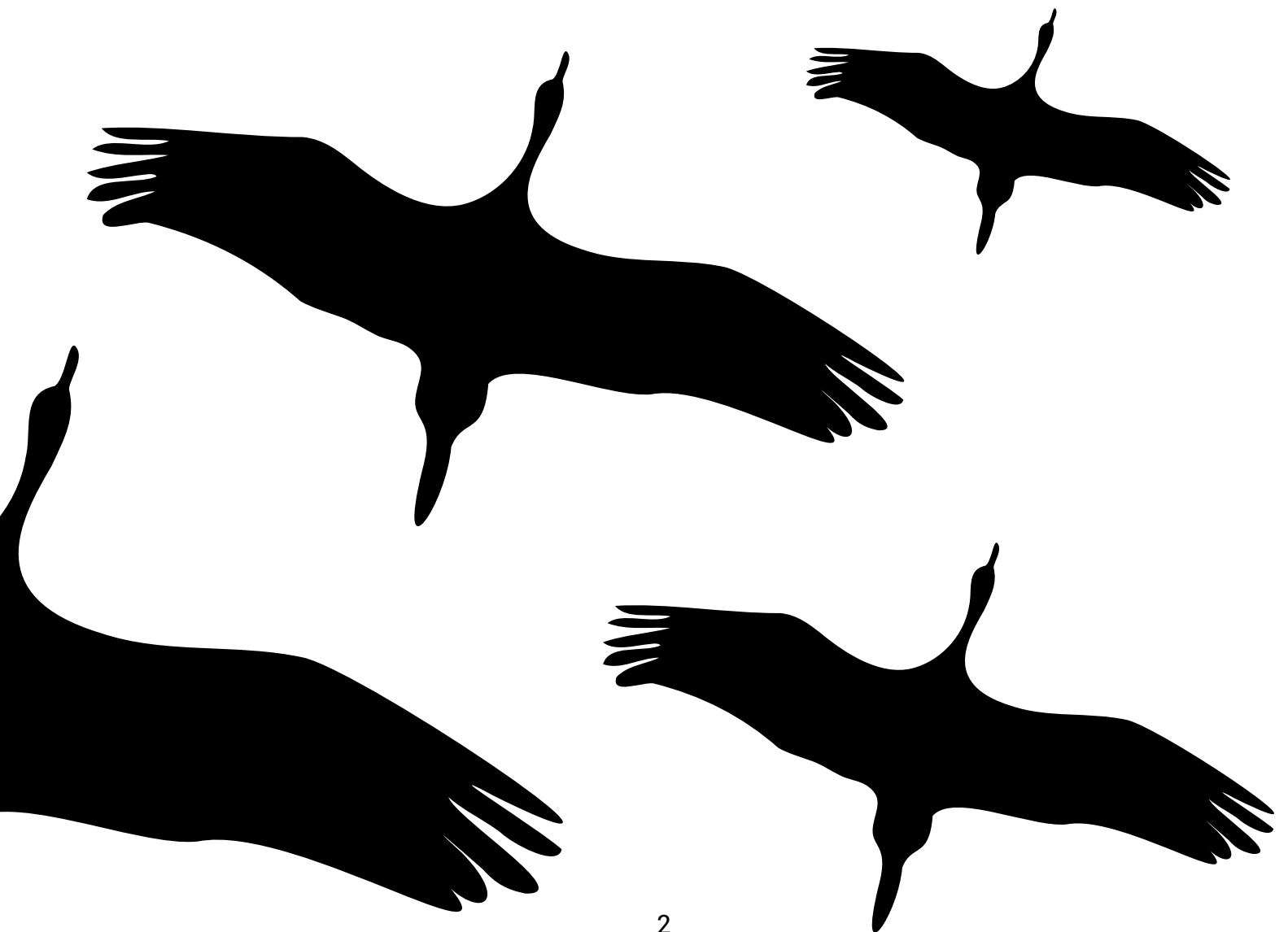


**ASIAN PRISONER  
SUPPORT COMMITTEE**

**2019 ANNUAL REPORT**

# INTRODUCTION

The mission of the Asian Prisoner Support Committee (APSC) is to provide direct support to Asian and Pacific Islander (API) prisoners and to raise awareness about the growing number of APIs being imprisoned, detained, and deported. APSC was founded in 2002 to provide culturally competent services to the currently and formerly incarcerated API community. In 2017, APSC shifted from a volunteer-run organization to an organization with paid staff. Along with this shift came other structural and process changes. These changes included the creation of a Council and monthly membership meetings in 2019. Given how APSC has evolved and grown over the last three and a half years, our leadership has seen the need and desire from our community for greater transparency about our staffing, leadership, and finances. We are excited to share this first report with you!



