



CAA

2012 Annual Report

華人權益促進會2012年年度報告

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董事會和行政主任致言



親愛的朋友，

2012年是華促會強勢的一年。

我們完成了爭取在三藩市華埠興建永久的市立大學分校的運動，新校落成在秋季開課。我們支持資助加州和三藩市公共教育的第30號提案和A提案均獲通過。此外，我們在市府爭取額外的語言方便資源，同時在我們為新僑移民提供的直接服務、培養公校家長的領導能力、和與市府盟友組成的聯盟繼續茁壯發展。

我們同時再次推動亞裔民權和平等計劃，作為我們建設運動的基礎，服務亞太裔社會正義工作。此計劃包括華促會在內，新網絡由六個草根機構組成，一起發展和連結我們的共同價值。

十分感謝我們的董事、職員、捐助者、盟友、和朋友對華促會工作成功所需的支持。

董事會主席
關少薇

行政主任
潘偉旋

From the Board of Trustees and the Executive Director

Dear Friends,

2012 was a strong year for CAA.

We successfully concluded our campaign for a permanent City College campus in San Francisco Chinatown with the opening of classes in the new, modern facilities. Our efforts to support public education funding in California and San Francisco prevailed with the passage of Proposition 30 and Measure A. In addition, our advocacy for language access in San Francisco yielded a significant increase in resources for community-based organizations working with limited-English proficient residents. And our direct services with newcomer immigrants, leadership development with public school parents, and coalitions with allies continue to be robust.

On the movement building front, we re-launched Asian Americans for Civil Rights and Equality to be a home for emerging Asian American and Pacific Islander social justice efforts. Including CAA, six grassroots groups are now part of this new network working to cultivate and connect our shared values.

There are so many people who make what we do possible; we appreciate all of them. In particular we are grateful to the CAA board, staff, donors, allies, and friends who share with us their commitment, time, and support.

Sincerely,

A handwritten signature in blue ink, appearing to read "Germaine Q Wong".

Germaine Q Wong
Board of Trustees Chair

A handwritten signature in blue ink, appearing to read "Vincent Pan".

Vincent Pan
Executive Director

Year at a Glance

去年一覽

J A N

CAA works with allies to implement state law improving data disaggregation of diverse API communities. 華促會和盟友合作，實施加州題案改善州分解多元亞太裔社區的州數據。

CAA Parent Advocates establish English Learners Advisory Committees at five San Francisco public schools. 華促會家長權益促進計劃在五家三藩市聯合校區學校設立英語學習生顧問委員會。

API Equality-Northern California organizes the second LGBTQ AAPI Institute at Creating Change, the nation's largest LGBTQ activism conference. 北加州亞太裔平等聯會在創造變化會議組織第二屆同志 (LGBTQ) 亞太裔學會，這是全國最大的LGBTQ維權主義會議。

F E B



CAA discusses civil rights and community issues with San Francisco Mayor Ed Lee at its annual membership meeting. 華促會在其周年會員會議中和三藩市市長李孟賢討論民權及社區問題。

CAA appears on local media to hold ESPN accountable for a racial slur in Jeremy Lin coverage. 華促會接受本地傳媒訪問，譴責ESPN在報導林書豪新聞時使用種族蔑語。

M A R

CAA joins efforts to combat proposed California budget cuts harming the most vulnerable API families. 華促會和盟友呼籲緩和加州預算削減對最脆弱的亞太裔家庭的損害。

CAA launches immigrant workshop series on voter education, naturalization, and immigration reform. 華促會為移民在市內各區推出一系列選民教育、入籍、和移民改革講座。

A P R

CAA completes San Francisco redistricting work that results in new supervisorial district boundaries that protect communities of interest. 華促會完成在三藩市重劃選區工作小組的服務，該工作劃定選區新界限，確保能代表不同利益的社區。

Two dozen immigrant, public school parents graduate from CAA Parent Advocates training. 二十多名公校的家長完成了華促會家長領導訓練。

CAA joins the San Francisco Immigrant Legal & Education Network to host the 7th annual Immigrant Family Day for inclusive and supportive immigrant services and education. 華促會加入三藩市移民法律和教育網絡主持第七屆周年移民家庭日，爭取融和與支援性的移民服務及教育。

M A Y

CAA, Chinese Progressive Association, and City College of San Francisco prepare for 2012 class of the Restaurant Career Ladder Program. 華促會，華人進步會和三藩市市立大學開始準備餐館就業計劃的新課程。

API Equality and Breakthrough Conversations launch campaign of heartfelt individual conversations on LGBTQ acceptance and marriage equality. 亞太裔平等聯會和突破交談計劃參與人們進行接受LGBTQ和婚姻平等的誠心交談。

J U N

API Equality launches intensive summer training and organizing fellowship program. 五名新實習生開始亞太裔平等聯會的密集暑期訓練和組織計劃。

CAA wins a \$500,000 increase in the City budget for community-based language access work. 華促會成功爭取市府預算增加五十萬元，用於語言方便計劃，參與社區機構和部門合作。



PUTTING THE PIECES TOGETHER

People Powered Solutions For
Neighborhood Jobs &
the Local Economy

J U N

CAA hosts Celebration of Justice with keynote Jeff Yang and honorees Kiran Ahuja, Don Griffin, Linda Wang, and the National Domestic Workers Alliance. 華促會舉行周年表揚正義籌款晚會，主講嘉賓是楊致和，並表揚Kiran Ahuja, Don Griffin, 繆少瑩，和全國家居工人聯盟。

