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

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

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

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

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

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

Sincerely,

Kim Tran
Board Chair

John C. Yang
President and Executive Director
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Our mission is to advance the civil and human rights of Asian Americans and to build and promote a fair and equitable society for all.
**OUR IMPACT**

- **Providing Language Access to Our Diverse Communities**
  Provided translations and interpretations in 16 Asian languages to ensure voting, government services, and community resources are linguistically accessible.

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

- **Amplifying Our Voices Before the Administration and Congress**
  Advocated for our communities on anti-Asian hate, anti-profiling and national security, census, education, immigration, technology and telecommunications, and voting rights.
  - Over 90 meetings, roundtables, and stakeholder engagements with the Administration – including the White House, Department of Justice, Department of Homeland Security, Department of Education, Department of Health and Human Services, and numerous federal agencies.
  - Held 150+ meetings with 90+ Congressional offices.

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

- **Advancing Our Vision For Civil & Human Rights**
  Reached over 100,000 members of the community and the public through over 300 presentations, trainings, press conferences, and the historic Unity March.

- **Fighting And Winning For Our Communities**
  - Ending the “China Initiative”
  - Preserving Access to Education in Maryland & Virginia
  - Blocking Voter Suppression in Arizona

**Strategic Communications**

- 23.8K Twitter
- 21K Facebook
- 45.7K Instagram
- 1.84K Media Placements

**10.2 Billion Reached**

- Los Angeles Times
- Axios
- World Economic Forum
- CBS News
- ABC News
- USA Today
- Yahoo
- DailyMail
- Associated Press
- msn
- CNN
Through policy advocacy, community engagement, and litigation, Advancing Justice | AAJC uplifts the Asian American voice in national conversations that determine policies that shape our lives. Here is what we have accomplished in 2022, by focusing on the following goals:

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

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

VICE PRESIDENT KAMALA HARRIS, OCTOBER 21, 2022
In February 2022, as the result of sustained and focused advocacy spearheaded by Advancing Justice | AAJC, allied civil rights organizations, and academic groups, the Department of Justice ended the China Initiative and announced a series of changes to their national security approach to address concerns of racial profiling of Asian Americans and immigrants.

Following this critical victory, Advancing Justice | AAJC continues to push for substantive changes to protect our communities and call for government accountability for victims of unjust racial profiling and targeting. In 2022, we transitioned the Anti-Racial Profiling Project we launched in 2020 into a standing Anti-Profiling, Civil Rights & National Security program at Advancing Justice | AAJC, expanding our capacity for sustained advocacy for our communities, including advocacy before the courts through amicus briefs, legislative advocacy to block harmful provisions from being added to technology and national security legislation, and ongoing engagement with the White House and executive agencies to dismantle harmful policies and make improvements in governmental practices to protect previously targeted communities.

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

JANE SETO, BOARD MEMBER
FORMER PARTNER AT DWS
Demanding Government Action to Combat Hate-fueled Violence and Expanding Support to Local Organizations Serving Asian American Communities Nationwide

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

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

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

PRESIDENT JOSEPH BIDEN, SEPTEMBER 15, 2022
Mobilizing and Empowering our Communities

Supporting Community Infrastructure
Advancing Justice | AAJC expanded our efforts to support Asian American communities nationwide through subgrants and technical assistance, further building the capacity of community-based organizations serving Asian American, Native Hawaiian, and Pacific Islander communities across the country. In 2022, we redistributed over $6.6 million to 57 organizations across 25 states working to address issues including anti-Asian hate and racial justice, community safety, educational equity, the digital divide, immigrant rights, and voting rights, among others. We continue to advocate for government and philanthropy to increase their investment in organizations serving Asian American communities to support the critical work within local communities that are necessary for lasting solutions.

Making History: Unity March
In June 2022, Advancing Justice | AAJC co-led the Unity March, the first large-scale, Asian American-led multicultural rally in Washington, D.C. Together with our allies, we mobilized over 2,000 community members to rally on the National Mall, many traveling hundreds and thousands of miles from across the country. We further activated over 50,000 virtual participants online, to engage on issues impacting Asian Americans and created a key moment and media opportunity to reset the narrative about Asian Americans, not as victims of anti-Asian hate, but as an activated community empowered to advocate for ourselves.

