



ASIAN AMERICANS  
ADVANCING  
JUSTICE

AAJC

# CATALYST *for* CHANGE

2023 ANNUAL REPORT

# A MESSAGE FROM OUR *Leaders*

**Change is inevitable. The journey towards advancing civil and human rights, fostering equity, and pursuing racial justice for our communities is propelled by catalysts for change, not by the idea of an immovable democracy. This journey is akin to a marathon, requiring endurance and perseverance. Along the way, amidst the fervor of progress, it's crucial not to overlook the significance of each milestone.**

With this perspective in mind, Asian Americans Advancing Justice | AAJC shares with you our annual report, which celebrates the long strides we've made in championing civil rights and fostering equity.

From safeguarding our rights through litigation to conducting surveys that identify the barriers Asian American voters face to building capacity with local CBOs, we have been tireless in ensuring that every voice is heard, amplified, and valued. We remain committed to dismantling obstacles and building a more inclusive democracy.

In response to continued anti-Asian hate, we launched comprehensive initiatives to empower our communities. By developing culturally competent resources, expanding training for resilience and bystander intervention, and forging partnerships with major organizations, we've strengthened our communities against hate and harassment.

In the realm of immigration, we've pushed back on harmful proposed legislation, celebrated legislative victories and advocated for humane policies that protect and reunite families,

highlighting the need for a fair and just family immigration system.

Our advocacy also extended to national security, where we've challenged anti-China rhetoric and other discriminatory narratives, warrantless surveillance, and alien land laws, and practices that unfairly target our communities. By promoting nuanced and equitable perspectives, we are changing harmful policies toward protecting the rights and dignity of our community members.

Our support for local organizations through sub-granting initiatives has fueled grassroots movements and driven community-level change. From educational reforms to legislative advocacy, these partnerships have catalyzed significant impacts, reflecting our commitment to grassroots advocacy, and strengthening local partnerships.

Education has been another focal point, where we've championed diversity and inclusion. In the aftermath of the U.S. Supreme Court we have been working with a multiracial coalition, we've reimagined diversity strategies for higher education and advocated for equity in K-12 admissions policies.

Our dedication extends to fostering meaningful alliances and emphasizing the importance of diversity and inclusion at every level. From commemorating historic civil rights movements to addressing anti-Blackness within our communities, we've strengthened our collective resolve for unity and justice.

**As we reflect on the past year, it's clear that collective efforts can catalyze meaningful change. From policy advocacy to community engagement, we remain steadfast in our commitment to justice and equality for Asian Americans and all communities of color. Thank you for being part of our journey.**

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 'Kim Tran'.

**Kim Tran**  
Board Chair

# TABLE OF *Contents*



MISSION



IMPACT



2023 PROGRAM  
HIGHLIGHTS



AMERICAN  
COURAGE  
AWARDS



SUPPORTERS




FINANCIALS



STAFF, BOARD,  
AND NATIONAL  
ADVISORY COUNCIL







OUR MISSION IS TO  
ADVANCE THE CIVIL  
AND HUMAN RIGHTS  
OF ASIAN AMERICANS  
AND TO BUILD AND  
PROMOTE A FAIR AND  
EQUITABLE SOCIETY  
*for all.*

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

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



# OUR IMPACT

## PROVIDING LANGUAGE ACCESS TO OUR DIVERSE COMMUNITIES

### Resources in 9 Asian Languages

- ✦ Empowered voters with limited English proficiency by providing in language assistance through our Asian Language Voter Hotline and translated election materials/factsheets.
- ✦ Enhanced access to government programs through translations and interpretation services, ensuring vital resources are linguistically accessible to our communities.

**\$1.83** MILLION  
EMPOWERING & INVESTING  
IN COMMUNITY

Invested over **\$1.83M** in subgrants to **24 AANHPI community-serving organizations** across **15 states and nationwide** to build the capacity of our communities to tackle anti-Asian hate and racial justice, anti-profiling of Asian Americans, educational equity, immigrant rights, and voting rights.



## ELEVATING OUR VISION FOR CIVIL & HUMAN RIGHTS

Reached over **23,700** members of the Asian American community and the general public through over **170** presentations, trainings, press conferences, and the 60th Anniversary of the March on Washington.

