



# Impact Report

2025

## In This Issue

Letters from Leadership.....	2
About NAPAWF .....	4
2025 Year in Review.....	5
How We Drive Impact.....	7
Infrastructure, Accountability, and Capacity Building .....	8
Looking Ahead (2026 and Beyond) and Closing Note .....	9



## Letter from Christina Baal-Owens, Executive Director

Dear Friends,

2025 was a year of transition for NAPAWF and for our communities. The tremendous changes in the political, legal, constitutional, national security, and economic landscape have shifted public systems of care for our communities for generations to come.

Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women, girls, and gender expansive people live intersectional realities while also encountering intersectional crises. In 2025, NAPAWF embarked on a strategic planning process to confront these new challenges with thought and care. As a former NAPAWF board member, I was part of this strategic planning process. This set us on a strong and modernized path forward for advancing reproductive justice and protecting AANHPI women, girls, and gender expansive people.

As we move into 2026, I feel both honored and humbled to lead NAPAWF into its next era. I am lucky to work alongside the NAPAWF team every day. They are thoughtful, compassionate, endlessly innovative, and are some of the most dedicated people I've ever had the chance to collaborate with. I'm inspired by everything they accomplished in 2025 and excited for all that's planned for 2026.

The work ahead must meet the overlapping needs of our AANHPI communities and the next generations, and I'm confident we all have the collective grit, passion, strategy, conviction, and determination to get things done.

This year marks NAPAWF's 30th anniversary, and our team is ready to celebrate this milestone in a meaningful way.

I'm looking forward to sharing this moment with all of you.

With gratitude,

A handwritten signature in black ink, appearing to read 'C Baal-Owens'. The signature is fluid and cursive.

Christina Baal-Owens

# Letter from Miriam Yeung, Board Chair



To Our NAPAWF Community,

It was an extremely challenging year for our country and I am so incredibly proud and grateful for the work of NAPAWF in 2025. Thirty years ago, there was no national organization for progressive AANHPI women, girls and gender expansive people to enter into the political dialogue. In 2025, not only were we able to voice our concerns, we were able to put up a fight.

We also made room for forward thinking about what comes next. With the help of the Bridgespan Group, the leaders of NAPAWF were able to take stock of how far NAPAWF has come, and to hear from many stakeholders about what our strengths and core capacities are, and what hopes and dreams we should focus on in 2026 and beyond. The new strategic plan is a reflection of our commitment to continuing to be bold.

Our Executive Director of nearly ten years, Sung Yeon Choimorrow, was an integral driver of the strategic direction we're on today. During her time, she led NAPAWF with expertise and vision, building real power for communities. We thank her for her leadership and for the guidance she offered to the Board and our Executive team during this transition.

As you can see in this report, NAPAWF is strong, resilient and well-positioned to strategically meet the challenges to come. Thank you to the NAPAWF team, supporters, partners, and our new Executive Director, Christina Baal-Owens, for your tireless commitment to fighting for AANHPI women, girls, and gender expansive people.

Onward!

A handwritten signature in black ink, enclosed in a hand-drawn oval. The signature appears to be 'Miriam Yeung'.

Miriam Yeung

# About NAPAWF



The National Asian Pacific American Women's Forum is the only national multi-issue community organizing and policy advocacy organization for Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women, girls, and gender expansive people within the United States. We work each day to build collective power for AANHPI women and girls so that we can have full agency over our lives, our families, and our communities.

We do this by focusing on key issues:

- **Reproductive Health and Rights** for the freedom to make decisions about our bodies, sexuality, and reproductive health.
- **Economic Justice** and equal pay for Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women and families to prosper.
- **Immigrant Rights** for families to thrive with access to quality and affordable healthcare regardless of their immigration status.
- **Racial Justice** for AANHPI and all people of color to live free from hate and racism.

We approach everything we do through a reproductive justice lens, recognizing that each person's lived experiences are shaped and informed by intersecting identities that can ultimately affect the choices they make about their lives and future. The reproductive justice framework is defined by key tenets that include the right to have a child, the right not to have a child, the right to raise one's family in a safe and secure community, and the right to bodily autonomy.

