



End of Year Report 2020

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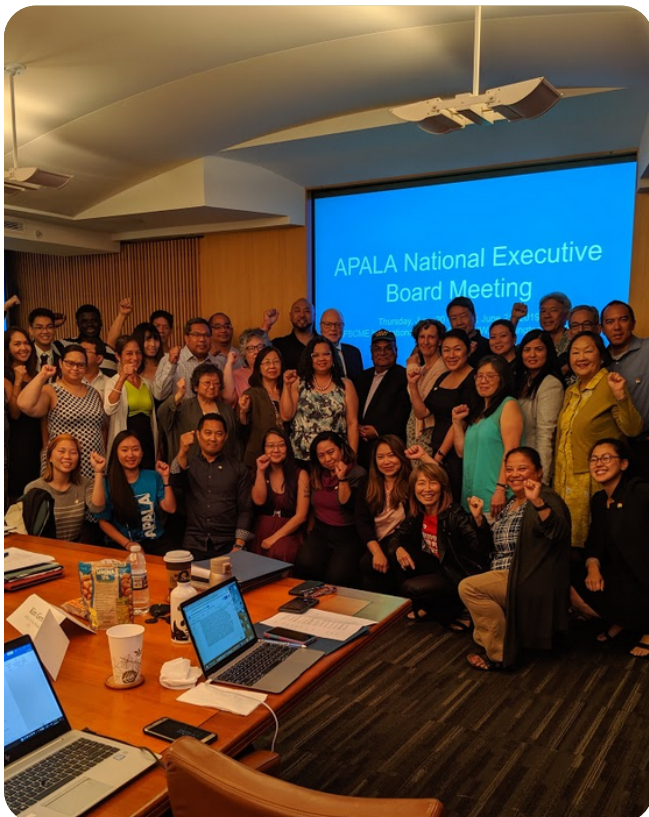


About APALA & IAPALA

Founded in 1992, the Asian Pacific American Labor Alliance, AFL-CIO (APALA) is the first and only national organization of Asian Americans and Pacific Islander (AAPI) union members and allies, building power for AAPI workers and communities. Its sister 501(c)3 organization, the Institute for Asian Pacific American Leadership & Advancement (IAPALA) was founded in 2011 to expand and deepen progressive advocacy. With IAPALA, APALA is both shifting the national narrative to be more inclusive of AAPI workers, communities, and issues, and prioritizing capacity building in the 20+ local chapters on the ground. Together, IAPALA and APALA aim to educate, activate, and mobilize our members to build a more equitable society for all. Our priorities are:

- **Advocating for economic equity and justice** by combatting attacks on workers, collective bargaining, and organizing, which threaten the core of unions and impact workers' ability to fight for their rights in the workplace;
- **Building the capacity of chapter leaders and other rank-and-file members** through comprehensive, hands-on organizing and leadership development trainings; and
- **Centering racial justice in our movement and protecting undocumented youth and workers in the community** by fighting for the passage of permanent legislative solutions that keep families together; and
- **Strengthening the political power of AAPIs nationwide** through integrated civic engagement programs designed to naturalize, register, educate, and mobilize our communities.

Our History



The role that Asian Americans and Pacific Islanders play in labor history is extremely diverse. From labor heroes like Larry Itliong and Philip Vera Cruz, Filipino farmworkers who were instrumental to the formation of the United Farm Workers Union, to May Chen, who led thousands of Chinese workers in the International Ladies' Garment Workers Union, to Gene Viernes and Silme Domingo, who co-founded the Alaska Cannery Workers Association, to Ai-Jen Poo, who founded the National Domestic Workers Alliance, and these organizers demonstrated the great importance of building an AAPI labor alliance. Having overcome long histories of legally enacted exclusion—from immigration blockades on entering the U.S. to stripping of citizenship rights to restrictions on civil rights like voting and land ownership—AAPIs are continuously fighting for a world where AAPI workers unite in collective liberation.

In 1990, AAPI labor activists constructed a historic proposal to form a national Asian American and Pacific Islander labor group at the AFL-CIO. The Steering Committee included the three regional AAPI labor groups, representatives from the Hawaii State AFL-CIO, and representatives from seven unions.

Soon after in 1992, more than 500 AAPI labor activists from around the country gathered in Washington, D.C., for the founding convention of the Asian Pacific American Labor Alliance, AFL-CIO. At this inaugural event in APALA's history, members led a march on the Department of Justice demanding justice for Rodney King, a Black man who was brutally beaten by police whose unjust lack of indictment led to the Los Angeles civil unrest. This action set the tone for the organization's next 28 years, signaling how AAPI workers refuse to be manipulated as a wedge to undermine communities of color. The AAPI community must stand in solidarity with our brothers, sisters, and siblings of color. Since then, APALA has continued to take radical stances from immigration to ending mass incarceration to ensure that the labor movement fights and defends all workers.

APALA's Vision

Have You Eaten Yet? We All Eat.

APALA's Principles for Collective Liberation + Organizing Stronger Communities

Many folks in our communities show care by offering food and asking if you have eaten yet. At APALA we believe that it is up to ALL OF US to make sure WE ALL EAT. It is our collective responsibility to care for one another.

APALA envisions a society where economic and racial justice prevails, human rights and worker dignity are affirmed, and where a healthy, sustainable planet is able to offer a better life for Asian Americans and Pacific Islanders, Black, brown, and Indigenous folks, and all communities fighting oppression.

Below are our seven principles for collective liberation and organizing stronger communities. We developed these as a way to stay grounded in how we are working together for a future where we all eat. Just like the beginnings of the Asian American and Pacific Islander movements, our visions and values are rooted in Black liberation, Indigenous sovereignty, and solidarity with all struggles for collective liberation. All of our struggles are connected and we cannot win one without another.

- 1. Worker Power:** Ensuring workers have the power to collectively organize for the compensation and protections to work with dignity is integral to unrigging a capitalist system. Regardless of immigration or work status, industry size or number of hours worked, job title or contractor status, we believe all workers are the backbones of our communities.
- 2. People Power:** Protecting our democracy, public goods, and people against corporate greed is foundational for building strong communities. As workers we have the ability and knowledge to solve our own local issues and make our own collective choices.

