ASIAN PACIFIC AMERICAN LEGAL CENTER



MEMBER OF
ASIAN AMERICAN CENTER
FOR ADVANCING JUSTICE

ANNUAL REPORT

2012

OUR MISSION IS TO ADVOCATE FOR CIVIL RIGHTS, PROVIDE LEGAL SERVICES AND EDUCATION, AND BUILD COALITIONS TO POSITIVELY INFLUENCE AND IMPACT ASIAN AMERICANS, NATIVE HAWAIIANS, AND PACIFIC ISLANDERS AND TO CREATE A MORE EQUITABLE AND HARMONIOUS SOCIETY.



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MESSAGE FROM THE EXECUTIVE DIRECTOR



FOR MORE THAN 29 YEARS, THE ASIAN PACIFIC AMERICAN LEGAL CENTER (APALC), a member of the Asian American Center for Advancing Justice, has advanced justice on behalf of Asian American, Native Hawaiian, and Pacific Islander (AANHPI) communities. As the nation's largest legal organization focused on AANHPIs, we draw on four strategies to achieve our goals of justice and equality: direct services, impact litigation, policy research and advocacy, and leadership development.

In 2012, we provided legal assistance to thousands of immigrants, on issues ranging from divorce and domestic violence to housing and citizenship. When President Obama announced the Deferred Action for Childhood Arrivals (DACA) program in June 2012, virtually overnight we marshaled resources to help members of our communities apply. By the end of the year, we had aided more than 1,200 undocumented youth (DREAMers) seeking deferred action.

APALC also advocates on behalf of AANHPI communities through impact lawsuits, and in 2012, APALC and the Equal Employment Opportunity Commission settled a major employment discrimination case against a Central Valley hospital on behalf of approximately 70 Filipino American nurses. The nearly one-million-dollar settlement is the largest ever secured in a language discrimination case in the health care industry. As part of our ongoing efforts to promote equal access to education, we sued a school district that failed to provide English language learner students with an equal opportunity to succeed. And in *Fisher v. Univ. of Texas at Austin*, the most recent affirmative action case taken up by the U.S. Supreme Court, we worked with our affiliates to file an amicus brief on behalf of more than 70 AANHPI groups in support of race-conscious admissions in higher education.

As an election year, 2012 was an exciting one for policy research and advocacy. In the spring we worked with local community leaders during the city of Los Angeles redistricting process to ensure that most Asian neighborhoods were kept intact in redrawn political boundaries. In the fall, we launched *Your Vote Matters!*, a campaign to educate and mobilize AANHPI voters in Los Angeles County, making more than 46,000 calls through phone banks that we ran with 13 partner organizations. In addition, APALC monitored 230 election precincts for compliance with federal voting rights laws requiring bilingual assistance for voters. Elsewhere on the policy front, we expanded our Health Justice Network statewide to work on outreach, education, and advocacy regarding health care reform and we launched the latest in our demographic report series on AANHPIs, on the Midwest.

To complement our legal and policy work, APALC also offers leadership development programs that in 2012 equipped hundreds of high school students, immigrant parents, and existing community leaders with the skills to advocate for change in their schools, neighborhoods, and larger community. These individuals help ensure that change is driven by the experiences of communities most affected by unjust laws or unfair policies.

I am proud of APALC's great work and our ability to touch both individuals who need legal assistance as well as entire communities facing inequality and injustice. The generous support of our funders and donors makes this work possible and I thank you for your ongoing partnership with us.

Sincerely,

Stewart Kwoh

Stewart Kwoh

HISTORIC SETTLEMENT REACHED IN DISCRIMINATION SUIT AGAINST CENTRAL VALLEY HOSPITAL

WILMA LAMUG WAS A LICENSED VOCATIONAL NURSE AT DELANO REGIONAL MEDICAL CENTER (DRMC), located in a diverse Central California city where Asian Americans comprised 13 percent of the population. An immigrant from the Philippines, she had worked as a nurse at DRMC since 1996.

Beginning in 2006, the hospital singled out Filipino American employees and prohibited them from speaking Tagalog and other Filipino languages at the hospital–including in break rooms, the cafeteria, and in hallways. But it did not impose the same requirements on other bilingual staff.

