saalt

Strengthening South Asian
Communities in America

Building Community Strength

**A Report about Community-Based Organizations
Serving South Asians in the United States**

About SAALT

South Asian American Leaders of Tomorrow (SAALT) is a national, non-profit organization dedicated to fostering an environment in which all South Asians in the United States can participate fully in civic and political life, and have influence over policies that affect them. SAALT works to achieve this goal through advocacy, community education, local capacity-building, and leadership development. SAALT cultivates partnerships with and among South Asian organizations and individuals; amplifies the concerns of disempowered community members; and works in collaboration with broader civil and immigrant rights movements.

About the South Asian Community

The South Asian community in the United States comprises of individuals with ancestry from Bangladesh, Bhutan, India, Nepal, Pakistan, Sri Lanka, and the Maldives. The community includes members of the South Asian diaspora - past generations of South Asians who originally settled in many areas around the world, including the Caribbean (Guyana, Jamaica, Suriname, and Trinidad & Tobago), Africa (Nigeria, South Africa, Uganda), Canada, Europe, and other parts of Asia and the Pacific Islands (Fiji, Indonesia, Malaysia, and Singapore).

The South Asian community is far from homogeneous: South Asians are diverse in terms of national origin, languages spoken, economic status, and religious affiliation. The most common languages other than English spoken by South Asians include Bengali, Gujarati, Hindi, Punjabi, and Urdu. The metropolitan areas with the largest South Asian populations include New York/New Jersey, San Francisco Bay Area, Chicago, Los Angeles, and the Washington DC metropolitan area (including suburban Maryland and Virginia). Populations of South Asians are also emerging in the Houston, Atlanta, and Seattle metropolitan areas.

For a closer look at the demographic characteristics of South Asians in the United States, please refer to Appendix C, *Poverty, Gender, Language Ability, and Immigration Status in the South Asian Community.*

Acknowledgements

About this Report

In October 2006, SAALT embarked on a project supported by the Citi Foundation to assess the scope of services offered by and infrastructural challenges faced by organizations serving low- to moderate- income South Asians. The initiative seeks to:

- *Increase the level of information that exists* regarding community-based organizations serving South Asians;
- *Identify areas for increasing capacity and resources* to benefit community-based organizations; and
- *Develop and present recommendations* as a starting point for action and dialogue

This report seeks to synthesize the results of a needs assessment while highlighting best practices and recommendations for stakeholders to better assist South Asian organizations - and by extension - the South Asian communities served by our groups.

SAALT identified 39 diverse organizations around the country to participate in the initiative. Thirty-one of these 39 groups responded and completed the online survey *(please refer to Appendix A)*. SAALT identified community-based organizations that serve, organize, or advocate on behalf of individuals in our community who are marginalized due to socioeconomic status, gender, age, sexual orientation, or immigration status. SAALT focused on community-based organizations with an explicit and articulated purpose and practice to serve low- to moderate-income South Asian community members.[1]

The needs assessment administered by SAALT consisted of two components: an extensive online survey[2] (completed by 31 groups) and in-depth phone interviews conducted by our consultant (completed by 21 groups). We divided the 31 organizations that responded into categories of "groups in larger cities" and "groups in mid-sized cities" to better understand the challenges and capacity of organizations in the smaller versus larger areas. *"Larger city" groups* refers to organizations that are located in the metropolitan areas including Chicago, Central New Jersey, New York City, Los Angeles, and the Bay Area of California. The twenty organizations included in this group were: Adhikaar, Andolan, Apna Ghar, Chhaya Community Development Corporation, Coney Island Avenue Project, Council Of Peoples Organization, DRUM- Desis Rising Up & Moving, Indo-American Center, Indo-American Democratic Organization, Maitri Charitable Trust, Manavi, Satrang, Sakhi for South Asian Women, Sikh Coalition, South Asian American Policy and Research Institute, South Asian Health Project, South Asian Mental Health Awareness (SAMHAJ – a project of the National Alliance on Mental Illness, New Jersey), South Asian Network, South Asian Progressive Action Collective, and South Asian Youth Action! *"Mid-sized city" groups* refers to organizations located in Atlanta, Baltimore/Washington Metro areas, Connecticut, Detroit area, Seattle, Washington; and Houston and Dallas, Texas. The eleven organizations included in this group were: Michigan Asian Indian Family Services, Asian Women's Self-Help Association, Chaya, Chetna, Counselors Helping (South) Asians /Indians, Daya, Raksha, Saheli, Sneha, South Asian American Leaders of Tomorrow, and Trikone Atlanta.

SAALT shared preliminary findings of the survey with organizations attending the national South Asian Summit in March 2007. SAALT shared a draft of this report with all organizations who participated in the assessment for their final review in May 2007.

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1   We acknowledge that numerous organizations - including, but not limited to, cultural, religious, and professional organizations - exist to serve South Asians in a range of capacities, and are not part of this assessment. We believe that many of the findings and recommendations in the report can be extended to apply to such organizations. We also hope that this study will lead to future research, analysis, and discussion that can include the range of South Asian organizations that exist in the United States.
2   Please refer to Appendix B.

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EXECUTIVE SUMMARY

Community-based organizations are the eyes and ears of our country's immigrant communities. The organizations serving South Asians around the country are becoming a visible and integral part of the fabric of community-based groups in the United States. They act as advocates, service providers, information and referral sources, organizers, and opinion leaders. Often the initial point of contact and resource provider for new immigrants, youth, seniors, women, and individuals in need of basic information and services, South Asian organizations play a pivotal role in strengthening and empowering our communities.

South Asian community-based organizations have been increasing in number over the past decade. As organizations in our community continue to emerge and evolve to meet the complex needs of South Asians settling in all parts of the country, they face a unique set of challenges related to growth, outreach, fundraising, staffing, and service provision. The cultural, religious and ethnic diversity of the community requires that these challenges be met with solutions that reflect an understanding of the history and experiences of South Asian community members.

While valuable directories of South Asian groups exist in print and online formats, and mapping projects of South Asian communities have been conducted, little information has been collected and shared regarding the internal infrastructure, growth challenges, and needs of South Asian organizations. This report - which incorporates the results of an online survey and organizational interviews with best practices, peer exchange tips, and recommendations for further action - seeks to provide a framework and starting point to understand the current status of South Asian organizations and to highlight the needs that they confront while serving and empowering local communities.

The primary findings gained through surveys and interviews of 31 organizations include:

- *South Asian organizations are relatively young.* Nearly three-quarters of the groups surveyed were established after 1990 to respond to visible and immediate needs. Groups need adequate resources and training to develop internal infrastructure and processes related to governance, fiscal management, and organizational development.
- *South Asian organizations utilize a variety of "human resources" – from boards to staff to volunteers.* Organizations utilize staff and volunteers, with the number of staff-driven groups being equal to the number of volunteer-driven groups. Groups need opportunities for sustainable peer exchange, support, and training to address these issues.
- *The majority of South Asian organizations operate on budgets of less than $500,000.* Groups do a lot with little. Regardless of budget size, groups identified development support as a high priority need, with particular emphasis on cultivating relationships with individual South Asian donors.
- *South Asian organizations use innovative methods to reach the community.* Organizations use ethnic media, translated services, and partnerships with each other or mainstream groups to reach community members. Groups highlighted the need for accurate translated materials as a vital component of effective community outreach. For example, only about a third of the groups surveyed offer translated print materials, highlighting a special need for expanded language resources and support in multiple languages.
- *South Asian organizations observe the need to link service provision with organizing and advocacy.* Organizations conduct a range of activities that stretch them beyond their mission statements. Groups identified issues related to immigration and the treatment of immigrants as core concerns that need to be addressed through a variety of strategies.

Local community-based organizations and advocates inform SAALT's work on the national level. We believe that the existence and support of strong local organizations is critical in empowering community members with resources and information, and in developing the influence and impact of the South Asian community as a whole. SAALT is committed to partnering with community-based organizations and stakeholders to highlight and implement recommendations made in this report.

For more information, please contact SAALT at (301) 270-1855 or via email at saalt@saalt.org.

HOW WE WORK: EVOLUTION AND RESOURCES OF ORGANIZATIONS

Organizational Evolution

The evolution of South Asian organizations dedicated to organizing, informing, and serving low- to moderate-income communities follows the growth trends and changes of the South Asian community itself. Over the past two decades, the South Asian community has been experiencing a dramatic increase in population size in the United States. In fact, between 1990 and 2000, Bangladeshis, Indians, Pakistanis and Sri Lankans were the fastest growing Asian groups.

Growth Rate of South Asians in the United States Since 1990						
	Race Alone			*Race Alone or in Combination*		
Group	**Population in 1990**	**Population in 2000**	**Percentage increase from 1990 to 2000**	**Population in 1990**	**Population in 2000**	**Percentage increase from 1990 to 2000**
Indian	815,447	1,678,765	106%	815,447	1,899,599	133%
Pakistani	81,371	153,533	89%	81,371	204,309	151%
Bangladeshi	11,838	41,280	249%	11,838	57,412	385%
Sri Lankan	10,970	20,145	84%	10,970	24,587	124%
Total	919,626	1,893,723	106%			

Source: U.S. Census 2000, Summary Files 1 through 4.

With nearly 2.5 million South Asians in the United States today, the community's diversity is reflected by the spectrum of ethnic, linguistic, religious and professional groups that have emerged in cities around the country. As South Asian immigrants made their homes in the United States, they naturally created organizations - primarily, religious, cultural, and professional - to establish a central point for activities and events. In the 1980s and 1990s, community-based organizations emerged as the need for service provision became more apparent. Organizations addressing women's rights and domestic violence - known today as South Asian women's organizations (or SAWOs) - were among the first community-based groups that emerged in the community. They have been followed by groups that provide broader social services, as well as those that organize individuals with similar interests and experiences (e.g., youth, workers, or new immigrants); advocate for marginalized South Asians; or educate the community about their rights and resources available to them. Most of these organizations have tended to be unaffiliated with ethnicity, national origin, or religion - preferring to use the broader category of "South Asian" - primarily to ensure that that they have as broad a reach as possible into the community.

