

2021

# APIENC

BUILDING TRANS, NON-BINARY,  
& QUEER API POWER



OUR NEW THEORY OF CHANGE  
2021 GOALS & OBJECTIVES

# INTRODUCTION

We are in a moment of compounded crisis. As we mourn the lives 8 people—and 6 Asian women—tragically lost to white supremacist violence in Atlanta, we are viscerally reminded of the urgency to create true safety and liberation. **To be effective in reaching this vision, we need to be strategic about how we move forward.**

Our last set of priorities and directions was made to last through 2020. At the beginning of last year, we started to think about creating new guiding directions and building strategy skills across the organization, especially given the findings from our [TGNC API Needs Assessment](#). Through the grief of white supremacy, COVID-19, and climate disaster, re-strategizing became even more **necessary** and even more **daunting**.

Along with our friends from the Wildfire Project, we came up with a 6-month process for Core Committee members—staff and volunteer leaders from across the organization—to set APIENC’s new directions. It was a big proposal: conversations spanning months, 4-hour zoom calls on weekends, and plenty of deep learning and reflection. This was the largest strategy process we’ve held as an organization, and as intimidating as this seemed, it was also an opportunity to build a plan rooted in the visions and experiences of members from across APIENC. Together, we named our conversations “strat chats.”

Over the course of our Strat Chats, Core members gathered online to assess our conditions, name our strengths, and determine the most pressing needs. We started by articulating our strengths and transformative potential. We assessed the needs of our community by reflecting on our lived experiences, the Up to Us Report, and all the recent data on COVID-19 disparities. We spent time learning about other organizations in our movement ecosystem and deconstructed the role of revolutionary forces in a movement. We moved through fears about making big decisions, representing our base, and planning for the future during an uncertain present. At every step in the process, we grounded in our lineages, resourced ourselves in daily wisdom, and embodied our collective power.



**This isn't just an announcement, it's also an invitation.** To actualize our plans over the next 5 years and build true communities of care, healing, and safety, we're going to need you. Will you join us on this journey?

# THEORY OF CHANGE

## OUR FIVE YEAR PLAN AHEAD

**Grounded in love and legacy of our people, we are excited to bring you our Theory of Change.** From our discussions and analysis, we identified the overlap between what our communities need and what we excel at doing. This idea, *this theory*, is how APIENC is best positioned to create change.

APIENC is a bridge between personal transformation and political work to meet our needs. Centered in the histories and experiences of trans and queer API people, our role is to build movement leaders across oppressed communities.

### IF WE...

- provide space for healing, community care, and building mental health skills
- convene, train, & coach member-leaders across organizations
- mobilize for community safety and alternatives to policing

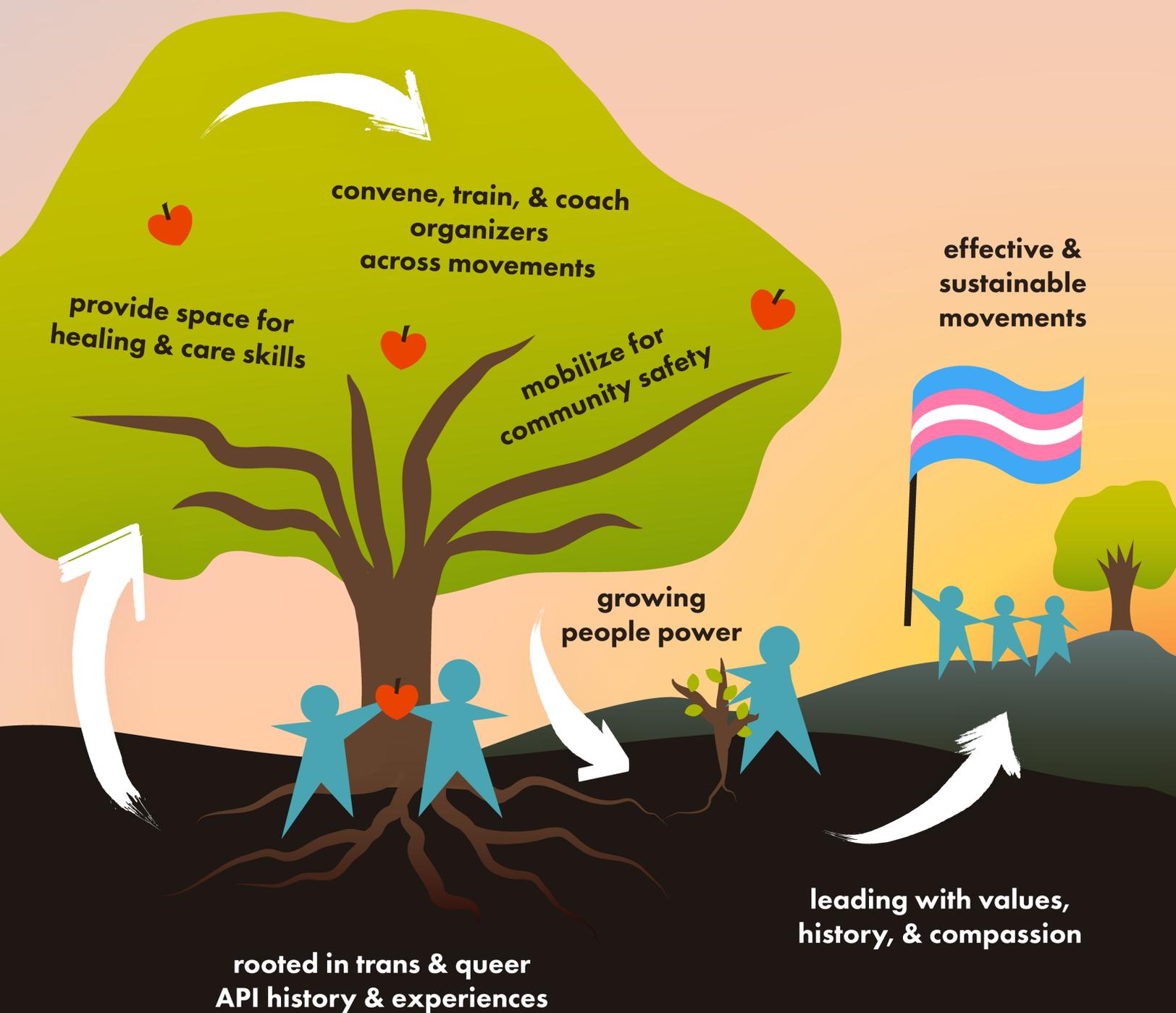
### WE WILL...

