

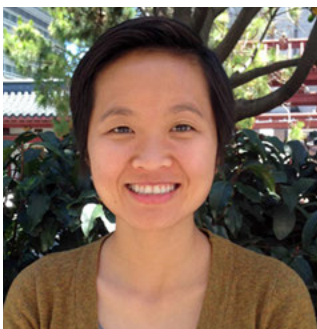
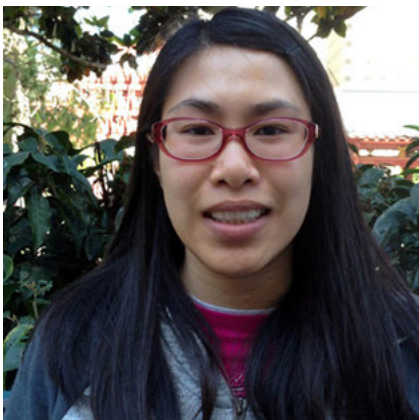
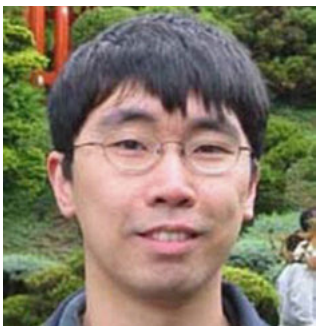
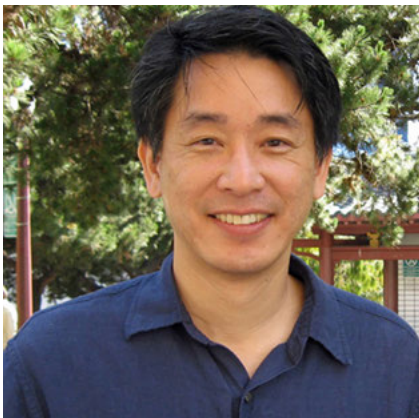
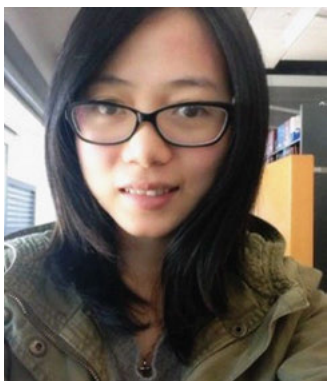
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Chinese for Affirmative Action
華人權益促進會

Annual Report
2014年年度報告





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FROM THE BOARD AND EXECUTIVE DIRECTOR

Dear Friends:

2014 was a demanding year for Chinese for Affirmative Action.

CAA and allies scored major victories in our immigrant rights work despite obstruction by Republicans in Congress of much-needed reform legislation. Expanded deportation relief programs, new access to driver's licenses for immigrants, and improved support for refugee children will help millions of immigrant families throughout the country.

Locally, our Move City College Forward campaign helped prevent the closure of City College of San Francisco -- a disaster that would have devastated the educational lives of 80,000 students. CAA provided definitive leadership to stabilize City College's finances, to support litigation on behalf of the College, and to begin restoring local governance at the College.

These priorities were complemented by ongoing advocacy in support of language diversity and racial justice, and by community-building activities that reached and assisted thousands of low-income and limited-English proficient immigrants.

In addition, we continued to build movement infrastructure by anchoring the California Asian Pacific Islander Budget Partnership and the Asian Americans for Civil Rights and Equality network. Our commitment to working collaboratively was underscored by these formations.

Lastly, we launched a capital campaign to renovate our building in San Francisco Chinatown. When fundraising and construction are complete, our headquarters will be more accessible, more modern, and better equipped for future generations of community activism.

Issues of social justice are as urgent as ever. We remain grateful to our extended Chinese for Affirmative Action family of supporters, allies, staff, and board.

Germaine Q Wong
Chair, Board of Directors

Vincent Pan
Executive Director



董事會主席與行政主任致言

親愛的朋友：

2014年對華人權益促進會來說充滿考驗。

儘管國會共和黨議員阻礙我們社區急需的法案改革，華促會與社區支持者共同協力在移民權益上贏得重大勝利。擴展減緩遞解出境的方案，新移民駕照申請管道，以及改善為難民兒童提供的資源都將為國內百萬名的移民家庭帶來幫助。

在舊金山，我們的“推動市立大學向前”運動幫助防止舊金山市立大學倒閉——其倒閉將影響八萬名學生的學業及未來生計。華促會提供了明確的領導，以穩定市立大學的財務，代表大學支持訴訟，並從大學開始恢復地方治理。

這些事項，在持續進行地語言多樣化與種族平等的選傳，與社區建設活動的輔助下，延伸至並協助數以千計低收入和英語有限的移民。

此外，我們持續通過加州亞太裔預算聯盟和亞裔支持民權和平等網絡來構建社會運動基礎架構。這些合作結構都強調了我們對社區合作的承諾。

最後，我們發起募款運動來幫助我們修繕華埠的辦公室。在籌款和建設完成後，我們的總部會更加方便，現代化，及配有更好的設備來支持未來的社區運動。

在社會公正問題緊迫如初的同時，我們感謝華人權益促進會家庭裡所有的支持者、盟友、工作人員和董事會。

關少薇

董事會主席

潘偉旋

行政主任

2014 HIGHLIGHTS

JANUARY

In partnership with the national Fast for Families campaign, CAA Executive Director Vincent Pan joins a cross-country bus tour to advocate for comprehensive immigration reform.

FEBRUARY

CAA's annual membership meeting features City College officials and rallies the public to keep City College open for all 80,000 of its students. CAA supports legal action by San Francisco City Attorney Dennis Herrera charging illegal practices by the accreditation body threatening to close City College.

MARCH

As part of the AACRE network, CAA co-presents the documentary *American Revolutionary: The Evolution of Grace Lee Boggs* at CAAMFest.

CAA's Hospitality Vocational Training Program graduates its third cohort of 15 low-wage community members to help them transition to sustainable hotel jobs.

As California legislators debate SCA-5, CAA reaffirms its support for race-conscious programs, and proposes the restoration of affirmative action in State public education, employment, and contracting.

APRIL

CAA joins immigrant rights allies in Washington D.C. to escalate pressure on Congressional Republicans to allow a vote on immigration reform.

San Francisco certifies Tagalog as a required language for compliance under the Language Access Ordinance following advocacy from Filipino Community Center and CAA.

MAY

CAA mobilizes City College students to testify in the State Senate in support of legislation to stabilize funding for City College to keep it open. The new funding formula passes as part of the State budget.

JUNE

The 45th Anniversary Celebration of Justice dinner honors the California Immigrant Policy Center, Jack Lee, Dae Joong Yoon, and Isabel Huie.

CAA launches a capital campaign to raise renovation funds to make its headquarters in San Francisco Chinatown more modern and accessible for future generations.

JULY

CAA supports San Francisco efforts to provide legal representation, due process, and social services for women and unaccompanied children refugees from Central America.

The summer session of CAA's Parent Advocates program includes a transformative trip to Angel Island's immigration detention center where parent leaders draw comparisons between the discriminatory treatment faced by past and current immigrants.

AUGUST

With community videos beginning to expose longstanding problems with police violence, CAA joins growing national advocacy following the killing of Michael Brown in Ferguson, Missouri.

SEPTEMBER

CAA co-sponsors UC Berkeley's 40th anniversary of *Lau v. Nichols* bilingual education conference at the City College of San Francisco Chinatown Campus.

The California API Budget Partnership, launched by CAA, convenes in Fresno with community representatives statewide and testifies at a hearing for the CA Commission on APIA Affairs.