The organizations surveyed follow a similar trajectory – of the thirty-one organizations surveyed, only seven organizations (23%) were established before 1990. Most groups (65%) established themselves after 1995, often in response to a visible or urgent need.

Groups surveyed have evolved in three primary ways:

- **Groups that developed from a small circle of individuals who worked informally to address a visible need.**
  For example, organizations such as the Indo-American Center in Chicago, Manavi in New Jersey, and Raksha in Atlanta emerged though the efforts of a few individuals in the community who perceived a visible need and convened members of the community to develop responsive strategies. Many of these groups initially set up resource/referral hotlines to respond to community needs. As demand grew, the organizations became more formal in their infrastructure and scope of service provision.

- **Groups that evolved out of existing mainstream or larger Asian organizations.**
  South Asian Mental Health Awareness in New Jersey (SAMHAJ), a project of National Alliance on Mental Illness of New Jersey (NAMI-NJ), and Chhaya CDC, which was formerly incubated within Asian Americans for Equality, are examples of organizations that were started by mainstream providers who recognized the importance of South Asian-specific programs.

- **Groups that developed or evolved into formal organizations after a crisis such as September 11th.**
  Coney Island Avenue Project, Council of Peoples Organization (both based in New York and serving the Pakistani and Bangladeshi communities in Brooklyn), as well as the Sikh Coalition, are examples of this third category; these organizations were established or formalized after the events of September 11th.

Year Established
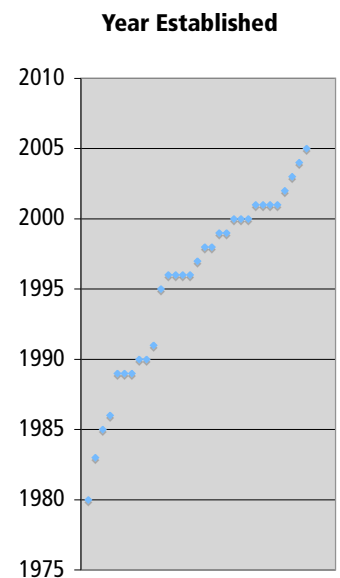
RESPONDING TO NEEDS AFTER SEPTEMBER 11, 2001

The organizational response to the post-September 11th climate has continued to evolve over the past six years. Immediately after the tragedy, organizations scrambled to address emergencies - such as ensuring that community members could access and apply for September 11th-related benefits; referring victims of bias incidents to appropriate authorities; and developing partnerships with agencies and coalitions. As the months went on, it became evident that the needs of the South Asian community after September 11th were multi-faceted and complicated, ranging from social service and health to psychological and legal. In addition, it became clear that the community lacked a consolidated infrastructure to address these emerging needs. Organizations that had existed prior to September 11th found themselves stretching to respond to growing concerns, and new collaborations and groups emerged out of necessity. Organizations continue to address post-September 11th needs today.

Staff, Volunteers, and Boards

Many of the organizations serving South Asians today are governed and operated by formal boards, staff, or dedicated volunteers. Thirteen survey participants are staff-driven, while another thirteen are volunteer-driven. The remaining five groups are managed by a core group of volunteer board members.

Organizations that have transitioned from being volunteer-run to staff-managed experience a range of challenges – from fundraising to developing internal infrastructure and operations to streamlining the roles of members of the Board of Directors. Organizations that have been staffed for some time face a different set of challenges related to staff turnover, burn-out, and succession planning.
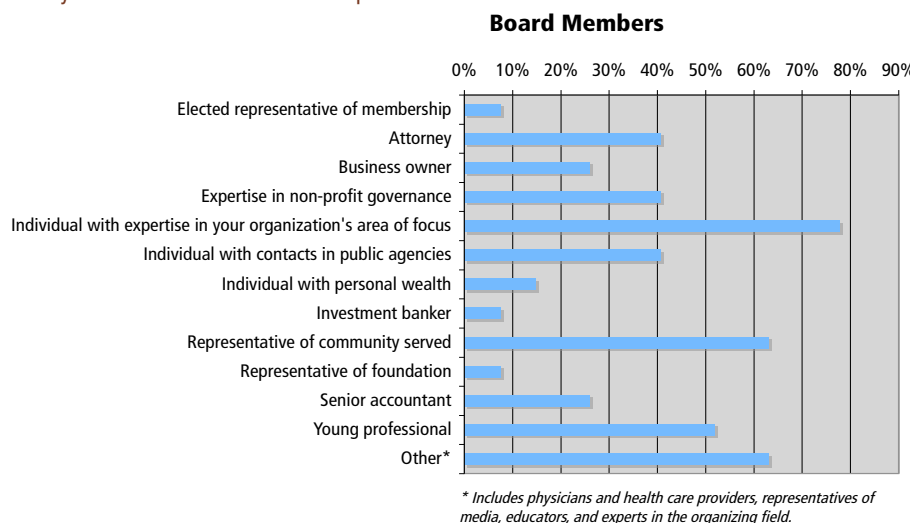
Regarding **staff issues**, some groups are trying to increase involvement of younger people in their work, while others are investing in skill development of existing staff and volunteers. A few organizations noted the need to combat common misperceptions held by many new hires that jobs at community-based organizations do not amount to "real" careers.

Individual Executive Directors or lead volunteers also added that they face the pressure of being all things to an organization – including primary fundraiser, spokesperson, manager, supervisor, and administrator. Individual leaders in organizations of all sizes spoke about isolation and the need for peers with whom to discuss challenges and share strategies.

Regarding **Boards of Directors**, South Asian community-based organizations are generally operated by boards that range in size from four to nineteen. Most boards have a mix of some members who have continued to serve since organizational inception as well as new members who joined within the past year – indicating a healthy inflow of new leadership. Boards are primarily composed of representatives of the communities served, and of individuals with expertise in the organization's area of focus.

As many organizations move from volunteer-driven efforts to staffed organizations, the shifts that need to occur on the board level can be challenging. Organizations must confront issues related to control, management, and decision-making. Groups also noted expanded board recruitment and succession planning as urgent needs.

Interestingly, organizations – even those that are staff-driven – continue to rely on a **strong volunteer base** to conduct their activities and programming. Most of these groups are working towards becoming staff-driven eventually – but not all. Volunteer-based groups such as the South Asian Progressive Action Collective (SAPAC) in Chicago, and Trikone in Atlanta both indicated that hiring staff is not an organizational priority in the immediate future. Reasons to continue to be volunteer-run are to allow for more flexibility in political and advocacy work, and to create greater fluidity in terms of individual leadership roles.

Board Members

* Includes physicians and health care providers, representatives of media, educators, and experts in the organizing field.
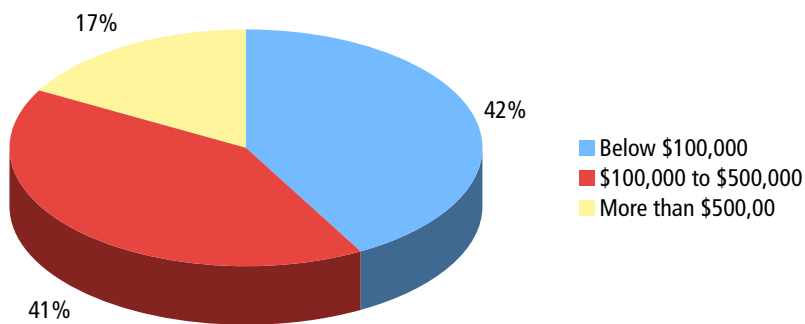
Financial Resources

Across the board, South Asian non-profit organizations need the financial capacity to deepen and expand their work with community members. Budget sizes of the groups surveyed range from approximately $1,000 a year on the lower end to $1.5 million on the higher end. The majority of groups surveyed (83%) have budgets of below $500,000. Forty-two percent of organizations surveyed have budgets below $100,000. Most of these organizations indicate that developing the organization's financial resources is a priority in order to enable them to bring on staff, or to open an office.

The five organizations with budgets above $500,000 are located in one of the larger cities. With the exception of one, their primary sources of support include foundations, government grants, and income through special events. The level of individual donors for these five organizations is generally lower as a percentage of their budget size.

A number of groups, particularly in the mid-sized cities, expressed the need to expand their networks as a fundraising strategy. For many groups, broadening the visibility of the organization and networking with potential donors is particularly challenging given time constraints, and the more urgent need to respond to individuals seeking assistance. Grant writing is also a considerable challenge for groups, as most do not have development staff.

All organizations, regardless of the size of their operational budgets, articulated the importance of developing relationships with individual South Asian donors in the United States using a variety of different donor appeals. Some groups suggested messages that would convey the clear impact of their work or the cumulative benefits of philanthropy. On the whole, groups are purposefully looking for ways to motivate the newer generation of South Asian professionals to become financial supporters.

2006 Operating Budget
Percentage of 24 groups

17%

42%

41%

- Below $100,000
- $100,000 to $500,000
- More than $500,00

WHOM WE SERVE: CONSTITUENCY

The communities served by South Asian organizations reflect the changing demographics of South Asians in the United States. Bangladeshi, Indian, and Pakistani immigrants comprise the largest populations served. Over half of the surveyed groups serve individuals from Nepal, Sri Lanka, and other Asian countries. Over one-quarter of the organizations work with Caribbean, Bhutanese, and Afghani immigrants, and over one-fifth reach those from the Maldives. Almost all the organizations also serve some other minority community (e.g., African, African-American, Latino), with the largest communities being other Asian and Arab immigrants.

