



**ANNUAL
REPORT**





This past year, now, and always, we will remain steadfast in carrying out our mission and we will continue to lift up the voices, the opportunity, and the hope of the diverse AANHPI community.



A MESSAGE FROM THE PRESIDENT & EXECUTIVE DIRECTOR

Dear Friends,

I am filled with pride for all our team has achieved over the past year and offer much gratitude for the generosity of our supporters. This year also marked a long period of self-examination as we underwent a strategic planning process that led us to chart a focused direction for the next three years. We are excited to deepen our impact with a renewed focus on reducing financial barriers for AANHPI students. As always, our Scholars are at the core of everything we do.

Just as our fiscal year 2022-2023 was closing, it was with disappointment, but not surprise, that the Supreme Court struck down Affirmative Action. While it's tempting to let anger, disappointment, and even fear get the best of us as we grapple with the potential impact of this decision, I want to leverage this moment to restate APIA Scholars' commitment to our Scholars and to our mission.

This past year, now, and always, we will remain steadfast in carrying out our mission, and we will continue to lift up the voices, the opportunity,

and the hope of the diverse AANHPI community. Our partnerships and the support from our funders will be paramount in these challenging times, but the students we support can be assured that we will continue to carry out our mission.

We are more determined than ever to achieve an affordable path to college and career for the AANHPI community. We call on the college access community to join us in amplifying the voices of our Scholars, improving the recruitment process, probing their own admissions practices, and removing barriers to college. Collectively, with one voice, we can support colleges to expand recruitment to underserved communities, increase need-based support, and improve student success to ensure a more equitable future.

Sincerely,

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

Noël S. Harmon, PhD

WHAT WE DO

Our Mission is to make a difference in the lives of Asian American, Native Hawaiian, and Pacific Islander (AANHPI) 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 is to see that all AANHPI students have access to higher education and resources that cultivate their academic, personal, and professional success regardless of their ethnicity, national origin, or financial means.

HOW WE CARRY OUT OUR MISSION

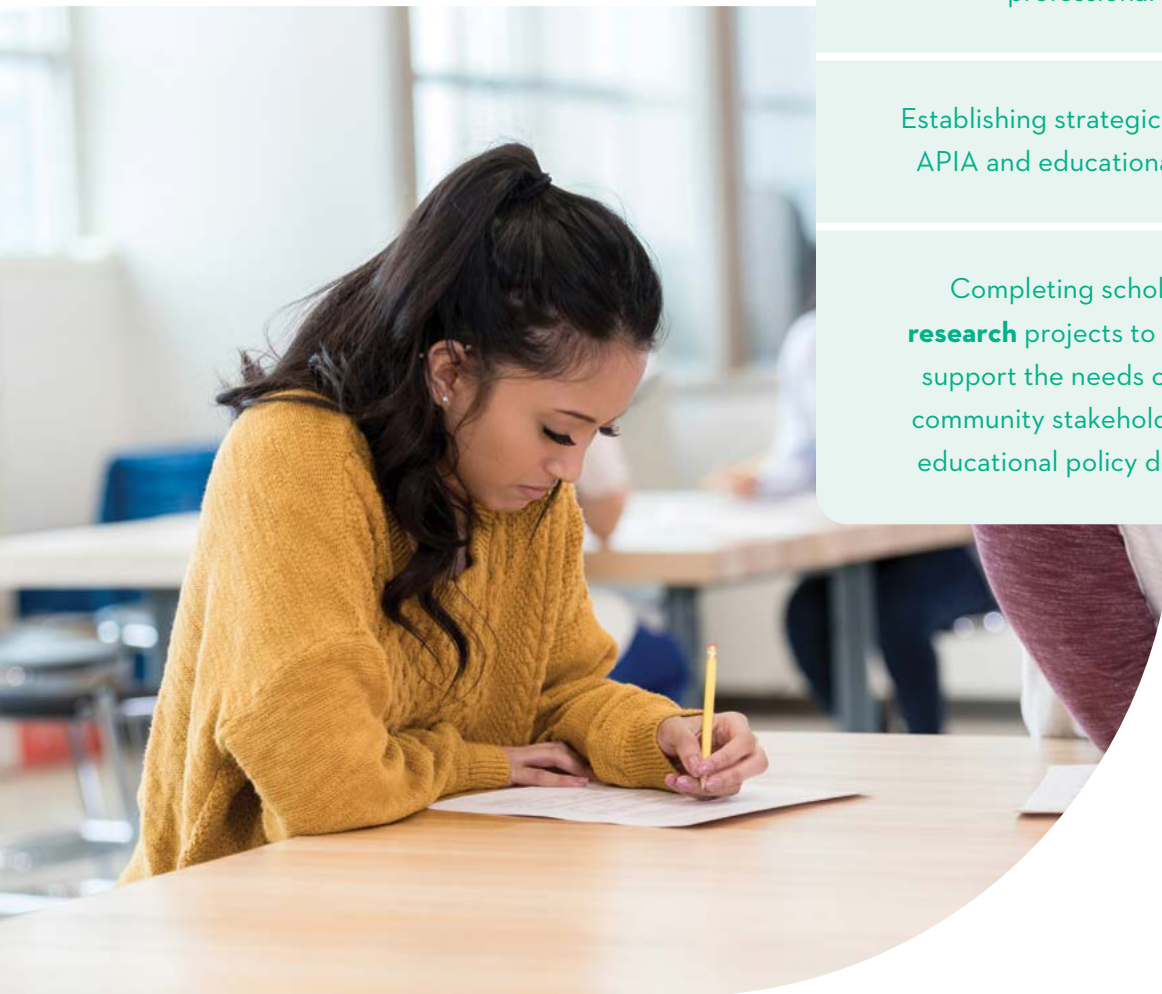
Providing **scholarships** to AANHPI students

