



2025 ANNUAL IMPACT REPORT

AZ AANHPI FOR EQUITY

MISSION & VISION

Arizona Asian American Native Hawaiian and Pacific Islanders for Equity (AZ AANHPI For Equity) is a state-wide organization striving for equity and justice by building power through community directed organizing, increasing civic engagement and empowering young leaders.

We envision an Asian American Native Hawaiian and Pacific Islander (AANHPI) community that is working together to shape its future as a part of the broader racial justice movement and advance our community towards a common purpose of well-being for all.

Visit our website to learn more!
www.AANHPI.org



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CELEBRATING 5 YEARS!!

2025 was a year of growth for AZ AANHPI for Equity. **Celebrating 5 years as an organization**, we focused on planting our roots in the East Valley (Tempe, Mesa, Chandler, Gilbert), by **introducing our Ancestors In The Making program**, through which we expanded our Know Your Rights program and continued amplifying our **Civic Engagement, Youth Leadership, Membership and Climate Justice work**.



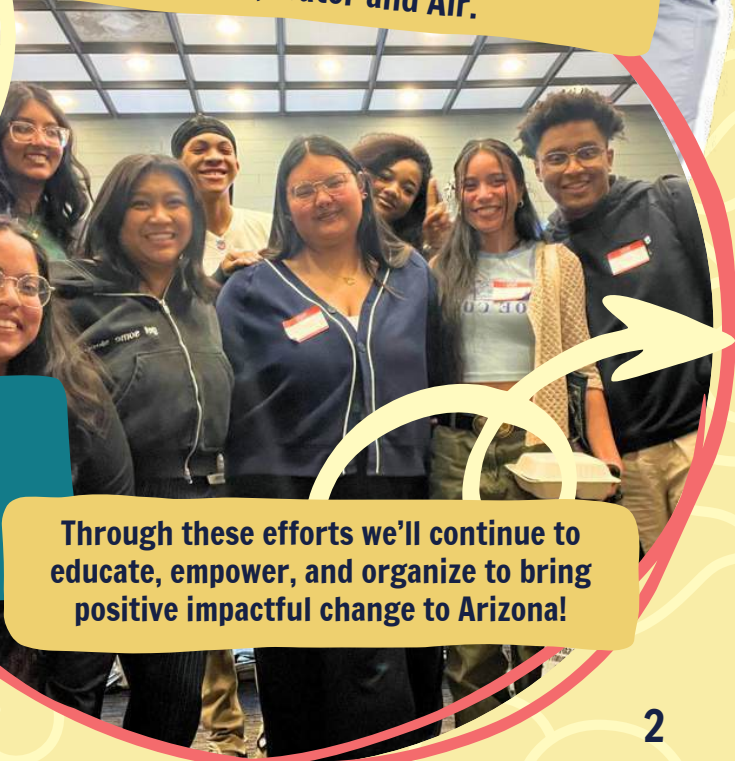
AZ AANHPI for Equity's membership grew to 197 members. Our Youth Leadership program continues to serve as a political home for the next generation of organizers and leaders.

Our Climate Justice team built power alongside hundreds of people through educational events that connected back to the guiding values of Earth, Fire, Water and Air.

Civic Engagement partnered with our new Ancestors In The Making and Migrant Justice program to personally reach out to AANHPI-owned businesses, building a direct relationship between our org and community members.



AZ AANHPI for Equity continues to directly help those in need of legal services through our We Imagine Safety program with expanded services in Tucson, and a Mobile Legal Clinic.



Through these efforts we'll continue to educate, empower, and organize to bring positive impactful change to Arizona!

DEAR COMMUNITY,

There are so many ways to describe what this past year means to us as a community. 2025 was a **transition year** where we **strengthened our roots** and **built our village**. In 2025, we saw continued attacks on our community, intentional attempts to try to divide our communities, and brutal violations of human rights. Nevertheless, we remained **resilient**. Our organization continued to grow and we brought on **six new full-time team members**, expanding our leadership team, Youth Leadership Program, Climate Justice Program, and Communications Team.

In my 2024 reflection letter, I talked about the struggles of internalized racism and the desire to build and create safe spaces. 2025 was the year where I saw our organization work to **challenge internalized racism through the intergenerational work** we did and the power we built. A year where we cultivated spaces from our Lunar New Year celebration to our Comedy for a Cause Mutual Aid fundraiser to **build safe spaces where our community could come together and simply exist**. Despite the transitory nature that the year brought, we continued to show that when our communities are under attack, we are our **best line of defense**.

