

CAA MISSION STATEMENT

CAA was founded in 1969 to protect the civil and political rights of Chinese Americans and advance multiracial democracy in the United States. Today, CAA is a progressive voice in and on behalf of the broader Asian and Pacific American community. We advocate for systemic change that remedies racial injustice, ensures equal opportunities for communities of color, reduces language barriers, and promotes immigrant rights.

華人權益促進會於一九六九年成立，目的在保護華裔的公民和政治權利，以及推動美國的多元種族民主。今天，華促會在和代表廣大的亞太裔社區，是一個進步的聲音。我們促進系統性的改變、解決種族不公、確保有色人種的平等機會、減少語言障礙、和促進移民權利。

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ANNUAL REPORT 2005-06

CAA

董事會主席致言

親愛的朋友，

無論是通過工作啟發社會對種族和族裔的態度，或通過爭取正義和平等的公共政策，華人權益促進會的工作重心，是不斷求變。因此，華促會在過去兩年的改變並非意外，而其他的改變將陸續有來。

最明顯的是潘偉旋出任華促會的新行政主任；他的工作，是更新華促會的工作，帶領我們向前。在董事會的全力支持下，我們才華卓越的職員同時肩負新的領導角色和更多的組織責任。最重要的是，經過一個過渡和計劃期，我們重申華促會的信念和宗旨，精神抖擻繼續邁進。

我多年在華促會的經驗所得，有一個不變的事實是，我們有社區的忠誠支持。我們的盟友、財務支持者、以及我們服務對象，對華促會一直義無反顧大力支持，對此信任，我們衷心感謝，並感謙遜。

我們熱切與大家一起合作，在過去的成功基礎下，創造更光明的未來。

董事會主席, 關少薇

行政主任致言

親愛的朋友，

每個人都同時兼有公民的權利和社會的責任。華促會代表我們服務的社區，三十八年來一直為保護這些權利和促進這些責任奮戰。這份年報，重點報告我們在2005年和2006年的工作。

今天，我們用不同的策略來創造社會的改變。在草根層次，我們建立亞太裔社區參與公民生活的能力。這些活動包括領導發展、就業服務、和直接的社區教育及外展。在系統性的層次，我們爭取創造更公平和平等的公共政策。我們的核心議題是移民權利、多元化語言、和種族正義。我們從各方面的工作，致力促進同盟，加強亞太裔在進步運動的角色。

我很感激很多相關者的鼓勵和支持，並展望繼續合作。

行政主任, 潘偉旋



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FROM THE CHAIR OF THE BOARD OF TRUSTEES

Dear Friends,

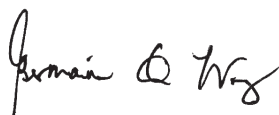
Whether through efforts to enlighten societal attitudes about race and ethnicity or through public policy advocacy for justice and equality, change has always been at the heart of our work at CAA. It should therefore be no surprise that CAA, too, has changed during the past two years, with additional changes still to come.

Most obviously, we have a new executive director in Vincent Pan, who has been charged with renewing CAA and leading us into the future. With the full support of the Board of Trustees, our talented staff have also assumed new leadership roles and additional organization responsibilities. And most importantly, after a period of transition and planning, we have renewed momentum in our cause and mission.

One thing that has never changed in my years with CAA is the loyal support of our communities. Our allies, financial supporters, and constituents have been steadfast in their commitment and devotion, and we are wholeheartedly grateful for and humbled by this trust.

We are eager to work with all of you to build upon our past victories and create an even brighter future.

Sincerely,



Germaine Q Wong
Chair, Board of Trustees

FROM THE EXECUTIVE DIRECTOR

Dear Friends,

Every human being has both civil rights and social responsibilities. On behalf of the communities we serve, CAA has for 38 years fought to protect those rights and promote those responsibilities. This report highlights our work in 2005 and 2006.

Today, we pursue multiple strategies to create social change. At the grassroots level, we build the capacity of Asian and Pacific American communities to participate in civic life. These activities include leadership development, employment services, and direct community education and outreach. At the systemic level, we advocate for public policy that creates a more fair and equitable society. Our core issue areas are immigrant rights, language diversity, and racial justice. Throughout our work, we strive to foster alliances that strengthen the role of Asian and Pacific Americans in progressive movements.

I am grateful for the encouragement and support of our many stakeholders, and I look forward to our continued work together.