Forging **partnerships** among corporations, foundations, community organizations and individuals to provide financial, and other **resources**

Providing **guidance, mentorship** and **programs** to facilitate students' academic success, leadership, and professional growth

Establishing strategic **alliances** within APIA and educational communities

Completing scholar-centered **research** projects to provide data to support the needs of the AANHPI community stakeholders and inform educational policy decision makers



WHO WE SERVE

APIA Scholars has a long tradition of serving Asian American, Native Hawaiian, and Pacific Islander students across the Nation and in the Pacific Islands. In the last year, we conducted an in-depth study of our Scholars and the broader AANHPI student population and identified major themes across our respondents.

STUDENT EXPERIENCES

1

Students experience a **lack of representation** in their educational journeys.



Across education levels, **less than 50% of respondents feel represented** in areas such as curriculum, instructional materials, and faculty and/or staff.

2

The rise in anti-Asian hate has negatively **impacted the mental health** of AANHPI students.



The **top barriers to accessing mental health supports** are:

- Lack of information about resources
- Affordability
- Stigma
- Limited access to professionals of their own ethnic groups or identities

COLLEGE ACCESS & AFFORDABILITY

1

Cost of attendance is consistently the top area of concern.

89%

Cost is the #1 concern in **deciding to go to college**

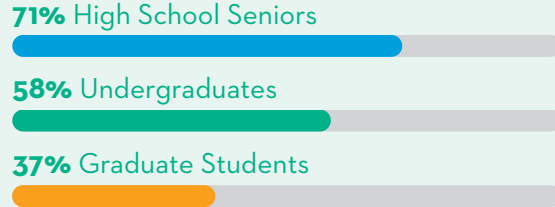
58%

Cost is the #1 concern in **choosing which college to attend**

2

Schools play an important role in **helping students apply for financial aid**.

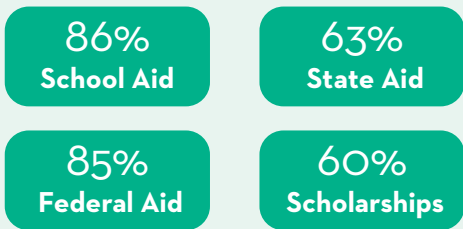
% of students reported receiving support



3

Financial aid is critical for college affordability.

% of students who received financial aid from these sources



OUR IMPACT

EDUCATE

8,100

Total Scholars
awarded since 2003

ELEVATE

60%

Live below or at the
poverty line

EMPOWER

73%

Are first generation
college students

SCHOLAR HIGHLIGHT



Kelly Wei

2021 APIA Cox Scholar at Brown
University studying Computer Science
and Entrepreneurship

I'm so grateful to be part of the APIA Scholars family and to meet so many individuals who not only look like me and share my experiences, but who also root for me. Going beyond the financial support, I could not have had a better transition without the programs and opportunities provided by APIA Scholars. This has inspired me to continue doing some of my future work to support the generations of APIA Scholars to come.

