



**Pacific Islander Community Association of Washington**  
**Impact Report 2024**





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# Message from our E.D.

This report comes at the completion of my first year at the helm of PICA and how liberating it has been for me to work in an environment where who I am as a Pacific Islander woman (Samoan/Wallis-Futuna) is the norm for our agency! Although the struggle of racism remains constant in our work, the determination, wisdom and sense of our own power as NH/PI leaders and warriors does not waiver in our mission of being a cultural home for our communities.

PICA has celebrated five years of working alongside community, building meaningful connections, establishing trust and driving positive change towards our goal of being community-led in all aspects of our work. The release of our Washington State NH/PI Community Data Report 2024 and the completion of our first Community Summit last year where we launched our five-year strategic planning process are a couple examples of how we elevate and sustain a movement of amplifying community voices while continuing to lay the foundation for lasting impact into the future.

At this point of PICA's journey, this report stands as a testament to the heroic efforts of our resilient and dedicated staff and to the Board of Directors whose steadfast guidance and support have been invaluable. Our canoe will only get stronger as we move forward.

As we look ahead, I am motivated by the path before us — uncovering new opportunities to move forward with accountability and integrity to the true leaders of this work: our incredible communities!

Fa'afetai lava, soifua e le manuia!



**Sili Savusa**  
Executive Director,  
PICA-WA

Youth dancers, First Chuukese Washington Women Association, perform at PICA-WA's Pasifika Community Summit, 2024.



Photo by Mel Ponder Photography

## About PICA-WA

The Pacific Islander Community Association (PICA, PICA-WA) is a statewide, community-based nonprofit organization by Pasifika, for Pasifika, founded in 2019.

Our work centers around providing direct community support, paired with systems advocacy that is guided by Pasifika values.

## Mission

Establish a cultural home, center community power, and advance the wellness of Native Hawaiian/Pacific Islander communities across Washington State.

## Vision

Native Hawaiian/Pacific Islander communities who are thriving physically, socially, culturally, and spiritually.

# Our Values

PICA's values are rooted in the vast diversity of Oceania cultures, drawing on a range of Pasifika perspectives. These shared values are woven into all we do, shaping and guiding how we move and show up for our communities.



## **Va Tapuia (Samoan)** Sacred Relations

*We are committed to establishing deep and accountable communities through building strong networks and coalitions between our communities across all regions of Oceania.*

## **Vunilagi (Fijian)** Horizon Gazing

*A key value of Navigators is to always gaze toward the horizon, dreaming of what our futures can be for our descendants. We work to usher in a future that is humane for those yet to come.*

## **Mana (Polynesian)** Power

*We acknowledge the spiritual and cultural power of NH/PI communities to determine their social and political futures in advancing justice locally, nationally, and globally.*

## **Alilis (Chuukese)** Sacred Hospitality

*We are committed to fostering an environment where our communities can feel love, safety, and dignity.*

## **Kotahitanga (Maori)** Inclusive Collective

*We are an expansive body and welcome all members of our community, including our queer and trans siblings. We are an intergenerational community that celebrates our elders and holds the highest value for our children.*

## **Anemkwoj (Marshallese)** Liberation

*We work towards the ultimate goal of liberation for our NH/PI people, where our communities are able to perpetuate our Oceanian traditions.*

