

Dreams of Justice

REPORT FROM THE CHINESE PROGRESSIVE ASSOCIATION 2014-2016

Thank you to all of our grassroots members, volunteers, individual donors, and institutional supporters.

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About the Chinese Progressive Association

Founded in 1972, the Chinese Progressive Association educates, organizes and empowers the low income and working class immigrant Chinese community in San Francisco to build collective power with other oppressed communities to demand better living and working conditions and justice for all people.

1042 Grant Ave Ste 5, San Francisco, CA 94133 | www.cpasf.org

Letter from our Executive Director

Dear Friends,

Next year, CPA will celebrate 45 years of organizing, leadership development, and alliance building with Chinese immigrant workers, tenants, and youth. For over 4 decades, CPA has been on the ground fighting against xenophobia, environmental racism, displacement and worker exploitation. Our roots are in the first fights against displacement and gentrification in San Francisco, in the efforts to provide access to healthy homes and healthcare to impoverished and exploited communities in Chinatown, and the fights to end wage exploitation. In our struggles for justice, we've always fought against great odds and we don't plan on stopping now. It is deeply embedded in our DNA.

As I reflect on where CPA is now, I am tremendously proud of our tenacity, our boldness in responding to the shifting political landscape, and our commitment to keeping our ears to the ground to better respond to the needs of the communities we serve. Over the last year, the political discourse in the US has been rife with xenophobia, misogyny, Islamophobia, stoking fear and hate throughout the nation. In the days following the national elections, we have seen an increase in hate crimes on immigrants and people of color and calls to return to darker periods in US history. We are in dangerous times here. With the economic and political system working against our communities, CPA is more committed than ever to protect our communities and to lead with vision.

Locally, low-wage workers, immigrant families, and youth are in a daily battle for the soul of our city as rising rents and increasing cost of living continue to displace families. CPA members have organized for their rights, built an active base of leaders and members, and changed the narrative on worker and immigrant issues. As Alice, a core leader with Youth MOJO said, "...through MOJO, I've come to understand my power as a youth....I learned that justice is based on love for our homes and our communities and that it's necessary to fight for them."

Through the leadership of our membership, we have achieved policy and organizing victories that have continued to shift the balance of power in favor of low-wage workers and immigrant families. We are proud to say that the victories for increasing the minimum wage, Paid Sick Leave, the Retail Workers Bill of Rights were all won here in San Francisco. Each of these victories have created a blueprint for other cities and regions to demand justice and improve the lives and working conditions of immigrant and working class communities. We recommit to building a national movement that fights for a progressive agenda.

On a national scale the Black Lives Matter movement has opened up political spaces for structural critiques of racism and inequality and fueled our work in Seeding Change. Both of these national projects have created spaces for deep solidarity, cohesion, and alignment. We know that in order to take on the entrenched systems of capitalism and white supremacy we must intentionally expand our circles of allied organizations.

As Grace Lee Boggs reminded us before she passed, "these are dangerous times, but these are also times of great opportunity." We must take this opportunity to expand our movements and our imagination, to deepen our organizing, and to build deeper roots in our grassroots communities.

Looking forward, I see the momentum of our victories opening greater possibilities as we deepen our leadership in the national Asian American movement, scale and replicate our policy wins, and build with other communities to transform our movement and country.

I continue to be humbled, proud of, and amazed by our staff team and amazing member leaders. There is nothing that will stop us from organizing and from realizing our dreams for a just world. I invite all of you to join us as we move into the next phase of CPA's work to build lasting power and justice in our communities.

In Solidarity,



Alex T. Tom
Executive Director

Strategic Dreaming and Scheming

TOWARDS NEW DIRECTIONS: LEADING WITH STRATEGY AND VISION

“CPA is a catalyst and incubator for new projects and ideas that seem impossible. CPA dreams big and lays the path to see those dreams through.”

Katie Li,
CPA Board of Directors

In 2013, CPA developed a 5-year strategic plan that prioritized three key areas of growth to take CPA in bold new directions that leverage four decades of base building and grassroots organizing work.

