

BOARD OF DIRECTORS

Hon. Michael Chang, Ph.D., Chair
Johnson Fong, CPA, Treasurer
Hon. Dennis Chiu, JD, Secretary, Alum 2012
Hon. Paul J. Fong, MPA
Hon. Wendy Ho, MPA, Alum 2010

APALI TEAM

Michael Chang, Founder & Executive Director
Dennis Chiu, Co-Executive Director, Alum 2012
Diane N. Nguyen, Chief Impact & Alumni Relations Officer, Alum 2018
Mayra Cruz, CLP Program Director
Kimberly Lâm, SLAY Program Coordinator, Alum 2019
Cheryl Platon, Events Planner
Piper McNulty, Events Coordinator, Alum 2016
James Gonzales, Communications Consultant, Alum 2013

THANK YOU 2024 Funders (as of May 30)

LEAD FUNDER

Ken Fong, Ph.D.
Hsing Kung, Ph.D.
Sandy Chau
Asian American Futures
Sobrato Philanthropies
State of California

DIAMOND

Amazon

PLATINUM

Glenn Osaka
East West Bank
PG&E
Santa Clara County - Supervisor Otto Lee
Stanford University
Stanford Health Care
Southwest Airlines

GOLD

Larry & Cyndi Chang
Daniel Fong, Alum 2022
Buck Gee
AT&T
California Water Service
Gordon & Anita Chan Foundation
San Jose City - Vice Mayor Rosemary Kamei
San Jose Water Co.
Santa Clara Valley Water District
Silicon Valley Youth

SILVER

Hon. Dennis Chiu, alum 2012
Webb McKinney
Hon. Gilbert Wong, alum 2007
Comcast
Kaiser Permanente
Midori Kai
Silicon Valley Community Foundation

BRONZE

Hon. Michael Chang, Ph.D.
Li Fan & Liping Zhu
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Debbie Gong Guy
Hon. Wendy Ho, alum 2010
Phyllis Ishida, DDS
Asian Law Alliance
Chan Foundation
The Health Trust
LwL Consulting
San Jose City D8 Domingo Candelas