**Why does this work matter?** The AANHPI community is 24M+ people (over half of 13.5M being AANHPI women, with no count of nonbinary AANHPI individuals in public data). We are the fastest-growing racial group in the U.S., but AANHPI women, girls, and gender expansive people remain underrepresented in the policy agendas shaping health, immigrant access, and economic security.

The community we serve faces persistent access barriers. More than 30% of our community experiences language barriers to healthcare and 32% of Asian American women report healthcare discrimination.

**The high-stakes nature of our work also overlaps with immigration.** 57% of Asian Americans (and 71% of Asian American adults) are foreign-born; 15% of undocumented people in the U.S. are of Asian origin — making immigrant health policy a central driver for the wellbeing of AANHPI women+.

**Caregiving and economic pressure are also core areas of our work.** 42% of AANHPI households are intergenerational (vs. 26% among other racial groups), intensifying unpaid caregiving burdens that fall heavily on women.

**Finally, the narrative needs to change when it comes to AANHPI data and storytelling.** Communities are too often flattened into a single story, and a lack of disaggregated data masks those who are left behind. This in turn leads to policy solutions that miss AANHPI women, girls, and gender expansive people's realities.

This moment demands visible, evidence-based advocacy that brings the lived experience of AANHPI women, girls, and gender expansive people lived experience and data into federal decision-making — especially on reproductive justice and immigrant health access. This was our 2025 focus and will remain so in the years ahead.

# 2025 By The Numbers

- 📶 **120+ earned media hits** elevating AANHPI perspectives.
- 📶 **54K+ views** on best performing social campaign.
- 📶 **1 community research report** released: Reproductive Justice Pathways for Chicago, with more planned for 2026.
- 📶 **1 new campaign** introduced with our gender justice at work partners, **the 75 Million**.



# 1,402

**AANHPI respondents surveyed**  
in a national abortion  
decriminalization attitudes study

- 🌐 **6 languages** fielded to ensure multilingual access to research and materials.
- 🔍 **8 focus groups** conducted in abortion-restricted states to capture lived-experience nuance.



Scan the QR code or visit  
**[napawf.org/resources/beyond-the-labels](https://napawf.org/resources/beyond-the-labels)**  
for the survey results!

- **160+ organizations** mobilized to co-sign a federal public comment protecting and expanding immigrant health care access.
- **1 retreat of 8 executive directors** of our Gender Justice Collaborative.
- **1 Reproductive Justice Task Force** stood up in collaboration with our Intersections partners, with over 27 Members of Congress.
- **23 coalition sign-on letters** coordinated to elevate AANHPI needs in federal policymaking.

**300+ advocates** convened for a cross-community (AANHPI, Black, Latina) Hill Education Day.

**1 bill introduced** to provide health and reproductive health access for all immigrants: the Health Equity and Access Under the Law for Immigrant Families Act (HEAL Act).

**45 Capitol Hill briefings** delivered to Congressional offices.

**1,783 Hill staffers** briefed on federal proposal impacts on AANHPI communities.

**23 community testimonies** delivered to inform public officials and strengthen accountability.



# 2025 Year in Review

**JAN**

Launched rapid-response policy education and communications, protecting AANHPI communities as federal priorities shifted.

**FEB**

Advanced 2026–2028 strategic planning with Bridgespan, aligning long-term goals, outcomes, and priorities.

**MAR**

Released 1 community research report: *Reproductive Justice Pathways for Chicago*.

**APRIL**

Presented at the 2025 NFPRHA National Conference and hosted a Fireside Chat with United States Representative Grace Meng on the Pay Gap.

**MAY**

Celebrated Asian Pacific American Heritage Month and presented at National Health Law Program's Southern Advocacy for Health Summit.

**JUN**

Fielded a first-in-kind national decriminalization messaging study, engaging 1,402 participants and 8 focus groups in 6 languages.

**JULY**

Convened 300 cross-community (AANHPI, Black, Latina) advocates for a Hill Education Day, elevating lived experience in policy maker education.

**AUG**

Christina Baal-Owens appointed Interim Executive Director, ensuring continuity and strengthening execution.

**SEPT**

Finalized NAPAWF's strategic plan implementation through 2028.