# PROGRAM UPDATES

COVID-19 has impacted our community in many ways. Currently, over 1,500 people have tested positive for COVID-19 at San Quentin State Prison, over one-third of the prison's entire incarcerated population. The coronavirus has also hit transitional homes in the Bay Area very hard. In order to reduce transmission and protect our vulnerable populations, APSC has shifted program activities in the following ways:

## ***ROOTS Program***

- \* In-prison programming with community organizations and volunteers has been halted by the California Department of Corrections and Rehabilitation (CDCR).
- \* APSC has developed a ROOTS curriculum that will be mailed to individuals at various prisons, beginning with Central California Women's Facility (CCWF). Participants will be paired with APSC staff and volunteers who will discuss the reading materials and engage in writing prompts through letter-writing.
- \* APSC will launch a books to prisons project in partnership with Eastwind Books of Berkeley in Summer/Fall 2020.
- \* APSC and partners organized actions to demand the release of incarcerated individuals amidst the COVID-19 outbreak at San Quentin.
- \* Other projects include: survey of incarcerated APIs, Anthology Vol 2 book project, in-prison newsletter, and more.



*APSC Council member Ny Nourn at the 2019 San Quentin ROOTS graduation, where she gave the keynote speech.*

# PROGRAM UPDATES

## **ROOTS 2 Reentry**

- \* One-on-one peer support/care management has shifted from in-person meetings to phone and video sessions.
- \* Reentry support groups/presentations are held every other week on Zoom.
- \* Reentry navigation and referrals are still happening (e.g. education/vocational programs, hygiene kits, hotel stays, reentry clothing and supplies, accessing social services such as getting an ID, enrolling in Medi-Cal, and obtaining a work permit).
- \* While we are minimizing in-person contact, there are some in-person activities occurring and we are following public health best practices for social distancing and safety precautions.
- \* Overall, we have dramatically increased services targeting formerly incarcerated participants who are on Probation.

## **Anti-Deportation**

- \* Coordinated weekly #FlattenICE actions that resulted in 11 people being released from ICE in the past few months.
- \* Achieved a historic victory in preventing a direct transfer from CDCR to ICE, the first time this has ever happened to our knowledge.
- \* Continuing to advocate for pardons for formerly incarcerated immigrants and refugees. Ny Nourn, APSC Council member, became the first Khmer woman to be granted a pardon in California in June 2020!
- \* In a groundbreaking case, Sok Loeun returned to California on January 29, 2020 after being deported to Cambodia five years ago. Sok had received a legal consultation from immigration attorney Anoop Prasad on a trip to Cambodia organized by APSC and the New Breath Foundation in November 2019, where it was determined he was "wrongfully targeted for deportation."



*Sok Loeun arriving to SFO airport on January 29, 2020. Sok is the third Cambodian American to return to the U.S. after being deported to Cambodia.*

# PROGRAM UPDATES

## ***Ambassadors Update***

In late May 2020, we made the difficult decision to end APSC's involvement in the Ambassadors program based on the following factors:

- \* Program needs required more staffing and backup capacity than APSC could provide in a sustainable way.
- \* APSC's primary goal of the program was workforce development, but we didn't have capacity to hire, train, manage, and expand a large workforce team that always had backfill capacity. Lesson learned: It takes a great deal of time, energy, and protocols for effective staff hiring, training, supervision, and project coordination.
- \* Given the needs of the program and our workforce development goals, we wanted to take a step back to pursue a more sustainable program.