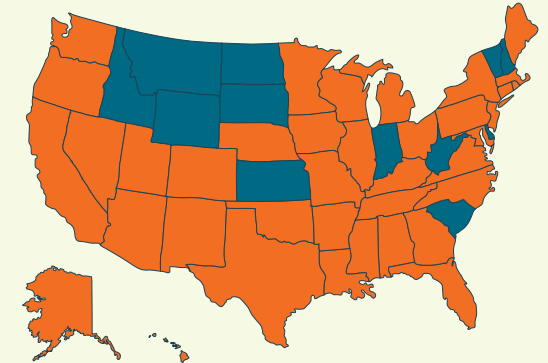


## DEFENDING DIVERSITY, CREATING ROADMAPS FOR EQUITY

Partnered with **6 civil rights organizations** to produce a **comprehensive report** offering actionable strategies for students, educators, and institutions committed to racial equity in wake of the Supreme Court's Affirmative Action rulings — a **critical resource providing a roadmap for upholding justice in education and beyond at a pivotal moment.**

**300+**

COMMUNITY PARTNER ORGANIZATIONS ACROSS **37 STATES** AND WASHINGTON D.C.



● OUR COMMUNITY REACH

## AMPLIFYING OUR VOICES BEFORE THE ADMINISTRATION & CONGRESS

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

- ✦ **100+ engagements** with the Administration, including direct meetings with the President, Vice President, Attorney General, and the Secretaries for Education, Health & Human Services, Homeland Security, and Labor.
- ✦ **Collaborated** with major federal agencies: Census Bureau, FCC, EEOC, SBA, and the U.S. Commission on Civil Rights.
- ✦ **Testified** before U.S. House of Representatives and U.S. Commission on Civil Rights.
- ✦ **Drove change through 170+ meetings with 100+ Congressional Offices.**

## STRATEGIC COMMUNICATIONS

**23.4K**  
TWITTER/X

**21K**  
FACEBOOK

**44.3K**  
INSTAGRAM

**3,000+** MEDIA PLACEMENTS

South China Morning Post BUSINESS INSIDER ASIAN AMERICANS NBC NEWS N  
AXIOS CNN BUSINESS The Washington Post USA TODAY theGrio THE HILL Vox NPR Mother Jones

**7** BILLION REACHED

# 2023 PROGRAM

## Highlights

Through steadfast policy advocacy, community engagement, and impact litigation, Advancing Justice | AAJC amplifies the vital voice of Asian Americans in national policy conversations that shape the fabric of our lives. Here is a look at our 2023 accomplishments, driven 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.*



## Affirming Equity and Inclusive Education

In a fraught educational landscape, Advancing Justice | AAJC has been a strong advocate for equal opportunities and **refused to be a racial wedge in the matter of racial solidarity.**

Following the Supreme Court's decisions on affirmative action in higher education, we have been at the forefront of a multiracial coalition reimagining how colleges and universities can entice and improve diversity on their campuses. **Despite the court's ruling, a majority of Americans, including Asian Americans, continue to support affirmative action policies.**

Advancing Justice | AAJC along with the Legal Defense Fund (LDF), Lawyers' Committee for Civil Rights Under Law (LCCRUL), the American

Civil Liberties Union (ACLU), LatinoJustice PRLDEF, and the Asian American Legal Defense and Educational Fund (AALDEF) provided **recommendations** to colleges and universities and the U.S. Department of Education on how to continue to foster diversity: by increasing outreach to underrepresented groups, increasing retention rates within institutions, and implementing inclusive curricula.

In addition, our legal team **successfully litigated cases in Virginia and Maryland, supporting revised admission policies in K-12 education to ensure educational equity for communities** that have long been under-resourced and marginalized.

