

RELENTLESS RESILIENCE

ADVANCING WITH PURPOSE



2025 ANNUAL REPORT



Asian Americans Advancing Justice | AAJC (Advancing Justice | AAJC) is a national non-partisan, nonprofit 501(c)(3) organization founded in 1991 in Washington, D.C. 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.

RELENTLESS RESILIENCE, ADVANCING WITH PURPOSE

Resilience has always driven our communities forward.

This year brought significant change and challenges to our communities. We navigated major shifts in civil rights policy, changes to immigration enforcement, and the rollback of diversity and inclusion programs at the federal level. Challenges to voting access continued to shape public debate.

A new presidential administration took office and moved quickly to implement Project 2025 and its destructive agenda that tested America's resolve over who belongs in this country. The initial policies and executive orders aimed to undermine any efforts toward unifying the country. We have seen ongoing debate about who is included in the American story and what obligations government should have to its people.

Significant restructuring of the federal workforce took place under the guise of efficiency. Offices focused on civil rights, language access, and equity were reduced or eliminated. Many long-serving civil servants were affected by these changes. The role of diversity, equity, and inclusion efforts were vilified and have become a flashpoint in national conversation.

This has not been politics as usual. It is a struggle over the identity of our country and of our democracy.

But we refuse to let fear dictate who counts, who participates, or who deserves protection under the law. Our communities know that our fight for rights and opportunities fuel our strength and that civil rights protections are foundational to the progress of our society.

In 2025, we spoke up in courtrooms and legislative chambers. We filed lawsuits. We issued public calls for accountability. We strengthened coalitions. When federal agencies retreated from civil rights enforcement, we pushed harder to ensure oversight and a responsive government.

Across the country, our litigation team successfully challenged policies that undermined voting access, attacked diversity initiatives, and enabled racial profiling in the name of national security. We worked to ensure that the rule of law protects everyone, including communities of color.

In Congress and in statehouses, we pressed lawmakers to uphold their constitutional responsibilities and protect free and fair elections. We advocated for language access, for an accurate and inclusive Census, and for civil rights-centered approaches to artificial intelligence. We continued investing in the long-term power of our communities through AI literacy initiatives, civic engagement subgrants, and anti-hate funding.

At the same time, something powerful was happening across the country. Communities came together in solidarity. We saw neighbors defend neighbors. We saw public servants speak out. We saw multiracial coalitions form out of shared values and commitment to a vision of an America where everyone belongs, regardless of where you are from, what language you speak, or what you look like.

To our staff, board, partners, donors, and supporters: thank

you for standing with us during this pivotal year. Because of you, we continue to defend democracy, protect our communities, and advance with purpose.

With your help, Asian Americans Advancing Justice | AAJC met the moment with relentless resilience to build a multi-racial democracy that works for all. Because of you, we are able to do the work to shape the future and advance with purpose.

Sincerely,



A handwritten signature in black ink, appearing to read 'John C. Yang'.

John C. Yang
President and
Executive Director



A handwritten signature in black ink, appearing to read 'Mark Fordham'.

Mark Fordham
Board Chair

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.



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STAFF, BOARD,
AND NATIONAL
ADVISORY COUNCIL

OUR



PROTECTING THE RULE OF LAW

We took the administration to court, challenging Executive Orders threatening the civil rights of Asian Americans and communities across the country.

6

LAWSUITS
FILED.

7

UNLAWFUL EXECUTIVE
ACTIONS CHALLENGED.

The fight isn't over. We have active cases to: **Protect** birthright citizenship, **restore** immigrant services grants, and **defend** federal anti-hate funding.



COURT VICTORIES

Upholding Voting Rights

We sued to block a citizenship documentation requirement targeting voters of color — **and won.**

Defending Diversity, Equity, and Inclusion

When the administration moved to dismantle DEI across federal agencies, we took them to court — **and secured a nationwide injunction.**

BREAKING LANGUAGE BARRIERS

Translated resources and ethnic media partnerships across

18 Asian languages

— ensuring our diverse communities have access to knowledge and support.