Despite having an ethnically diverse workforce, the hospital allegedly required only Filipino American employees to attend mandatory meetings with DRMC management. They were told that they were prohibited from speaking Tagalog and other Filipino languages at the workplace and threatened with being monitored via audio surveillance. The hospital also deputized all hospital employees to help enforce the restriction on speaking Tagalog, and threatened to discipline and suspend employees who were cited for speaking Tagalog.

"It made us feel humiliated, isolated, and unvalued as employees," said Lamug, speaking of her reaction to the policy. "Many of us, including myself, had worked hard for DRMC for 10 or even 20 years. Despite our loyalty and years of service, DRMC singled out Filipino American workers and blatantly discriminated against us. We were shocked."

Outraged, more than 100 of the Filipino hospital staff submitted a petition to the hospital complaining about the discrimination and harassment. When the hospital ignored them, the workers–who were led by Laumug, Elnora Cayme, and Romy VIllamor–took further action, first contacting the Equal Employment Opportunity Commission (EEOC) and then APALC. The Filipino workers, the EEOC, and APALC filed discrimination lawsuits in federal court, charging the hospital with violations of U.S. and California laws forbidding workplace discrimination on the basis of national origin.

> "We also hope that [the settlement] encourages more Asian American and immigrant workers to speak out when their rights are violated, like our brave clients did."
> Laboni Hoq, APALC litigation director

In September 2012, the hospital agreed to a settlement of nearly $1 million. It represented the largest settlement in a workplace discrimination suit brought on the west coast and the largest ever in the U.S. health care industry. The settlement also imposes a three-year consent decree on the hospital, prohibiting it from engaging in the discrimination and harassment alleged in the lawsuit, as well as other requirements.

"This settlement will send a strong message to employers that it is illegal to target workers based on their national origin," said Laboni Hoq, APALC's litigation director. "We also hope that it encourages more Asian American and immigrant workers to speak out when their rights are violated, like our brave clients did."



SUPPORTING THE COURAGE OF UNDOCUMENTED YOUTH ASSERTING THEIR RIGHTS



ONE OF APALC'S STRENGTHS AS AN ORGANIZATION IS OUR ABILITY TO ENGAGE IN BOTH DIRECT SERVICES AS WELL AS ADVOCACY AND LEADERSHIP DEVELOPMENT, on issues affecting our community. Our ability to use multiple strategies was on clear display in 2012 in our work with undocumented youth ("DREAMers") and the Deferred Action for Childhood Arrivals (DACA) program.

DACA, which grants administrative relief to undocumented young adults, was announced on June 15, 2012, by the Department of Homeland Security. The announcement represented the culmination of a courageous, two-year-long campaign conceived and advanced by undocumented youth more popularly known as "DREAMERs" and in which DREAM Team LA, a local DREAMER-led group, played a leading role. APALC served as co-counsel to DREAM Team LA when they met with White House officials about the need for such a program. Since DACA's launch, APALC has partnered with DREAMers and other immigrant rights advocates to monitor its implementation and to push for a DACA process that benefits the greatest number of undocumented youth.

Once DACA got under way, APALC deployed our Asian-language capacity, unique among organizations nationwide assisting applicants, to serve Asian American DREAMers and their families. In the initial weeks after DACA was announced, APALC provided online information to thousands of individuals, fielded more than 3,400 calls from across the nation, and represented 120 DACA applicants–all for free.

As tens of thousands of DREAMers filed applications in the initial days of the program, APALC responded by expanding its free services to provide weekly workshops, helping up to 40 DREAMers at a time complete their applications and receive a review from a staff member or trained volunteer. APALC also expanded workshops to Orange County and schools in Los Angeles and the San Gabriel Valley. By the end of 2012, APALC helped 850 DREAMers submit their DACA applications.

To reach an estimated 170,000 Asian American and Pacific Islander (AAPI) DREAMers nationwide, APALC created and posted online a DACA toolkit and translated Frequently Asked Questions. We also produced informational videos in Chinese (Cantonese and Mandarin), English, Korean, Spanish, and Thai. Finally, APALC has also worked closely with Asian American DREAMers in Los Angeles to organize and engage in advocacy on DACA and immigration issues, helping elevate new voices and faces in the immigration reform debate.