2025 was a reminder of why the work organizations like ours do is so important. A year where, across all of our different programs, we focused on building and **expanding our base**.

“OUR ANCESTORS KEPT OUR VILLAGES SAFE BY BUILDING COMMUNITY”

Our membership almost doubled in size through intentional outreach to ensure our community members knew they could **find a home within our organization**. We saw over **500 youth turnout** to our Youth Leadership programming and also distributed over **1,000 pieces of legal resources** across the state after launching our Mobile Legal Clinic.

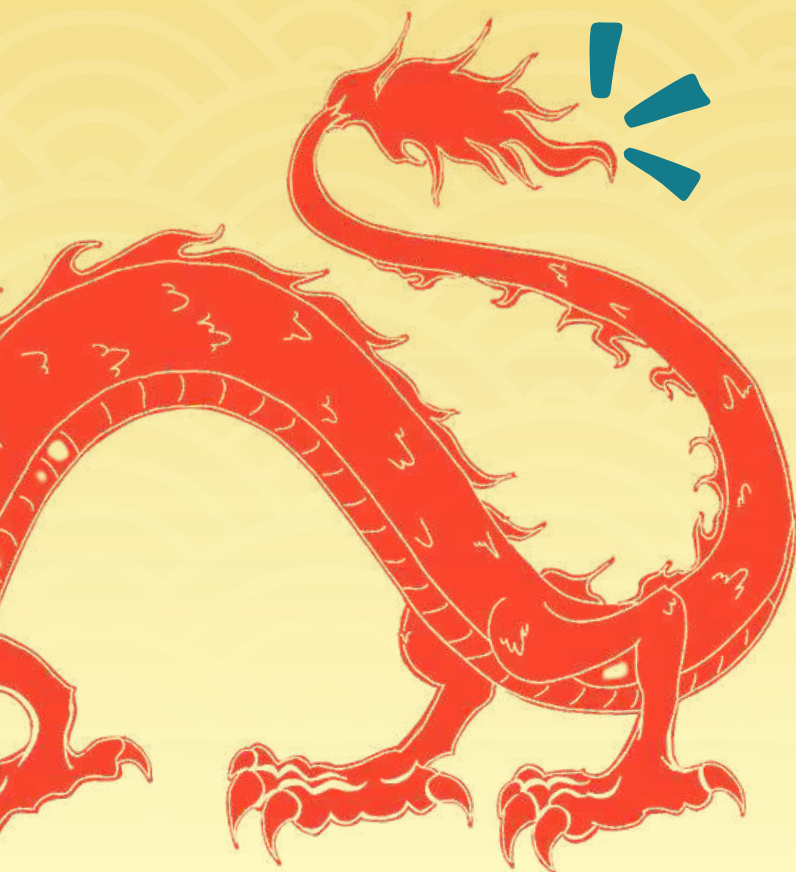
When our **communities were under attack**, instead of wondering what to do, **our team met the moment**. Whether we were in downtown Phoenix doing a screening of Hidden Letters (a film about the resilience of Chinese women through ancient and modern times), or in Mesa hosting our first Know Your Rights Training in the East Valley, we met the community where they were at.

In 2025, we launched a new campaign: **Ancestors in The Making**. What started as a commitment to be better ancestors to our future generations through **protecting migrant justice**, this concept of being “Ancestors in the Making” resonates deeply with the values of our team. We have always believed that **our resilience and commitment to this work comes from our ancestors**.