CAA Executive Director Vincent Pan and API allies meet with White House staff to discuss multiple issues including executive branch action on immigration.

OCTOBER

CAA distributes a bilingual voter guide in support of ballot measures to boost local funding for public schools, increase the minimum wage, and improve the State criminal justice system. The two local and one state propositions pass in the November elections with community support.

Litigation to defend City College goes to trial and multiple violations and improper practices by the accreditors seeking to close City College are exposed.

NOVEMBER

AACRE sponsors a community conversation with author Jeff Chang and his new book on race and culture, *Who We Be: The Colorization of America*.

CAA's monitoring of construction on the Chinese Hospital renovation shows the project reaching the local hiring goal of 25% of construction hours performed by local residents.

DECEMBER

CAA mobilizes to provide community education and information about new programs announced by President Obama to provide administrative relief to undocumented immigrants and their families.

The extended CAA family gathers for a farewell dinner at the historic Empress of China restaurant in Chinatown, which closes at the end of the year.

2014 年度回顧

一月

與“為移民家庭絕食”合作，華促會行政主任潘偉旋參與全美巡迴巴士來支持全面性的移民改革。

二月

華促會的年度會員會議邀請舊金山市立大學的行政職員，呼籲市民支持市立大學繼續營運，為八萬名學生提供可負擔教育。華促會支持舊金山市檢察官DENNIS HERRERA採取法律行動，控訴私人經營教育認可機構威脅關閉市立大學為非法行為。

三月

於亞裔支持民權和平等網絡的一部分，華促會在國際亞裔電影展(CAAMFEST)共同呈現紀錄片：“美國革命者：GRACE LEE BOGGS傳”。

華促會第三屆酒店職業培訓課程的畢業生包括了十五名低收入社區成員，幫助他們轉換職業至穩定酒店工作。

在加州立法委員討論加州參議院憲法第五條改的同時，華促會重申機構對平權法案的支持，並提出在公立教育，就業，及承包業上恢復該方案。

四月

華促會加入其他華盛頓特區移民權益的盟友，對國會共和黨籍議員施加壓力，要求在移民改革上進行表決。

在菲律賓社區中心與華促會的宣導下，舊金山認定菲律賓語為語言服務條例下受規應提供翻譯的語言之一。

五月

華促會動員市立大學學生在加州參議院作證支持立法，為城市大學穩定資金，幫助大學持續營運。新的撥款方式為州預算的一部分。

六月

華促會於“慶祝正義”45週年晚會頒發榮譽獎狀給加州移民政策中心、JACK LEE、DAE JOONG YOON、和許陳錦蕙。

華促會推出募款運動，為舊金山華埠辦公室籌集裝修資金，望通過更現代化及方便的設計來繼續服務下一代。

七月

華促會支持舊金山為中美洲女性與兒童難民提供法律代表，正當程序，與社會服務。

華促會家長領導夏季小組前往天使島移民拘留所，比較過去和現在的移民所面臨的歧視性待遇，留下難忘的經驗。

八月

在社區視頻開始暴露長期存在的警察暴力問題與密蘇里州FERGUSON的十八歲青年，MICHAEL BROWN，被警察殺害後，華促會加入眾多片佈全美的社區組織，倡導黑人與種族平權。

九月

華促會共同贊助加州大學伯克萊分校，在舊金山市立大學華埠分校舉辦第四十屆LAU V. NICHOLS雙語教育會議。

由華促會推出的加州亞太裔預算聯盟，在弗雷斯諾(FRESNO)與加州其他社區代表進行會議，並在聽證會上為加州委員會上亞美裔事務小組作證。

華促會行政主任潘偉旋和其他亞美裔盟友與白宮工作人員召開會議，討論多項問題，包括在移民問題上行政部門的行動。

十月

華促會分發雙語選舉指南，支持提案提高用於公立學校的地方資金，提高最低工資標準，和改革加州刑事司法系統。其中，兩項城市提案與一項加州提案在社區支持下於十一月份的選舉通過。

保護市立大學法律訴訟開庭，私人營運的教育認定機構多次違反並尋求關閉市立大學的不當行為被揭暴。

十一月

亞裔支持民權和平等網絡舉辦社區對話，與作者JEFF CHANG討論種族和文化，和他的新書“WHO WE BE: THE COLORIZATION OF AMERICA”(簡譯:美國彩色化)。

華促會在東華醫院裝修項目上的督察顯示，項目達到本地招聘的目標，所有施工時間中25%由當地居民包工。

十二月

華促會動員提供有關奧巴馬總統為無證移民和他們的家庭宣布的行政救濟命令的資訊與社區教育。

華促會大家庭聚集於華埠歷史悠久的餐館，皇后酒樓，其餐館將於今年年底關閉。

COMMUNITY BUILDING

CAA employs multiple grassroots strategies -- direct services, leadership development, and community education -- to help low-income and limited-English proficient community members improve and participate in the decisions that affect their lives.

Workforce Development

CAA continued to create pathways out of poverty for Chinatown residents, immigrant workers, and job seekers in San Francisco. Nearly 200 individuals received resume and interview support, skills assessments, and access to hospitality, home health care, and construction employment. Efforts to retrain and place low-wage workers in unionized hotel jobs, and to support local hiring in the construction of Chinese Hospital, modeled how policies can grow and support the region's diverse workforce.

At our headquarters in San Francisco Chinatown, our bilingual staff members were a key access point for linkages to other services and resources. We connected hundreds of community members with the help they needed on a variety of concerns from education to housing, and childcare to employment discrimination.

Leadership Development

In 2014, more than two dozen parents joined the ranks of over 500 who have completed the CAA Parent Advocates Program. Parent advocates played key roles in CAA's social justice campaigns after graduating from a hands-on training institute covering education policy, immigrant rights, criminal justice reform, and LGBTQ acceptance. Longtime and emerging leaders joined forces with other communities of color to advance the issues that mattered to them.

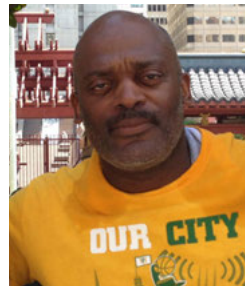
Community and Voter Education

While providing perspectives for ethnic and mainstream media throughout the year, our community and voter education work intensified for the November elections. In particular, CAA community convenings, press briefings, appearances on Chinese language radio and television, and bilingual voter guides helped win voter approval of key ballot

measures. These included California Proposition 47 to advance criminal justice reform, San Francisco Measure C to fund education and early childhood development programs, and San Francisco Measure J to raise the minimum wage.

Communities United for Health & Justice

Through an alliance focused in the southeast neighborhoods of San Francisco, including the Excelsior district, CAA helped organize communities of color towards economic viability. Main programmatic components included cooperative development, workers rights education, direct services, and policy advocacy.



"I was on the verge of being evicted and had been out of work for a while. I worked small jobs that didn't pay much. When I came to CAA looking for help, you gave me hands-on, undivided attention. You made me feel like you really cared about my situation, like a family outside of my own family. When CAA called me for a job, it was like a breath of fresh air. That's why at every job you place me, I try to do my best and give 110% because I know I'm representing CAA."

