



GIVING RISE TO A MOVEMENT TOWARD
TRANSFORMATIONAL
CHANGE



2021-2022 ANNUAL REPORT



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CREATING TOMORROW'S LEADERS

Friends,

Within a year's time, we have learned just how resilient we are as individuals and how our collective strength uplifts the Asian American Native Hawaiian and Pacific Islander community. Our strength has given rise to a movement that will take us toward transformational change. These changes will require leadership to ensure that we continue to build knowledge and scale systems to support a rapidly growing and extremely diverse AANHPI community.

APIA Scholars is committed to supporting our Scholars to grow into tomorrow's leaders. The leaders we need will possess a varying array of characteristics and values and will set the tone of voice and points of view that will resonate long into the future. These characteristics certainly inform my own approach to leadership and the way APIA Scholars commits to engaging with our Scholars.

Leaders have hope. They believe they have the agency to influence change and they can see the short and long journey ahead.

Leaders are reflective. They invite us to learn with them and see setbacks as true opportunities to learn and grow.

Leaders value different points of view. Leaders like to be around people with differing opinions and points of view. They are not threatened by this, but rather see it as an opportunity to learn, grow, and change.

Leaders take responsibility. Leaders are transparent and open and hold themselves accountable in equal measure to those around them.

Leaders uplift those around them. They give their teams autonomy, trust, and agency and they support them in whatever ways they can.

These are the values that we aspire to develop in each of our Scholars. These are the characteristics that we consider when we build our programs, select our scholarship cohorts, and voice our opinions and ideas in front of today's leaders. We invite you to share our Scholars' successes as you read through the 2021-22 APIA Scholars Annual Report. We are creating tomorrow's leaders through today's focus on college, career, well-being, and representation. We are giving rise to a movement toward transformational change.

Thank you for your support.

Sincerely,



Noël S. Harmon, Ph.D.



We are creating tomorrow's leaders through today's focus on college, career, well-being, and representation.

EMPOWERING OUR SCHOLARS

Our Mission is to make a difference in the lives of Asian Pacific Islander American students by providing them with resources that increase their success in higher education.

Our Vision is to see that all Asian and Pacific Islander Americans have access to, and are successful in their journey through higher education so they may cultivate their academic, personal and professional success regardless of their ethnicity, national origin or financial means.

EDUCATE ELEVATE EMPOWER

APIA SCHOLARS STRIVES TO IMPACT THE LEADERSHIP OF TOMORROW THROUGH EQUITABLE HIGHER EDUCATION WHICH SERVES AS A FOUNDATION TO AN EMPOWERED APIA COMMUNITY. EDUCATE, ELEVATE, AND EMPOWER.

EDUCATE We remove barriers to postsecondary education access and success for low-income underrepresented APIA students, serving as the foundation for their future.

ELEVATE We raise visibility and uplift the stories of our diverse Scholars and Alumni while building coalitions with other communities traditionally marginalized in higher education and leadership.