Primary Groups Served

Group	Percentage
Afghanistan	29.0%
Bangladesh	83.9%
Bhutan	35.5%
Caribbean, coutry(ies) of origin	29.0%
India	96.8%
Maldives	22.6%
Nepal	64.5%
Pakistan	90.3%
Sri Lanka	67.7%
Other	22.6%
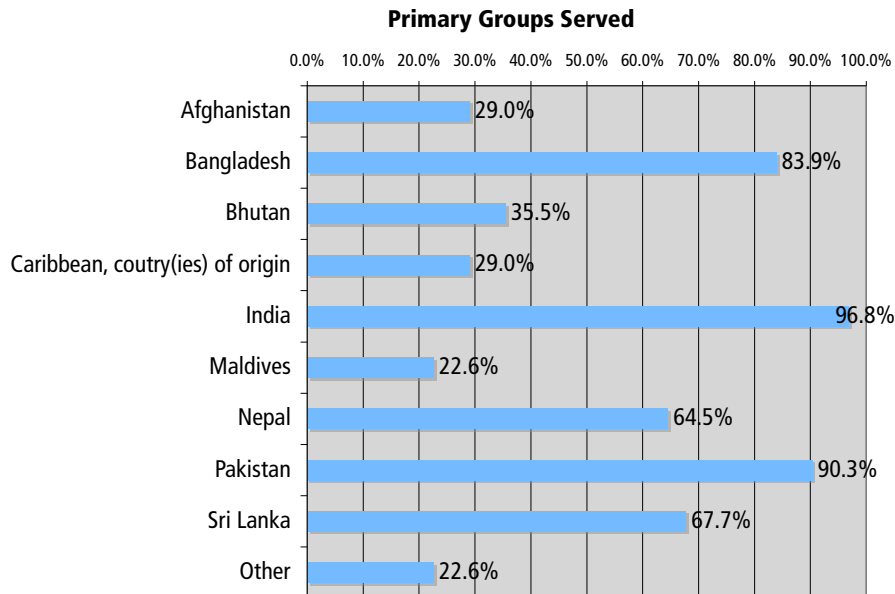
In addition to responding to ethnic diversity within the South Asian community, organizations must also address the challenge of developing competent resources for individuals with different immigration statuses and varying English language skills. The majority of South Asians in the United States are foreign-born; the community includes lawful permanent residents, undocumented immigrants, skilled and unskilled workers, international students, and citizens. Access to information and services about legal residency and citizenship becomes critical for most community members. The table below provides information about the range of immigration statuses among South Asian community members.

Foreign-born and Native-born Populations Among South Asian Americans								
	Race Alone				Race Alone or in Combination			
Group	Native-born	Foreign-born	Naturalized Citizens	Non-citizens	Native-born	Foreign-born	Naturalized Citizens	Non-citizens
Bangladeshi	17%	83%	25%	58%	17%	83%	26%	57%
Indian	24%	76%	30%	46%	27%	73%	29%	44%
Pakistani	24%	77%	31%	46%	26%	74%	30%	44%
Sri Lankan	17%	83%	31%	52%	21%	79%	30%	49%
Total	25%	75%	30%	45%				

Source: U.S. Census 2000, Summary Files 1 through 4.

Not surprisingly, over three-quarters of the organizations surveyed reach permanent residents and U.S. citizens. Nearly two-thirds serve undocumented individuals, and over two-fifths provide resources to refugees and asylum-seekers. All but approximately a quarter of the organizations reach immigrants on temporary visas, many of whom are workers.

Finally, organizations surveyed report that they are increasingly serving South Asians who have limited proficiency in English[3] or who reside in linguistically-isolated households.[4] The lack of linguistic access presents significant obstacles for low-income South Asians seeking jobs, seniors in

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3   Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English can be limited English proficient, or "LEP."
4   A linguistically-isolated household is one in which no person aged 14 or over speaks English at least "very well."

need of social services, and survivors of domestic violence trying to obtain legal protections. As the tables below indicate, as rates of LEP and linguistic isolation increase, income opportunity generally decreases.

LEP and LIH Rates of South Asians by Poverty Level		
Poverty Rate	LEP Rate	LIH Rate
Less than 50%	32%	11%
From 50% to 124.9%	39%	19%
From 125% to 199.9%	37%	16%
From 200% to 299.9%	32%	14%
300% or over	18%	7%

Source: U.S. Census 2000, Summary Files 1 through 4.
Figures based on race alone.

LEP and LIH Rates of South Asians by Group				
	Race Alone		Race Alone or in Combination	
Group	LEP Rate	LIH Rate	LEP Rate	LIH Rate
Bangladeshi	50%	32%	52%	34%
Indian	23%	11%	23%	11%
Pakistani	32%	15%	32%	17%
Sri Lankan	19%	10%	18%	11%

Source: U.S. Census 2000, Summary Files 1 through 4.

Critical Need: Translation and Interpretation

Organizations surveyed observe the critical need for linguistically-accessible services and information. Identifying and providing translation and interpretation services continue to be challenges for groups across the country.

Seventy-nine percent of groups indicated that they conduct their work in multiple languages. As the graph on *Spoken Language Capacity* shows, the main languages used are Hindi, Urdu, Bangla, Punjabi and Gujarati.

Translation of print materials is a clear need - 61% of groups indicated that most of their materials are not translated. A larger number of organizations based in the large-sized cities (45%) have translated materials, but only 27% of groups in other regions have such capacity.

Spoken Language Capacity		
Out of 24 organizations with multiple language capacity		
Language	Number of Groups	Percent
Hindi	20	83%
Urdu	17	71%
Bengali/Bangla	16	67%
Punjabi	13	54%
Gujarati	11	46%
Telegu	5	21%
Tamil	4	17%
Nepali	3	13%
Farsi	2	8%
Marathi	2	8%

Note: Additional languages include Arabic, Fiji Hindi, Guyanese English, Indonesian, Kannada, Malayalam, Pashto, Spanish, and Tibetan.

HOW WE SERVE: OUTREACH, ISSUES, AND COMMUNICATIONS

South Asian groups use a variety of strategies to reach their target constituencies. Primary strategies used by the groups surveyed include community education and outreach (84%); advocacy on behalf of individual clients or broader policy changes (71%); and community organizing (58%). Nearly 40% of organizations surveyed provide services to assist individuals with legal and counseling needs; much of this work comprises of translation, case management, and referral services.

Primary Activities of Organizations

Activity	Percent
Education and outreach	83.9%
Advocacy	71.0%
Community organizing	58.1%
Counseling	41.9%
Legal services	38.7%
Other*	35.5%
Research and documentation	29.0%
Policy	25.8%
Classes and/or training	22.6%
Provision of temporary or permanent housing	19.4%
Provision of health care services	16.1%
After-school program	9.7%
Food services	3.2%
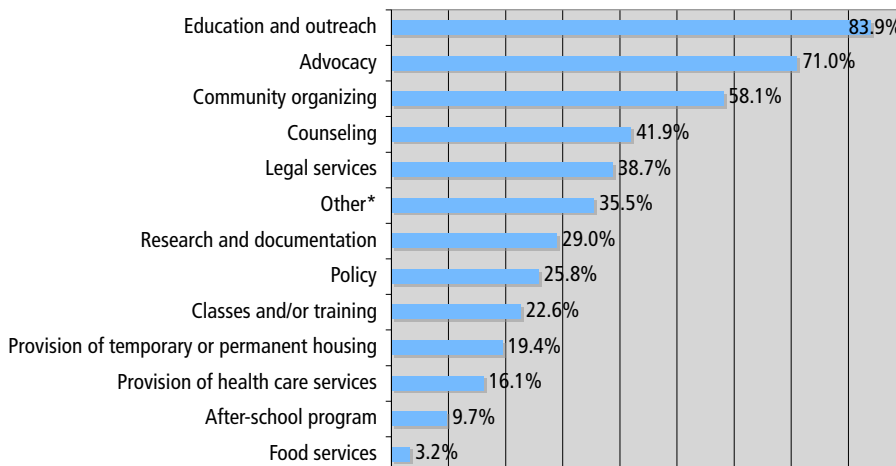
*Includes case management, therapeutic counseling, job training, referrals to mainstream shelters, and community events.

Issue Areas of Work

The types of issues that South Asian groups address on a daily basis are related to the needs of their constituencies. Organizations identified immigration-related issues as the most common ones that they address, followed by domestic violence and civil rights. It is worth noting that almost all organizations in mid-sized cities indicated that domestic violence is a primary area of work.

Civil rights emerged as another area of importance, and includes issues such as employment discrimination; access to benefits; or racial/ethnic/religious stereotyping. Other primary issue areas include economic empowerment, health care, and housing. Many groups, such as South Asian Youth Action (SAYA!) and Desis Rising Up and Moving (DRUM), also have a focus on developing youth leadership.

Primary Issue Areas of Work
Percent of 31 organizations that selected each issue area

Issue Area	Percent	Number of groups
Immigration	68%	21
Domestic Violence	42%	13
Civil Rights	42%	13
Public Benefits	29%	9
Health Care	26%	8
Housing	23%	7
Women's Rights	23%	7
Economic Empowerment	16%	5
Education	16%	5
Mental Health	13%	4
Workers Rights	13%	4
Civic Participation	10%	3
Sexual Abuse	7%	2
Youth	7%	2
Affirmative Action	3%	1
Arts and Activism	3%	1
Criminal Justice	3%	1
Cultural Competency	3%	1
Family Law	3%	1
Issues in South Asia	3%	1
Language Access	3%	1
LGBTQ Rights	6%	2
Literacy	3%	1
Seniors	3%	1

Spotlight on Organizing, Policy, and Advocacy

As service provision in the South Asian community expands, groups also acknowledge the importance of linking services with base-building and advocacy work. Base-building activities range from organizing to advocacy to community-based research and documentation. By hiring organizers in community outreach positions, for example, traditional service providers are able to empower South Asians to create change in their communities. For organizations that do not provide social services, organizing community members and conducting advocacy that is informed by their base are critical components of their mission.

In terms of policy and advocacy work, groups indicated that they are beginning to link with local, regional, and national organizations to engage in advocacy. Of the groups surveyed, 25 organizations indicated that they conducted policy-related activities over the past two years. These activities most frequently included convening a conference or forum to highlight specific issues. In half of these instances, the South Asian organization was the lead in organizing the activity. Groups also participated in signature campaigns, rallies, and meetings with elected officials and public agencies.

