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.
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)

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.

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

**AREAS OF INTENDED STUDY**

- 35% 160 STEM
- 13% 59 Business, Accounting, Finance
- 22% 100 Social Sciences
- 36 Humanities, Liberal Arts
- 17% 76 Health & Medicine

**FAMILY BACKGROUND**

- 73% 332 1st generation college students
- 47% 213 1st in family college students
- 60% 273 live at or below the poverty line

**YEARS OF STUDY**

- 46% 209 Freshmen/1st year
- 19% 86 Sophomores/2nd year
- 18% 80 Juniors/3rd year
- 15% 66 Seniors/4th year
- 2% 11 5th year

**GENDER IDENTIFICATION**

- 56% 252 identify as women
- 40% 180 identify as men
- 4% 20 identify as nonbinary, trans, gender nonconforming, prefer to self-describe

- 60% live at or below the poverty line

- 273 live at or below the poverty line
2021-2022 AANAPISI SCHOLARSHIP

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

**Areas of Intended Study**
- 16% 28 Business, Accounting, Finance
- 27% 44 Social Sciences
- 27% 44 STEM
- 18% 29 Health & Medicine
- 6% 9 Education
- 7% 11 Humanities, Liberal Arts

**Family Background**
- 77% 129 1st generation college students
- 52% 88 1st in family college students
- 68% 112 live at or below the poverty line

**Years of Study**
- 30% 50 Sophomores/2nd year
- 30% 49 Juniors/3rd year
- 18% 30 Freshmen/1st year
- 14% 23 Seniors/4th year
- 8% 13 5th year

**Gender Identification**
- 62% 104 identify as women
- 34% 56 identify as men
- 5% 6 identify as nonbinary, trans, gender nonconforming, prefer to self-describe
- 6% 112 live at or below the poverty line

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.
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.

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)
Meet our dedicated team members!

Senior Leadership Team

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

- Shyam R. Gadwal
  VP of Programs

- Michelle Kim
  Chief Financial Officer

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

- Stacy Lewis
  Associate VP of Development

- Wendy Wong
  VP of Marketing & Communications

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

- Maggie Chu
  Scholarship Associate

- Nicole David
  Senior Director of Operations

- Christina Lambert
  Senior Director of Student Success

- Danny Le
  Development Operations Manager

- 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

- Catherine Litten
  Scholarship Director

- Shyam R. Gadwal
  Director of Programs & Grants
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
- Napunna 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
- Kliyio, Inc.
- MightyCause FDN
- National Asian American Pacific Islander Mental Health Association
- NFM Lending
- Research Triangle EFT
- Schwarzman Scholars
- Teach for America
- The GoodCoin Foundation

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 Tititali-Abott
- Jeff Luong
- John Chong
- Kiyoshi Nakasaka
- Mahrukh Hussain
- Mina Takayanagi
- Rowena Tomaneng
- Sandra Rogers
- Steven T and Wai Ling Eng
- The Tan and Ballardon 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 Ferrreira
- J Weili Cheng
- Jennifer Abe
- Jeri Cloutier
- Joanne Bastian
- John Killian
- John Snyder
- Jonathan Howes
- Julia Wada
- Juliet Kim
- Katsuko Odonaka 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
- Miho Brieck
- Moria Mochi
- Naomi French
- Natalie Weber
- Nicholas Lombardo
- Noroen 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
Wynnna Loredo

IN-KIND
- FedEx
- Southwest Airlines
- United Airlines

IN HONOR OF
- Alice Chen
- Aroona Toor
- Buttons Kaluhiokalani
- Charisse Ceballos
- Frances Sonn Nam
- Jacinta Abbott
- Katsuko Odonaka
- Marshall Kozo Hattori
- Ngoon Fong Chow
- Nobuko Tasaki
- Tami Katsuhiro Rooks
- Vivian Man
## SUPPORT AND REVENUE

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<tr>
<td>Programmatic Events</td>
<td>$190</td>
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<tr>
<td><strong>Total Support and Revenue</strong></td>
<td><strong>$13,118</strong></td>
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## EXPENSES AND LOSSES

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<td>Management and General</td>
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<td>Fundraising</td>
<td>$562</td>
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<td><strong>Total Expenses and Losses</strong></td>
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## STATEMENT OF ACCOUNTS

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## ASSETS

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<td>Contributions Receivable</td>
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<td>Prepaid Expenses</td>
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<td>Net Property and Equipment</td>
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<td>Other Assets</td>
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<td>Net Assets</td>
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<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
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*These are unaudited figures and may slightly change after the audit in February 2023.*

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**OUR STEWARDSHIP**

All Amounts in Thousands

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**FINANCIAL POSITION**

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**CREATING OPPORTUNITIES**