

Deepening Roots, Strategizing For Our Future



API Chaya
2023 Annual
Report

Letter from the Co-Directors

Dear beloved community,

Thank you for supporting API Chaya's mission, services, and programs. Your financial gifts and volunteerism help us build a community where survivors have access to safety, pathways to healing, and support to thrive. 2023 marked both a re-grounding and an initiation of many exciting shifts for API Chaya. It was a year where we deeply reflected on our roots, and strategized alongside you what is needed for our communities moving forward. We first came to API Chaya more than 10 years ago, when our entire organizational budget was less than \$700,000. And in 2023, we gave over \$800,000 in direct assistance alone to immigrant survivors towards housing, food, healthcare, and other basic needs. We can only imagine what we will make possible another 10 years from now, when we honor our history and collectively vision towards our future free of violence.

It was API Chaya's first year back in person since the beginning of the pandemic, and we again met people where they are, connecting directly with immigrant communities, sharing food, building leadership, and strengthening bonds. We also engaged in a long process of strategic planning, hearing directly from stakeholders, funders, our staff and board on ways to deepen and expand to more effectively achieve our mission. We will continue our work on the individual, interpersonal, community, and societal level to support those being made the most vulnerable, and to shift the conditions that allow harm to happen, and are excited to share our collectively built vision for new horizons in the coming years.

We are further excited to share about new structures we are exploring in the next two years towards the goals of deeper transformation after violence; investing deeper in preventing violence; as well as creating structures that are the most sustainable and healing for our communities and organization. We heard from you: you want API Chaya to share our models, be available in more places, and partner with more communities. We are planning long-term ways to do that, including increasing our public profile and sharing lessons learned, as well as the values and strategies that shape our organization. With this community-led direction, API Chaya moves closer to embodying the values we seek to nourish in our movements for justice—sustainability, well-being, strength in shared power, and the cultivation of joy at the individual and collective level.

Together, we can
achieve a safe,
healing, and vibrant
community.

The agency's work would not be sustainable without your support and generosity. Thank you for being a long-standing partner during this remarkable period of challenges, hope, and experimentation. Your partnership allows us to support survivors in fleeing abusive landlords, intimate partners, and traffickers. It helps survivors have access to long-term case management with bilingual advocates, and allows us to strengthen the capacity of our community to support them. We also want to thank the API Chaya staff and board for your dedication to uplifting our cultural connections as we organize our communities, serve survivors, and serve as an integral part of the movement to end gender based violence, exploitation and all forms of oppression.

Together, we can achieve a safe, healing, and vibrant community,

Kalayo Pestaño and Priya Rai
Executive Co-Directors



*Selfie of Executive
Co-Directors Priya
and Kalayo*

Our Vision/ Who We Are

OUR MISSION

API Chaya empowers survivors of gender-based violence and human trafficking to gain safety, connection, and wellness. We build power by educating and mobilizing South Asian, Asian, Pacific Islander, and all immigrant communities to end exploitation, creating a world where all people can heal and thrive.

OUR VISION

API Chaya envisions a just and equitable world free of violence and oppression. We partner and engage with community groups, providing education and organizing towards the prevention of domestic and sexual violence, exploitation and human trafficking. We do our work with an understanding of the cultural norms and stigmas associated with such violence and believe in the inherent strength and potential of our communities to facilitate this change. API Chaya has served thousands of people and worked with hundreds of community groups for community organizing and education regarding prevention of sexual and domestic violence, exploitation, and human trafficking.

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OUR VALUES

Our core values are: Integrity, Equity, Dignity, Agency, Community, and Sustainability. API Chaya claims these values as central towards realizing our mission. Each value is practiced and realized on every level including the individual, community and institutional. In a domestic violence situation, factors such as love, family expectations, cultural norms and immigrant status make oppression difficult to recognize and address. Just as expressions of oppression can be diverse and contradictory, we recognize that our responses may be diverse and contradictory as well. Hence we embrace the complexity of our world and resist the temptation to flatten and simplify our experiences.

SNAPSHOT OF OUR WORK

Our programs share a vision for what a survivor's future can be after a crisis—a future where survivors are stable, independent, and healing can begin. Through our support services and intergenerational community organizing, we meet the immediate safety needs of survivors while developing long term leadership to transform conditions that allow harm to happen.