Policy Activities
Percentage of organizations that conducted each activity in the past two years

Activity	Percentage
Public testimony	28%
Organized individuals to participate in a rally	48%
Meetings with public agencies or elected officials	52%
Candidate forum	0%
Development & distribution of position papers	16%
Development & distribution of factsheets or awareness building tools	44%
Conferences or issue-based forums	60%
Press conferences (issue-based)	32%
Organizational sign-on letter campaign	44%
Letter writing campaign	28%
Media campaign	28%
Signature/sign-on campaign	52%

A total of 52% of policy activities were focused around local issues, 35% were national in focus, and 13% were regionally-focused. Immigration Reform and immigrant rights are the most often cited issues among groups engaging in policy activity, followed by issues related to women's rights and civil rights. Other policy issues addressed by South Asian groups include language access, human trafficking, education, access to affordable housing and health care, LGBTQ rights, and hate crimes. In addition, a few groups focus their activities around more global issues such as anti-war work and anti-communalism.

Groups are engaging in healthy internal debates about how to balance the need to advocate for broader policy changes while providing social services. How can organizations incorporate organizing and policy advocacy work into client services and community outreach? Such questions have re-emerged for some organizations in recent years due to the increased attention to issues such as immigration reform, and encouragement from coalitions, grantmakers and other intermediary organizations urging grassroots groups to participate more actively in advocacy work.

BEST PRACTICE: COMBINING ADVOCACY, ORGANIZING, AND SERVICE

The **Sikh Coalition** in New York has had success on a number of local and national campaigns. Recently, the organization gathered 6,000 signatures using an online petition to stop a Florida state prison from forcing a Sikh man to cut his hair. On the local level, the Coalition has been working with New York-based organizations and members of the City Council to raise awareness about harassment of Sikh children in schools.

Raksha in Atlanta; **Daya** in Houston; and **Chaya** in Seattle are community-based organizations focused on assisting survivors of domestic violence. These organizations have become a central resource for issues beyond domestic violence. For example, Raksha provided a space for community members and organizers to come together to address issues related to a 2004 law enforcement initiative in rural Georgia called Operation Meth Merchant, which targeted South Asian-owned small businesses. Community members affected by the initiative turned to Raksha for legal and mental health needs; and Raksha broadened its community partnerships to be part of a broader coalition that addressed Operation Meth Merchant. Similarly, **Daya** expanded its work in response to the Hurricane Katrina crisis in order to provide access to information about shelters and section 8 support; and **Chaya** has worked with groups such as the Hate Free Zone of Washington to expand educational outreach regarding the prevention of bias incidents and xenophobia.
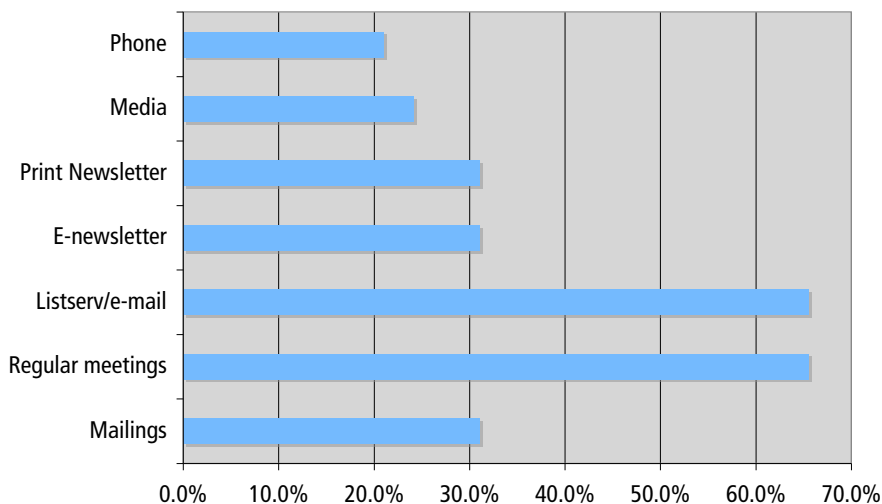
Outreach Strategies

Groups use a range of strategies to conduct community outreach and education. Cumulatively, groups surveyed are touching nearly 50,000 individuals annually through direct education, outreach, organizing, and service work. Direct outreach in public venues and at community events are the most commonly-used outreach strategies (utilized by 90% of groups surveyed), followed by community newspapers (83%); emails and websites (80%); radio (32%) and television (23%).

Primary Means of Communication
Percentage of 29 groups that selected each method

Other strategies include outreach through the public school system, mainstream organizations, and religious institutions. Video and film are also being used by some of the more established organizations, while word-of-mouth seems to be a primary means of outreach among groups outside of major metropolitan areas.

Communications and Media

Most groups were satisfied with the level of technology and access to the internet that they currently have. In fact, groups are using technology as one of the primary means of communication with their target audiences. Sixty-six percent noted that listserves/emails and regular meetings are a primary means of communication, while 31% use e-newsletters, print newsletters, and direct mailings regularly. Twenty-one percent utilize phone banks or direct calls, while 24% use ethnic and mainstream media.

Overall, the *South Asian press* is a critical partner in the work of community-based organizations.

- 82% of respondents indicated that their organization had been covered by the South Asian ethnic media in the past year.
- 70% received coverage in the local press, and 59% received coverage in mainstream press in the past year.
- Over 40% send out regular press releases.

The majority of groups indicated that they were pleased with the outcome of coverage received. Notably, a number of groups indicated the desire to develop more effective strategies and stronger skills to expand the use of the media as an outreach tool.

Partnerships

As South Asian groups struggle to develop their infrastructural capacity, they have relied on partnerships with one another and with external agencies to achieve programmatic goals. Partners can range from legal and health care providers to universities to coalitions of immigrant groups. Generally, organizations partner with other groups to access legal and social service benefits, and shelters for survivors of domestic violence. In the mid-sized cities, groups partner more frequently with local governmental agencies, public schools, universities, research centers, mainstream organizations, as well as other immigrant coalitions; in the larger cities, most organizations indicated other non-profits as their primary partners, specifically local and national Asian and immigrant groups.

BEST PRACTICE: BUILDING PARTNERSHIPS

In larger cities, South Asian groups have demonstrated the ability to partner with one another to bring about greater impact. In Chicago, for example, where two of the largest South Asian direct service providers in the country are housed (**Apna Ghar**, working on issues of violence and women's rights, and the **Indo-American Center**, providing a broad array of services for youth, families, and seniors), community-based groups frequently work closely together. Chicago's South Asian community also benefits from the work of the **South Asian American Progressive Action Collective**, a volunteer group conducting broader awareness and organizing work; the **Indo-American Democratic Organization**, founded in 1980 to advocate on behalf of the Indian American community; legal groups such as the **Indian American Bar Association**; and the **South Asian American Policy and Research Institute**, an organization dedicated to research and policy projects. These organizations frequently partner with each other, as well as with groups such as the Albany Park Neighborhood Council, the Chicago chapter of the Council on American-Islamic Relations, and the Illinois Coalition for Immigrant and Refugee Rights. Recent collaborative projects have included voter education and registration, education about immigration reform, and a series of civic education outreach events.

LOOKING FORWARD

Organizations identified a range of initiatives that they would like to pursue in their work:

- Increase economic empowerment for working class South Asians, including the provision of job training and placement; expansion of English classes, computer literacy, and financial skill development; and education about worker rights
- Expand support for youth leadership, including the development of programs that help young South Asians overcome the structural barriers that exist in the educational and job contexts
- Identify affordable health care and housing opportunities for South Asians of all immigration statuses
- Create and train a pool of pro bono attorneys who will accept referrals for legal services
- Strengthen outreach capacity and expand education work around policy issues using a social and economic justice framework
- Create a national network of South Asian organizations to provide opportunities for peer exchanges and trainings, and to enhance advocacy work on the national level
- Strengthen base-building and organizing within the community to ensure that those served are also equipped with leadership skills to advocate on their own behalf
- Strengthen individual donor bases and outreach to professional South Asians with like-minded interests and values
- Develop skills and capacity of organizational boards, staff and volunteers
- Provide cultural competency trainings for stakeholders in the broader community

CONCLUSIONS AND RECOMMENDATIONS

Organizations serving South Asian community members, especially those who are in need of basic services and information, are at the forefront of understanding emerging concerns and community dynamics. Their existence and growth is critical to the strength of our community as a whole.

We make the following recommendations in order to assist South Asian community-based organizations, community members, grantmakers, and stakeholders with an interest in empowering the South Asian community. Many of these recommendations have been developed from input provided by the South Asian organizations who participated in this effort.

Future Action Steps	South Asian Community-Based Organizations	Grantmakers	Stakeholders	Community Members
Increase Organizational Capacity	• Broaden donor bases and Boards of Directors to include representatives of foundations and corporations, as well as individuals with private wealth • Conduct research, focus groups and message-testing, with South Asians to identify the range of messages that may resonate with South Asian donors • Identify different funder "pitches" for various segments of the South Asian community (generational and professional) • Collaborate in joint funding proposals with other organizations in the area or on the national level	• Increase funding for organizing/ base-building activities that go beyond traditional service provision • Include South Asian organizations in local and statewide funder briefings; and invite South Asian community leaders to discuss emerging issues at funder conferences and convenings • Include emerging South Asian groups as potential grantees of funding that assists organizations serving immigrant communities. • Understand the diverse and complex nature of the ethnic and religious groups within the South Asian community.	• Consider the inclusion of South Asian organizations as collaborative partners in funding proposals and for programming purposes.	• Designate community-based organizations as recipients of recurring monthly donations. • Provide in-kind resources such as skills, equipment, and furniture. • Identify ways to highlight the work of organizations at broader events taking place at workplaces, community centers, and religious, social, or professional events.
Enhance Training and Development of Staff and Board	• Convene national/regional conferences and trainings with a social and economic justice focus to enable South Asian organizations to learn from each other and other organizations • Identify potential staff and Board members by seeking recommendations from the leadership of religious, cultural and professional organizations in local areas or by creating a national pool of candidates interested in Board positions • Increase opportunities for young people to serve as interns and volunteers and expand their interest in the non-profit sector	• Expand training and support mechanisms for young Executive Directors of color who are leading relatively new non-profit organizations	• Include culturally-specific curricula in trainings for Boards and staff which incorporate the experiences and perspectives of those working in Asian American/ immigrant communities	• Give back to communities by serving on boards or advisory committees

Future Action Steps	South Asian Community-Based Organizations	Grantmakers	Stakeholders	Community Members
Expand Understanding of and Outreach to South Asian community	• Expand outreach to new South Asian communities through documentation, surveying, and mapping projects • Provide trainings for mainstream service providers and other stakeholders on the South Asian community • Partner with ethnic media to run regular opinion editorials on issues in the community • Partner with cultural, religious or professional organizations with similar missions to expand outreach • Develop translation/ interpretation capacity through interpreter pools, universities, or cultural/social organizations	• Identify opportunities for organizations to expand their outreach through translated materials and services	• Partner with local South Asian organizations for outreach efforts tailored to new immigrant communities • Invite South Asian groups to conferences or training events attended by mainstream service providers in order to expand the understanding of the South Asian community	• If proficient in South Asian languages, offer volunteer services to local South Asian organizations • Identify outreach opportunities for local South Asian groups at your place of worship or your professional/social organization

SAALT hopes that this report will be a launching pad for discussions with grantmakers and stakeholders, as well as a catalyst for individual community members to take action to support community-based organizations. We plan on working closely with the organizations that participated in this project to highlight the trends and needs explored here through briefings and targeted dissemination of this report.   We also urge grantmakers, stakeholders and community-based organizations to consider sponsoring briefings, conference calls, or presentations that highlight the findings in the report.