—Kevin Mackey,
CAA Employment Client



建設社區

華促會利用多方面草根策略——包括一對一服務，領導力發展，及社區教育——幫助低收入和英語有限的社區成員參與與改善影響他們日常生活的決策過程。

勞動力發展與就業推薦資源

華促會持續創造就業管道，幫助華埠居民、移民工人、和舊金山求職者擺脫經濟困境。近兩百位民眾得到撰寫履歷表和模擬面試的幫助，技能評估，並在酒店餐館業，家庭保健業和建築業獲得就業機會。重新培訓，並安排低工資工人受聘於工會管理的酒店業工作，及支持東華醫院利用本地聘用完成建設，示範了城市政策與地區多元化勞動力如何能共同發展，相互支持。

在我們舊金山華埠的辦公室，我們的雙語職員是華促會與其他服務和資源進行交流的關鍵。我們為數百名社區成員介紹他們所需要的服務，例如教育、住房、育兒和對抗就業歧視的幫助。

領導力發展

在2014年，超過二十四名家長加入過去其他超過五百位家長的行列，完成華促會家長領導小組計劃的培訓。該計畫旨在培訓英語有限的家長為在校學童提倡相關議題。培訓計畫包括教育政策，移民權益，刑事司法改革，及同性戀/多性向接納。完成培訓後的家長領導在華促會社會正義運動裡扮演重要的角色。而新舊家長領導也共同聯手，與其他有色人種社區推進他們關心的議題。

社區與選民教育

在為族裔與主流媒體提供華裔移民社區觀點的同時，我們也為十一月的選舉加強在社區與選民教育上的工作。其中，華促會社區會議，新聞發佈會，華語廣播和電視訪問，和雙語選民指南幫助我們社區贏得關鍵提案的選票。這些提案包括加州47號提案幫助推動刑事司法改革、舊金山C提案，資助教育和幼兒發展項目、與舊金山J提案，提高市立最低工資標準。

社區為健保與正義團結

通過一個集合舊金山東南地區的聯盟組織，華促會幫助組織有色人種社區邁進經濟穩定。主要計劃包括合作開發，工人權利教育，一對一服務和政策宣導。

「我當時面臨被迫逼遷的邊緣，也失業了一段時間。我那時候有打零工，但收到的工資並不多。當我來到華促會尋求幫助時，你們給予我全心並躬親的關注。你們讓我覺得這個機構就像我親人以外的另一個家庭。華促會打電話給我，說有一份工作的時候，它就像是一口新鮮空氣。我立馬回覆，“好，我能做這份工。”所以在每一個華促會推薦的工作上，我都試著盡我所能，表現到110%，因為我知道我代表著華促會。」

— Kevin Mackey，華促會就業輔助客戶



PROTECTING IMMIGRANT RIGHTS

Despite Congressional inaction on comprehensive immigration reform, CAA worked with allies to win major victories to keep immigrant families together and to advance immigrant rights.

Federal Immigration Policy

The urgency of more fair and compassionate immigration policies remains unabated. CAA began the year with a cross-country bus tour and solidarity fasts organized by the Fast for Families campaign to press this point. With key activities in California, Virginia, and the Asian American community, we highlighted the unique immigration needs of Asian Americans while pressing Congress to act on legislation to create a pathway to citizenships for all immigrants, to keep immigrant families together, and to protect worker and civil rights. Our work with the executive branch included meeting with policy staff at the White House and delivering recommendations to reduce deportations and shorten visa backlogs.

The Obama administration ultimately announced programs in November to provide administrative relief to millions of undocumented immigrants and their families. CAA worked to provide analysis and information to Chinese language media outlets in the Bay Area, and launched outreach efforts to increase community participation in the Deferred Action for Childhood Arrivals (DACA) and Deferred Action for Parents of Americans and Lawful Permanent Residents (DAPA) programs.

Immigrant Rights in California

California was a major testing ground for progressive immigrant rights policies and CAA met throughout the year with allies across the state to develop, implement, and pass critical pieces of legislation. After sustained advocacy, the recent passage of AB 60 made driver's licenses accessible to all residents regardless of immigration status, and the California TRUST Act proscribed how local law enforcement interact with federal immigration authorities in order to protect the well-being and safety of immigrant communities.

Local Resources and Advocacy

In San Francisco, our broad immigration-related work was complemented with a range of immigration-related assistance. This included more than two dozen Chinese-language workshops that provided newcomers with legal referrals, naturalization information, guidance against fraudulent services, and basic eligibility screening for resources.

When unaccompanied refugee children who were fleeing violence in Central America began arriving in San Francisco, CAA joined efforts to ensure legal representation and due process for those facing removal proceedings. This campaign included a community outing to the Angel Island Immigration Station that highlighted the historic connections between diverse immigrant communities.



保障移民權益

儘管國會在全面移民改革上不採取行動，華促會與盟友在保持移民家庭團聚上仍贏得重大勝利，並推進移民權益。

聯邦移民政策

移民社區仍迫切需要公平且公正的的移民政策。華促會在年初時加入“為移民家庭絕食”的運動，以巴士到訪全美各地並絕食支持移民改革。透過在加州，弗吉尼亞州和亞裔社區進行的活動，華促會強調移民改革對亞裔的重要及要求國會及時通過法案，建立未來能夠轉換公民的途徑，讓移民家庭團聚，並保護工人和公民權利。我們與行政部門合作項目包括與白宮職員進行政策會議，並提供建議，以減少遞解出境和縮短簽證積壓。

奧巴馬政府最終在十一月時宣布行政命令，為上百萬無證移民和他們的家庭提供緩解。華促會為灣區華語新聞媒體提供分析和相關資訊，並在社區宣傳“童年入境暫緩遣返出境程序”(DACA)與“公民綠卡持有者無證移民父母/暫緩遣返出境程序”(DAPA)，以鼓勵社區參與。