IMPACT REPORT

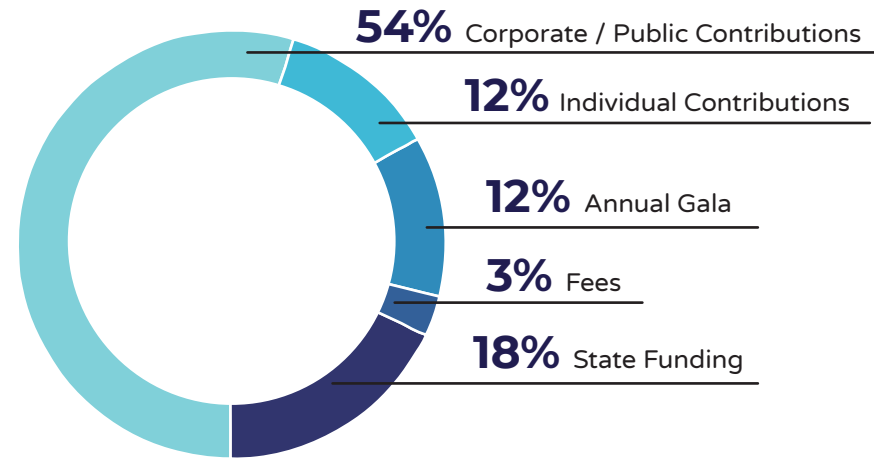


Closing the Leadership Gap

apali.org

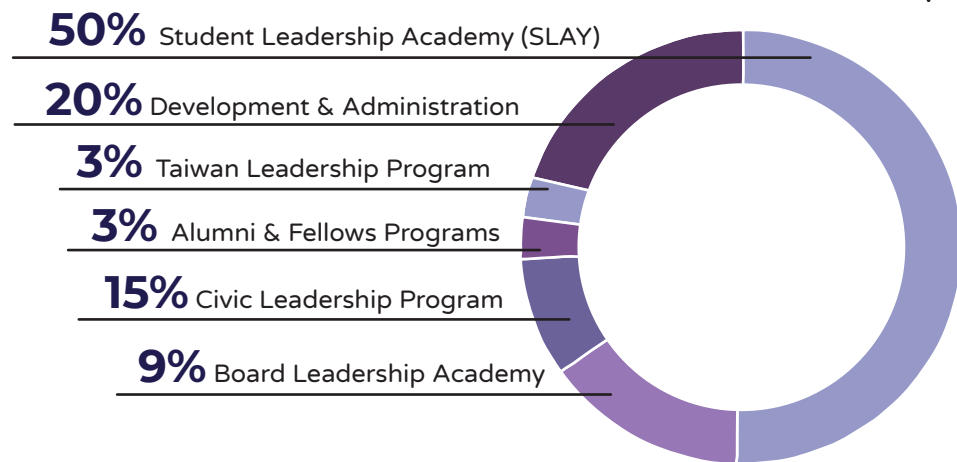
REVENUE 2023

\$556,891



PROGRAM COST 2024 PROJECTED

\$642,104



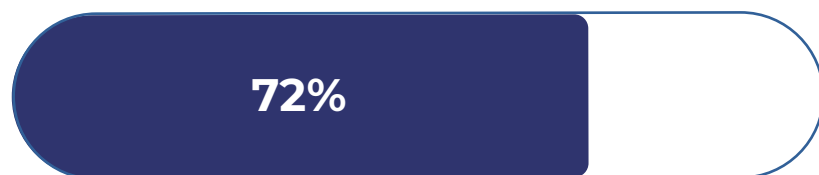
2024 FUNDRAISING

Amount Pledged
by May 30

\$552,000

Fundraising Goal

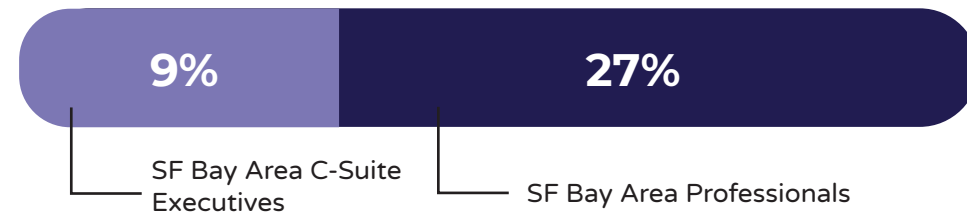
\$770,000



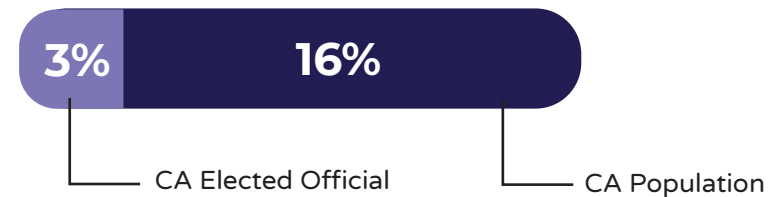
THE LEADERSHIP GAP

Asian Americans and Pacific Islanders are consistently underrepresented in leadership positions regionally, in the state, and in the U.S. in the public and private sectors.

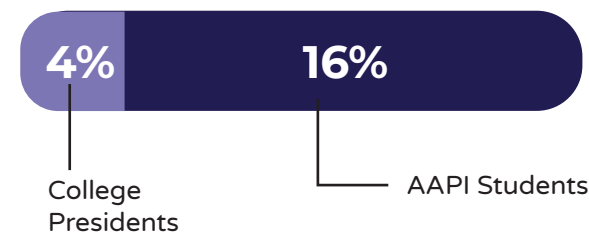
Bay Area Professionals



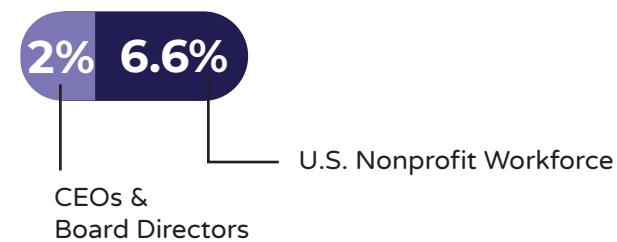
California Government



California State University



U.S. Non-Profit



THE APALI SOLUTION:

Leadership Training & Community Building

APALI's mission is to advance community power through developing civic-minded leaders, closing the leadership gap, and building a community of public leaders to increase representation, equity, and social justice.