BUILDING COMMUNITY RESILIENCE

\$1.5M+

in subgrants to
40+ AAPI-serving organizations
nationwide to strengthen community capacity in:



Digital skills
& AI literacy



Hate prevention and
response trainings



Asian American
studies in K-12
curricula



Immigration
policy resources

IMPACT

DEFENDING CIVIL RIGHTS



As federal policy shifted rapidly, we stayed at the table —

100+

meetings
with nearly

90

congressional
offices

to defend voting rights, oppose racial profiling, and protect immigrant communities.

Submitted
50+

administrative comments and
advocacy letters to 20 federal
departments and agencies

putting civil rights on the record against harmful executive actions.

Published
4

in-depth research and policy
reports on AANHPI issues.

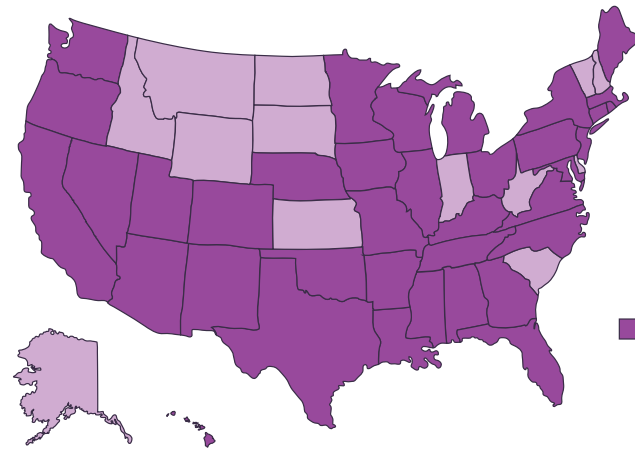
OUR REACH

40,000+

COMMUNITY MEMBERS
REACHED THROUGH

100+

PRESENTATIONS, TRAININGS, TOWN
HALLS, AND PRESS CONFERENCES.



300+

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

OUR VISIBILITY

2,500+ media placements

5.9

BILLION MEDIA
IMPRESSIONS*

*source: Meltwater, 2025



2025



PROGRAM HIGHLIGHTS

Asian Americans 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 2025 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.*

STRENGTHENING ASIAN AMERICAN ACCESS TO DEMOCRATIC PARTICIPATION

Voting is the foundation of our democracy. Advancing Justice | AAJC works to ensure that Asian Americans and all communities can fully participate in our elections — free from intimidation, suppression, and unnecessary barriers. We promote compliance with voting rights laws and fight to protect our community's right to have their voices heard at the polls.

Resourcing Our Communities

In Language Support

The [Asian Language Voter Hotline](#) (1-888-API-VOTE) is operated by Advancing Justice | AAJC in partnership with APIAVote. The hotline supports **thousands of voters** by answering questions related to voting and elections in **ten languages**.



“The Voting Rights Act is what made democracy real for millions. Without it, Asian Americans would still be disenfranchised by literacy tests and language barriers. Today, we're seen as perpetual foreigners—but the ballot box is how we assert our place in America.”

Voter Education Materials

Advancing Justice | AAJC continues to provide [in-language election factsheets and additional resources](#) to support our community partners in delivering on-the-ground assistance. This ensures voters have a clear understanding of their voting rights and can confidently cast their ballots.



John C. Yang, President and Executive Director, speaking at the Fight for Fair Maps rally.



IN THE COURTS

Protecting Voting Rights in the Courts

Blocking Proof of Citizenship Requirements

Advancing Justice | AAJC, alongside the ACLU, Brennan Center for Justice, NAACP Legal Defense Fund, LatinoJustice PRLDEF, APIAVote, OCA National, and the League of Women Voters, **challenged an executive order** seeking to require **documentary proof of citizenship** for voter registration — an unlawful barrier that would have disproportionately impacted our communities and disenfranchised eligible voters.

