Section%20203%20Press%20Release_AAJC.pdf)

The post-Ferguson moment has deepened cross-racial solidarity between AANHPI communities and the African American community, and sparked emerging next generation multiracial leadership on racial justice and equity at the community level.

## Current Opportunities for Impact

**Racial justice movement-building in the post-Ferguson moment.** The past year (2014) has been a pivotal moment in the fight for racial justice. Outrage over police killings of unarmed African American men in Ferguson, MO, New York City and other cities has erupted into ongoing direct actions throughout the country. This youth-led movement has compelled the White House and the Department of Justice to announce federal changes to policing practices, the creation of a commission to study police violence, and federal review of racial profiling guidelines.<sup>76</sup> The post-Ferguson moment has deepened cross-racial solidarity between AANHPI communities and the African American community,<sup>77</sup> and sparked emerging next generation multiracial leadership on racial justice and equity at the community level. Certain AANHPI communities that are at higher risk of criminalization through discriminatory profiling by law enforcement – including Southeast Asian and NHPI youth, Muslim, Sikh, Arab and South Asian communities and undocumented AANHPIs – have a big stake in police accountability issues and reform of federal guidelines on racial profiling.

**Integrating racial equity organizing with voter engagement.** AANHPIs are the fastest growing segment of the American electorate with a 128% increase from 1996–2008. In more than 60 House races across the country – in congressional districts in Georgia, New York, Illinois, Minnesota, Maryland, California and Hawaii – AANHPIs make up eight percent or more of the voting-age population and have the potential to be a swing vote in some of these races.<sup>78</sup> Closing the racial gap in voting disparities is increasingly a priority strategy for advancing racial justice and racial equity issues. Advances in technology used for voter engagement (such as the Voter Activation Network database) have created a data-rich environment for electoral organizing and democratized access to such tools. As these tools become more accessible, local organizations led by people of color are joining in broader, multiracial coalitions around elections issues and integrating data-driven voter engagement tools into their work.

76 Ward, E. (2014). "A Pivotal Moment for Racial Justice." The Ford Foundation, December 12, 2014. Retrieved from <http://www.fordfoundation.org/equals-change/post/a-pivotal-moment-for-racial-justice>

77 Zaman, S. and Mehta, L. (2014). "Grantmakers Should Seize the Moment to Seek Racial Justice Solutions." Chronicle of Philanthropy Letter to the Editor, September 21, 2014. Retrieved from <http://fundersforjustice.org/grant-makers-should-seize-the-moment-to-see-racial-justice-solutions/>

78 Political candidates should court Asian American voters, survey indicates | APIAVote. (n.d.). Retrieved April 15, 2015, from <http://www.apivote.org/newsroom/press-releases/2014/political-candidates-should-court-asian->

**Language rights and access to voting.** Section 203 of the Voting Rights Act requires communities meeting certain threshold requirements to provide for language assistance and translated voting materials in the time leading up to and including election day. Section 203 has helped increase voter participation and has the potential to be a powerful tool in the protection of the right to vote, one which will be increasingly important as AANHPI populations grow in new areas of the country.

**Momentum for comprehensive immigration reform.** Although legislation has stalled in Congress, the movement for comprehensive immigration reform has scored impressive victories in recent years – in particular, President Obama’s executive orders DACA and DAPA. The undocumented youth movement, which has often highlighted the stories of AANHPI young people, has inspired these historic policy changes and kept the momentum for reform going. For AANHPIs, there is much at stake: the Department of Homeland Security (DHS) estimates that 1.3 million Asian Americans are undocumented. And nearly 1.8 million of the over 4 million family members waiting in the backlog for family based visas are Asian nationals. In the context of rapid demographic change, immigration reform will increasingly be a swing vote issue in election cycles. The success of movements that are bringing the undocumented out of the shadows demonstrates that both voting and non-voting AANHPIs have important roles to play in social change.

**Momentum for Native Hawaiian self governance.** Native Hawaiians have a special trust relationship with the United States. The Department of Interior and WHIAAPI convened a series of consultation sessions in 2014, and additional investments in building leadership and infrastructure for self-governance is timely. Civic engagement of Native Hawaiians builds towards infrastructure for eventual self-governance that is currently afforded to other indigenous peoples such as American Indians and Alaska Natives.