HOW WE WANT TO GROW



Expand organizing and civic engagement beyond San Francisco

CPA co-founded AAPIs for Civic Empowerment (AAPIs4CE) with the Asian Pacific Environmental Network and Korean Resource Center. AAPIs4CE is a statewide coalition working to unify the progressive Asian American voice and to push forward policies that best serve our communities.

In collaboration with 15 Asian American organizations across the nation, we recently completed a Racial Justice Toolkit to elevate our shared analysis and curriculum for transformative community organizing. Learn more: www.asianamtoolkit.org/



Invest in National Asian American movement and capacity building

CPA launched Seeding Change – a Center for Asian American Movement Building. Through our national fellowship program, we have trained more than 60 young Asian American organizers.

Through the National Asian American Organizer Peer Coaching Circle, we continue support emerging organizers to thrive in their work for social and economic justice, to organize for the long haul.

Seeding Change also provides a structure for community organizers to share best practices, deepen the field, and incubate new projects.



Expand our constituency & base to more effectively meet the needs of our community members

CPA created the Gender Sexuality and Diversities (GSD) Program to support Asian American queer and questioning youth. GSD is the only space for queer, questioning Asian American high school aged youth in San Francisco. Through GSD, youth explore the intersectionality of their identities as they define community.

CPA also began targeted outreach to domestic workers, many of whom are immigrant women with the fewest worker protections and lowest wages. Through focus groups and know-your-rights trainings we have engaged and empowered a new segment of our immigrant community.



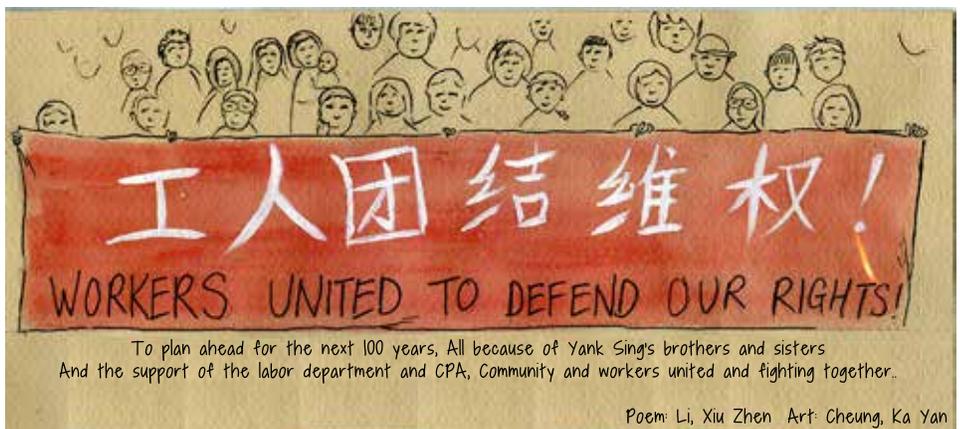
Major Accomplishments— Our Dreams Realized

“When we first started organizing, I never imagined we would be here today. Because we stood up for our rights, we transformed our workplace and won \$4,200,000 for workers. I really can’t believe that amount – when I have grandchildren, I will tell them about it too.”

Mrs. Xu,
Yank Sing dim sum worker

WINNING LOCALLY

In 2014, CPA supported immigrant workers to win a historic \$4.2 million dollar settlement with Yank Sing, one of San Francisco’s most famous high-end dim sum restaurants, and an industry leader in Chinatown. This victory was the result of a unique collaboration between workers, CPA, Advancing Asian American Justice – Asian Law Caucus (AAAJ-ALC) and local and state labor agencies. **At the time, the settlement was the largest wage theft settlement in a single restaurant in the history of the California Labor Commissioner’s office.**



A series of terminations at Yank Sing brought three workers to CPA’s doors in early 2013. Their stories echoed what we had been hearing throughout the community – sub-minimum wages, a lack of overtime pay, as well as the exploitative work environment. Workers agreed with organizers that this was an opportunity to organize for more than just individual wage claims, and began talking about that possibility of collective action for broader gains in their workplace. AAAJ-ALC joined the case as legal counsel for the workers and for CPA’s campaign.