## Engaging Our Youth

In the Fall of 2023, Advancing Justice | AAJC continued 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 September 2023, **12 college students of diverse backgrounds participated in advocacy trainings and congressional office visits**, followed by on-campus advocacy projects led by selected participants, on issues ranging from racial justice to immigration. This year, **Advancing Justice | AAJC launched the Youth Ambassador Program**, an extensive leadership program designed for college student

leaders seeking professional growth and in-depth exploration of issues affecting their communities. **The program kicked off with a cohort of 19 students from 16 diverse states, eager to make a difference in their communities, with a focus on the issue of educational equity.**





## Striving For An America That Embraces Our Multiracial Society

Our commitment to racial solidarity extends beyond education, — as Advancing Justice | AAJC co-sponsored the 60<sup>th</sup> Anniversary of the March on Washington and created resources to combat anti-Blackness within the Asian-American community. We have been in deep collaboration with other national organizations to emphasize the importance of diversity, including speaking to the President Biden and Vice President Harris, CEOs from numerous Fortune 100 companies, and other major stakeholders. **As we foster multicultural coalitions across issue areas, we know that we are stronger together and that our collective progress results from lasting, meaningful allyship.**



John C. Yang, President and Executive Director, with community leaders commemorating the 60th Anniversary of the March on Washington.



John C. Yang, President and Executive Director, alongside Damon Hewitt, President and Executive Director - Lawyers' Committee for Civil Rights Under Law and Janai Nelson, President and Director-Counsel - NAACP Legal Defense Fund.

“Asian Americans will not be complicit in the erasure and oppression of the Black and Brown community. My fellow Asian Americans, we need to show up -- not just today, but every single day in this fight for justice.”

— John C. Yang, President and Executive Director of Advancing Justice | AAJC



Advancing Justice | AAJC staff and community members showing their support at the 60<sup>th</sup> Anniversary of the March on Washington.





# SAFEGUARDING OUR COMMUNITIES AGAINST HARMFUL SENTIMENTS AND RHETORIC

## Prioritizing Community Safety

In response to ongoing anti-Asian hate, we took proactive steps to support and protect our communities. We launched the **Asian Resource Hub** in partnership with Advancing Justice – Southern California, creating the **first-ever culturally-competent service directory and comprehensive hate incident map**.

Our collaboration with Right To Be expanded to include the *“How to Respond to Harassment and Practice Resilience when Experiencing Anti-Asian Hate”* training, reaching communities across the country. Over **200,000 individuals have been trained** in the last three years, amplifying our bystander intervention methods nationwide, including through a partnership with Comcast NBCUniversal.

## Battling Unjust Profiling

Recognizing that hyperbolic rhetoric around the national security dangers posed by the Chinese government results in backlash and scapegoating of the Chinese and Asian American communities, Advancing Justice | AAJC advocated for a more nuanced analysis that differentiates the Chinese government and people of Chinese descent. **Our efforts successfully prevented the enactment of a federal alien land law provision targeting Chinese immigrants**, and we supported organizers in Texas and Florida to push back against their state-level versions of land laws. Advancing Justice | AAJC took a leading role in seeking to reform the gathering of intelligence to prevent the wholesale and warrantless collection of data pertaining to American citizens. We stood in solidarity with Chinese-American scientists and academics whose ability to conduct cutting edge research is being restricted due to out-sized national security concerns. Our work spanned multiple coalitions and with organizations ranging from the Brennan Center for Justice, the ACLU, NAPABA, and the Asian American Scholar Forum. **Through collaborative efforts with multiple stakeholders, we are changing the harmful narrative in the U.S.-China relationship that impacts so many of our community members here at home.**

# 2023

**Bystander Intervention Training Impact**

**45**  
trainings

**6,000**  
communities nationwide received our message

**200,000**  
individuals trained in 3 years



TOP: Joanna YangQing Derman, Director and Staff Attorney of Anti-Profiles, Civil Rights and National Security speaking at an anti-racial profiling panel.

BOTTOM: Joanna YangQing Derman and Dennis Jing, Director and Staff Attorney of Anti-Profiles, Civil Rights and National Security alongside FISA Panel Speakers - Liza Goitein - Brennan Center, Gisela Kusakawa - AASF, Chris Godshall-Bennett - Muslim Advocates, and Kia Hamadanchy - ACLU.