# Our Framework

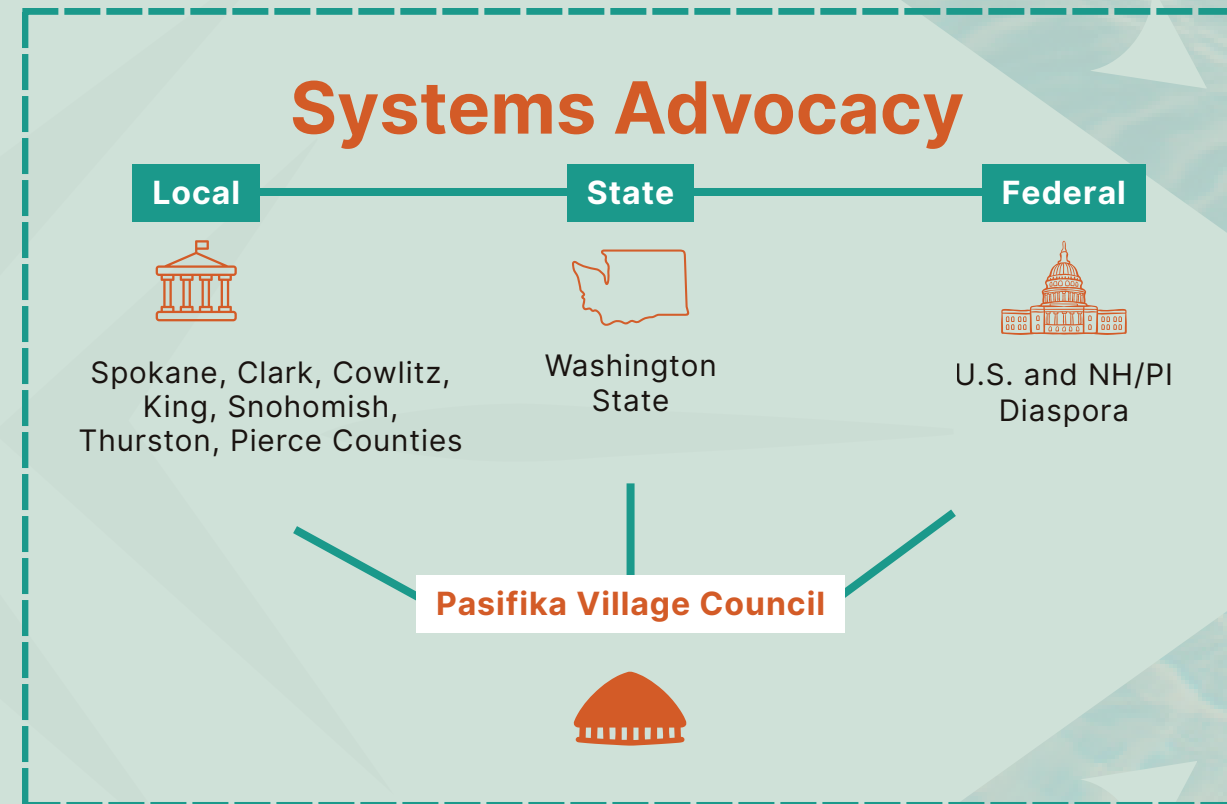
At PICA-WA, we believe that our work is two-pronged so in addition to our direct services, we also engage in systems advocacy work, recognizing that we cannot do one without the other.

## Our Pasifika Communities

Micronesia, Polynesia, Melanesia  
Community members, clients, partners, etc.

Through offering intergenerational programs that address cultural and social determinants of health while advocating for the everyday experiences of our communities at the systems level, we are able to work closer to a thriving NH/PI community.

## PICA-WA Mission, Vision, and Values



## Wellness Policy Priorities

NH/PI Political Autonomy  
Food Sovereignty

Housing Justice  
Immigration Justice

Health Justice  
Justice System Transformation

Police Accountability  
Data Sovereignty

Pasifika Liberation  
Holistic Education

QTPI Inclusion  
Language Justice

PICA-WA's twelve wellness policy priorities were created with community input and are based off the most critical needs being addressed through our direct service and systems advocacy work.

## PICA-WA Staff and Board

These wellness policy priorities guide our systems advocacy work and serve as a values system for how we believe systems and institutions should be working with and serving our NH/PI communities.

# Wellness Navigation

Our Wellness Navigation program is modeled after the Community Health Workers model in understanding that the health of our NH/PI communities is linked not just in accessing healthcare, but in addressing the social determinants of health which includes access to housing, transportation, food, social belonging, employment and education as well as for us, our absolute, which is culture. These programs work to provide direct support in navigating systems and resource services, while creating accessible spaces, events, and programs that center community wellness.

## Wellness Navigation Highlights:



**534 individuals**

were supported with rental assistance services in Vancouver.



**236 children**

gifted toys, warm clothing, and PPE at our annual holiday event in Federal Way.



**343 families**

received direct-support for basic needs and emergency assistance through our King County office.