What followed were months of late nights and difficult one-on-one conversations with workers. While every Yank Sing worker understood that their rights were being violated, it took organizing work and support from their peers in order for these workers to overcome their fear of retaliation and to believe that they could transform their workplace and win.



CAMPAIGN HIGHLIGHTS:

- ❖ CPA recruited over 100 restaurant workers, developed their leadership and analysis, and galvanized them into action.
- ❖ Through both a direct action and legal strategy, workers took part in delegation visits, general assemblies, joint demand letters, and legal claims.
- ❖ At the height of the campaign, an 80-person delegation visit was organized to call on the employer to negotiate directly with workers and CPA, a demand which eventually resulted in the resolution of the campaign through a global mediation process and settlement with representation by Asian Law Caucus.
- ❖ The settlement broke the mold by ensuring changes in the workplace moving forward, and became a source of inspiration not only to other Chinese workers but to immigrant low-wage workers across the city.

Thank you to our partners at Asian Americans Advancing Justice – Asian Law Caucus, UNITE HERE Local 2, the San Francisco Office of Labor Standards Enforcement, and the California Division of Labor Standards Enforcement.

Through the work of the campaign Yank Sing transformed into a model restaurant employer.

- 280 workers affected
- \$4.2 million in recovered wages
- New rights and benefits
- Increased pay for back of the house workers
- Health and dental insurance
- Fair scheduling
- Increased vacation and premium pay on holidays
- Workers' rights trainings on paid time
- Seniority preferences in layoffs
- Protected leave of up to 4 weeks to visit family
- Workers Compliance committee to ensure these changes were implemented

Growing Nationally, Seeding Change

*"We plant the seeds that
will one day grow."*

In honor of Archbishop
Oscar Romero

Fellowship Placements

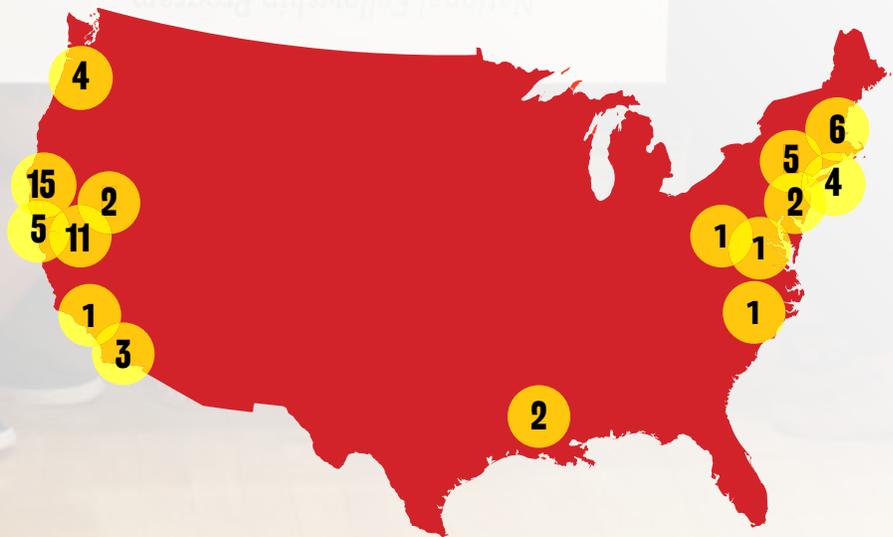
BOSTON CPA Boston	6 Fellows
CHARLOTTE, NC Southeast Asian Coalition	1 Fellow
LONG BEACH, CA Khmer Girls in Action	3 Fellows
LOS ANGELES, CA Chinatown Community for Equitable Development	1 Fellow
NEW ORLEANS, LA VAYLA New Orleans	2 Fellows
NEW YORK CITY, NY CAAAV Organizing Asian Communities	5 Fellows
DRUM - South Asian Organizing Center	4 Fellows
Ugnayan	2 Fellows
OAKLAND, CA Asian Pacific Environmental Network	11 Fellows
Filipino Advocates for Justice	2 Fellows
PHILADELPHIA, PA Asian Americans United	1 Fellow
BPSOS - Delaware Valley	1 Fellow
PORTLAND, OR Asian Pacific American Network of Oregon	4 Fellows
SAN FRANCISCO, CA CPA San Francisco	15 Fellows
Filipino Community Center	5 Fellows