Programs

Board Leadership Academy
Civic Leadership Program
Student Leadership Academy for Young Adults (SLAY)
Taiwan Leadership Program

Program Communities

Public Official Fellows
Alumni Network

Results

2,000+ leaders trained since 1997 in the nonprofit, education, government, and business sectors

2023 Impact

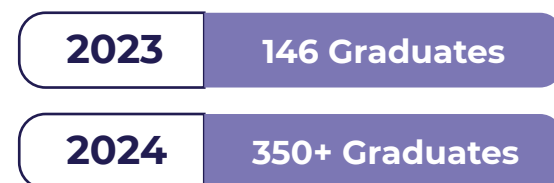
146 leadership programs graduates

100+ elected officials convened

500+ Alumni supported

Total = **746** leaders impacted

Projected Graduates Increase



In 2024, APALI scaled its 25-year old college programs serving 40 students annually to partner with 16 NorCal community colleges to relaunch as Student Leadership Academy for Young Adults (SLAY).

The inaugural NorCal SLAY training conference at San Jose City College on May 4 was phenomenally successful. APALI plans to extend the opportunity to more colleges and students in 2025.

BY THE NUMBERS:

16 NorCal Community College Partners

92% Rated SLAY'S seven alumni mentorship workshops as very good or excellent.

265 Students registered

90% Rated SLAY leadership training as very good or excellent

80% Were more knowledgeable on how to pursue their career after attending SLAY (versus 71% of students before SLAY).

87% Rated SLAY's seven leadership workshops as very good or excellent.

94% Were proud of their AAPI identity after attending SLAY versus 88% before SLAY.

86% Were confident in their leadership ability after attending SLAY (versus 60% before SLAY).

91% Would attend additional SLAY training.



ALUMNI: SLAYING THE LEADERSHIP GAP

APALI 2024 CIVIC LEADERSHIP AWARDEE



Hon. Evan Low
 Youth Leadership Academy, 2002
 Youth Trainer 2003-2004
 Public Official Fellow 2002 - Present
 Civic Leadership Program 2007

- California Assemblymember
- Candidate, U.S. Congress
- CA Assembly API Legislative Caucus Chair
- CA Assembly Legislative Technology Caucus Founder
- Youngest Asian American elected to Assembly in 2014
- Youngest openly LGBTQ+ mayor in the U.S. in 2010

“Defy expectations that big problems can't be solved— lead when others do not.”



Hon. Margaret Abe-Koga
 APALI Associate Director 1999-2001
 Public Official Fellow 2002 - Present

- City Councilmember, Mountain View
- Candidate for Santa Clara County Supervisor
- 2020 Mayor leading Mountain View through COVID-19 pandemic

“Yesterday I was clever, so I wanted to change the world. Today I am wise, so I am changing myself. — Rumi”



Nicole Sato, JD
 Youth Leadership Academy 1999

- Asst. Deputy in Charge, San Mateo County District Attorney

“Failure is never fatal, success is never final, courage is always crucial.”



Betty Duong, JD
 Youth Leadership Academy 2000
 Mentor Intern 2004, 2005
 Civic Leadership Program 2012

- Chief of Staff, SCC Supervisor Cindy Chavez
- Candidate for Santa Clara County Supervisor
- Guided the establishment of a SCC Vietnamese American Service Center

“A good leader is okay with stepping back or stepping up, and always being in step with what's right, even if it is the harder path to take.”



Kathy Duong, MA
 Youth Leadership Academy 2001

- Public Policy Manager, Amazon
- Former Senior Director of Government Affairs, Canyon Snow Consulting

“Live fully. Meet all kinds of people. You'll learn something from everyone.” - Yuri Kochiyama



Mike Hoa Nguyen, Ph.D.
APALI Program Associate 2005-2006

- Assistant Professor of Education, New York University
- Expert in policy relating to AAPI student success
- Former Deputy Director, Office of U.S. Congressman Michael M. Honda

"Always share opportunities and keep the door open after walking through it."



Hon. Gilbert Wong
Civic Leadership Program 2007
Public Official Fellow 2007 - Present

- Trustee, Foothill De Anza Community Colleges
- Candidate for Cupertino City Council
- Former Mayor and City Councilmember, City of Cupertino

"Always put residents first—for current and future generations."



Hon. Carmen Montano
Civic Leadership Program 2009

- Mayor, City of Milpitas
- Vice-Mayor of Milpitas, 2014-2016
- Co-Founder, The Sunnyhills Improvement Association
- Lifelong educator

"Let the foundations of your moral values and ethics drive your decisions to do the right thing."



