



EDUCATE



EMPOWER

2020



ELEVATE



APIA SCHOLARS

ANNUAL

REPORT

The chance to RISE



LETTER FROM THE PRESIDENT & EXECUTIVE DIRECTOR



Dear Friends,

Today, I write this with a sense of pride, a full heart, and a steady focus on how our Asian and Pacific Islander American (APIA) community is coming together to build a brighter future. As much as this year has been full of twists and turns, it has also been an amazing time to lead our Scholars and to be supported by some of the world's leading companies and foundations who truly understand the power of investing in people and in education. Time and time again, I have been inspired by the power of our diverse community of Scholars, volunteers, and donors as I have watched them lead and follow with tremendous vision, energy and will to create change. We have overcome obstacles before and I am excited to see what our future has in store for us.

APIA Scholars will continue to carry out our expressed organizational mission to provide educational access by way of financial support and wraparound services to Educate, Elevate and Empower. We will do this with a relentless focus on Scholar-outcomes by ensuring that every dollar invested is a dollar invested in a program that is scalable and measurable and that will lead to a stronger community. It is our every intention to create leaders in our communities who will in fact be part of solutions to dismantle systemic racism and fight for civil and human rights.

We are supporting young people who are *already* breaking barriers in their communities, pursuing careers in public service,

education, law, healthcare, STEM fields and more—and we will see more of these successes in spite of a changing academic environment because we believe in education for all. APIA Scholars stands strongly for the human and civil rights of all people, we celebrate diversity, and will continue to be here to support our Scholars as we have for the past 17 years.

We are proud of the journey we have taken thus far. I am more than honored to lead this organization at this particular time in history. By joining together in both struggle and in comfort, APIA Scholars will elevate education and community and empower humanity to live in a more harmonious and productive world.

Please read through the 2020 Annual Report and join us in a celebration of a brand that means more now than ever—an open book illustrating what is yet to be learned, shades of color symbolizing the many commonalities and uniqueness among us, and the chance to rise. These are the themes that mean so much to us and we welcome you to bring forth these ideals.

Sincerely,

A handwritten signature in black ink that reads "Noël S." followed by a stylized flourish.

Noël S. Harmon, PhD

WE ARE AGILE BUT STEADFAST IN OUR MISSION

APIA SCHOLARS ELEVATES THE ASIAN AND PACIFIC ISLANDER AMERICAN (APIA) COMMUNITY BY PROVIDING APIA STUDENTS WITH ACCESS TO HIGHER EDUCATION AND RESOURCES THAT CULTIVATE THEIR ACADEMIC, PERSONAL AND PROFESSIONAL SUCCESS REGARDLESS OF THEIR ETHNICITY, NATIONAL ORIGIN OR FINANCIAL MEANS.

We do this by mobilizing resources from our funders, including those from the global employer community, to support APIA Scholars' programs, services, and scholarships for students who have inequitable access to and success in higher education.

We do this under all conditions—even those without precedent—and with a steadfast focus on Scholar-outcomes, diversity, equity, and a reminder that being connected and responsive to each others' individual and community needs will help us all rise together.



Amidst the uncertainty, we want to be remembered for how we continue to connect and uplift our community in powerful ways that shine a light towards our collective prosperity. —APIA Scholars Solidarity Statement, April 2020

Our Mission

Our mission is to make a difference in the lives of APIA students by providing them with resources that increase their access to higher education which serves as the foundation for their future success and contributions to a more vibrant America.

Our Vision

Our vision is to see that all Asian and Pacific Islander Americans have access to higher education and resources that cultivate their academic, personal and professional success regardless of their ethnicity, national origin or financial means.

Agile but
STEADFAST



*Each and every Asian American and Pacific
Islander is unique. We all have stories, we all
have questions, and we all need support.*

—Noël Harmon, APiA Scholars President



Scholar Outcomes

APiA Scholars aligns resources to drive opportunity with measurable outcomes. Our research efforts are aimed at shedding light on the APiA college student experience through data disaggregation and examining systems level issues. Scholars are provided one-on-one mentoring, career coaching and staff support, as well as culturally relevant tools and support to overcome barriers to college completion and into the next phase of their careers.