# PROTECTING ASIAN AMERICAN FAMILIES AND IMMIGRANTS

Legislative successes and community engagement were hallmarks of our immigration advocacy efforts this year. We reintroduced the **Reuniting Families Act** with Representative Chu, **gaining support from 39 cosponsors and 120+ organizations**. We also partnered with Representative Chuy Garcia on the **New Way Forward Act**, **securing endorsements from over 330 organizations and 32 House members**.

We **opposed the transition from Title 42 to a new asylum ban**, submitting a **joint comment** with 15 community partners. Our work extended to on-the-ground efforts in San Diego, where we supported Chinese migrants and asylum-seekers during a fact-finding trip.

Our continued collaboration within the **Value Our Families** coalition led to the launch of the **Hearts @ Home campaign**, **advocating for family reunification and urging the Biden administration to address backlogs**. We coordinated efforts with the Congressional Asian Pacific American Caucus and engaged with the White House Domestic Policy Council on this critical issue.



President and Executive Director, John C. Yang, speaking at the New Way Forward Press Conference joined by Representative Judy Chu and community leaders to advocate for the Reuniting Families Act.



“Whether we moved here recently or many years ago, most of us strive to put down roots, build community, and give our families a good life ... all families have the right to be together.”

— Asian Americans Advancing Justice Affiliation



#NEWWAY  
#FORWARD

VALUE OUR FAMILIES



## Voting Rights

Over the past year, Asian Americans 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 secured an early victory by temporarily halting a law that could have purged a significant number of Asian American voters** and continued to trial for long-term relief, ensuring immigrant voters in Arizona could cast their ballots without unnecessary barriers.

## Asian American Voter Insights

In addition to safeguarding voting rights, Advancing Justice | AAJC conducted a unique survey that provided insights into why Asian Americans choose to

vote or not vote, the comprehensive report, "**Asian Americans in the 2022 Midterm Elections**", highlighted the barriers and incentives that influence voter participation, helping us shape strategies to increase civic engagement within our community.

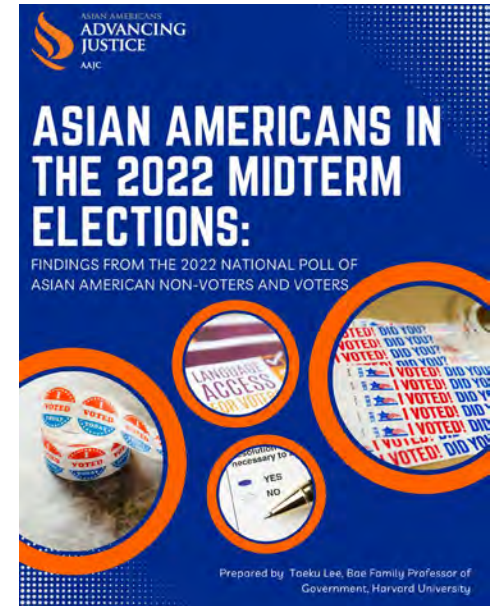
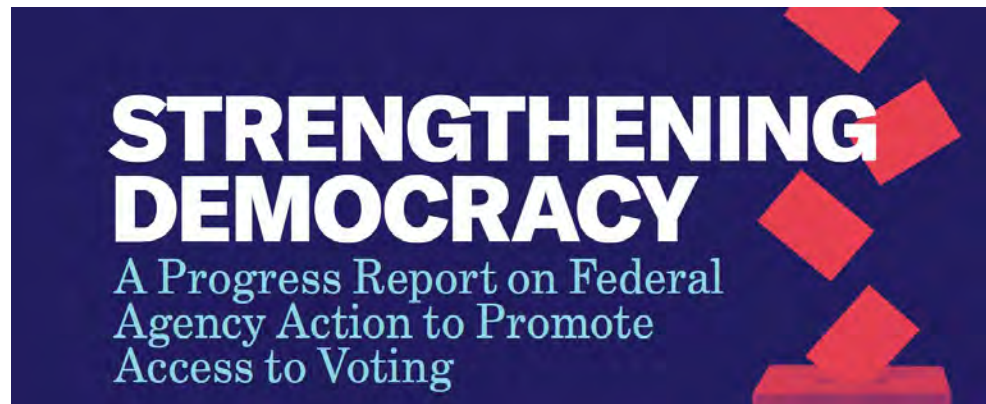
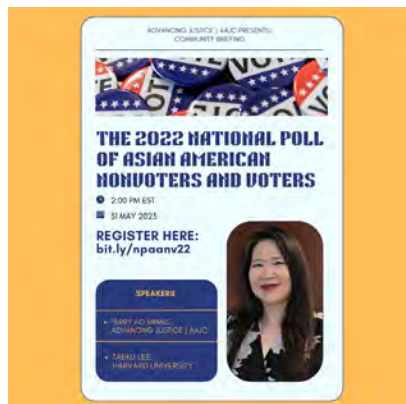
Advancing Justice | AAJC, in collaboration with 53 national partners, has released a progress report titled "**Strengthening Democracy: A Progress Report on Federal Agency Action to Promote Access to Voting.**" This report assesses the performance of 10 key agencies in their efforts to fulfill the objectives outlined in President Biden's 2021 Executive Order (EO) 14019, which aims to enhance access to voting for federal agencies.