2022-2023 APIA SCHOLARSHIP

452
Scholars Selected

GENDER IDENTIFICATION

56% 252 identify as women

40% 180 identify as men

4% 20 identify as nonbinary, trans, gender nonconforming, prefer to self-describe

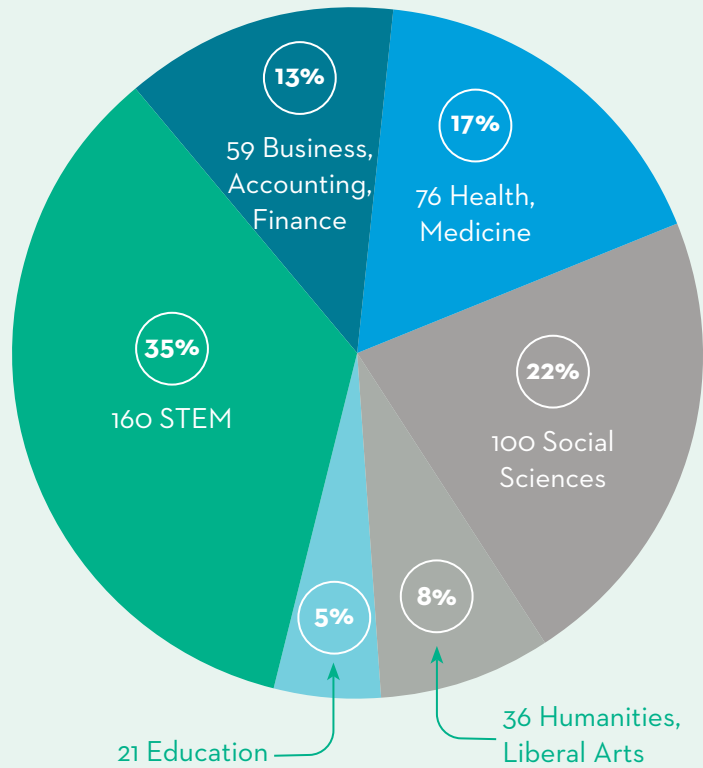
FAMILY BACKGROUND

73% 332 1st generation college students

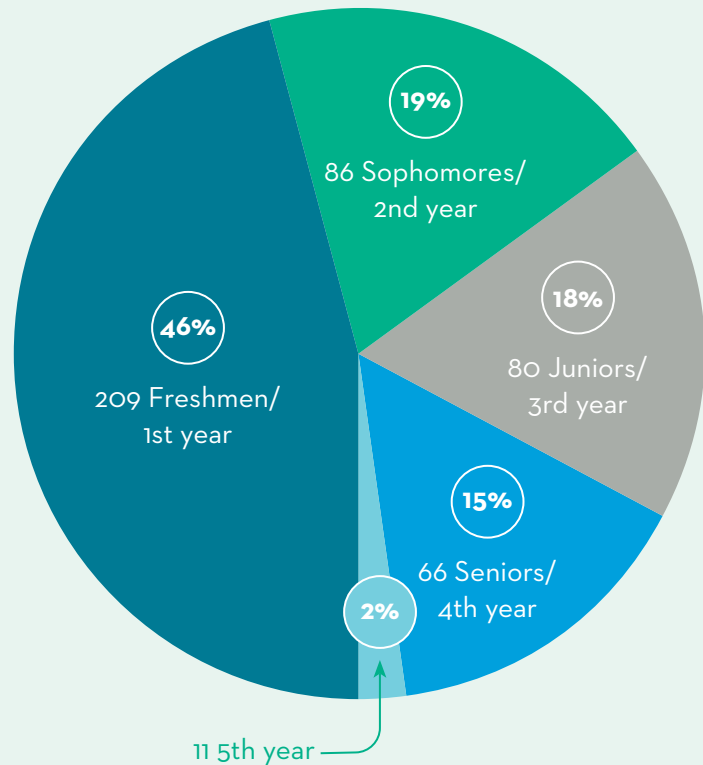
47% 213 1st in family college students

60% 273 live at or below the poverty line

AREAS OF INTENDED STUDY



YEARS OF STUDY



APIA SCHOLARSHIP (CONTINUED)