Engaging our Youth
In the Spring and Fall of 2022, Advancing Justice | AAJC continued to engage our youth through our bi-annual Youth Leadership Summit, a multi-day leadership development program that takes young leaders from college campuses to Capitol Hill. In 2022, 24 student leaders engaged in trainings focused on advocacy and civic engagement around policy issues impacting our communities and organized visits with congressional offices. Selected participants led on-campus advocacy projects on issues ranging from racial justice to immigration.

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

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

In April, Advancing Justice | AAJC testified before Congress at the hearing, “A Growing Threat: The Impact of Disinformation Targeted at Communities of Color,” held by the Committee on House Administration and highlighted our findings. Together with our partners, we launched the Asian American Disinformation Table and released the first landscape report on mis/disinformation within and about Asian/Asian American diasporic communities. Leading up to and during the midterm elections, Advancing Justice | AAJC continued to monitor election narratives that sought to manipulate and divide our communities and shared resources with the public on how to report mis/disinformation online.
Asian American Voter Insights
In Summer 2022, Advancing Justice | AAJC, together with APIAVote and AAPI Data, released the 2022 Asian American Voter Survey measuring Asian American sentiment and attitudes on the issues top of mind in the lead-up to the 2022 midterm elections. The survey revealed many insights into one of the fastest-growing racial groups in the United States, including strong support for affirmative action policies (69%), pathway to citizenship for undocumented immigrants (59%), and that public school curriculum should include lessons on Asian American history and the histories of other non-white groups (75%). This survey is also one of the very few that disaggregate data for different Asian American ethnic groups, as well as by gender, age, and more.

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

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

Terry Ao Minnis, Senior Director of Census and Voting Programs, speaking at the Indian American Impact Project’s 2022 Impact Summit.
Fighting for Equity and Inclusion in Education, from Access to Curriculum

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

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

At the K-12 level, Advancing Justice | AAJC fought for educational equity in selective middle school and high school admissions, filing numerous amicus briefs with our civil rights partners in Maryland, Virginia, and Massachusetts. In an early victory, the federal court in Maryland, citing our amicus brief, allowed School Board changes to admissions policies that made them more inclusive for all students and gave greater educational opportunities to students who were long denied them.

Ensuring Inclusive Education
In early 2022, Advancing Justice | AAJC launched the Wholestory Education (WE) Campaign in response to increased attacks on diversity and equity in our schools. Such attacks are restricting our ability to tell the whole histories of Asian American communities and other communities of color. Through the WE Campaign, Advancing Justice | AAJC works to support state and local Asian American community organizations advocating for inclusive history in their communities, including the teaching of Asian American history in K-12 classrooms. We further work in partnership with national and local organizations to combat policies at the federal and state levels that restrict the teaching of diversity and histories of communities of color, including discussions of race and discrimination.

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

JASON VE, BOARD MEMBER, SENIOR VICE PRESIDENT, 88RISING
Given that **one in three Asian Americans has limited proficiency in English**, providing in-language access to information, resources, and services is critical for our communities.

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

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

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

It was truly a night to remember as many of us reunited to celebrate in person, after two years of virtual events. Many more also joined online. With the help of special friends and community supporters, we celebrated honorees Senator Mazie K. Hirono, puppeteer and producer Kathleen Kim with the Changemaker Award, and 2016-2022 Advancing Justice | AAJC Board Chair Parkin Lee with the President’s Award.

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

We thank our speakers and award presenters Vice President Kamala Harris, Jean Joon (actor, Kim’s Convenience), Deni Mineta, Lauren and Justin Ng Lee, and our remarkable youth presenters who stole the show and our hearts. We thank Paolo Montalban for his outstanding performance of The Way You Look Tonight and for emceeing the event. We extend our appreciation to our board of directors, our national advisory council members, and our sponsors for their support and commitment to our organization.