## Language Access

Advancing Justice | AAJC, in partnership with APIAVote, continues to host a multilingual **voter hotline (1-888-API-VOTE)** that allows voters to ask questions about voting and the elections. It offers **language assistance in English, Bengali, Cantonese, Hindi, Korean, Mandarin, Tagalog, Urdu, Vietnamese, and Punjabi.** Additionally, Advancing Justice | AAJC works diligently to provide in-language election resources to our community partners, ensuring they have a comprehensive understanding of their voting rights and access to the necessary resources for voting. The voter hotline will remain operational until Election Day 2024.



Terry Ao Minnis, Vice President of Voting and Census Programs, addresses attendees at a Voting Convening hosted by the State Infrastructure Fund.



**Voter Hotline: 1-888-API-VOTE**

Bilingual assistance is available in English, Mandarin (普通话/普通話), Cantonese (广东话/廣東話), Korean (한국어), Vietnamese (Tiếng Việt), Tagalog, Urdu (اردو), Hindi (हिन्दी), and Bengali/Bangla (বাংলা).

1-888-274-8683

ASIAN AMERICANS ADVANCING JUSTICE AAJC

## Increasing Community Capacity

Understanding the serious underinvestment in our communities by both government and philanthropy over decades, and the critical needs our communities continue to face, **Advancing Justice | AAJC continues to expand our efforts to support Asian American communities nationwide.**

Through subgrants and technical assistance, we aim to bolster the capacity of community-based organizations serving AANHPI communities nationwide. In 2023, **we redistributed over \$1.83 million to 24 organizations across 15 states** and Washington, D.C to address pressing issues such as anti-Asian hate and racial justice, community safety, educational equity, the digital divide, immigrant rights, and voting rights, among others. Our advocacy for increased investment from government and philanthropy in organizations serving Asian American communities remains unwavering, as this support is crucial for sustaining the vital, community-driven work that leads to lasting solutions.

Our sub-granting initiatives **empowered local organizations to drive significant milestones in curriculum campaigns, legislative advocacy, and community engagement.**



**AAPI Montclair** led the Teach Asian American Stories campaign, focusing on K-12 curriculum reform and community engagement on voting rights and environmental justice.



**Asian Texans for Justice** launched the first high school Asian American Studies pilot course and advocated against alien land laws through town halls and trainings.



**Rising Voices Fund** in Michigan initiated the Teach MI History campaign, uniting Asian American and Pacific Islander (AAPI) and Black, Indigenous, and People of Color (BIPOC) communities and enhancing organizational infrastructure.



**OPAWL - Building AAPI Feminist Leadership** supported the Educating Ohio's Future Campaign and introduced House Bill 171 for an inclusive K-12 social studies curriculum, which could become law in 2024.

## Listening to Our Communities

Beyond sub-granting, we collaborated with five organizations to reshape narratives around caregiving in AANHPI communities and provide increased communication capacity and expertise. Our digital literacy skills training program reached organizations like the Asian Counseling and Referral Service, Boat People SOS - Houston, APIA Vote - MI, and Arab American Association NY.