**State and local level policy change.** With ongoing political gridlock in Washington, there are more opportunities for policy and systems change at the state and local levels. This requires more organized, cross-racial constituencies. Alliances built at the local level are the building blocks of larger, multiracial constituencies for policy change at the state and regional levels. AANHPI communities need more support to organize within and across communities. Community organizing, civic engagement and local level advocacy activate AANHPIs around their lived experiences and help them see how their issues connect to other communities.

In more than 60 House races across the country – in congressional districts in Georgia, New York, Illinois, Minnesota, Maryland, California and Hawaii – AANHPIs make up eight percent or more of the voting-age population and have the potential to be a swing vote in some of these races.



## Investment Strategies and Recommendations

**Invest in civic participation networks in AANHPI communities, nationally and locally.** National philanthropic organizations should invest in national, regional, and local civic engagement infrastructure in order to foster collaboration, best practices, and build national movements for AANHPI empowerment. When it comes to mounting impactful voter engagement field campaigns, AANHPIs are decades behind other constituencies that make up the new American majority. This is due to barriers to participation for AANHPIs (such as lack of in-language and culturally appropriate materials and outreach, and incomplete AANHPI data in existing voter databases) and lack of investment in AANHPI civic engagement infrastructure. However, under the leadership of the Wallace H. Coulter Foundation, since 2012 there has been significant and substantial new investment in AANHPI civic engagement programmatic infrastructure, including creating and supporting multiple national programmatic networks (more about this directly below). In addition, the Coulter Foundation, along with the Ford Foundation, Carnegie Corporation of New York, and the Evelyn and Walter Haas, Jr. Fund came together to establish the AAPI Civic Engagement Fund in 2014, to support some of the highest capacity organizations. The Coulter Foundation also provided support to networks like APIAVote and the Organization of Chinese Americans to support groups just beginning their civic engagement work, and to AANHPI student networks. The AAPI Civic Engagement Fund and the other Coulter Foundation-initiated networks work with local CBOs to register new voters and to do direct voter engagement (GOTV).

**Invest in issue-oriented civic engagement.** A challenge and opportunity for grassroots organizations of color doing voter engagement is having the capacity between election cycles to convert sympathetic voters into an ongoing, organized base connected to racial justice and other key issues. Philanthropy has an important role to play in providing support to AANHPI organizations engaged in GOTV between election cycles. On an ongoing basis, they need resources to do the deeper organizing work of building constituent bases that are educated in their own languages about how policy issues affect them, that can be readily activated at election time. As referenced directly above, the Coulter Foundation has supported civic engagement activities that align with different programmatic networks and issue advocacy, including Asian Americans Advancing Justice (AAAJ), Association of Asian Pacific Community Health Organizations (AAPCHO), Asian & Pacific Islander American Health Forum (APIAHF) and National CAPACD. These networks differ in terms of issue area focus – e.g., civil rights, health, community development – and the particular CBOs that make each

network. Though not directly supported by the Coulter Foundation, organizations like the Asian Pacific American Labor Alliance (APALA) and national ethnic-specific networks like South Asian Americans Leading Together (SAALT), Hmong National Development, Southeast Asia Resource Action Center (SEARAC) and National Korean American Service & Education Consortium (NAKASEC) have taken on civic engagement campaigns and are also important partners in any national AANHPI civic engagement strategy. To substantively increase AANHPI voter registration and political participation rates, other philanthropic institutions should co-invest in these recent endeavors.