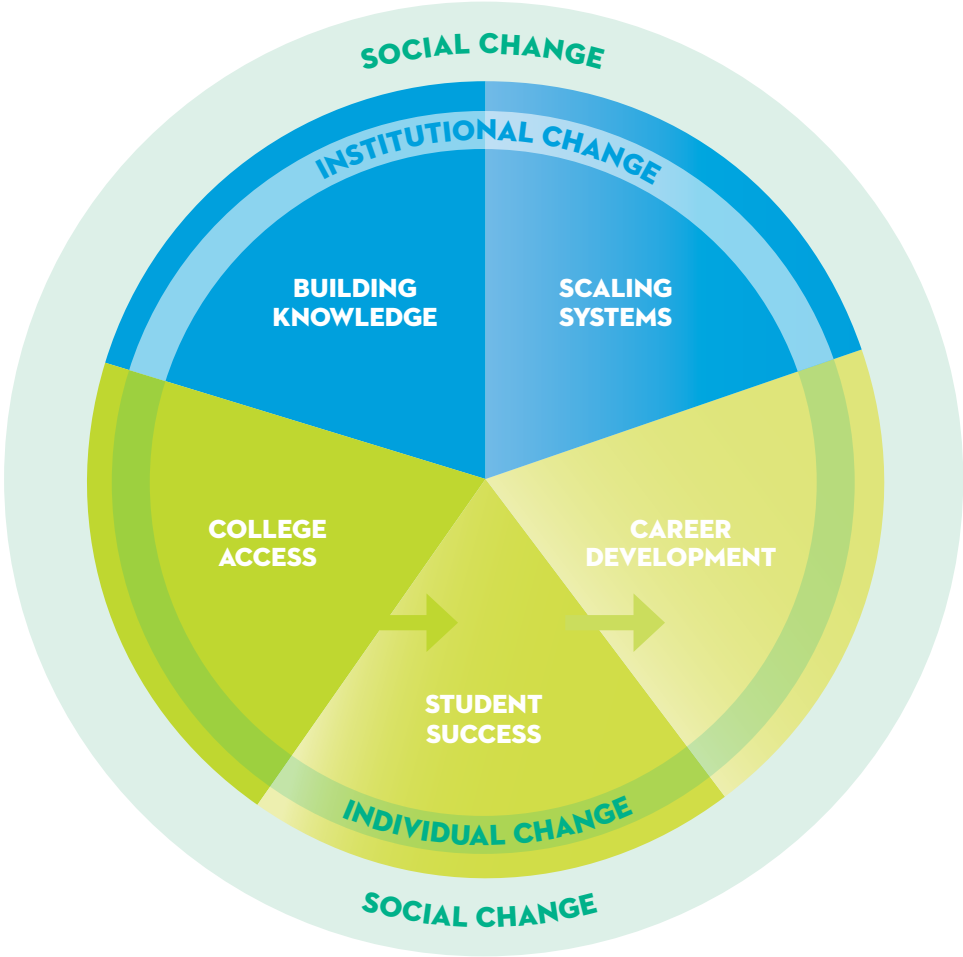
EMPOWER We expand knowledge through research and collaborate across sectors to achieve systemic change, envisioning a future of APIA representation, inclusion, and equity.



OUR FIVE CORE STRATEGIES

APIA Scholars’ mission is supported through five core strategies that put student needs first and center our commitment to continuously scaling our impact as we serve a rapidly growing community. Through this approach, we promote APIA inclusion, equity, and representation on the individual, institutional, and societal level.

- BUILDING KNOWLEDGE
- SCALING SYSTEMS
- COLLEGE ACCESS
- STUDENT SUCCESS
- CAREER DEVELOPMENT



2021-2022 PROGRAM HIGHLIGHTS

Transforming today's Scholars into tomorrow's leaders

Macy's Mission Every One Partnership

APIA Scholars was featured nationally by Macy's Mission Every One AANHPIHM Campaign in May 2022. This opportunity allowed Macy's customers to 'round up' to support APIA Scholars and/or donate additional dollars online and during checkout. This campaign drove nearly \$1.5M in funding.

As part of this partnership with Macy's for Asian American, Native Hawaiian, and Pacific Islander Heritage Month, selected students and alumni in Washington D.C., Queens, NY and Austin, TX visited their local Macy's for a styling experience. Scholars spent a few hours with Macy's stylists to discuss their professional look, what pieces would maximize outfits, and provide encouragement for one another.



Program Highlights (continued)



I learned that there is boundless beauty in how we share triumph, pain, frustration, and love for ourselves and our community.

—Story Slam, Student Participant

Story Slam

In May 2022, APIA Scholars hosted its 2nd annual Story Slam event in celebration of Asian & Pacific Islander Heritage Month and Mental Health Awareness Month. The event was hosted by Terisa Siagatonu, an award-winning poet, speaker, educator, and community organizer. Ten students and alumni of APIA Scholars shared their stories through dance, research, spoken-word, and video.

Professional Mentorship Program

The APIA Scholars Professional Mentorship program facilitates virtual mentorships with APIA Scholars and industry professionals. Professional mentors provide individualized support and guidance to mentees on how to access and advance their desired careers. This program allows for meaningful connection and skill development to empower the next generation of APIA leaders. Virtual mentorship is facilitated in partnership with Mentor Collective.

Mental Health Initiative

The APIA Scholars Mental Health Initiative utilizes a 3-pronged approach to address mental health needs in our Scholar community. We aim to build awareness around the impacts of mental health challenges within the APIA community in an effort to eliminate stigma and encourage dialogue. We partner with community experts to host virtual sessions where we dive deeper into nuanced mental health discussions and participate in wellness practices together. We use technology, our Meta teletherapy app, to provide Scholars with access to a mental health provider in the palm of their hand.

This effort is sponsored and in partnership with ECMC Foundation and the Kresge Foundation.

Program Highlights (continued)

Elevating Leaders

The 2022 Elevating Leaders Summit (ELS) is the largest program in the APIA Scholars suite of holistic college to career programs. During the summit, we celebrate and welcome our newest Scholar cohorts to the APIA Scholars community.