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

Parkin Lee, Board Chair, Retired Senior Vice President, Chief Legal Officer and Secretary of the Rockefeller Group.
WITH GRATITUDE

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

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

to see a full list of our supporters please click here.
## Financials

### ASSETS

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<th>Description</th>
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### LIABILITIES

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<td>Grants payable</td>
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### NET ASSETS

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### TOTAL LIABILITIES & NET ASSETS

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<th>2021</th>
</tr>
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<tbody>
<tr>
<td><strong>TOTAL LIABILITIES &amp; NET ASSETS</strong></td>
<td><strong>40,616,946</strong></td>
<td><strong>42,722,924</strong></td>
</tr>
</tbody>
</table>

### EXPENSES

- **Management & General**: 4.63%
- **In-Kind Contributions**: 4.60%
- **Fundraising**: 5.55%
- **Special Events/Other**: 90.77%
- **Program**: 71.97%

### REVENUE

- **Grants & Contributions**: 71.97%
- **Program**: 90.77%
- **In-Kind Contributions**: 22.48%
- **Special Events/Other**: 5.55%
Staff

John C. Yang
President and Executive Director
Lisa Campbell-Thornton
Vice President, Human Resources and Administration
Jiny Kim
Vice President, Policy and Programs
Lucy M. Lee
Vice President, Finance and Operations
Gayle Yamada
Vice President, Development
Terry Ao Minnis
Senior Director, Census and Voting Programs
Eri Andriola
Staff Attorney, Litigation
Michelle Boykins
Senior Director, Strategic Communications
Kathryne Mei Calo
Manager, Corporate Relations and Special Events
Tiffany Chang
Director, Community Engagement
Pamela Cheers
Donor Database Administrator
Emily Chi
Director, Telecommunications, Technology, and Media
Joy DeGuzman
Manager, Community Engagement
Marita Etuabañez
Senior Director, Strategic Initiatives
Amy Fry
Anti-Hate Program Associate
André M. Harrison
Assistant Director, Office Operations
Eugene Huskey
Manager, Grants Administration and Compliance
Tahir Imin
Program Coordinator, Anti-Profiling, Civil Rights and National Security
Dennis Jing
Staff Attorney, Anti-Profiling, Civil Rights and National Security
Martin Kim
Associate Director, Immigration Advocacy
Emily Ku
Anti-Hate Response Coordinator
Gisela Perez Kusakawa
Director, Anti-Profiling, Civil Rights & National Security
Louise Liu
Anti-Hate Communications Coordinator
Jenny
Manager, Technology and Telecommunications Policy
Tracey Ly
Community Outreach and Data Coordinator
Danielle McKnight
Executive Assistant, President and Executive Director
Rebecca Ma
Manager, Immigration Advocacy
Nicole Morgenstern
Associate Manager, Telecommunications, Technology, and Media Policy
Marie Nguyen
Assistant Director, Institutional Giving
Vivin Qiang
Manager, Strategic Communications
Juhwan Seo
Education Policy Advocate
Bre’Von Stewart
Human Resources Manager
Niyati Shah
Director, Litigation
Sara Taketatsu
2022 – 2023 Weil Legal Innovators Special Projects Fellow
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Digital Content and Strategy Associate
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Retired
Gina N. Shishima, Vice Chair
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Microsoft Corporation
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Javade Chaudhri
Jones Day
Mark Fordham
Starbucks Coffee Company, Retired
Emilio Gonzalez
Verizon
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Costco Wholesale
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Infosys Limited
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88 Rising
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K&L Gates
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Neil Horikoshi
Attorney
Douglas Jackson
Magnus, LLC
Joon Kim
Comcast
Mark L. Keam
Independent Consultant
Honorable Grace E. Lee
Administrative Law Judge
Paul Lee
Goodwin Procter LLP (Retired)
Yoon-Young Lee
Wilmer-Hale
Raymond Y. Lin
Mohegan Gaming & Entertainment
Warren H. Maruyama
Hogan Lovells US LLP
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University of Hawaii at Manoa
Dale Minami
Minami Tamaki LLP
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Consummate Capital, LLC
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Department of Fair Employment and Housing (LA)
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Akin Gump Strauss & Feld LLP
Skip Rhodes
Skip Rhodes and Associates, LLC
Frank H. Wu
University of California Hastings College of Law