As part of Advancing Justice | AAJC's ongoing commitment to uplift our community, we **conducted a thorough assessment of our community partnerships to better understand their capabilities and identify ways Advancing Justice | AAJC can enhance our support.** Over a span of two months, we held extensive listening sessions with 68 community partners. The insights gained from these sessions will be compiled into a comprehensive report, which we plan to publish in 2024. This report will guide us in optimizing our support for the communities we serve.

\$1.83<sub>M</sub>

## INVESTED IN COMMUNITY

In 2023, we redistributed over \$1.83 million to 24 organizations spread across 15 states and Washington, D.C to address pressing issues such as anti-Asian hate and racial justice, community safety, educational equity, the digital divide, immigrant rights, and voting rights, among others.



## PROVIDING ACCESS FOR OUR COMMUNITY IN TELECOMMUNICATIONS AND TECHNOLOGY

### Combating Mis/Disinformation

As co-founder and co-chair of the Asian American Mis- and Disinformation Table, a coalition of organizations that coordinates research, strategies, policy recommendations, and corporate accountability, Advancing Justice | AAJC continues to **document and monitor issues** of domestic and transnational misinformation and disinformation impacting Asian Americans.

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. A report on the findings will be published in Fall 2024.

### Advancing Digital Equity

In the rapidly evolving landscape of AI and technology, we tackled critical issues

such as language learning limitations and the Western-centric nature of translation tools. Our collaborations and discussions have delved into the nuances of machine learning and generative AI, ensuring our community understands the impact of these technologies.

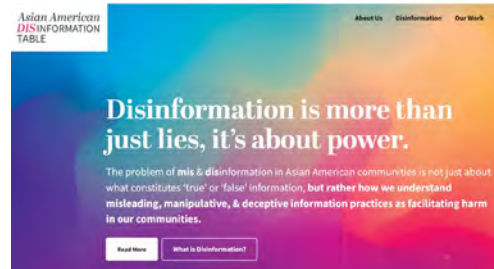
In efforts to bridge the digital divide, **Advancing Justice | AAJC continued to subgrant funds to assist community partners nationwide to provide culturally competent digital literacy skills training**. Advancing Justice | AAJC is

also conducting research to highlight the inequities AANHPI communities face in accessing the internet and digital literacy.

**We continued to promote the Affordable Connectivity Program, which provides high-speed internet access to low-income families.** Over 21 million households, including more than 2 million Asian American households, have enrolled. Our advocacy ensured that outreach efforts included language-accessible materials for our communities.



Graduates of the Digital Literacy Skills Training program at the National Asian Pacific Center on Aging (left) and Boat People SOS (right), standing proudly alongside their dedicated student tutors.



# AMERICAN COURAGE Awards

## COMMENDING COMMUNITY LEADERS, INSPIRING CHANGE

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



Emcee Michelle Li kicks off the celebration of AAPI leaders, on stage with President and Executive Director, John C. Yang at the 27<sup>th</sup> Annual American Courage Awards.

Asian Americans Advancing Justice | AAJC hosted its 27<sup>th</sup> annual American Courage Awards on October 6, 2023, at the National Press Club, in Washington, D.C. It was truly a memorable night as we celebrated esteemed individuals who are illustrative of the phrase, “it only takes one person to mobilize a community and inspire change.”

With the help of friends and community supporters, we celebrated **the Honorable Julie A. Su** with the American Courage Award; **Tavae Samuelu**, former Executive Director of Empowering Pacific Islander Communities, with the Changemaker Award; **Rohit Kataria**, Vanderbilt University – Class of 2024 and Co-Director of The Asian American Advocacy Project, with the Norman Y. Mineta Spirit Award; and **Sherrilyn Ifill**, Vernon E. Jordan Distinguished

Professor in Civil Rights at Howard Law School, with the President’s Award.

We express our sincere appreciation to our emcee, **Michelle Li**, Co-Founder of the Very Asian Foundation and veteran journalist, as well as our other speakers and award presenters, including **Allison Xu**, 2023 Youth Poet Laureate of Montgomery County in Maryland; **Stewart Kwoh**, Co-Founder and Co-Executive Director of The Asian American Education Project; **Terisa Siagatonu**, award-winning poet, teaching artist, mental health educator, and community leader; and **Tarina Ahuja**, Harvard College – Class of 2024 and Co-Founder and Executive Director of Young Khalsa Girls. We extend our appreciation to our board of directors, our national advisory council members, our honorary host committee, and our sponsors for their support and commitment to our organization.