Together we can hold our government and employers accountable to their responsibilities to ensure our communities have access to comprehensive health care, nutritious and culturally appropriate foods, strong public schools, transit systems, safe housing and public spaces, a dependable postal service and a sustainable planet.

3. **Racial Justice:** We cannot achieve economic justice without racial justice therefore central to our role as AAPI workers in the movement for collective liberation is dispelling the model minority myth by organizing poor and working class AAPI communities and challenging anti-blackness within the AAPI community. Together with Black, brown, and indigenous communities, we form a more powerful movement towards abolitionism and ending white supremacy.
4. **Community and (Chosen) Family Values:** We organize so that all of us can build homes with the people we choose, and for our families and communities to have access to the resources they need, in the languages, customs, and pronouns that are appropriate to them, regardless of immigration status, sexuality, and gender. We believe in a world without borders and limits to who we can build caring families and communities with.
5. **Home and Sovereignty:** We acknowledge that many of us are on stolen land, and in different ways many of us have been displaced and dispossessed from across the globe by imperialism and militarism, climate change, and corporate greed. We work toward a just transition for our planet that prioritizes Indigenous sovereignty and access to good health, housing, and stability for poor and working people across the globe.
6. **Gender Justice:** We value the leadership and visions of women, queer, nonbinary, and trans folk. AAPI, immigrant, undocumented, and women of color, including domestic workers, nail salon workers, and sex workers are on the forefront of the labor movement fighting for pay equity and expanding the definitions of what work is valued. Queer, nonbinary and trans folk challenge us to think beyond the cishetero-patriarchy in how we navigate gender, identity, and relationships.
7. **Intergenerational Movement Building:** Liberation movements are larger than any one of us; it happens across generations therefore it is crucial that we build with both young people and elders. We are never done learning and value the knowledge, perspectives, and contributions of our ancestors, elders, peers, youth, and future generations.



APALA members celebrate the election victory



APALA San Diego members pose for a photo

2020 at a Glance

2020 was a turbulent year for our communities but APALA members came together to do what we do best - organize for the resources and outcomes our communities need. With the 2020 Elections, Census, and global pandemic that deeply worsened conditions for workers, it was critical that we came together to meet the immediate and larger needs of our communities.

APALA's members and the 22 APALA chapters across the country mobilized to raise funds and deliver groceries to our community members in need, creatively conduct safe and socially distant Census and Election outreach in the languages our communities speak, virtually train over 100 AAPI activists to organize their workplaces and take on white supremacy, and relentlessly advocate for worker protection and relief.

Reach in 9 Languages

Tagalog, Lao, Japanese, Chinese, Korean, Vietnamese, Nepali, Arabic, Spanish In-language election outreach

100 AAPI Activists

Equipped to organize workers and combat white supremacy

\$30,000+ Distributed

to AAPI and immigrant families impacted by COVID-19

70+ Hill Meetings

to lobby for immigration reform

1,700+ Volunteers

Recruited & trained

6 Million Calls+

Texts made to voters

Civic Engagement: Elections, Census & Data

This year was a critical turning point in mainstream recognition of AAPI political organizing. Many AAPIs were not only essential workers facing the dangers of COVID-19 but also dealing with increased racism on the job and in public. When workers' rights, healthcare, immigration, and racial justice were visibly at stake, we turned out the AAPI vote at unprecedented levels. We mobilized for progressive causes by engaging early and often using multiple modes of contact, making more than **4 million voter outreach attempts** and cutting through the opposition's false narratives to intimidate voters of color. This election year tested the resilience of our communities as we adapted our strategies quickly once the pandemic hit.

In the face of these once-in-a-lifetime challenges, **we mobilized record AAPI turnout and won the presidency and flipped the U.S. Senate.** In battleground states, AAPI voter turnout in the Senate runoff was 54% higher than the 2016 general and more AAPI voters cast an early ballot than voted in the entire 2016 general election. Our communities worked shoulder-to-shoulder with other BIPOC communities who showed up because of everything that was at stake, and for the chance to begin undoing the damages wrought to our communities by the Trump administration. We framed the urgency to bring back progressive policies instead of vote for more years of rightwing conservatism: the stakes for communities of color, immigrants, and workers were clear. These efforts helped flip Arizona, Georgia, Michigan, Pennsylvania, and Wisconsin, as well as protect our pro-worker strongholds in Minnesota and Nevada. We fought hard in the battleground states of Florida, North Carolina, and Texas, and solidified critical infrastructure for AAPI worker power in states where the deck is heavily stacked against us.

Check out APALA's 2020 Civic and Political engagement report to learn how we turned out AAPIs

in key states, used the 2020 Census to lay the groundwork for activation of AAPIs who are often ignored or overlooked by mainstream communications, and invested in ethnicity data modeling to better reach out to AAPI voters: bit.ly/2020apalavotes

Fighting for Workers During COVID-19



APALA San Francisco Members

Workers faced immense hardships and challenges this year. More than 2 million AAPI workers are at the front lines fighting COVID-19, and millions more workers have lost their jobs or had their hours cut due to the pandemic. Pacific Islander communities have been exceptionally harmed by COVID-19, while new waves of anti-Asian racism piled on Asian Americans inside and outside of the workplace. Hunger, healthcare, lost income: these setbacks have made it ten times harder for struggling families to get by. **APALA faced the new challenges of COVID-19 head on, by adapting our organizing strategy swiftly to make sure that we can fight the hardest for the rights and needs of all AAPI workers.**

Organizing for Worker Defense

Our first initiative for COVID-19 support was developed even before COVID cases had reached many cities. In early March, we launched APALA's [Guidance to Protect AAPI Workers in light of COVID-19](#): these materials gave specific, concrete methods for unions and workplaces to take action against anti-Asian discrimination. Ours was one of the first labor toolkits to focus on issues beyond general health tips, delving into the workplace harassment facing frontline workers in healthcare and other industries. **Due to our advocacy, labor unions, media, and community members shared our guidance widely and displayed our resources in their workplaces.**

Our next major initiative was the [COVID-19 Community Fund](#), which helps workers and families with direct financial support due to loss of income related to challenges caused by COVID-19. With the help of APALA chapters and donors, we raised \$15,000 to assist 30 families. The recipients included undocumented workers excluded from federal stimulus checks, UNITE HERE members who were laid off due to COVID-19, and single parents facing eviction.