In [League of Women Voters v. Trump](#), later consolidated with *LULAC v. Executive Office of the President*, a federal district court issued a preliminary injunction followed by a permanent injunction, **blocking the requirement** and reaffirming a foundational principle of American democracy: **no president may violate the separation of powers to unilaterally change federal election rules**.

Ensuring Every Community Counts

An accurate census count is essential to fair **representation** and the **equitable distribution of resources**. The census is critical in ensuring our communities are reflected in the data that shape decisions about funding, services, and policy. Without accurate data, our communities risk going unseen and underserved.

Defending the Census' Integrity

As the **sole civil rights witness** before the House Judiciary Committee's Subcommittee on the Constitution and Limited Government, President and CEO John C. Yang **challenged efforts to exclude noncitizens** from the census count — making clear that an **inaccurate count harms all communities**, regardless of status.

Strengthening Research

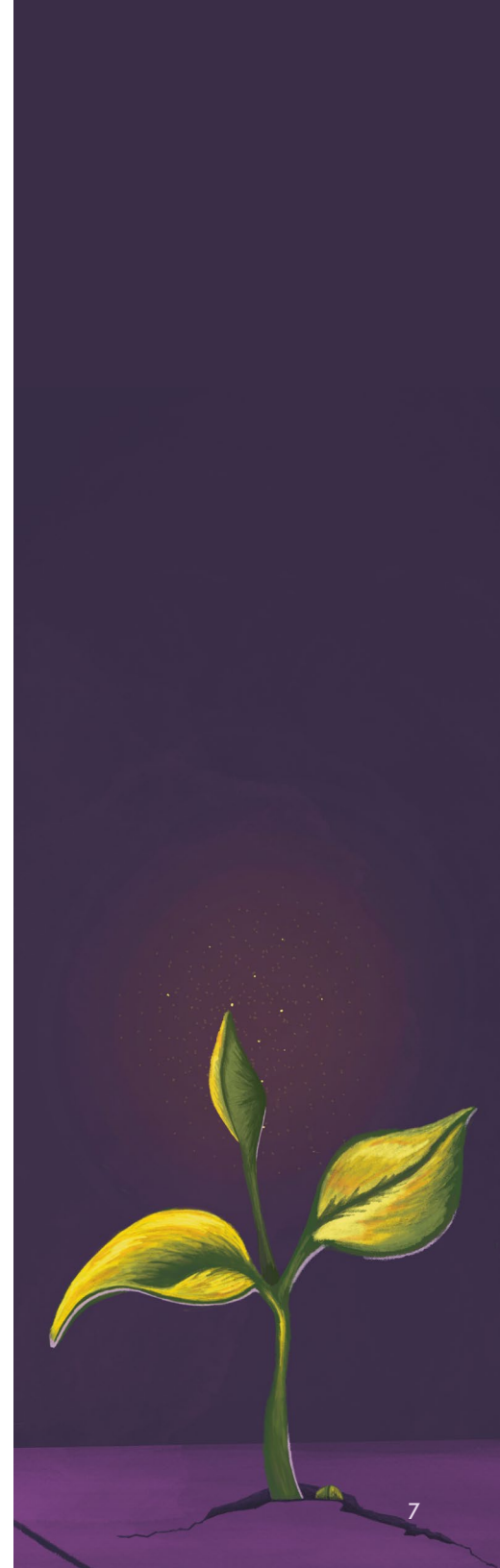
Advancing Justice | AAJC released the **final report in our three-part series** on the potential use of using administrative records to **improve enumeration of AANHPI communities**. The report assesses both the benefits and limitations of administrative records, particularly around the quality of race data and disaggregation, and offers recommendations for the Census Bureau as it prepares for the **2030 Census**.