“it only takes one person to mobilize a community and inspire change”



Advancing Justice | AAJC staff.



2023 American Courage Awards awardees Rohit Kataria, Honorable Julie A. Su, Sherrilyn Ifill, and Tavae Samuelu.





# WITH *Gratitude*

Asian Americans Advancing Justice | AAJC sincerely thanks our 2023 donors. Your tremendous support elevated our ability to protect and advance the civil and human rights of the Asian American community and beyond, especially during times of unrelenting hate and xenophobia thrust upon our community across the nation.

We strive to be trusted stewards of your support and are genuinely thankful for your help in catalyzing change for our communities.

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

## ASSETS

	2023	2022
Cash and cash equivalents	20,762,160	34,636,608
Investments	18,013,132	919,714
Grants and pledges receivable	3,865,604	3,775,639
Prepaid expenses	136,058	159,153
Furniture and equipment, net	5,534	8,421
Right of use asset	826,059	1,117,411
<b>TOTAL ASSETS</b>	<b>43,608,547</b>	<b>40,616,946</b>

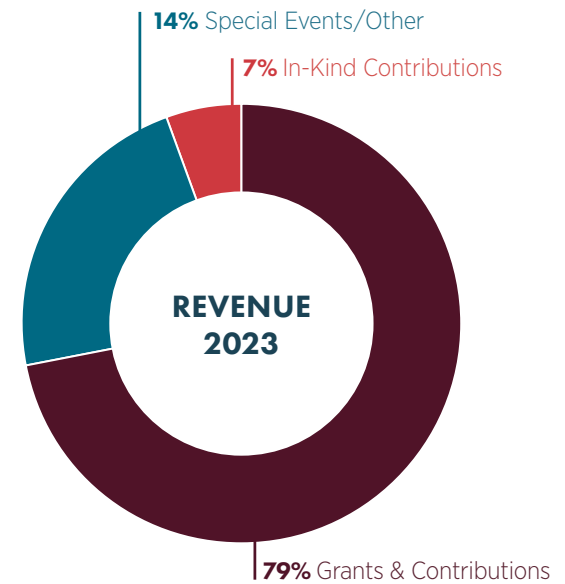
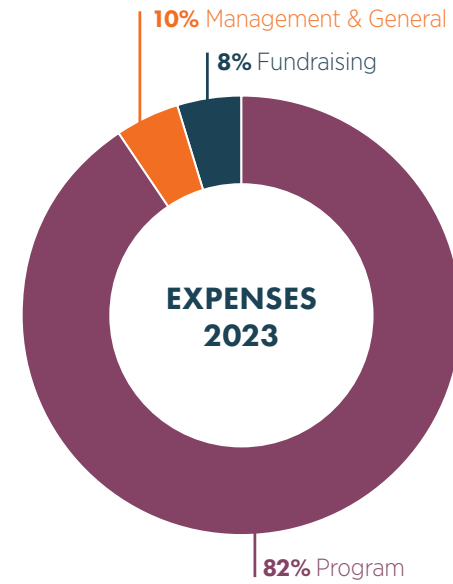
## LIABILITIES

Accounts payable and accrued expenses	364,047	1,329,625
Grants payable	960,000	1,252,000
Operating lease liability	963,113	1,300,725
<b>TOTAL LIABILITIES</b>	<b>2,287,160</b>	<b>3,882,350</b>

## NET ASSETS

Without donor restrictions	21,484,558	17,655,099
With donor restrictions	19,836,829	19,079,497
<b>TOTAL NET ASSETS</b>	<b>41,321,387</b>	<b>36,734,596</b>

<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>43,608,547</b>	<b>40,616,946</b>
---	-------------------	-------------------





