



2024 ANNUAL REPORT

ILLUMINATING THE PATH

TO STRENGTH, HOPE, & RESILIENCE



ASIAN AMERICANS
**ADVANCING
JUSTICE**
AAJC



MESSAGE FROM OUR LEADERS

In a year defined by deep uncertainty—when fear was weaponized, rights were challenged, and communities were pushed to the margins—we held firm to something stronger than fear: our resolve. At Asian Americans Advancing Justice | AAJC, 2024 was not just another year of advocacy. It was a year of rising up, locking arms, and stepping into the light—again and again—on behalf of those whose voices are too often ignored or erased.

Illuminating the path isn't just our theme this year—it is our daily practice. In the courtroom, in coalition spaces, in front of Congress, and beside our community partners. We sought not just to respond to injustice but to offer a way forward. Through the haze of anti-Asian rhetoric, voter suppression, digital misinformation, and threats to our civil liberties, we kept asking: **What does it take to not only survive—but to lead with strength, to build with hope, and to endure with resilience? The answers are within this report.**

We saw strength in our legal team, standing up to unjust land laws in Florida and ballot manipulation in New Jersey—defending what it means to participate in democracy. We saw hope in young leaders gathering to shape their future, and in voters receiving multilingual support that made them feel seen and empowered at the polls. We saw resilience in our communities' ability to transform

pain into power—rallying against the return of xenophobic policies, testifying before state legislatures, and building bridges across movements to ensure no one stands alone.

Rather than let a shifting political landscape shake us, we planted ourselves deeper—we used data to confront erasure, using advocacy to push back against discrimination, and storytelling to humanize every statistic. When our communities were scapegoated in the name of “national security,” we responded with facts, clarity, and coalitions. When families were separated by backlogs and bureaucracy, we responded with advocacy rooted in dignity and love.

This work is not easy. The road ahead is long. But 2024 reminded us that the most powerful light is the one we build together. Our staff, our partners, our supporters—you—have helped transform challenge into opportunity

and resistance into resilience. Together, we've begun to trace a clearer path: one defined not by setbacks, but by our collective momentum. This is how we illuminate what's possible—not just for Asian Americans, Native Hawaiians, and Pacific Islanders, but for all communities striving for justice, belonging, and equity.

Thank you for standing with us, and for helping us carry the light forward.

Sincerely,




John C. Yang
President and
Executive Director




Mark Fordham
Board Chair

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IN MEMORIAM



OUR *MISSION*

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

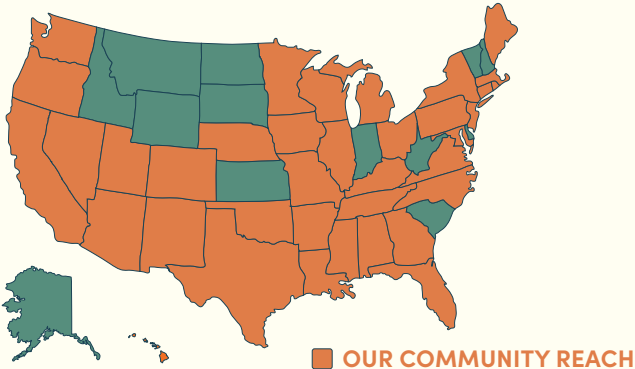
Asian Americans Advancing Justice | AAJC (Advancing Justice | AAJC) is a national non-partisan, nonprofit 501(c)(3) organization dedicated to ensuring Asian Americans have equal access to resources and opportunities to provide for our families and communities and to fully participate in our American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

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

OUR *IMPACT*

300+

COMMUNITY PARTNER ORGANIZATIONS ACROSS 38 STATES AND WASHINGTON D.C.



BREAKING LANGUAGE BARRIERS



Provided translations and interpretations in

14 Asian languages

to ensure equitable access to voting, government services, and community resources for our multifaceted communities.

ADVOCATING AT THE HIGHEST LEVELS FOR OUR COMMUNITIES



Held **100+ meetings** with **50+ congressional offices** and **60+ engagements** with the White House, Department of Justice, Census Bureau, and other key agencies.

Invested over

\$ 2.3M

in subgrants to

30+ AAPI serving organizations to build capacity, mobilize advocacy, and strengthen community roots.