**Support regular AANHPI opinion polling and research.** Building upon the success of the Asian American Election Eve Poll conducted in 2012 by AALDEF and National CAPACD, and in 2014 through the AAPI Civic Engagement Fund, funders must prioritize regular community-driven national and state-specific polling of the AANHPI electorate on their voting behavior and preferences. This includes polling AANHPIs in “new destinations” and swing states as well as looking at “first time voters” or “low propensity voters” – categories where AANHPIs are often relegated and therefore rarely or less outreached, studied, or tracked by mainstream field campaigns. Polling must be adequately resourced to account for and address the language, cultural, and ethnic diversity of the AANHPI population; be capable of focusing on specific subpopulations such as young voters, the elderly, or women; and look at the impact of ethnic media and community organizations – two institutions believed to be more influential among AANHPI voters than other American voters. The AANHPI electorate is largely untested, and developing a knowledge base on the most impactful ways to motivate and persuade AANHPI voters can be extremely useful to community advocacy efforts.

**Support expanded AANHPI election administration and voting rights advocacy and education.** It is vitally important to advocate and educate lawmakers, the general public and AANHPI communities about the importance of advancing and protecting voting rights. Asian Americans Advancing Justice and the Asian American Legal Defense and Education Fund have pioneered work in this arena, which continues with each election cycle. Current urgent voting rights issues range from discrimination at the polls and enforcement of Section 203 of the Voting Rights Act, to less understood issues such as Voter ID proposals and purges of voter rolls in the states. Election administration laws and their implementation, such as Election Day Registration, automatic registration, online voter registration, and the full implementation of “motor voter” laws, contribute to marked increases in voter registration and participation of AANHPI voters.

**Fund replication of the FlyRights app to increase reporting of incidents of discrimination to federal agencies.** Underreporting of discrimination perpetuates the model minority myth and prevents AANHPIs from fully exercising their rights in our democracy. Mobile technology is proving to be an important tool in increasing reporting. Created in response to years of profiling of Sikh community members in airports, the Sikh Coalition's FlyRights app for Apple and Android mobile devices is a model that is bridging the gap between communities affected by discrimination and official government action. Complaints filed through FlyRights are reviewed as official complaints by the Transportation Security Administration (TSA) and DHS. The original FlyRights app, created in coordination with the TSA, allowed a traveler to submit a complaint at the same time to the coalition and to the TSA for investigation. Nearly 20 times more complaints alleging TSA screening discrimination were filed through FlyRights in 2012 than the DHS reported to Congress for the same year. FlyRights 2.0 now forwards each complaint to the traveler's U.S. House member and both senators. While the app was launched to address the pervasive profiling that happens to Sikhs, Muslims, Arabs and South Asians, it has been used by African Americans, Latinos, women, wheelchair users and many others. Over 18,000 people have downloaded the application.

**Make long-term investments in AANHPI civil rights organizations and in grassroots organizing groups to engage in multiracial coalitions and networks.** An example of this is the Security and Rights Collaborative (SRC), a national funder collaborative managed by the Proteus Fund, which pools funds from foundations and donors and re grants to both national and grassroots Muslim, Sikh, Arab and South Asian organizations to lead national security reform efforts. Some of these efforts have evolved into strategic, multiracial collaborations that are advancing racial justice for all communities. A successful model of this is the work of DRUM South Asian Organizing Center, which played a key role in Communities for Police Reform, a broad coalition in New York City that won passage of legislation in 2013 designed to prohibit discriminatory policing tactics and create accountability measures for the New York Police Department. Throughout the campaign, DRUM was a leader in ensuring that national security-related surveillance and profiling issues were included in the campaign's agenda for police reform. DRUM's work has also broken through issue silos by demonstrating that South Asian communities are not only impacted by surveillance, but also by the same street-level profiling endured by Black and Latino communities. For example, the heavily South Asian neighborhood of Jackson Heights where DRUM is based has one of the highest Stop-and-Frisk rates in the city. Long-term investment in community organizing is key to building trusting relationships

with other communities of color to ensure that hard-won policy victories are implemented and enforced. In addition, existing collaborations and initiatives focused on Native American organizations and coalitions should include Native Hawaiians.