**John C. Yang**

President and Executive Director

**Michelle Boykins**

Senior Director,  
Strategic Communications

**Lisa Campbell-Thornton**

Vice President, Human Resources  
and Administration

**Marita Etcubañez**

Vice President, Strategic Initiatives

**Jiny Kim**

Vice President, Policy and Programs

**Lucy M. Lee**

Vice President, Finance and Operations

**Terry Ao Minnis**

Vice President, Census  
and Voting Programs

**Gayle Yamada**

Vice President, Development

**Erika Brooks**

Manager, Payroll and Benefits

**Kathryne Mei Calo**

Assistant Director, Corporate  
Relations and Special Events

**Tiffany Chang**

Director, Community Engagement

**Pamela Cheers**

Donor Database Administrator

**Emily Chi**

Director, Telecommunications,  
Technology, and Media

**Joanna YangQing Derman**

Director, Anti-Profilng, Civil Rights  
and National Security

**Amy Fry**

Anti-Hate Program Associate

**Jean Ger**

Civic Engagement and Volunteer Coordinator

**Taylor Gilliam**

Development Associate Fellow

**Zaria Guignard**

Manager, Census and Civic Engagement

**Priyanka Gulati**

Digital Communications Coordinator

**Michelle Gung**

Associate Manager, Donor Engagement

**André M. Harrison**

Assistant Director, Office Operations

**Eugene Huskey**

Assistant Director, Grants  
Administration and Compliance

**Tahir Imin**

Anti-Profilng, Civil Rights and National  
Security Program Coordinator

**Cindy Ji**

Director, Community Engagement

**Dennis Jing**

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

**Corey Johnson**

Manager, Research

**Martin Kim**

Associate Director, Immigration Advocacy

**Emily Ku**

Anti-Hate Response Coordinator

**Louise Liu**

Anti-Hate Communications Coordinator

**Jenny Liu**

Manager, Technology and  
Telecommunications Policy

**Tracey Ly**

Community Outreach and Data Coordinator

**Danielle McKnight**

Executive Assistant to the  
President and Executive Director

**Rebecca Ma**

Manager, Immigration Advocacy

**Nicole Morgenstern**

Associate Manager, Telecommunications,  
Technology, and Media Policy

**Marie Nguyen**

Director, Institutional Giving

**Shalaka Phadnis**

Staff Attorney, Litigation

**Vivin Qiang**

Manager, Strategic Communications

**Juhwan Seo**

Education Policy Advocate

**Niyati Shah**

Director, Litigation

**Howard Shih**

Assistant Director, Quantitative Research

**Bre'Von Stewart**

Human Resources Manager

**Joy Sutardji**

Senior Manager, Community Engagement

**Sara Taketatsu**

2022 - 2023 Weil Legal Innovators  
Special Projects Fellow

**Ruth Youn**

Education Program Coordinator

**BOARD OF DIRECTORS**

**Kim Tran, Chair**

**Gina N. Shishima, Vice Chair**

**Linda Mar Weidman, Secretary**

**Mark Fordham, Treasurer**

**Javade Chaudhri**

**Habib Enayetullah**

**Emilio Gonzalez**

**Joan Haratani**

**Jeffrey D. Hsi**

**Kenzo S. Kawanabe**

**JoAnne Kennedy**

**Karen Korematsu**

**Judy Lam**

**Andy Liu**

**Jane Seto**

**Jacinta Titalii-Abbott**

**Alice Truong**

**Anurag Varma**

**Jason Ve**

**Tim Wang**

**NATIONAL ADVISORY COUNCIL**

**Sunil Mansukhani, Chairman**

**Irene B. Bueno**

**Marvin Chow**

**Jonathan M. Cohen**

**Ankur Goel**

**Neil Horikoshi**

**Douglas Jackson**

**Joon Kim**

**Joseph K. Kim**

**Hon. Grace E. Lee**

**Parkin Lee**

**Paul Lee**

**Yoon-Young Lee**

**Raymond Y. Lin**

**Warren H. Maruyama**

**Mari Matsuda**

**Dale Minami**

**Harsha Murthy**

**Angela E. Oh**

**Nimesh Patel**

**Skip Rhodes**

**Masahiro Takeda**

**Frank H. Wu**



ASIAN AMERICANS  
**ADVANCING  
JUSTICE**

AAJC

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

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