We appreciate all of the Ambassadors, staff, Asian Health Services, and Chinatown community partners who made the program so successful while we were able to run the program. We recognize that there is a great need for workforce development, and we are committed to piloting a new workforce development program by the end of 2020 with consultation and input from our members.

# IMPACT

## IN 2019:

---

**65**

formerly incarcerated  
reentry clients served



**2 of 65**

reentry clients recidivated  
(incarcerated for a new crime)

---

**50**

ROOTS members participated in weekly  
Ethnic Studies based program in San  
Quentin (Cycles 5 and 6)



Over **300**

letters, cards, support letters, and  
newsletters mailed to incarcerated  
individuals

---

## OVER THE PAST 18 MONTHS:

---

**24**

people won freedom from ICE with support from APSC and other partner organizations; these victories included gubernatorial pardons, post-conviction relief, preventing a direct transfer, and administrative actions to prevent or reverse their deportations.

---

**37**

people gained their freedom from state prisons who received APSC letter-writing correspondence and support letters



**13**

ROOTS graduates were paroled or released from San Quentin

---

# TEAM

## Current Staff

**BEN WANG**

*Co-Director*

**NATE TAN**

*Co-Director*

**MIKE CHENG**

*Reentry Manager*

**KE LAM**

*Reentry Coordinator, [Formerly  
Incarcerated Person (FIP)]*

**HIEN NGUYEN**

*Program Coordinator*

**PEEJAY AI**

*Reentry Navigator, (FIP)*

## Council Members

**KASI CHAKRAVARTULA**

**EDDY ZHENG** (FIP)

**ANOOP PRASAD**

**NY NOURN** (FIP)

**MONNA WONG**

*APSC is part of the Asian Americans for  
Civil Rights and Equality (AACRE) network  
and is fiscally sponsored by Chinese for  
Affirmative Action (CAA).*

# LEADERSHIP UPDATES

For the first three years that we had paid staff (2017-2019), Eddy Zheng, a formerly incarcerated community leader, was employed as Co-Director. We are currently in the process of cultivating a new formerly incarcerated Co-Director to fill this leadership position. Since 2017, 64% of all employees who worked 30+ hours per week were formerly incarcerated. We are actively working to build the capacity of formerly incarcerated people to move into positions of wider influence within our organization and in the broader community through skill-building and coaching.

Related to the above, one gap we are working to address is the underrepresentation of formerly or currently incarcerated people at the highest levels of leadership at APSC. Currently, neither of our Co-Directors and only two out of five members of our Council are formerly incarcerated. We deeply believe that the mission of APSC should be upheld by people directly impacted by carceral systems as well as people existing at multiple intersections of oppression to help us form a vision for liberation that leaves no one behind.

Moving forward, we would like to maintain a Council that is comprised of a majority of formerly incarcerated people (or perhaps currently incarcerated if possible) and a majority of women, non-binary, transgender, or gender non-conforming people (given the erasure of and lack of resources dedicated to these groups). We are actively recruiting new Council members! If you or someone you know is interested in serving on APSC's Council, please reach out to us at [council@asianprisonersupport.org](mailto:council@asianprisonersupport.org).

Of particular importance to us is the planned transition of Co-Director Ben Wang. Under Ben's skilled and courageous leadership, our family has grown from a small group of friends in a living room to a thriving staffed community-based organization. We are grateful to Ben for seeing us through this period of growth and we respect his decision to move into a support role once we welcome our next Co-Director. We are searching for a formerly incarcerated person who is aligned with our vision and mission and who will bring their own creativity and skill set to the leadership role. Ideally, we would like to have a new Co-Director join the team in 2021, and we are committed to holding this transition with patience and care so that they can enter this role with sufficient training, support, and mentorship to meet the rigorous demands of the position.