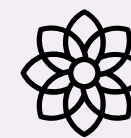
Supporting Survivors

Free, confidential, and language-accessible wraparound services for survivors of domestic violence, sexual assault, & human trafficking



Cultivating Healing

Culturally relevant support groups, community gatherings, and holistic programming to tend to our wellness, and interrupt cycles of violence in our families, communities, and systems.



Building Accountable Communities

Building power through leadership and skill development to prevent, intervene in, and end violence in our communities.



API Chaya is by survivors and for survivors.

Our co-directors, 50% of our Board, and more than half of our staff are queer and trans people of color who came to API Chaya as volunteers, participants, or clients.

Our Co-Directors both started out as interns at API Chaya, both are queer, both are people with a disability, both are survivors.

Our management team includes 5 managers who are all bicultural people of color, 3 who are immigrants, 2 who are LGBTQ+, and 3 who are bilingual—two are LGBTQ+ survivor parents.

We know that those closest to the problem are closest to the solution, which is why API Chaya is led by survivors. We deeply value the power and leadership of our communities, and hiring and mentoring those who are the most directly impacted by the issues we seek to address. Put simply, survivor leadership is a centerpiece of our work.



75% of our staff & board are also survivors, 60% are LGBTQ+; one-third are gender non-conforming, and more than 40% have a disability.



Our governing board and staff are 100% people of color.

(Top) Selfie of API Chaya staff at WSCADV Conference, (Middle) Group photo of advocates and program participants gathered at a park, (Bottom) API Chaya staff and volunteers serve food at the 2023 Vigil

2023 Impact/ At a Glance



(Above) API Chaya staff at Trans Pride 2023, (Below) Survivors and family at the Human Trafficking Survivor Winter Gathering



600

Served over 600 survivors and families with over 5262 hours of direct advocacy and support services.

2,900

Reached over 2,900 community members, and over 33,000 including our print and media resources.

250

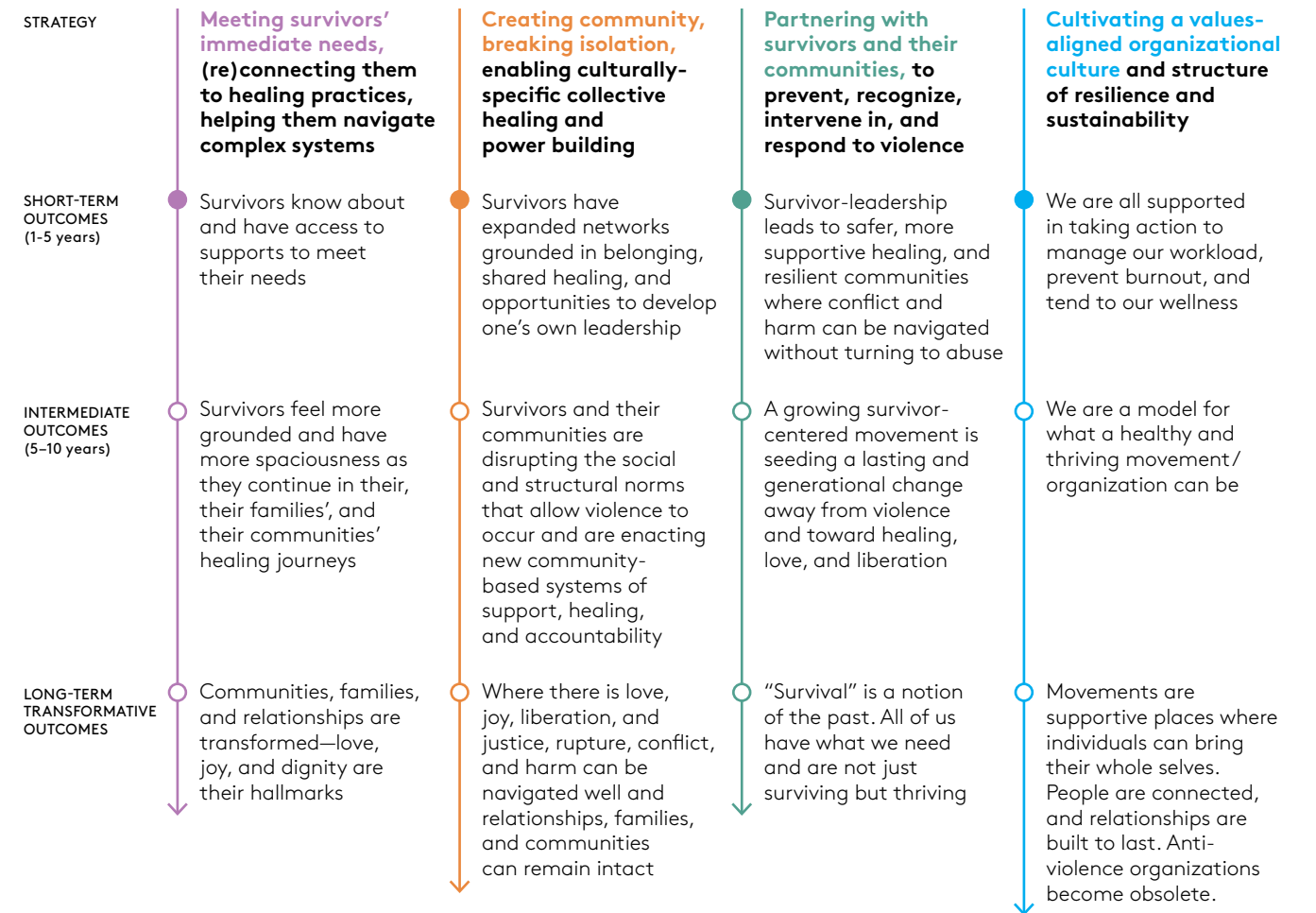
Hosted over 250 community events, including support groups, healing gatherings, skillshares, and violence prevention events. We dove into new and exciting in-person programming with survivors and community members of all ages and backgrounds.

