CAPAL was founded in 1989 in order to provide a platform for Asian Americans, Native Hawaiians, and Pacific Islanders interested in public service. For more than 30 years, CAPAL has provided opportunities for over 600 professionals, and is continuing to build a strong AANHPI public service pipeline. Through these programs, CAPAL strives toward a future with equitable representation throughout all levels of government and public service.
In response to the challenges of the COVID-19 pandemic, CAPAL continued to successfully implement 100% of its summer programming on a virtual platform, allowing students and professionals to engage across the country. This year, CAPAL registered over 706 participants for its Washington Leadership Program, with attendees hailing from a variety of professional backgrounds. The 2021 WLP theme of "Reflection & Resiliency" emphasized how communities united to reflect and demonstrate unyielding tenacity and resilience, even in the face of uncertain and demanding circumstances.
Public Service Scholarships and Internships

CAPAL places and funds undergraduate and graduate students within the federal government and nonprofit sector nationally each summer. Students participate in WLP, connect with a mentor, attend cohort sessions, and collaborate on a Community Action Project.

2021 WLP Topics

- Deconstructing “AANHPI”: Disparities & Inequalities within the AANHPI Community
- From “Niche Demographic” to Defining Swing Voters
- Self Care is Community Care: AANHPI Mental Health & COVID-19
- Google Knows Me Better Than Me: AANHPI Data & Privacy
- Environmental Racism & Inequality: How did we get here?
- What is your Experience with America? Native Hawaiians and Pacific Islanders
- Our Voice, Our Power: AANHPI Cross-Community Alignment

Intern Placement Partners

- U.S. Department of Agriculture
- U.S. Office of Personnel Management
- Peace Corps
- Act to Change/Hate is a Virus
- Asian American LEAD
- Papa Ola Lokahi

2021 Scholar and Intern Majors

- Environmental Science & Policy
- Liberal Arts
- Health: Science, Society, & Policy
- Political Science
- Public Policy
- Human Development & Family Sciences
- Psychology, NGOs, and Social Change
- Economics & Finance
- Dual DO
- Business & Marketing
- History
- Sociology
- Mathematics
- International Studies
- Master’s in Global Policy Studies

INTERNS 19 | 5 SCHOLARS
COMMUNITY ACTION PROJECTS

Scholars and Interns directly supported important causes by collaborating with partner organizations and producing concrete deliverables that were presented at CAPAL’s Closing Ceremony. 2021 Projects included a TikTok anti-bullying campaign; an AAPI youth ambassador program; and an in-depth interview project reclaiming AANHPI female narratives.

2021 Project: The 2020 Census: Native Hawaiian Populations Across the U.S.

This project consisted of developing a publicly shareable, user-friendly map indicating the population of Native Hawaiian across the U.S. This project provided updated information for Papa Ola Lokahi’s Native Hawaiian Health Scholarship Program’s outreach efforts in recruiting students, as well as guiding Papa Ola Lokahi’s mission and purpose.

"The combination of the internship, Washington Leadership programming, and S&I cohort sessions gave me a well rounded understanding of the implications of entering the public service field as a woman in the Asian American community.”

Akansha Khurana
2021 Asian American LEAD Intern
PUBLIC SERVICE CAREER EXPLORATION

Over the past 10 years, CAPAL has served over 220 scholars and interns, many of whom have gone on to pursue careers at the following organizations:

- U.S. Department of State
- Women’s Way
- Google
- Blueprint Research Group
- National Association of County and City Health Officials
- New York City Council
- Booz Allen Hamilton
- Hulu
- Asian Pacific American Advocates (OCA)

Mentoring
CAPAL Scholars and Interns emphasized the lasting impact of their mentorship experience, with students acknowledging their weekly meetings with their mentor as one of the most significant and influential parts of the program.

Professional Development
Scholars and Interns engaged in a series of professional development workshops in partnership with CAPAW. Through these sessions, students gained valuable insight into the interview process, participated in resume-writing workshops, and engaged in speaker panels.

Roundtable Series
This year, CAPAL launched its first virtual series of Roundtable Discussions. Scholars and Interns were invited to learn from public service leaders in an intimate and conversational setting, while gaining knowledge about opportunities and career pathways with various public service organizations.

2021 FINANCIAL SUMMARY

EXPENSES

- Personnel
- Scholars & Interns
- Operations
- Other

- Government
- Individual Giving
- Other
- Grants & Sponsorships

REVENUE

- Personnel
- Scholars & Interns
- Operations
- Other

- Government
- Individual Giving
- Other
- Grants & Sponsorships

- $217,463
- $230,484
- $60,115
- $46,533
- $34,387
- $33,214
- $138,616
- $116,350
"My understanding of public service went beyond what I was taught in textbooks and what I had learned within my own experience, CAPAL did everything they could to widen my perspective on every topic I can imagine, including my identity and personal relationship with it."

John Hoang, 2021 USDA Animal and Plant Health Inspection Service Intern

ACKNOWLEDGEMENTS

2021 Sponsors • National Geospatial Intelligence Agency • American Association of Retired Persons • Comcast Universal • Midwest Asian American Students Union • USDA Animal and Plant Health Inspection Service • U.S. Department of State • USDA Foreign Agricultural Service • USDA Agricultural Research Service • USDA Natural Resources Conservation Service • Wisconsin •
The value of CAPAL, to me, is the fact that everyone who is involved with the program—whether you are a Board Member, a mentor, or my supervisor over at the USDA ARS—everyone I’ve come across is committed to the shared goal of inclusion, public service, and AANHPI empowerment. CAPAL has introduced me to many amazing people, given me a better understanding of AANHPI issues, and a better vision for how I want to use my interests in policy and data to be a better public servant.

Rina Nagashima, 2021 USDA Agricultural Research Service Intern

“Overall, I loved my experience with CAPAL this summer. Of course, I cannot express enough gratitude for my mentor, Linda. This is an incredible network that I feel so privileged and grateful to be a part of.”

William Yee
2021 U.S. Department of State Scholar