# FINANCIALS

## 2019 Actuals

<b>REVENUE</b>	
<i>Contracts - Reentry: Alameda County Innovations in Reentry, Alameda County AB109 Family Reunification, Rubicon</i>	178,432
<i>Contracts - Ambassadors: Asian Health Services, East Bay Asian Local Development Corp</i>	113,760
<i>Contracts - Other Fathers Corp</i>	35,376
<b>Total Contracts</b>	<b>327,568</b>
<b>Foundations:</b> The San Francisco Foundation, Rosenberg Foundation, Schools Not Prisons DIY, National Education Association, The California Wellness Foundation, Nielsen Foundation, The California Endowment, Sierra Health Foundation/CAYCJ, New Breath Foundation, Akonadi Foundation	277,007
Fundraiser Events - Freedom Ride and Fall Event	93,192
Individual Donations	31,269
Honorarium/Merchandise	1,910
<b>TOTAL REVENUE</b>	<b>730,946</b>
<b>EXPENSES</b>	
Salaries	315,667
Fringe Benefits	75,700
<b>Total Personnel</b>	<b>391,367</b>
<i>Consultants - Reentry</i>	<i>26,397</i>
<i>Consultants - ROOTS</i>	<i>8,920</i>
<i>Consultants - Anti-Deportation</i>	<i>5,848</i>
<i>Consultants - Fundraiser Event Talent, Graphic Design, Artwork</i>	<i>13,363</i>
<i>Consultants - Deportation Legal Defense</i>	<i>3,500</i>
<b>Total Consultants</b>	<b>58,028</b>
Stipends - Reentry participants and Interns	13,387
Supplies - Reentry support and Office	3,487
Equipment Rental	90
Telephone - staff phone lines, JPay, GTL/Connect	3,051