This year, almost 150 students participated in the virtual conference experience. Through engaging workshops led by APIA community members and small group discussions led by APIA Scholars alumni, students will have the knowledge, resources, and networks necessary to thrive as leaders on campus.



The ELS was an opportunity for me to connect with new people and that helped me be more confident in myself. Hearing and understanding people in the breakout rooms and small groups provided me with new perspectives on how to become a great leader. —Jarvis F.

By attending ELS, I bonded with speakers and fellow Scholars. I realized I also shared more similarities than differences with many Scholars and it made me feel like I was a part of a community. I no longer felt alone in my academic journey. —Amari N.



SCHOLAR PROFILE

Coming from a single-parent household, expenses have always been a burden on my family but it is from the financial and academic support of organizations like APIA Scholars that will allow me to attend UC Berkeley and pursue my passion studying environmental science. Thank you for believing in me and believing in the importance of higher education!

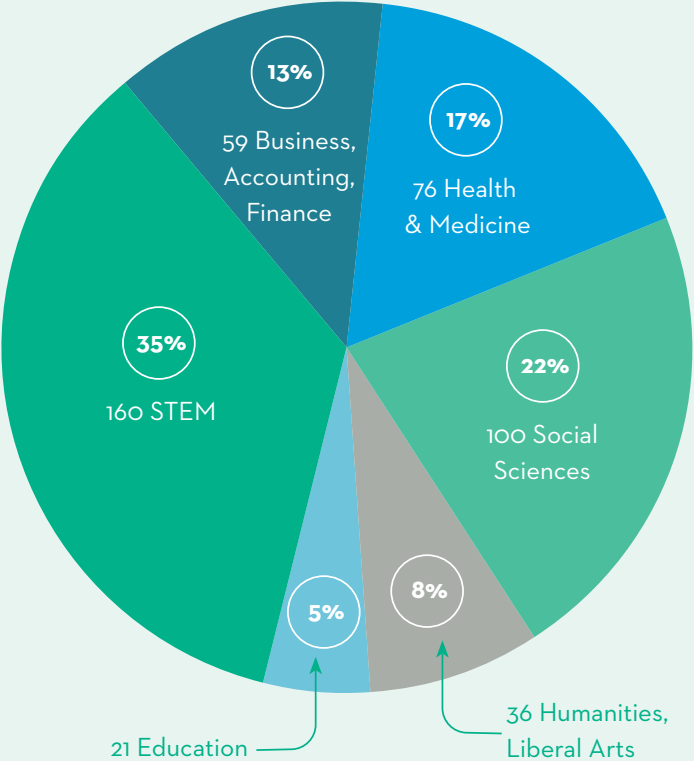


JUSTIN HOGENAUER
APIA/HOPE SCHOLAR
UC BERKELEY

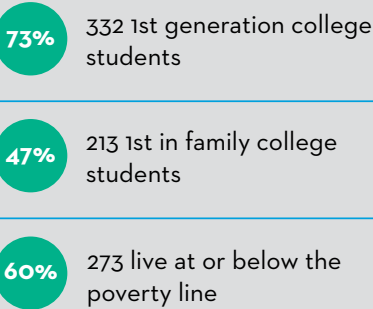
2022-2023 APIA SCHOLARSHIP

452 Scholars have been awarded. Below are some statistics on the selected Scholar cohort.

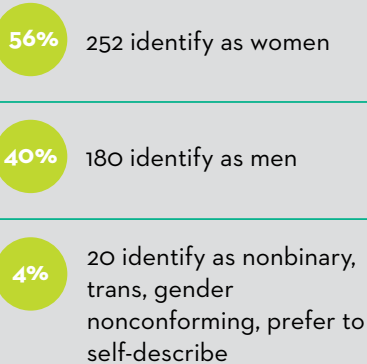
AREAS OF INTENDED STUDY



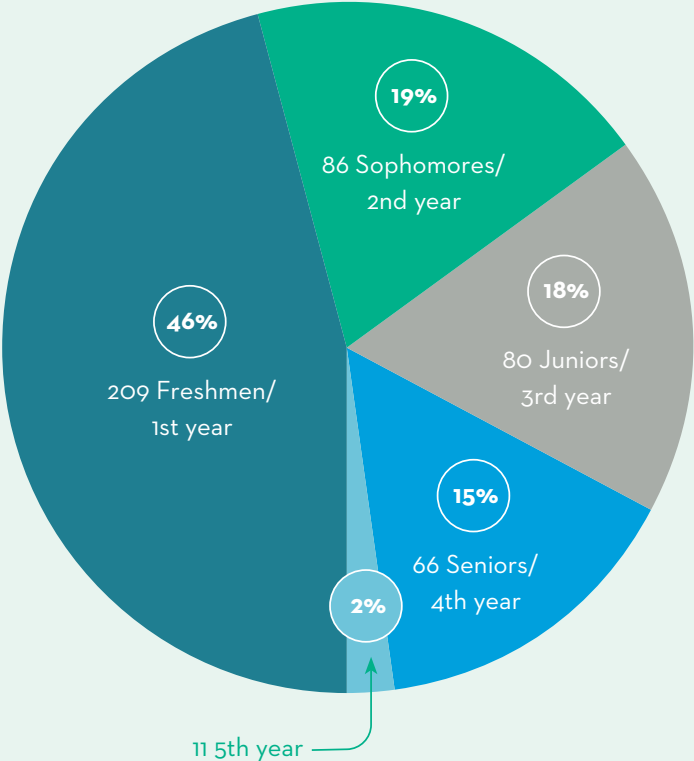
FAMILY BACKGROUND



GENDER IDENTIFICATION

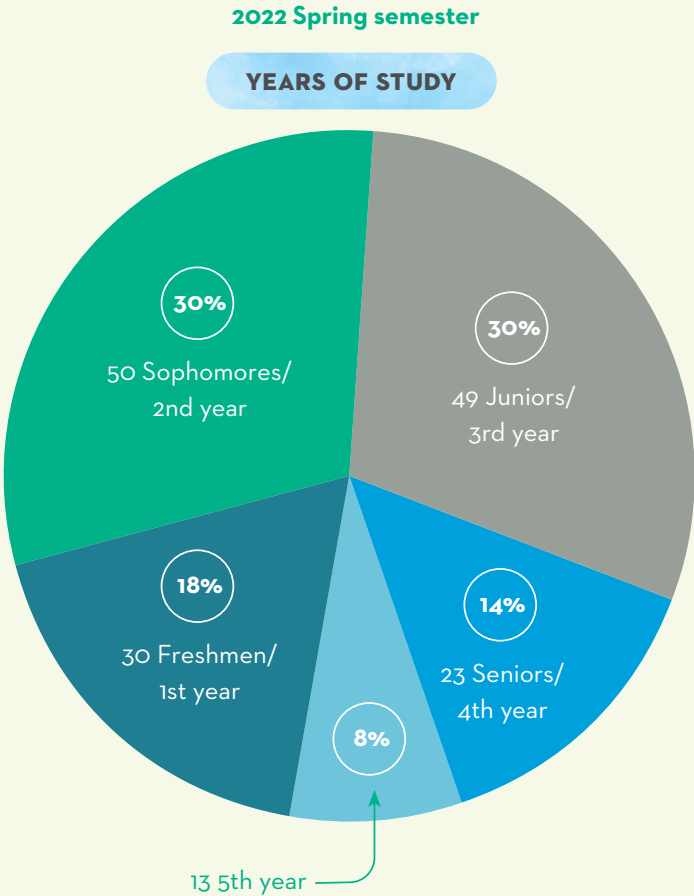
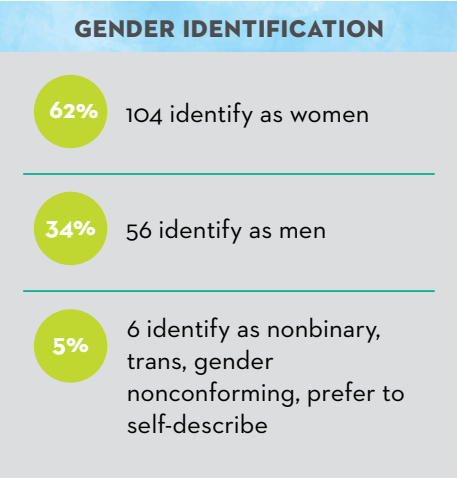
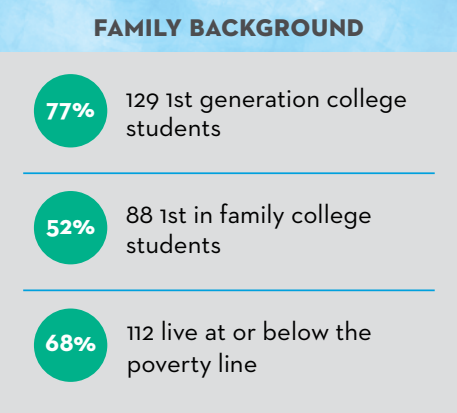
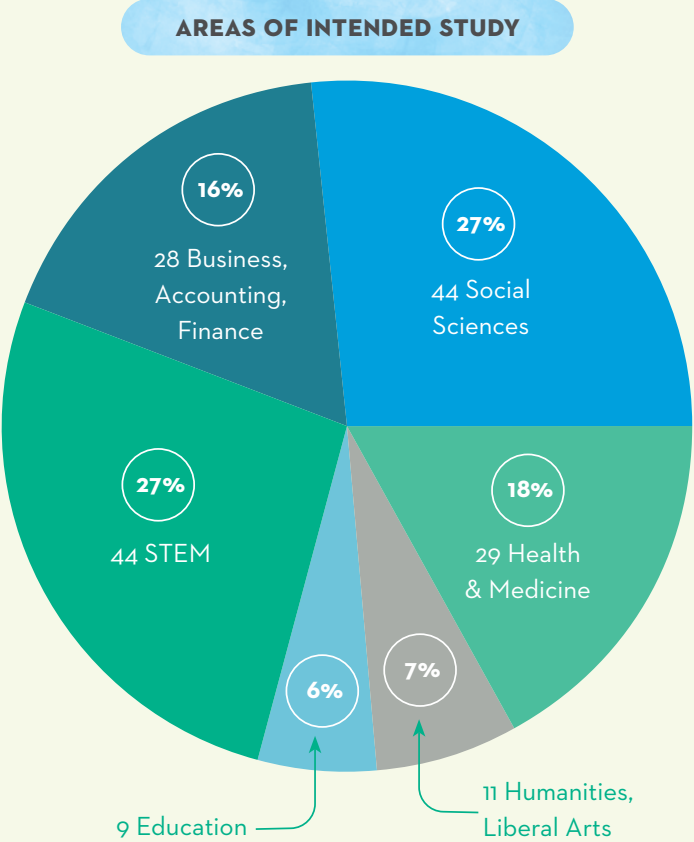