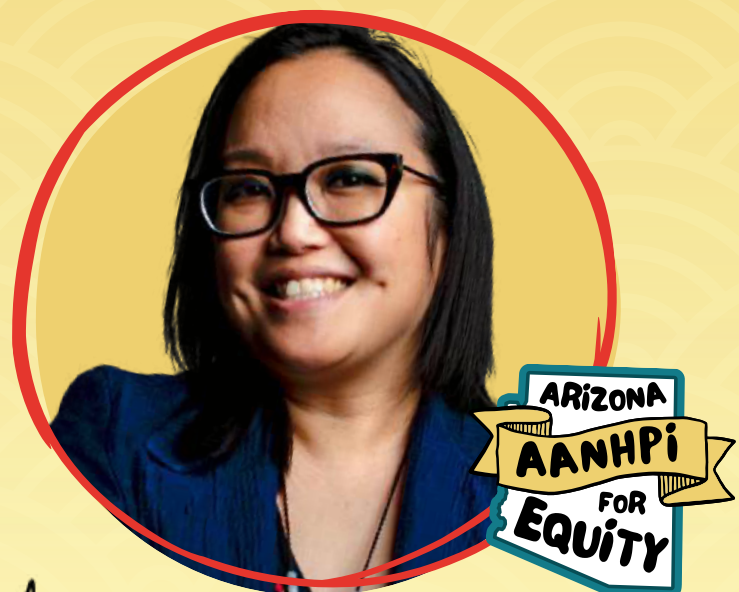
We are led by the belief that, **“Our ancestors kept our villages safe by building community”** and through that mindset we focused on building our community to keep our villages safe. What started as a campaign for our Migrant Justice Program now rings true as an ideology across our organization. When our Youth Leadership program develops leaders through the Youth Leaders Fellowship we are **building our future ancestors**. When our Climate Justice team does a tree planting day for Earth Day with local middle and high schools, we show that we are committed to this earth **for generations to come**.

We talk to our elders about the attacks our communities are facing and are reminded that our resilience has lasted for generations before and will grow for generations to come. **That’s why we build for seven generations**. The fruits of our labor may not be seen within our lifetime, but the reapers of our fruit will be our descendants. We want to be the ancestors that our descendants look to, *just as we do to ours*.



We are not just building our villages but we’re building the *villagers* that make our village. Our team is **building neighborhood leaders**, creating avenues for every person to become **involved and engaged** with our work. Someone interested in **electoral organizing** finds a home in our Civic Engagement program, someone passionate about **grassroots mobilization** finds their leadership pathway through our Migrant Justice Campaign, and someone who wants to be involved through **community organizing** and electoral organizing will find an event across our 5 programs happening *almost every week*.

As ICE raids and DHS policies continue to put families at risk from Minnesota to Maricopa County, our own communities of color and immigrant communities continue to be on the frontlines. **Our work remains more important than ever before**. When we talk about building a village, we know that it takes a **deep investment to uphold and maintain**; that’s the work our team has in store for 2026 and beyond.



 **JENNIFER CHAU**
EXECUTIVE DIRECTOR

MEMBERSHIP

MISSION

AZ AANHPI for Equity's membership program includes people from different communities, backgrounds and conditions taking **collective action to achieve the Arizona we want to see.**

VISION

Our vision is to grow an **inclusive** membership program that centers on AANHPI (Asian American, Native Hawaiian, and Pacific Islander) **multigenerational and multi-ethnic communities, and builds power.**

2025 RECAP

We started with just 69 members at the end of 2024. Our membership program saw **exponential growth** in 2025, with **128 NEW members!** To celebrate our growing community and increase engagement, we hosted several membership events throughout the year (like Lunar New Year and Comedy for a Cause) collaborating with different programs within and outside of our organization.



100%

of all current membership commitments go towards our We Imagine Safety (WIS) mutual aid funds that support WIS member's immediate needs (such as emergency rent, meals, feminine hygiene, pet food, bail funds, transportation, etc.)

Food demo hosted by Chinese Chorizo Project

197
TOTAL MEMBERS



100
CELEBRATED
LUNAR NEW
YEAR WITH
US!



82
CAME TO OUR
COMEDY FOR A
CAUSE SHOW

5

Co-hosted with our WIS Program

CELEBRATING FIVE
YEARS AS AN ORG!

47
JOINED OUR
END OF YEAR
MEMBERSHIP
CELEBRATION



YOUTH LEADERSHIP

MISSION

We aim to **cultivate leadership and advocacy skills among AANHPI youth** in Arizona. Our Youth Leadership Program is designed to amplify and empower youth voices **to create impactful social change** through mentorship, community-driven organizing, workshops, campus engagement, and more.

VISION

The Youth Leadership Program envisions a community of AANHPI youth leaders and advocates working towards a more equitable and just world for all. We envision **youth of all ages driving equitable change through learning, healing, organizing, leadership, & advocacy.**



8 INTERNS
SUPPORTING
DIFFERENT
DEPARTMENTS

34 YOUTH
FELLOWS ACROSS
TWO YOUTH
PROGRAMS
IN 2025

55 STUDENT
ORGANIZERS
ACTIVATED THROUGH
3 STUDENTS FOR
EQUITY ORGS ON 3
CAMPUSES



EMPOWERING YOUNG LEADERS IN ORGANIZING AND ADVOCACY!