CAA and Communities United for Health and Justice publish "Putting the Pieces Together" that leads to \$400,000 for neighborhood-based workforce development. 華促會和社區健康和正義聯會發表「拼接一起」報告，導致四十萬元的津貼，實施其發展工作力建議。

J U L

CAA conducts education and awareness about the deferred action policy for undocumented young immigrants. 華促會組辦關於延遲遣返無身份青少年政策的教育和意識活動。



API Equality "art-ivism" and online documentaries raise visibility of API queer experience. 亞太裔平等聯會使用「藝術維權」行動，製作網上有關亞太裔同性戀經驗的紀錄片。

CAA engages nearly one thousand immigrants in community-based research to share their experiences accessing City services. 華促會幫助推動整合移民的研究，有近一千名居民參與。

A U G

Permanent City College of San Francisco Chinatown campus opens to serve tens of thousands of current and future immigrant students, successfully ending CAA campaign for the campus. 三藩市市立大學華埠/北岸區永久分校落成，每年服務學生六千五百多人。華促會組織運動，動員支持者數以萬計。

API Equality appears on Song That Radio to discuss coming out with LGBTQ Vietnamese Americans. 亞太裔平等聯會在宋太電台和越裔LGBTQ討論「出櫃」議題。

S E P

CAA helps City College of San Francisco achieve 32 percent local hire on construction of Chinatown campus, surpassing 20 percent average on major City College projects. 華促會幫助市立大學華埠分校工程聘用本地人計劃達到百分之三十二的目標，比起主要的市大工程平均，超出百分之二十。

O C T

U.S. Secretary of Labor Hilda Solis visits CAA to discuss issues facing low-income immigrant workers. 美國勞工部長蘇莉絲訪問華促會，討論低收入移民工人面對的議題。



CAA receives prestigious Community Leadership Award from the San Francisco Foundation. 華促會榮獲三藩市基金會的榮譽社區領導獎。

California Proposition 30 and San Francisco Measure A—CAA's top priorities in the November 2012 election—successfully pass to fund public schools and colleges. 華促會在2012年十一月選舉的優先項目—加州第30號提案和三藩市A提案—成功獲得通過，為公校和大學提供資助。

N O V

CAA hosts community gathering in Chinatown to share results of community-based research on how immigrants access services. 華促會舉行華裔社區整合移民研究發佈會，報告移民如何使用服務之社區研究成果。

D E C

CAA re-launches Asian Americans for Civil Rights and Equality to be of service to grassroots social justice groups including API Equality, Alliance of South Asians Taking Action, Asian Prisoner Support Committee, Hyphen, and Network on Religion and Justice. 華促會重新推出亞太裔民權和平等計劃，推動草根社會正義工作，計劃成員包括北加州亞太裔平等聯會、南亞裔行動聯盟、亞裔囚犯支援委員會、Hyphen雜誌、和宗教與正義網絡。

Community Building



CAA nurtures the ability of individuals and families to participate fully in civic life, with special attention to low-income and limited-English proficient immigrants. In 2012, we provided direct services, leadership development, grassroots organizing, and other efforts to increase civic participation.

Job Readiness and Referral Services

A primary component of CAA since our founding in 1969 has been to address the lack of employment for Chinatown residents and immigrant workers. In 2012, CAA provided job readiness services to nearly 400 individuals and helped place them in sustainable careers in the hospitality, home health care, and construction industries. In one of our targeted programs, CAA worked with Chinese Progressive Association and City College of San Francisco to help low-wage restaurant workers develop the job and language skills they need to work in union hotel jobs.

We also fielded hundreds of walk-in and telephone inquiries from community members seeking information and referrals on English as a Second Language and vocational classes, advocacy against workplace discrimination, and assistance with housing, immigration, legal, and other public services.

Leadership Development

In its eighth year and designed for limited-English proficient (LEP) immigrant parents with children in San Francisco public schools, the CAA Parent Advocates Program combined topical workshops and trainings with direct field experience in advocacy. Parent leaders participated in campaigns for California Proposition 30 and San Francisco Measure A to protect funding for public education by making phone calls to voters, speaking at press conferences, and mobilizing support for rallies. In addition, CAA parent advocates worked to increase LEP parent involvement in the San Francisco Unified School District by extending partnerships with five new schools to establish and develop these schools' English Learners Advisory Committees.

Voter Engagement

CAA's voter education and engagement during the November 2012 election season focused on ballot measures impacting immigrants and communities of color. These efforts included email alerts, press briefings, social media posts, and mailing of CAA's bilingual ballot guide that provided analysis and recommendations. CAA also facilitated community dialogue by convening service providers, youth organizations, parent leaders, and newly registered voters; and staff regularly appeared on Chinese language television, radio, and newspapers.

CAA's two top priorities—California Proposition 30 and San Francisco Measure A—were passed by voters to secure much needed funds for the state and City's public schools and colleges. In San Francisco, all five of the measures that CAA endorsed succeeded.

Community and Media Education

In addition to working directly with individuals and families, CAA continued to provide a responsive and progressive voice in the ethnic and mainstream media on a range of issues. In 2012, this included appearing several times on mainstream local television to hold ESPN and its staff accountable for its use of a racial slur in reporting on Chinese American basketball player Jeremy Lin, as well as to discuss immigration laws, marriage equality, and affirmative action in higher education.



