

Dear Friends and Supporters,

As we write this letter, democracy in the U.S. is facing critical challenges. AIWA is doing its part by playing a vital role in ensuring that democracy works for everyone, particularly low-wage, low-income, and immigrant workers.



Immigrant leaders, striving to build an inclusive and just democratic society, have strengthened grassroots leadership within our community by improving workplace literacy, deepening political awareness, empowering immigrant communities, and standing in solidarity with other groups to defend our collective rights.

Thanks to your support, we are proud to share some highlights from our activities in 2024.

Recognizing the need for continued leadership development, especially in the wake of pandemic challenges, AIWA senior trainers resumed our longstanding leadership training series. Thirteen home care workers participated in the training and shared the following reflections:

“I gained a deeper understanding of AIWA’s goals and the fight for equality.”

“Through the training, I learned about civil rights movements and the power of unity.”

These workers will continue to advocate for the retirement benefits and holiday pay they rightfully deserve.

A significant highlight of AIWA’s leadership training this year was a visit to the West Oakland Mural Project: home of the Women of the Black Panther mural and first Black Panther Party Museum.

This experience deepened the women’s understanding of race, class, and solidarity as they learned about the Black Panthers and the city’s shifting racial dynamics.



AIWA women at the West Oakland Mural Project

“I learned that Black people, led largely by women, fought for freedom and rights.”

“The history of Black unity and resistance was eye-opening.”

“I admire their spirit and determination, which inspires us to fight for our own rights.”

— Participant reflections

Additionally, women leaders continued their outreach efforts in Oakland's Chinatown, promoting AIWA's workplace and digital literacy programs.



Outreach in Oakland Chinatown

AIWA also strengthened its efforts to promote workplace health and safety for low-wage workers. This year, 15 Chinese and Nepali immigrant women became peer trainers on worker fatigue prevention.



Tabling at Lincoln Summer Nights

Following their training, they conducted outreach—both online and in person—at workplaces, community events, churches, and within their networks. These leaders educated over 200 immigrant workers and business owners on worker rights and shared practical resources for preventing worker fatigue.

Youth leaders in AIWA's *Youth Building Immigrant Power* program led their peers through leadership training on language justice, patriarchy, homophobia, history of immigration, and community organizing. After successfully coordinating the annual meeting, they are now moving forward with its newly selected youth leaders for the year.



Youth leaders at the Asian Youth United meeting

Looking ahead, AIWA will continue exploring the impact of demographic shifts among local low-wage workers. A survey led by women leaders revealed that working-class Chinese-speaking immigrants are increasingly relocating to neighboring cities outside of Oakland, such as San Leandro.

With your continued support and solidarity, AIWA's immigrant women and youth leaders will keep advocating for their rights, educating their peers, and working toward a more inclusive society.

With much appreciation,

Latika Malkani

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Board President