Terry Ao Minnis, VP of Census and Voting Programs (second from left), honored as a 2025 Funders' Committee for Civic Participation Legacy Awardee, alongside Alexis Anderson-Reed (State Voices), Cliff Albright (Black Votes Matter), Melissa Spatz and Jenny Flanigan (Moxie Fund).

“An inaccurate census hurts everyone in this country. More than **\$2.2 trillion in federal funding depends on getting this right.”**

— John C. Yang, President and Executive Director



SAFEGUARDING ASIAN AMERICAN AND IMMIGRANT COMMUNITIES

Asian American and immigrant communities continue to face threats on multiple fronts — anti-Asian hate and violence, unjust immigration policies and enforcement, and racial profiling carried out in the name of national security. These challenges reflect a pattern of targeting communities based on who they are, where they come from, or what they look like.

Responding to Anti-Asian Hate

Leveraging Data

Advancing Justice | AAJC released a report: [Anti-Asian Hate in 2024: Analysis and Recommendations](#), which found that 2024 was among

the **top three worst years ever recorded — nearly three times higher than pre-pandemic averages.**

We engaged the community and media with our findings and provided policy recommendations at the federal, state, and local level.

In collaboration with AJSOCAL and Microsoft, we continued to build out the [Asian Resource Hub](#) — a **first-of-its-kind digital platform** that visualizes trends in anti-AAPI hate and provides a searchable national directory of culturally competent services and support. We expanded language access on the platform, adding Tagalog, Khmer, Hindi, and Thai to the existing Chinese, Korean, and Vietnamese options. Community members can also help us track hate directly by reporting incidents at [StandAgainstHatred.org](#).

Supporting Resilience

Through our partnership with [Right To Be](#), Advancing Justice | AAJC has trained **over 100,000 people** on bystander intervention, conflict de-escalation, and how to respond to anti-Asian harassment since spring 2020. We expanded our reach through partnerships with **12 community-based organizations**

and held approximately **100 trainings across seven states**, most conducted in Asian languages.



Fighting Against Unjust Targeting

With the escalation of national security claims used to justify racial profiling and discrimination, Advancing Justice | AAJC led efforts to protect Asian American and immigrant communities from unjust scrutiny and educate policymakers and the public on the dangers of overbroad national security policies that unfairly target Asian communities.

Opposing Racial Profiling & Harmful Policies

Advancing Justice | AAJC led coalition efforts to oppose reinstatement of the Department of Justice's ["China Initiative"](#) — a policy that enabled **racial profiling of Chinese American scientists, scholars,**



and researchers. We coordinated congressional briefings, secured a joint civil society letter with over **80 organizational sign-ons**, and worked with congressional allies on a parallel bicameral letter. For the first time, we mobilized AAPI organizations to conduct coordinated advocacy on this issue together.



John C. Yang (center) and Joanna Derman, Director, Anti-Profiles, Civil Rights and National Security (right), alongside Senator Andy Kim (left).

We **opposed** the Administration's invocation of the **Alien Enemies Act (AEA)** — **last used during World War II to incarcerate 120,000 Japanese Americans** — and worked with congressional offices and external partners to support the rollout of the **Neighbors Not Enemies Act**, which would repeal the AEA. In September 2025, the **U.S. Court of Appeals for the Fifth Circuit ruled that the Administration cannot use the archaic Alien Enemies Act (AEA) to deport** Venezuelan immigrants without due process.

Advancing Justice | AAJC worked with community partners to oppose **discriminatory land laws** in Texas, Michigan, and Louisiana that targeted people based on national origin. We provided rapid response resources including legislative analysis, talking points, amendment proposals, and legal commentary to support state-level advocacy efforts.



Niyati Shah, Senior Director of Litigation (right), received the NAPABA Public Sector Leadership Award for outstanding achievements and impact in legal practice.



IN THE COURTS

Defending Federal Anti-Hate Funding

Advancing Justice | AAJC joined civil rights and anti-hate organizations in **filing a lawsuit challenging the DOJ's unlawful termination of federal anti-hate grants** — funding that communities depend on to prevent and respond to hate violence.