Building on the financial support to workers, APALA created a [hub of worker resources](#) to equip folks with the information and know-how for organizing around COVID protections.

This includes an extensive document of COVID-19 resources, Know Your Rights videos

translated into multiple Asian languages, and Health and Safety resources. The AFL-CIO helped translate and share our “Am I Safe at Work” resources into Bangla, Tagalog, Korean, Vietnamese, and Simplified and Traditional Chinese.

Raising the Visibility of AAPI Workers

AAPIs are #EssentialNotExpendable Campaign:

In celebration of Asian Pacific American Heritage Month, APALA launched [a video series called AAPIs are #EssentialNotExpendable](#) to **honor the millions of Asian American and Pacific Islander workers on the front lines of the COVID-19 crisis and raise their demands for the well-being and economic security of the AAPI community and working people.** We partnered with the Association of Asian Pacific Community Health Organizations (AAPCHO), the National Council of Asian Pacific Americans (NCAPA), and Empowering Pacific Islander Communities (EPIC) to reflect broader AAPI diversity. The eight AAPI worker videos that featured stories such as Marina, a Chuukese registered nurse; Nicanora, a Filipina in-home support services provider; Andee, a Chinese hotels worker; Balram, an Indian public transit worker; Angel, a Filipina EVS hospital technician; & Evan, an Indonesian man whose father was an Amazon worker who lost his life to COVID-19.

We launched the AAPIs #EssentialNotExpendable Campaign at a May Day Rally. Together with our sibling constituency groups, we hosted a May Day Rally to highlight the disparate and discriminatory impacts that COVID-19 has on vulnerable workers and immigrant families and demand our state and federal elected officials take action for essential workers. Workers shared their struggles with adequate PPE protection, lack of transparency around the spread of COVID-19 in the workplace, unemployment, lack of compensation, and direct exposure to the virus. All videos and graphics were translated into Urdu, Korean, Vietnamese, Chinese, and Tagalog and ended with a call to action to protect workers. It is up to us to advocate for our communities to have the tools and policies they need to stay safe and combat anti-Asian racism.

Fighting for an AAPI Economic Justice Agenda

Advancing Legislation for Working People:

APALA advocated for federal policies to help working people and not put more money in the pockets of CEOs and shareholders. We fought for language translations in the Department of Labor’s implementation of the Families First Coronavirus Response Act, immigrant inclusion in healthcare and financial relief provisions in the Coronavirus Aid, Relief, and Economic Security (CARES) Act, inclusion of the Essential Workers Bill of Rights and Coronavirus Immigrant Families Protection Act in the HEROES Act. We also fought to oppose the HEALS Act and proposals with corporate immunity provisions

Political Education:

APALA raised political consciousness to bring worker issues to the forefront of discussion. We partnered with the 2020 AAPI Presidential Town Hall by organizing *We Won’t Go Back: AAPI Workers during COVID-19 and Beyond*. The event featured workers, labor experts, and Representative Grace Meng, discussing what economic justice looks like for AAPI workers during COVID-19 and beyond. In August, we held a teach-in on Economic Justice and AAPI Identity with members of the NCAPA. We discussed some of the needs of the working class, how low-income AAPI communities are often invisibilized due to the model minority myth, and how to grow a movement that builds political power for the most marginalized.

Protecting Immigrants & Communities of Color

Under the Trump Administration's racist and anti-immigrant agenda, APALA has had to creatively organize with community and labor partners to keep immigrant families together, increase pathways to citizenship, fight against attacks on affirmative action and other educational opportunities for our communities.

Working Toward an Immigration System that Reflects Our Values



APALA Philly Chapter with VietLead

Protecting Workers on Precarious Visas:

APALA continues to advance a rights-based, pro-worker approach to the systems of temporary guest worker visas that have been rife with abuse. We convened the J-1 Worker Justice Network to make policy recommendations for the J-1 visitor program that is often used to exploit workers. Together, we urged the Department of State to enter into a formal partnership with the Department of Labor to implement our recommendations promoting employer accountability, fair recruitment, transparency, and access to justice.

Anchoring Worker and Economic Justice for Immigrant Families:

APALA brought a labor lens and worker voice to the table in our advocacy for family immigration. We coordinated a virtual week of action with the Value Our Families coalition to meet with 60 congressional offices, lobbying for coronavirus relief to include immigrants, the release of detained immigrants, and the Reuniting Families Act. San Diego Chapter Leader Johanna Hester published an [op-ed in Asian Journal](#) about her family's immigration story and the need for labor to oppose points-based systems that seek to divide families. In May, we presented a virtual panel with Representative Pramila Jayapal on *Upholding the Value of Immigrant Families and Labor in 2020*, discussing the state of the U.S. family immigration system through a policy, community, and media lens. We also partnered with the Value Our Families coalition to organize a virtual town hall, Essential Voices: Immigrant Workers on the Frontlines of COVID-19 Town Hall.

Immigration Defense and Abolish ICE

Demanding the Safety and Release of Detained Immigrants:

Prisons and detention centers have become hotspots for the spread of COVID-19, therefore APALA joined Tsuru for Solidarity to call for the closing of immigrant detention camps across the country. We also organized our members to sign on to a petition demanding safe and equitable medical attention for all immigrants because many in our community reported fear of getting deported for seeking health services. In collaboration with our partners, a total of 23,306 people signed on.