Hon. Wendy Ho, MPA
Civic Leadership Program 2010
Public Official Fellow 2012-Present
APALI Board of Directors

- Trustee, San Jose-Evergreen Community Colleges
- Chief of Staff, Office of SCC Supervisor Otto Lee
- Former Chief Strategy & Policy Officer, Silicon Valley Council of Nonprofits

"Great leaders do not desire to lead but to serve."
- Myles Munroe



Camille Llanes-Fontanilla, MPA
Civic Leadership Program 2011

- Vice President of Silicon Valley Programs, The Sobrato Organization
- Former Executive Director, SOMOS Mayfair
- Founding Member, Si Se Puede Collective

"Leadership requires deep, intentional, and ongoing introspection, and taking the time to assess (and reassess) your purpose and core values."



Hon. Dennis Chiu, JD
Civic Leadership Program 2012
Public Official Fellow 2012 - Present

- APALI Co-Executive Director
- Leader, APALI Board Leadership Academy
- Co-Leader, APALI Candidate & Campaign Training
- Former El Camino Healthcare District Trustee
- Former CA Assembly senior legislative staff

"Leading is seeing people as they are, listening for what they hope to become, and helping them achieve their dreams."



Hon. Yan Zhao, MA
Civic Leadership Program 2014
Public Official Fellow 2018 - Present

- Mayor, City of Saratoga
- Candidate, Santa Clara County Assessor 2026
- Member, VTA Policy Advisory Committee
- Saratoga City Council Finance Committee
- Semiconductor industry veteran and leader of tech organizations

"Never give up! Follow your heart, follow your passion, and stay determined."



Patrick Ahrens, MPA
Civic Leadership Program 2015

- Trustee, Foothill-De Anza Community Colleges
- District Director, Office of Asm. Evan Low
- Candidate for California Assembly
- Former Student Trustee, Foothill-De Anza Community Colleges
- First generation college student

"Embrace every challenge as an opportunity for growth. Adversity discovers strength."



Daniel Fong, Ph.D Candidate Theology
Board Leadership Academy 2022

- Teacher, MythBuster, Mentor
- Author, *Been There, Mythbusted That*
- Founder, UnCommon Voices Collective
- Founder, Million Dollar Baby Company

"Live a life of no regrets anchored in Christ Jesus!"



Hon. Kevin Park
Civic Leadership Program 2022
Board Leadership Academy 2023
Public Official Fellow 2020- Present

- Councilmember, City of Santa Clara
- Technology scientist in Silicon Valley

"Always remember that you are trying to help."



Prof. Bernice Chao, BFA
Board Leadership Academy 2023

- Founder, Asians in Advertising
- Author, *The Visibility Mindset*
- #1 Amazon Bestseller author

"Bravery isn't being fearless. It is being afraid and doing it anyway."



Rupi Kaur
Board Leadership Academy 2023

- Poet exploring identity, immigration, healing, and femininity
- #1 New York Times bestselling author
- *Milk and Honey* has sold over 12 million copies sold and translated into 43 languages

"At age 24, Rupi Kaur has been called the voice of her generation." - USA Today

SUPPORT APALI

When I began APALI, I dreamed of generations of AAPI leaders who would end the stereotype that Asian Americans are perpetual foreigners and deferential subordinates. APALI has nurtured over 2,000 leaders over 27 years, and we are growing.

SLAY

We understood 25 years ago that student leadership development was vital, because students are the leaders of tomorrow. It has been a challenging and immensely gratifying journey expanding our youth program that for 25 years served 40 students at one community college each year to serving 270 students from 16 community colleges in 2024. Seeing over 35 mid-career alumni from different generations come back as SLAY mentors has filled me with gratitude. And, there's more to come. We plan to add more colleges, and we need your support for SLAY.



APALI ENDOWMENT

As intolerance persists, the AAPI leadership gap is still deep and wide in every sector, and our work has never been more important. We need your financial support to create a sustaining endowment making it possible for APALI to cultivate generations of API leaders for decades to come so that our community can continue to prosper. Thank you so much for your support.

In fellowship,

Michael Chang, Ph.D.
Founder and Executive Director
Former Mayor of Cupertino
Emeritus AAS Chair, De Anza College