Strategic Planning

In 2022-2023, API Chaya engaged in a process of listening and reflection in considering our future strategic direction. Through our strategic planning process, we gained more clarity on who we are, who we serve, and our organization's role in ending violence.

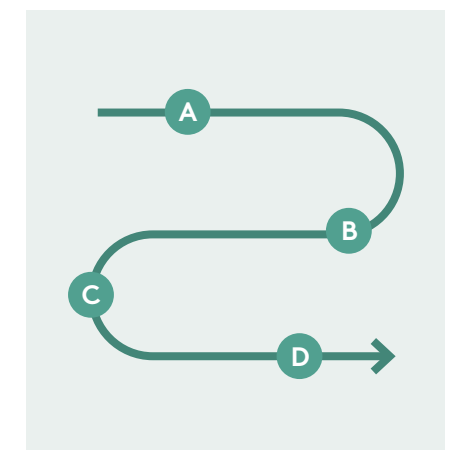
Theory of Change

Our theory of change is our roadmap on how we achieve the new world we are building. It is the north star that guides our immediate and long term strategies towards creating loving and equitable communities.



Journey Map

Community was at the heart of this process from the beginning. We worked with survivors, staff, board, and over 200 stakeholders to shape our strategy moving forward. Your reflections shaped our upcoming changes and experimentations for the years to come.



Community Input

We heard from you. We asked what was working about API Chaya, where we should focus, and where we should grow. This feedback informed our strategic direction.

“API Chaya focuses on people who are not often served by service providers because of assumptions about who survivors are. API Chaya really intentionally focuses on those populations that are experiencing gender-based violence, but have less access to resources and more barriers.”

“I see a lot of leaders come out of API Chaya, who are also survivors. API Chaya really supports survivors to become leaders and change makers in their own communities.”

“API Chaya does a good job of balancing services to support survivors and providing programming that provides resources for community to better understand our role in violence and oppression and how we can intervene/disrupt systems of harm.”

Strategic Direction

Through this journey, we developed our strategic direction for the next 3 years:

Sustain and deepen our core services.

Continue our nearly 30 years of advocacy and violence prevention for immigrant communities, focused on Asians, South Asians, Pacific Islanders and Native Hawaiians.

Build and strengthen intentional partnerships.

Given our unique strengths as a by and for culturally-specific organization, what partnerships are needed to ensure we spend time doing what we do best, and partner for other survivor needs?

Experiment with ways of further aligning direct services and organizing.

To best support survivors and strengthen communities for each person we serve, how do we increase the pathways for meeting immediate needs as well as building leadership simultaneously for each person referred or involved with us?