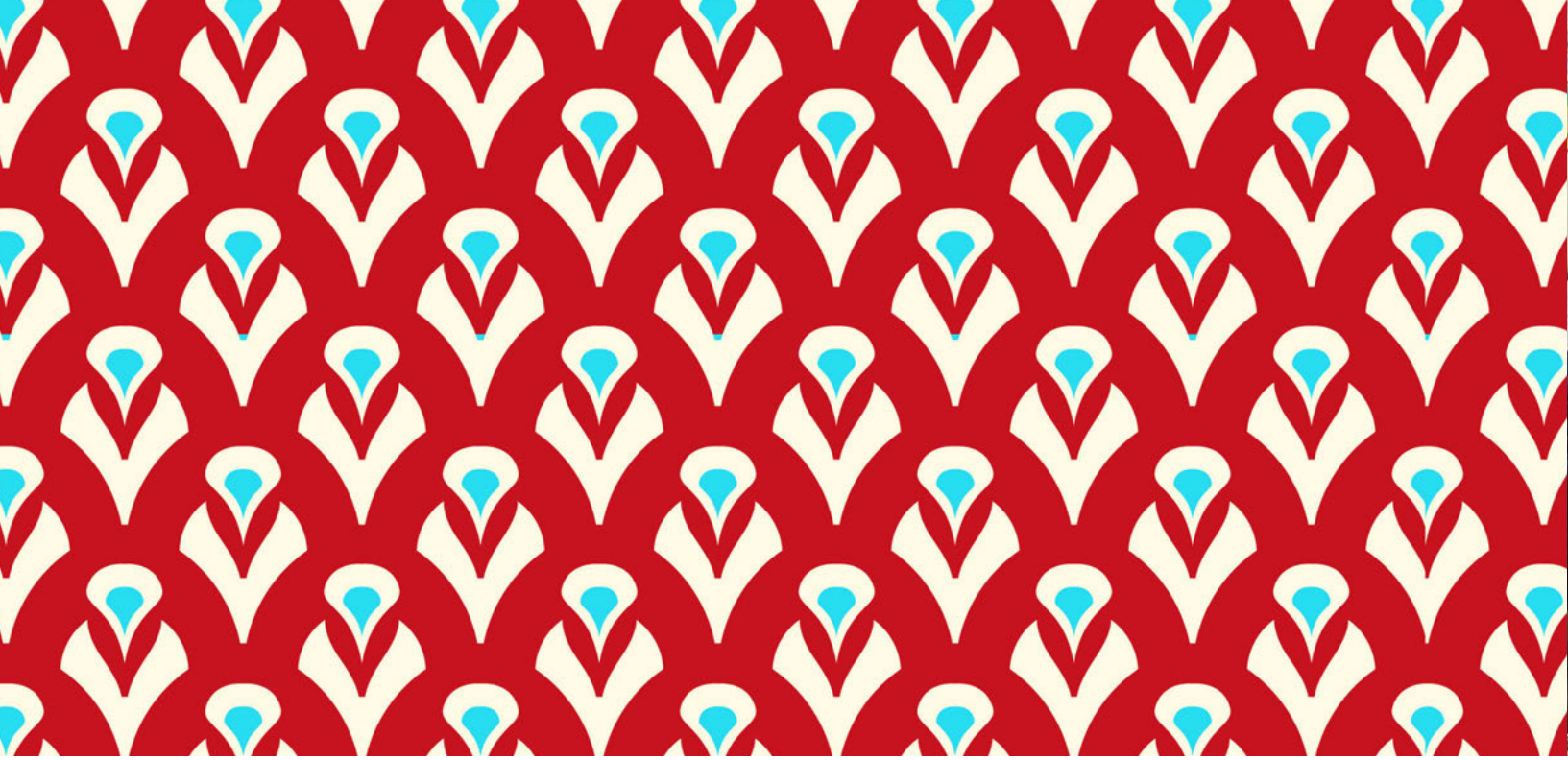
加州移民權益

加州在移民權益政策上成為先驅，華促會全年與加州其他的盟友開會討論制定，實施，並通過重要的法案。在持續的宣傳後，加州近期通過的AB60法案開放所有移民，不限現移民身分，都能申請加州駕駛執照，並實施“TRUST Act”，該法案禁止當地警察與聯邦移民局交換受捕移民的身分，以保障移民社區的安全。

社區資源與宣導

在舊金山，華促會廣泛的移民相關工作也包括了一系列提供給移民的援助。這包括二十多項華語講座，提供給新移民法律推介、入籍資訊、防受騙服務指導、及為申請資源做的基本資格篩選。

在中美洲兒童難民為逃離暴力抵達至舊金山時，華促會加入其他社區組織，以確保受影響兒童配有法律代表和正當程序，免因移民身分被遞解出境。該活動也包括華促會會員到天使島移民站參與社區郊遊，感受不同移民社區之間的歷史淵源。



PROMOTING LANGUAGE DIVERSITY

With nearly 45% of San Franciscans speaking a language other than English at home, access to public services for limited-English proficient residents remained a pressing priority for CAA.

Language Access Network of San Francisco

CAA's leadership on language access was exemplified by our work with the Language Access Network of San Francisco. Created as a result of previous citywide advocacy, the network is anchored by CAA and comprised of eight organizations with language capacity in Chinese, Spanish, Arabic, Tagalog, Tigrinya, Amharic, French, and Haitian Creole.

In 2014, the network produced multilingual materials about City services, conducted outreach to engage marginalized communities, and launched a community-based testing effort assessing City departments on their ability to serve limited-English proficient residents.

In addition to leading the network, CAA made language access presentations to City College of San Francisco student groups and educators, and provided technical assistance to the Southeast Asian Community Center, Self-Help for the Elderly, and Asociacion Mayab.

Tagalog Certification

After English, Spanish, and Chinese, Tagalog is the most frequently spoken language in San Francisco, with 10,000 Filipino limited-English proficient residents living in the City. To ensure these residents have equal access to City services, CAA successfully partnered with the Filipino Community Center (FCC) to officially certify Tagalog as a threshold language as defined by the City's language access ordinance.

Language Access Ordinance Compliance

The City has made progress in its implementation of local access laws. For example, in its 2014 language access report, each City department was on record with language access compliance plans and 88 percent of departments were attending language access trainings. However, in CAA's monitoring efforts, we identified important deficiencies such as inconsistent data collection, a lack of updated budget language access information from City departments, and insufficient written protocols for language access.

After developing recommendations to the San Francisco Board of Supervisors to address these problems, CAA began work with several members of the Board to pursue more budget transparency on language access and new legislative language access proposals.



促進語言多元化

在近45%舊金山市民在家講英語以外的語言的情況下，幫助英語有限的居民獲得公共服務仍是華促會的優先項目之一。

舊金山語言服務網絡

華促會持續地與舊金山語言服務網路合作，提供資訊翻譯服務。網路為過去舊金山市民宣傳的成果，該網路目前固定由華促會與其他八個社區機構領導，並提供中文、西班牙語、阿拉伯語、菲律賓語、提格雷語、阿姆哈拉語、和克里奧爾語。

在2014年，語言網路用不同語言翻譯出多版本的城市服務資訊，在弱勢社區進行宣傳，並推出了以社區為基礎的測試工作，評估市政府為英語有限的市民提供的服務。

除了領導網絡，華促會更在舊金山州立大學，為學生團體和教育工作者舉辦關於語言服務的講座，並為東南亞裔社區中心、安老自助處、和ASOCIACION Mayab提供技術上的援助。

菲律賓語認證

在英語、西班牙語、及中文之後，菲律賓語因有一萬名英語有限，菲律賓裔居民成為舊金山最普遍的語言。為了確保這些居民能有平等的機會獲得市政府提供的服務，華促會與菲律賓裔社區中心合作，成功地獲得認證，使菲律賓語成為舊金山市的語言服務條例定義的語言。

語言服務條例

舊金山在執行語言服務條例上的地方已獲取進展。例如，在市政府2014年的語言服務報告中顯示，每個市政府部門都符合規定，配合提供語言服務的計畫，並88%的部門都參與提供語言服務的培訓。然而，在華促會的審查下，我們發現一項重要的不足之處，如不一致的數據收集，有關部門缺乏或未刊登更新過後的語言服務預算，及為提供語言服務不夠完整的書面說明報告。

在向舊金山參議事提出處理方案的建議後，華促會開始與部分參事合作，希望在提供語言服務的預算上有更高的透明度，並在提供語言服務書面說明報告上研究新的法律規定。

ADVANCING RACIAL JUSTICE

The new American majority will be comprised of communities of color who have the opportunity to address structural racism. CAA advocates for policies that remedy institutional inequities in multiple settings, including higher education and public safety.

California Senate Constitutional Amendment 5

SCA-5 was introduced to revisit a portion of California's eighteen-year old ban on affirmative action. If approved by the State Legislature, voters would have decided whether public colleges and universities could consider race and ethnicity among other factors in their admissions policies.

During the debate on SCA-5, CAA reaffirmed its commitment to race-conscious programs and called for additions to SCA-5 to explicitly prohibit quotas, to restore affirmative action in public employment and contracting, and to grow the diversity of high school graduates eligible for California State University and the University of California.

Within some parts of the Chinese-language speaking community, conservative activists exploited divisive racial stereotypes and spread misinformation about affirmative action. SCA-5 did not pass.

Afterwards, CAA helped organize convenings of Asian American advocates to better understand what had transpired, to improve progressive coordination on future affirmative action debates, and to identify opportunities for strengthening multiracial collaborations.