For additional information about this report or to partner with us in the future, please contact SAALT at (301) 270-1855 or at saalt@saalt.org.

APPENDIX A: LIST OF PARTICIPATING ORGANIZATIONS

CALIFORNIA

MAITRI (SAN JOSE)
Phone: 408.436.8393
Email: maitri@maitri.org
www.maitri.org

Maitri is a free, confidential, referral nonprofit organization based in the Bay Area that primarily helps families from South Asia facing domestic violence, emotional abuse, cultural alienation, human trafficking or family conflict.

SATRANG (LOS ANGELES)
Phone: 213.479.5076
Email: comments@satrang.org
www.satrang.org

Satrang is a social, political, cultural and support organization providing a safe space to empower South Asian LGBTIQs (Lesbian, Gay, Bisexual, Transgenders, Intersex, Questioning) in Southern California.

SOUTH ASIAN NETWORK (ARTESIA)
Phone: 562.403.0488
Email: saninfo@southasiannetwork.org
www.southasiannetwork.org

SAN was founded in 1990 to provide an open forum where individuals of South Asian origin could gather to discuss social, economic, and political issues, with the goal of raising awareness, active involvement and advocacy among community members leading to an informed, empowered community.

CONNECTICUT

SNEHA, INC. (WEST HARTFORD)
Phone: 860.587.6342
Email: sneha@sneha.org
www.sneha.org

Sneha is a support group for women of South Asian origin that works to empower women, particularly survivors or domestic violence.

GEORGIA

RAKSHA, INC. (ATLANTA)
Phone: 404.876.0670
Email: raksha@raksha.org
www.raksha.org

Raksha is a nonprofit support and referral network that promotes a stronger and healthier South Asian community through free and confidential direct services, education and advocacy.

TRIKONE ATLANTA
Phone: 404.869.8618
www.trikoneatlanta.org

Trikone Atlanta is a social and support group for lesbian, gay, bisexual and transgender people of South Asian heritage and their friends in the Southeastern United States.

ILLINOIS

APNA GHAR (CHICAGO)
Phone: 773.334.0173
Email: info@apnaghar.org
www.apnaghar.org

Apna Ghar provides comprehensive multilingual, multicultural social services and shelter to South Asian women and their children seeking lives free from violence.

INDO-AMERICAN CENTER (CHICAGO)
Phone: 773.973.4444
Email: vsanghani@indoamerican.org
www.indoamerican.org

The mission of the IAC is to promote the well being of South Asian immigrants through services that facilitate their adjustment, integration, and friendship with wider society, nurture their sense of community, and foster appreciation for their heritage and culture.

INDO-AMERICAN DEMOCRATIC ORGANIZATION (CHICAGO)
Phone: 847.622.5203
Email: iado@iado.org
www.iado.org

IADO lobbies on behalf of the Indian American community on issues such as immigration, affirmative action, education, social security, healthcare reform and hate crimes.

SOUTH ASIAN AMERICAN POLICY AND RESEARCH INSTITUTE (CHICAGO)
Phone: 773.743.1109
Email: saapri@saapri.org
www.saapri.org

SAAPRI is a non-profit research institute to facilitate, through the use of cutting edge research and education, the formulation of equitable and socially responsible policy affecting South Asian Americans.

SOUTH ASIAN PROGRESSIVE ACTION COLLECTIVE (CHICAGO)
Phone: 773.844.5160
Email: info@sapac.org
www.sapac.org

SAPAC developed out of a common desire for a forum to take up progressive issues pertinent to South Asia and the Diaspora through direct action, creative expression, and discussion.

MARYLAND/WASHINGTON DC AREA

ASIAN WOMEN'S SELF-HELP ASSOCIATION
Phone: 410.461.1634
Email: coordinator@ashaforwomen.org
www.ashaforwomen.org

ASHA, founded in 1989, an organization based in the Washington, DC area, is dedicated to providing culturally specific, multi-lingual support and referral services to women of South Asian descent.

COUNSELORS HELPING (SOUTH) ASIAN/ INDIANS, INC. (CHAI)
Phone: 410.461.1634
Email: raziakosi@chaicounselors.org
www.chaicounselors.org

CHAI provides education, advocacy, counseling and referral services to the South Asian community about mental health issues in the Baltimore / Washington metropolitan area.

SOUTH ASIAN AMERICAN LEADERS OF TOMORROW (SAALT)
Phone: 301.270.1855
Email: saalt@saalt.org
www.saalt.org

SAALT is a national, non-profit organization dedicated to fostering an environment in which all South Asians in America can participate fully in civic and political life, and have influence over policies that affect them.

MASSACHUSETTS

SAHELI (BOSTON)
Phone: 800.4SAHELI
Email: sahelihelp@gmail.com
www.saheliboston.org

Saheli is dedicated to helping South Asian Women in the Greater Boston area through a wide array of support, resources and guidance in areas of career and health, as well as cultural and family growth.

MICHIGAN

MICHIGAN ASIAN INDIAN FAMILY SERVICES
Phone: 248.477.4985
Email: info@maifs.org
www.maifs.org

The mission of MAIFS is to actively organize, coordinate and support community efforts to enhance the stability and well being of individuals and families of South Asian Indian origin.

NEW JERSEY

MANAVI
Phone: 732.435.1414
Email: manavi@manavi.org
www.manavi.org

Manavi's goal is to increase awareness of women's rights in society and encourage social change to end all violence against women.

SOUTH ASIAN MENTAL HEALTH AWARENESS IN JERSEY (SAMHAJ)
NAMI New Jersey
Phone: 732.940.0991
Email: samhaj@naminj.org
www.naminj.org/programs/samhaj/samhaj.html

SAMHAJ is an effort to help South Asians in New Jersey understand that mental illness is a biologically-based, treatable illness.

NEW YORK

ADHIKAAR
Phone: 917.656.7445
Email: adhikaar@gmail.com
www.adhikaar.org

Adhikaar, meaning rights in Nepali, is a New York-based women-led non-profit organization seeking to promote human rights and social justice in Nepal and Nepali Diaspora.

ANDOLAN
Phone: 718.426.2774
Email: Andolan_organizing@yahoo.com
www.andolan.net

Andolan organizes low-income, South Asian workers to fight against injustices in the workplace.

CHHAYA CDC
Phone: 718.478.3848
Email: info@chhayacdc.org
www.chhayacdc.org

Chhaya's mission is to address and advocate for the housing and community development needs of South Asian communities in New York City

CONEY ISLAND AVENUE PROJECT
Phone: 718.859.0238
Email: khanahsanullah@hotmail.com
www.ciapnyc.org

CIAP's mission is to combat racism and promote the empowerment of working class South Asians through legislative policy change, legal advocacy and community-based education.

COUNCIL OF PEOPLES ORGANIZATION (COPO)
Phone: 718.434.3266
Fax: 718.859.2266
Email: copousa@copousa.org
www.copousa.org

COPO, came into being in the aftermath of the 9/11 tragedy and assists low-income South Asians to thrive and develop to their full capacity.

DESIS RISING UP AND MOVING (DRUM)
Phone: 718.205.3036
Email: info@drumnation.org
www.drumnation.org

DRUM organizes low-income South Asian immigrants, families facing deportation, and detainees of color to end detention, deportation, and policing of immigrant communities.

SAKHI FOR SOUTH ASIAN WOMEN
Phone: 212.714.9153
Email: contactus@sakhi.org
www.sakhi.org

Sakhi for South Asian Women is a community-based organization in the New York metropolitan area committed to ending violence against women of South Asian origin.

SIKH COALITION
Phone: 212.655.3095
Email: info@sikhcoalition.org
www.sikhcoalition.org

The Sikh Coalition defends civil rights and civil liberties in the United States, educates the broader community about Sikhs, promotes local community empowerment, and fosters civic engagement.

SOUTH ASIAN HEALTH PROJECT
Phone: 800.530.9821
Email: Shazia@southasianhealth.org
www.southasianhealth.org

SAH Project aims to achieve health equity for individuals of South Asian origin through individual and community empowerment.

SOUTH ASIAN YOUTH ACTION (SAYA!)
Phone: 718.651.3484
Email: saya@saya.org
www.saya.org

South Asian Youth Action (SAYA!) is the first and only organization of its kind in the United States working to develop the skills, talents, and leadership potential of South Asian youth living in New York City.

TEXAS

CHETNA (DALLAS/FORT WORTH)
Phone: 1-866-410-5565

Chetna provides information and services to South Asian women during times of crisis, through peer support, counseling, community education and outreach.

DAYA, INC (HOUSTON)
Phone: 713.981.7645
Email: manager_daya@dayahouston.org
www.dayahouston.org

DAYA aims to promote healthy and harmonious family relationships in the South-Asian community by increasing awareness and providing peer support, information and referrals to women and children.

