

## Philanthropy and Equitable Giving in AANHPI Communities

Session Description: The Asian Americans/Pacific Islanders in Philanthropy (AAPIP) found that while the AAPI population in the United States continues to grow, AAPI communities account for only 0.20% of all U.S grant making: "for every \$100 awarded by foundations for work in the United States, only 20 cents is designated for AAPI communities" (AAPIP). To overcome this invisibility within philanthropic funding, we'll investigate how to increase investments into AAPI communities and move beyond supports from our own AAPI networks and pipelines. This session represents leaders from various levels of corporate, private, and family philanthropic sectors to uncover the barriers and gaps in philanthropic funding and partnerships benefiting AAPI communities. Speakers will share stories based on their own lived experiences to explain the challenges in gaining recognition and support from philanthropy. Here, we aim to equip, empower, and enable AAPI communities in fostering advocacy and collaboration across AAPI communities and philanthropic organizations to create and maintain positive change and long-term impacts.

*Moderator: Carol Kim*

*Shasta Advisory, LLC*

*Researcher: Jacqueline Chun*

*Chief Programs and Operations Officer, Carl and Roberta Deutsch Foundation*

*Researcher: Seyron Foo*

*Senior Programs Officer, Conrad N. Hilton Foundation*

*Researcher: Stephanie Lomibao-Parra*

*Program Director, Bank of American Charitable Foundation*

*Policy reactor: Dr. Richard Pan*

*Former California Senator and Former Chair of the Asian American Pacific Islander Legislative Caucus*

**Please visit <https://www.aasc.ucla.edu/aapipolicy/default.aspx> to view the researchers' policy briefs.**

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CK: What is on your mind following the [AAPIP Seeking to Soar Report](#)? (E.g. "for every \$100 awarded by foundations for work in the United States, only 20 cents is designated for AAPI communities")

- SF:
  - The report talks a lot about the disparity, but doesn't really address the actual needs of our communities and why we need to increase that amount. We need to push for a clearer clarification about what we need those philanthropic dollars for.
  - This is not a zero sum game; we are seeking liberation. We need to grow the pie for all of us.
- SL:
  - How do we change the hearts and minds of not only the funders, but our community? Why does it take a tragedy for us to mobilize? The need for disaggregated data. How do we start conversations in our communities about issues that aren't often addressed in the AANHPI community?
- JC:
  - Why is giving similar to how it was 20, 30 years ago?

CK: How well has philanthropy and corporate giving responded to anti-Asian hate?

- JC: There have been clear statements of support, but this hasn't often translated to dollars and mobilization.
- SL: Following the report, hundreds of CEOs and business leaders responded in support of the AANHPI community. However, where has that support gone since then? Who is keeping them accountable? What happens when those that did contribute funds run out?
- SF:
  - There's a responsibility for funders to invest in capacity building for organizations in the long-term, not just following a crisis.
  - As funders, how do we ensure that our practices and the questions that we ask set a foundation that supports equity for all?

CK: How did you all get where you are?

- JC: I had to fight to get where I am now. I was doing the work and holding down the fort, but they didn't want to acknowledge the work I was already doing and give me the position. I had to push and advocate for myself. I was seeking a title that was equal to my level of responsibility.
- SL: Started out as a grants administrator. I quickly became a VP and then went to banking. I often find that if an AANHPI proposal comes from me, folks are not receptive, but if it comes from someone else, it's accepted. It's terrible, but I'm playing the game of social capital.
- SF: (SF acknowledged the privileges they have as a man.) I started out at the government for the state of California. I'm a product of institutional support for folks like me (CA Fellows). Pulled into philanthropy by an Asian American colleague who supported my transition into the industry. We need to rely on and support each other in our collective work. I'm where I am today because of the support of others.

CK: Do you see yourself as a high net worth individual? How well does our community cultivate a philanthropic mindset?

- SL: Think of your own giving. How many folks (in the audience) give to the AANHPI community? The philanthropic mindset starts at the individual level. Are we voting, advocating, volunteering, speaking up in our daily lives and in our communities? How are we raising the next generation to embrace our identities and be active in our communities?
- SF: Comes from a Chinese cultural perspective, which has impacted how their parents view money. Didn't really talk about money growing up. Have since started conversations with their parents about giving. How do we apply a cultural lens to philanthropy? (E.g. taking credit for giving vs. anonymous donors)
- JC: Cultivates conversations with their son about why people give. Actively unpacking how they themselves give. Have given anonymously before, but now thinking about how they could leverage their name to further issues in my community.

CK: What do our communities need to recognize and do better?

- SL:
  - Urban Institute Landscape Analysis has policy recommendations and was funded by the Asian American Foundation (AAF)
  - To see an increase in philanthropic giving, we need to be more collaborative. Too caught up in the everyday, but we need to uplift and speak up about issues we don't often talk about.
- JC: It's not shameful to talk about money, say what we need, and self-advocate. It's what we need to do to advance our communities. We need to be bolder and loud. We need to speak up and name our needs.
- SF: Less about advice to others, but more about advice for myself and other funders: we need to listen. We need to find the right people in our communities, listen to them, and fund them. Engage in authentic relationship building and surround yourself with the people actually doing the work.
- CK: When you make the ask, be bold and audacious. Name the need and the amount. The worst they can say is no. We don't have time to waste being shy— be courageous and go for the jugular.

Policy Reactor: Richard Pan

- We need to get more people into decision making positions. We need people with lived experience to understand the needs in our communities to be in the room working toward solutions for those issues.
- We need to support each other. We need to leverage our power to get each other a seat at the table. We need to ask for help and support from others to get to those positions.
- We need to be sure that we ask for what we need.

Community Reactors

- Candice Cho, AAPI Equity Alliance: What are the opportunities for state governments and philanthropic foundations to collaborate?
  - SF: Private/public partnerships are pivotal in my work. Can't fund lobbying, but advocacy is so much more than that and is highly valuable in the work for our communities.
  - JC: The Office of Strategic Partnerships is co-founded between county departments and foundations. Partnerships like this are essential to getting the work done.
  - SL: Yes, *and* how do we scale your current work to ensure future partnerships? What's next? Think big.
  - RP/SF: Crucial that we (as funders) ask the right questions and think toward and build capacity toward the future.

- Lisa Sagawa: What are opportunities to bring our sectors together and collectively build capacity?
  - RP: You're right, we don't have the infrastructure, but this conference is a first step toward that.
  - SL: Starting local is important. At the end of the day, what happens locally is the best way to amplify best practices.
- Community Reactor 3: How does a beginner fundraiser seek out opportunities?
  - CK: Crucial to really understand where the power sits. Get to know board members, particularly the one for your district, and build authentic relationships. Get clarity on who your organization is and develop your narrative. Find out who will be most receptive to your narrative and seek them out.
  - SF: Center for Nonprofit Management a good resource

CK: If there's one thing you want the people in this room to know, what would that be?

- JC: Don't be afraid to be told no. Take risks and be courageous. Build authentic relationships.
- SF: Intersectional and cross community solidarity is key.
- SL: Don't be wowed by the big dollars. Individual action is just as important.