CAA PARENT
ADVOCATES AND
STAFF LED ELECTED
OFFICIALS AND
CITY COLLEGE
STUDENTS AND
FACULTY IN A
RALLY FOR
MEASURE A.

華促會家長權益促進者
和民選官員及市立大學
學生與教職員舉行集會，
支持三藩市A提案。



CAA AND ALLIES HOSTED AN ETHNIC MEDIA PRESS CONFERENCE TO EDUCATE THE CHINESE IMMIGRANT COMMUNITY ON SUPPORTING PUBLIC EDUCATION THROUGH VOTING.

華促會和盟友舉行一個少數民族傳媒記者招待會，教育華人移民社區通過投票支持公共教育。

社區建設

華促會培育個人和家庭充份參與公民生活的能力，特別注重低收入、不熟識英語移民的能力。在2012年，我們提供直接服務、領導發展、草根組織和其他工作，增強他們的公民參與。

職業就緒和轉介服務

華促會自1969年成立以來的一個主要部份，是處理華埠居民和移民缺乏就業機會的問題。在2012年，華促會為近四百名人士提供職業就緒服務，幫助他們在酒店業、家護工作、和建築業找到可存續的工作。我們的目標計劃之一，是和華人進步會及三藩市市立大學合作，幫助低收入的餐館職工發展他們的工作，和在有工會的酒店工作所需的語言能力。

我們同時為數百名前來華促會或來電查詢的社區人士，問及有關ESL英語和職業訓練班、工作歧視、和協助房屋、移民、法律與其他公共服務資料和轉介。

領導發展

進入第八年，專為有子女在三藩市公立學校就讀的不熟識英語 (LEP) 的移民家長，華促會的家長領導小組，結合專題講座和訓練，以及直接爭取權益經驗為主。家長領導參與推動加州第30號提案和三藩市A提案的活動，打電話給選民、在記者招待會上發言、和動員選民支持等，保護公共教育的資助。此外，華促會的家長領導小組從擴展他們在五家新學校的合作活動，增加三藩市校區不熟識英語的家長參與，為這些學校設定和發展英語學習生顧問委員會。

選民參與

在2012年十一月選舉季節華促會的選民教育和參與活動中，我們集中於影響移民和有色人種的提案。這些工作包括發出電郵警報、記者招待會、社交媒體公佈、和寄發一份華促會的雙語選票指南，提供分析和建議。華促會同時從召集服務者、青少年機構、家長領導、和新登記選民主持社區對話，而職員並經常在華語電視、電台、和報章評論有關事兒。

華促會的兩個頂尖優先項目——加州第30號提案和三藩市A提案——成功得到通過，保護州和市對公校與大學的資助。在三藩市，華促會贊成的五個提案均獲通過。

社區和媒體教育

除直接和個人和家庭合作外，華促會繼續在少數民族和主流媒體中就多種議題提供回應和進步的聲音。在2012年，此包括確保ESPN及其職員對報導華裔籃球手林書豪時所用的種族蔑語負責，我們在本地的電視台多次出現，並討論移民法、婚姻平等、和高等教育的平權法等。

Jiali Chen

employment client



I was recently laid off from my job of almost 10 years. The economy was not kind at that time, and I struggled to find a replacement job that paid a living wage. I started a pre-apprenticeship program called CityBuild, and it was during the orientation that I was introduced to CAA. A CAA staff member told me about its Trades Application Assistance Program (TAAP) to help workers get jobs in construction trades. After I signed up, CAA taught me how to apply for these construction trades, gave me study materials for the admissions tests, and acted as my interview coach. Now, I am an apprentice plumber. As a union member, I get free top-notch training and support from my union. Plus, I get paid \$24 an hour, which allows me to support my family.

Jiali Chen, 就業計劃客戶

我最近在工作近十年的地方被解僱。當時經濟不好，我掙扎地找另一份付可維持生計的工作。我加入了一個稱為城市建造 (CityBuild) 的學徒計劃，在輔導會時我認識了華促會。一名華促會的職員告訴我它們的建築業申請協助計劃 (TAAP) 幫助工人找建築的工作。在我登記之後，華促會教我如何申請，給我測驗的研讀材料，和為我做面試準備。現在，我是一名水喉工學徒。身為工會會員，我可以獲得免費的頂尖訓練和工會的支持。此外，我的時薪有二十四元，可使我養家。

Immigrant Rights



2012 was a momentous year for CAA's immigrant constituents: the new City College campus in San Francisco Chinatown opened and immigration policies affecting families and workers changed. CAA's engagement on these issues was consistent with our longstanding commitment to advancing a that fully values all immigrants.

New City College Chinatown Campus

In August 2012, the new City College of San Francisco Chinatown/North Beach Campus opened after a 30-year campaign which successfully mobilized tens of thousands of people. With CAA and the community's commitment, nearly 8,000 students a year will now have better opportunities to learn English, gain job skills, and prepare for U.S. citizenship. After the campus' opening, CAA quickly pivoted to engage community members in support of California Proposition 30 and San Francisco Measure A to protect public K-12 and higher education against budget cuts. CAA also began actively monitoring the accreditation and fiscal challenges facing City College.