Public Safety and Police Accountability

CAA continued to be a local resource on issues of public safety, especially for those who are low-income and have limited-English proficiency. This work included providing information and referrals for accessing victim services and language support with public safety agencies while highlighting the need for long-term, comprehensive prevention and intervention services.

As national attention turned to police accountability and violence issues, CAA spoke out about the police killing of Michael Brown in Ferguson, Missouri, and the ongoing failure of our criminal justice system in the aftermath. In a widely shared reflection, CAA Executive Director Vincent Pan commented on the racist roots of police violence and called upon community members to explore ways to support the Black Lives Matter movement.

California Civil Rights Coalition

CAA joined the steering committee for the California Civil Rights Coalition in 2014 and we hope to offer unique leadership based on our experience as both a community-based and civil rights organization. With stronger networks across geographic regions, communities of interest, and change strategies, CAA can help advance a vision for racial justice on interdependent issues such as criminal justice reform, immigrant rights, police violence and accountability, affirmative action, and equity in K-12 and higher education.



促進種族公義

在族裔人數分析上，大多數美國人將是以有色人種社區為主，也能藉此機會討論現有結構性種族歧視的議題。華促會支持以解決不公平體制為目標的政策，包括在高等教育和公共安全方面等等的議題。

加州參議院憲法第五號條改

華憲法第五號條改為重溫加州過去禁止十八年的平權法案的其中一部分。若州政府批准，選民將能決定公立大學可否將族裔身分列入招生考量之一。

在憲法第五號條改的辯論中，華促會重申機構將致力於推廣帶有種族平權意識的計畫，並要求補充憲法第五號條改，明確禁止族裔制的配額，以在加州公立大學就讀率及公共就業上恢復種族多樣性。

部份保守派的華裔社區居民利用分裂性的種族偏見和傳播誤導平權法案，使得該條改沒有通過。

隨後，華促會為亞裔領袖組織會議，以便更好地理解發生的事情，改善社區之間對未來在平權法案上辯論的回應，並建立合作機會來加強多種族合作。

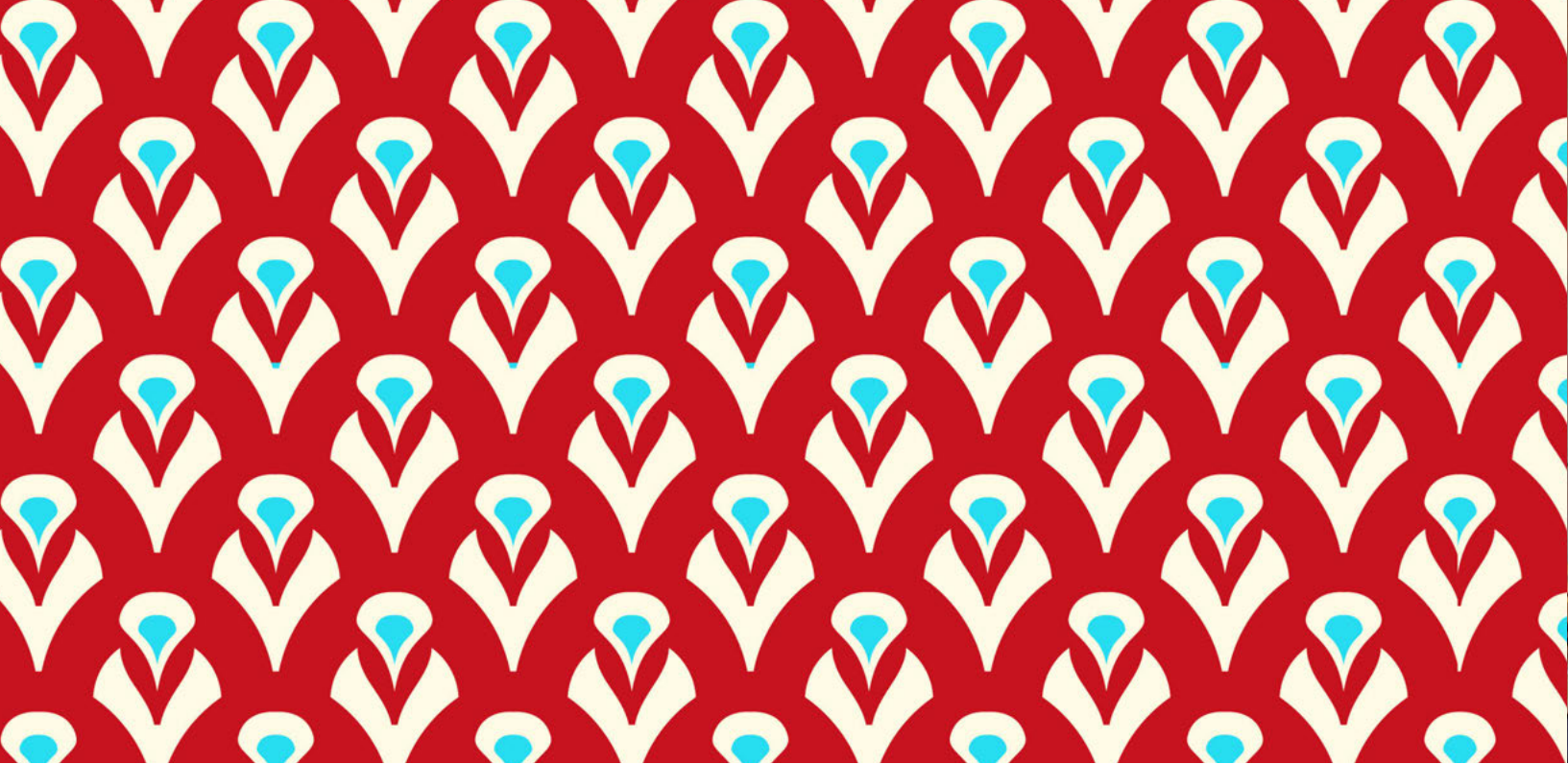
公共安全與警察問責制

華促會仍持續為社區提供公共安全相關的資源，特別針對低收入戶和英語有限的家庭。這項工作包括提供資訊和幫受害者轉介援助，及為公共安全機構提供語言上支持，並同時強調我們的社區需要長期性全面的預防和干預措施。

當全國焦點轉向警察問責制和暴力問題時，華促會在密蘇里州Ferguson警察殺害Michael Brown事件上討論到現時不完善的刑事司法系統。在廣泛認同的反思之下，華促會行政主任潘偉旋評論警察暴力其種族歧視根源，並呼籲社區成員探討如何及時支持Black Lives Matter (翻譯：“黑人生命是重要的”)的運動。

加州民權聯盟

在2014年時，華促會加入加州民權聯盟的指導委員會，希望利用社區和民權組織的經驗提供獨特的領導。藉由更廣泛的網路，帶有共同理念的社區，與更好的改革策略，華促會能透夠相互依存的問題，如刑事司法改革、移民權益、警察暴力問責制、平權法案、和幼稚園至高中教育平等，來幫助促進種族平等的理念。



MOVE CITY COLLEGE FORWARD

CAA helped lead the fight to keep City College of San Francisco open. With 80,000 students -- the majority of whom are working-class, immigrant, and from communities of color -- the debate about City College is a debate about equal opportunity for all.

Not long after winning and helping to open a permanent City College campus facility in San Francisco Chinatown, CAA launched the Move City College Forward campaign to protect City College against an unaccountable accreditation body that sought to close the entire City College system for unwarranted and disingenuous reasons.

With over 15,000 supporters of the campaign, CAA devoted its 2014 membership meeting to a discussion with City College officials, and began calling upon all elected officials to take specific actions to keep City College open.