We also campaigned for two people to be released from prison and demanded charges to be dropped for immigration activists. APALA urged our members to [demand the release of Rot](#), a Laotian-Cambodian refugee who escaped from the Cambodian genocide as a child. Elaine Wong, a 69-year-old mother, grandmother, and wife has been incarcerated for 40 years without the possibility of parole. We also joined efforts to demand [Henrico Commonwealth Attorney Shannon Taylor to drop all the charges](#) against nine community leaders, known as #PhamsNightmareNine, who were persecuted by ICE and local police for protesting state-sanctioned violence against immigrants.

Addressing Anti-Asian Racism

Fighting Anti-Asian Racism:

In addition to the guidance released in March protecting AAPI workers from pandemic related discrimination and harassment, APALA has pushed our institutions to acknowledge past and present harms and make commitments to AAPI communities. In June, the AFL-CIO's Executive Council issued a statement condemning and combating anti-Asian racism which acknowledges the labor movement's painful past fueling fear against AAPI communities, resulting in exclusionary immigration laws and the death of Vincent Chin. APALA's Executive Director, Alvina Yeh, was quoted with other Asian American and Pacific Islander leaders in a letter to Congress signed by over 260 civil rights organizations calling on Congress to [Denounce Anti-Asian Racism](#) and for the Trump Administration to issue an Executive Order creating a [COVID-19 Hate Crimes Task Force](#). APALA also developed a [COVID-19 Toolkit on Response to Racism and Xenophobia](#) with our NCAPA partners to address some of the immense challenges and racism that workers and communities continue to face due to the COVID-19 pandemic.

Protecting Our Collective History as Asian Americans: In partnership with the NCAPA coalition (National Council of Asian Pacific Americans) and SEIU (Service Employees International Union), APALA hosted a series of three watch parties for Asian Pacific American Heritage Month where we drew over 4,000 viewers for the new PBS Asian Americans documentary. The series included history about Asian American stories, workers, civil rights, immigration, and much more.

Building Cross-Racial Solidarity By Connecting Our Struggles: In collaboration with the People's Collective for Justice and Liberation, APALA co-sponsored and moderated a series of virtual Town Halls on Anti-Asian Racism where participants heard from panelists about cross-racial solidarity and organizing actions around COVID-19 which reached thousands of participants.

Defund the Police and Protect Black Lives



APALA San Francisco Members

[APALA passed a resolution to stand in solidarity with the Movement for Black Lives.](#) APALA resolved to work towards becoming an anti-racist organization, leveraged our power to build and deepen the investment of the labor movement and AAPI movement partners to stand in solidarity with the Movement for Black Lives, held unions and elected representatives accountable for the ways they maintain structural racism and cause harm to our Black and Brown siblings, and promoted the defunding and demilitarization of the police and the investment in building Black communities by reallocating funds to education, housing, mental health, public health, and other programs.

Commitment and Investment in the Movement for Black Lives: APALA began to do this work through partnering with the Movement for Black Lives to host a virtual meeting for over 5,000 Asian Americans to discuss how they can show up in solidarity; hosting a conversation with AFL-CIO Executive Vice President Tefere Gebre and APALA Minnesota Chapter leaders Kimberly Colbert and Zarlisht Niaz on the role of Black-AAPI Solidarity in the Labor Movement. APALA also convened AAPI educators from across the country to share strategies to fight back against anti-black racism in schools and school budgets related to the rush to reopen schools. An outgrowth of this meeting is an emerging Educator Caucus within APALA. In response to the June uprisings for Black lives, APALA created a [Protesting Tip Sheet](#) that included information on how to stay safe at protests, especially under the risks of COVID-19 and militarized policing during the June uprisings and beyond.

Engaging Our Communities on Racial Justice: APALA hosted a teach-in on AAPI Identity and Affirmative action with Grassroots Asians Rising and SEIU API caucus where we challenged myths and assumptions about affirmative action by unpacking our “AAPI identities” and expanding our knowledge about race and racism. Participants also practiced how to speak with coworkers and community members about affirmative action and Proposition 16 in California. Through this collaboration, we also hosted a teach-in on solidarity and white supremacy.

Growing the Labor Movement

Organizing Institute

APALA supported in the organizing and distribution of the [AAPI Work Climate Survey](#). This survey came from the AAPI Jobs Facebook group, and the survey aimed to collect information on the experiences of workers in the AAPI nonprofit sector. Through responses to the AAPI Work Climate Survey and a series of worker talks, APALA recruited workers to attend our Organizing Institute.

Organizing Institute training focused on the fundamentals to win union organizing campaigns. For folks who were just starting to consider workplace organizing or running a campaign for union recognition, Organizing Institute was designed to provide organizers with tools to assist working people win a voice on the job. Participants learned one-on-one communication skills, how to recruit and develop key leaders to the campaign, and how to run issue campaigns.

Emerging Leaders Training

Emerging Leaders Training (ELT) is for emerging leaders and experienced APALA chapter members to collaborate on chapter growth and sustainability through goal setting and planning. The series of 3 hour virtual trainings took place once a month August through December. The purpose of ELT was to create a space for AAPI labor leaders to process and harness their leadership, where participants can find a political and organizing home at APALA, and prepared chapters to take action for bold economic and racial justice principles. In total there were 50 participants from 17 different chapters where 16 union locals were represented. Participants ranged from workers in health care, students, campaign and union staff, food and catering, factory and plants, and more.

Uplifting AAPIs in the Labor Movement

All of Us: Essential Workers on the Frontline Town Hall:

APALA partnered with our constituency group siblings and the AFL-CIO for this town hall series. APALA San Diego Chapter member, Nicanora Montenegro, who represents UDW/AFSCME Local 3930, shared her story and demanded that domestic workers be recognized as essential workers. We continued to promote the town halls hosted by constituency groups as part of the All of Us series.

All of Us: The Untapped Power of AAPI Working People Town Hall:

In July, APALA partnered with the AFL-CIO in the second All of Us Town Hall series, gathering workers and labor leaders to discuss how the COVID-19 pandemic has made it more clear than ever that the labor movement stands to grow stronger from organizing AAPI workers and how AAPI communities stand to win so much more through collective bargaining. Speakers included Monica Thammarath (APALA, CTA), Kent Wong (UCLA Labor Center), Sara Nelson (AFA-CWA), Jean Tong (UFCW 770), Sabrina Liu (APALA Pittsburgh Chapter), Guillermo Perez (LCLAA Pittsburgh Chapter), Darlene Lombos (Greater Boston Labor Council, APALA Massachusetts), Eunice How (APALA Washington Chapter), and William Adams (ILWU). The town hall reached 25,000 views on Facebook.