2024 Experiments & Explorations

Opportunities to test or expand our work:

Expand the number of dual roles in staff of advocate/organizers, so that each person or family who comes to API Chaya accesses help with immediate needs, as well as ways to shift their communities to be more supportive with one point of contact.

Create a Family Care Team of staff members, with the vision that we support a whole family unit with all their needs at the same time, from safety, to parenting, to healthy relationship skills, to education, to intergenerational dialogue and healing. What transformation becomes possible if we can shift an entire family’s culture and norms together?

Increasing our prevention and intervention work with men and boys specifically, to ensure we are tackling the issue of gender-based violence from all angles.

Highlight and deepen the ways we are working with people who cause harm, and survivors who have also caused harm.

The number of Latinx trafficking survivors we serve increases annually — **explore ways of deepening partnerships** and visibility around this work, and what it means for our core populations.



Above: API Chaya staff and board at strategic planning retreat

Below: API Chaya staff having fun in WCSAP 2023 Conference

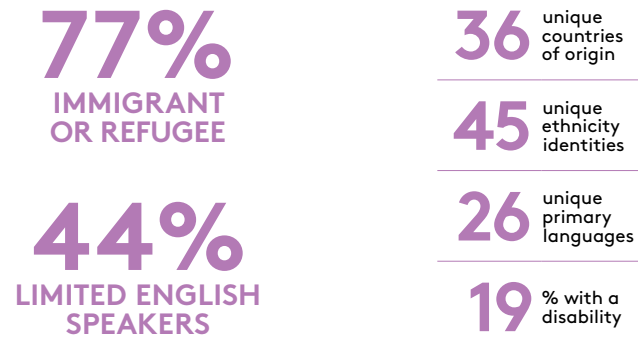
Meeting survivors' immediate needs & navigating complex systems

THEORY OF CHANGE

- Short-term**
Survivors know about and have access to supports to meet their needs
- Intermediate**
Survivors feel more grounded and have more spaciousness as they continue in their, their families', and their communities' healing journeys
- Transformative**
Communities, families, and relationships are transformed—love, joy, and dignity are their hallmarks

Our work is grounded in recognizing survivors as complex, whole beings with the right to make decisions about their own lives. We often describe our approach as based on an empowerment model in which we recognize and support each survivor's worth, integrity, right to self-determination and safety. Much of our work is to provide assistance in removing barriers to these ends. Our advocates work with survivors to provide holistic services including safety planning, culturally relevant therapy and support groups, skill development, employment search, healthcare, financial assistance, secure shelter, transitional housing, permanent housing, and legal services.

In 2023, we provided over *5,200 hours of direct service to more than 600 survivors* and family members who are...



“As a transgender person I always felt welcomed here. I felt safe.”

Participant of Spanish-speaking human trafficking survivors support group

We helped survivors meet a constellation of basic and crucial needs with *over \$800,000 in direct financial assistance:*



Father reunited with his family and children

Family reunification is always one of our biggest highlights. In 2023, advocates accompanied **5 survivors to be reunited with their families after years of separation.** One survivor came to the US from Colombia seeking opportunities for his wife and children, but was trafficked by the company he thought would help him. After two years of struggling, an API Chaya advocate was able to accompany him in reuniting with his family, including his 3 year old daughter.



Survivor Story Highlight: Meet Isatu

Isatu was enrolled in our Human Trafficking program in Summer 2011. At the time, she had nothing with her except for the clothes on her body and a small bag that contained some of her important documents. After an intensive assessment, Isatu's advocate Hao learned that she not only experienced severe forms of human trafficking, but she was also a survivor of war, rape, and torture. With no immigration status, she did not qualify for any public assistance. With the support of an API Chaya advocate, Isatu obtained safe housing, food, clothing, a phone, and other personal needs. We connected her with a pro bono immigration attorney to help legalize her immigration status, navigated the system to help her receive healthcare services and mental health counseling, and advocated for her to get a scholarship to attend a vocational program at a local college.

Isatu worked closely with her API Chaya advocate Hao for 3 years. She obtained immigration status, found a job while still going to school, and began living independently. Today, Isatu is a graduate from the University of Washington with a Master of Social Work, has a Clinical Social Work License, and works full-time as a mental health counselor in Alaska.

“What is your dream?” asked Isatu’s advocate. She responded, “I want to be a voice to the voiceless as well.”

