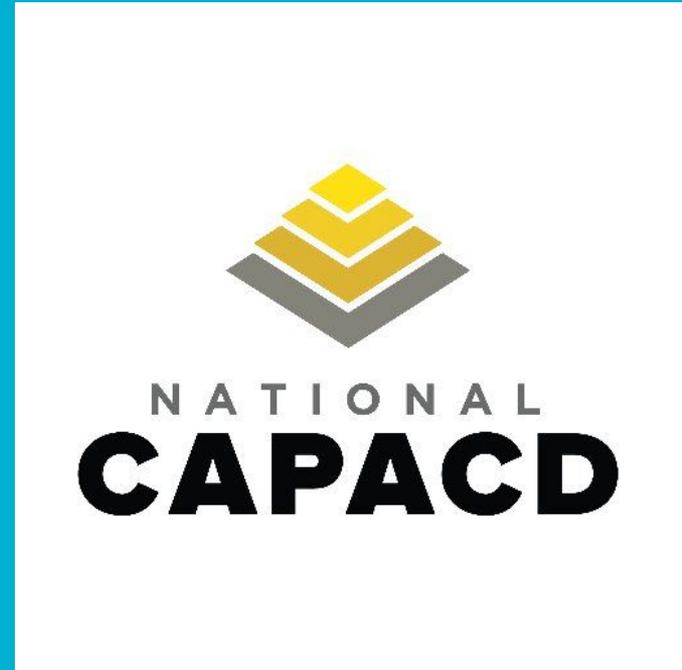


Service Project: National CAPACD

Rachel Oda, Courtney Tran, & Emily Tran

National Coalition for Asian Pacific Americans Community Development

- ~100 US organizations working with low-income AANHPI communities
- Together, they impact over 2 million AANHPIs living in poverty
- CAPACD disseminates national resources locally, shares best practices, and advocates for community needs at the national level



Project Overview

Objective

Conduct research to help CAPACD design leadership development programs to support community focused AANHPI organizations

Deliverables

Landscape research: list of existing leadership development programs

Focus group and interview results identifying leadership development interests of AANHPI youth

Work Completed

Landscape Research

Excel sheet of 61 existing AANHPI organizations & leadership development programs, noting missions, key components & locations

Focus Group

Free-form focus group with six CAPAL Scholars and Interns

Interviews

23 in-depth phone interviews with young AANHPI professionals

Online survey circulated via “DC AAPI Interns” FB group

Interviews: A Snapshot

- On the AANHPI nonprofit sector:
 - “Under-funded,” “Competing for the same pot of money,” “Need for collaboration among orgs”
 - “Young staff carrying a large workload and making big decisions executives would usually make,”
 - “Need for a database of AANHPI speakers and the best point person for each AANHPI org”
- On potential leadership development program content:
 - AANHPI Identity and how our cultural upbringing impacts how we lead
 - “Large, untapped market for a leadership program for mid-career professionals”
 - “Carve out a niche and target that specific group”
 - “Mentorship,” “Follow up after the program has ended”
 - “Hack-a-thon style activity incorporated into the program”

Key Takeaways

- **Funding, unity and retention** are key sector needs
- Strong desire for orgs to **work together and support each other** to mitigate competition over funding
- **Discussions about identity** are critical at every stage of your career and necessary for cohesive, positive work environments
- **Large demand for leadership development programs**, panels and/or mentorship for mid- and executive- level AANHPI professionals (“The conversation shouldn’t end after you graduate college!”)