Diversity and Equity

APiA Scholars issued a “Statement of Solidarity” this April 2020 conveying the unity of our community against increased violence, discrimination, and xenophobia against the APiA community which peaked during the COVID-19 pandemic. We join together with our partner organizations supporting diverse, low-income, first generation college students and honor the incredible diversity of the APiA community.

Connectedness and Responsiveness

APiA Scholars initiated a survey to all Scholars to gauge ways we can provide support during the COVID-19 crisis. As a result, we created a toolkit of financial, community, small business, and mental health resources to address individual and small group concerns. Among those resources was our rapid response APiA Scholars Emergency Fund which provided immediate support to our Scholars facing financial hardship due to COVID-19. Additionally, APiA Scholars successfully pivoted all in-person programming to virtual experiences to keep our community together.

PILLARS AND PROGRAMS FOR GROWTH

THE ASPIRATIONS WE, AT APIA SCHOLARS, STRIVE TO ACHIEVE ARE REPRESENTED IN OUR PILLARS. THE PROGRAMS WE DESIGN AND DELIVER AIM TO DEVELOP THE SKILLS AND ABILITIES TO REACH THOSE ASPIRATIONS. WE WELCOME YOU INTO OUR COMMUNITY THROUGH THE PROGRAM SUCCESS STORIES WE SHARE.

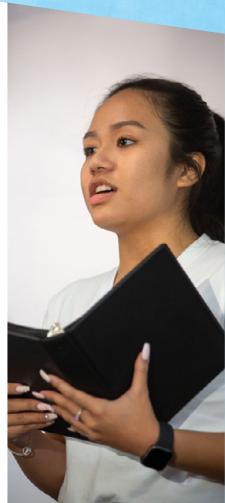
Leadership Academy

During the APIA Scholars Leadership Academy, 100 Scholar participants were challenged to defy stereotypes and misconceptions regarding the APIA community by showing the world how #WeLead. The APIA Scholars Leadership

Academy: ELEVATE Public Service Pathways program was a two-day Scholar event that took place on September 2019 in Washington, DC. Overall, this program equipped Scholars with the resources, skills, and networks required to become the nation's next generation of change agents, innovators, and advocates.

“Being a part of the APIA Scholars Leadership Academy inspired me to be more involved in my desire to create something better not only for myself but for my students and the next generation. It boosted my desire and confidence to be in the driver's seat. —APIA Scholar

#WeLead



Scholar Advisory Committee

The Scholar Advisory Committee was established to provide strategic guidance, insight, and recommendations on the direction of student programming. Selected based on their demonstrated commitment to education, exemplary leadership skills, and dedication to elevating the APIA community, this group of Scholars and Alumni work to provide meaningful, relevant, and transformative content

that supports holistic Scholar development. Members also serve as ambassadors within the APIA community to promote the overall mission and vision of the organization.

Most recently, the committee elected chee ia yang to serve as their Chair and Louise To to serve as Vice-Chair. chee ia will represent the voice of the Scholar community on the Board of Directors for the next year.



As the fourth of eight children, I am a proud daughter of Hmong refugee parents. I have always believed that the people closest to the ‘issue’ are the people most impacted by it and are, therefore, the people who we must listen to. I believe in centering the voice(s) of the people so we can work towards creative solutions. —chee ia yang, Scholar Advisory Committee Chair, 2020-21

FOUR PILLARS OF APIA SCHOLARS PROGRAMS

Authentic Leaders

- Act in alignment with their **values**.
- Incorporate their unique **cultural** identities into their leadership style.
- **Motivate** others towards a common goal.

Professionals

- Seek out mentors, networks, and **opportunities**.
- Cultivate a growth **mindset**.
- Adapt to an ever-changing **global** work environment.
- **Uplift** underrepresented communities as they grow.