“Muchas gracias a ti por todo lo que as hecho por mi y mi niña. Telo agradezco de corazón.”

English: “Thank you very much for everything you have done for me and my daughter. I thank you from the bottom of my heart.”



Left: API Chaya advocacy manager Hao celebrates the graduation of Isatu, survivor and former client. Above: Isatu with her family in Alaska

Strengthening community & breaking isolation

THEORY OF CHANGE

Short-term

Survivors have expanded networks grounded in belonging, shared healing, and opportunities to develop one's own leadership

Intermediate

Survivors and their communities are disrupting the social and structural norms that allow violence to occur and are enacting new community-based systems of support, healing, and accountability

Transformative

Where there is love, joy, liberation, and justice, rupture, conflict, and harm can be navigated well and relationships, families, and communities can remain intact

Our programs share a vision for what a survivor's future can be after crisis—a future where survivors are stable, independent, and healing can begin. We recognize that our communities have the resources, traditions and legacies we need to build the relationships and families we want for generations to come.

We are back in person! In 2023, we hosted multiple events to bring the community back together and bring API Chaya's services and programs to more survivors.

We held **32 support group sessions for survivors**, using a variety of modalities for different cultural communities. We focused on Muslim grief, creative healing, people who are Spanish speaking, and BIPOC survivors of child sexual abuse.

Our **therapy** program offers free, trauma-informed, and culturally relevant therapy services, specifically designed for survivors. Our therapy program capacity has **grown by 150%** over the past 3 years.

We hosted our first in-person **vigil** in three years, with the theme "Kapwa: Pieces of the Whole." Our annual vigil honors the lives of Susana Remerata Blackwell and her unborn baby Kristine, along with friends Phoebe Orbiso Dizon and Veronica Laureta Johnson, all of whom were murdered by Blackwell's abusive husband at the King County Courthouse on March 2, 1995.



Photos: API Chaya's 28th Annual Vigil



Photos this page:
API Chaya Halo Halo
Summer Cool-Down event

We hosted our **Halo Halo Community Mixer** as a summer gathering featuring cultural performances, food vendors, and family friendly games! This event brought together API Chaya staff, board, volunteers, survivors and family members to cultivate community.

Generations Festival (GenFest) is an intergenerational gathering that incorporates activities to build community together, grow genuine connections, while promoting intergenerational healing. For our 6th Annual GenFest, we curated a space for intergenerational play and wellness. We were joined by community guests that shared stories about family, culture, and expressing ourselves through art and creation.

Our **survivor gatherings** continue to be vibrant, empowering, and culturally rich opportunities for our clients and their families to be in welcoming, survivor-centered spaces. Our domestic violence/sexual assault winter gathering distributed hundreds of toys, books, school supplies, and gift bags to survivors and their children. Our human trafficking survivor winter gathering brought together over 100 people for storytelling, cultural performances, and community building.

“I appreciated being in a space where I felt safe being vulnerable. I have not been this vulnerable in a long time. It was great to feel heard.”

Program Participant



(Top and middle) Survivors making and posing with flower crowns they made at GenFest
(Bottom) Cultural performance at Human Trafficking Survivor Winter Gathering

Responding to and preventing violence

THEORY OF CHANGE

- **Short-term**
Survivor-leadership leads to safer, more supportive healing, and resilient communities where conflict and harm can be navigated without turning to abuse
- **Intermediate**
A growing survivor-centered movement is seeding a lasting and generational change away from violence and toward healing, love, and liberation
- **Transformative**
“Survival” is a notion of the past. All of us have what we need and are not just surviving but thriving

We know that when survivors face abuse, they first turn to their close networks. We train these networks to prevent and respond to violence through support, leadership and skill building programs that are language and culture specific.

This year’s **Natural Helpers** program launched a series of over 15 workshops, training community members to support survivors in their daily lives—in their homes, at their places of worship, in their schools, their workplaces, and neighborhoods. We launched a culturally-specific **Pasifika Natural Helpers training**, and are planning more language- and culture-specific NH programs for the coming year. We are thankful to have Natural Helpers as our frontline in violence prevention and intervention!

The **Peaceful Families Taskforce (PFT)** hosts events within the greater Seattle Muslim community to raise awareness about domestic violence and mobilize communities in order to support community structures and systems that contribute to peaceful families. PFT responds to expressed needs by the community, providing grief sensitivity groups, Bonds of Kinship faith-based healthy families workshops, and A New Beginning divorce support groups.