YEARS OF STUDY



2021-2022 AANAPISI SCHOLARSHIP

165 Scholars have been awarded. Below are some statistics on the selected Scholar cohort.



Note: APIA Scholars disbursed these scholarships during two different academic years.

RESEARCH AND POLICY HIGHLIGHTS

APIA Scholars invested in the growth of its Research, Policy and Advocacy work in 2021-22. This investment included a growing team as well as added partnership which has allowed our voice and the voice of the APIA Community to be heard. APIA Scholars is building what we like to call an ‘infrastructure of knowledge’ that **guides** our programmatic offerings to our Scholars, **enables** us to develop a policy agenda to create systemic change for Asian American Native Hawaiian Pacific Islander (AANHPI) student success, and **informs** broader research and policy conversations about postsecondary equity when it comes to AANHPI student demographics.



Applied Research Fellowship

The Applied Research Fellowship Program enables outstanding AANHPI students pursuing full-time masters and doctoral degrees to play a significant role in advancing the organization’s student research and advocacy agenda. The goal of the ARF program is to empower AANHPI graduate students to conduct applied research that uplifts prominent issues affecting AANHPI students in higher education and to utilize a policy-minded approach to devise recommendations for systemic change. This year, the Applied Research Fellows analyzed data from the first Annual Survey and wrote the first “State of AANHPIs in Higher Education Report.”

The Applied Research Fellowship Program is supported by ETS.



Chongzheng Wei
M.Ed. PhD Student,
Counseling, Clinical, &
School Psychology
University of
California, Santa
Barbara



Lena Pham
Masters Student,
Applied Anthropology,
University of North
Texas



Johnnie Yaj
M.A., PhD student,
Higher Education and
Organizational
Change, University of
California, Los
Angeles



NHPI Student Success

Strengthening Institutional Capacity for Native Hawaiian and Pacific Islander Students in Higher Education

With this initiative, we strive to increase NHPI student success by partnering with Asian American and Native American Pacific Islander Serving Institutions (AANAPISIs) and UCLA's Institute for Immigration, Globalization and Education in collaborative research to impact data disaggregation, equitable supports, and school climate at the colleges and universities that serve large numbers of NHPI students and move the needle on their student success outcomes. In 2022, the eight participating campuses engaged in three interactive learning labs centered on the following themes: Data Disaggregation, Building Partnerships & Strategic Communications, and Research Themes & Driving Systemic Change. The findings from this research initiative will be published in Fall 2022.