Innovators

- Are solutions-oriented, inquisitive, **risk-takers**.
- Utilize educational **knowledge**, skills and perspectives.
- Address issues impacting **communities** in a nuanced way.

Advocates

- Utilize an equity mindset to critically analyze **social justice** issues.
- Contribute to their communities through direct **service** and outreach.
- Create a world where future generations can **thrive**.

SMART

Through a partnership with Mentor Collective, the SMART program aims to facilitate virtual mentorship relationships between Scholars, Alumni, and professionals who work together to provide peer-to-peer and professional mentorship as well as develop strategies for personal and professional success. Professional mentors support Scholars in their transition into the workforce by coaching them on long-term goal setting, crafting optimal resumes and

LinkedIn profiles, acing the interview process, and cultivating a professional network. Additionally, peer mentors accompany first-year Scholars in their transition into college by providing guidance on utilizing campus resources, finding community and a sense of belonging, navigating academic rigor, and identifying opportunities for growth. During the 2019–2020 academic year, 330 Scholars participated in the SMART Mentorship Program. Since the SMART program's inception in 2014, a total of 1,447 Scholars have been provided mentorship.



The greatest benefit [of participating in the APIA Scholars SMART program] was helping an APIA Scholar understand that he is not alone and that I will always be there to support him, even after the program ends. —APIA Scholar, Peer Mentor

Virtual Young Professionals Conference

The Young Professionals Conference was held virtually, with Scholars participating in a full day of virtual professional development programming. Scholars attended sessions on *Leadership Through Life Experiences*, *Mentorship & Social Capital*, *How to be a Competitive Job or Internship Candidate*, *Compassionate Leadership*, *The Path to Doctoral Degrees*, *The Power of Being Counted in the 2020 Census*,

Culturally Relevant Mental Health Practices, and *Pacific Islander Founders*. These presentations were facilitated by APIA Scholars' partners including the National Association of Asian American Professionals (NAAAP), National Pacific Islander Education Network (NPIEN), APIA Vote, Asian Pacific Counseling Services, and Mentor Collective. The virtual program also provided a space for Scholars to learn from each other, connect, and discuss these important topics together.

In spite of a quick pivot to a virtual event, 100% of the webinars that comprised the Young Professionals Conference were rated as **very helpful to extremely helpful**.

Jump Start College Tour

Developed in collaboration with Wells Fargo, the Jump Start College Tour program provided more than 600 high school, community college, and non-traditional students and their families with information and resources on college application planning, financial literacy education, and career exploration at The University

of Texas at Dallas and University of California Irvine. In addition to college access and financial advising, APIA Scholars launched a brand-new Jump Start College Tour + STEM Pathways program which included the addition of dynamic panel discussions featuring STEM experts, engaging sessions highlighting academic STEM and Innovation programs, and resources for funding a STEM education.

“APIAs need to be at the table for conversations around equity. We’re not thought of as a population that has a high need, but two-thirds of our students are first generation, low-income, and certainly are a part of the equity gap. —Noël Harmon, APIA Scholars President



Leaders

95% of attendees would recommend APIA Scholars **Jump Start College Tour.**

RESEARCH FOR RECOVERY AND REBUILDING

AT 20 MILLION STRONG—NEARLY 6 PERCENT OF THE U.S. POPULATION, AND ON TRACK TO BEING THE LARGEST IMMIGRANT GROUP IN THE U.S. BY 2055—ASIAN AND PACIFIC ISLANDER AMERICANS ARE A POWERFUL ECONOMIC FORCE: NEARLY TWO MILLION APIA-OWNED SMALL BUSINESSES GENERATE \$700 BILLION IN ANNUAL GDP AND EMPLOY AROUND 3.5 MILLION PEOPLE.¹

Despite their economic significance, there is much that is misunderstood and overlooked about the APIA community, including the diversity of experiences our students face in

accessing and completing higher education. APIA Scholars has investigated a number of critical areas due to their impact on the education and advancement of our community.