Worker Solidarity Across the Globe

Labor Solidarity with the Philippines

APALA partnered with Communications Workers of America (CWA), Bayan USA, Malaya Movement, and International Coalition for Human Rights in the Philippines (ICHRP) - U.S. to host an educational webinar on workers' rights and human rights violations in the Philippines under the Duterte administration as well as the implications of the Terror Law. Labor leaders in the Philippines joined us to share their struggle, including Elmer "Ka Bong" Labog, the chairperson of Kilusang Mayo Uno (KMU), Mylene Cabalona, president of the BPO Industry Employees Network, and Ka Rene Magtubo, national chairman of the Partido Manggagawa (PM). APALA San Diego Chapter leader Ian Seruelo also joined to share how the chapter has been working in solidarity. The event had 2800 views on Facebook and over 150 people joined the Zoom.

Gender Justice Workshop

APALA hosted our Gender Justice event as a part of the 16 days of Activism to End Gender Violence, a worldwide campaign against gender-based violence. At this workshop, we heard from speakers representing a variety of workers who discussed how their unions were organizing to promote gender equality and inclusion. Furthermore, we conversed on what gender justice issues workers are facing in Asia and in the US. The Gender Justice event was another step towards building solidarity between APALA and unions in Asia. Participants were encouraged to think broadly about how worker organizations can mobilize to support worker struggles across borders. Following this workshop, additional, more targeted strategy exchanges are planned for 2021.

Shaping the Narrative

APALA contributes a pro-immigrant and pro-worker narrative on the national scope. As a result of our communications outreach, APALA is seeing our narratives and messaging around workers and social justice permeating into the general public. Our work has risen to mainstream salience on the national stage: presidential candidates have cited our work and shared it on Twitter. APALA's work on elections, Census, and labor education have repeatedly been cited in both AAPI and non-AAPI-exclusive convenings, demonstrating the breakthrough of our messaging into mainstream dialogues.



APALA Pittsburgh 2020 Census

Below please find notable media mentions throughout 2020:

- **NBC News Asian America**, “Campaigns ramp up Asian American Pacific Islander voter outreach during Lunar New Year”
- **The New Republic**, “How to See Yourself in a Presidential Candidate”
- **ABA Journal**, “How can employers stop discrimination during the coronavirus pandemic?”
- **Medium - AFT Voices**, “Stop blaming Asian Americans for the COVID-19 crisis
- **Bloomberg City Lab**, What Bigotry Looks Like During Social Distancing
- **Asian Journal**, “The Hate Virus: Protecting Asian Americans From Discrimination Due To COVID-19.”
- **Union Advocate**, “Jigme Ugen: Asian American workers facing two pandemics
- **Philadelphia Inquirer**, Delaware’s top labor leader apologizes for anti-Asian coronavirus posts.”
- **Northwest Asian Weekly**, “Pivot back: Justice for George Floyd and end Seattle police violence.”
- **Workday Minnesota**, “Asian American Workers Facing Two Pandemics”
- **LA Progressive**, “Asian Pacific Islander Perspective: What Will It Take to End Police Killings of African Americans?”
- **CBS Local Pittsburgh**, “City Of Pittsburgh Secures \$500,000 Grant For Coronavirus Cash Assistance For Immigrant Communities.”
- **Galveston County Daily News**, “Senate must approve next round of COVID-19 aid.”
- **Asian Fortune**, “Big Turn-out Seen Among Asian American Voters; Could Provide Winning Margin.”
- **NBC**, “Calif. Uber, Lyft measure could take toll on Asians, who are 1 in 3 drivers in Bay Area.”
- **Vox**, “Asian Americans are seeing unprecedented outreach — but campaigns could still do better.”
- **Asian Journal**, “[OPINION] The future of Filipino Americans rests on the ballot”

Building Coalitions

APALA represents the voices of AAPI union members and workers in national coalitions to ensure economic justice and the AAPI community at the forefront of issues and priorities.

Racial and Immigrant Justice

- **AAPIs Beyond Bars**
- **AFL-CIO Task Force on Racial Justice**
- **The National Council for Asian Pacific Americans (NCAPA)***
APALA plays key leadership roles in NCAPA including Co-Chair of the Executive Committee, and several Policy Committee Co-Chairs.
- **One Nation AAPI**
- **Protecting Immigrant Families**
- **People’s Collective for Justice and Liberation**
- **Value our Families***
APALA’s Civic Engagement Manager, Vivian Chang, serves as the Grassroots Field Director for the coalition.

Worker and Economic Justice

- **AFL-CIO COVID-19 Task Force**
- **Green New Deal Network**
- **Essential Workers Bill of Rights Coalition**
- **J-1 Network**
- **Labor Coalition for Community Action (LCCA)**
- **The Leadership Conference on Civil & Human Rights**
- **Congressional Progressive Caucus Center***
Executive Director Alvina Yeh is on their advisory committee.
- **NCAPA COVID-19 Task Force**

Civic and Political Engagement

- **#AAPI2020***
APALA was a founder of this coalition
- **AAPI C4 Table**
- **Count All Kids**
- **Get Out The Count (GOTC)**
- **No on Prop 22 Coalition**
- **Opportunity for All Coalition**
- **Schools and Communities First Coalition**
- **Somos Más**

Governance

APALA's National Executive Board (NEB) is the governing body of the organization, convening twice a year to oversee the direction and the financial health of the organization. Because of the global pandemic, the 2019 - 2021 board had to meet virtually throughout 2020.

June Board Meeting (Virtual): Staff organized a virtual meeting for the June 2020 APALA National Executive Board meeting on June 26. Leading up to the board meeting, board members attended APIA Votes' National Asian American and Pacific Islander Leadership Summit as well as the Black - AAPI Labor Solidarity Conversation. Board discussed organizational strategic planning updates, preliminary planning for the 2021 biennial convention, and how we can continue to support workers most impacted by the COVID-19 pandemic. Board members also attended the AAPI Presidential Town Hall that took place the next day.