EMPOWERING ADVOCACY NATIONWIDE



EXPANDING OUR REACH, ADVANCING OUR VISION

Engaged **16,000+** community members through **100+** public engagements, trainings, and briefings nationwide.

STRATEGIC COMMUNICATIONS

21.6K
TWITTER/X

21K
FACEBOOK

43.6K
INSTAGRAM

1,000+ MEDIA PLACEMENTS

abc NEWS AXIOS npr The Washington Post CNN
CHINADAILY LAW360 PBS Los Angeles Times THE HILL AsAmNews USA TODAY NBC NEWS
msn People POLITICO BusinessNews WIRED yahoo! news The New York Times

2.4
BILLION
REACHED



2024 PROGRAM *HIGHLIGHTS*

Advancing Justice | AAJC remains deeply committed to justice—through steadfast policy advocacy, community engagement, and impact litigation, we continue to elevate the Asian American voice in national policy conversations that shape our daily lives. Here is a look at our 2024 accomplishments, guided by our commitment to these core goals:

Strengthening the roots of our community,
Promoting its equal protection under the law,
And building its ***political power***.

EMPOWERING THE ASIAN AMERICAN COMMUNITY'S VOTING POWER DURING A CRITICAL ELECTION YEAR

Voting is the foundation of our democracy. Over the past year, Advancing Justice | AAJC led efforts to empower Asian American voters and eliminate barriers to the ballot box to ensure full voter participation in our communities. Through voter education, in-language support and translations, litigation, and coalition work, we have fought tirelessly to ensure the Asian American community has the access and opportunity to make their voice heard at the polls.

Resourcing Our Communities

Expanding Language Assistance

Advancing Justice | AAJC, in partnership with APIAVote, continues to host a multilingual **voter hotline (1-888-API-VOTE)** that supports thousands of voters by answering questions about voting and the elections. In 2024, the hotline support languages expanded from eight Asian languages to nine with the addition of Punjabi.

Voter Education Materials

Advancing Justice | AAJC released a suite of **in-language election factsheets, checklists, and palm cards to support our community** partners in providing voters with on-the-ground resources to ensure they have a comprehensive understanding of their voting rights and can cast their ballots confidently.

Combatting Harmful Mis/Disinformation

The false circulation of information pertaining to voting has been a longstanding threat to democracy that is currently on the rise globally. To combat this, **Advancing Justice | AAJC created an election mis- and disinformation toolkit** in multiple languages to equip community advocates with the framework and strategies to face election misinformation as they encounter it and to empower push back on falsehoods that can suppress votes and stoke divisions.

Protecting Voting Rights Through Litigation

Fighting for Fairer Election Practices in New Jersey

Advancing Justice | AAJC **filed an amicus brief** in **Kim v. Hanlon** supporting a successful challenge to biased ballot designs in New Jersey that privileged certain candidates over others. We argued that this practice exacerbated voting barriers for Asian Americans, and forced Asian Americans and all candidates of color to run on an unequal playing field. The courts agreed.



Advancing Justice | AAJC staff and volunteers running the 888-API-Vote Voter Hotline.

**HAVE QUESTIONS
OR NEED HELP VOTING?
CALL 1-888-274-8683**



Bilingual assistance is available in:

Bengali/Bangla (বাংলা)

Cantonese (廣東話)

English

Hindi (हिंदी)

Korean (한국어)

Mandarin (普通話)

Punjabi (ਪੰਜਾਬੀ)

Tagalog

Urdu (اردو)

Vietnamese (tiếng Việt)



APIA VOTE

EMPOWERING THE ASIAN AMERICAN COMMUNITY'S VOTING POWER DURING A CRITICAL ELECTION YEAR

Striking Down Voter Restrictions in Arizona

Advancing Justice | AAJC's litigation team has fought tirelessly to protect the voting rights of Asian American, Native Hawaiian, and Pacific Islander (AANHPI) communities in Arizona. We **celebrated a critical court decision** striking down parts of a voter restriction law that could have purged a significant number of Asian American voters, ensuring immigrant voters in Arizona could cast their ballots without unnecessary barriers rooted in racism.

Gaining Insights into the Asian American Electorate

2024 Asian American Voter Survey

Together with APIAVote, AAPI Data, and AARP, Advancing Justice | AAJC launched our bi-annual Asian American Voter survey to understand the priorities and perspectives of Asian American voters leading up to the election.