Our youth organizers accompanied youth and community leaders in **responding to instances of harm between young community members**. This support was responsive to the specific cultural needs of youth, and understands that violence intervention is intertwined with violence prevention.

“I’ve felt more empowered and less alone.”
Survivor Client



Left: API Chaya’s Summer Reading Program for Children from Pacific Islander Community
Right: API Know Your Rights session with community members

Our prevention work reflects our efforts to expand our work with whole families. We conducted an **Intergenerational Summer Reading Program** that encouraged families to practice being in intentional conversation together, learn more about one another, spend quality time together, and create a safer space where everyone (children, parents, grandparents) can share what’s on their mind and feel heard. We hope this program would support a stronger foundation for multigenerational families to be able to navigate difficult and important conversations in the future.

We understand the need for **migrant workers to know their rights at work**. We see know your rights trainings as a way to combat human trafficking and build worker power. This year, our human trafficking survivor leadership team and human trafficking survivor advocates hosted multiple know your rights trainings, including a training led in Spanish.

Cultivating a sustainable organization & movement

THEORY OF CHANGE

Short-term

We are all supported in taking action to manage our workload, prevent burnout, and tend to our wellness

Intermediate

We are a model for what a healthy and thriving movement/organization can be

Transformative

Movements are supportive places where individuals can bring their whole selves. People are connected, and relationships are built to last. Anti-violence organizations become obsolete.

API Chaya is led by survivors and for survivors. As an organization, we work to build leadership within our staff, board, and volunteers as we build power with survivors and marginalized communities. Survivor leadership is a centerpiece of our work. And because we are composed of the people that we also serve, creating a healing, resilient, sustainable organization and movement must be prioritized.

API Chaya is a champion of living wages, has some of the most comprehensive benefits of any other similarly sized organization in the region, and invests deeply in what is needed to keep people in the movement for the long-haul. In part, this looked like further expanding our leadership team, to move Yukie Royall, long-time staff member to the role of Program Director. This will allow our team of directors to work towards sustainability; ensuring our internal structures are reflective of the values we seek to uplift; as well as that we are mission aligned, and conducting the most innovative, culturally relevant programs.

We understand the unique solutions API Chaya brings to the anti-violence movement, and we hope to build up other organizations' ability to bring culturally-responsive, language-accessible, and trauma-informed care to survivors of all backgrounds. We continued to build up our partnerships with many organizations through workshops, shared events, and speaking engagements.

"I am forever impressed by your dedication and commitment to transformative justice. Years ago, API Chaya introduced transformative justice to me at a Natural Helper training. I would have never known it would end up being such a core part in my life and my therapeutic practice. You really have created and are continuously creating changes in this world."

Program Participant



(Top left) Sigma Si Zeta UW Sorority Step Out Fundraiser event, (Bottom left) API Chaya staff Derek and Dannie make drinks for Human Trafficking Survivor Winter Gathering, (Top right) API Chaya staff and volunteers pose after a speaking event, (Bottom right) Staff Erina & LeMing take a selfie with the audience of their workshop with University of Washington law student

In the News

Co-Director Priya Rai quoted in this Transformative Justice Calendar for 2024



issuu.com/projectnra/docs/tj_calendar_pages_reference_only

International Examiner



Supporting Survivors of Exploitation

Dannie Nemes, Human Trafficking Survivor Advocate
iexaminer.org/api-chaya-supporting-survivors-of-exploitation



#1MEXPERIMENTS

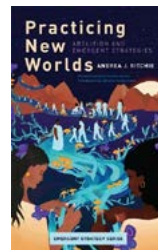
**PART SIXTEEN:
API CHAYA
NATURAL
HELPERS**
with KALAYO & DEREK

Natural Helpers with Kalayo Pestaño and Derek Dizon

Podcast episode by 1 Million Experiments
soundcloud.com/one-million-experiments/episode-16-api-chaya-natural-helpers



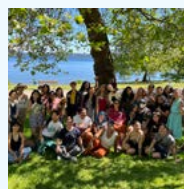
API Chaya's Natural Helpers model lifted up in Andrea J. Ritchie's book, *Practicing New Worlds: Abolition and Emergent Strategies*



bookshop.org/p/books/practicing-new-worlds-abolition-and-emergent-strategies-andrea-ritchie/18579987