**Support the Asian American Immigration Table, a coalition working for comprehensive immigration reform.** Investing in advocacy and community organizing for comprehensive immigration reform continues to be a priority for AANHPI communities. Without a path to citizenship, undocumented AANHPIs are denied the most basic rights and protections of democracy. The Asian American Immigration Table was created to support the push for comprehensive immigration reform, and is an important investment opportunity. Table members include APIAHF, AAAJ, APALA, AFL-CIO, the National Asian Pacific American Women’s Forum, NAKASEC, the National Queer Asian Pacific Islander Alliance (NQAPIA), SAALT and SEARAC. Very visible leadership from NAKASEC in the national Fast for Families campaign changed the landscape and the recognition that over one million AAPIs are among the undocumented. The momentum from this campaign and the collaboration around the Asian American Immigration Table should be maintained and strengthened.

**Invest in emerging leaders in AANHPI communities.** Philanthropy plays a key role in nurturing the next generation of civic leadership. Leadership development funding strategies should include increasing resources for racial justice organizing efforts; network and coalition leadership development programs (which differ from traditional leadership development for individual leaders); media training and speakers’ bureaus; and pipeline programs to support AANHPI leaders interested in running for public office. Special attention should be given to investment in leadership for organizing like the Seeding Change initiative; leadership in LGBTQ communities with NQAPIA networks; and in ethnic-specific networks like SEARAC, SAALT, NAKASEC, Council for Native Hawaiian Advancement, and Empowering Pacific Islander Communities. These investments can expand the reach of leadership development programs and establish pipelines for existing leadership programs of of pan-AANHPI organizations or sector-specific organizations (e.g. health, education, legal).

# Cross-Cutting Strategies to Build Long-Term Capacity

Strategic investment is needed to build long-term infrastructure for AANHPI communities to engage on an ongoing basis with government agencies and philanthropy to better meet the needs of growing AANHPI communities.

## Context

Public agencies have a responsibility to ensure that the needs of emerging and low income AANHPI communities are identified and met. Yet existing systems that currently lack the capacity to identify needs and trends are slow to change.

Better AANHPI data and innovative strategies to analyze AANHPI data to more accurately inform public policy is a critical cross-cutting need. In the meanwhile, we cannot wait for all government data sets to be disaggregated. Additionally, disaggregated data, while needed, is not the only factor that will ultimately ensure that resources are able to flow to address the identified needs in AANHPI communities. Organizational infrastructure, capacity to implement programmatic activities, and/or organizing initiatives must also be present.

Strategic investment is needed to build long-term infrastructure for AANHPI communities to engage on an ongoing basis with government agencies and philanthropy to better meet the needs of growing AANHPI communities. In order for programming and initiatives described earlier to reach growing AANHPI populations, the organizational infrastructure for meeting the needs of AANHPI communities requires investment and strengthening – especially to reach emerging communities. Emerging communities can be defined either by underserved AANHPI ethnic groups or by geographies where data shows AANHPI need is growing the fastest.

This section highlights some big ideas that would bolster visibility and broader accountability to AANHPI communities' needs, and hopefully break the vicious cycle that has led to the underinvestment in AANHPI communities. These communities' needs are overlooked or not prioritized because of the lack of data or poor analysis, and better data is not produced because of the lack of funding to programs that could produce the data and awareness of need. Perhaps most importantly, AANHPI communities need investment in movement building and empowerment infrastructure – i.e., organizing, advocacy, and civic engagement – that will strengthen their ability at all levels and in all sectors to engage government agencies

and public policy makers over the long term to break down institutional barriers and invisibility of AANHPI needs. Together, these investments in capacity building and community empowerment should be strategically aligned to each other and responsive to the latest data.

## Current Opportunities for Impact

**Regional growth calls for new infrastructure.** Capacity building should be focused upon communities and geographies where need is growing the fastest and where there is the least AANHPI community-based infrastructure to be able to address such need. The largest populations of AANHPI poor are still in Pacific states (i.e., California, Hawaii, Washington) and in the Northeast (i.e., New York, New Jersey, Pennsylvania, Massachusetts) – places where AANHPIs have longstanding, historic communities and mature community-based institutions. However, over the past decade-plus, AANHPI poverty populations have been growing faster, on a percentage basis, in the interior west (i.e., Nevada, Arizona, Colorado) and the South (i.e., Texas, Florida, Georgia).