The NHPI Student Success Project is supported by the Ascendium Foundation, the Kresge Foundation, Nakupuna Foundation, and the General Motors Foundation.

The AANHPI English Learner Project

In partnership with UCLA's Institute for Immigration, Globalization and Education, APIA Scholars is investigating how AANHPI students in California who are English Learners (ELs) have been included or excluded from EL services. This project will result in a landscape analysis of current EL programs and practices across the state of California, and policy recommendations that provide guidance to state and local policymakers for how EL supports could more intentionally serve the growing population of AANHPI students across the state.

The English Learner Project is supported by the Sobrato Family Foundation.

Annual Survey and the State of AANHPIs in Higher Education Report

In Spring 2022, APIA Scholars launched its first Annual Survey to learn more about AANHPI student experiences in higher education. With data from 4,990 high school students, undergraduates, and college graduates, the survey and its findings aim to highlight the diversity of our community and uplift the issues and barriers that impact AANHPIs as well as capture opportunities throughout the pipeline to better serve and support students. The findings will inform our forthcoming Annual "State of AANHPIs in Higher Education" Report.

WHAT IS THE AANAPISI PROGRAM?

The AANAPISI program provides grants and related assistance to Asian American and Native American Pacific Islander-serving institutions to improve and expand their capacity specifically for low-income, underserved Asian American, Native Hawaiian and Pacific Islander students.

Members of the AANAPISI Steering Committee at the 2022 Asian Pacific Americans in Higher Education (APAHE) National Conference in Long Beach, CA.



AANAPISI Initiative

Through our AANAPISI Initiative, we aim to strengthen capacity for AANAPISIs to ensure that promising practices are shared and scaled to impact more students' lives, and that institutions receive the resources they need to serve their students well.

AANAPISI Research

In 2021, APIA Scholars launched a national AANAPISI Research Project to explore the impact of AANAPISIs in three broad areas: Becoming AANAPISIs, Serving AANHPI Students, and Institutionalizing AANHPI Supports. The findings from this research initiative will be published in Fall 2022.

The AANAPISI Research Project is supported by Coca-Cola, Toyota, and Wells Fargo.

AANAPISI Capacity-Building

From October 2021 to August 2022, APIA Scholars hosted monthly meetings with the AANAPISI Steering Committee. The Steering Committee convenes AANAPISI leaders and key stakeholders to increase awareness, visibility, and the capacity of AANAPISIs to impact student success through the following priorities: Advocacy, Learning Communities, and Research.

Advocacy

APIA Scholars advocates for increased funding for AANAPISIs to \$100 million annually. In 2021-2022, our AANAPISI advocacy efforts included:

- Testimony before the House Appropriations Subcommittee on Labor, Health and Human Services, Education and Related Agencies (May 2022)
- Letter of Support to Congress for Increased Funding for AANAPISIs (August 2021)
- Biden-Harris FY23 Budget Request Letter (November 2021)

Other advocacy efforts included:

- Data Equity in FAFSA Letter (co-sponsored with SEARAC, October 2021)

STAFF

Meet our
dedicated team
members!

Senior Leadership Team



Shyam R. Gadwal
VP of Programs



**Noël S. Harmon,
Ph.D.**
President &
Executive Director



Julie Ajinkya, Ph.D.
Senior VP & Chief
Strategy Officer



**Michelle Cohenour,
Ed.D.**
Chief of Staff & VP
of Strategy



Michelle Kim
Chief Financial
Officer



Stacy Lewis
Associate VP
of Development



Wendy Wong
VP of Marketing &
Communications



Isabelle Belleza
Research & Policy
Associate



Maggie Chu
Scholarship
Associate



Nicole David
Senior Director of
Operations



Christina Lambert
Senior Director of
Student Success



Danny Le
Development
Operations
Manager



Catherine Litten
Scholarship
Director



Sierra Lloyd
Director of
Scholarships &
Programs



Cindy Luo
Programs Associate



**Gulnara
Mambetova**
Director of Finance



**Florie Mendiola,
Ed.D.**
Director of
Research & Policy



**Andrea Pouso
Morales**
Director of Staff
Success & Special
Projects



Bryan Park
Senior Manager,
Digital Storytelling
& Marketing



Mavish Sandhu
Senior Director of
Marketing &
Communications



Kylie Stamm
Director of
Development

BOARD OF DIRECTORS



Sefa Aina
Assoc. Dean,
Dir. Draper Center for
Community Partnerships,
Pomona College