ETHNICITY

ETHNICITY BREAKDOWN*

23%

NHPI (102)

Chamorro/
Guamanian (19)
Chuukese (3)
Fijian (1)
Mariana Islander (5)
Marshallese (3)
Native Hawaiian (45)
Palauan (5)
Pohnpeian (4)
Saipanese (4)
Samoan (15)
Tahitian (3)
Tongan (6)
Yapese (6)



31%

Southeast Asian (139)

Burmese (12)
Cambodian (12)
Chin/Zomi (3)
Hmong (13)
Karen (6)
Karenni (4)
Laotian (8)
Mien (2)
Rohingya (1)
Thai (8)
Tai Dam (1)
Vietnamese (83)

18%

Other Asian (78)

Boholano (1)
Filipino (68)
Indonesian (4)
Malaysian (2)
Mongolian (3)
Tibetan (2)

41%

East Asian (185)

Chinese (147)
Japanese (21)
Korean (24)
Okinawan (3)
Taiwanese (7)

2%

Other (9)

Afghan (4)
Kazakh (1)
Yemeni (2)

36%

South Asian (52)

Bangladeshi (16)
Bhutanese (4)
Indian (13)
Kashmiri (1)
Nepalese (10)
Pakistani (14)
Tamil (1)

*Note: Percentages do not total 100. Rather, they reflect the lived reality that some applicants have more than one ethnic identity.



GEOGRAPHIC BREAKDOWN

15%

Northeast (69)

- Connecticut (6)
- Delaware (2)
- Massachusetts (6)
- New Jersey (2)
- New York (37)
- Pennsylvania (16)



28%

West (124)

- Arizona (13)
- California (59)
- Colorado (15)
- Idaho (2)
- Nevada (7)
- New Mexico (1)
- Oregon (8)
- Utah (3)
- Washington (16)

29%

South (130)

- Alabama (1)
- Arkansas (3)
- District of Columbia (2)
- Florida (27)
- Georgia (8)
- Kentucky (4)
- Louisiana (4)
- Maryland (15)
- Mississippi (1)
- North Carolina (9)
- Oklahoma (4)
- South Carolina (2)
- Tennessee (1)
- Texas (29)
- Virginia (19)
- West Virginia (1)

11%

Midwest (49)

- Illinois (10)
- Indiana (2)
- Iowa (3)
- Kansas (3)
- Michigan (6)
- Minnesota (12)
- Missouri (2)
- Nebraska (5)
- Ohio (1)
- Wisconsin (5)

17%

Pacific (79)

- Alaska (3)
- American Samoa (6)
- CNMI (9)
- Guam (12)
- Hawaii (44)
- Micronesia (4)
- Palau (1)

2022-2023 AANAPISI SCHOLARSHIP

The AANAPISI Scholarship did not have a 2022-2023 cohort as its scholarship cycle followed the same timeline as the APIA Scholarship for the first time, beginning in 2022. This is a carefully considered change that we believe will result in positive improvements for our applicants, Scholars, and staff.

Some anticipated benefits include:

- More time to complete applications, including collecting recommendation letters (Applicants), copies of Student Aid Reports (Finalists), and transcripts (Scholars).
- Ease the process of renewing scholarships for Scholars and staff as we continue to increase the amount of awarded multi-year scholarships. For reference, between the 2020-21 and 2021-22 award years we were able to increase the amount of multi-year AANAPISI scholarships by 76 percent.

RESEARCH & POLICY HIGHLIGHTS



Our research placed students at the center and informed policymakers, higher education leaders, and other community stakeholders to identify educational opportunities and ways to increase success for AANHPI students.

Through our data stories and applied research recommendations, we highlighted unmet needs and ways to address and provide student success support.