Deferred Action for Young Undocumented Immigrants

In response to the Obama administration's Deferred Action for Childhood Arrivals policy, which temporarily halts deportations for many young undocumented immigrants, CAA worked with the San Francisco Immigrant Legal and Education Network (SFILEN) to host information sessions, conduct media outreach, educate school officials, and promote pro bono legal clinics. Through these legal clinics, CAA assisted hundreds of community members who wanted to learn more about this new policy and to apply for deferral.

U.S. Secretary of Labor's Chinatown Visit

CAA led a broad coalition of groups to organize a dialogue with Secretary of Labor Hilda Solis on workplace protections and job opportunities for low-income immigrant workers. At a public meeting, community members and advocates described the need for better enforcement of existing laws as well as improved public policies. Secretary Solis expressed her commitment to protecting those who are vulnerable because of limited-English proficiency or immigration status, and stakeholders agreed to continue working together.

San Francisco Immigrant Integration

CAA launched language-accessible workshops for more than 200 limited-English proficient immigrants in San Francisco that covered topics such as voter education, naturalization, immigration reform, protection against immigration scams, and civil rights. These sessions provided a learning environment on practical concerns while also building support amongst community members for comprehensive immigration reform. CAA also played a leadership role in a project to engage nearly 1,000 immigrant residents in community-based research and policy recommendations on immigrant integration.

SAN FRANCISCO'S
IMMIGRANT
COMMUNITY MEMBERS
MET CITY LEADERS
ON IMMIGRANT
FAMILY DAY TO
ADVOCATE FOR A
CITY THAT VALUES
AND INCLUDES
ALL IMMIGRANTS.

來自眾多不同背景的社區人士，於移民家庭日在三藩市市政廳和立法者會面。



SFILEN CELEBRATED 2012 INTERNATIONAL MIGRANTS DAY WITH A SHARING OF STORIES, FOOD, AND CULTURE TO LEARN MORE ABOUT MIGRATION EXPERIENCES FROM ALL OVER THE WORLD.

三藩市移民法律和教育網絡慶祝2012年國際移民日，共享食物和文化，一起了解世界各地的移民經驗。

移民權利

2012年對華促會的服務移民人口而言，是重要的一年，因為市立大學華埠分校落成，以及影響家庭和工人的移民政策改變。華促會持續參與這些議題，長期促進一個全面重視所有移民的社會。

市立大學華埠新分校

在2012年八月，三藩市市立大學的華埠/北岸區新分校經過三十多年爭取和成功的動員數以萬計的人支持下，終於落成。在華促會和社區的承擔下，現在每年有近八千名的學生，有更好的機會，學習英語、學習新工作技能和準備入籍。在新分校落成之後，華促會迅速轉移參與社區人士，支持加州的第三十號提案和三藩市的A提案，以保障公立教請幼稚園至十二年級及高等教育預算不被削減，而華促會同時開始積極監察市立大學面臨的檢定和財務挑戰問題。

延緩遣返年輕無身份移民

華促會回應奧巴馬政府的童年入境延緩遣返政策，即暫緩將很多年輕無身份的移民遣返，與三藩市移民法律和教育網絡(SFILEN)合作，主持多個資訊會議、傳媒外展、教育學校職員、和推廣公益法律諮詢服務。華促會和這些法律諮詢服務合作，會見數百名有意了解此政策和申請延緩的社區人士。

美國勞工部長訪問華埠

華促會領導一個廣大的團體聯盟，與勞工部長蘇莉絲(Hilda Solis)進行對話，討論工作地點保護和低收入移民工人工作機會議題。社區人士和倡議者指出目前的法律需要更好的執行，以及改善公共政策。蘇莉絲部長表示她對保護那些因不熟識英語或移民身份脆弱人士的承擔，而有關利益者同意繼續持續一起合作。

三藩市移民整合

華促會為超過二百多名不熟識英語的移民在三藩市各地用粵語舉辦多個講座，題目包括選民教育、入籍、移民改革、避免移民受騙、和認識權利等。會議提供一個對實用問題的學習環境，同時教育和建立對全面移民改革的支持。華促會同時在一個有關移民整合之社區研究和政策建議的項目，參與近一千名的移民居民。

Language Diversity



In 2012, CAA pursued efforts to improve how City agencies engage and communicate with all its residents, of which nearly half speak a language other than English at home.

Increased Resources for Language Access

CAA led and engaged 32 allied organizations to win an increase in the City's budget for language access. In response to learning that the City spends less than one-tenth of one percent of its resources on an issue that impacts nearly fifty percent of its residents, CAA organized limited-English proficient residents to share with the San Francisco Board of Supervisors their hardships, and the broader difficulties faced by all community members, that poor language access creates. Ultimately, the Board of Supervisors adopted CAA's recommendations to fund a new initiative to improve language services by partnering community-based organizations with City agencies.

Technical Assistance to Public Agencies and Community

CAA served as a resource for the San Francisco Office of Civic Engagement and Immigrant Affairs to increase awareness among stakeholders on remaining problems with compliance and implementation of the City's Language Access Ordinance. This work included supporting the City's annual language access report, updating community outreach materials on language access procedures, and leading panel discussions at the City's language access summit. CAA also provided support to BART's Limited English Proficient Advisory Committee and worked with a variety of other community groups seeking language access assistance.

CAA PARENT ADVOCATE
GIGI CHEN TESTIFIED ON THE
NEED FOR IMPROVED LANGUAGE
SERVICES AT CITY HALL, ONE
OF SEVERAL TESTIMONIES
WHICH PERSUADED THE BOARD
OF SUPERVISORS TO INCREASE
RESOURCES.