Sincerely,



Vincent Pan
Executive Director

社區建設

在2005年和2006年我們增加了支援社區參與公民生活的能力。在我們擴大此方面的工作時，我們以低收入、移民、和不熟諳英語者的需要為優先。我們的社區建設活動包括領導發展、就業服務、和直接社區教育及外展。

領導發展

在過去三年，華促會一直組織公校家長和提供領導發展，改善不熟諳英語家長參與三藩市聯合校區的能力。通過訪谷家長會，一個服務不熟諳英語家長的教育和爭取權益組織，華促會領導由家長推動的爭取權益訓練、教育講座、以及公民參與項目。

華促會的家長領導積極爭取移民家長的需要，在三藩市教育委員會前作證、支持增加翻譯服務、向少數民族和主流傳媒做有關公共教育議題的匯報、和主持有關語言方便、家長參與、及三藩市幼稚園至十二年級學生派位程序等社區講座。訪谷家長會同時繼續在三藩市東南區，成為一個亞裔有力的聲音。

就業服務

在2005年和2006年華促會安排了七百多名主要是移民的求職者找到穩定的工作和加入就業訓練計劃。我們的支援包括一般協助、為求職者爭取權益、和提供資料和轉介。

回應本地製衣業之衰退、我們和華人進步會、三藩市勞工委員會、及市立大學推出一個獨特的合作計劃。在十八個月內，此合作計劃為一百多名因工廠關閉而被裁員之移民工人，統籌職業英語和就業訓練、就業發展及安排、福利協助、和個案管理服務。

華促會又推出一個特別的項目，聯繫近期因製造和包裝業轉往海外而被裁員的工人，探索轉行酒店業和家護業之新機會。我們提供訓練、小組支援、和聯絡可能的僱主，幫助只講華語和職業技能有限制的華裔婦女，找得本來較難獲得的工作。

在建築和施工業，華促會和Young Community Developers及市立大學合作，推出一個創新的電氣和水喉工會學徒前計劃項目，以三藩市東南區低收入居民為服務對象。計劃的目的為本地的居民在較高技能的行業和公用事業提供就業的機會。

社區教育和外展

每天，華促會以雙語為隨訪者和電話要求轉介者提供多種不同重要社區服務及資源。我們平均每天收到十五個查詢，在2005年和2006年回應超過一千多個查詢；這些查詢主要來自低收入和不熟諳英語的移民。此外，華促會並根據個案，回應社區調停和歧視指控的來電。

華促會的社區外展和教育工作，確保在很多急切的社區議題中，有主動的和進步的亞太裔聲音。通過我們與服務對象的直接互動，以及為主流和少數族裔傳媒作為訊息資源，華促會透過傳媒表明反對固定形象偏見，並為有色社群的政治參與、移民、平等權利、以及婚姻平等課題發言。只在2006年一年，報章、電台、電視、和國際網路引用華促會的評論或專題報導華促會的新聞就超過一百多次。

擊敗2005年的提案

在2005年十一月，華促會與其他亞太裔機構組成聯盟，成功的擊敗多個有害的州提案。作為與提案73, 74, 75, 76和77有關的公共教育及選民動員工作，華促會為每個提案作出廣泛的分析，協助華語報章採訪，和組織選民參與活動。



“在失業後，華促會的就業服務給我專業的技能，幫助我在新的托兒界找到工作。在他們的協助下，我接受英語訓練，面試技巧，和得到支援，成為一名托兒工作者。”

— Judy Li, 前衣廠工人



“華促會教導我大膽為我的家庭和社區其他移民家庭發言。第一次，我發現和其他家長合作和以團體方式表達心聲之力量。”

— Cindy Li, 家長領導

COMMUNITY BUILDING

In 2005 and 2006 we increased our capacity to support community participation in civic life. As we expanded, we prioritized the needs of low-income, immigrant, and limited-English proficient (LEP) individuals. Our community building activities included leadership development, employment services, and direct community education and outreach.

Leadership Development

For the last three years, CAA has been organizing public school parents and providing leadership development to improve LEP parental involvement in San Francisco Unified School District. Through the Visitacion Valley Parents Association, an education and advocacy group for limited-English proficient parents, CAA led parent-run advocacy trainings, educational workshops, and civic engagement projects.

CAA parent leaders were active in advocating for the needs of immigrant parents, testifying at the San Francisco Board of Education in support of increased translation services, conducting briefings on public education issues with ethnic and mainstream media, and leading community workshops on language access, parental involvement, and the San Francisco K-12 student assignment process. The Visitacion Valley Parents Association also continued to be a critical Asian and Pacific American voice in the Southeast sector of San Francisco.

Employment Services

In 2005 and 2006 CAA placed more than 700 primarily immigrant jobseekers in steady employment and vocational training programs. Our support included general assistance, client advocacy, and information and referral.

We launched a unique partnership with Chinese Progressive Association, the San Francisco Labor Council, and City College of San Francisco in response to the decline of the local garment manufacturing industry. Over 18 months, this partnership coordinated vocational English and job training, job development and placement, benefit assistance, and case management services to 100 immigrant workers laid off during factory closures.

CAA also launched a special effort to connect recently laid off workers, whose manufacturing and packaging jobs moved overseas, with new opportunities in the hospitality and home health care industries. We provided training, small group support, and interactions with prospective employers to help monolingual Chinese women with limited transferable skills obtain otherwise unattainable positions.

“After losing my job, CAA employment services gave me the professional skills to get a job in a new childcare industry. With their help, I was able to get the English training, interview skills, and support to become a child care provider.”

—Judy Li, Former Garment Worker

In the building and construction trades, CAA partnered with Young Community Developers and City College to launch an innovative electrical and plumbing union pre-apprentice program targeting low-income residents in Southeast San Francisco. The goal was to provide local residents with career opportunities in higher-end skilled trades and public utilities.