In 2014, CPA launched Seeding Change – A Center for Asian American Movement Building with the intention of building a pipeline for young Asian American activists and to create a space for Asian American organizers to share knowledge and support. Through Seeding Change, CPA coordinates the following national programs:

- Seeding Change National Fellowship
- National Asian American Organizer Peer Coaching Circle
- Grassroots Asians Rising

Learn more at www.seeding-change.org.

The National Fellowship Program for Asian American Organizing and Civic Engagement is an expansion of CPA's local fellowship program – the Eva Lowe Fellowship Program for Social Justice. Named after longtime Chinatown community activist Eva Lowe, the Chinese Progressive Association created the Eva Lowe Fellowship for Social Justice in 2010 to foster the leadership development of a new generation of Asian American community activists and organizers who are deeply invested in building the power of and improving the lives of the working class Chinese immigrant community. In 2014, Seeding Change expanded this to a national model to train the next generation. Alumni of both the Eva Lowe fellowship and Seeding Change fellowship have gone on to become staff members at their host site organizations, to work at different community organizations and labor unions, and to carry their analysis and skills back to their universities, communities, and homes.



Since 2014, **63 fellows** have graduated from the Seeding Change fellowship program. They have worked with grassroots organizations all over the country that work in Chinese, South Asian, Filipino, and Southeast Asian immigrant and refugee communities.

Testimonials



Vi Bui - SCF '15, BPSOS – Delaware Valley

The entire summer was challenging in a way I never knew through traditional forms of education, for the youth and myself. I stayed up many nights prepping curriculum, trying to find the most effective ways to explore complex topics like capitalism, imperialism, and organizing in both English and Vietnamese. It was worth it all when we observed the youth connecting the dots, forming their own political analysis, and beginning new friendships.



Jenny Huang - SCF '16, Chinese Progressive Association - SF

Working at CPA affirmed my passion to pursue labor organizing. As a former restaurant worker who experienced wage theft and other abuses on the job, I was inspired to take action in the fight for worker justice in this industry. I learned the importance of outreach education, leadership development in the fight against the consequences of capitalism. Currently, as a union rep at Local 2, I am utilizing the skills I've learned at the Seeding Change Fellowship to build relationships, organize direct actions, and empower workers to stand up for their rights.



Nirvana Felix - SCF '15, Filipino Advocates for Justice

I applied to Seeding Change looking for an opportunity to learn more about my identity, myself, and where I come from. Being a fellow was challenging, empowering, and extremely beneficial to my self-growth and in shaping who I am now. I was really pushed to my limits within this fellowship and was constantly forced to think critically about the intersections of my identity, how power and privilege shape our world and even organizing spaces.

NATIONAL ASIAN AMERICAN ORGANIZER PEER COACHING CIRCLE

Part of having a thriving movement is being able to support new grassroots organizers, union organizers and cultural workers to be on the frontline of building power with grassroots communities. The National Asian American Organizer Peer Coaching Circle is a grassroots project that aims to support young Asian American movement leaders to thrive in their work for social and economic justice, to organize for the long haul, and to transform our communities and society towards justice and liberation. The coaching circles are facilitated by a crew of organizers and volunteer coaches.

First piloted in 2013 in the Bay Area, the Coaching Circle, has grown to support organizers across the country. Since its launch, the Peer Coaching Circle has supported over 30 young Asian American organizers.