華促會家長領導陳鳳珠在市政廳聽
證書中就改善語言方便資源作證。



CAA CONDUCTED WORKSHOPS IN CHINESE FOR LIMITED-ENGLISH PROFICIENT IMMIGRANTS ON VOTER EDUCATION, IMMIGRATION REFORM, AND CIVIL RIGHTS.

華促會為不熟識英語移民舉行有關選民教育、移民改革和公民權利的華語講座。

語言多元化

在2012年，華促會致力如何改善市政部門參與和向所有其居民之溝通，在本市幾乎有一半的居民在家講英語以外的語言。

增加語言方便的資源

華促會領導和參與三十二個結盟組織，成功爭取增加市府在語言方便項目的預算。為回應市府只用不足零點一的百分點的資源在一個影響接近多數居民的議題，華促會組織不熟識英語的居民和三藩市市議會溝通他們面對的真正困難，以及所有社區人士面對語言方便不足的更大困難。華促會建議資助新的計劃，參與社區組織和市政部門合作，改善語言服務，此建議最後獲得通過。

為公共部門和社區提供技術援助

華促會以三藩市公民參與和移民事務辦公室的資源身份提供服務，增加利益者對有關市府語言方便法令合規和實施尚餘問題的認識。此工作包括支持市府的年度語言方便報告，更新社區外展材料的語言方便程序，和在市府的語言方便高峰會，領導小組討論。華促會同時支援灣區捷運系統不熟識英語顧問委員會，與多個社區團體他們服務對象面對之語言方便問題合作。

Changzhi Zhu

parent leader



I'm an immigrant from China and have two daughters. One is at UC Berkeley and another at Starr King Elementary in San Francisco. I want to share with you my experience in the CAA Parent Advocates Program. In five weeks, I was able to understand the struggles of Chinese immigrant parents to improve their children's education. I learned about my rights within the U.S. legal system. I remember when I was a new immigrant, I didn't understand these laws very well and, with my limited English skills, I felt very vulnerable. But through the training, I better understood my rights and now I know I can speak out. I feel empowered. I hope more parents will participate in these activities. The power of the collective cannot be defeated.

朱昌芝，華促會家長領導

我是來自中國的移民，有兩個女兒。大女兒在柏克萊加大就讀，小女兒在三藩市史達京 (Starr King) 小學就讀。我想和大家分享一下我在華促會家長倡議計劃的經驗。在五個星期裡，我明白了華人移民家長改善他們子女教育的奮鬥。我學會了在美國法律制度下屬於我的權利。我記得當我還是新移民時，我不十分明白這些法律，加上我不熟識英語，我感到脆弱。但通過訓練，我更明白我的權利，現在知道我可以大膽發言。我感到有權力。我們必須表達我們對自己和子女有更好生活的訴求。我希望將會有更多家長參加這些活動。集體的力量是無法被擊敗的。

Racial Justice



CAA challenges racial hierarchy. In 2012, our racial justice work included advocacy for city funding for underserved neighborhoods, fair representation in redistricting, and increasing employment opportunities for local residents.

Workforce Development in San Francisco District 11

San Francisco's District 11 has the largest number of foreign-born residents in the City, one of the highest populations of families, and the lowest per capita income. These demographics, plus the community's increasing diversity, present challenges for providing needed services and opportunities. In conjunction with Communities United for Health and Justice, CAA published a policy report and disseminated recommendations to address the employment and economic challenges in District 11. The report led to a new \$400,000 initiative for neighborhood-based workforce development that support this neighborhood and its diverse residents.

San Francisco Redistricting

Every ten years San Francisco redraws its supervisorial district lines to reflect its changing population. To ensure that this process was inclusive of all communities and resulted in districts that met the diverse needs of San Francisco neighborhoods, CAA staff served on the appointed San Francisco Redistricting Task Force. The task force weighed community feedback on how the new district lines would affect transportation, housing, parks and recreation, and other city development needs, as well as the impact on communities of interest. The new lines were approved in April 2012.

Local Hiring on City College Chinatown Campus

The construction of the City College of San Francisco Chinatown/North Beach campus provided important job opportunities for local residents suffering from long-term unemployment. CAA partnered with the College to develop pathways to work for San Francisco residents, especially those from disadvantaged neighborhoods. CAA monitored the hiring progress throughout the campus' construction. Overall, 32 percent of the work hours was performed by local residents, with nearly two-thirds performed by people of color. This mark surpassed the 20 percent average local performances on previous major City College construction projects. CAA's efforts on project-based and citywide local hiring public policy continue to be a national model.

COMMUNITIES UNITED
FOR HEALTH AND
JUSTICE AND CAA
HOSTED A PRESS
CONFERENCE TO
PRESENT POLICY
RECOMMENDATIONS TO
ALLEVIATE ECONOMIC
AND JOB BARRIERS.

社區健康和正義聯會和
華促會舉行記者招待會，
介紹紓解經濟和就業障
礙的政策建議。



CAA MONITORS LOCAL HIRING
AT THE CHINATOWN CAMPUS
THROUGH COMMUNITY
ENGAGEMENT WITH THE
CONSTRUCTION STAFF.

