

2019

API EN C



**API EQUALITY
NORTHERN CALIFORNIA**

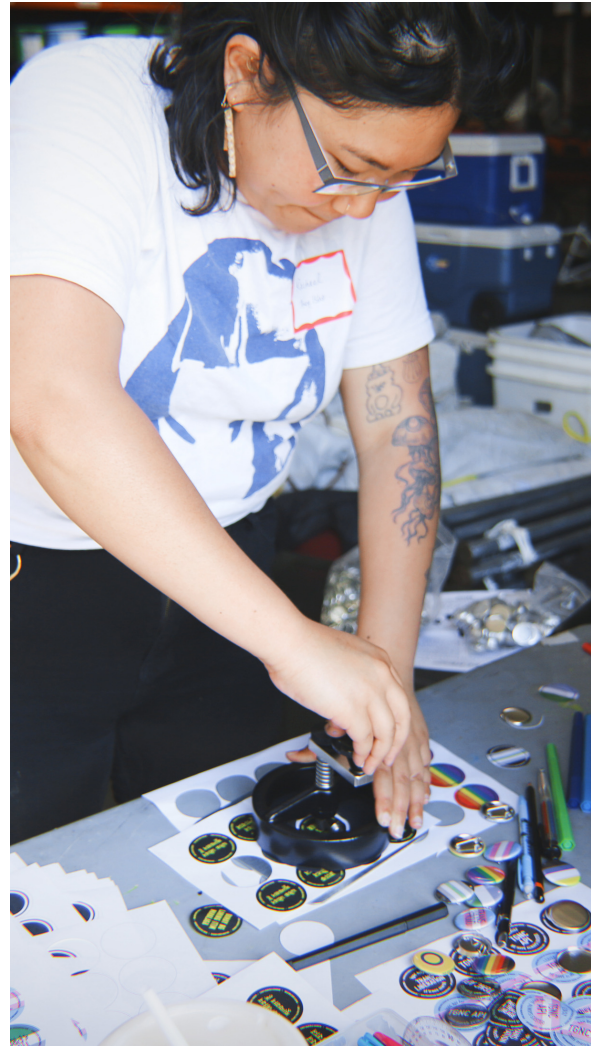
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2019 INTRODUCTION

APIENC was first founded in 2004, and re-founded in **2013**, with a commitment to young, trans, and gender nonconforming leadership. This shift happened through intentional changes to our structure, work, and initiatives. 6 years later, we've grown in our understanding of queer and transgender API experiences in the Bay Area and we've strengthened our relationships with people across social justice movements.

We have grounded ourselves as a political home for QTAPI leaders, a hub for young people and TGNC API folks, and a convening point for intergenerational connections. **Our core work has become that of transformation:** transforming through our ancestral and collective traumas, transforming into abundance mindsets, and transforming our politics to be internationalist, abolitionist, and grounded in the day-to-day experiences of our people.



PRIORITIES + DIRECTIONS

At APIENC, we want our work to steadily transform and grow our human capacities, enabling us to make clear, intentional decisions and have full agency over our lives. To be able to do this, we need to build tools for our communities to claim our power and exercise self-governance, interdependence, and self-determination every day. Working towards our collective liberation means developing healthy relationships, healing from our traumas, understanding our histories, and organizing our people on the ground.

We've drafted this planning document thinking about the years from now until 2021. It is our intention to ground in our vision and grow with the needs of our community and movement. Read more to see what we're up to!

THE PEOPLE AND ISSUES CENTERED IN THE WORK

PRIORITIES

In the next three years, we will continue our commitment to intersectional social justice. For us, this means rooting our work through lenses that are anti-racist, queer and trans centered, grounded in disability justice and immigrant rights, ecologically just, and internationalist (though not an exhaustive list). We want to prioritize:



WORK LED BY AND CENTERING LGBTQ ASIAN AND PACIFIC ISLANDER PEOPLE

As an LGBTQ API organization, we want to ensure that our overall vision, main programs, and collaborations serve the needs of LGBTQ API people.



ACCESSIBILITY AND POWER FOR THOSE WHO ARE UNDERSERVED IN OUR COMMUNITIES

We will increase our ability to serve and center those who are typically underserved and invisibilized in LGBTQ, API, and LGBTQ API spaces. These folks being: young people, poor folks, trans and GNC community members (especially trans femme people), formerly incarcerated people, immigrants and undocumented people, disabled people, and South Asian and Pacific Islander people. It is a priority to follow the leadership of these community members, create grounded relationships, and avoid the tokenization that flattens our different experiences within the world.