Being a first generation college student, college is something foreign and scary. The mentorship aspect of the program helped me take my first steps towards the next step in my education with confidence and guidance that I would otherwise be lacking. —APIA Scholar, Mentee

Community Focused

Advocating for NHPI Students

Native Hawaiians and Pacific Islanders (NHPIs) have been largely invisible in policy considerations and in the development of campus services and programs. Funded by The Kresge Foundation, APIA Scholars' report, *Native Hawaiians and Pacific Islanders in Higher Education: A Call to Action* is a response to a dearth of knowledge about the demography of NHPI students, their educational trajectory, and their postsecondary outcomes. Specifically, we build on prior research by providing a portrait of NHPI students in American higher education in the continental U.S. and the U.S.-Affiliated islands throughout the Pacific region.

Region Focused

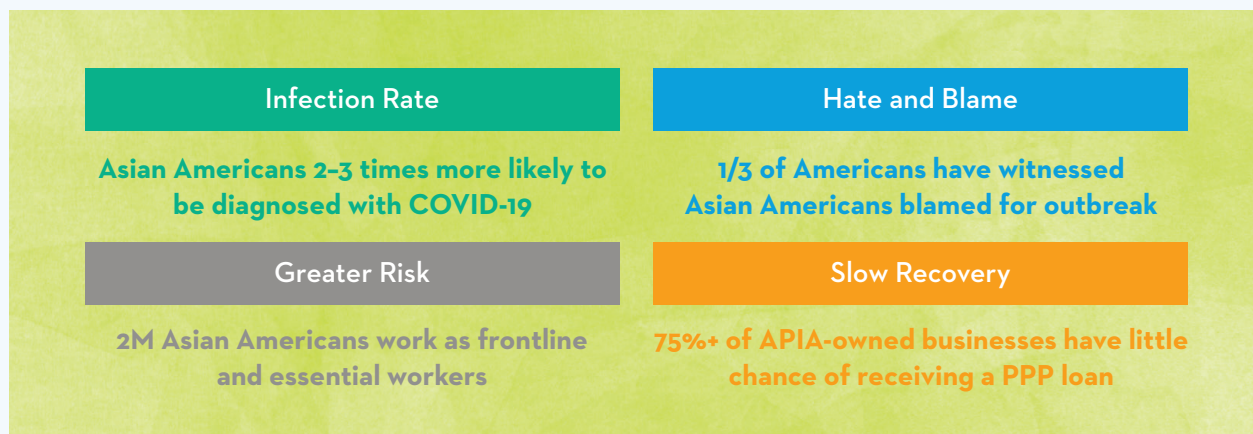
APIAs in the State of Nevada

Nevada State College serves a critical mass of racial/ethnic minority and low-income first-generation college students, especially Latinx and APIA students. In fact, in 2018-2019, over half of all students were Latinx (57.5%) and APIA (15.4%) and these numbers keep growing. APIA Scholars and Nevada State College collaborated to publish two reports funded by ECMC Foundation to analyze demographics and behaviors of APIA students in the State of Nevada and delve into why nursing has been a dominant career choice for the APIA community.

Reports and summaries can be found at www.apiascholars.org.

THE IMPACT OF COVID-19

The year 2020 will forever be associated with the global impact of COVID-19, not only on our health and the economy, but also on education and our culture. A recent article by McKinsey & Company highlighted key findings about the deep impact COVID-19 has had on APIAs.



COVID-19 and advancing Asian American Recovery, August 6, 2020, McKinsey & Company

Being Prepared for What We Cannot See

The COVID-19 pandemic showed us that at any moment we may face unforeseen challenges impacting Scholar access to and success in higher education. By ensuring that our Emergency Fund is always available to our Scholars, we will feel confident in our ability to guide our community and stay true to the fact that we are a partner in education no matter what. We look to ensure that our Emergency Fund is always available to provide a sustainable response.

Delivering Essential Skills to Grow Productive Futures

Our research indicates that diverse, low-income, first generation college students need educational resources and financial assistance to build futures that include stable housing and financial health and wellness. APIA Scholars looks to partner with funders to help provide these types of resources to ensure the wellness, stability, and growth of our community.