Protecting Immigrant Rights in Federal Court

OCA — Asian Pacific American Advocates v. Rubio

Advancing Justice | AAJC, together with the Washington Lawyers' Committee for Civil Rights and OCA — Asian Pacific American Advocates, filed a lawsuit challenging the president's authority to unilaterally strip birthright citizenship from children born in the U.S. to parents on temporary visas or who have undocumented immigration status. **In a related case, the Supreme Court held the executive order unconstitutional on June 30, 2026. A decision in our own case is pending.**

Challenging Third-Country Deportations

Advancing Justice | AAJC, together with Advancing Justice — Atlanta,

the ACLU, and co-counsel Grossman Young & Hammond, **filed a lawsuit** challenging the deportation of five Nigerian and Gambian immigrants to Ghana — despite U.S. immigration judges granting them protection from deportation. The lawsuit raised significant public attention to the practice of third-country removals and resulted in subsequent cases in international human rights courts.

Solutions in Hometown Connections et al. v. Noem

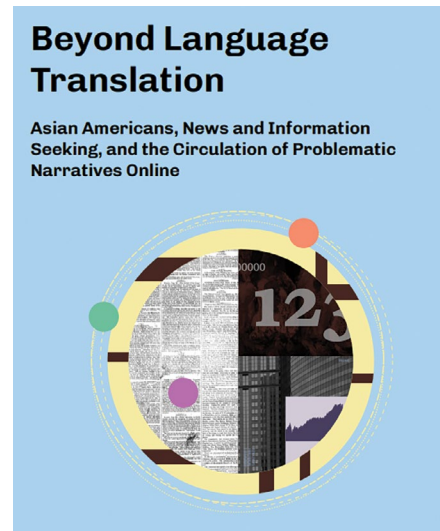
Advancing Justice | AAJC, together with Democracy Forward and LatinoJustice PRLDEF, filed a lawsuit challenging the administration's **unlawful freeze on Department of Homeland Security grant funding** that long supported English language education, legal services, and naturalization assistance for on their path to U.S. citizenship. The freeze **forced organizations across the country to lay off staff, cancel classes, and turn away community members seeking help with naturalization.** The case continues as Advancing Justice | AAJC fights to restore these critical services.

EMPOWERING OUR COMMUNITIES & BUILDING AN INCLUSIVE SOCIETY

Civil Rights in the Digital Age

Expanding AI Literacy and Digital Equity

Advancing Justice | AAJC, in partnership with Google.org, awarded [\\$500,000 in subgrants to 11 community partners to expand access to digital skills and AI literacy](#) across AANHPI communities. We cohosted listening sessions to hear directly from community leaders about their concerns in a rapidly evolving technology landscape and to discuss policy priorities related to AI's civil rights implications. In 2026, Advancing Justice | AAJC published the findings from this qualitative research: [From Translations to Chatbots: AANHPI Community Perspectives on the Impact and Governance of Artificial Intelligence](#), serving as a guide for policymakers, community leaders, and investors making critical decisions about AI adoption, regulation, and investment.



Bridging the Digital Divide

In collaboration with researchers at the University of Michigan, Advancing Justice | AAJC published findings from their pioneering media consumption study: **Beyond Language Translation: Asian Americans, News and Information Seeking, and the Circulation of Problematic Narratives Online** — examining how Asian Americans across generations, ethnic groups, and English-language abilities engage with online narratives. The report **addresses a significant gap in research** on how our diverse community receives and processes information and provides community partners with tools to **identify and respond to misinformation.**

Upholding Educational Equity

Supporting our Students

Advancing Justice | AAJC awarded over **\$200,000 in subgrants** to community partner organizations advocating for the **inclusion of Asian American studies in K-12 curricula** at the local and state level, and for broader educational equity issues nationwide. We also provided workshops and trainings to strengthen their advocacy capacity.

