



# APIENC

BUILDING TRANS, NON-BINARY, & QUEER API POWER

2020 PRIORITIES, DIRECTIONS, & GOALS



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APIENC.ORG

API EQUALITY - NORTHERN CALIFORNIA



## INTRODUCTION

2020

The world is on fire. It's no understatement to say that our people are facing political repression, overwhelming inequality, and climate catastrophe. Corrupt politicians and poisonous systems have robbed us of our ability to live, thrive, and be in abundant relationship with the land and one another.

In the face of despair, APIENC has spent the last year remembering how to hope and vision into the future. Inspired by indigenous activists and The Work that Reconnects, we've asked ourselves: what will our work mean for the seven generations after us?

Throughout 2019 members of APIENC have stretched to take bold action that honors our ancestors and builds towards the future. We called on the radical legacies of Pride, led coalitions with other trans folks of color, created mutual aid networks, and committed to healing practice plans. We made decisions rooted in both our immediate needs and our vision for the liberated futures we're fighting for.

Years of investment in skills-building, TGNC leadership, and interdependent partnerships are coming to fruition. Now, in 2020, we're committed to building strategy skills across the organization, so that we're all prepared to get free.



# PRIORITIES

## THE PEOPLE AND ISSUES CENTERED IN THE WORK

From now until 2021, 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. Setting these priorities means planting the seed for future growth.



### TRANS + QUEER API LED

As a trans and queer Asian and Pacific Islander organization, we want to ensure that our overall vision, main programs, and collaborations serve the needs of trans and queer API people.



### POWER TO THOSE UNDERSERVED

We want to increase our ability to serve and center those who are typically underserved and invisibilized in trans, queer, and 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.



### MOVEMENT BUILDING

We're interested in and committed to partnerships that build trust, create accountability, strengthen movements, and work towards long-term visions of social change.

# DIRECTIONS

## INITIATIVES + TACTICS

**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, & 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 as if 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.



# 2020 GOALS

what are we up to?



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 our fights for justice can be intersectional, fun, strategic, and true to who we are as trans, queer, Asian, and Pacific Islander people. In this spirit, the APIENC community has developed the following goals for 2020.



## TRANS JUSTICE

- **TGNC API Needs Assessment:** Establish our impact by February, complete our analysis of results by June, make internal strategy recommendations and share our findings with our broader community.
- **Deepen Our Movement:** Mobilize API community partners twice through educational events and actions for trans justice. Meet with other TGNC organizing groups twice and end the year with a concrete plan for future collaboration with at least one other organization.



## CULTURE SHIFT + VISIBILITY

- **Increase Access & Visibility:** Uplift QTAPI work, resilience, and resources by clarifying best practices for sharing photos and utilizing social media. Update committee processes to reflect findings.
- **Enhance Internal Capacity:** Support committees and members to develop robust communications skills through 2-3 trainings, leadership opportunities, and cross-committee strategy sessions throughout the year.



## BUILDING LEADERS

- **Internal Assessment:** Conduct an evaluation with each APIENC committee to identify leadership needs across the organization. Report back findings to the Core Committee by May.
- **Train and Support QTAPI Leaders:** Facilitate 2 member development opportunities that respond to our internal assessment, specifically focusing one opportunity on currently underserved populations in the QTAPI umbrella.

# 2020 GOALS CONTINUED...

what are we up to?



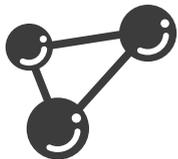
## FUNDRAISING

- **Grow the Committee:** Recruit two members to join the Fundraising Committee, and clarify an onboarding process that incorporates political education relevant to our fundraising strategies.
- **Major Donors:** Train and support committee members to successfully recruit 5 new major donors by November.
- **Chain of Engagement:** Establish a sustainable process for volunteer fundraisers to level up their leadership during each fundraising campaign. Support 2 new trainers by the end of the year.



## DRAGON FRUIT PROJECT

- **Reflect & Recommend:** Collectivize learnings and develop recommendations for the next phase of QTAPI storytelling within APIENC. Share written next steps with our broader community by June.
- **Unite Participants:** Bring together past and present Dragon Fruit Project members through events, one-on-ones, and surveys in order to strengthen relationships and investment in DFP, ultimately establishing new member leadership.



## DRAGON FRUIT NETWORK

- **Deepen Intergenerational Connections:** Build strong relationships through 4 events and regular one-on-ones with committee members.
- **Expand Stewardship:** Support other members of the APIENC community at various levels of engagement in leading 3 workshops or skillshares in order to grow APIENC community care networks beyond Dragon Fruit Network membership.



## MOVEMENT BUILDING

- **TPOC Organizing:** Hold exchanges with 2 other local TGNC organizations and commit to a plan for future collaboration with one organization.
- **Trans Justice Capacity Building:** Work with 2-4 Asian American and/or Pacific Islander organizations on creating long term plans for integrating trans justice into their organizational structure and practices.
- **Supporting Movement Equity:** Support 2-3 organizations that provide services and community for underrepresented parts of our API TGNC community through capacity-building, training, and volunteering.

**WILL YOU JOIN US TO BUILD NEW WORLDS?**

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