Community Education and Outreach

Every day, CAA provides bilingual walk-in assistance and phone referrals on a wide range of critical community services and resources. With a daily average of 15 inquiries, CAA fielded well over a thousand requests for help in 2005 and 2006, primarily from low-income and limited-English proficient immigrants. In addition, CAA responded to calls for community mediation and allegations of discrimination on a case-by-case basis.

CAA community outreach and education efforts also ensured a proactive progressive Asian and Pacific American presence on many pressing social issues. Through direct interaction with our constituency, and by serving as a resource for mainstream and ethnic media, CAA spoke out on stereotyping in the media, the political participation of communities of color, immigration reform, affirmative action, and marriage equality. In 2006 alone, CAA was cited or featured in over 100 news stories in print, radio, television, and internet media.

Campaign to Defeat 2005

Ballot Initiatives

In November 2005, CAA joined a coalition of Asian and Pacific American organizations to successfully defeat a series of harmful statewide ballot initiatives. As part of public education and voter mobilization efforts related to Propositions 73, 74, 75, 76 and 77, CAA developed and disseminated extensive analyses for each ballot initiative, facilitated Chinese-language press coverage, and organized voter participation activities.

“CAA taught me to stand up and speak out for my family and other immigrant families in the community. For the first time, I saw the power of working with other parents and speaking out as a group.”

—Cindy Li, Parent Leader

多元化語言

華促會在2005年和2006年，更接近達到我們支持一個多種語言和不熟諳英語人士均能享有平等機會的社會的願景。在三藩市，我們監察平等使用服務法令，集中於警務處的語言協助政策，在市政府建築訓練計劃中爭取提供職業ESL英語訓練，在選舉時監察有較高語言協助需要的投票站情況，以及在公立學校為不熟諳英語家長之參與取得重大的成果。

平等使用警察服務

三藩市不熟諳英語的居民，與警察溝通一直有困難；近年有兩個例子，就是因為語言的障礙而導致華人被槍擊致命。華促會和民權律師委員會，以及三藩市的公共警務投訴辦公室合作，提出新政策，確保不熟諳英語的居民均能有意義和安全使用警察服務。我們的促進權益工作，導致警務處設定提供免費語言協助的新指引，以及限制使用未成年人士、兒童、旁觀者、或證人任傳譯員。談判同時打開為警察作特別語言檢定之大門，和在緊急溝通部門有更具效率的協調。華促會繼續爭取更多措施，改善警務處的語言協助服務。

工作力發展的語言訓練

在一個不斷轉變的經濟體系下，華促會致力確保在三藩市工作力發展計劃中，優先兼顧那些不熟諳英語者的需要。為達到此目的，我們爭取在市長經濟和工作力發展計劃 CityBuild Academy 的訓練中結合職業ESL英語；該計劃統籌建築行業的工作訓練、安排、和支援。此促進權益計劃，以我們的工作為基礎，設立了建築業VESL課程，在市立大學授課。

三藩市選民的語言權利

華促會多年來於選舉日在投票站監察結果，發現很多不熟諳英語的選民無法取得雙語選票，即使在法律上規定要提供語言協助的選區內亦然。為準備2006年的選舉，華促會和三藩市選務處會面，制定改善雙語投票站工作人員的招募和訓練計劃。這些改變包括在決定聘任工作人員時兼顧通曉第二種語言的能力、為雙語投票站工作者提供補充訓練、編製一份中文和西班牙文的選舉名詞表，以及為職員舉辦瞭解文化的講座。華促會同時動員盟友確保選務處有足夠的雙語職員。為制止可能減少主要計劃的預算行動，華促會在公聽會中作證並與制定政策者會談，最後恢復七十五萬元的選民外展預算。

公平使用服務法，語言服務辦公室，和311

為確保市府部門執行公平使用服務法，華促會與三藩市移民權利委員會IRC緊密合作，提供技術援助和其他資源。在2006年，IRC舉行一個公聽會，識別使用市政服務不熟諳英語居民的需要，並發出一個報告，指出部門提供語言服務的表現，突出“模範”部門之最佳作風，並爭取加強和說明此法的執行條款。

華促會同時成功的在2006年市府預算中，爭取到 \$150,000用於通過設立語言服務辦事處，提供中央化的翻譯和傳譯服務。此資金提供初步的資源，加強市府311項目的語言服務，這是三藩市居民可以查詢所有市政服務的電話。

學校內不熟諳英語家長的參與和多種語言教育

家長要成為子女教育的有效決定者和真正的伙伴，需要收到孩子學校有關的資料和充份參與孩子的學校。但是，在三藩市聯合校區，最少有57%的學生人口目前是正式的英語學習者，語言障礙繼續是阻礙很多移民和不熟諳英語家長能做出有意義的參與。由華促會領導的亞太教育聯盟，經常制定新策略，幫助家長克服這些障礙。