US Census Regional Division	% Increase in AAPI Poverty Population from 2000 to 2010	# Increase in AAPI Poverty Population from 2000 to 2010
Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming)	69%	30,108
South Atlantic (Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia)	55%	62,655
West-South Central (Arkansas, Louisiana, Oklahoma, Texas)	53%	47,087
East-North Central (Illinois, Indiana, Michigan, Ohio, Wisconsin)	48%	48,846
Mid-Atlantic (New Jersey, New York, Pennsylvania)	28%	68,684
East-South Central (Alabama, Kentucky, Mississippi, Tennessee)	16%	2,854
Pacific (Alaska, California, Hawaii, Oregon, Washington)	7%	41,569

## DESIRED IMPACTS OF ALIGNED INVESTMENTS

More tools and resources for local AANHPI organizations, particularly those serving communities where need is growing the fastest, to expand their services and better access/ implement public and private funding streams.

A broad, diverse, grassroots base of AANHPI people and communities most affected by inequities to keep programs and structures accountable.

Improved research and disaggregation of AANHPI data, and access to it, for advocacy and program development by a wide range of stakeholders including community-based organizations, policy makers, government entities and philanthropy.

Increased capacity for AANHPI communities to better leverage resources and opportunities in the public and private sectors to solve disparities and inequities facing AANHPI communities.

Disaggregated data collection and reporting will greatly improve understanding of diverse AANHPI communities and is necessary for ensuring that both government entities and philanthropic institutions take steps to better serve them.

In these places where new AANHPI communities are “emerging,” community-based infrastructure – community-based nonprofit organizations, community leaders, social/cultural institutions, community facilities – is also growing but is under-resourced and needs to be nurtured.

Even within established areas, there are AANHPI sub-populations (e.g., Pacific Islanders, Southeast Asians, South Asians) that have been historically underserved, and new populations are arriving. In addition, AANHPI poverty is growing faster in the suburbs than in the central cities. From 2000 to 2010, roughly 75% of the entire increase of the AANHPI poverty population was due to the growth of the number of AANHPI poor in the suburbs. This mirrors overall trends in the spatial distribution of poverty in America. This is a growing challenge as most AANHPI organizational infrastructure (especially CDCs) is geared towards serving inner city neighborhoods where need still exists. This means that CBOs, even high capacity, highly successful CBOs, need to build capacity to reach new populations in new places – to expand and adapt existing programs as well as to adopt new approaches.

**Steps towards data disaggregation.** Disaggregated data collection and reporting will greatly improve understanding of diverse AANHPI communities and is necessary for ensuring that both government entities and philanthropic institutions take steps to better serve them. WHIAAPI has engaged many federal agencies in taking constructive steps to improve data disaggregation and disseminate AANHPI data.

Some agencies have made great strides in expanding disaggregated data collection and reporting of subcategories under the 1997 revised OMB data collection standards. The 2010 Census collected disaggregated Asian American race data in six specific subcategories, Pacific Islander race data in four subcategories, and an open-fill “Other” subcategory. More progress occurred in 2011, when HHS incorporated these same subcategories into new guidance for federal health surveys implementing section 4302 of the Affordable Care Act. In 2012 the Department of Education released a Request for Information (RFI) about best practices in the collection and utilization of disaggregated data on AANHPI students. WHIAAPI actively publicized the RFI, which received over 700 responses, including responses from 26 states, Guam, American Samoa, and the Commonwealth of the Northern Mariana Islands. WHIAAPI worked closely with the Department of Education to review the responses and then partnered with the National Commission on Asian American and Pacific Islander Research in Education to conduct a two-day *iCount* symposium in June 2013 on the importance of disaggregating education data.



Often, government agencies report AANHPI data in the aggregate or as a part of a meaningless “other” category because of insufficient sample sizes. Recently, the Department of Labor issued a groundbreaking report on AANHPI workers that included disaggregated AANHPI data.<sup>79</sup> This report was an example of new and creative approaches to consolidate existing data over multiple years to gather a large enough sample size so that the data could be disaggregated by subpopulation. The innovative strategies of the Departments of Labor and Education in partnership with academic institutions and national AANHPI organizations should be institutionalized, and should be replicated with additional federal agencies.