WASHINGTON STATE

CHAYA
Phone: 206.697.2251
Email: chaya@chayaseattle.org
www.chayaseattle.org

Chaya is a community based nonprofit organization established in 1996 to serve South Asian women in times of crisis and need, and to raise awareness of domestic violence issues.

SAALT BUILDING COMMUNITY STRENGTH INITIATIVE
Organizational Assessment Survey

GENERAL INFORMATION

1. Name of person completing survey
2. Name of organization (complete name)
3. Commonly known name of organization
4. Address
5. Phone/Fax/E-mail

6. Website
7. In what year was your organization established (organized, not incorporated)?
8. Mission of the organization

PROGRAMS AND SERVICES

Community Served

9. Geographic area served

10. Which South Asian groups does your organization <u>primarily</u> serve?
    - ☐ Afghanistan
    - ☐ Bangladesh
    - ☐ Bhutan
    - ☐ Caribbean
    - ☐ India
    - ☐ Maldives
    - ☐ Nepal
    - ☐ Pakistan
    - ☐ Sri Lanka
    - ☐ Other *(please specify)*

11. Other groups served:
    - ☐ African American
    - ☐ African
    - ☐ Arab
    - ☐ Asian
    - ☐ Caribbean
    - ☐ European
    - ☐ Latino or Mexican
    - ☐ Other *(please specify)*

12. Which of the following make up the majority of the people you serve? Check all that apply.
    - ☐ Permanent residents
    - ☐ Undocumented
    - ☐ Other temporary visas
    - ☐ US Citizens
    - ☐ Asylees/Refugees

13. What are other characteristics of the primary population served?
    - ☐ Women
    - ☐ Youth
    - ☐ Seniors
    - ☐ Limited English Proficiency
    - ☐ LGTBQ
    - ☐ Disabled
    - ☐ Other *(please specify)*

14. Does your organization primarily serve:
    - ☐ Low-income
    - ☐ Moderate-income
    - ☐ Mixed-income
    - ☐ Other *(please specify)*

Programs

15. What are your organization's primary activities?
    - ☐ Advocacy
    - ☐ After-school program
    - ☐ Classes and/or training
    - ☐ Community organizing
    - ☐ Education and outreach
    - ☐ Food services
    - ☐ Provision of health care services (screening, clinic, etc)
    - ☐ Provision of temporary or permanent housing
    - ☐ Legal services
    - ☐ Counseling
    - ☐ Policy
    - ☐ Research and documentation
    - ☐ Other *(please specify)*

16. In which areas of focus do you offer these services (i.e. Immigration, domestic violence, civil rights, or public benefits)? Please list up to 7 issue-areas.

17. Which program areas would you like to address if you had sufficient resources? Please list up to three areas.

18. How many individuals do your organization reach each year through education, organizing, and service work?

19. How does your organization conduct its outreach efforts?
   - ☐ Flyers/direct public outreach
   - ☐ Direct Mail
   - ☐ Television
   - ☐ Radio
   - ☐ Community Papers
   - ☐ Email
   - ☐ Community Events
   - ☐ Website
   - ☐ Other *(please specify)*

20. Who would you say are the organization's primary partners in delivering programs and services? Please include any pubic, private or nonprofit partners that you interact with on a consistent basis.

21. Does you organization conduct its work in multiple languages?

22. If yes, which languages?

23. Are you materials generally available in multiple languages?

24. If yes, which languages?

25. If applicable, how many individuals receive direct counseling each year?

26. Does your organization use a database to track services and program outcomes?

Research and Documentation

27. Has your organization ever conducted a community needs assessment?

28. If yes, was it conducted internally or in partnership with a research institution? Which institution?

29. What other forms of documentation work has your organizations conducted?

ORGANIZATIONAL INFRASTRUCTURE

Organizational Status

30. Is your organization independently incorporated?

31. If yes:
   a. What year was it incorporated?
   b. Is your organization incorporated as a membership or non-membership organization?
   c. If a membership organization, are your member's organizations or individuals or both?
   d. How many members does your organization currently have?
   e. Does your membership reflect the community you serve?

32. If not incorporated, please describe your structure.

33. Is your organization recognized as a tax-exempt organization by the IRS (501c3)?

34. If no, do you have a non-profit partner who serves as a fiscal agent? Please provide the name of the fiscal agent if applicable.

35. If no fiscal agent, are you seeking a fiscal agent?

Leadership

36. Is your organization primarily a staff-driven, volunteer-drive organization, or other *(please specify)*?

37. If volunteer, who makes the day-to-day decisions in your organization?

38. If staffed, how many types of staff?
   - a. Total
   - b. Full-time
   - c. Part-time
   - d. Interns
   - e. Consultants
   - f. Volunteers
   - g. Fellows
   - o. Other *(please specify)*

39. If no staff, does your organization hope to become a staffed organization?

40. If your organization has an Executive Director or other head(s) of the organization, what would be the most useful types of support for this individual(s)?
   - ☐ Individual coaching
   - ☐ Building new leadership within the organization
   - ☐ Succession planning
   - ☐ Working with your board of directors
   - ☐ Working with funders
   - ☐ Staff management training
   - ☐ Public speaking
   - ☐ Preventing "burn–out"
   - ☐ Balancing professional/personal life
   - ☐ Other (please specify)

41. Is your organization able to train and support staff sufficiently?

42. What areas of need for staff training?
   - ☐ Board recruitment
   - ☐ Board development
   - ☐ Foundation fundraising
   - ☐ Individual donor development
   - ☐ Leadership development
   - ☐ Staff recruitment
   - ☐ Raising support from public agencies
   - ☐ Fiscal management
   - ☐ Tracking and reporting
   - ☐ Program development
   - ☐ Staff management
   - ☐ Outreach and organizing
   - ☐ Policy and advocacy campaigns
   - ☐ Working with media
   - ☐ Other (please specify)

Volunteers

43. How many active volunteers does your organization work with?

44. How are volunteers recruited?

45. Who coordinates the volunteer work?

46. What are the roles and responsibilities of volunteers?
   - ☐ Organizing
   - ☐ Outreach
   - ☐ Fundraising
   - ☐ Office management and administration
   - ☐ Program Development
   - ☐ Special events
   - ☐ Other (please specify)

Board

47. Does your organization have a formal Board of Directors?

48. If yes, how many members of the Board? How many years has the oldest and youngest member served?

49. Please give us a sense of who sits on your board?
   - ☐ Elected representative of membership
   - ☐ Attorney
   - ☐ Business owner
   - ☐ Expertise in non-profit governance
   - ☐ Individual with expertise in your organization's area of focus
   - ☐ Individual with contacts in public agency
   - ☐ Individual with personal wealth
   - ☐ Investment banker
   - ☐ Representative of community served
   - ☐ Representative of foundation
   - ☐ Senior accountant
   - ☐ Young professional
   - ☐ Other (please specify)

50. How can your board be more effective?
   - ☐ Development of more active committees
   - ☐ Greater involvement in governance and financial management
   - ☐ Improved recruitment of new members
   - ☐ Improved ability to promote organization publicly
   - ☐ Stronger leadership guiding the board
   - ☐ Increased involvement in fundraising
   - ☐ Increased involvement in organizational direction
   - ☐ Consistent and clear meeting and agendas
   - ☐ Follow-through on tasks assigned
   - ☐ Assistance in building membership or volunteer base of the organization
   - ☐ Other (please specify)

Fundraising and Resource Development

51. Total Projected Operating Budget for 2006

52. What percentage of the following makes up your primary sources of income?
- ☐ Foundations
- ☐ Corporations
- ☐ Government
- ☐ In-kind
- ☐ Individual Donations
- ☐ Special Events
- ☐ Fees /Sales
- ☐ Other *(please specify)*

53. From which of the above areas has your organization had most difficulty raising support?

54. From which of the above areas would your organization most like to build a stronger base of support?

55. Does your organization have a fundraising plan?

56. What kind of support is needed to further enhance your fundraising efforts?
- ☐ Hiring of development staff and consultants
- ☐ Board recruitment
- ☐ Individual donor relationship building
- ☐ Training of board
- ☐ Information on funding opportunities
- ☐ Development of a fundraising strategy
- ☐ Promoting your organization
- ☐ Other *(please specify)*

Technology and Communications

57. How many computers does your organization have in its offices?

58. Do you have fast and consistent web access?

59. Does your organization have a central database of constituents (clients, donors, partners, funders, etc…)?

60. If yes, is it a customized database or standard software?

Media and Communications

61. What is the primary way your organization communicates with its constituency?
- ☐ Regular mailings
- ☐ Regular meetings
- ☐ List serve/regular e-mail
- ☐ E-newsletter
- ☐ Print newsletter
- ☐ Media
- ☐ Other *(please specify)*

62. Has your organization been covered by any of the following in the past year?
- ☐ South Asian Press
- ☐ Local Press
- ☐ Mainstream Press
- ☐ Other *(please specify)*

63. If yes, were you satisfied with the coverage?

64. Does your organization send out regular press releases?

ORGANIZING AND POLICY

65. Through which activities has your organization participated in policy work *in the past two years*? Please indicate if your organization was a lead or primary organizer, as well as the focus of the campaign (local, regional, national).
    - ☐ Signature/sign-on campaign
    - ☐ Media campaign
    - ☐ Letter writing campaign
    - ☐ Organizational sign-on letter campaign
    - ☐ Press conferences (issue-based)
    - ☐ Conferences or issue-based forums
    - ☐ Development and distribution of fact sheets or awareness building tools
    - ☐ Development and distribution of position papers
    - ☐ Candidate forum
    - ☐ Meetings with public agencies or elected officials
    - ☐ Organized individuals to participate in a rally
    - ☐ Public testimony
    - ☐ Other *(please specify)*

66. If other method used, please describe.

67. Please describe the primary issues of focus (i.e. immigration reform, health care access) for the campaigns described above.