華促會是三藩市聯合校區的雙語社區委員會BCC代表，這是一個由 Lau v. Nichols 案規定設立的顧問委員會，規定校區為英語學習者提供學習核心課程的機會。在2005年BCC成員訪問了五十家學校，發現很多英語學習者並未取得足夠的學術支援和使用。BCC記錄和向聯邦法院提交這些發現，指出校區需每年進行監察和提供報告，以達到Lau案協議之目標。

“在制定三藩市警務處的語言方便協定方面，華促會是公共警務投訴辦公室一個重要的伙伴。此份協定將幫助確保所有的三藩市居民，不論他們的語言能力，均能有效地和三藩市警務處溝通。通過我們集體的努力，我們希望三藩市警務處成為其他警察部門的模範，致力奉行為所有居民提供使用服務的平等。”

—Samara Marion, 三藩市公共警務投訴辦公室



華促會對語言方便之研究

Bridging the Language Gap (2005) (拉近語言差距) 觀察對不熟諳英語移民員工缺少適當語言之工作力和就業訓練。報告發現即使在有相當移民人口的社區，這些服務很多時候均見不足。報告建議本地的機構尋求建立和資助工作力發展計劃，協助不熟諳英語的求職者。

No Parents Left Behind (2005) (無家長被遺漏) 評估加州有最多亞太裔學生人口的十五個校區的翻譯政策。報告指出加州缺乏一個協調的方法，用家長熟諳的語言和他們溝通並鼓勵他們參與，而此類挑戰在多個校區均見一致。此研究成為AB680 (Chan) 法案的基礎；加州立法議會於2006年通過此立法，改善監察和遵守法律規定之學校材料翻譯。

Lost Without Translation (2006) (沒有翻譯的迷失) 指出三藩市聯合校區不熟諳英語家長面對的語言障礙。超過125名家長參與研究，發現不熟諳英語家長有效參與之系統性問題何在。大部份接受調查的家長認為在做其與子女教育有關的決定時，講英語時均不感自在，有更多口譯的需要，以及不知道校區其實有提供他們選擇之語言的資源。

Language Barriers to Voting (2006) (投票的語言障礙) 摘要加州不熟諳英語選民面對的語言障礙。此和亞太裔法律中心 (APALC) 合作之報告，說明在南加州和北加州182個投票站監察結果，發現投票之語言障礙來自缺少兩個重要的資源：幹練的雙語投票站工作人員、和翻譯文件。報告的結論是建議通過更好遵守目前的投票權利法，改善語言協助。

Protecting California's Democracy (2006) (保護加州的民主) 與APALC 合作之報告，扼要說明本地政府需遵守聯邦和州訂雙語選民協助法之責任。報告向州務卿和本地選舉官員提出建議，在有高度語言協助需要的縣區，實施和監察語言協助計劃。

所有這些研究報告，均可在華促會網頁查閱
www.caasf.org/publications.htm

CAA RESEARCH ON LANGUAGE ACCESS

Bridging the Language Gap (2005) examines the lack of language appropriate workforce and vocational training services for LEP immigrant workers. The report found that even in communities with large immigrant populations, the existence of these services often fall below demand. Recommendations are provided for local agencies looking to create and fund workforce development programs to assist limited-English speaking job seekers.

No Parents Left Behind (2005) assesses the translation policies of the 15 school districts in California with the largest Asian and Pacific American student populations. The report demonstrated that California lacks a coordinated approach to communicating with and engaging parents in their fluent language and that these challenges are consistent across school districts. *No Parents Left Behind* became the foundation for AB 680 (Chan), California legislation passed in 2006 to improve monitoring and compliance of legally required translation of school materials.

Lost Without Translation (2006) documents the language barriers faced by limited-English proficient parents in the San Francisco Unified School District. More than 125 parents participated in the study, which found systemic challenges to the effective involvement of parents with limited-English proficiency. A majority of parents surveyed felt uncomfortable speaking English when making decisions related to their children's education, had a need for more oral interpretation, and were unaware of school district resources available in their preferred language.

Language Barriers to Voting (2006) summarizes language barriers faced by limited-English voters in California. The joint report by the Asian Pacific American Legal Center (APALC) and CAA describes poll-monitoring results from 182 polling sites in Northern and Southern California and finds that language barriers to voting stem from the lack of two critical resources: competent bilingual poll workers and translated documents. It concludes with recommendations for improving language assistance through better compliance with existing voting rights laws.

Protecting California's Democracy (2006), published jointly with APALC, outlines local governments' responsibility to comply with federal and state bilingual voter assistance laws. Recommendations were made for the Secretary of State and local election officials to implement and monitor language assistance plans in counties with high language assistance needs.

All reports are available at www.caasf.org/publications.htm.

LANGUAGE DIVERSITY

CAA drew closer to achieving our vision of a multilingual society with equal opportunities for limited-English proficient individuals in 2005 and 2006. In San Francisco, we monitored implementation of the Equal Access to Services Ordinance with a focus on the Police Department's language assistance policies, advocated for a vocational ESL track in the City's construction training program, monitored polling sites with high language assistance needs during elections, and won significant gains for the involvement of limited-English proficient parents in the public schools.