August Board Meeting on BLM Resolution (Virtual): Staff organized a virtual meeting for the emergent August board meeting on Black Lives Matter on June 26. During this meeting, board members discussed, amended, and unanimously passed a resolution to support the Black Lives Matter movement by resolving to stand in solidarity with Black led movements, deepen the labor and AAPI movements commitments to racial justice, promote cross-racial solidarity among our members, and work within the AAPI communities and the Labor Movement to hold police unions accountable by promoting the defunding and demilitarization of the police.

December Board Meeting (Virtual): Staff organized a virtual meeting for the December 2020 APALA National Executive Board meeting on December 14th and 15th. The first part of the meeting was open to the public as staff presented APALA's election work and provided an opportunity for the community to debrief. For the remainder of the meeting, board members discussed board development, the upcoming 2021 biennial convention, and the budget.

Chapter Updates

The crux of APALA's organizing happens on the grounds through chapters nationwide. APALA's chapters did such incredible, responsive work this year during the pandemic, Census, and elections.

In late March, national staff gathered chapter members for a digital tools training to ensure folks would be able to continue to meet virtually during the pandemic. We also hosted a National COVID-19 Community Call where more than 100 members joined to share how the global pandemic is impacting them and shape our ongoing organizing for AAPI workers. Since then, APALA chapters have banded together to help their communities in a multitude of ways.

Whether it was mutual aid, donating funds and supplies, or advocating for pro-worker policies, APALA showed up. Read the following for more chapter updates!

Alameda Chapter hosted their 8th Annual Lunar New Year Celebration where they honored local AAPI labor leaders. In response to COVID-19, Alameda chapter has focused on assisting underserved and marginalized workers, and API community members through 1) providing chapter funds for partner organizations to provide food and emergency services to their networks of Asian immigrants, 2) organizing mask drives for hospital workers and farm workers, and 3) taking direct action for Uber and Lyft drivers to get the personal protection equipment they need. They have also been part of several organizing efforts for Black Lives Matter, including speaking at rallies, organizing to get police off Oakland school campuses (this policy was adopted by the Oakland Unified School Board on June 24!), and hosting events for AAPIs to discuss how they can be more supportive of the movement. Lastly, they pivoted their efforts toward turning out voters for key local elections through hosting virtual events and socially distant canvasses. They also joined other California APALA chapters in the fight for affirmative action through the state's Proposition 16 campaign.

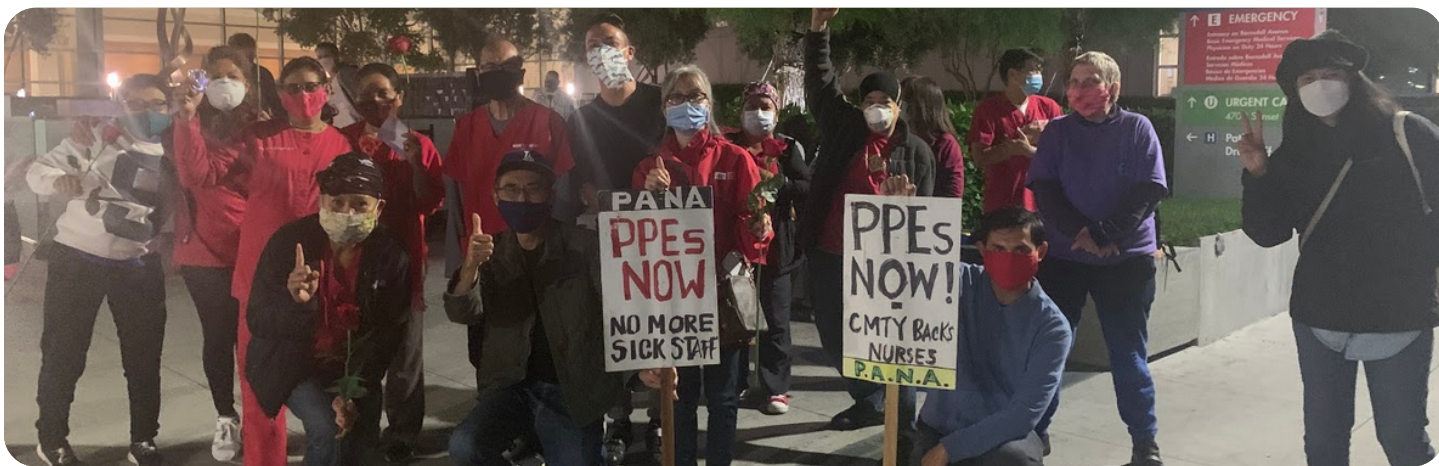
After the November general election, the chapter joined efforts to reach out to Oakland City Council members to advocate for the continued funding of the Urban Peace Movement, a non-profit organization dedicated to working with young black men and boys to overcome a history of trauma suffered as a result of violence in their own lives and experiences. The efforts successfully continued funding for the program! Then, when a call was made from the Asian Advocacy Fund, a grassroots voting rights organization based in Georgia, to support outreach calls to Georgia AAPI voters, chapter members responded and started recruiting volunteers for this national effort.

DC Chapter has spent the year strategizing and trying out new methods to stay in contact with their members including hosting happy hours and reaching out to folks via text.

Hawaii Chapter is working on organizing meetings again, but it has been difficult as folks are spread across islands with restricted travel. Chapter member Wesley Furtado, ILWU International Vice President, passed away on March 15, 2020.

Inland Empire Chapter organized several events to turn out AAPIs for the 2020 Census and Elections. They trained folks to phonebank hard-to-reach AAPI communities and talked with community members about Black Lives Matter, rent relief, and financial relief for workers during the pandemic, and more.