“The **impact the internship had** on me was so immense, it **has ripples**. Not only was I enriched by **gaining skills in project organization, event planning, communication, public speaking, and presenting**, but I was able to **make a real difference in Arizona**. The internship also gave me **community**: I love the team at AZ AANHPI for Equity, and I am grateful for the spaces of culture, **honest dialogue, and education we foster.**”

— **JOHANNA V.**

KEY EVENTS & PROJECTS

100 ATTENDEES AT EARTH DAY ART ADVOCACY FELLOWSHIP FINAL PRESENTATIONS

60 QR CODES SCANNED AT STUDENTS FOR EQUITY VOTER REGISTRATION DRIVE

74 INTERNSHIP APPLICATIONS RECEIVED FOR SPRING 2026

100 ATTENDEES AT OUR YOUTH LEADERS FELLOWSHIP GRADUATION

Youth-led projects included topics like Immigration, LGBTQ+ Advocacy, Climate Justice, and Unhoused / Mutual Aid.

CLIMATE JUSTICE

VISION

To educate our community on the many **intersectionalities** between our climate crisis and racial justice. We envision **building community** through collectively **strengthening environmental action** in Arizona while amplifying AANHPI, BIPOC, and other impacted voices to **fight our climate crisis!**

MISSION

Our Climate Justice program highlights **youth taking action** by being leaders to address the climate crisis. Our climate crisis disproportionately displaces and **impacts BIPOC communities globally**, therefore, we cannot talk about our **climate crisis** without talking about **racial justice**.

GUIDING VALUES

Our climate priorities are centered around these four elements: Water, Fire, Air, and Earth. We connect every bit of what we do back to the elements that keeps our earth moving forward.



WATER

- Water shortages
- Pollution
- Ocean impact
- Food scarcity due to crop stunting



FIRE

- Wildlife education
- Gas
- Drought
- Heat ordinance work
- Impact on health




AIR

- Power plant work
- Air pollution
- Infrastructure
- Impact on health



EARTH


- Deforestation
- Indigenous land
- Nature & human existence
- Migration & climate change
- Conservation & landfill



AZ AANHPI for Equity's Climate Team received an award from Sierra Club Grand Canyon for our environmental protection and environmental justice work



AZ Heat Standards Coalition received "Outstanding Leadership For A Changing Climate" award from EDF Action & "Heat Justice Champions Award" from National Council of Occupational Safety and Health



Received award from Chispa AZ for collaboration in strengthening Environmental Justice Movement in 2025



2025 AWARDS & EVENTS



15

ATTENDED THE 2ND ANNUAL YOUTH CLIMATE AND CONNECTION CAMP



40

COMMUNITY MEMBERS ATTENDED OUR ENVIRONMENTAL JUSTICE WORKSHOP SUMMER SERIES



300

AT "THE PEOPLE'S SUMMIT" ANNUAL EARTH DAY EVENT! WE TABLED WITH OUR PARTNERS: CHISPA AZ, MFA, SIERRA CLUB GRAND CANYON, PODERLATINX, AND GREENLATINOS.

WE IMAGINE SAFETY.

MISSION

The **We Imagine Safety (WIS)** program harnesses the visionary, healing power of our collective community to **transform the way Arizonans define justice**. We believe in the power of **collective solidarity** to **reimagine and rebuild a public safety model** rooted in community wellbeing. We aim to fuel policy change across Arizona (specifically in the areas of criminal justice, immigration, community development, and equity) and **organize mutual aid efforts to enhance community wellbeing**.

The **We Imagine Safety Legal Clinic** continues to expand its impact across Arizona, providing essential **legal education and direct support** to mixed-status, migrant, and BIPOC communities.

WIS went on a **Human Rights Tour** in 2025, **traveling to rural communities** in Arizona to elevate community concerns to local and state representatives, build networks, and provide training on Rapid Response, Know Your Rights and Family Plans. This tour reaffirmed our belief that **impacted communities can and must shape the policies that affect their lives**.

We began our **Mobile Legal Clinic** bringing **legal services, immigration screenings, family planning support and Know Your Rights education** into rural areas and neighborhoods where community members fear or can't access traditional office settings.

A dedicated **Immigration Branch** launched within the WIS Legal Clinic in response to community needs as a way to **help migrant and mixed status families**.

1040+

Physical materials distributed across various cities, partner organizations, state legislators, community events and colleges. These materials included: Know Your Rights booklets, Family Plan packets, migration history booklets, Polimigra toolkits and more.