Feeling and Responding to the Pulse of our Community

Research leading to reliable data is crucial to good practice and is an essential component to our ability to be efficient and successful in meeting our mission; however, we want this data to drive immediate results and to serve needs. To that end, we look to work with practitioners from the higher education community to determine how best to serve today's diverse students in the changing educational landscape with actionable and sustainable solutions.

Creating a Legacy Through Voice and Action

As equity and tolerance in education and places of employment become an ever-growing issue, we want to ensure that APIAs are at the table for public policy conversations. By engaging diverse partners in our research and broadly disseminating our work to achieve systemic change, we will create a legacy for our community and pave the way for aspiring APIA leaders.

EMPOWERING THROUGH SCHOLARSHIP OPPORTUNITIES

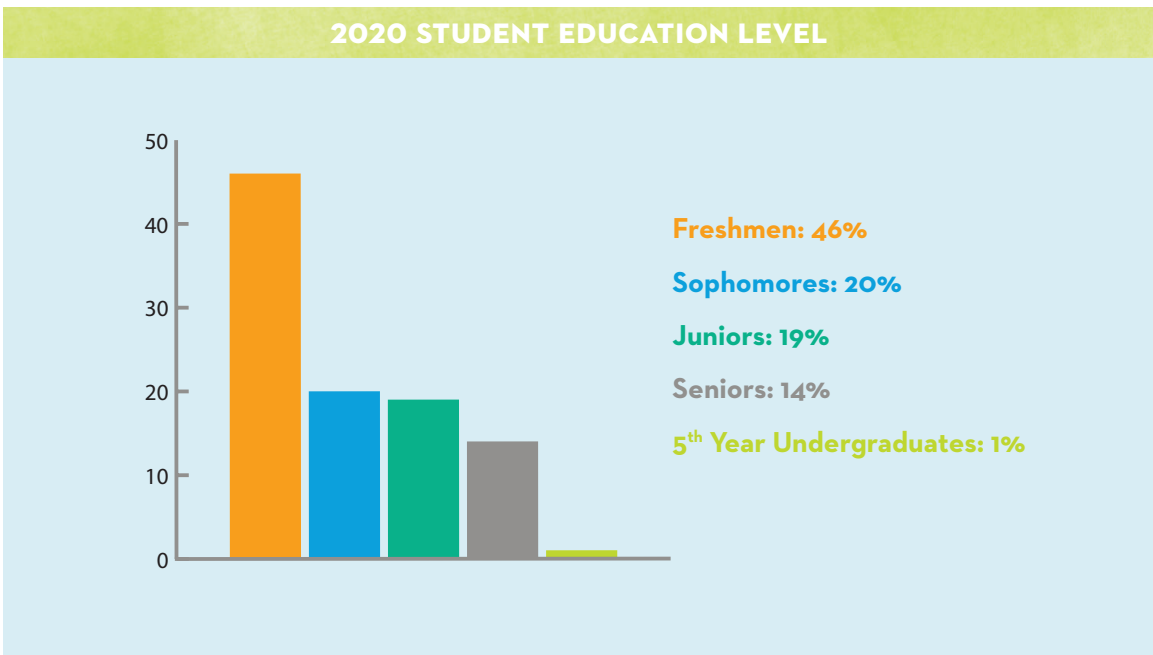
APIA Scholars has worked with sponsors and partners to provide a variety of scholarships to over 7,000 students in the last 17 years.

APIA Scholars has a special focus on uplifting individuals who:

Live at or below the poverty level, or are otherwise of low socioeconomic status.	Are the first in their families to attend college.	Have placed strong emphasis on community service, leadership and solid academic achievement.
Are representative of the APIA community's diversity, geographically and ethnically, especially those ethnicities that have been underrepresented on college campuses due to limited access and opportunity.		