### **Maturing structure for national coordination of AANHPI advocacy and program initiatives.**

The National Council of Asian Pacific Americans (NCAPA), founded in 1996, is a coalition of 34 national Asian Pacific American organizations. Based in Washington D.C., NCAPA serves to represent the interests of the greater AANHPI communities and to provide a national voice for AANHPI issues. NCAPA has a committee structure that roughly aligns with those of the Congressional Asian Pacific American Caucus. Committees include health, housing and economic justice, civil rights, immigration and education. They have a history of advocating on cross-cutting issues such as language access, federal appointments and data advocacy. Initially a vehicle to respond to events and issues that hit the national media, NCAPA has evolved into a collaborative space for national AANHPI advocacy organizations to coordinate activities, share strategies, and build visibility and power with national policy makers. NCAPA hired its first National Director in the fall of 2014.

79 United States Department of Labor (2014). The Economic Status of Asian Americans and Pacific Islanders in the Wake of the Great Recession. Washington DC: United States Department of Labor. Retrieved from [http://www.dol.gov/\\_sec/media/reports/20140828-AAPI.pdf](http://www.dol.gov/_sec/media/reports/20140828-AAPI.pdf)

## **Investment Strategies and Recommendations**

**Invest in convening, seeding and bringing to scale existing efforts to expand community organizing efforts in AANHPI communities throughout the country.** To ensure that all AANHPIs can achieve their full potential, we must address the underlying power dynamics both outside and within the broader AANHPI community. Better data and better programming, while important, will only go so far. The capacity to demand and win institutional and policy changes and garner accountability depends on an organized, engaged, and diverse AANHPI base of people. In addition to better data on AANHPIs and for better program innovation and evaluation, specific attention should be paid to building AANHPI power in the most disempowered and marginalized segments of the AANHPI community – such as low income and poor AANHPIs, recent immigrants, refugees, NHHPIs and LGBTQ communities. AAPIP therefore recommends the following investments in infrastructure to support community organizing:

- **Build upon existing, emerging AANHPI activist infrastructure.** Led by an emerging group of young activists and activist organizations, there is currently a groundswell of grassroots organizing in AANHPI communities. Most of these grassroots organizations are underfunded and understaffed, but have accomplished major victories on shoe-string budgets (such as Philadelphia’s 1Love Movement fighting deportations in the Southeast Asian community). This emerging cohort of organizations seeks to address a multiplicity of issue areas and communities of interest: economic justice, racial justice, LGBTQ, youth, anti-gentrification, anti-displacement, and anti-violence. There are examples of these activist AANHPI organizations in almost every region of the country with significant AANHPI populations. There are nascent structures to coordinate and collaborate between these organizations, and philanthropy should invest in bringing them together at a national

level. If so strengthened, these activist organizations can push the overall AANHPI community forward on progressive social change issues (e.g., economic, racial and environmental justice; equity issues around gender and sexuality) and push broader movements in these arenas to better address AANHPI issues.

- ***Support multi-dimensional and intersectional approaches to organizing.*** Across the diversity of AANHPI community organizers, organizing approaches that should be supported by philanthropy include organizers (as described above) who are place-based, identity-based, and issue-based. When providing a national convening space, these organizers should be encouraged to support and coordinate with one other across issue areas, geographies, and communities of identity. This will build a broad, diverse, grassroots base of support for the programs and structures envisioned in this document and, more importantly, create cross-cutting avenues for the most affected people and communities to keep programs and structures accountable.
- ***Support community organizing as distinct from traditional civic engagement.*** While community organizing and civic engagement should be coordinated and can be undertaken together, it is important to structure and support them separately, particularly for AANHPIs. AANHPIs, as a community with a high proportion of immigrants and refugees, have large segments of the population who are ineligible to vote. Traditional civic engagement activities – i.e., voter registration, voter education, get out the vote – will not reach all important AANHPI constituencies, at least not in the near term. Yet, these communities have interests and a will to participate in the improvement of their own lives and in the improvement of society more broadly. Therefore, funders should be concerned with building voice and power for those who cannot vote and should support organizing and engagement that does not necessarily have voting and other forms of formal engagement in the political process as central outcomes. Further, separating these two strategies allows civic engagement work to focus on formal power achieved through traditional avenues and community organizing to advance efforts that are more transformative – more about values and the basic exercise of power within the context of one's life and one's chosen allegiances.