**2 cultural arts workshops**

led by local NH/PI artists.



**75 households**

received direct support and case management services in Spokane.



**4 Community Fun Walks**

with **286** community members getting active and promoting healthy habits.



**Annual Back to School Event**

provided **92 students** with backpacks + school supplies, **15 mammogram screenings**, and **120 community members** participated in info sessions on housing, health, and career-readiness.





## Cultural Weavers

Cultural Weavers is our elderly engagement program that focuses on providing a space for Pasifika elders to engage in community connection, cultural celebration, and thoughtful programming in an environment fostering love, dignity, and safety while providing direct service support and resource navigation for our NH/PI aging adults.

### Cultural Weavers Highlights:

 **Over 210 program hours**  
with more than 60 hours of culturally-specific activities centering and celebrating Pasifika elders.

 **30 Elders** actively attending programming on a weekly basis.

 **19 workshops**  
on key health topics such as nutrition, mental wellness, chronic disease, and strategies for maintaining independence in daily life.

**Weekly socially engaging activities**  
 that promote and foster meaningful connections with other elders, reducing isolation and feelings of loneliness.

 **2 annual celebrations**  
to recognize the value of elders in community and their resilience as leaders.

# Youth Navigation

Pasifika Youth Navigation centers the leadership of our Pasifika youth through peer advocacy and helps our young people get set up for a healthy, positive, culturally grounded future. Pasifika youth are the social change agents in our community. Our Youth Navigation Team is committed to meeting Pasifika young people where they are at, providing support and contributing to their leadership development, advocacy and anti-racist community organizing skills.

## Youth Navigation Highlights:



**Over 300 youth** provided with **leadership development** throughout Washington.



### Spokane Youth Advisory Council

launched, bringing on **10 youth members** to advise PICA on youth issues in Spokane and expose them to community organizing and systems advocacy.



### Over 150 youth in SW Washington

engaged through tabling, volunteering, and chaperoning HS and university events at Skyview HS, University of Washington, Portland State University, and Fort Vancouver HS.



### Kolmanlokjen Youth Summer Program

with **32 participants**, empowered Pasifika youth by providing valuable, real-life skills and knowledge to enhance their life opportunities and health outcomes.