華促會通過與施工人員的社區參與監察市大華埠/北岸區分校聘用本地人之目標。

種族正義

華促會挑戰種族等級。在2012年我們的種族正義工作，包括爭取市資助服務不足的鄰里，在重新劃定選區中有公平的代表，和增加本地居民的就業機會。

三藩市第十一選區的工作力發展

三藩市第十一選區有最多在外國出生的人口，最多家庭的人口，和按人均計算收入最低。第十一區居民面對的機會障礙，反映了確保服務伸向一個不斷多元化社區之重要。華促會和社區健康和正義聯會 (Communities United for Health and Justice) 一起，印發一份政策報告，提出解決第十一區就業和經濟挑戰的建議，結果產生一個四十萬元的新計劃，供支持此區及其多元人口發展工作力之需。

重新劃定三藩市選區

三藩市每十年重新劃定其市參事的選區。為確保此程序，包括所有的社區和使選區符合三藩市各區之多元化需要，華促會職員服務由市府任命的重劃選區工作小組。工作小組衡量社區對如何重劃選區界限對交通、住屋、公園和康樂以及其他市政發展之影響，以及對利益群體之影響的意見。市府在2012年通過新的界限。

市立大學華埠/北岸分校聘用本地人實踐

興建三藩市市立大學華埠/北岸區分校，為長期失業的本地三藩市居民提供一個重要的就業機會。華促會和市立大學合作，確保三藩市的居民，特別是來自弱勢社區的居民之工作機會，並在施工期內監察政策實踐之進展。在施工期內，百分之三十二的工作小時，均由本地居民擔任，其中近三分之二由有色人種擔任。此指標比起以前市大建築工程使用本地人士的實戰，分別超出平均百分之二十。我們以項目為基礎及促進全市性聘用本地人政策之工作，繼續成為一個全國模式。



Rachel Ebor

Bernal Heights Neighborhood Center
Executive Director

BHNC's close collaboration with CAA began with our Census outreach work in 2010, when it was evident that our organizations' focus and advocacy around immigrant rights were in sync. It's no surprise, then, that in 2012, BHNC once again found itself working closely with CAA on two immigrant population-focused initiatives: the San Francisco Language Access Network and the District 11 Workforce Development Collaborative. As a 1.5 generation Filipino immigrant and BHNC's Executive Director, I'm proud of our partnership with CAA, which is essential to deepening our advocacy for our immigrant community members and strengthening the very fabric that makes San Francisco so vibrant.

雷切爾·黛博拉，伯納崗社區中心行政主任

伯納崗社區中心(Bernal Heights Neighborhood Center)和華促會的緊密合作，開始於2010年我們做人口普查外展工作的時候，明顯的是我們兩個機構在移民權利方面的焦點和爭取權益的工作是相同的。因而在2012年當伯納崗社區中心再次和華促會在兩個以移民人口為焦點的行動中緊密合作是一點也不意外；這兩個計劃是三藩市語言方便網絡和第十一區工作發展合作計劃。身為一名1.5代菲裔移民和伯納崗社區中心的行政主任，我對和華促會的合作引以為榮，這個合作加深了我們為移民社區促進權益的工作，和強化使三藩市如此充滿活力的結構是很重要的。

Promoting Social Change



CAA provides leadership on multiple social justice issues. In 2012, we continued organizing for LGBTQ acceptance through API Equality-Northern California, conducted statewide legislative advocacy through our office in Sacramento, and formalized partnerships with four new groups representing diverse constituents.

Winning LGBTQ Acceptance

In 2012, API Equality-Northern California focused on changing negative perceptions of lesbian and gay individuals using creative and new forms of advocacy and expression. We joined the statewide initiative Breakthrough Conversations to recruit volunteers to have heart-to-heart conversations with family members, friends, neighbors, and co-workers on LGBTQ acceptance and marriage equality. API Equality appeared on Song That Radio, created for LGBTQ Vietnamese Americans, to talk about their experiences of coming out to their families. Summer interns also produced documentaries on API queer experience that were showcased at community gatherings and online. All of this work complemented ongoing research, community education, visibility efforts, and technical assistance provided on behalf of the queer Asian American and Pacific Islander community.

Statewide Legislative Advocacy

CAA's legislative office in Sacramento—operated in partnership with the Asian Law Caucus and the Asian Pacific American Legal Center—continued to advocate for California's APIs in the state capitol. In 2012, it helped curb the most severe state budget cuts that would have reduced health insurance and assistance for low-income families, and defeated several bills aimed at harming immigrants' voting rights and worker rights. Although Governor Brown vetoed two priority bills, the TRUST Act and Domestic Worker Bill of Rights, CAA and our legislative allies continue to build community and political support for these bills. In addition, the Sacramento partnership assisted the Department of Industrial Relations and the Department of Fair Employment and Housing to implement AB 1088, a bill passed in 2011 to improve state data disaggregation of diverse API communities.

Movement Building

In 2012, CAA re-launched Asian Americans for Civil Rights and Equality (AACRE) to engage and be of service to grassroots social justice efforts. The 2012 AACRE groups were:

Alliance of South Asians Taking Action. ASATA is working to educate, organize, and empower the Bay Area South Asian communities to end violence, oppression, racism, and exploitation.

API Equality-Northern California. API Equality works at the intersection of the API and LGBTQ communities to empower community, advance civil rights, and promote diversity.

Asian Prisoner Support Committee. APSC addresses and challenges root causes of the growing Asian Pacific Islander prisoner crisis.