Following the Department of Education's rescission of its long-standing guidance for **English Language Learners**, Advancing Justice | AAJC led a coalition of legal organizations to create [translated resources](#) for schools, advocates, and

families, outlining the rights of students and their families — including the **right to language acquisition and support services**. These materials ensure that students, families, and educators can understand and assert their rights in the face of the administration's ongoing efforts to dismantle the Department of Education.



John C. Yang speaking at the Demand Diversity Round Table.

Investing in the Next Generation of Advocates

From Campus to Capitol Hill

Advancing Justice | AAJC engages young leaders through two flagship programs — the [Youth Leadership Summit](#) and [Youth Ambassador Cohort](#) — providing college students with **hands-on advocacy training**, policy education, and professional development opportunities.

In 2025, we convened over **30 students** from colleges and universities across the country for immersive training on family-based immigration, artificial intelligence, and voting rights. Students applied their skills directly, **meeting with congressional offices on Capitol Hill** and developing **capstone projects** to advance advocacy in their own communities.



Lia Nitake, Senior Director of Technology, Telecommunications (right) interviewed on Comcast Newsmakers. Watch the segment [here](#).



Youth Leadership Summit participants on steps of the U.S. Capitol.



IN THE COURTS

Defending Diversity, Equity, and Inclusion

National Association of Diversity Officers in Higher Education et al. v. Trump

Advancing Justice | AAJC and Democracy Forward filed a lawsuit challenging two executive orders seeking to **eliminate diversity, equity, and inclusion (DEI) programs** from federal grants, contracts, and private organizations — and threatening investigations against any entity that continued to support or promote DEI. We obtained a **preliminary nationwide injunction**. While the government later appealed and obtained a stay, the injunction temporarily halted the administration's actions, serving a critical role

in **delivering an early legal victory and slowing harm** by the administration. The case remains in court and the fight continues.

Defending Against National Security Overreach

We filed an [amicus brief](#) in the Fifth Circuit concerning the Alien Enemies Act with Asian Law Caucus on behalf of JACL and 60+ AAPI organizations.

Together with the Fred T. Korematsu Center, and Benedict Law Group, Advancing Justice | AAJC [submitted an amicus brief](#) to the Supreme Court on the TikTok ban lawsuit, addressing the dangers of excessive deference to national security claims rooted in xenophobia or anti-Asian racism, and drawing parallels to historic Alien Land Laws.



AMERICAN COURAGE AWARDS

An Unforgettable Night of Courage and Justice

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 2, 2025, we hosted the 29th Annual American Courage Awards in Washington, D.C. The American Courage Award was presented to four law firms for

their steadfast commitment to upholding the rule of law, due process, and equal protection for all: **Jenner & Block**, **Perkins Coie**, **Susman Godfrey**, and **WilmerHale**. They exemplified the highest ideals of the legal profession: courage, integrity, and an unshakable dedication to equal justice under the law. The Changemaker Award was presented to two remarkable community organizations for being catalysts for change and for inspiring action on a local and national level: **Asian Americans United (AAU)** and **Asian Texans for Justice (ATJ)**. The Norman Y. Mineta Spirit Award recognized **Andrew de las Alas**, a devoted steward and chief of staff at the Missouri Asian American Youth (MAAY) Foundation.

We extend our heartfelt thanks to our emcee and Board Chair, **Mark Fordham**; to **Neha Kumar**, the 2025 Washington DC Youth Poet Laureate, for sharing a powerful 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.



American Courage Award honorees WilmerHale, Jenner & Block, Perkins Coie, and Susman Godfrey, accepted by Debo P. Adegbile, Lindsay Harrison, William G. Malley, and Gloria Y. Park, with presenter Kristen Clarke (second from left).



Changemaker Award honorees AAU (Vivian Chang, left) and ATJ (Lily Trieu, right) with presenter Gina Shishima (Advancing Justice | AAJC Board Member, center).