ABOUT THE APIA SCHOLARSHIP PROGRAM

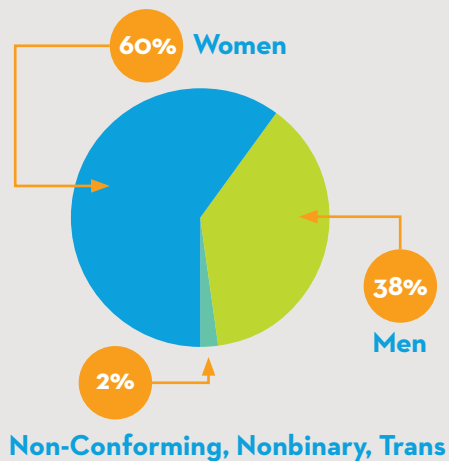
Scholarship awards range from one-time \$2,500 awards to multi-year \$20,000 awards.



TOTAL SCHOLARS AWARDED

1,300

GENDER IDENTITY



APIA SCHOLARSHIP PROGRAM

426

Scholars Awarded

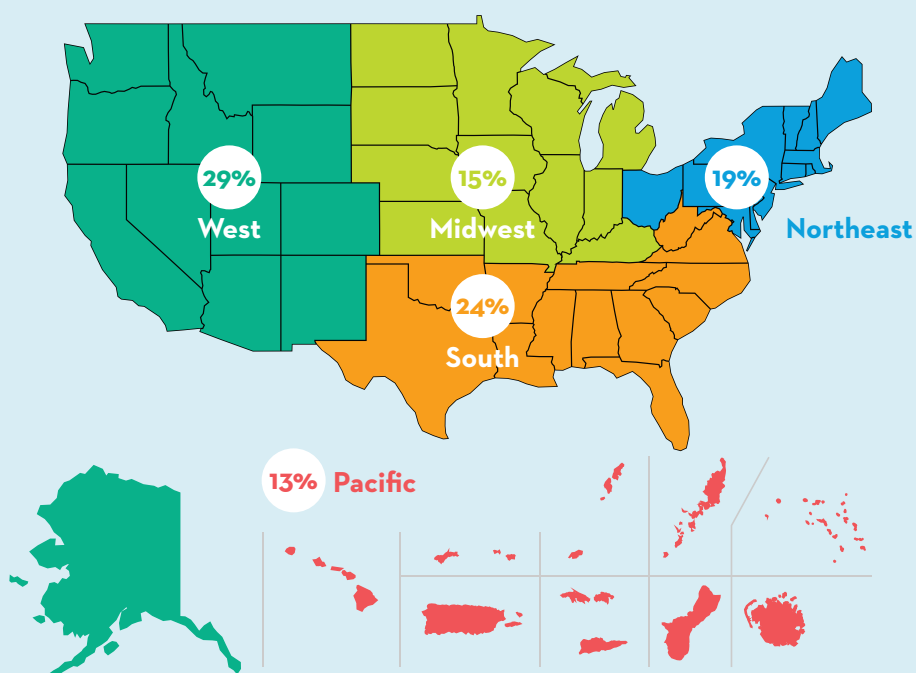
65% First generation college students

35% First in their family to attend college

70% Live below the poverty line

70% Come from families that make less than \$30,000/year

GEOGRAPHIC REGION REPRESENTATION



Scholarship Opportunities (continued)

2019-2020

Scholars Impacted

406

GATES MILLENNIUM SCHOLARS PROGRAM

The Gates Millennium Scholars (GMS) Program, funded by a grant from the Bill & Melinda Gates Foundation, was established in 1999 to provide outstanding low-income African American, American Indian/Alaska Native, Asian Pacific Islander American, and Hispanic American students with an opportunity to complete an undergraduate college education in any discipline they choose. The goal of GMS is to promote academic excellence by providing thousands of outstanding students, who have significant financial need, the opportunity to reach their full potential.