**Invest in the National Council of Asian Pacific Americans (NCAPA) to anchor and/or convene the relevant partnerships to design long-term AANHPI civic and communications infrastructure.** This recommendation encompasses the following bodies of work:

- ***Coordinate capacity building strategies for AANHPI organizations in areas where AANHPI communities are both established and emerging.*** Conversations among national AANHPI organizations about deeper coordination and collaboration around capacity building have been initiated. Building upon member organizations' expertise, experience, and networks, NCAPA can continue to facilitate conversations and coordinate with philanthropy and government agencies to seed deeper coordination, collaboration, and development of more strategic and aligned capacity building to AANHPI CBOs. There are several strong examples of national AANHPI-focused capacity building and technical assistance efforts within the NCAPA member organizations, from HIV/AIDS programs and tobacco control to lending circles and housing counseling. Peer to peer technical assistance strategies support the dual goals of community empowerment and capacity building. In addition, model capacity-building programs that could be explored for replication with AANHPI CBOs include AAPIP's National Gender and Equity Campaign and the Communities Creating Healthier Environments program of the Robert Wood Johnson Foundation.
- ***Plant the seeds for a national AANHPI non-partisan "action tank" that will catalyze research and community knowledge into concrete partnerships and initiatives.*** Many NCAPA member organizations produce research and analysis on a regular basis. NCAPA is in a position to convene these organizations together with AANHPI research, advocacy and community based partners to design an "action tank" that would serve as a platform to disseminate timely AANHPI-related knowledge and actionable data on key topics in the public discourse – economic equity, housing and community development, the environment and climate change, technology and innovation, civic and political engagement, reforming our broken immigration system, and universal health care. The action tank would be developed as a collaborative model, partnering with community and public interest organizations, elected officials, governmental agencies and universities to ensure that research is relevant, accurate, high quality and timely. Its activities will be designed to inform and enlighten the nation's major public policy debates, with the goal of promoting greater social, economic and political justice for AANHPIs and other communities of color.
- ***Continue collaboration with public and private entities on disaggregation of data sets and promulgation of innovative strategies for AANHPI data analysis.*** Investing in broader disaggregation of AANHPI data will make needs and priorities more visible and actionable. Disaggregated AANHPI

data not only contributes to better public policy; it helps coalesce stronger strategic coalitions of communities of color around shared equity challenges. Investment in NCAPA to serve as a convener of AANHPI organizations, WHIAAPI and other entities can accelerate this important work. For example, a second *iCount* symposium is planned for 2015, and these types of efforts with the Department of Education and other federal agencies are ripe for aligned public and private investments. While the progress led by WHIAAPI has been impressive, there is an ongoing need for AANHPI non-governmental organizations to continue engagement with government entities, since issues such as data disaggregation will take time. NCAPA can coordinate efforts to support ongoing data advocacy to improve the availability, analysis and utilization of better, more accurate data by public agencies over the long term. Long-term investment in WHIAAPI's efforts is also important to ensure that the new relationships between federal agencies and AANHPI communities and steps towards data disaggregation take root institutionally and endure beyond changes in Presidential administration.

- ***Facilitate public/private partnerships for social innovation in AANHPI communities.*** The 2012 National Philanthropic Briefing organized by WHIAAPI has generated momentum and excitement around PPPs and their potential as a tool for AANHPI community empowerment. Since then, the AAPIP-led planning process identified many ideas for better-aligned investment, including those described in this document, for short- and long-term impact in AANHPI communities. Philanthropy can play an important role in bringing together the collective knowledge of both the public and private sectors to move systems and institutions to improve, but AANHPI communities must be at the table. As a national membership organization of AANHPI groups at the national, regional and local levels, NCAPA is well-positioned to continue these conversations and build ongoing capacity for community-driven partnerships with the public, private and business sectors.

# Acknowledgements

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