Pooneh Fracyon Butler
Advisor & Liaison to the
CEO and the Chair of
America's Promise Alliance



Mahrukh S. Hussain
General Counsel &
Corporate Secretary, UNFI



Victor Kuo
Board Member in Memoriam
Executive Director,
Institutional Effectiveness,
Seattle Community College
District



**Lindsay Lee Aulaniki'ikina
Ah Loo**
Executive Director,
Nakupuna Foundation



Scott Loretan
Global VP, Performance
Mgmt., Sodexo Worldwide



Nidhi Munjal
VP of Intl. Partnership
Services, Walmart



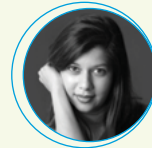
Doug Murtha
Group VP & Chief Business
Information Officer for IT,
Toyota Motor N. America



Wally Suphap
Writer, Lawyer & Advocate,
Columbia University



Dr. Rowena Tomaneng
President, San Jose City
College



Aimée Meher-Homji
Board Chair
SVP, Global Talent
Acquisition, Nielsen



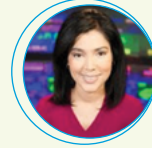
J. Weili Cheng
Executive Director,
Yale Alumni Association,
Yale University



Nancy Lee
President, Aquarius
Ventures



Jeff Luong
President, Broadband Access
& Adoption Initiatives, AT&T



Chitra Nawbatt
Global Head of Health
Assurance & Innovation,
General Catalyst



Jason Wong
Chief Financial Officer,
Steel Partner Holdings



Eugene Chasin
Vice Chair
President, Community
Catalyst Partners



William Cho
First Vice Chair & Seattle
Chapter Pres. of the Asian
McDonald's Operators
Association



Celina Li
Chief Commercial Officer &
General Mgr., International
& Ingredients, Ocean Spray



William F. L. "Bill" Moses
Managing Dir., Education,
The Kresge Foundation



Jun S. Oh
President of Business
& Legal Affairs, Skydance
Media



Hans Yang
GM Strategic Programs,
Microsoft for Startups

SCHOLAR ADVISORY COMMITTEE



Ellie (Nu) Bui
AANAPISI/Wells Fargo
Scholar
UC, Irvine



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



Axel Defngin
AANAPISI Scholar
University of Hawai'i at Hilo



'Inoke Hafoka
GMS Scholar
BYU, University of Utah,
UCLA



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



Ryan Lee
GMS Scholar
Boston College
Harvard University



Nam Nguyen
APIA/FedEx Scholar
Washington State University
John Hopkins University



Ali Punjani
GMS Scholar
Emory University



Louise To
GMS Scholar
Mount Holyoke University
University of Hawai'i at
Manoa



Aroona Toor
GMS Scholar
Saint Louis University
GW University

Our commitment to DIVERSITY, EQUITY and INCLUSION

We believe together we can make an impact. Diversity and inclusion power that impact.

We strive to create a sense of belonging by embracing our differences.

We are an organization where everyone is valued, heard, and appreciated. APIA Scholars encourages applicants from historically marginalized populations to consider our team as your next opportunity for change.

We are committed to equal employment opportunity and advancement regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity, gender expression, or veteran status.

THANKING OUR SUPPORTERS AND PARTNERS

These supporters made gifts during APIA Scholars' 2022 Fiscal Year, spanning July 1, 2021–June 30, 2022.

CORPORATIONS, FOUNDATIONS, AND GROUPS

\$500,000 and up

Macy's Inc.
McDonald's
Toyota Motor North America
USAA
Wells Fargo

\$250,000–\$499,999

BNY Mellon
CBRE, Inc
Deloitte
The Coca-Cola Foundation
United Health Foundation

\$100,000–\$249,999

FedEx
Nakupuna Foundation
Sobrato Philanthropies
Target Circle
The Coca-Cola Company
The Walt Disney Company

\$25,000–\$99,999

AT&T
Cox Enterprises
Educational Testing Service (ETS)
Ernst & Young
Geico
General Motors
NBCUniversal, Inc.
Sodexo, Inc.
Target
United Airlines

\$5,000–\$24,999

ACA Group
Bank of Hope
Comcast Corporation
Edison International
First Republic Bank
Ford Motor Company Fund
Lumina Foundation
Kresge Foundation
Pfizer
Southern California Edison
Texas Women's Foundation—Orchid
Giving Circle
Toyota Asian American Society in
Alliance
Walmart Corporation
Weyerhaeuser NR Company