NOVEMBER 2012 ELECTION SEES UNPRECEDENTED EXERCISE OF AANHPI ELECTORAL POWER

THE NOVEMBER 2012 ELECTION PRODUCED TWO KEY OUTCOMES: the reelection of Barack Obama to the presidency of the U.S., and the passage in California of Proposition 30, for which a majority of voters chose to increase taxes to help pay for badly needed public services. In both, Asian American, Native Hawaiian, and Pacific Islander voters played critical roles, with a statewide poll by APALC showing

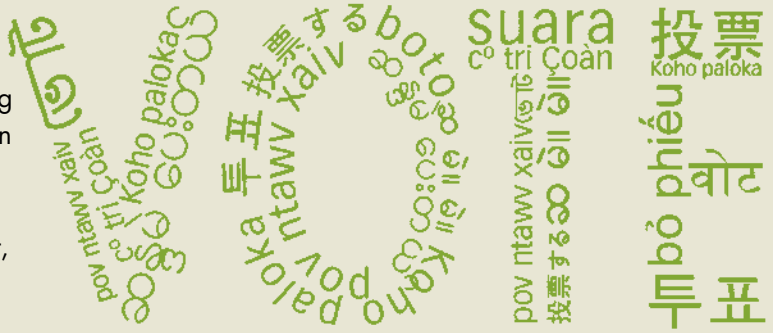


that Asian Americans overwhelmingly supported the reelection of President Obama (70 percent) as well as Prop 30 (65 percent), well above the overall vote in both cases.

APALC is proud to have contributed to the growing electoral power of AANHPIs, through voter education and mobilization as well as protecting voters at the polls. Recognizing that the election held enormous potential for AANHPI voters to make their impact felt, APALC spearheaded the *Your Vote Matters!* 2012 campaign. The effort brought together 13 community-based organizations and five youth groups that collectively reached nine ethnic communities in southern California: Cambodian, Chinese, Filipino, Japanese, Korean, Native Hawaiian and Pacific Islander, South Asian, Thai, and Vietnamese. The campaign combined micro-targeting tactics with voter hotlines, mailers, and phone banking–over 26 days, we made 46,000 calls in 13 languages–in order to encourage AANHPIs to vote and equip them with the information necessary to cast informed votes. Consistent with APALC's status as a 501c3 nonprofit organization, all of these efforts were nonpartisan.

APALC also undertook efforts to ensure that AANHPIs motivated to vote were able to do so, particularly limited-English-proficient voters. Under federal law, both L.A. and Orange Counties are required to provide language assistance in a number of Asian languages–including Chinese, Korean, and Vietnamese in both counties, plus an additional five Asian languages in L.A. County (Hindi, Japanese, Khmer, Tagalog, and Thai). More than 120 trained volunteers fanned out across both counties in November 2012, monitoring 230 election precincts to see whether voters were provided access to federally mandated assistance and treated fairly. Their efforts allowed us to work with the counties to ensure as many AANHPI voters as possible were able to cast their vote on election day.

Together, *Your Vote Matters!* and our poll monitoring efforts educated, mobilized, and protected thousands of AANHPI voters, who demonstrated the potential political power of our communities–with our strong turnout in November 2012, the rest of the state and the nation are finally paying attention to AANHPI voters.