For example, Move City College Forward supported members of Congress, who began to scrutinize the unfair treatment of City College, and with the San Francisco City Attorney, who successfully took legal action to protect City College's right to a fair accreditation process.

CAA played an especially important role in advocacy to stabilize funding for City College as it sought to weather the enrollment crisis caused by accreditors. This effort involved working with the State Legislature and the State Community College Chancellor to temporarily adjust City College's funding formula.

In addition, CAA worked to support ongoing efforts by faculty and staff to continuously improve the administration and governance of City College.



推動市立大學向前

華促會幫助帶領社區防止舊金山市立大學關閉。該校有八萬名學生——其中多數為工薪階層，移民，及來自有色人種社區——開放市立大學就等於提供人人享有平等機會。

在贏得並幫助市立大學開設舊金山華埠分校不久後，華促會開始“推動市立大學向前”的運動來防止市立大學被私人認證機構強行關閉。

該運動集合超過一萬五千名支持者，華促會也利用2014年會員大會的機會與市立大學的行政職員進行討論，並呼籲所有現職政府代表採取具體行動，以保持市立大學營運。

例如，推進市立大學支持那些反對私人認證機構的不當行為的國會議員，並支持舊金山市檢察長採取法律行動，成功保護市立大學的權利，確保公平評審過程。

市立大學在失去教育認證的風暴下，華促會在為市立大學穩定資金的宣傳中發揮了特別重要的作用。華促會與加州州議員及加州社區大學校長合作，臨時調整市立大學的資助方式。

此外，華促會也與教職人員合作，支持教師和行政職員不斷努力改善市立大學的管理和治理。



CALIFORNIA ASIAN PACIFIC ISLANDER BUDGET PARTNERSHIP

CAA has been active in statewide legislative advocacy in Sacramento for over a decade. These efforts have helped bring the needs of Asian Americans, especially those who are the most vulnerable, to the attention of lawmakers.

In 2014, we began focusing our state work on budget issues by creating the California Asian Pacific Islander Budget Partnership with allies from the Central Valley, Orange County, Santa Clara, San Diego, Los Angeles, and San Francisco.

Over the course of the year, the partnership organized five gatherings in cities throughout California that drew elected officials, representatives from foundations, and leaders from more than 25 community-based organizations.

These planning sessions led to a better understanding of the needs of Southeast Asian community members in Fresno, housing concerns in San Francisco and Los Angeles, and the overall State budget challenges presented by policies such as Proposition 13.

By the end of the year, a 12-member steering committee had set priorities to identify opportunities for multi-racial campaigns, strengthen relationships with State elected officials, and begin community education and policy work on issues affecting immigrants, such as naturalization services and food assistance for low-income immigrants.



加州亞太裔預算聯盟

華促會已活躍於沙加緬度州政府，參與加州立法宣導超過十年。過去宣導幫亞美裔社區對州政府提出我們社區的需求，特別是我們社區最脆弱的族群的需求。

在2014年，我們開始專注於州內預算問題，集合加州中部、澄縣、聖塔克拉、聖地亞哥、洛杉磯、及舊金山來建立“加州亞太裔預算聯盟”。

在這一年的過程中，我們的合作夥伴已超過25個社區組織，在加州各地舉行共五次的會議，吸引了各地政府代表，基金會代表和社區領導。

這些規劃讓我們對位於佛斯諾(Fresno)東南亞裔社區的需求有更好的了解，在舊金山和洛杉磯的可負擔房屋問題，以及因政策，如13號提案，對加州整體預算的挑戰。

在2014年的年底，12名成員組成的指導委員會決定多項運動的優先次序，以增加多種族運動的機會，加強與州政府官員的關係，並開始在對低收入移民社區深具影響的議題上，如入籍手續和糧食券，提供社區教育與政策開發。



ASIAN AMERICANS FOR CIVIL RIGHTS AND EQUALITY

By providing strategic leadership to the AACRE social justice network, CAA is helping next generation activists get the support they need by sharing resources, exploring common values, and pursuing innovative collaborations.

In addition to leveraging fiscal sponsorship and back-office infrastructure, CAA worked with other AACRE groups to launch a new aacre.org website, convene a retreat for AACRE group leaders, sponsor major screenings of the film *American Revolutionary* about activist Grace Lee Boggs, and organize a presentation by author Jeff Chang about his book on race and cultural change, *Who We Be*.

Equally important, the various AACRE groups were growing according to their own aspirations and developing new connections at the grassroots and community volunteer level that reflect an inclusive understanding and approach to social justice work.

In addition to CAA, AACRE consists of seven other groups:

APEX Express is a weekly magazine-style radio show featuring the voices and stories of Asians and Pacific Islanders from all corners of the community. The show is produced by a collective of media makers, DJs, and activists. It airs on Thursdays at 7 p.m. on KPFA 94.1FM.

Asian Prisoner Support Committee works with Asian and Pacific Islander prisoners to educate the broader community about the growing number of APIs in the U.S. being imprisoned, detained, and deported.

The Alliance of South Asians Taking Action works to educate, organize, and empower the Bay Area South Asian communities to end violence, oppression, racism and exploitation within and against diverse communities.

Asian Pacific Islander Equality – Northern California advocates and organizes for fairness and equality in the Asian and Pacific Islander and Lesbian, Gay, Bisexual, Transgender, and Queer communities.

Hyphen is a news and culture magazine that tells the stories of Asian America beyond identity, featuring emerging artists, thinkers, and doers. By documenting and disseminating these stories, Hyphen contributes to the ever-expanding, multifaceted narrative of Asians in America.

Network on Religion and Justice for Asian and Pacific Islander Lesbian, Gay, Bisexual, Transgender, and Queer People is working to nurture and support efforts toward a fully inclusive Asian Pacific Islander faith community.

The Visibility Project is a national portrait + video project dedicated to the Queer Asian American Women, Trans, and Gender nonconforming communities and that breaks barriers through powerful imagery and storytelling.



亞裔支持民權和平等網絡

通過為亞裔支持民權和平等網絡的社會正義提供策略領導，華促會同時幫助下一代組織工作者獲取他們需要的支持，共享資源，探索共同的價值觀，及追求創新合作。

除了利用財政贊助和後台基礎設施，華促會與其他亞裔支持民權和平等網絡（AACRE）的機構合作推出一個新的網站，www.aacre.org，開放虛擬平台給AACRE領導，贊助播放電影：美國革命活動家，一個關於Grace Lee Boggs的紀錄片，並為作者Jeff Chang組織新書活動，討論“Who We Be”中的種族和文化變革。

同樣重要的是，各個AACRE機構依照各自的機構價值觀成長，並持續與其他社區機構培養不同的草根力量，其社區義工反映了一種以社會正義為中心，極具包容性的認識和做法。

除了華促會，AACRE包括七組：

APEX Express 是一個每週一次，雜誌風格的電台節目，電台專門播放來自社會各個角落亞裔和太平洋島裔的故事與聲音。該節目是由一群多媒體製作人，DJ和社區組織活動家製作。節目在星期四下午7時在KPFA94.1FM頻道播放。

亞洲囚徒支持委員會幫助亞太裔囚犯，在越來越多的亞裔被囚禁，拘留和遞解出境的同時，專注於提供社區教育，了解美國刑事司法系統。

南亞裔行動聯盟致力於教育，組織和交授自主權於灣區南亞裔社區，以結束來自自己社區及其他社區的暴力，壓迫，種族主義和剝削。

亞太裔平等-北加州為亞裔女同志、男同志、雙性戀者、變性、及酷兒族群倡導並在其組織公平和平等。

Hyphen 是一個專注於美國亞裔新聞和文化雜誌，其內容超越族裔身份，呈現新興藝術工作者，思想家和實幹家的點子。通過記錄和傳播這些故事，Hyphen幫助在美亞洲人散播亞裔生活多方面的敘述。