FEEDBACK ON SAALT

68. What has been the nature of your interactions with SAALT to date?
    - ☐ Conference Call
    - ☐ List serve
    - ☐ Participated in a meeting organized by SAALT
    - ☐ Mailings
    - ☐ Spoke to staff or board personally
    - ☐ Other *(please specify)*

69. How frequently does your organization interact with SAALT?
    - ☐ Once a week
    - ☐ Twice a week
    - ☐ Once a month
    - ☐ Every few months
    - ☐ Annually
    - ☐ Never

70. Which of SAALT's programs or activities have you found to be most useful?
    - ☐ Briefings
    - ☐ Community dialogues
    - ☐ Congressional updates
    - ☐ Educational documents
    - ☐ e-funding newsletter
    - ☐ Informal discussion with staff
    - ☐ Policy updates
    - ☐ SAALT exchange
    - ☐ Talking points for public presentations
    - ☐ Other *(please specify)*

71. What would you like to see SAALT offer to community-based organizations?
    - ☐ Facilitate the development of a national network or South Asian organizations
    - ☐ Skills based training
    - ☐ Speakers bureau
    - ☐ Board or volunteer recruitment
    - ☐ Translation of community education materials
    - ☐ Staff recruitment
    - ☐ Talking points on issues relevant to South Asian communities
    - ☐ Development of unified national platform for South Asian organizations
    - ☐ Funding opportunities
    - ☐ Online research
    - ☐ Other *(please specify)*

72. Is there a good day of the week and time to call you to set up the phone interview component of the survey?

You are done! Many thanks for your time and participation!

APPENDIX C: POVERTY, GENDER, LANGUAGE ABILITY, AND IMMIGRATION STATUS IN THE SOUTH ASIAN COMMUNITY[1]

With a population of more than 2 million people, South Asians comprise the fastest growing Asian American group in the United States between 1990 and 2000. It is essential for service providers, policymakers, and others working with the community to understand the tremendous cultural, linguistic, and economic diversity among South Asians. This document presents an overview of South Asians in the United States based on national demographic data and analysis[2], with an emphasis on a few key demographic factors – language ability, poverty, gender, and immigration status.[3]

Who are South Asians?

The largest South Asian groups in America are the Indian, Pakistani, Bangladeshi, Sri Lankan, and Nepali communities.[4]

	South Asians in the United States by Group		
Group	**Race Alone**		**Race Alone or in Combination**
	Size	**Percentage of South Asian Population**	**Size**
Indian	1,678,765	88%	1,899,599
Pakistani	153,533	8%	204,309
Bangladeshi	41,280	2%	57,412
Sri Lankan	20,145	1%	24,587
Nepali	7,858	< 1%	9,399
Total	1,901,581	100%	

Source: U.S. Census 2000, Summary Files 1 through 4.

In addition to the above communities, significant populations of South Asians trace their origins to other areas, including various African nations, Canada, the Caribbean, Europe, the Middle East and the Pacific Islands. As reflected in the table below, in 2000, the three top places of birth for South Asians from the diaspora were Guyana, the United Kingdom, and Trinidad and Tobago.

Top Places of Birth and Residence in the U.S. for Immigrants from the South Asian Diaspora					
Place of Birth	**South Asian Total**	**Northeast**	**Midwest**	**South**	**West**
Guyana	39,562	27,771	1,278	8,240	2,273
England/UK	17,780	3,083	1,666	7,848	5,183
Trinidad & Tobago	16,912	9,119	395	6,491	907
Kenya	12,554	4,242	1,184	4,185	2,943
Canada	11,734	2,711	2,517	5,083	2,423
Fiji	9,271	110	129	163	8,869

Source: U.S Census 2000, Public Use Microdata Sample. Figures based on race alone.

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[2] This report draws primarily from data collected by the U.S. Census Bureau during the 2000 Census. Census 2000 was the first time in which a respondent could select more than one group to describe his or her race. When possible, we have included both "Race Alone" responses, as well as "Race Alone or in Combination with any other Group" (i.e. "Bangladeshi" and "Indian"). Because the latter figure is a tally of responses, there may be an overlap of individuals who responded with more than one South Asian group. Therefore, "Race Alone or in Combination" results should not be totaled across groups (i.e. "Total South Asians Alone or in Combination"). As with all data releases, this information should be used to provide a baseline for understanding the community, and should be coupled with data from community-based research to provide the most comprehensive understanding of the South Asian community.

[3] For additional demographic information about South Asians, please refer to *Making Data Count: South Asian Americans in the 2000 Census with Focus on Illinois*, published by the South Asian American Policy and Research Institute (available at www.saapri.org); and the National Asian Pacific American Community Development Data Center's *South Asian Demographic Analysis* (available at www.southasianforum.org).

[4] In Census 2000, the Census Bureau released detailed disaggregated data for the four largest South Asian groups, as well as the population total for Nepalis.

Growth of the South Asian American Community

South Asians have become one of the fastest growing immigrant groups in the United States, particularly since 1990. As the below table indicates, each of the four largest South Asian groups more than doubled in size between 1990 and 2000. In fact, the Bangladeshi community grew nearly 400% during that time period.

Growth Rate of South Asians in the United States Since 1990						
Group	**Race Alone**			**Race Alone or in Combination**		
	Population in 1990	Population in 2000	Percentage increase from 1990 to 2000	Population in 1990[5]	Population in 2000	Percentage increase from 1990 to 2000
Indian	815,447	1,678,765	106%	815,447	1,899,599	133%
Pakistani	81,371	153,533	89%	81,371	204,309	151%
Bangladeshi	11,838	41,280	249%	11,838	57,412	385%
Sri Lankan	10,970	20,145	84%	10,970	24,587	124%
Total	919,626	1,893,723	106%			

*Source: U.S. Census 2000, Summary Files 1 through 4.*

South Asians live primarily in metropolitan areas on the East and West coasts. For example, in New York City, the Indian, Pakistani, and Bangladeshi communities are among the six largest Asian American groups.[6] South Asians were also the fastest growing Asian group in California in 2000.[7]

However, there are sizable emerging populations in various parts of the United States, including Houston, Atlanta, and Seattle. The map below illustrates South Asian communities across the country by population density.

METROPOLITAN AREAS WITH LARGEST SOUTH ASIAN POPULATIONS

New York/New Jersey
San Francisco Bay Area
Chicago
Los Angeles
Washington, D.C Metro Area

Population of South Asians in 2000

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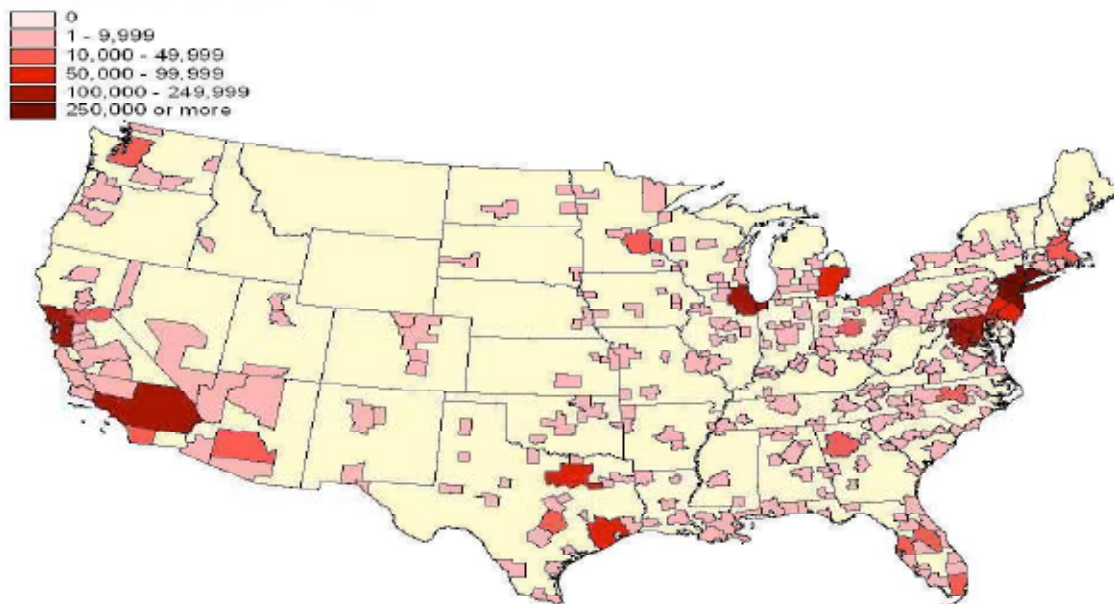
[5] In 1990, respondents were only permitted to report one race. However, for comparison purposes with Census 2000 data, this report compares responses of a particular group in 1990 with responses of that group in 2000, whether "Alone", or "Alone or in Combination with one or more groups."

[6] *A Community of Contrasts*. Asian American Justice Center/Asian Pacific American Legal Center, 2006.

[7] *Id.*

Poverty Among South Asians

Contrary to popular perception, a significant percentage of South Asians live at or below the poverty line[8]. The following table and graph demonstrate the poverty rates in the South Asian community.

- Almost one-third of South Asians living between 50% and 125% of the poverty line are children.
- Nearly two-thirds of Bangladeshi seniors are below 200% of the poverty line.
- Although only 13% of Indians are at 125% of the poverty level, this constitutes more than 200,000 individuals.

Ratio of Income to Poverty Level[9] Within the South Asian Community			
Group	Less Than 50% of Poverty Level	Less Than 125% of Poverty Level	Less Than 200% of Poverty Level
Bangladeshi	9.4%	29.5%	49.4%
Pakistani	6.8%	22.1%	37.8%
Asian Indian	5.2%	12.5%	21.9%
Sri Lankan	5.1%	13.2%	21.1%

Source: U.S. Census, Summary Files 1 through 4. Figures based on race alone.

Rates of Poverty By Group
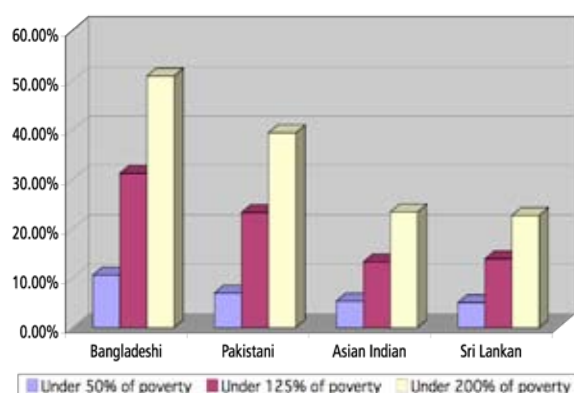
South Asians who struggle to meet the cost of living in the United States face numerous challenges every day, ranging from the lack of health care coverage to difficulties in obtaining affordable housing or college educations.