RIGHTS RESTORATION



"We got a visit from ICE looking for my husband, even though he had no criminal charges. The WIS Legal Clinic helped us review our options and connect with immigration attorneys." – REBECCA

300 CALLS FROM COMMUNITY MEMBERS

in need of legal support such as Know Your Rights workshops, family safety planning, and navigating legal assistance. From those inquiries, we opened **95 active applications** in response to various legal needs these included:

10
Fingerprint
Card Denial
Appeals

35
Marijuana
Expungements

Our clinic also heard from **15 people** asking for assistance finding family members that are inside immigration detention.

15
DACA
Applications

15
Fingerprint
Clearance
Card Cases

When additional legal representation is needed, we connect community members with trusted pro bono attorneys and legal service providers.

35
Supported In
Regaining
Civil Rights

EMPOWERING OUR COMMUNITIES TO UNDERSTAND, DEFEND, AND EXERCISE THEIR RIGHTS – ONE NEIGHBORHOOD AT A TIME.

WIS

ANCESTORS IN THE MAKING

LAUNCHED IN 2025!

Ancestors In The Making launched in 2025, as a **direct response to community needs**. It started as a campaign and soon became a **foundation of our organization**, aligning with AZ AANHPI for Equity's core values of **building for seven generations**.

We built the foundation for immigration work and partnerships through **personal outreach with AANHPI-owned businesses and organizations** across the state. We also held various Know Your Rights and Polimigra Watch training sessions for community members and spoke at various community events.

OUR VISION

We envision a world where **we can all freely migrate** in an exercise of our **human right** to free movement and in **reaction to displacement** caused by environmental and sociopolitical factors. In **combating the hurtful rhetoric** that political actors use to take advantage of vulnerable communities, we aim to establish a successful and **thriving society** as one that **includes diverse perspectives and lived experiences**.

GUIDING VALUES

1. Raise Awareness
2. Mobilize Action
3. Foster Community Support
4. Encourage Policy Change
5. Family Reunification



First Arizona Restoration of Rights Meeting



Completed production of our documentary "Honor Our Stories" which uncovers one of Arizona's most overlooked tragedies: the incarceration of Japanese Americans during World War II.

Collaborated with our climate team to host Climate Immigration Workshop with 30 attendees

Led a panel at the National Asian Americans Advancing Justice Convening in Atlanta, Georgia

Presented on immigration at AZ State Capitol with 30 community partners & elected officials present

Hosted first East Valley Know Your Rights Training with 40 people in attendance

First Know Your Rights Training



Honor Our Stories features powerful testimonies from survivors & community members linking past and present racial injustices toward discrimination, immigration detention, and racial profiling.



CIVIC ENGAGEMENT

MISSION

Our Civic Engagement program strives to better **represent AANHPIs, BIPOC, and other impacted communities** in policy changes through **voter registration, educating** voters on issues and policies, and **mobilizing** voters to the polls.

2024 VOTER TURNOUT

In 2016, the AAPI voter turnout sat at 42%. In 2024, the AAPI voter turnout **jumped to 69.32%**, highlighting the significance that **intentional outreach** to the AAPI community can have on overall voter turnout. Through this **record-breaking increase** we saw how AAPI voter turnout not only strongly supported overall BIPOC voter turnout but also brought the AAPI turnout closer to the White voter turnout.