Equal Access to Police Services

Limited-English proficient residents of San Francisco have long had difficulties communicating with police officers, and in two instances in recent years, language barriers have led to the shooting deaths of Chinese Americans. In response CAA and the Lawyers Committee for Civil Rights, together with the Office of Citizen Complaints, proposed new policies to ensure that LEP residents have meaningful and safe access to police services. Our advocacy led to new Department guidance on the provision of free language assistance, as well as limits on the use of minors, children, bystanders and witnesses as interpreters. The negotiations also opened the door for specialized language certification for police officers and more efficient coordination with the Emergency Communications Department. CAA continues to advocate for additional measures to improve language assistance in the Police Department.

Language Training in Workforce Development

In the context of a changing economy, CAA worked to ensure that the needs of those with limited-English proficiency are prioritized in San Francisco's workforce development plans. To this end, we advocated for the integration of vocational English as a second language (VESL) training into CityBuild Academy, the new Mayor's Office of Economic and Workforce Development program that coordinates construction job training, placement, and support. This advocacy built on our work creating the VESL for construction trades program now institutionalized at City College of San Francisco.

Language Rights for San Francisco Voters

CAA Election Day poll monitoring efforts over the years have revealed that many limited-English proficient voters do not have equal access to the ballot, even in precincts legally required to provide language assistance. In preparation for the 2006 elections, CAA met with the San Francisco Department of Elections to develop plans for improved bilingual poll worker recruitment and training. Changes included making second language abilities a factor in hiring decisions, supplemental training for bilingual poll workers, a glossary of Chinese and Spanish election terminology, and staff cultural competency workshops. CAA also mobilized allies to ensure adequate bilingual staffing at the Department of Elections. To reverse budget actions that would have gutted key programs, CAA testified at public hearings and met with policymakers, ultimately restoring approximately \$750,000 to the voter outreach budget.

Equal Access to Services Ordinance, Office of Language Services, and 311

To ensure that City departments are adhering to the Equal Access to Services Ordinance, CAA works in close collaboration with San Francisco's Immigrant Rights Commission (IRC) to provide technical assistance and other resources. In 2006 the IRC held a public hearing to identify ongoing needs of LEP residents in accessing City services, and a report was released to document how well departments have been providing language services, highlight best practices by "model" departments, and advocate for the strengthening and clarification of the Ordinance's enforcement provisions.

CAA also successfully advocated for \$150,000 in the 2006 City budget to develop infrastructure for centralized translation

and interpretation services through the creation of the Office of Language Services. The funds provided initial resources to enhance language access to the City's 311 project, the new entry point for San Francisco residents to all City services.

Limited-English Proficient Parental Involvement and Multilingual Education in Schools

To be effective decision-makers and true partners in their children's education, all parents need to receive relevant information and participate fully in their children's schools. However, in the San Francisco Unified School District (SFUSD), where at least 57% of the entire district's student body is either currently or formally an English Learner, language barriers continue to prevent many immigrant and LEP parents from achieving meaningful parent involvement. The CAA-led API Education Coalition meets regularly to develop new strategies for helping parents overcome these barriers.

CAA is represented on SFUSD's Bilingual Community Council (BCC), an advisory body mandated by the *Lau v. Nichols* Consent Decree, which requires the district to provide English Learners access to the core curriculum. In 2005 BCC members visited 50 schools and found that many English Learners were not receiving adequate academic support and access. BCC documented and submitted these findings to the federal court to demonstrate that yearly monitoring and reporting from the school district was necessary to achieve the goals of the *Lau* Consent Decree.

"CAA has been an invaluable partner with the Office of Citizen Complaints in developing a language access protocol within the San Francisco Police Department. This protocol will help to ensure that all San Francisco residents, regardless of language ability, will be able to effectively communicate with the SFPD. Through our collective efforts, we are hopeful that the SFPD can be a model for other police departments that are committed to the principles of equal access to services for all citizens."

—Samara Marion, San Francisco Office of Citizen Complaints

種 族 正 義

自華促會成立以來，我們一直對抗多種不同形式的種族主義和種族不平等。在2005年和2006年華促會繼續大膽發言，反對有害的固定形象偏見，分析在公私行業的系統性歧視，和促進融和的政策。公共政策行動包括仇恨罪案立法，重視種族的平權計劃，和在學校及工作地點消除種族隔離。

三藩市聯合校區的種族重新隔離

在三藩市很多學校，由於在學生派位中沒有考慮種族的因素，種族隔離的情況大見增加。監督三藩市聯合校區學生派位政策的NAACP協議於2005年結束，使對付學校重新不斷出現隔離之問題帶來重要的新挑戰。華促會參與有關顧問委員會，探索促進多元化的選擇，和為家長提供有關學生派位過程及其歷史的資料。華促會與亞太法律維護和教育計劃，就美國最高法院審訊 *Meredith v. Jefferson County Board of Education, et al.* 和 *Parents Involved in Community Schools v. Seattle School District No.1* 的學校種族隔離案件中，提交法庭之友摘要，指出多元化的課室對亞太裔學生之重要和長期利益。