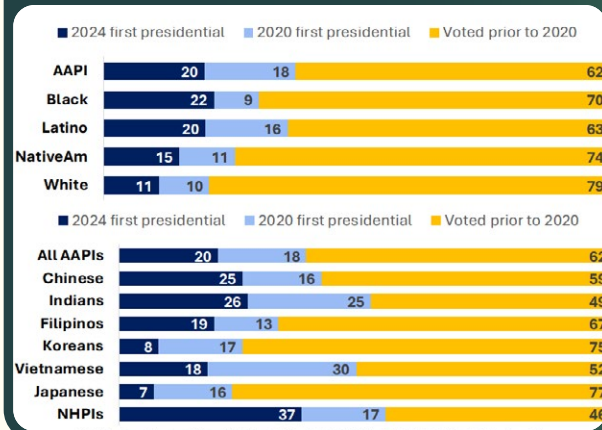
2024 American Electorate Voter Poll

Advancing Justice | AAJC partnered with 11 national organizations to produce **disaggregated data** on AANHPI, Hispanic, Black, and Native American voters—offering a more complete picture of the electorate and paving the way for stronger civic engagement. Advancing Justice | AAJC and The Asian American Foundation (TAAF) hosted a **briefing** to unpack the results of the data collected.

"One in eight AANHPIs who voted in 2024 were first-time voters..."

an estimate of 28% of AANHPI young voters were first time voters. We're witnessing a community whose voice is growing. What these polls show us is that the AANHPI community is speaking with clarity and conviction: we are here to build a country that reflects our values—one that protects our families, ensures our rights, rejects hate, and champions equal opportunity for all."

– John C. Yang President and Executive Director



Press Conference to Re-introduce the John Lewis Voting Rights Advancement Act. Senator Rafael Warnock at podium, John C. Yang to the right of him.

90% of Asian American voters planned to vote for President, Congress, and other offices in November 2024. A further **68%** **were absolutely certain** they will vote in that election.

AAPIs have been the **fastest-growing** group of **first-time** voters since **2018**, across all racial and ethnic groups.

SAFEGUARDING ASIAN AMERICAN AND IMMIGRANT COMMUNITIES

In response to a troubling rise in anti-Asian hate incidents, Advancing Justice | AAJC's launched new initiatives and expanded trainings to protect and empower our communities.

Harnessing Data & Technology to Combat Hate

Launching Asian Resource Hub

In collaboration with Asian Americans Advancing Justice – Southern California (AJSOCAL) and Microsoft, Advancing Justice | AAJC launched the Asian Resource Hub – a first-of-its-kind digital platform to expose and address hate targeting AAPI communities.



ASIAN RESOURCE HUB

Available in Chinese, Vietnamese & Korean!

NOW LIVE

<https://asianresourcehub.org/>

This innovative tool serves two key functions: It **visualizes trends in anti-AAPI** hate using data from surveys, hate trackers, law enforcement, and public records and **provides a searchable national directory of culturally competent services and support**. Content is available in Chinese (Traditional and Simplified), Korean, and Vietnamese—ensuring individuals can access help in their own languages.

PSA on Community Resilience

Advancing Justice | AAJC partnered with Comcast NBCUniversal to create and launch a national public service announcement showcasing the strength and resilience of the Asian American community. The PSA is broadcasted in English, Cantonese, Mandarin, Korean, and Vietnamese, and directs viewers to our Asian Resource Hub.

Expanded Reach of Anti-Hate Trainings

Since spring 2020, Advancing Justice | AAJC and Right To Be (formerly Hollaback!) have reached over **100,000 people** through free online trainings on bystander intervention,

conflict de-escalation, and how to respond to anti-Asian harassment.

In 2024, we **expanded this work by partnering with 12 local AAPI-serving organizations across 7 states** to bring in-person trainings to communities in their native languages.

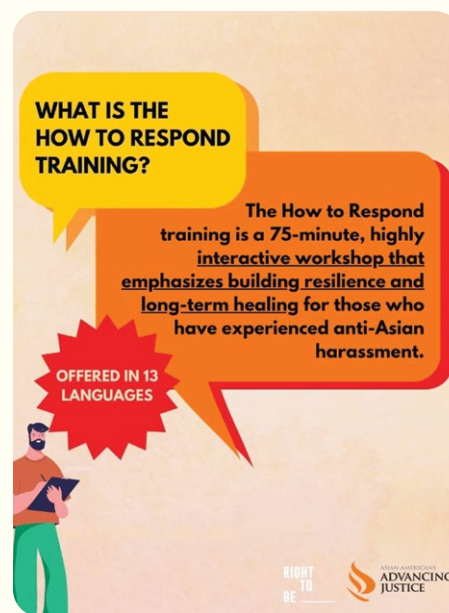
"We felt it was important to move beyond the online format and offer training in-person and in Asian languages," said Marita Etcubañez, Vice President of Strategic Initiatives at Advancing Justice | AAJC.