GRASSROOTS ASIANS RISING

Grassroots Asians Rising (GAR) is an alliance of grassroots Asian organizations from across the country, who have come together to build a movement of self-determination for our people in the United States. GAR is planning a national convening of Asian American grassroots organizations for collective learning and relationship building towards a national movement for grassroots Asian organizing in our communities (Bay Area, March 2017).

“Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare...”

Audre Lorde



Creating Our Family

“GSD was a space where I could relax and be with friends who were accepting of all my identities that I was ashamed of or embarrassed of otherwise. GSD helped me learn to unlearn that shame and embarrassment, and be honest with ourselves while being vulnerable with each other. Queer/questioning API youth need spaces like GSD because they deserve a brave space where they can come to terms with their own truths.”

Anna Lei

GENDER SEXUALITY AND DIVERSITIES (GSD) PROGRAM

GSD was formed by CPA youth leaders who identified a need to create a safe space specifically oriented to queer and questioning Asian American youth and allies. In 2014 CPA youth leaders and staff launched Gender Sexuality and Diversities (GSD).

From a youth initiated program space, CPA has expanded GSD through regular training and support spaces, annual retreats, and Alternative Spring Break trips which provide youth the opportunity to meet with other queer and trans organizers. GSD has filled a critical need for queer and questioning API youth to have a space of mutual care, support, and collective action.

GSD Highlights:

- * **Alternative Spring Break:** Since its launch, GSD youth have organized two alternative spring breaks to deepen their understanding of gender and sexuality and to meet with organizations such as: API Equality Northern CA, API Family PRIDE, Communities United Against Violence.
- * **Leading Workshops:** GSD youth have developed and led workshops on allyship, the gender spectrum, transgender rights, and queer youth relationship violence prevention.
- * **In 2015, GSD members exhibited “Stories of the Spectrum”.** The photo exhibit featured the stories of queer community members and allies reclaiming a space for immigrant communities of color within the narrative of queer identity in the Bay Area.
- * **Taiko Drumming:** Youth participated in the He(ART) Beat of the Movement, a taiko drumming class, led by RayRay Ebor, where leaders built taiko drums and learned drumming techniques to bring energy and awareness to their presence at rallies and community events.

Stories from the Field

BUILDING GRASSROOTS POWER

Tenant Worker Center: The Tenant Worker Center educates and organizes low-wage immigrant workers to improve their working conditions and achieve economic justice. In addition, TWC provides strategic services and advocates for immigrants and working families.

Fighting for Our City.

With the high rates of evictions, median rent in San Francisco hitting \$5000 a month for a 2-bedroom, and single-room occupancy (SROs) buildings being turned into dormitories for tech workers, San Francisco's most vulnerable populations are left with few options to stay in the city.

CPA has continued to fight for immigrant families in Chinatown through targeted actions and coalition work to ensure that the needs of immigrants and working families are centered in city decisions.

- ❖ In February 2015, tenants of 2 Emery Lane successfully organized and fought against the eviction of SRO tenants who were threatened for posting Lunar New Year blessings and hanging clothes to dry outside of their windows.
- ❖ Over 20 API Council agencies, CPA, and the newly formed Chinatown Coalition for Housing Justice won an increase in the number of affordable housing units at the proposed 88 Broadway development project, a critical victory for working families.



Building Strong Working Families.

Through coalition building with the Progressive Workers Alliance and Jobs with Justice SF, TWC has helped coordinate and provide leadership for strengthening existing labor laws and passing new ones.

2014 marked a major victory for workers in San Francisco as we won one of the strongest \$15 minimum wage measures in the country and also won the Retail Workers Bill of Rights in San Francisco - extending protections to retail workers for fair scheduling and opportunities for advancement. CPA worked with the Progressive Workers Alliance to bring the voice and collective power of immigrant workers to these policy fights.



Winning the nation's strongest \$15 minimum wage.