International Examiner

Leading as a Survivor: Navigating Trauma and Finding Hope



Priya Rai, Executive Director
iexaminer.org/leading-as-a-survivor-navigating-trauma-and-finding-hope



API Chaya Hosts First In-Person Vigil in Three Years



Honoring the API Chaya Legacy Through Disability Justice

Jessie Zhang, Disability Justice Community Organizer

Financial Report

\$800K+

direct financial assistance to survivors and community members

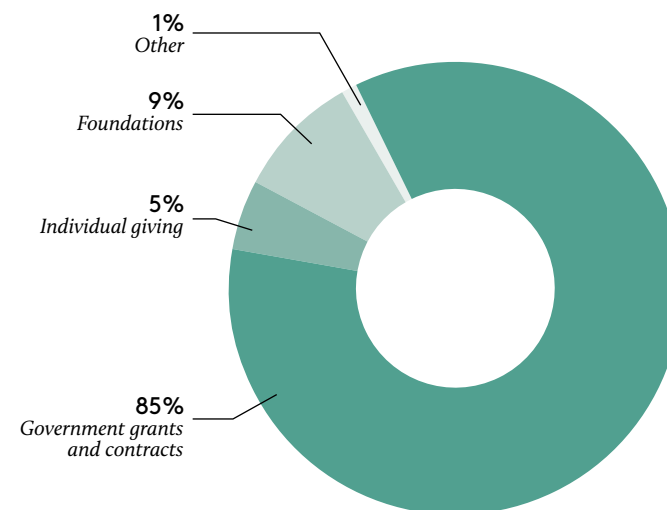
100%

of programs are free and confidential

Your support is what makes these critical services possible. Your generosity allows us to assist individuals to flee abusive landlords, intimate partners, and traffickers. It helps clients have access to long-term case management, bilingual advocates, interpreters, and legal assistance. At API Chaya, annually we increase our level of assistance to the most economically vulnerable families we serve. Thank you for being part of creating this safety net.

INCOME

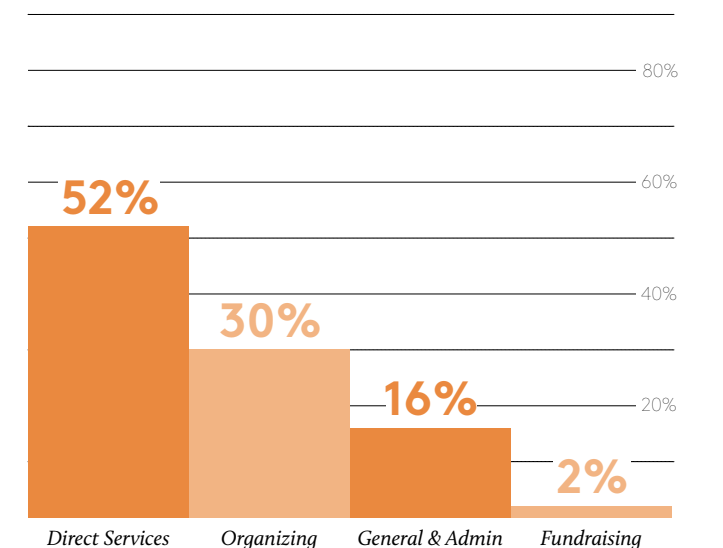
\$4,537,995



EXPENSES

\$4,525,383

Percentage of expenses





Thank You

Mailing Address

PO Box 14047
Seattle, WA 98114

Helpline

1-877-922-4292 (Toll-Free)
206-325-0325

Helpline & Office Hours

Monday-Friday 10am-4pm

Office Email

info@apichaya.org

Office Phone

206-467-9976

Thank you for supporting API Chaya!

With your help, we can continue to support survivors, cultivate healing, and build accountable communities in 2024.

Get involved with API Chaya:

- Stay informed by connecting on our Facebook, Instagram, and mailing list
- Volunteer your time
- Become a Natural Helper (trained community member supporting people in your own life)
- Provide pro-bono professional services
- Make a donation to help us continue providing critical services and preventing violence

ANNUAL GALA

**3.30.2024, 6PM
THE WESTIN**

FAMILY.
reunion



WE BELONG