LONG-TERM COLLABORATIONS ROOTED IN OUR VALUES

As a small, grassroots organization, we must think strategically about the ways that we build partnerships with other groups, and prioritize collaborations that are working towards long-term change. We are not interested in one-time collaborations. We're interested in and committed to partnerships that build trust, create accountability, strengthen movements, and work towards long-term visions of social change.

INITIATIVES + TACTICS

DIRECTIONS

Identity does not equate to politic. Even when people share an identity they may not share the same understanding of the world or set of values. When we center certain people or issues, we seek to understand the unique positionality of our communities, our historical oppressions and resistance, and our future visions of the world. Our work is about illuminating the issues that our people face, building solutions, and unifying around an ever-evolving politic.

If our priorities are our decision-making criteria, our directions are the experiments and projects that will get us closer to our goal of LGBTQ API justice. In the next three years, APIENC's work will grow in the following strategic directions:



BUILDING SKILLS: To build a leader-ful movement, we will offer trainings in organizing, fundraising, strategy building, political analysis, conflict resolution, emotional intelligence, transformative justice, API languages, and more.

HEALING AND HEALTH JUSTICE: We will focus on initiatives that challenge us to identify intergenerational traumas and begin journeys of health and healing.

SHIFTING CULTURE TOWARDS INTERDEPENDENCE: In order to build community-centered alternatives to the current systems that do not serve us, we must learn how to work with, trust and show up for one another like our lives and liberation depend on it.

GROWING OUR WORK: We need financial and material resources to grow our work. APIENC will concentrate on raising funds and establishing partnerships that help grow our staff team and provide support for developing leaders to carry the work.

WHAT ARE WE UP TO?

2019 GOALS

In 2018 APIENC created a new set of priorities and directions to guide our work. We spent all of last year testing our strategies, examining the purpose of our work, and struggling through hard conversations about responsibility, crisis, and accountability.

In our reflection and conversation, we've gotten more clear on our purpose. **APIENC's work is about creating real solutions for our communities, and making such solutions politically realistic** (even when that has seemed unimaginable!). We believe that as we fight for justice, we can do so in a way that sees all of who we are as trans, queer, Asian, and Pacific Islander people. In this spirit, the APIENC community has developed the following goals for 2019.



DRAGON FRUIT PROJECT

- **Sharing our Stories:** In order to reactivate our histories and make them more accessible, we will publish at least 20 interviews on the Dragon Fruit Project Portal, finalize our quality control process, and explore alternate forms of dissemination.
- **Dragon Fruit Network:** Incubate and support an intergenerational committee to lead and carry out programs that focus on community care.



BUILDING LEADERS

- **Training and Supporting QTAPI Leaders:** Run 3 programs that develop 25 young QTAPI political organizers who are rooted in values, intersectional history, and concrete tools for social change.
- **Strengthening the LD Process:** Articulate a clear leadership development process for members of APIENC. Identify core skills and competencies necessary, and implement 2 trainings in 2019 for member leaders.



CULTURE SHIFT AND VISIBILITY

- **Increasing Visibility:** Uplift QTAPI work, resilience, and resources by modernizing our external communications, deepening our media narrative in 2 Asian ethnic media outlets, and clarifying our processes and protocols.
- **Building Communications Capacity:** Partner with two other APIENC member-led committees to train 2 spokespeople, complete yearly campaigns, and manage volunteer graphic designers.

WHAT ARE WE UP TO?

2019 GOALS CONTINUED...



TRANS JUSTICE

- **Supporting our TGNC Members:** Host 2-4 workshops by December 2019 that support the healing, health, and relationship building of TGNC API people in APIENC.
- **TGNC API Needs Assessment:** Identify community needs through a peer-led needs assessment. Reach 100 people through an online survey and 2 in-person community roundtables. Make final recommendations by Fall 2019.
- **Building Power:** Mobilize our community and our partners 2-3 times through teach-ins, educational events, marches, and collective action.



FUNDRAISING

- **Growing our Resources:** Raise \$250,000 through a mix of institutional giving, major donors, and grassroots individual donors.
- **Fundraising Advocates:** Establish network of Fundraising Advocates who are trained and supported to make bold asks of community members and institutions on behalf of APIENC.
- **Monthly Sustainers:** Create and run a campaign that increases community awareness and praxis of monthly sustainership. Secure 60 sustainers total by mid-March.



MOVEMENT BUILDING

- **Trans Justice Training:** Train 2-4 Asian American and/or Pacific Islander organizations on Trans Justice history, theory, and praxis. Establish long-term process for integrating trans justice into their organizations.
- **TPOC Organizing:** Build stronger partnerships with organizations led by trans people of color in order to support sustained and interconnected movement ecosystems.
- **Changing Movement Culture:** Articulate, share, and test our long term vision for collaboration by partnering with one group and sharing our results.

Will you join us as we build new worlds?

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