We trained 44 local partner staff members speaking 13 different Asian languages, who then led 88 in-person trainings **providing over 2,200 community members with practical tools for safety, response, and resilience in the face of anti-Asian hate.**



13 Languages offered for anti-hate trainings

English, Cantonese, Dari, Hindi, Hmong, Karen, Khmer, Korean, Lao, Mandarin, Nepali, Pashto, Tagalog, and Vietnamese.



WHAT IS THE HOW TO RESPOND TRAINING?

The How to Respond training is a 75-minute, highly interactive workshop that emphasizes building resilience and long-term healing for those who have experienced anti-Asian harassment.

OFFERED IN 13 LANGUAGES

RIGHT TO BE ADVANCING JUSTICE



FREE TRAINING

HOW TO RESPOND & PRACTICE RESILIENCE WHEN PEOPLE EXPERIENCE ANTI-ASIAN/AMERICAN HARASSMENT

WED MAY 20 2PM ET

REGISTER AT [BIT.LY/AA-JC-RTB](https://bit.ly/aa-jc-rtb)

AAPI HERITAGE MONTH

STOP AAPI HATE

CELEBRATE & EDUCATE

ADVANCING JUSTICE RIGHT TO BE

SAFEGUARDING ASIAN AMERICAN AND IMMIGRANT COMMUNITIES

Fighting Against Policymakers Efforts to Target Asian Americans

In response to evolving policies that threaten our civil liberties, our Anti-Racial Profiling and National Security team led critical efforts to **protect our communities from unjust scrutiny and discrimination**. We mobilized against efforts to reinstate the “China Initiative” at the Department of Justice, working with coalition partners and Congressional allies to educate policymakers and the public on the dangers of overbroad national security policies that unfairly target Asian communities.

We **opposed state level efforts to enact discriminatory land laws** that explicitly prohibit community members from China and other immigrant communities from owning certain types of property. These efforts are the latest iteration of the Alien Land Laws that originated in the late 1800s, and have been enacted recently, including in Florida. Advancing Justice | AAJC testified before the Texas state legislature to oppose that state’s efforts, and to educate lawmakers on the racist and xenophobic origins of such policies.

Investigating the Increase of Asian Asylum Seekers

In defense of the fundamental right to family unity and fair immigration processes, our Immigration team tackled emerging challenges throughout the year. Amid reports of a growing number of migrants from Asian countries seeking asylum at the southern U.S. border, we partnered with AJSOCAL to assess conditions on the ground and support direct service providers by connecting them to language and legal resources.



Top: Asian Texans for Justice pose with President and Executive Director, John C. Yang, after testimony. Bottom: John C. Yang testifies before Texas State Senate about discriminatory land laws (left). Joanna YangQing Derman, Director of Anti-Racial Profiling and National Security, at rally to protest Florida hiring restrictions on graduate researchers and faculty from China and other profiled countries (right).

EMPOWERING OUR COMMUNITIES & BUILDING A MORE INCLUSIVE SOCIETY

Affirming Equity and Inclusive Education

Striving for equitable and inclusive learning environments, our education team worked to expand opportunities for all students and continued to resist the rollback of affirmative action and championed inclusive curriculum policies, including a new **Education Advocacy Cohort** spanning states like New Jersey, Georgia, Ohio, Missouri, Texas, Michigan, Wisconsin, and New York. Through webinars, workshops, and community spotlights, Advancing Justice | AAJC provided tools and data to strengthen K-12 curricula and push for fully funded, diverse public schools.

Engaging Our Youth Youth Leadership Summit

Advancing Justice | AAJC continues to engage our youth through our annual **Youth Leadership Summit**, a multi-day leadership development program for young leaders that focuses on advocacy, communications, and civic engagement around policy issues impacting our communities from college campuses to Capitol Hill. In Spring 2024, **18 college students of various and diverse backgrounds participated in advocacy trainings and visits with congressional offices**, followed by on-campus advocacy projects led by selected participants,

on issues ranging from immigration, voting, mis/disinformation, and educational equity.