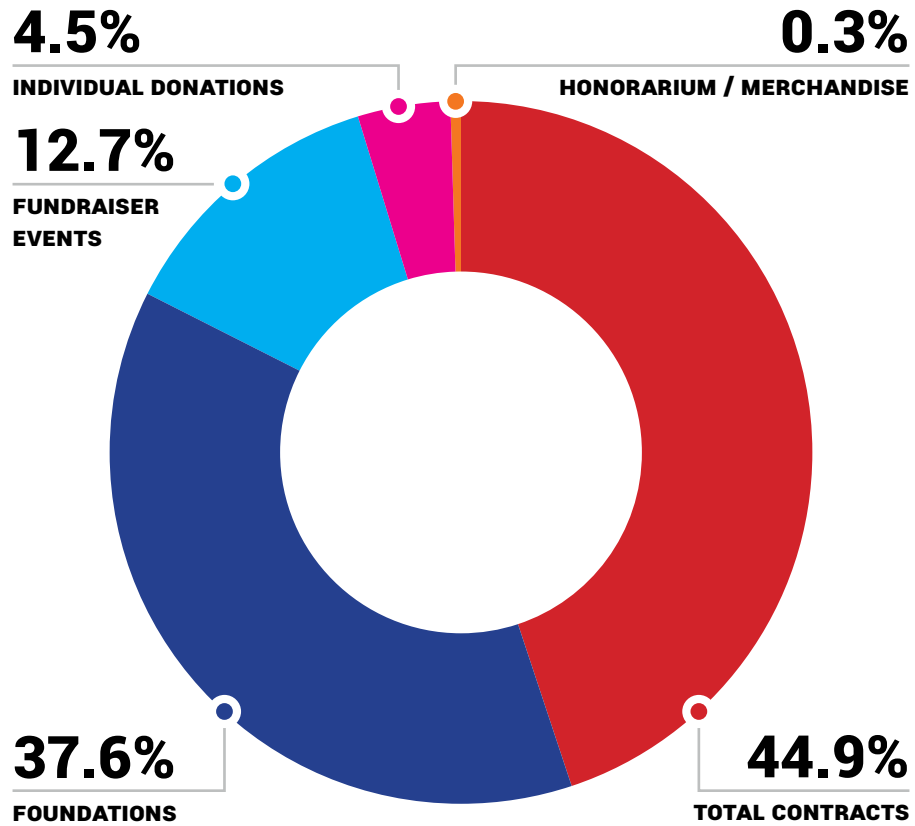
# FINANCIALS

## 2019 Actuals (continued)

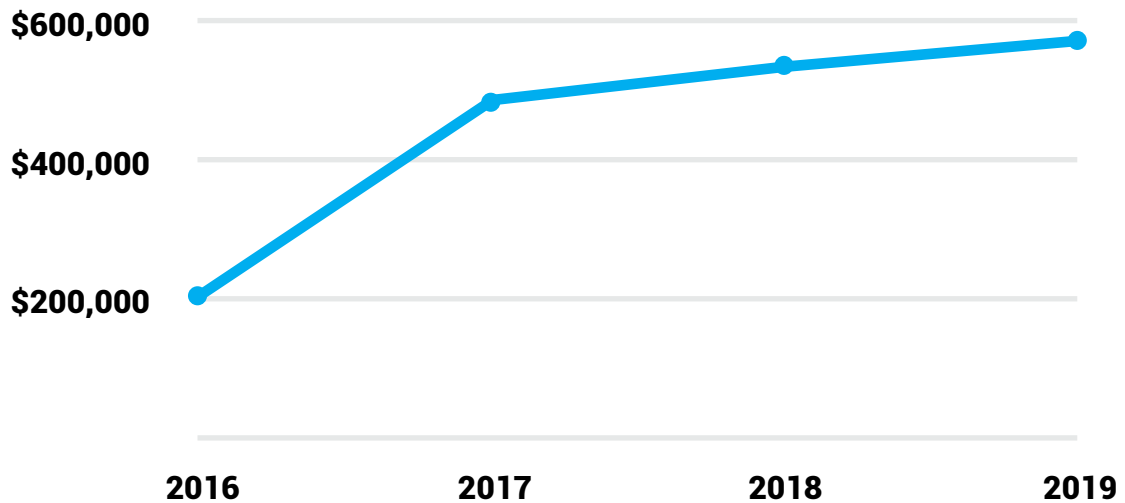
<b>EXPENSES (CONTINUED)</b>	
Postage and Delivery	703
Copying and Printing	3,202
Rental - Office and Fundraiser event	7,855
Travel - Trips to ICE, prisons, actions, hearings, conferences, including travel for families with loved ones in ICE	13,477
Seminars and Conferences	512
Books and Publications	22
Dues and Donations	2,365
Workshops/Events	1,270
In-Kind Expense	327
Food and Catering - program meetings, program events, catering for Fall fundraiser event	16,234
Computer	2,632
Staff Development	515
Fees and Licenses	667
Bank Charges/Donation Fees	3,724
Total Operating Expenses	131,548
TOTAL DIRECT COSTS	522,915
INDIRECT COSTS	52,499
General and Administration and Fiscal Sponsor Fee	
<b>TOTAL EXPENSES</b>	<b>575,414</b>
<b>NET</b>	<b>155,532</b>