**OCT**

Accelerated institutional strengthening, upgrading systems, workflows, and accountability to support delivery. Presented at the Take Root Conference on reproductive justice advocacy.

**NOV**

Sustained funder confidence through proactive stewardship and strong renewal momentum. Published a *Ms. Magazine* op-ed on caregiving.

2025 saw continued attacks on reproductive rights, AANHPI and immigrant communities, and democratic institutions. NAPAWF continued to move our work forward while also planning for long-term power building by undergoing a strategic planning process. We also brought in new leadership during this period, maintaining programmatic momentum throughout. 2025 was a year of transition for NAPAWF, but despite that, we delivered significant impact across all outcome areas and are reinforced for success.



— 2026 —

**JAN**

Christina Baal-Owens confirmed as Executive Director, stabilizing leadership for 2026–2028 priorities.

# How We Drive Impact

We are driving change through an intersectional lens, with a focus on reproductive justice, immigrant justice, racial justice, and economic justice. To strengthen our impact, we are constantly collaborating with partner organizations, because we know we cannot win these fights alone. Our impact strategy is further organized into three categories: **1) Power, 2) Visibility, and 3) Policies.**

- 1. POWER:** Partners and members organize and advocate on behalf of AANHPI women and girls. We drive this work through leadership development, base building, and supporting our grassroots and grass-tops partners.
- 2. VISIBILITY:** Increase national awareness of AANHPI lived experiences. This includes multilingual communications, storytelling, rapid response, and earned media to counter erasure of our stories and move narratives forward.
- 3. POLICIES:** Structural changes secured in the pillar issue areas via policy wins. Work in this area includes Congressional Member education and briefings, coalition sign-ons, legislative strategy, and evidence-driven advocacy to convert research and stories into protections.

## Highlights by Outcome:

### Power

In 2025, we strengthened grass-tops partnerships and activated members and supporters through digital pathways to deepen national engagement.

To do this, we emphasized base retention and continuity. By investing time and devoting attention to our current partners and members, we ensured we were ready to face 2026 with power, while also growing our base through our transition.

To build power, we:

- Recruited **311 new members**, maintaining a listserv of **20K+**
- Delivered on field and community contact commitments, **reaching 15,048 AANHPI individuals**
- Converted convenings into accountable action items, including **a convening of over 300 individuals** through our Intersections of Our Lives collaboration. As a result of this, **98 agreed to reengage** in Q1 of 2026
- Delivered **23 testimonies** to elected officials
- Garnered over **27 Congressional sponsors** for the HEAL Act



Power in 2025 meant staying organized, delivering on commitments, and holding the base together so we could transition to a stronger digital-first model in 2026.

### Visibility

In 2025, we expanded narrative power through storytelling and multilingual content that increased awareness of AANHPI lived experiences, especially as decreased funding for healthcare, reproductive options, and public systems drastically reduced capacity for care for our communities. This meant focusing on earned media, getting in front of partners and stakeholders, and revamping our internal communications infrastructure during a time of transition for the organization. As a result, we:

- Secured **120+ earned media hits** reaching an estimated **14M+** viewers
- Had **54K+ views** and **2,177 interactions** on a rapid-response social media campaign
- Held **3 webinars**
- Published an op-ed on *Prism* that has **4K+ unique visitors** on the deadly consequences of state abortion bans

Visibility in 2025 was about keeping NAPAWF’s voice present and credible while strengthening the infrastructure to scale narrative power.



## Policies

In 2025, we drove federal and state protections through strategic legislative engagement and evidence-driven advocacy. We focused on gaining federal traction and serving as a leading member in coalitions we are part of, while operating in a federal environment hostile to Reproductive Justice policies. We participated and hosted briefings, meetings, and letter sign-ons, and reinforced our advocacy through research. Specifically, we:

- Participated in **45 Capitol Hill meetings**, including with members of Congress
- Co-led a national coalition comment letter with National Latina Institute for Reproductive Justice, **mobilizing 160+ organizations** to oppose HHS's proposed expansion of the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) restricting immigrant families' access to programs like Title X, Head Start, and community health centers
- Signed on to **23 coalition letters**
- Sent vote recommendations to **1,783 Hill staffers** on H.R. 3486
- Distributed our Economic Justice agenda to **2,900+ staffers**
- **Submitted 2 DHS public comments** and **2 Department of Labor comments** on economic justice issues
- Endorsed the Language Access for All Act, Dignity for Detained Immigrants Act, and Southeast Asian Deportation Relief Act
- Published research alongside Chicago-based partner organizations, that studied how barriers prevent basic rights and access to sexual and reproductive care, particularly in historically marginalized communities.
- Began a national research study on AANHPI women's attitudes towards abortion rights (released Q1 2026)

In summary, our policy work in 2025 was informed by the stories of AANHPI women, girls, and gender expansive people, and built momentum for the years ahead.