Through the Campaign for a Fair Economy, a coalition of community and labor unions, CPA played a leadership role to ensure that the ballot measure to increase the minimum wage would be strong. Through negotiations with the Mayor's Office, CFE was able to help to raise San Francisco's minimum wage, which will reach \$15 in 2018. This victory builds on the decade of work that CPA and our allies have led since winning the first minimum wage increase in 2003.



Expanding Workers Rights.

CPA worked with Jobs with Justice San Francisco to support retail workers, and is currently partnering with organizations in the Workers Rights Community Collaborative to test and implement effective strategies for enforcement. CPA's ability to provide culturally competent and in-language outreach to the Chinese community, allows us to reach workers who are most at risk of labor violations.



“When I got my first job as a domestic worker, I didn’t know anything about labor laws. I didn’t learn about my rights as a worker until I came to CPA. My employers gave me a monthly salary. But, when I did the calculations, they were only paying me \$4 - 5 dollars an hour!”

Carly Liu,
TWC Worker Committee



Carly is a domestic worker in San

Francisco, and was first introduced to CPA through our Hospitality Vocational Training Program. She has been an active leader ever since, representing CPA at national domestic worker convenings and educating her peers on their rights as workers and as immigrant women.



IMPEC Workers Win.

CPA was proud to support 24 former contract custodians at UCSF Medical Center win back their jobs. The workers, primarily Chinese immigrants who had been employed by former UCSF Contractor IMPEC Group for as long as four years, had been fired in 2015 after UCSF demanded that IMPEC cut their wages by almost 50% and the workers spoke up for better working conditions. After 2 years of organizing with the support of AFCSME 3299, UCSF agreed to hire back the workers.

These courageous workers first came to CPA in 2014 when their wages were cut to the minimum wage. CPA connected the IMPEC workers to AFSCME 3299 and continued to support their campaign by providing interpretation support and organizing community support as the IMPEC workers organized to win back their jobs.



Expanding Opportunities

In collaboration with Chinese for Affirmative Action and the City College of San Francisco, CPA's Hospitality Vocational Training program creates a pathway for Chinese immigrant workers to enter the hospitality and service industry through job-specific training and vocational English training. The aim is to place immigrant workers in the hospitality industry, which provides more stable living-wage employment than many of their current occupations.



Leadership Development & Grassroots Power

Victories like Yank Sing are possible because of CPA's commitment to leadership development and worker-led organizing. CPA's worker committee meets regularly to set the direction of our work, plan community outreach and education events, develop analysis and discuss issues affecting our community, and conduct the one to one community engagement that is at the core of our model.

Worker leaders demonstrate that bottom up organizing connected to a broader vision is not only possible but necessary to transform workers, workplaces and society.

Growing the Next Generation

GROWING THE NEXT GENERATION

Youth Organizing

CPA's youth organizing programs include Youth MOJO, Common Roots, and Gender Sexuality & Diversities. Founded in 2009 by CPA youth leaders, Youth MOJO is a leadership development program for high school youth, with a focus on low-income Chinese American youth. Common Roots was founded in 1998 in collaboration with People Organizing to Demand Economic and Environmental Justice (PODER).

Youth MOJO has never shied away from big topics like environmental justice, education, healthcare, and gentrification. They continue to deepen their understanding and analysis of issues impacting their families and communities. Youth leaders have put this analysis to the test through campaign planning, community outreach, and media interviews to shift the narrative on whose future is at the heart of the city.

Organizing



2013-14: Save CCSF. With City College of San Francisco under threat of closure, CPA leaders worked to lift the needs of non-traditional middle-aged immigrant students attending CCSF. In particular, Youth MOJO raised the need to ensure that non-credit courses are not cut from its budget and organized to ensure the Chinese immigrant voices were included in the process.



2015: Stand with Nan-Hui Campaign. Youth MOJO leaders successfully organized support to demand justice for Nan-Hui Jo, an immigrant mother and survivor of domestic violence who was unjustly detained and separated from her 6 year old daughter. The campaign included education on the intersections of immigration and domestic violence and culminated in an action with over 200 attendees and Nan-Hui Jo released from detention.