對抗種族主義的形象偏見

2005年有兩套錄影帶展示醜惡的種族主義，一套是三藩市四九人隊製作的，另一套是三藩市警務處製作的。在 2005年六月華促會對四九人隊訓練錄影帶之種族主義、性別主義、和同性戀恐懼之內容，領導作出進步的回應。在協調傳媒外展，要求道歉，和與四九人隊主持社區會議之後，華促會和社區行動份子成功的得到四九人隊基金會之承諾，重新調動資源解決仇恨暴力和不容忍的問題。幾個月之後，華促會協助動員一個由亞太裔社區領袖組成的聯盟，回應三藩市警務處製作多套含種族主義、性別主義、和同性戀恐懼內容的錄影帶。華促會和民選官員及其他民權領袖會面，確保以後的調查包括社區成員，和爭取社區監督之專長和警方之問責性。

在2005年和2006年一系列種族主義的事件受到相當的傳媒報導，刺激華促會和其他民權團體組織抗議，其目標從受歡迎的電視人物到跨國公司等。Rosie O'Donnell 在節目 *The View* 中作出“ching chong”的噪音，惹怒了亞太社區，要求她在電視上正式道歉。雖然以後她沒有在節目中再有此表現，大部份的亞太裔認為她並未真正道歉。運動衣物大公司 Adidas 在推出其有限版本的“黃色”系列球鞋時，描繪一名斜眼和大暴牙的亞裔青年。因為收到無數的抗議信件，Adidas 停止行銷該鞋。

RACIAL JUSTICE

Since our very founding, we have battled many forms of racism and racial hierarchy. In 2005 and 2006 CAA continued to speak out against harmful stereotypes, analyzed systemic discrimination in the private and public sector, and promoted policies that affirm inclusion. Public policy initiatives included hate crime legislation, race-conscious affirmative action programs, and efforts to de-segregate school and workplace environments.

Re-Segregation in the San Francisco Unified School District

In many of San Francisco's schools, racial isolation has dramatically increased in the absence of race considerations in the student assignment plan. The NAACP Consent Decree that oversaw the student assignment policy in the San Francisco Unified School District ended in 2005, bringing significant new challenges to combating the growing problem of school re-segregation. CAA participated in advisory committees to explore options for promoting diversity and provided parents with information about the student assignment process and its history. CAA also joined the Asian American Legal Defense and Education Fund in an *amicus* (friend of the court) brief in the U.S. Supreme Court voluntary school integration cases of *Meredith v. Jefferson County Board of Education, et al.* and *Parents Involved in Community Schools v. Seattle School District No. 1* to demonstrate the importance and long-term benefits of diverse classrooms to Asian and Pacific American students.

Fighting Racist Stereotypes

Racism reared its ugly head in two separate videos in 2005, one produced by the San Francisco 49ers and the other by the San Francisco Police Department. In June 2005 CAA led a progressive response to a racist, sexist, and homophobic 49ers training video. After coordinating media outreach, demanding an apology, and hosting community meetings with the 49ers, CAA and community activists succeeded in securing a commitment from the 49ers Foundation to re-direct resources to address hate violence and intolerance. Several months later, CAA helped mobilize a coalition of Asian and Pacific American community leaders in response to a number of racist, sexist, and homophobic videos produced by San Francisco police officers. CAA met with elected officials and other civil rights leaders to ensure subsequent investigations included community members and advocates with expertise in community policing and police accountability.

In 2005 and 2006 a string of racist incidents received significant media coverage and galvanized CAA and other civil rights groups to organize protests whose targets ranged from a popular TV personality to a multinational corporation. Rosie O'Donnell angered APA communities when she made "ching chong" noises on *The View*, which led to a demand for a formal televised apology. Although she did make conciliatory comments on her show, most APAs felt she did not truly apologize. Sportswear giant Adidas caused outrage when it released a limited-edition sneaker as part of its "Yellow" series that depicted a yellow Asian youth with slanted eyes and buck teeth. Adidas responded to a large write-in campaign by halting distribution of the shoes.

促進社會改變

“AACRE一直是加州亞太裔進步議題的傑出權益促進者。在過去五年，他們協助制定保護移民社區的公共政策，在沙加緬度享有能做出實績的聲譽。身為立法者，我十分重視他們的意見和在重要立法議題中的效能。”
—Alberto Torrico，眾議員，代表第二十區

在2005年和2006年，我們的工作愈來愈重要的一部份是擴大發展和保持進步亞太裔運動的行動。華促會承認建立新聯盟和策略的需要，領導多個多種策略和多個組成體之改變項目。

亞太民權和平等計劃 (AACRE)

這是一個由華促會、亞太法律中心、和亞洲法律聯議會組成的合作計劃，是第一個也是唯一一個在沙加緬度爭取發展和推進亞太裔進步社會公義議程立法及預算的計劃。

在2005年和2006年，AACRE和社區人士及立法者合作，推出和爭取重要的移民、語言、和民權立法。成功的立法例子包括：

- AB378 (Chu)法案，擴大仇恨罪行受害者控告犯罪者之條例限制。
- JLAC Audit Request #2005-137 (Goldberg)，確保公校遵守規定，為不熟諳英語的家長提供書面翻譯材料。
- AB 680 (Chan)法案，增加家長參與公校的機會。
- AJR 37 (Ridley-Thomas)法案，要求聯邦續期選舉權立法。