Research & Advocacy for Asian American & Native American Pacific Islander-Serving Institutions (AANAPISI)



- Advocacy efforts led to increased federal funding from \$10 million to more than \$18 million per year, which will allow more eligible institutions to implement programs to promote student success, improve retention, graduation, and outreach strategies, and increase the reflection of APIA history and culture in the classroom
- Led the celebration of the 15th Anniversary of AANAPISIs through a communications campaign, a panel event, research reports and presentations, and advocacy campaigns

NHPI Student Success Research



- Our published reports, presentations, panels, and meetings with educators, policymakers, administrators, and partners elevated the needs of NHPI students and led to in-person discussions between APIA Scholars, the Department of Education, and members of Congress
- Elevated NHPI students and their institutional needs through our work and partnership with Pacific Postsecondary Education Council (PPEC)



Partnerships to Drive Systemic Change



- Our **AANHPI English Learner Project** with UCLA's Institute for Immigration, Globalization and Education, culminated with the publication of our research findings and an in-person briefing.
- In partnership with **UnidosUS**, the Nation's largest Hispanic advocacy nonprofit, and **Californians Together**, an English Learners' advocacy coalition, we jointly hosted a briefing with congressional staff and state and local organizations in Sacramento, CA. The focus of the briefing was on the State's K-12 AANHPI EL students and recommendations for support.

Giving a Voice to AANHPI Students on the National Level



- Attended the Department of Education's invitation-only Raise the Bar Data Summit on College Excellence and Equity, which brought together college presidents and higher education leaders to highlight the power of data to lift graduation rates.
- Represented the AANHPI student and education community at the National Summit on Equal Opportunity in Higher Education. The purpose of the summit was to explore innovative ways in which higher education leaders can increase diversity and opportunity in postsecondary education in the aftermath of the SCOTUS decision ending Affirmative Action.

PROGRAMS HIGHLIGHTS

Elevating Leaders Summit (ELS)



The Elevating Leaders Summit (ELS) is an intensive 3-day event that we host for our new cohort of Scholars to help them thrive on campus. During the 3-day virtual program, we had 220 registered participants. New Scholars participated in community-building activities, workshops focused on academic preparation and mental health awareness, and engaged with APIA Scholars staff to learn more about our programs and services.

Industry Expert Series



This program exposes Scholars to various industries through panels of APIA professionals. We held a wide range of industry expert sessions in collaboration with our alumni and partners serving as panelists. In total, we held six sessions over the course of the year with industries ranging from NHPI perspectives in STEM, to healthcare and marketing.

Mentorship



APIA Scholars facilitates virtual mentorships between our Scholars and professionals, allowing for meaningful connections and skill development to empower future leaders. We closed out our Peer and Professional Mentorship programs this past year and had great success with both. We had 152 pairs from our Peer Mentoring program, and 276 pairs from our Professional Mentoring program.

Mental Health Initiative



This initiative was developed in response to the spike in mental health “insight flags” including depression, discrimination, dropping out, roommate conflict, and severe anxiety among Scholars. Its goal is to destigmatize mental health support and provide accessible and culturally sensitive resources. In the past year, we held 10 *Stay-in, Check-in* conversation groups for our Scholars in partnership with the Asian Mental Health Project. We also continued to offer access to the META teletherapy app and provided self-care gift packages to 175 Scholars in the spring term who were identified for additional support and outreach over the past academic year.

DEVELOPMENT HIGHLIGHTS

NEW LEGACY LEVEL DONOR UNITED HEALTH FOUNDATION

Since 2008, the United Health Foundation (UHF) has partnered with APIA Scholars to provide scholarship opportunities to under resourced AANHPI college students pursuing careers in healthcare.

In March 2023, UHF and APIA Scholars announced a first-ever \$1 million grant, dramatically increasing support for AANHPI students through the newly established Diversity in Health Care Scholarship program. This new initiative seeks to enable and deliver equitable care that reduces health disparities and improves health outcomes through the growth of a more diverse and culturally competent clinical workforce.

To date, UHF has invested over \$5 million to support nearly 300 Scholars in their education and career journeys.



DONOR SPOTLIGHT TOYOTA MOTOR NORTH AMERICA

In order to effectively support a growing community of Scholars and Alumni (which expands by 400+ Scholars each year), we must have the tools, technology, and dedicated team members in place to serve them. As a nonprofit organization, it is rare to find partners who are willing to invest in an organization’s infrastructure and who recognize that in order to support the mission, one must support the people behind the mission.