2016: Fighting for Our Future. Youth MOJO leaders spent their summer educating voters and building support for Proposition 55, a state ballot initiative that would maintain funding for public schools by taxing California's wealthiest 2%. Youth leaders conducted weekly outreach sessions to collect over 800 pledges of support from community residents and organized a 150-person rally calling for voters to support Prop 55.



(TOP) Youth leaders help build compost bins at Sisterhood Gardens.
 (MIDDLE) Common Roots Youth at a Community Gathering at Sisterhood Gardens (BOTTOM) Community building at the Youth Leadership Retreat..

Building Cross-Cultural Understanding & Power

The power of this cross-cultural space can be seen in our ability to unite residents in Southeast San Francisco around the issue of public land. Common Roots leaders have been involved in fighting to create a community farm at Crocker Amazon Park, as well as engaging residents of the OMI (Oceanview, Merced, Ingleside) neighborhood in the creation of Sisterhood Gardens.

Through the Common Roots program, immigrant youth have been able to develop a growing relationship with the land and the neighborhood. Youth leaders are passionate about advocating for green spaces because they know firsthand that land and open space are scarce in San Francisco and these public spaces are increasingly hard to access.

“MOJO has taught me not just how to survive, but how to thrive in a world that really doesn’t want us to. Before MOJO I really believed that if we just co-exist we could lift up our communities. But co-existing doesn’t work without justice for communities that are marginalized. From MOJO, I learned that justice is based on love for our homes and our communities and that it’s necessary to fight for them.”



Alice was a member of Youth MOJO for four years and now attends UC Davis university. Growing up in an SRO a few blocks from CPA, she came to understand her power as a youth through organizing at CPA. Alice’s mother and brother Andy are also CPA members.

Building Political Power Through Civic Engagement

Through our Political Empowerment Campaign (PEC) and alliance building, CPA has been active in building the progressive Asian American voice and unifying the largest and fastest growing demographic and voter block in the country.

POLITICAL EMPOWERMENT CAMPAIGN

With PEC, CPA develops grassroots leaders to educate Asian American voters on key issues and legislation. Each election cycle, leaders talk to thousands of Chinese voters. Through our civic engagement work, CPA has been successful in passing instrumental measures to build the power of working and immigrant families.

In 2016, CPA leaders contacted over 7000 Chinese immigrant voters in San Francisco urging them to support key statewide measures including Prop 55, which passed with overwhelming support in CA. These voters also helped to pass, Prop W in San Francisco which will fund a Free City College!



VICTORIES

In 2014, CPA provided key leadership in passing the San Francisco Minimum Wage Ordinance, which will increase the city's minimum wage to \$15 an hour by 2018. Our PEC team called thousands of monolingual Chinese immigrant voters to educate them about the issue and deepen their understanding of the measure and its impact on working class immigrant communities. This victory builds on a decade of work to provide better protections for working families to earn living wages.



ALLIANCES

CPA's civic engagement work extends far beyond the scope of the Chinese American community and beyond the boundaries of San Francisco due to our leadership in San Francisco Rising, Mobilize the Immigrant Vote, and AAPIs for Civic Empowerment. Both of these alliances provide a space for coordination, shared messaging, and greater impact as we work collectively to reclaim the electoral power of immigrant and working families.

In 2016, CPA, through our work with San Francisco Rising, co-founded Bay Rising, a new regional alliance of community-led organizations that works to address inequality by strengthening the voice of low-income communities and communities of color in the civic and public policy arenas throughout the Bay Area and statewide.



Beyond Chinatown: Organizing in Southeast San Francisco

This project brought together immigrant families, Chinese monolingual seniors, and other residents who shared a vision for public land as a place to grow fresh and culturally relevant food, participate in physical activities to improve their health and to have a space to foster relationships with neighbors.