2019-2020

Scholars Awarded

212

AANAPISI SCHOLARSHIP PROGRAM

The Asian American and Native American Pacific Islander-Serving Institution (AANAPISI) Scholarship Program is a collaboration with AANAPISIs and the communities they serve to provide scholarships, expand institutional capacity and mobilize local resources to help foster economic development. The AANAPISI Scholarship is available annually to underserved students attending APIA Scholars' AANAPISI partner campuses.

Grants Awarded

254

APIA SCHOLARS EMERGENCY FUND

The APIA Scholars Emergency Fund, a need-based financial assistance opportunity, is available to current and former APIA Scholarship and AANAPISI Scholarship recipients who are experiencing a temporary, unexpected financial hardship that puts them at risk of being unable to persist in their educational pursuits or graduate from college.

The APIA Scholars Emergency Fund is made possible through generous support from Macy's and Wells Fargo.

\$287,756 awarded since March 2020

STAFF



Noël S. Harmon, PhD
President & Executive Director



Sierra Lloyd
Director of Scholarships & Programs



Elena Anderson
Chief Operating Officer



Gulnara Mambetova
Finance & Operations Manager



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Programs Manager, GMS & APIA Scholars



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Senior Programs Manager



Shyam Gadwal
VP, Programs



Bryan Park
Marketing & Communications Manager



Catherine Litten
Director of Scholarships, APIA Scholars



Leilani Pimentel
Director of Development



Continue to stay optimistic and resilient. Life is about 10 percent what happens to you and 90 percent how you respond to it. —Francis Cheng, Scholar Advisory Committee Member (Address to Class of 2020)

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Diversity & Communications
CBS Television

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The Honorable Robert Underwood
President Emeritus, University of Guam



chee ia yang
Chair, Scholar Advisory Committee



If it wasn't for my mentor, I wouldn't
be as hopeful and confident in myself as
I would be if I took this feat alone.

—APIA Scholar

SCHOLAR ADVISORY COMMITTEE



Ellie (Nu) Bui
AANAPISI/Wells Fargo Scholar
Irvine Valley College



Mabel Luo
APIA/UHF Scholar
New York University



Francis Cheng
APIA/Wells Fargo Scholar
Bates College
Johns Hopkins University



Nam Nguyen
APIA/FedEx Scholar
Washington State University



Axel Defngin
AANAPISI Scholar
University of Hawai'i at Hilo



Ali Punjani
GMS Scholar
Emory University



'Inoke Hafoka
GMS Scholar
Brigham Young University
University of Utah
University of California Los Angeles



Louise To
Vice Chair, Scholar Advisory Committee
GMS Scholar
Mount Holyoke University
University of Hawai'i at Manoa



chee ia yang
Chair, Scholar Advisory Committee
GMS Scholar
University of North Carolina at Charlotte
Michigan State University



Aroona Toor
GMS Scholar
Saint Louis University



Ryan Lee
GMS Scholar
Boston College, Harvard University

THANKING OUR SUPPORTERS AND PARTNERS

These supporters made gifts during APIA Scholars' 2020 Fiscal Year, spanning July 1, 2019–June 30, 2020.

INDIVIDUALS

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Andrew Butler and Pooneh Fracyon Butler
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Eugene Chasin
Hardy Chan
Harsha Murthy
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Mahrukh Hussain
Noël Harmon
Rivero Fund
Shana White
Susan Jin Davis Charitable Fund
The Tan and Balladon Family Charitable Fund
Wai Ling Eng

Gifts of \$1,000–\$2,499

Gin Ho
Jessica Cutrera Papadopoulos
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Gifts of \$500–\$999

Kiyoshi Nakasaka

Gifts of \$100–\$499

Allison Duh
Elaine Wong
Ewa Huang
Gary Tanigawa
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Helen Tau
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Monica Bhardwaj
Peter Kyin Chow
Pong Lam
Riane Kerwin
Rowena Tomaneng
Sophia Vu
Sunil Sadhwani
Valentina Lin
Xiao ting Zheng

Gifts of \$1–\$99

Adrienne Y. Lee
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Kenneth E. Redd Charitable Fund
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Nancy Chavez
Peggy Chen
Reid Oishi
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Stefan Sali
Uyen Ha
Vivian Bejarin
Wally Suphap

CORPORATIONS, FOUNDATIONS, AND GROUPS

\$500,000 and up

McDonald's
Walmart
Wells Fargo

\$250,000–\$499,999

United Health Foundation
BNY Mellon
The Coca-Cola Foundation
The Walt Disney Company

\$100,000–\$249,999

Ascendium Education Group
Bill & Melinda Gates Foundation
FedEx
Nakupuna Foundation
Toyota Motor Sales, U.S.A. Inc.