\$1–\$4,999

Amazon Smile
Blue Beyond Consulting
Combined Federal Campaign
Capital Group
Clarion Partners
Facebook Giving Tuesday Match
Glassdoor
Give Lively Foundation
Klaviyo, Inc.
MightyCause FDN
National Asian American Pacific
Islander Mental Health Association
NFM Lending
Research Triangle EFT
Schwarzman Scholars
Teach for America
The GoodCoin Foundation
TRUE

INDIVIDUALS

President's Circle

Gifts of \$2,500 and up

Celina (Yunwei) Li
Chitra Nawbatt
Comenat Family Giving Fund
Don W Joe
Douglas Murtha
Jacinta Titilii-Abbott
Jeff Luong
John Chong
Kiyoshi Nakasaka
Mahrukh Hussain
Mina Takayanagi
Rowena Tomaneng
Sandra Rogers
Steven T and Wai Ling Eng
The Tan and Balladon Charitable
Family Fund
Walmart Associate Giving

Gifts of \$100–\$2,499

Alick Law
Angie Yon
Aton Kitt
AT&T Employee Giving
BAE Employee Giving
Betty Tran
Brenda Hibbeln
Cindy Aylward
Cynthia Gallant
Cynthia Tseng
Derrick Wong
Donald Chu
Edythe Chan
ETS Employee Giving
Ethan Jucovy

Franklin Shen
Gaylord Escalona
Gerard and Mary Aflague
Graham Lee Family Fund
Iain Ferreira
J Weili Cheng
Jennifer Abe
Jeri Cloutier
Joanne Bastian
John Killian
John Snyder
Jonathan Howes
Julia Wada
Juliet Kim
Katsuko Odanaka Family
Kook Kim
Kristina Ann Robinson
Kwong Fat Li
Lalitha Krishnamurthy
Linh Tran
Lory/Nancy Bumgardner/Swingle
Lyssa Paluay
Megan McCann
Melissa May
Melissa Stearns
Microsoft Employee Giving
Mihoe Brieck
Moria Mochi
Naomi French
Natalie Weber
Nicholas Lombardo
Noreen Jenkins
Rivero Family Fund
Patricia Neilson
Paul Watanabe
Peter Chow
Philip Koshy

Pooneh Butler
Reid Oishi
Roy Robinson
Roy and Sara Robinson
Russell and Lisa Frey
Sammy Suzuki
Sarilyn Escobar
Stephanie Elowson
Stephanie Pearson
Susan Cooper
Sydney P
Toyota Employee Giving
Vanessa Mir
Victor Poon
Wally Suphap
Wynnona Loredó

IN-KIND

FedEx
Southwest Airlines
United Airlines

IN HONOR OF

Alice Chen
Aroona Toor
Buttons Kaluhiokalani
Charisse Ceballos
Frances Sonn Nam
Jacinta Abbott
Katsuko Odanaka
Marshall Kozo Hattori
Ngon Fong Chow
Nobuko Tasaki
Tami Katsuhiko Rooks
Vivian Man

OUR STEWARDSHIP

All Amounts in Thousands

STATEMENT OF ACCOUNTS	SUPPORT AND REVENUE	
	Grants and Contributions	\$12,927
	Programmatic Events	\$190
	Total Support and Revenue	\$13,118
	EXPENSES AND LOSSES	
	Total Program Services	\$9,123
	Management and General	\$2,722
	Fundraising	\$562
	Total Expenses and Losses	\$12,408
	Change in Net Assets	\$709



FINANCIAL POSITION	ASSETS	
	CURRENT ASSETS	
	Cash and Cash Equivalents	\$4,986
	Investments	\$26,767
	Contributions Receivable	\$3,328
	Prepaid Expenses	\$84
	Total Current Assets	\$35,167
	Net Property and Equipment	\$123
	Other Assets	\$2,179
	Total Assets	\$37,470
	LIABILITIES	
	CURRENT LIABILITIES	
	Scholarships Payable	\$1,935
	Accrued Expenses	\$86
	Accrued Scholarships	\$64
	Other Liabilities	\$392
	Total Current Liability	\$2,478
	Net Assets	\$34,991
	Total Liabilities and Net Assets	\$37,470

*These are unaudited figures and may slightly change after the audit in February 2023.

CREATING OPPORTUNITIES



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