Norman Y. Mineta Spirit Award honoree Andrew de las Alas (right) with presenter Katherine Coleman (State Farm, left).



TO OUR **DONORS AND SUPPORTERS,** THANK YOU FOR MAKING THIS WORK POSSIBLE

Asian Americans Advancing Justice | AAJC extends our heartfelt gratitude to our 2025 donors*. Your support made this work possible during a year when civil rights protections faced significant challenges.

We are committed to being trusted stewards of your generosity. We are deeply thankful for your partnership as we continue to advance with purpose toward a more equitable society for all.

* To view our complete list of supporters, [click here](#) (digital) or scan the QR code (print).



FINANCIALS

ASSETS

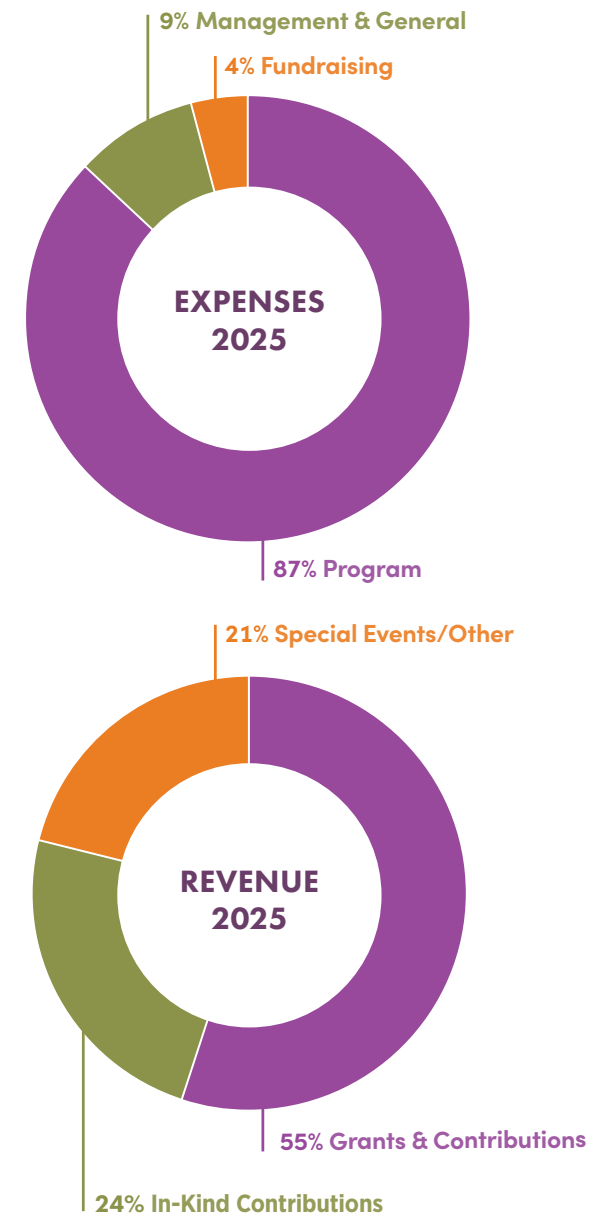
	2025	2024
Cash and cash equivalents	11,655,694	15,255,327
Investments	19,343,490	17,902,210
Grants and pledges receivable	2,580,411	6,223,920
Prepaid expenses	41,917	76,030
Furniture and equipment, net	-	2,647
Right of use asset	228,995	529,979
TOTAL ASSETS	33,850,507	39,990,113

LIABILITIES

Accounts payable and accrued expenses	473,493	418,751
Grants payable	705,600	820,000
Operating lease liability	249,584	612,853
TOTAL LIABILITIES	1,428,677	1,851,604

NET ASSETS

Without donor restrictions	23,390,640	22,283,187
With donor restrictions	9,031,190	15,855,322
TOTAL NET ASSETS	32,421,830	38,138,509
TOTAL LIABILITIES & NET ASSETS	33,850,507	39,990,113



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