We are so grateful to partners like Toyota Motor North America who have expanded their support beyond the scholarship in order to invest in the health of the organization, helping to ensure that APIA Scholars is able to continue carrying out its mission in the years to come. Since 2012, Toyota Motor North America has invested over \$2.67 million to support AANHPI students in partnership with APIA Scholars. A special thank-you to TAASiA (Toyota Asian American Society in Alliance), Toyota Asian Americans in Philanthropy (TAAP), and NFTA-Salamat Society who have championed our work and devoted countless volunteer hours to hosting annual Scholar Welcome Dinners, serving as mentors, and contributing to create additional scholarships from their giving circles.

NEW CO-BRANDED SCHOLARSHIP SUPPORTERS

Danaher Foundation
Synchrony Foundation

GROWING SCHOLARSHIPS

Cox Enterprises
GEICO
Target

APIA SCHOLARS TEAM MEMBERS



Noël S. Harmon, PhD
President & Executive Director



Michelle Cohenour, EdD
Senior Vice President &
Chief of Staff



Christina Lambert
Associate Vice President
of Strategic Initiatives



Stacy Lewis
Associate Vice President
of Development



Michelle Kim
Chief Financial Officer



Amy Ronnkvist
Vice President of Scholarships



Wendy Wong
Vice President of Marketing
& Communications



Maggie Chu
Scholarship Associate



Paul Kwon
Director of Operations



Sierra Lloyd
Director of Scholarships
& Programs



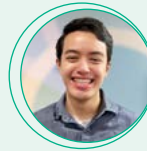
Cindy Luo
Scholarships Manager



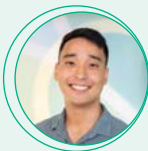
Gulnara Mambetova
Director of Finance



Andrea Pouso Morales
Director of Staff Success
& Special Projects



Melvin Nguyen
Manager of Scholar Initiatives



Bryan Park
Digital Storytelling
& Marketing, Senior Manager



Meredith Randle
Senior Director of Development



Matthew Rosales
Liaison to the President & Senior
Director of Special Projects



Kylie Stamm
Director of Development

APIA SCHOLARS TEAM MEMBERS (CONTINUED)



Mavish Sandhu
Senior Director of Marketing
& Communications



Sydney Zhu
Development Operations Associate

APIA SCHOLARS BOARD OF DIRECTORS



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Chair, APIA Scholars Board of Directors
SVP, Global Talent Acquisition
Nielsen



Jacinta Titali'i-Abbott
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Asian Americans Advancing Justice
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Pomona College



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



Gene Chasin
President
Community Catalyst Partners



William Cho
First Vice Chair & Seattle Chapter
President of the Asian McDonald's
Operators Association (AMOA)



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



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



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Peru Gary**
Managing Partner
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Senior VP & Chief of Staff to the
Executive Chairman
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Lindsay Lee Aulaniki'ikina Ah Loo
Executive Director
Nakupuna Foundation



Scott Loretan
Global Vice President
Performance Management
Sodexo Worldwide



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



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

(Continued on following page)

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Partnership Services
Walmart



Doug Murtha
Group VP & Chief Business Information
Officer for Information Technology
Toyota Motor North America



Dr. Rowena Tomaneng
President
San Jose City College



Wally Suphap
Writer, Lawyer & Advocate
Columbia University



Jason Wong
Chief Financial Officer
Steel Partner Holdings



Hans Yang
GM of Strategic Programs
Microsoft

TRANSPARENCY

As an evidenced-based organization, APIA Scholars is proud to be acknowledged for its commitment to transparency and effectiveness by a number of independent charity evaluation platforms. In addition to recognition in the Social Impact Exchange's S&I 100, an index that measures the scalability of top-performing nonprofits, APIA Scholars is also a Platinum GuideStar Exchange participant, and has received 4 out of 4 stars on Charity Navigator.



OUR COMMITMENT TO EXCELLENCE



OUR SUPPORTERS

We are deeply grateful to all our supporters during APIA Scholars' 2022-2023 Fiscal Year, spanning from 7/1/22 to 6/30/23.