With respect to employment, many South Asians have careers in the technology and medical fields. Many South Asians are also employed in lower-wage jobs as cashiers, taxi drivers, and restaurant workers, as the table below demonstrates.

Most Prevalent Occupations for South Asians by Group				
South Asian	**Bangladeshi**	**Indian**	**Pakistani**	**Sri Lankan**
1. Computer Specialists 2. Physicians & Surgeons 3. Managers 4. Engineers 5. Other Sales 6. *Cashiers* 7. Office Support 8. *Retail Sales* 9. *Production Occupations* 10. Postsecondary teachers	1. *Cashiers* 2. Other Sales 3. *Vehicle Operators* 4. *Retail Sales* 5. Computer Specialists 6. Engineers 7. *Food prep and servers* 8. *Waiters and waitresses* 9. *Production Occupations* 10. Postsecondary teachers	1. Computer Specialists 2. Managers 3. Physicians & Surgeons 4. Engineers 5. Other Sales 6. *Cashiers* 7. Office Support 8. *Production Occupations* 9. *Retail Sales* 10. Postsecondary Teachers	1. *Cashiers* 2. Other Sales 3. Computer Specialists 4. Physicians & Surgeons 5. *Retail Sales* 6. *Vehicle Operators* 7. Managers 8. Engineers 9. Office Support 10. *Production Occupations*	1. Computer Specialists 2. Physicians & Surgeons 3. Managers 4. Postsecondary Teachers 5. Primary School Teachers 6. Office Support 7. Other Sales 8. Engineers 9. *Cashiers* 10. *Retail Sales*

Source: U.S. Census 2000, Summary Files 1 through 4.

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[8] According to definitions adopted in 1999 by the U.S. Census Bureau, poverty thresholds are defined by the size of the family unit and range from $8,501 (one person family unit) to $34,417 (nine people or more family unit). More information about poverty thresholds is available at www.census.gov/prod/2003pubs/c2kbr-19.pdf.

[9] The poverty ratio not only takes into account the person's income (including the income of the person's entire household), but also the structure of the person's household, as built into the poverty threshold tables. More information about the ratio of income to poverty level is available at *www.census.gov/hhes/www/poverty/definitions.html*.
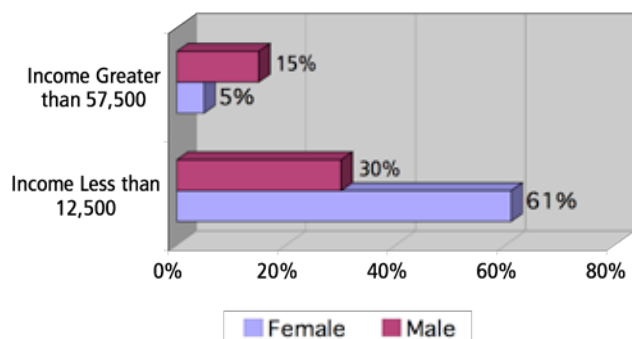
Gender and South Asians

Women comprise 46% of the South Asian population in the United States. Disparities among men and women of South Asian descent are evident along several different variables, including population size; education; presence in the workforce; annual income; and limited English proficiency.
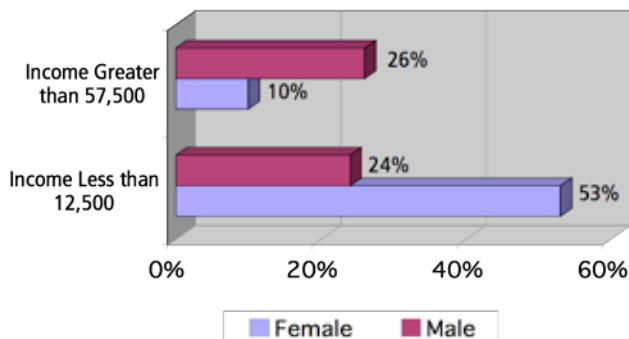
For example:

- Among most South Asian groups, the percentage of men earning more than $57,500 annually is more than double the women at that income level. In contrast, the percentage of women earning less than $12,500 annually is more than double the percentage of men in the same income level.
- South Asian women are not equally represented in the labor force. For example, among Indians, 80% of men work, compared to 54% of women; for Pakistanis, 76% of men work, compared to 34% of women.
- South Asian women make up 59% of adults without a high school diploma, but only 35% of adults with graduate degrees.
- South Asian women over 25 years old are more likely to be limited-English proficient than South Asian men.
- As illustrated in the graph below titled *Percentage of Male Dominated Households Indexed by Race Alone*, male-led households vastly outnumber female-led households. Between 82% and 93% of households are male-led, depending upon the group.

Bangladeshis in the US

- Income Greater than 57,500: Male 15%, Female 5%
- Income Less than 12,500: Male 30%, Female 61%

Pakistanis in the US

- Income Greater than 57,500: Male 26%, Female 10%
- Income Less than 12,500: Male 24%, Female 53%

Asian Indians in the US

- Income Greater than 57,500: Male 39%, Female 18%
- Income Less than 12,500: Male 20%, Female 37%
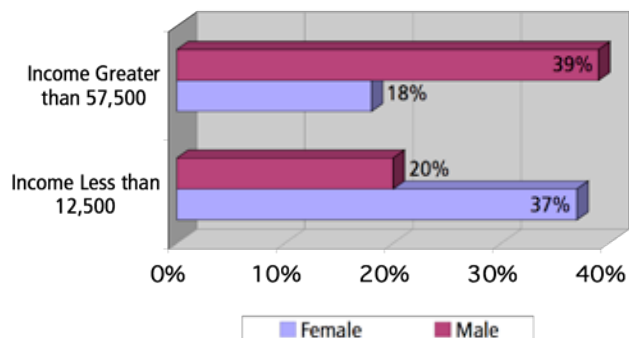
Male Dominated Households by Race Alone

- Bangladeshi: 92.60%
- Pakistani: 89.60%
- Asian Indian: 85.10%
- Sri Lankan: 81.70%
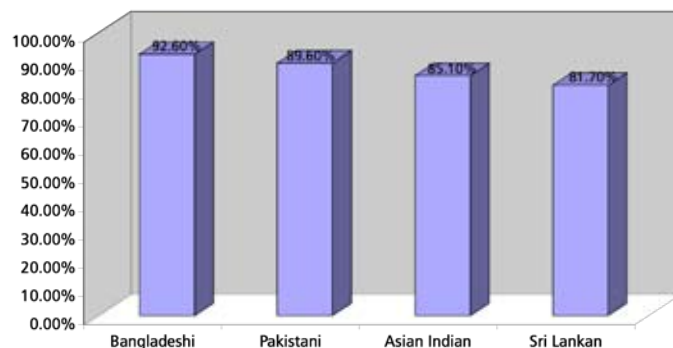
English Language Ability and South Asians

Significant segments of the South Asian population living in the United States are limited English proficient (LEP) and/or reside in linguistically isolated households (LIH). Thus, many lack the English language ability to access necessary services and benefits.

In fact, as the chart to the right shows, half of Bangladeshis have limited English proficiency while almost one third of Pakistanis and nearly one quarter of Indians are LEP.

LEP and LIH Rates of South Asians by Group

Group	Race Alone		Race Alone or in Combination	
	LEP Rate	LIH Rate	LEP Rate	LIH Rate
Bangladeshi	50%	32%	52%	34%
Indian	23%	11%	23%	11%
Pakistani	32%	15%	32%	17%
Sri Lankan	19%	10%	18%	11%

Source: U.S. Census 2000, Summary Files 1 through 4.

Additionally, as the following chart demonstrates, there is a correlation between poverty and LEP and LIH rates. Generally, as the rates of limited English proficiency and linguistic isolation increase, the opportunity for higher incomes decreases. Nearly two-fifths of individuals who earn between 50% to 125% of the Federal poverty level have limited English proficiency, and almost one-fifth of the households in this income bracket are linguistically isolated.

LEP and LIH Rates of South Asians by Poverty Level

Poverty Rate	LEP Rate	LIH Rate
Less than 50%	32%	11%
From 50% to 124.9%	39%	19%
From 125% to 199.9%	37%	16%
From 200% to 299.9%	32%	14%
300% or over	18%	7%

Source: U.S. Census 2000, Summary Files 1 through 4.
Figures based on race alone.

TERMINOLOGY

Limited English Proficient (LEP): Individuals who have a limited ability to read, write, speak, or understand English less than "very well."

Linguistically Isolated Household (LIH): Households in which no member aged 14 or over speaks English at least "very well."

Immigration Status and South Asians

The majority of South Asians who live in the United States are foreign-born, possessing a range of immigration statuses from undocumented immigrants to student and worker visa holders and their dependents, legal permanent residents, and naturalized citizens.

As the chart below shows, a significant majority of each South Asian group was born outside the United States. Further, only about one third of Indians, Pakistanis, and Sri Lankans are naturalized and only one-fourth of Bangladeshis have become U.S. citizens. However, the percentage of both naturalized and native-born citizens within the South Asian community is on the rise.

Foreign-born and Native-born Populations Among South Asian Americans

Group	Race Alone				Race Alone or in Combination			
	Native-born	Foreign-born	Naturalized Citizens	Non-citizens	Native-born	Foreign-born	Naturalized Citizens	Non-citizens
Bangladeshi	17%	83%	25%	58%	17%	83%	26%	57%
Indian	24%	76%	30%	46%	27%	73%	29%	44%
Pakistani	24%	77%	31%	46%	26%	74%	30%	44%
Sri Lankan	17%	83%	31%	52%	21%	79%	30%	49%
Total	25%	75%	30%	45%				

Source: U.S. Census 2000, Summary Files 1 through 4.

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