\$25,000–\$99,000

3M
ECMC Foundation
Ford Motor Company Fund
Macy's
NBCUniversal
Southern California Edison

Target
The Boeing Company
Walmart

\$5,000–\$24,999

Bettina Weary Trust
CBS
Comcast Corporation
Cox Enterprises
Educational Testing Service (ETS)
Ernst and Young
First Republic Bank
General Motors
Honda
Lumina Foundation
Sodexo, Inc & Affiliates
Suncrest Hospice
Teach for America
The Coca-Cola Company
The Texas Women's Foundation
Orchid Giving Circle
Tsuha Foundation
Union Bank

\$1,000–\$4,999

AT&T
Combined Federal Campaign (CFC)
Dominion Energy Charitable Foundation
Facebook Fundraiser
The Chicago Community Foundation
USDA

\$0–\$1,000

Alaska Airlines
Amazon Smile
Anonymous
Edison International Corporate
JPMC Foundation
Tiffany & Co
Tronex International, Inc.

IN-KIND

First Republic Bank
Google
Southwest Airlines

PARTNERS

Common Application

OUR STEWARDSHIP

All Amounts in Thousands

STATEMENT OF ACCOUNTS

SUPPORT AND REVENUE

Grants and Contributions	\$13,893
Programmatic Events	\$749
Other Revenue	\$8

Total Support and Revenue\$14,650

EXPENSES AND LOSSES

Total Program Services	\$13,065
Management and General	\$885
Fundraising	\$365

Total Expenses and Losses\$14,315

Change in Net Assets\$335

ASSETS

CURRENT ASSETS

Cash and Cash Equivalents	\$3,759
Investments	\$1,756
Contributions Receivable	\$1,198
Prepaid Expenses	\$164

Total Current Assets\$6,876

Net Property and Equipment	\$91
Other Assets	\$54

Total Assets\$7,020

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Scholarships Payable	\$1,271
Accrued Expenses	\$85
Accrued Scholarships	\$98
Other Liabilities	\$275

Total Current Liability\$1,729

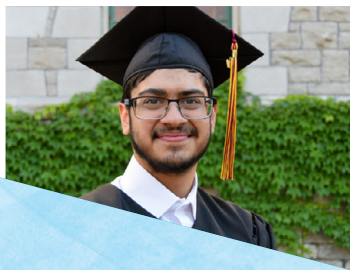
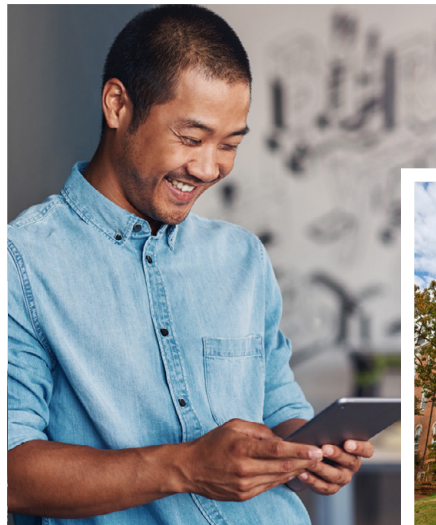
Net Assets\$5,292

Total Liabilities and Net Assets\$7,020.49

FINANCIAL POSITION

*These are unaudited figures and may slightly change after the audit in February 2021.

CREATING OPPORTUNITIES



1850 M St. NW, Suite 245, Washington, D.C. 20036 | (202) 715-0787 | apiascholars.org

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