Hyphen. Hyphen is a volunteer-run, social and cultural Asian American magazine with a strong online presence that reaches both a San Francisco and national audience.

Network on Religion and Justice. NRJ is a network of groups and individuals nurturing and supporting an API faith community that is fully inclusive of LGBTQ community members.

API EQUALITY'S
EFFORTS TO
INCREASE
ACCEPTANCE
ABOUT LESBIAN,
GAY, BISEXUAL,
TRANSGENDER,
AND QUEER PEOPLE
INCLUDED BEING
VISIBLE AT MANY
PUBLIC EVENTS.

北加州亞太裔平等聯會
增加有關融和男女同性
戀人、雙性戀人、變性
者和同性戀的接受共交
談的工作，見於眾多公
共活動中。



MEMBERS OF THE NEWLY RE-LAUNCHED AACRE
CONVENED FOR THE FIRST TIME IN 2012 TO
LEARN ABOUT EACH OTHER'S WORK AND BUILD
A STRONG PROGRESSIVE API NETWORK.

重新推出的AACRE成員在2012年第一次召集，了解彼此的工作和建立一個有力的進步亞太裔網絡。

促進社會改變

華促會在多個社會正義議題方面提供領導。在2012年，我們繼續通過北加州亞太裔平等協會 (API Equality-Northern California)，為接受同性戀、雙性戀、變性、和酷兒 (LGBTQ)，進行組織，通過沙加緬度的辦事處進行全州性的爭取立法工作，並和四個代表多元化人口的新團體成立正式的合作關係。

贏得對LGBTQ同志的接受

北加州亞太裔平等協會使用創造性和新式的促進權利和表達方式，改變人們對男女同性戀人的負面看法。例如，協會加入全州性的突破交談，招募志願工作者和家人、朋友、鄰居及同事進行有關接受LGBTQ同志的親切率直交談和婚姻平等。協會參加為LGBTQ同志越裔人士而設的宋太 (Song That) 電台節目，談及他們向家人「出櫃」的經驗。此外，協會同時使用「藝術維權方式」，製作有關亞太裔酷兒的網上紀錄片。所有這些工作補充計劃為亞太裔酷兒所做的持續研究、社區教育、可見性和技術援助的工作。

全州性的立法爭取權益工作

華促會在沙加緬度的立法辦事處——與亞洲法律聯議會及亞太裔法律中心合作——繼續在加州立法爭取權益工作中，擔任一個角色。我們的工作幫助緩和和制止可導致減少對低收入家庭之健保與援助的州預算嚴重削減，同時幫助擊敗多個有損移民選舉權和工人權利的州法案。雖然州長否決了信任法案和居家工作者權利法案，我們繼續和盟友合作，為這些重要的法案建立社區和政治的支援。

此外，我們在沙加緬度的合作組織，參與工業關係部和平等就業及房屋部協助實施在2011年通過的AB 1088法案，以改善解集多元化亞太裔社區之州數據。在沙加緬度的策略包括網上運動，統籌寫信給州長辦公室，組織社區在州參眾院預算委員會前作證，和直接拜訪民選官員和職員。

建立運動

在2012年，華促會重新推出亞太裔民權和平等計劃 (AACRE)，參與和服務草根社會正義工作。2012年的團體是：

Alliance of South Asians Taking Action (南亞裔行動聯盟)。ASATA的工作，在教育、組織和加強灣區南亞社區結束暴力、壓制、種族主義和剝削。

API Equality-Northern California (北加州亞太裔平等聯會)。APIE在亞太裔和LGBTQ同志社區的路口賦權社會，推進公民權利，和促進多樣性。

Asian Prisoners Support Committee (亞裔囚犯支援委員會)。APSC 處理和挑戰不斷增長之亞太裔囚犯危機之根因。

Hyphen (「連字符」雜誌)。Hyphen是一個由義工經營的社會和文化亞裔雜誌，以有力的網上形式，接觸三藩市和全國的讀者。

Network for Religion and Justice (宗教和正義網絡)。NRJ是一個團體和個人組成的網絡，培育和支援亞太裔宗教社群，充份融和LGBTQ人士。

Hai Chi Vu

summer intern



Ever since coming out, I have not felt comfortable with being queer and being in a queer space, let alone a queer and Asian space. That changed after interning at API Equality-Northern California at CAA. When my fellow interns and I went to the National Queer APIA conference in Washington, DC, I felt an incredibly strong sense of solidarity when we, a group of queer APIs, walked into the White House to participate in a briefing about the state of our community. We had the power to demand that our voices be heard and that our presence be seen. After the conference, I feel that we are more ready than ever to organize. It is entirely possible to have a space for queer Asian Americans to organize, connect, and build power and presence!