Youth Ambassador Cohort

The **Youth Ambassador Cohort** program is an extensive leadership program designed for high-achieving college student leaders seeking professional growth and an in-depth exploration of issues affecting their communities. **In Fall 2024, 17 students were hosted from 13 different states, eager to make a difference in their communities**, with a focus on the 2024 Elections and how mis/misinformation impacts their communities. At the end of the program, students developed accurate and compelling messaging to share on their campuses and communities at large.



Top: Youth Leadership Summit participants on steps of the U.S. Capitol. Bottom: Director of Immigration Advocacy, Martin Kim, poses with YLS students as they conduct Hill visits with Congressional representatives (Left). Advancing Justice | AAJC Education Equity Cohort (right).

EMPOWERING OUR COMMUNITIES & BUILDING A MORE INCLUSIVE SOCIETY

Bridging the Digital Divide

In collaboration with researchers at the University of Michigan, we launched a pioneering media consumption study to better understand how Asian Americans across generations, ethnic groups, and English-language abilities engage with mis/disinformation. Through in-language focus groups and surveys, we aim to fill the gap in research around how our diverse community receives news and navigates misleading narratives. We released two major research reports on digital disparities affecting AANHPI communities, briefed congressional staff, and sub-granted to community partners nationwide to provide culturally competent digital literacy skills training.

Digital Literacy in the Asian American, Native Hawaiian and Pacific Islander Communities



A set of Quantitative and Qualitative reports that articulate the barriers that make up the "Digital Divide," restricting our communities digital access.
bit.ly/digital-reports-24

Updating Race and Ethnicity Standards

Ensuring every voice is counted, our Census team championed fair and inclusive data practices that reflect the true diversity of our communities. After years of engagement, **we secured revisions requiring disaggregated data collection for AANHPI communities.** The updated guidelines include a combined question on race and ethnicity and the new Middle Eastern/North African category-MENA—a major stride toward capturing the true diversity of our communities.

17% of AANHPIs still do not have access to high-speed internet at home.

Of this 17%, **11%** rely on dial-up connections and **5%** only have internet through a mobile phone or tablet.

14% reported connections they did have were poor.



Senior Director of Technology, Telecommunications, and Media Policy, Lia Nitake (left) and John C. Yang (right) pose with Representative Grace Meng (center) at the launch event of the Digital Divide and Digital Literacy reports.

AMERICAN COURAGE AWARDS

Honoring Courage. Celebrating Resilience. Inspiring Change.

The American Courage Awards is an annual celebration hosted by Advancing Justice | AAJC, honoring individuals, groups, and corporations for their extraordinary courage or commitment to Asian American, Native Hawaiian, and Pacific Islander civil rights.

On October 3, 2024, we hosted the 28th Annual American Courage Awards in Washington, D.C. The American Courage Award was presented to four Asian American scientists and scholars—**Dr. Gang Chen**, **Dr. Anming Hu**, **Dr. Franklin Tao**, and **Dr. Xiaoxing Xi**—who have shown extraordinary resilience, bravery, and commitment to justice in the face of racial profiling and wrongful prosecution. The Changemaker Award was presented to **May Tiwamangkala**, a selfless advocate for marginalized communities whose work embodies compassion, strength, and a deep commitment to equity.

The Norman Y. Mineta Spirit Award recognized **Sarah Zhang**, a senior at the University of North Carolina at Chapel Hill, for her inspiring dedication to educational equity and meaningful service to underserved youth. **Sephora** received the Bridge Builder Award, accepted by **George-Axelle Broussillon Matschinga**, Vice President of Diversity & Inclusion, for the company's leadership in corporate social responsibility and innovative efforts to empower Asian American and other minority communities.

We extend our heartfelt thanks to our emcee, **Michelle Li**; to **Tara Prakash**, the 2024 Montgomery County Youth Poet Laureate, for sharing a powerful spoken word performance; and to all our speakers and presenters. We also thank our Board of Directors, National Advisory Council, Honorary Host Committee, and event sponsors for their support and commitment to our mission.