HELPING THOSE MOST IN NEED

LOW-INCOME CLIENTS SERVED **2,500**

2,500* CITIZENSHIP APPLICANTS ASSISTED

DEFERRED ACTION FOR CHILDHOOD ARRIVALS APPLICANTS ASSISTED **850**

CALLS TO LEGAL HELPLINES **7,500**

550 DOMESTIC VIOLENCE SURVIVORS ASSISTED

*COMBINES INDIVIDUALS ASSISTED DIRECTLY BY APALC AND BY OUR COMMUNITY-BASED ORGANIZATION PARTNERS









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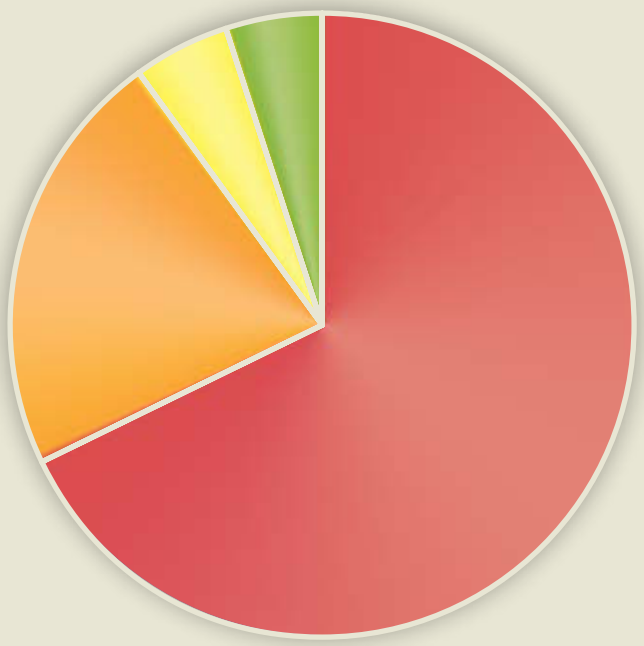
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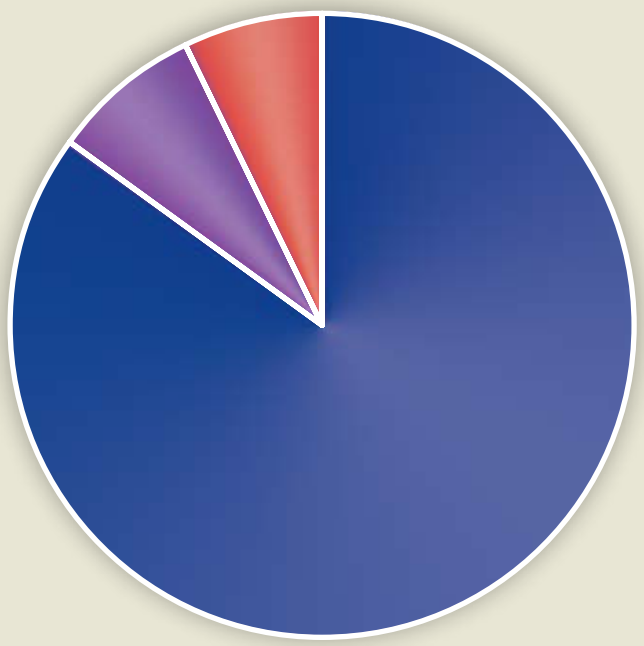
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Support & Revenue

Grants	68%
Individuals & Special Events	22%
Rental & Interest Income	5%
Program & Attorney Recovery Fees	5%



Expenses

Program Services	84.40%
Fundraising	8.17%
Administrative Costs	7.43%

STATEMENT OF FINANCIAL POSITION

Assets

Cash and Cash Equivalents	$2,273,617
Long-term Investments	$5,099,655
Grants and Pledges Receivable	$2,064,868
Property and Equipment, Net	$2,443,303
Deposits	$3,168
Total Assets	$11,884,611

Liabilities

Accounts Payable and Accrued Expenses	$77,328
Accrued Employee Benefits	$207,651
Grants Payable	$508,750
Custodial Funds	$52,941
Total Liabilities	$846,670

Net Assets

Unrestricted	$6,329,061
Temporarily Restricted	$3,708,880
Permanently Restricted	$1,000,000
Total Net Assets	$11,037,941
Total Liabilities and Net Assets	$11,884,611

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Los Angeles
1145 Wilshire Blvd., 2nd Floor
Los Angeles, CA 90017
T 213-977-7500
F 213-977-7595

Orange County
12900 Garden Grove Blvd., Suite 210
Garden Grove, CA 92843
T 714-530-9155
F 714-636-8828

Sacramento
ASIAN AMERICANS FOR
CIVIL RIGHTS AND EQUALITY
1225 8th St., Suite 590
Sacramento, CA 95814
T 916-321-9001
F 916-448-6774