***DATA IS FROM TARGETSMART**

69.32%
AAPI

58.98%
BIPOC

78.64%
White

YEAR-ROUND PROGRAMMING

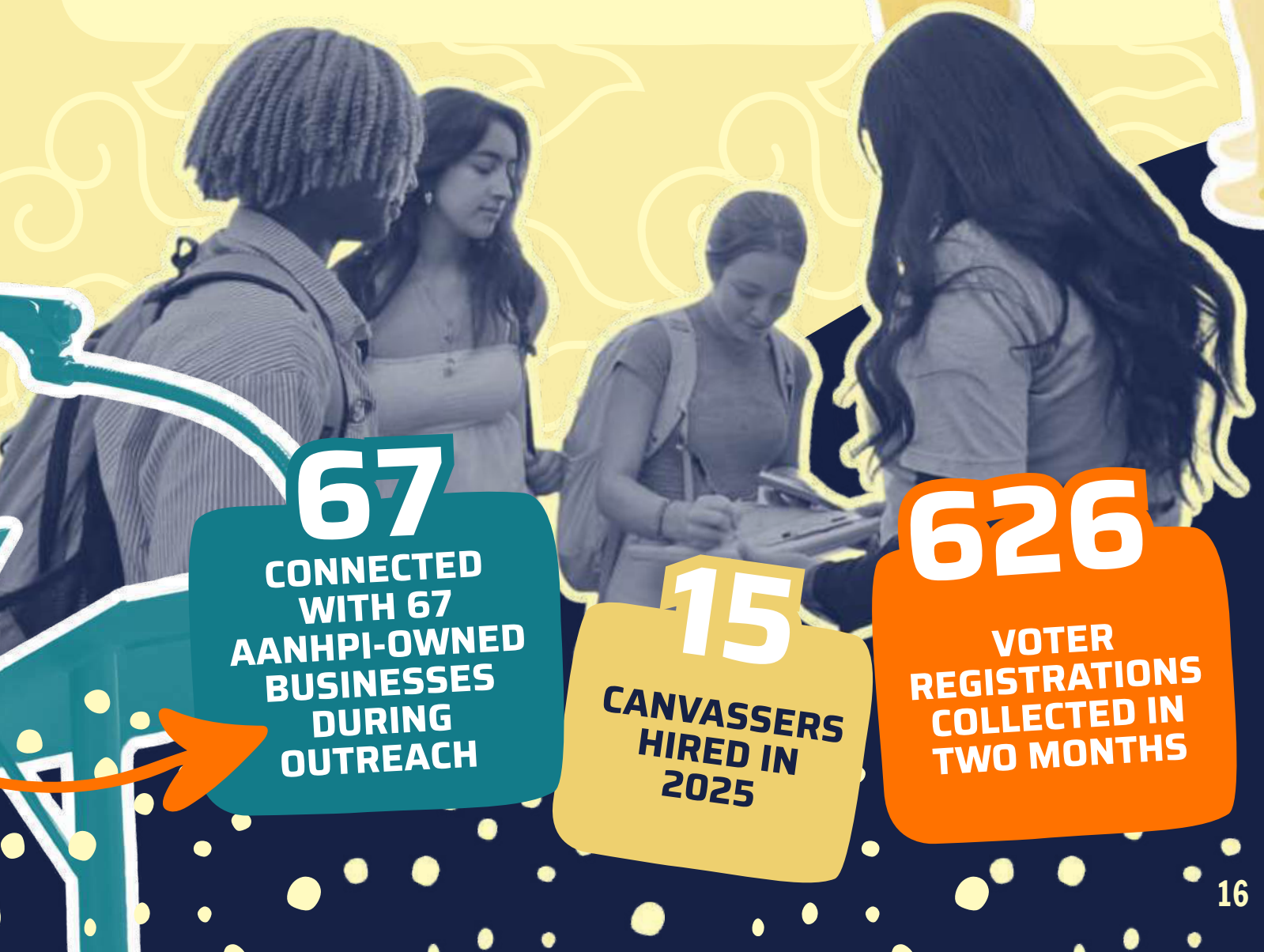
As one of the only progressive organizations in Arizona doing intentional base building and voter engagement outreach to the AANHPI community, our focus on civic engagement goes beyond election years and requires year-round programming to ensure the AANHPI voter turnout continues!

2025 IMPACT

Our department focused on **educating and informing community members** by partnering with our Ancestors In The Making program to **build connections** with AANHPI-owned restaurants and stores in our neighborhoods. This outreach allowed us to focus on base building within our community by personally showing how we **serve as a resource** for Arizona's AANHPI residents.

We began a 5-month VR campaign in November 2025, **achieving over 600 voter registrations in a 6 week period**. Additionally, we **expanded our community presence** by collecting voter registrations at farmers markets across the Phoenix metro-area, Motor Vehicle Departments in the **East Valley**, monthly First Fridays in **downtown Phoenix**, and canvassing at local AANHPI-owned businesses.

Despite 2025 not being an election year, we embodied a Civic Engagement mindset across all of our departments, holding intentional year-round outreach and programming to deepen trust, build momentum, and activate our communities **ahead of the 2026 election cycle**.



67
CONNECTED
WITH 67
AANHPI-OWNED
BUSINESSES
DURING
OUTREACH

15
CANVASSERS
HIRED IN
2025

626
VOTER
REGISTRATIONS
COLLECTED IN
TWO MONTHS

STAY CONNECTED FOR
ANOTHER YEAR OF
GROWTH, COMMUNITY
AND JUSTICE!



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