- shape how people show up in broader movements
- grow the number participating and leading in values-based ways

### ULTIMATELY...

- supporting movements to be more effective & sustainable
- building a stronger movement culture that heals us and creates long-term solutions

# APIENC Theory of Change



# 2021 GOALS

Over the next year, we'll adjust our work to be in line with our new Theory of Change. In addition to our flagship programming, such as our Summer Organizer Program and trans justice workshops, we'll build out new working groups centered on healing and community safety.

**Rooted in our long-term vision and focus on real solutions, APIENC members have crafted the following goals:**



## CULTURE SHIFT & VISIBILITY

- **Activate Our Stories:** Uplift knowledge from our Dragon Fruit and Trans Justice initiatives through social media, community events, and educational graphics. Move people to take action towards relationship building and trans justice.
- **Grow Communications Capacity:** Conduct an assessment of key competencies and address areas of growth through internal skill-shares and recruiting new members.



## TRANS JUSTICE

- **Community Safety:** Assemble a community safety working group through a process of political education and skills-building on topics of transformative justice, de-escalation, and divestment from policing.
- **Peer Counseling:** Launch a pilot peer counseling program over the course of a 2-week period, serving at least 10 TGNC participants. Use learnings to create a sustainable peer counseling model within APIENC.



## DRAGON FRUIT NETWORK

- **Lessons of Community Care:** Publish 3 resources that support people to practice skills of interdependence, asking for help, and relationship building, in order to strengthen wider networks of care beyond APIENC.
- **Build Trust:** Host 2-3 conversations across generations and identities that increase understanding around issues of gender and transphobia. Identify concrete practices of community care for TGNC and all people in our network.



## DRAGON FRUIT PROJECT

- **Dragon Fruit Podcast:** Produce and release 4 podcast episodes that share the experiences of trans and queer API people. Host accompanying listening parties to connect, share stories, and fight isolation.
- **Share Our Learnings:** Convene past and present Dragon Fruit Project participants for a celebratory report back, laying the foundation for deeper engagement with TQAPI histories across movement work.

# 2021 GOALS



## LEADERSHIP DEVELOPMENT

- **Strengthen TQAPI Leadership:** Support 25 current APIENC members to deepen their involvement and skills through 1-1 support and group training. Emphasize the leadership of those underrepresented under the TQAPI umbrella.
- **Margins & Centers:** Complete an assessment of internal membership data in order to better understand our organizational culture and current gaps. Use this assessment to propose long-term solutions.
- **Long-Term Strategizing:** In alignment with our new Theory of Change, support all APIENC committees to craft 5-year visions for their work.



## FUNDRAISING & RESOURCES

- **Expand our Committee:** Recruit at least 2 new Fundraising Committee members by the end of 2021 through experimenting with two new approaches to outreach.
- **Build Resource Mobilization Skills:** Hold 3 internal mini-trainings or exchanges for members to build fundraising skills. At least one of our internal sessions should be an exchange with grassroots fundraisers from another organization.
- **Uplift Working-Class Power:** Bring together at least 10 working-class members of APIENC to discuss experiences, leading to the creation of an ongoing working-class caucus.



## MOVEMENT BUILDING

- **Learning Exchange:** Organize a reciprocal learning opportunity centered on community safety for trans and queer API people. Lessons will inform the creation of our Community Safety Working Group in 2022 and beyond.
- **Movement-Wide Training:** Initiate “LEXternal,” a Leadership Exchange targeted towards our external community partners, for 10 TGI Bay Area-based organizers of color, in order to grow their emotionally-intentional & values-based organizing practices.

WILL YOU  
JOIN US TO  
BUILD NEW  
WORLDS?

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