Tiffany Ng,
CPA Community Organizer
and Former Youth Leader



With San Francisco facing the worst housing crisis in over 50 years, the Excelsior remains one of the last affordable neighborhoods for working communities of color. As rent prices increase across the city, many Chinese immigrant families are settling in the Southeast as they struggle to stay in a city that they have called home for generations.



HOUSING

Through the People's Voice Survey we were able to engage residents in the Southeast around issues of housing and work stability. We found that nearly half of the families we surveyed were living in inadequate housing conditions - SROs or in-law units, and 90% were concerned or very concerned with the city's current housing situation.

partner, we are excited for Excelsior Works! to provide new opportunities for residents in Southeast San Francisco. The center is uniting community based organizations to create a space for residents to access job development programs, services, and organizing trainings for low-income youth, adults, seniors, and immigrants.



LAND

Another issue at the forefront of community consciousness is access to land and open space. For two years, CPA has led the engagement of OMI residents in the process of planning and building a community garden on Brotherhood Way. After hours of community outreach, countless neighborhood meetings and one-on-one conversations, in 2016, Sisterhood Gardens broke ground as a model of cross-cultural community engagement and collective planning.



JOBS

Access to quality jobs is another issue at the core of the housing crisis in the city. In response, through the San Francisco Foundation's Koshland Fellowship program, CPA helped to co-found Excelsior Works! a new workforce and community development center. As the lead agency and community

What dreams are we building next?

As CPA approaches its 45th anniversary, we continue to organize youth, immigrant families, and low-wage workers to create a city centered on dignity and collective prosperity. Through the work of our members and leaders, the support of our allies, and the leadership of our staff team, CPA is poised to accomplish even greater dreams in the years to come:



GROWING YOUTH MEMBERSHIP BASE.

To deepen our existing work in Southeast San Francisco we will expand our membership base at Balboa High School and explore models for neighborhood based youth-organizing work. We will also test structures and programming to engage transition age youth in order to expand our leadership pipeline into the post-high school years.



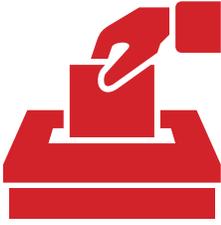
CULTIVATING OUR IMAGINATION.

Cultural organizing continues to be a powerful tool for CPA leaders to develop their narratives on racial and immigrant justice. In 2016, we launched a pilot-Artist in Residency program, and we are excited to continue growing our imagination and cultivating our skills.



INNOVATIONS TO WORKER ORGANIZING.

Unions and worker centers are insufficient vehicles for workers in the 21st century. We will continue to test new and innovative organizational forms for the entire working class including tenants, union and non-union workers, unemployed and underemployed workers. Our partnership with UNITE HERE Local 2 on the Yank Sing campaign has been a step in this direction.



BUILDING AAPI ELECTORAL POWER.

As the fastest growing demographic in the US, AAPIs need to develop a unified strategy around the role of AAPIs in the broader social and economic justice movement on a national level. We will continue to lead AAPIs for Civic Empowerment to advance this strategy and build collective power.



STATEWIDE AND NATIONAL MINIMUM WAGE ENFORCEMENT AND ORGANIZING.

Building off the minimum wage increase and the model developed in San Francisco we will serve as a capacity builder for other regional partners, building a knowledge base and infrastructure to seed ongoing victories for low-wage workers across the U.S.



NATIONAL GRASSROOTS ASIAN AMERICAN CAPACITY BUILDING.

We are planning for the next Grassroots Asians Rising conference in the Bay Area in March of 2017. In this second annual convening we will deepen our analysis and sharpen our skills through shared spaces with leading edge Asian American organizations working on worker organizing, civic engagement, multi-racial coalition building, and queer and youth justice.



NATIONAL COACHING PROGRAM.

With Seeding Change growing into its fourth year, we are launching a national peer coaching program focused on young/new Asian American organizers. This program will complement our summer fellowship work to sustainably extend the support of our pipeline project.

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進步會

**CHINESE
PROGRESSIVE
ASSOCIATION**

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