另外，十個AACRE支持的法案已簽署成為法律，為加州各地的亞太裔和移民取得重要的民權保障。

AACRE同時在2005年和2006年聯合主辦一個亞太裔政策峰會，聚合來自加州各地的立法者，權益促進者，和社區人士，討論影響亞太裔的預算和立法建議。AACRE繼續印發Asian Pacific Americans on the Record，是一年一度評估州立法者對加州亞太裔優先的項目如何投票。

亞太裔婚姻平等

華促會在美國第一個亞太裔的民權機構設有一個促進男女同性戀，雙性戀和變性者(LGBT)平等機會的項目。API Equality (亞太裔平等聯盟)與亞太裔社區合作，促進LGBT家庭的公平婚姻權利和公平待遇，尋求在亞太裔的民權議程中，包括同性夫婦之婚姻歧視和奮鬥的議題，和在亞太裔社區中建立接受及容忍LGBT人士。API Equality培養亞太裔社區領袖和個人成為有力的婚姻平等權益促進者，幫助統籌全州性的有關公共教育和聯盟。

API Equality在2005年做了一個有關三藩市高等法院Woo v. Lockyer, et al.案件的社區教育，該案發現否定男女同性戀人結婚之權利違反加州的憲法。此外，API Equality在2006年團結社區人士，在聯邦參議院擊敗所謂“婚姻保護修訂法”，該法案如獲通過將禁止同性婚姻，和威脅家庭伴侶關係及民事結合。最後，API Equality爭取宗教自由和民事婚姻保護法，此法在加州立法議會通過，但被州長否定。

PROMOTING SOCIAL CHANGE

An increasingly important part of our work, in 2005 and 2006 CAA expanded initiatives to grow and sustain a progressive Asian and Pacific American movement. Recognizing the need for new coalitions and strategies, CAA led several multi-strategy and multi-constituency change projects.

Asian Americans for Civil Rights and Equality (AACRE)

A collaborative of CAA, the Asian Pacific American Legal Center, and the Asian Law Caucus, AACRE is the first and only Sacramento-based legislative and budget advocacy project dedicated to developing and advancing a progressive social justice agenda on behalf of Asian and Pacific American communities.

In 2005 and 2006, AACRE worked with community members and lawmakers to sponsor and advocate for critical legislation in immigrant, language, and civil rights. Our successful legislative efforts included:

- AB 378 (Chu) to extend the statute of limitations for hate crime victims to prosecute their perpetrators.
- JLAC Audit Request #2005-137 (Goldberg) to ensure public school compliance with providing written translated materials to LEP parents.
- AB 680 (Chan) to increase opportunities for parental involvement in public schools.
- AJR 37 (Ridley-Thomas) calling for federal renewal of the Voting Rights Act.

Ten other bills supported by AACRE were also signed into law, securing key civil rights protections for APAs and immigrants throughout California.

AACRE also co-sponsored the API Policy Summits in 2005 and 2006, which brought together policymakers, advocates, and community members from throughout California to discuss budget and legislative proposals impacting Asian and Pacific Americans. AACRE continued to publish *Asian Pacific Americans on the Record*, an annual assessment of how state lawmakers voted on priority issues for California's APAs.

Marriage Equality for Asian and Pacific Americans

CAA is the first APA civil rights organization in the nation with a project promoting equality for lesbian, gay, bisexual, and transgender (LGBT) individuals. API Equality works in APA communities to promote equal marriage rights and fair treatment of LGBT families, seeks to integrate marriage discrimination and the struggles of same-sex couples into the Asian and Pacific American civil rights agenda, and builds acceptance and tolerance for LGBT people within APA communities. API Equality builds the capacity of APA community leaders and individuals to be effective marriage equality advocates and helps coordinate statewide public education and coalitions.

API Equality conducted community education on the 2005 San Francisco Superior Court ruling in *Woo v. Lockyer, et al.*, which found that denying gays and lesbians the right to marry violates the California Constitution. In addition, API Equality rallied community members in 2006 to defeat the so-called "Marriage Protection Amendment" in the U.S. Senate, which would have banned marriage for same-sex couples and threatened domestic partnerships and civil unions. Lastly, API Equality advocated on behalf of the Religious Freedom and Civil Marriage Protection Act, which passed the California legislature, but was vetoed by the Governor.



"AACRE has been a great advocate for progressive issues that affect Asian and Pacific Americans in California. In its five years, they've helped frame public policy to protect immigrant communities, and have earned a reputation for getting things done in Sacramento. As a legislator, I highly value their input and effectiveness on key legislative issues."