Los Angeles Chapter has taken several actions to engage young workers, workers who have been laid off due to COVID-19 and the general AAPI working population such as partnering with UCLA professors on an event about building worker power and community power in the LA labor movement and hosting a celebration on May 1st, for International Workers Day and Asian Pacific American Heritage Month to uplift frontline workers. As the pandemic worsened, they donated \$1,000 to UNITE HERE Local 11. They also supported health care workers in their fight for personal protection equipment. In response to the June uprisings for racial justice, LA chapter organized their members to attend rallies across the city as well as passing a resolution stating their commitment to the Black Lives Matter movement. LA Chapter built electoral power by canvassing and phone banking for two progressive City Council candidates, joining other chapters in California to fight for affirmative action through the state's Proposition 16 campaign, and organizing several rank and file members to canvas for the presidential election in Arizona.



APALA Los Angeles Chapter Members 2020

Maryland Chapter recruited new members this past year, and have plans to aggressively continue to recruit in 2021. They built alliances with many progressive and community groups in Maryland. On December 13, they hosted a national anti-racist meeting where more than 30 organizations and unions participated.

Massachusetts Chapter has focused on building worker power and providing direct support to workers during the pandemic. At the start of the pandemic, the Chapter trained member volunteers to assist other union and community members with navigating the state unemployment process, advocated for the inclusion of all workers in COVID-19 relief, and fought for worker protections for frontline supermarket, home health aide, and hospitality industry workers. In response to the June uprisings for racial justice, the Chapter did member education about police brutality and outreached to small businesses in Chinatown whose stores were broken. Chapter members in coordination with their national unions and community alliances conducted daily phonebanks to API voters in the key swing states of Pennsylvania and Nevada for the general election and also for the Georgia special election. The Chapter hosted trainings for member volunteers doing phonebanks on combating the rise of right wing ideologies within the API community. Chapter leader Karen Chen also got sworn into Massachusetts AFL-CIO's board early last year, marking a further integration of community and labor partnerships.

Michigan Chapter has had a power building year, where we have focused on education and capacity building. Our members phonebanked and textbanked for the 2020 general elections, in addition to our chapter and Pittsburgh APALA chapters challenging chapter leaders and other groups in a Swing the Vote event. This was aimed to make calls for vital states in the 2020 elections like Pennsylvania and our own state of Michigan. Additionally, we welcomed an Organizing and Civic Engagement Fellow, Dim Mang, who - in partnership with Rising Voices of Asian American Families aided us in capacity building. Lastly, and certainly not least, our chapter president, Michael Beydoun, was part of a series of online seminars presented by the Michigan State University School of Human Resources and Labor relations called "Diversity and Inclusion in the Labor Movement."

Minnesota Chapter has activated around the impact of COVID-19 on workers, the June uprisings for racial justice, and the 2020 elections. In the first few months of the pandemic, Minnesota Chapter member Danh Vo spoke at a virtual town hall, Essential Voices, Immigrant Workers on the Frontlines of COVID-19, and spoke about what AAPI healthcare workers are facing.

Over the summer, the chapter hosted a race and class narrative workshop for their chapter members. They have also joined Black organizers to march and protest, spoken to press about the role of AAPIs in the movement for Black lives, and provided mutual aid support to AAPI communities that were impacted by the uprisings. During the fall, many members participated in phonebanks to get out the AAPI vote in Minnesota.

Nevada Chapter has participated in phonebanks to conduct Census and Election outreach to AAPI communities in Nevada and conducted ballot curing immediately after Election Day to help voters whose mail-in ballots would otherwise have been rejected. They also worked together to raise money for a local nonprofit.

New Jersey Chapter has organized in three areas in 2020: Census, food insecurity, and politics. Getting people to fill out the Census was one of the chapter's top priorities. They participated with 1199 SEIU United Healthcare Workers East in two Lunar New Year Parades in January and February of 2020 with a banner that said, "We Care We Count" in Chinese and English. They also partnered with the Brooklyn Chinese American Association to hold press conferences and events where Chinese seniors helped to explain what it meant to fill out the Census. The chapter even conducted Census outreach at community food pantries. The increased food insecurity in Chinese immigrant communities due to the pandemic compelled the chapter to join the UA3 Community First food pantry to collect donations and distribute food. Lastly, since it was an important national and local election year, the chapter joined the creative efforts to host Chinese tele-town hall meetings and other virtual outreach events. Members volunteered to make calls to re-elect Congresswoman Grace Meng and other candidates, many of whom won their races. They also joined the efforts of PA #AAPIs For Biden through the Asian Pacific Islanders Political Alliance (API PA) to conduct outreach in Chinese and Filipino communities. Through having in-language conversations, they were able to support Chinese voters on how to vote by mail and why supporting Joe Biden and Kamala Harris is important. When it came to the Georgia run-off elections, they supported by outreaching to Chinese speaking voters.



APALA New Jersey Chapter Members

New York Chapter has participated in several virtual actions in 2020, including phone and text banks to turn out their members for the Census and Elections and rallies for Black Lives Matter.

They have been strategizing on how to involve young leaders and build out their relationship with the New York City Central Labor Council.

Orange County Chapter made a deep commitment to organize within their membership base and the general community and it was seen and felt throughout Orange County in 2020. COVID-19 may have caught them off guard but when push came to shove, APALA Orange County in collaboration with the local CLC and the Orange County Labor Federation was quick to spring into action. From organizing and running weekly food drives, guiding members through the Unemployment Insurance process, making sure members filled out their Census forms, to making sure that children from union families had toys during the Christmas holiday. They strive to do their best to ensure that their members like the community at-large, understand the overall value of organized labor in Orange County. Throughout the year we identified and focused on a few areas where we saw we would be able to make the most immediate day-to-day impact: food assistance; Unemployment Insurance; Personal Protection Equipment (PPE); COVID-19 information & resources; education (for parents & students); immigration; civic engagement; and the Census.