Top: American Courage Award honorees, Dr. Gang Chen, Dr. Anming Hu, Dr. Franklin Tao, and Dr. Xiaoxing Xi (Left). George-Axelle Broussillon Matschinga accepts the Bridge Builder Award for Sephora alongside Board Member, Jason Ve (Right). Bottom: Sarah Zhang, Spirit Award recipient, with presenter Mayah Lubin of the Lawyers' Committee for Civil Rights Under Law (Left). Changemaker Award honoree, May Tiwamangkala with Litigation Director, Niyati Shah (Right).



TO OUR DONORS AND SUPPORTERS, THANK YOU FOR ***LIGHTING*** THE WAY

Asian Americans Advancing Justice | AAJC extends our heartfelt gratitude to our 2024* donors. Your support illuminated our path during a year marked by adversity and helped us stand strong in the face of harmful attacks on our communities.

We strive to be trusted stewards of your support. We genuinely thank you for being a partner on our journey towards a more equitable society for all.

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

FINANCIALS

ASSETS

	2024	2023
Cash and cash equivalents	15,255,327	20,762,160
Investments	17,902,210	18,013,132
Grants and pledges receivable	6,223,920	3,865,604
Prepaid expenses	76,030	136,058
Furniture and equipment, net	2,647	5,534
Right of use asset	529,979	826,059
TOTAL ASSETS	39,990,113	43,608,547

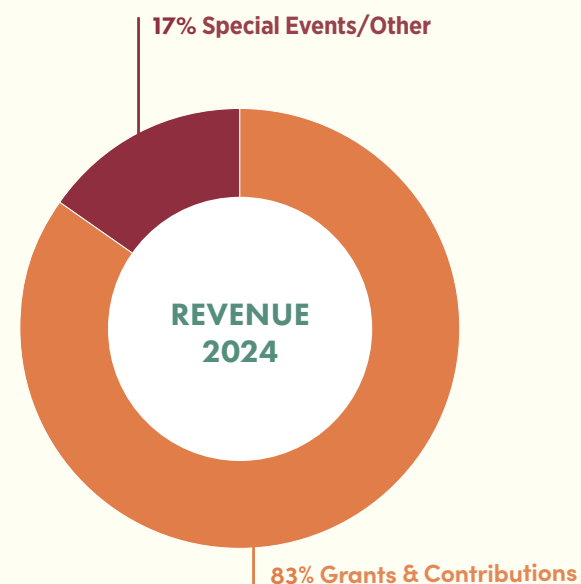
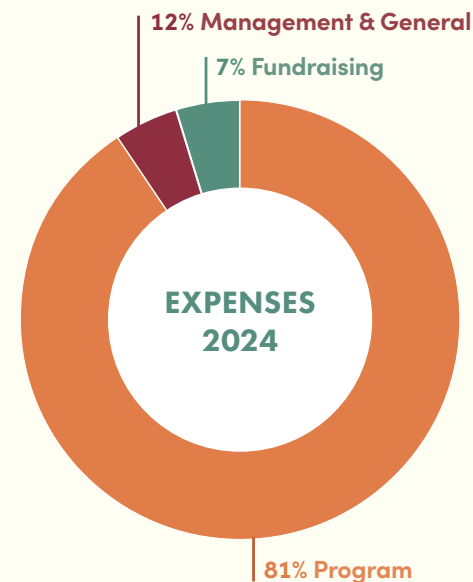
LIABILITIES

Accounts payable and accrued expenses	418,751	364,047
Grants payable	820,000	960,000
Operating lease liability	612,853	963,113
TOTAL LIABILITIES	1,851,604	2,287,160

NET ASSETS

Without donor restrictions	22,283,187	21,484,558
With donor restrictions	15,855,322	19,836,829
TOTAL NET ASSETS	38,138,509	41,321,387

TOTAL LIABILITIES & NET ASSETS	39,990,113	43,608,547
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IN *MEMORIAM*

Kim Tran

Beloved Board Chair, Advocate,
and Community Leader



Our organization mourns the sudden passing of Kim Tran and honors the radiant light she brought to our community. Kim was a beloved and dedicated member of the Asian American community. In her own words, she was “always looking to improve our community.” A devoted advocate for a more just and inclusive world, Kim spent over two decades dedicated to legal and civil rights advocacy, uplifting Asian American and Pacific Islander communities. Her legacy of leadership, compassion, and commitment will continue to guide and inspire us all.



ASIAN AMERICANS
**ADVANCING
JUSTICE**

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