—Alberto Torrico, California State Assembly Member, 20th Assembly District

移民權利



與語言權利和種族正義密切有關，移民權利在2005年和2006年更見重要。為回應反抗移民政策行動，華促會特別聯繫亞太裔的獨特移民歷史和經驗和人道及正義的移民政策一起。

全面的移民改革

華促會召集廣大的亞太裔服務者和權益促進者，舉辦一個有關亞太裔和移民權利的社區論壇。論壇聚合了移民專家、健康護理工作者、服務者、和草根組織者，討論有關亞太裔的立法問題。在論壇之後，華促會的職員參加多個移民權利遊行和向傳媒簡報移民議題，包括向Fresno市的New America Media和在KALW電台作出評論。

三藩市移民法律和服務網絡

華促會與三藩市的權益促進者及社區機構合作，取得\$850,000，設立一個服務移民的社區法律和社會服務網絡。作為此網絡的創辦會員之一，華促會目前正協助改善移民社區的法律服務，和擴大社區團體提供準確移民政策和服務之能力。我們的外展、講座、和資源展覽會以三藩市服務不足的亞太裔為對象，特別是華埠和訪谷的亞太裔。

“在確保所有移民均取得重要的資料和法律服務方面，華促會提供亞裔的觀點，起重大作用。”

—Carolyn Tran，三藩市移民法律和服務網絡

IMMIGRANT RIGHTS

Closely tied to language rights and racial justice, immigrant rights took on additional significance in 2005 and 2006. In response to a host of anti-immigrant policy initiatives, CAA made a particular effort to connect the unique immigrant history and experience of Asian and Pacific Americans with humane and just immigration policy.

Comprehensive Immigration Reform

CAA convened a broad group of APA service providers and advocates for a community forum on APAs and Immigrant Rights. The forum brought together immigration experts, health care providers, service providers, and grassroots organizers on a panel to discuss the relevance of pending legislation on APA communities. Following the forum, CAA staff participated in several immigrant rights marches and media briefings on immigration, including with New America Media in Fresno and on KALW radio.

San Francisco Immigrant Legal and Education Network

In partnership with other San Francisco advocates and neighborhood organizations, CAA took the lead in securing \$850,000 to establish a community-based network of legal and social services for immigrants. As a founding member of this network, CAA is helping to improve legal services for immigrant communities and to expand the capacity of community groups to provide accurate information on immigration policy and services. Our outreach, workshops, and resource fairs target underserved Asian and Pacific American communities in San Francisco, particularly in Chinatown and Visitacion Valley.

“Chinese for Affirmative Action has been instrumental in bringing the Asian and Pacific American perspective in ensuring that all immigrants have access to critical information and legal services.”

—Carolyn Tran, San Francisco Immigrant Legal & Education Network

CELEBRATION OF JUSTICE 2005 AND 2006 SUPPORTERS

2005

Defenders of Justice \$5000 and above

FHLBank San Francisco
Kaiser Permanente
Kent M. Lim & Company

Advocates of Justice \$3500 and above

Heller Ehrman
Minami Lew & Tamaki
Wells Fargo

Guardians of Justice \$2000 and above

Bank of the Orient
Bingham McCutchen LLP
Onilda Cheung and
Steven C. Owyang
Chinese American Institute of
Engineers and Scientists
Henry & Priscilla Der
Elaine Dong and Mock/Wallace
Forest City/Westfield
Ironworkers Local 377
May Jew and Emily Lee
KGO-TV/KGO AM RADIO
Leiff Cabraser Heimann
& Bernstein
Sinclair & May Louie
Eva C. Lowe
Rolland & Kathryn Lowe

Pacific Gas and Electric Com-
pany

Midori B. Sakai
Union Bank of California
United Commercial Bank
Linda & Ling-chi Wang
Germaine Q Wong
Yamas Controls
Michiko & Toshio Yasui and
Yasui Consulting

Guardian Table Hosts

Association of Chinese
American Administrators
Diane T. Chin
Lovely Dhillon and Jassi Singh
Frances & Frankie Lee
Shauna Marshall

Northeast Community Federal
Credit Union

The Association of Chinese
Teachers/TACT
Kathy Owyang Turner
Theodore H. Wang

Community Partners

Asian American Bar Association
Marin Chinese Cultural
Association
Equal Justice Society
California Teachers Association
Asian Firefighters Association
Organization of Chinese
Americans-SF

2006

Defenders of Justice \$5000 and above

FHLBank San Francisco
Kent M. Lim & Company
Pacific Gas and Electric Company

Advocates of Justice \$3500 and above

Heller Ehrman
Minami Lew & Tamaki
Southern California Edison
Company
Germaine Q Wong

Guardians of Justice \$2000 and above

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<i>Support & Revenue</i>	<i>2005</i>	<i>2006</i>
Grants & Contracts	\$ 521,887	\$ 653,197
Individual Donors	76,575	78,341
Celebration of Justice (net)	74,773	102,013
Investment Income & Spending	53,432	34,867
Others	11,361	22,194
TOTAL	\$ 738,028	\$ 890,612

<i>Expenses</i>	<i>2005</i>	<i>2006</i>
Advocacy Program	\$ 120,161	\$ 121,709
AACRE	114,528	141,385
Employment Program	234,133	281,680
Visitacion Valley Program	87,313	145,963
General & Administration	106,044	105,255
Fundraising & Development	75,849	72,684
TOTAL	\$ 738,028	\$ 868,676