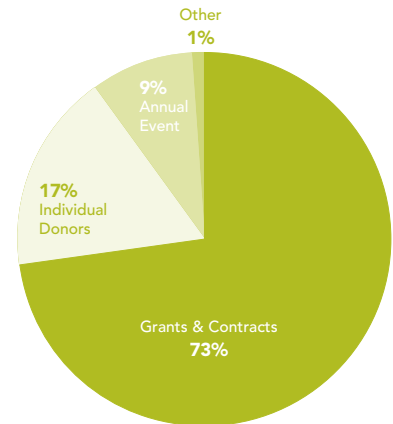
武海慈，暑期實習生

自出櫃以來，我身為同性戀或身處於同性戀者的空間，在亞裔的同性戀空間感到不太自在。但在華促會的北加州亞太裔平等聯會做實習生之後，那有所改變。當我的實習生同伴和我參加在華府舉行的全國亞太裔同志大會時，當我們一群亞太裔同性戀走進白宮參加一個有關我們群體的匯報時，我有一種難以置信的強力團結感。我們有力量要求人們聽到我們的聲音，看到我們的存在。在會議之後，我感到我們比任何時候更有組織起來的準備。亞太裔同性戀有一個組織、連結、建立權力和存在的空間，是完全可能的。

2012 Financial Activities 財務活動

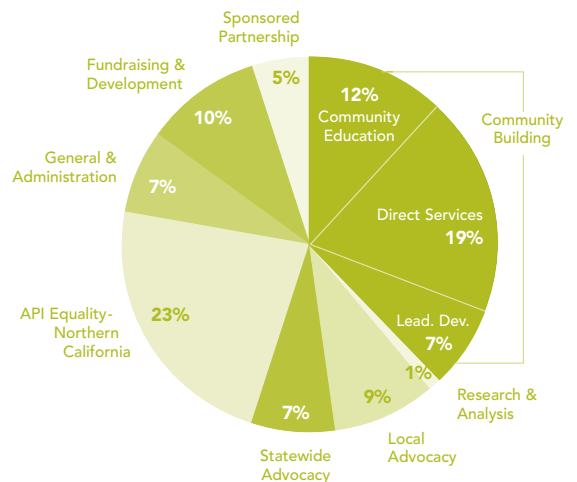
SUPPORT & REVENUE 支援和收入

Grants & Contracts	\$ 1,063,763
Individual Donors	247,260
Annual Event	129,445
Other	33,191
TOTAL 合計	\$ 1,473,659



EXPENSES 支出

Community Building	
Community Education	\$ 183,121
Direct Services	283,360
Leadership Development	98,941
Research & Analysis	7,588
Local Advocacy	127,336
Statewide Advocacy	104,332
API Equality-Northern California	336,966
General & Administration	107,897
Fundraising & Development	149,521
Sponsored Partnerships	74,597
TOTAL 合計	\$ 1,473,659



2012 Funders and Donors

捐助者和支持者

INSTITUTIONAL SUPPORTERS

基金會和政府支持者

Includes supporters for Alliance of South Asians Taking Action, API Equality-Northern California, Asian Prisoner Support Committee, Hyphen, and Network on Religion and Justice

Anonymous
Arcus Foundation
Asian Americans/Pacific Islanders
in Philanthropy
Asian Pacific Fund
The California Endowment
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Chinese Hospital Association of
San Francisco
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The CAA Leadership Circle is a group of individual supporters who contribute \$1000 or more annually. They empower CAA with unrestricted funds to organize responsive, cutting-edge advocacy that is not supported by foundations or corporations.

Herbert and Donna Chan
Alec Chang
Bernadette Chi and Raymond Sheen
Diane Chin
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Gary Chou
Maurice and Aster Chuck
Henry and Priscilla Der
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Lorraine Wong
Marilyn Wong and David McClain
Serena Wong
Dick and Stella Lee Wong
Deborah and Arthur Yee
Kou-ping and Connie Y. Yu

LEGACY SOCIETY 薪傳組成員

The Legacy Society is a special group of people who have committed to include CAA in their will or estate plan. By their generosity they are helping to secure the future of CAA's mission or generations to come.

Robert Chen
Sabina Chen
Bernadette Chi and Raymond Sheen
Henry and Priscilla Der
Eileen Dong
Katheryn Fong and Andrew MacInnis
Patricia Fong
Paul and Maxine Fong
Linda Ho
Mamie How
Sharon and Bill Jeong
Laura Lai
Emily Lee
Frances and Frankie Lee
Emily Leung and Ricky Ho

Sinclair and May Louie
Rolland and Kathy Lowe
Larry Mock and S. Chris Ahn
Steven Owyang and Onilda Cheung
Lillian Sing
Julie Tang
Simon and Theo Teng
L. Ling-chi and Linda Wang
Germaine Q Wong
Lorraine Wong

CELEBRATION OF JUSTICE

SPONSORS 表揚正義晚會支持者

The annual Celebration of Justice is CAA's largest fundraising event. Support from the sponsors provides CAA with unrestricted funds to continue our social justice work.

DEFENDER OF JUSTICE \$6,000

Laura Lai
Emily Lee
Frances and Frankie Lee
Emily Leung and Ricky Ho
Rolland and Kathy Lowe

ADVOCATE OF JUSTICE \$4,000

Henry and Priscilla Der
EHDD/Barcelon & Jang Architects
Kaiser Permanente
Northern California Carpenters
Regional Council
Stella Lee Wong and Dick Wong

GUARDIAN OF JUSTICE \$2,500

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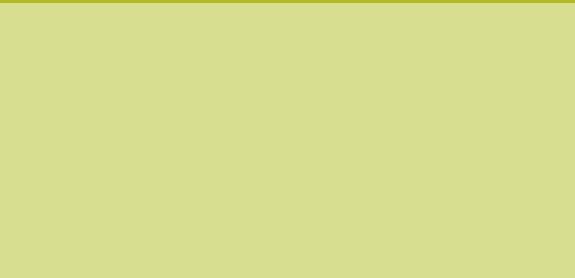
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