Pittsburgh Chapter has spent the year engaging their communities on AAPI worker issues, turning them out for the 2020 Census and Elections, and providing direct financial support to those in need due to the pandemic. Early in the year, they presented two workshops at the East Coast Asian American Student Union Conference and joined in on a virtual conversation hosted by the Governor's Advisory Commission on APA Affairs. At both events, they uplifted the challenges AAPI workers are facing during this time and offered key AAPI historic moments and current actions we could take to win justice for all. One of these actions is turning out hard-to-reach AAPIs in Pennsylvania, so they hosted several text banking parties with students and community members throughout the election season. The chapter also distributed \$64,200 in cash assistance to 73 families who were excluded from the federal COVID-19 relief package and are experiencing financial stress. Through the distribution, the chapter also gave out more than 50 reusable masks to service workers and other community members in need and assisted 10 community members fill out census on the spot. Volunteers also spoke with recipients about basic workers' rights, immigrants' rights, & current union organizing campaigns in Pittsburgh.

Philly Pre-Chapter has rallied for worker relief and racial justice in the labor movement this past year. In April, chapter members also spoke out against anti-Asian racism in response to a racist post Delaware AFL-CIO President James Maravelias made on social media. In May, members organized an AAPI rally in front of Pennsylvania Governor Wolf's office to demand language justice for non-English speaking communities applying for unemployment and PUA. They asserted their solidarity with workers across the state and made it clear that stronger workplace safety rights, immediate unemployment relief and language justice are more than just what workers need during the pandemic - it's what we need to live on past recovery. They also hosted a webinar called What Happened to the \$600?: Fighting Poverty, Eviction, and Unsafe Working Conditions in COVID 19 where they discussed strategies for protecting housing and workers in Philadelphia. After the deaths of Breonna Taylor, George Floyd, and Walter Wallace Jr, chapter members went to the streets supporting Black and Brown communities. They also joined the fight to free activists Ant Smith and Nancy Nguyen. The chapter also recruited organizers for Pennsylvania's AAPI Power Caucus, who's leaders successfully turned out record numbers of AAPI voters during the 2020 election, and sent a contingent to post election rallies to make sure our votes are counted!



APALA Philly Pre-Chapter Members

San Diego Chapter has organized to provide direct material and informational support to members in their community, advocated for worker relief, and joined rallies for Black Lives Matter this past year. In May they donated 500 masks to detainees in Otay Mesa Detention Center in San Diego County, where the highest number of ICE confirmed cases of COVID-19 had been. Shamefully, CoreCivic, who manages the detention center, refused the donation. With chapter member Ian Ceruelo on the board, they continued to organize with the San Diego Immigrant Rights Consortium to fundraise for immigrants who have been left out of federal and state relief and to turn out folks to a forum that got the Sheriff to stop posting a pending list of release dates online. In addition, members helped distribute food, PPE, and cleaning supplies to the Family Child Care Providers who have been greatly impacted by the pandemic. The chapter also hosted virtual town halls to discuss COVID-19 pandemic relief for immigrant families, including California's expansion of benefits for undocumented workers. Chapter members spoke on webinars such as, Workers Rights under COVID-19 Webinar hosted by Anakbayan San Diego, and All of Us: Voices of Essential Workers on the Front Lines hosted by the AFL-CIO. They have also organized their members to attend protests and car caravans for George Floyd, where they followed the leadership of BLM San Diego and March for Black Women San Diego. They also joined car caravans to promote the 2020 Census.

San Francisco Chapter participated in the annual San Francisco Lunar New Years Parade and was presented the 2020 Chinese New Year Parade's first place award for Community Organization. Wearing sandwich boards with different Chinese characters of family members and raising oversized hands, members emphasized the importance of the theme "Count Us In" for the 2020 Census. San Francisco celebrated Asian Pacific American Heritage Month uplifting the history of the transcontinental railroad workers, with members commemorating by producing a short community video. In response to the June uprisings for racial justice, the chapter organized their members, many of whom were in their 60s and older, to attend Black Lives Matter rallies in solidarity. They also marched in the "They Can't Burn Us All" rally in San Francisco to fight against racism toward APIs. The chapter also partnered with the San Francisco and San Mateo Labor Council to conduct voter outreach.

Seattle Chapter has continued to show up for their members during a tough year. Early in the year, members joined UNITE HERE 8 airline catering workers and SEIU1199NW healthcare workers in their workplace fights. Right before the pandemic shut the city down, they hosted their annual gala with State Representative My-Linh Thai as the keynote speaker. Once the pandemic hit, the chapter pivoted to advocacy for worker relief and direct support for laid-off workers. They also provided in-language support for workers who had issues receiving their unemployment benefits, helping to recover over half a million dollars in payments. They rallied to demand hotels extend affordable health insurance. Their racial justice work includes participation in the Alliance - a community coalition responding to COVID - and convening APRI, CBTU and LCLAA as a coalition to shape racial justice work at the County and State levels. A highlight was passing resolutions to call for US-CUBA collaboration to save lives in the fight against COVID-19. They've partnered with community organizations like A Legacy of Equality Leadership and Organizing and the WA Poor People's Campaign to host over 10 webinars. Topics included an #EssentialNotExpendable series, Black Lives Matter, a Labor Day teach-in about how the fight for workers' rights is also the fight for racial justice, the Philippine Labor Movement for Democracy and Justice, and the screening of Our Island's Treasure about the Okinawan people's resistance to a new U.S. military base. Their activism has been supported by the Seattle Foundation and the WA Equity Relief Fund for Non-profits.

Texas Chapter laid the groundwork to grow their impact by hosting social events, supporting workers on the picket, and ensuring their communities got counted in the 2020 Census. They started the year hosting two meet-and-greets, supported construction workers on the picket at the University of Houston, and hosted citizenship clinics. They hosted a virtual screening of American Revolutionary, a documentary about Grace Lee Boggs'. In response to the June uprisings for racial justice, they created resources like a toolkit for bail funds and organizations to donate and support, and a toolkit to encourage conversations with friends and family members in solidarity with Black lives. To turn out their community for the Census, they have partnered with OCA-Greater Houston and Gulf Coast Area Labor Federation to host weekly phone banking parties and workshops to educate and mobilize AAPIs for the 2020 Census, They were able to reach out to Spanish and Vietnamese speaking communities.



Texas Chapter hosted citizenship workshops

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