# FINANCIALS

## Revenue in 2019

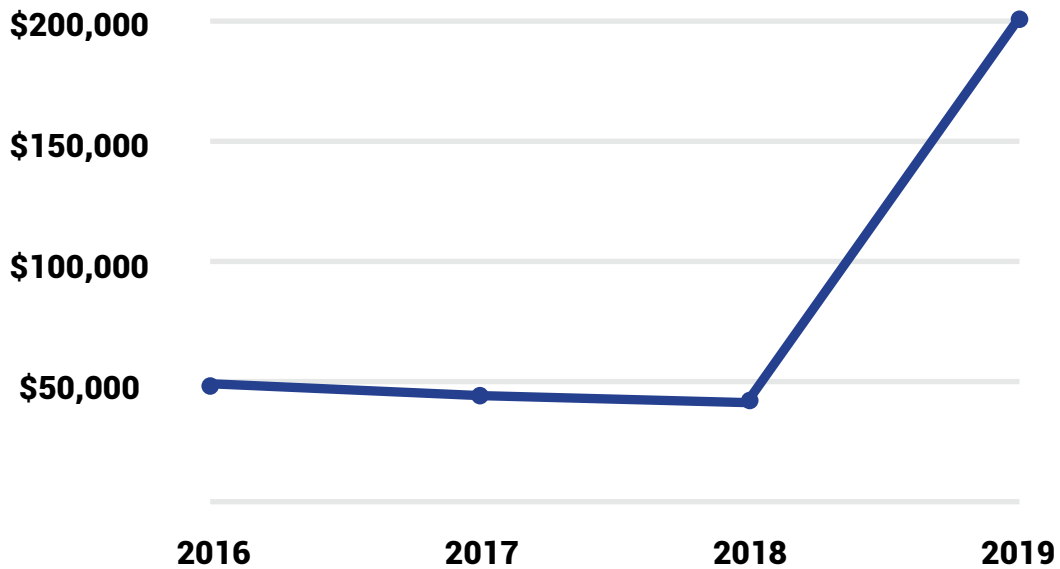


## Expenses 2016-2019

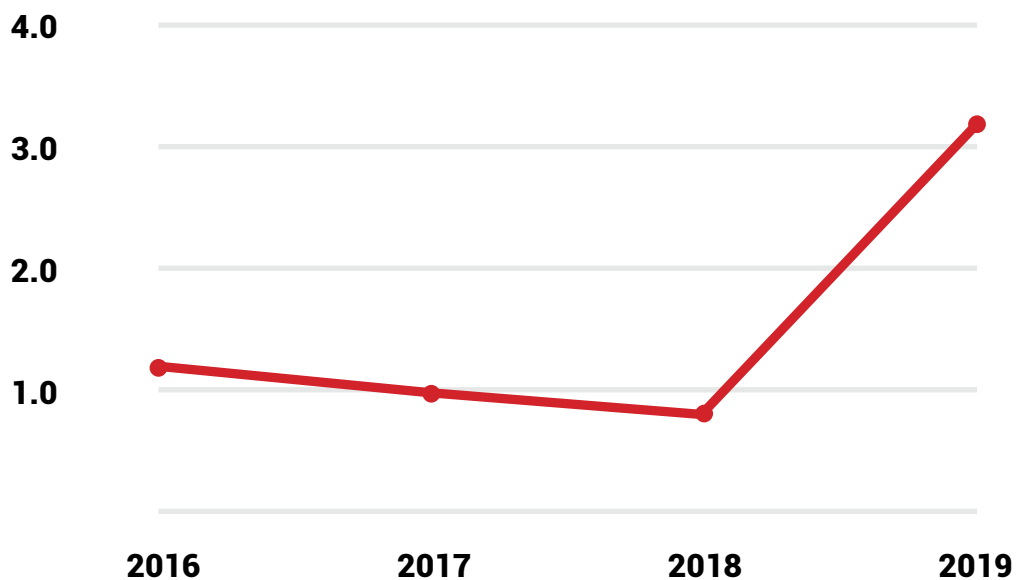


# FINANCIALS

## Unrestricted Net Assets "Reserves" on Dec. 31



## Ratio of Reserves to Average Monthly Expenses



The Council and Co-Directors set a goal of increasing the organization's unrestricted net assets ("reserves") to at least 3-6 months, which is considered by many non-profit experts to be a key indicator for financial health. Thanks to the success of APSC programs, an increase in grants and contracts, and increased individual donations, we are proud to show that our reserves have increased to the 3 month benchmark.

# LOOKING AHEAD

As we look ahead to the next 12 months and beyond, we commit to the following:

- \* Further develop and improve our three main programs (ROOTS, Reentry, and Anti-Deportation).
- \* Provide care, support, and advocacy around the COVID-19 crisis in prisons and transitional homes.
- \* Embrace intersectionality by intentionally centering incarcerated and formerly incarcerated women and other gendered people in our work and leadership pipeline.
- \* Create a more formal and developed leadership and skill-building pipeline for formerly incarcerated people to assume positions of power/leadership within the organization.
- \* Identify and implement transformative ways in dealing with dynamics and conflicts in a principled manner within APSC.

Thank you to all of APSC's dedicated members, volunteers, funders, staff, and alumni for helping us grow this organization and community for the past 18+ years. Together we will continue to evolve and grow—while keeping our sights focused on freedom for all.



## **Asian Prisoner Support Committee**

[asianprisonersupport.com](http://asianprisonersupport.com)

*This report was written by APSC Council Members and Co-Directors*

*Design and layout by Tim Tran and Kenny Mai*

*Published on July 10, 2020*

*Updated for corrections on July 14, 2020*