CORPORATIONS, FOUNDATIONS, AND GROUPS

\$1,000,000 and up

Macy's
McDonald's
Wells Fargo
United Health Foundation

\$500,000-\$999,999

Toyota
USAA

\$250,000-\$499,999

Danaher Foundation
Nike
Walmart Foundation
The Walt Disney Company

\$100,000-\$249,999

FedEx
BNY Mellon
Cox Enterprises
Nakupuna Foundation
Target
United Airlines
Marathon
Synchrony Foundation
MetLife Foundation

\$25,000-\$99,999

GEICO
AAPI Community Fund
Deloitte
NBCUniversal
General Motors
Hyundai
MUFG Bank, Ltd
GoFundMe

\$5,000-\$24,999

Tides Foundation
Ernst & Young
Southern California Edison
Comcast Corporation
MGM Grand
Texas Women's Foundation—
Orchid Giving Circle

Tsuha Foundation
Hispanic Scholarship Fund
Weyerhaeuser Company
Capital Group
Toyota Asian American
Society in Alliance

\$1-\$4,999

Clarion Partners
McClatchy Company
The Honest Company
Klaviyo
Amazon Smile
CAF America
Give Lively Foundation
Milkbar Store

INDIVIDUALS

President's Circle Gifts of \$2,500 and up

Douglas Murtha
Bessie McGee
Celina (Yunwei) Li
Comenat Family Giving Fund
Don Joe
Hans Yang
Weili Cheng
John Chong
Mina Takayanagi
Pooneh Fracyon Butler
Rowena Tomaneng
Wally Suphap

Gifts of \$100-\$2,499

Angela Kuriacose
Anne Chow and Robert Moore
Anne-Karen Jose
Christian Tanja
Derrick Wong
Donald Chu
Ewa Huang
Gaylord Escalona
Glen Wolff
Gordon Yuen
Graham Lee Family Fund
Jason Wong
Jeff Luong
Jimmy Ferguson

Jonathon Gold
Julie Ajinkya
Julie Del Curto
Justin Wong
Kayla Eggenberg
Kenneth E Redd
Charitable Fund
Kristin Beres
Lawrence Tom
Mavish Sandhu
Meaghan Gee
Michael Huynh
Michael Vaughn
Michelle Cohenour
Natalie Weber
Raphael Crawford-Marks
Ricardo D Sobrevinas
The Honorable Dr. Robert
Underwood
The Rivero Fund
Robin L Cohen
Sarah Frank
Scott Loretan
Stacey Heyman
Steve Pearson
The Tan and Balladon Family
Charitable Fund
Toby Rosen
Warren Hwang
Wendy-Jo Toyama
Wendy Wong
William Cho

In Kind

FedEx
Southwest Airlines
United Airlines

In Honor of

Helen Kim
Ho-Tsing Lam
Hsiao-Chen Cheng
Amol Ajinkya
Rachael Liao Vaughn
Duc Chi Luong

FINANCIALS

STATEMENT OF ACCOUNTS

SUPPORT AND REVENUE

Grants and Contributions	\$13,549,727
Programmatic Events.....	\$117,500

Total Support and Revenue \$13,667,227

EXPENSES AND LOSSES

Total Program Services	\$8,095,066
Management and General.....	\$4,249,641
Fundraising.....	\$701,256

Total Expenses and Losses \$13,045,963

Change in Net Assets..... \$621,264

FINANCIAL POSITION

ASSETS

CURRENT ASSETS

Cash and Cash Equivalents.....	\$8,104,362
Investments.....	\$27,697,908
Contributions Receivable	\$1,115,474
Prepaid Expenses.....	\$80,293

Total Current Assets \$36,998,037

Net Property and Equipment	\$237,118
Other Assets	\$1,934,195

Total Assets..... \$39,169,350

LIABILITIES

CURRENT LIABILITIES

Accounts Payable	\$3,084,137
Accrued Scholarships	\$69,842
Other Liabilities	\$433,366

Total Current Liability..... \$3,587,345

Long-term Liability.....	\$1,905,356
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Total Liability..... \$5,492,701

Net Assets \$33,676,649

Total Liabilities and Net Assets..... \$39,169,350

CREATING OPPORTUNITIES

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

20  **APIA**
SCHOLARS
Educate. Elevate. Empower.
ANNIVERSARY
2003 - 2023



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