為亞太裔女同志、男同志、雙性戀、變性和酷兒爭取宗教與正義網絡努力培育和支持全包容性宗教信仰的亞太裔社區。

The Visibility Project 是集合酷兒亞裔女性，變性，及性別不區分族群的相片和視頻的作品計畫，該計畫突破亞裔社區討論相關敘述的障礙。

FINANCIALS 財務活動

SUPPORT AND REVENUE

Grants & Contracts ¹	1,436,677
Individual Donors	206,931
Events	159,968
Capital Campaign	222,625
Other	32,559
Total	2,058,760

支持和收入

津貼和合約 ¹	1,436,677
個人捐款	206,931
周年活動	159,968
建築籌款活動	222,625
其他	32,559
合計	2,058,760

EXPENSES

Community Building	
Community Education ²	764,508
Direct Services ³	373,866
Leadership Development	95,759
Research & Analysis	14,205
Local Advocacy	134,686
Statewide Advocacy	123,901
General & Administration	113,265
Fundraising & Development	186,077
Added Reserves and Temporarily Restricted (including capital campaign)	252,493
Total	2,058,760

支出

社區建設	
社區教育 ²	764,508
直接服務 ³	373,866
領導發展	95,759
研究和分析	14,205
本地促進權益計劃	134,686
加州促進權益計劃	123,901
一般和行政	113,265
籌款和發展	186,077
增加儲備和暫時限制用途項目(包括建築籌款活動)	252,493
合計	2,058,760

OTHER AACRE GROUPS HOUSED AT CAA

Total Revenue	\$401,146
Total Expenses	\$397,062
Added Reserves and Temporarily Restricted	\$4,084

1- includes subcontracts of \$660,717; 2- includes subcontracts of \$566,185;
3- includes subcontracts of \$94,532

處於華促會的亞太裔權益促進計劃

總收入	\$401,146
總支出	\$397,062
增加儲備和暫時限制用途項目	\$4,084

1-包括\$660,717分包; 2-包括\$566,185分包; 3-包括\$94,532分包

IN MEMORY

悼念張玉英 (1933 - 2014)

Laura Yuk Ying Lai (1933 - 2014)

Laura Lai was a longtime champion of CAA and the San Francisco Chinatown and Chinese American community.

Outgoing, warm, and generous, Laura was an inspiration to CAA staff, board, and community members. She often dropped by CAA to share stories and to speak with immigrant parents in the CAA leadership program. Laura softly encouraged leaders to dream and offered her life as a personal testimony of all that could be possible.

As a new immigrant in high school, Laura was active in Mun Ching, a Chinatown youth club where she was able to showcase her acting and singing. Because Mun Ching was known for their progressive views, the FBI harassed her when McCarthyism swept the country, and those experiences shaped her commitment to civil rights and civil liberties.

Married to the late historian Him Mark Lai, another champion of CAA who was honored at CAA's 2008 Celebration of Justice, Laura was a partner with Him Mark in efforts to document Chinese American history. Together they drove to conduct interviews and visit libraries, bookstores, old parks, or any place that could have contained otherwise lost records of Chinese Americans. When Him Mark passed in 2009, Laura worked with CAA to successfully name the San Francisco Chinatown Branch Library in his honor. As one of the CAA's first Legacy Society members, Laura provided for her estate to allow CAA to continue to do community and civil rights work in her memory.

Laura with her cheerful grace and indefatigable spirit will be missed.

張玉英是華促會，舊金山華埠， 和華裔社區的長期支持者。

性格開朗，熱情，大方，在每個華促會職員，董事會，及社區成員心中，張玉英提供給我們社區領導的靈感。她時常拜訪華促會辦公室，分享故事，跟華促會的移民家長領導交流。張玉英輕聲鼓勵領導們的夢想，提出她對生活的感想，也就是：天下無難事，只怕有心人。

在高中時，張玉英移民到美國，她活躍於門青，一個華埠青年俱樂部，也在那裡她展示她的演技和歌藝。因為門青當時以進步的觀點備受關注，玉英被美國聯邦調查局和麥卡錫主義的騷擾，而這些經歷塑造了她對推進公民權益和公民自由承諾。

嫁給已故歷史學家，同時也是華促會的長期支持者的麥禮謙也在 2008年年度晚餐上為他們在記錄華裔在美歷史的成果獻上榮譽獎。他們一起去採訪和造訪圖書館，書店，老公園，或任何可能載有華裔歷史的地方。當麥禮謙在2009年去世的時候，張玉英與華促會成功命名舊金山市立圖書館華埠分館為麥禮謙圖書館，以表揚他在歷史研究上的貢獻與榮譽。作為華促會第一個遺產協會的成員之一，張玉英提供她的房產，望華促會能秉持她的精神，持續投入社區和公民權益的工作。

勞拉與她開朗的優雅，和不知疲倦的精神將永遠留在我們心中。



CAA CAPITAL CAMPAIGN

In 1969, CAA opened its first one-room office at 250 Columbus Street, and later migrated to Clay Street, Jackson Street, Waverly Place, and Stockton Street. In 1984, Lien Yien and Simmone Kuo generously gave CAA a permanent home at 17 Walter U. Lum Place. Facing Portsmouth Square Park, the location is also the site of San Francisco's first bookstore dating back to 1849.

Dedicated to the Kuo family, the historic three-floor building was re-designed by a team led by architects Phil Choy, Larry Mock, and Ron Wallace. During the past 30 years, the Kuo Building has housed CAA and been a critical hub for direct services, training workshops, press conferences, education forums, and private receptions. The Kuo Building has hosted everyday people as well as members of Congress and the Cabinet of the United States.

In 2014, CAA launched a capital campaign to raise funds to renovate the Kuo Building and help bring CAA into the future with:

Improved accessibility

To serve the entire community, the Kuo Building requires renovations to improve accessibility to the full range of CAA services and activities.

Modernized Work Space

With more collaboration and external partnerships occurring, the Kuo Building will be updated to leverage current organizing approaches and new technology tools.

Continued Community Service

With its central and historic location, the CAA community room will be re-focused to meet community needs not currently addressed by public spaces in Chinatown.

Building a Legacy

Having successfully housed CAA for more than 30 years, renovations and new funds for the Kuo Building will ensure continued advocacy and community service for generations to come.

CAPITAL CAMPAIGN COMMITTEE

Katheryn Fong, Co-Chair
Randall Lowe, Co-Chair
Henry Der
Paul Fong
Ricky Ho
Emily Leung
Emily Lee
Frances Lee
Rolland Lowe
Simon Teng
Kathy Turner
Germaine Q Wong

CAPITAL CAMPAIGN LEADERSHIP GIFTS

CAA thanks the following community heroes who helped kick off the campaign with their leadership gifts of \$50,000 to \$100,000:

Emily Lee
Frances and Frankie Lee
John and Caroline Lee
Rolland and Kathy Lowe
Germaine Q Wong

A full list of all capital campaign contributors will be included in the 2015 Annual Report. Donors at the \$1,000 level and above will receive recognition inside the CAA building.

We thank Mock/Wallace Architects for providing significant in-kind contributions to reduce the cost of renovations.