## Infrastructure, Accountability, and Capacity Building



During our transition year, NAPAWF strengthened the infrastructure that enables consistent execution and clearer reporting across Power, Visibility, and Policies.

### Organizational strengthening:

- Completed a clean FY24 audit
- Strengthened financial oversight and internal systems to support accurate grant tracking and organizational decision-making
- Advanced organization-wide planning and alignment through a unified 2026–2028 implementation roadmap
- Strengthened senior and executive leadership teams through additional staff and internal promotions

### Measurement, evaluation & learning (MEL):

- Built shared outcome scorecards to track near-term progress toward long-term advocacy goals, including:
  - Congressional traction
  - Media narrative shifts
- Laid the groundwork for a centralized impact dashboard (launched in Jan 2026) to strengthen timely, consistent stakeholder reporting, culminating in Social Return on Investment (SROI) metrics by 2030.

These investments in NAPAWF's internal structures improved our ability to deliver and communicate impact during a high change year and enable us to operate a fiscally responsible and strategic organization in the long-term.



## Looking Ahead (2026 and beyond)

In 2026, we have the goal of gaining traction on our two flagship federal campaigns: Abortion Access Now (AAN) and the Health Equity and Access Under the Law for Immigrant Families (HEAL) Act. To do this, we will drive a public visibility campaign for our abortion decriminalization research — activated through congressional briefings, fact sheets, and webinars — while deepening grass-tops engagement through the Gender Justice Collaborative and Intersections of Our Lives coalition. We will also expand HEAL's reach through the establishment of community-rooted hubs, coalition leverage, and sustained federal advocacy.

### Additional plans for 2026 include:

- **Growing our people-powered impact:** Expand a national, digital-first base and leadership pipeline so AANHPI women, girls, and gender expansive people can mobilize quickly when political windows open.
- **Make NAPAWF@30 a visibility inflection point:** Elevate AANHPI women, girls, and gender expansive people in leadership and expand public narrative reach in our 30th anniversary year.
- **Activate a storytelling and evidence ecosystem:** Launch the NAPAWF Storyteller Institute to train AANHPI advocates and build a provider testimony bank that brings healthcare provider voices into policy and media spaces, turning lived and professional experience into durable narrative assets.
- **Launch the first national survey on the state of AANHPI women+:** A landmark community-verified annual

survey and ongoing research asset that will anchor NAPAWF's advocacy, deepen public understanding of AANHPI women and gender expansive individuals' lived experiences, and inform movement strategy for years to come.

- **Strengthen accountability and learning:** Build on 2025 infrastructure investments to launch a centralized reporting hub integrating narrative shift tracking and a long-term SROI framework.

## Closing Note

None of the work we accomplished in 2025, or have planned for 2026, would be possible without our supporters, allies, and partner organizations. We know that a future where there is reproductive justice for AANHPI women, girls, and gender-expansive people cannot be achieved without working in community with others. Collaboration will continue to be a core tenet of our work.

We extend our gratitude to our funders, National Governing Board members, partner organizations such as the Abortion Access Now campaign, Latina Institute for Reproductive Justice, In Our Own Voice: National Black Women's Reproductive Justice Agenda, URGE, members of our Gender Justice Collaborative, and other allies we work with each day.

While we are confident in the road ahead, the urgency of this moment cannot be overstated. NAPAWF remains committed to building power in our community and advancing reproductive justice, immigrant rights, racial justice, environmental justice, and democracy — 365 days a year.

If you'd like to learn more about this work, get involved, or support us, please email us at [info@napawf.org](mailto:info@napawf.org). We'd love to be in touch!