CAA 建築籌款活動

在1969年時，華促會開設了第一間辦公室，位於250號哥倫布(Columbus)街，後來辦公室遷移企李(Clay)街、傑克遜 (Jackson)街、為佛利街 (Waverly Place) 、和市達頓(Stockton)街。在1984年，郭連蔭師傅和郭女士慷慨地提供華促會一個永久的家，坐落於林華耀街17號。面對華埠花園角公園，該地點也是舊金山第一家於1849年開幕的書店。

大樓命名為郭家樓，建築師胡垣坤、Larry Mock和Ron Wallace將重新設計該歷史悠久的三層樓建築物。在過去的30年中，郭家樓安置了華促會，提供多樣的服務，例如一對一服務、培訓研討會、新聞發佈會、教育論壇、以及私人宴會。郭家樓也接待過社區居民、國會議員、和美國內閣。

在2014年時，華促會開始了募款運動來籌集資金改造郭家樓，並幫助華促會帶來：

加強的殘障通行配備

為了要服務於整個社區，郭家樓必須整修來提高機能，方便使用與參與華促會的服務和活動。

現代化的工作空間

隨著華促會開始越來越多的合作和外部夥伴關係，郭家樓將被更新，以充分利用現有的組織方法和新的技術工具。

繼續服務社區

憑藉其中心和富具歷史的地點，華促會社區活動室將重新設計來滿足目前我們社區在華埠公共場所使用空間的需求。

建立歷史

在成功地安置華促會超過30年之後，翻修和新的資金將用於確保華促會能為子孫後代持續宣傳和為社區服務。

募款運動領導獎

募款活動籌畫小組

Katheryn Fong

Randall Lowe

Henry Der

Paul Fong

Ricky Ho

Emily Leung

Emily Lee

Frances Lee

Rolland Lowe

Simon Teng

Kathy Turner

Germaine Q Wong

華促會感謝以下社區英雄，捐款五至十萬，率先開始募款活動：

Emily Lee

Frances and Frankie Lee

John and Caroline Lee

Rolland and Kathy Lowe

Germaine Q Wong

所有募款運動捐助者的姓名將會列印在2015年度報告。捐款超過一千元者將在華促會辦公室內接受表揚。

感謝Mock/Wallace建築事務所室內設計提供新建築設計構想，並提供優惠來表示對社區服務的支持。

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LEGACY SOCIETY 薪傳組

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 for generations to come.

薪傳組是一個特別的團體，人們承諾在他們的遺囑或遺產計劃中包括華促會。從他們的慷慨捐助，他們幫助保障華促會宗旨在未來年月之未來。

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
Emily Lee

Frances and Frankie Lee
Emily Leung and Ricky Ho
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 Wong
Lorraine Wong

LEADERSHIP CIRCLE 領導圈

The CAA Leadership Circle is a group of supporters who make a significant financial commitment each year. They empower CAA with unrestricted funds to organize responsive, cutting-edge advocacy that is not supported by Foundations or Corporations.

華促會的領導圈是一個每年作出相當財務支持承諾的團體。他們賦予華促會權力，提供無限制用途之基金，以組織基金會或公司不支持的回應性的、尖端性的促進權益工作。

Herbert and Donna Chan
Bernadette Chi and Raymond Sheen
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Wyman Chin
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Thomas Layton and Gyöngy Laky
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Arthur and Deborah Yee
Phyllis Yee
Sylvia Yee and Brian McCaffrey
Randall and Gale Yip
Kou Ping and Connie Yu
Frank and Mae Yuen
Magdalen Yum and King Fai Pang

45TH ANNIVERSARY CELEBRATION OF JUSTICE SPONSORS

慶祝正義45週年晚會贊助人

2014 marked a milestone for CAA as the organization celebrated 45 years of community building and social justice advocacy. The annual Celebration of Justice dinner brought together community leaders, civil rights activists, and CAA

supporters and friends to renew our commitment to our shared values and honored key civic and community leaders: California Immigrant Policy Center; Jack Lee with Minami Tamaki, LLP; Dae Joong Yoon with National Korean American Service & Education Consortium; and Isabel Huie.

在2014年，華促會邁向新的里程碑，慶祝四十五年建設社區和社會正義的倡導。慶祝晚會匯集了社區領導人，民權活動家和華促會的支持者和朋友，連同慶祝和重申我們對社會公正價值觀的承諾。我們同時榮幸關鍵民間和社區領袖：加州移民政策中心、Minami Tamaki律師事務所的Jack Lee律師、國立韓裔服務與教育聯盟的Dae Joong Yoon、和許陳錦蕙。

Champion of Justice | \$10,000

Emily Lee
Emily Leung, Ricky Ho, and Linda Ho
Rolland and Kathy Lowe

Defender of Justice | \$7,500

Laura Lai

Advocate of Justice | \$5,000

Henry and Priscilla Der
Frances and Frankie Lee
Minami Tamaki LLP

Guardian of Justice | \$2,500+

Bank of the Orient
California Teachers Association
Heather J. Fong
May and Larry Jew
Kaiser Permanente
Keker & Van Nest LLP
Lisa Lee
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Vincent Pan
Portsmouth Plaza Parking Corporation
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L. Ling-chi and Linda Wang
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Supporter of Justice | \$1,000+

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Deborah and Arthur Yee

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CAA is made possible because of community donations that support independent movement building and issue advocacy. We are grateful to all our supporters who have contributed cash donations, stocks and other equities, matching gifts from employers, IRA distributions, and bequests. To explore any of these options, please contact Associate Director John Fong at 415.274.6750 or jfong@caasf.org.

華促會是以社區捐款為主要收入來持續支持獨立運動與議題宣導。感謝所有社區支持者的貢獻，從現金捐款，股票，和華促會其他收入，連名捐贈，退休金捐款，和遺贈。若想諮詢如何利用以上管道支持華促會，請聯絡副主任方奇鈞，連絡電話為415-274-6759，郵電地址 jfong@caasf.org。

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*Includes supporters of groups in the Asian Americans Civil Rights and Equality Network housed at CAA: the Alliance of South Asians Taking Action, APEX Express, API Equality - Northern California, Asian Prisoner Support Committee, CAA, Hyphen, the Network on Religion and Justice, and the Visibility Project

*包括南亞裔行動計劃、APEX Express 電台、亞太裔平等計劃北加州分會、亞裔囚犯支援委員會、華促會、Hyphen、宗教與正義網絡、和 The Visibility Project

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In 2012, CAA re-launched Asian Americans for Civil Rights and Equality (AACRE) to be of service to grassroots social justice efforts. AACRE is now home to eight Asian American and Pacific Islander groups connected by shared values and organizational infrastructure. In addition to the CAA Board that governs Chinese for Affirmative Action, a group of AACRE Trustees has oversight responsibilities for the network.

在2012年，華促會重新推出亞裔支持民權和平等網絡（AACRE），服務草根社會正義工作。AACRE 現在是八個亞太裔團體之家，以共同的價值和組織基建連結一起。除華促會的董事會管治華人權益促進會之外，AACRE的董事會負責監察網絡的工作。

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Chinese for Affirmative Action was founded in 1969 to protect the civil and political rights of Chinese Americans and to advance multiracial democracy in the United States. Today, CAA is a progressive voice in and on behalf of the broader Asian American and Pacific Islander community. We advocate for systemic change that protects immigrant rights, promotes language diversity, and remedies racial injustice.

華人權益促進會於一九六九年成立，目的在保護華裔的公民和政治權利，以及推動美國的多元種族民主。今天，華促會在和代表廣大的亞太裔社區，是一個進步的聲音。我們促進系統性的改變，解決種族不公、確保有色人種的平等機會、減少語言障礙、和促進移民權利。



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