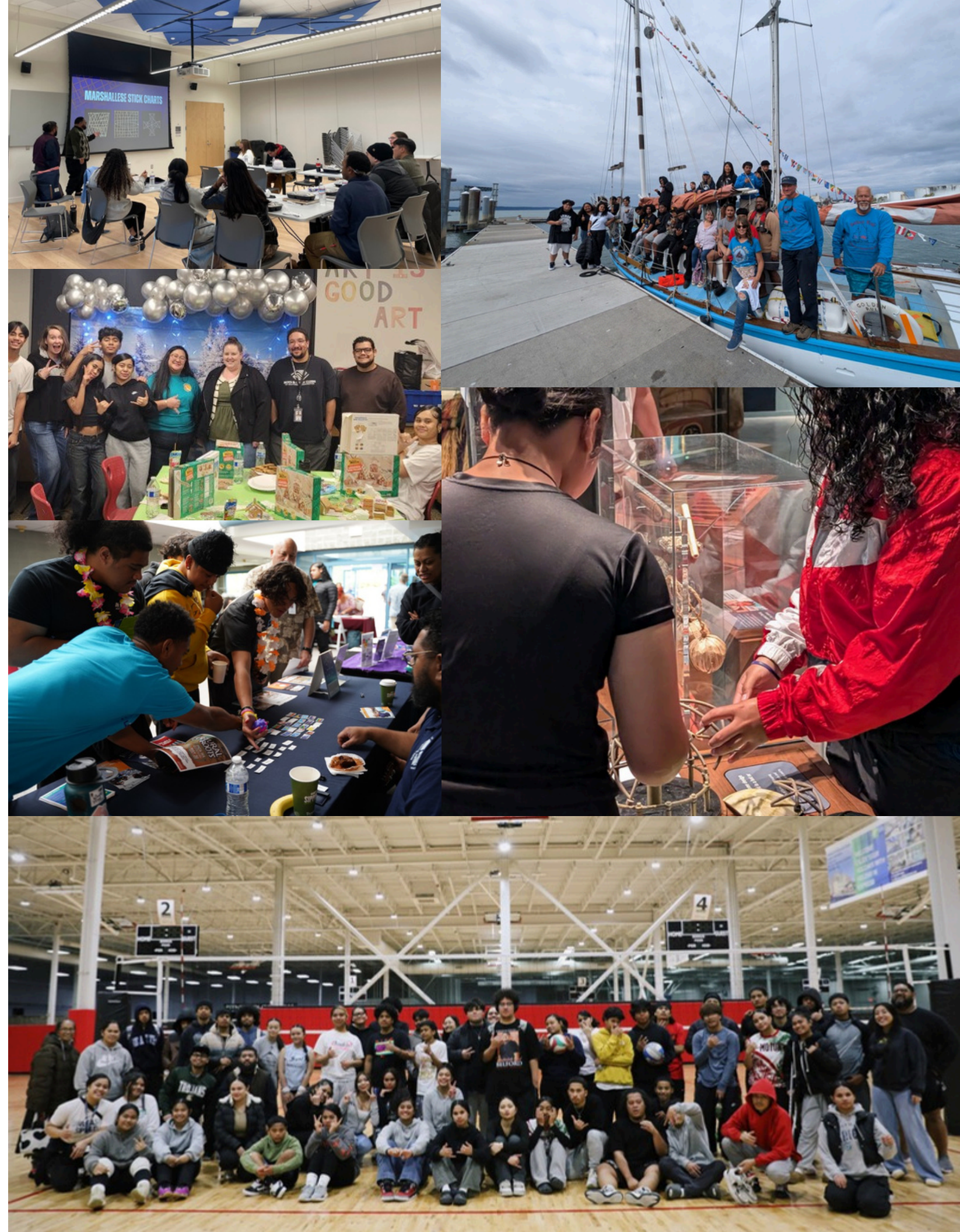
### 10-15 youth

active in bimonthly Healing Circle programming.



### 20-25 youth

participated in monthly Cultural Roots programs.





## Pasifika Food Networks

Our Pasifika Food Networks (PFN) program was established to combat the devastating impacts of food insecurity experienced by our NH/PI communities through providing access to culturally appropriate foods.

Through our partnerships with other NH/PI-serving organizations and agencies, we are able to extend beyond our local reach to serve our communities across Western, Southwest, and Eastern Washington regions of the state.



### Pasifika Food Networks Highlights:



**355 families** received regular **biweekly** food box delivery in **South King County**.



**Opened Food Pantry in Federal Way** serving **50-80 families every week**.



**397 individuals** in **Vancouver** accessed food support through pop-up distributions.



**12 NH/PI businesses & 1,098 community members**



**406 families** supported with access to culturally relevant food in **Spokane**.

featured and supported at our first Pasifika Harvest Market, while dispersing **over \$46,000** directly back to community.

# Pasifika Village Council

The Pasifika Village Council is our commitment to strengthen collective advocacy around the unique, diverse health and social justice needs as well as the strengths and wisdom of NH/PI communities across Washington state. We are made up of a broad coalition of NH/PI trusted community-based leaders and organizers who are concerned about the well-being of our NH/PI communities and are galvanized to advance the threefold mission of PICA-WA: advance NH/PI wellness, build community power and nurture cultural home together.



## PVC Highlights:



### 12 Council Members

active from across Washington State.

### Advocated for 47 bills



to advance NH/PI wellness during the 2024 WA Legislative Session.



Collaborated with Empowering Pacific Islander Communities and UTOPIA WA to host the **FONO National Policy Listening Tour** in Washington state to inform the 2024 National NH/PI Policy Blueprint.



[Read the full report](https://www.picawa.org/datareport2024/)

<https://www.picawa.org/datareport2024/>



Released first of its kind, disaggregated NH/PI community data report for Washington State.



Was the **lead organization in the Citizens' Advisory Council** which advocated for a process in the City of Spokane to review offensive landmarks and street names located on city property. **This ordinance was passed and went into effect in March 2024.**



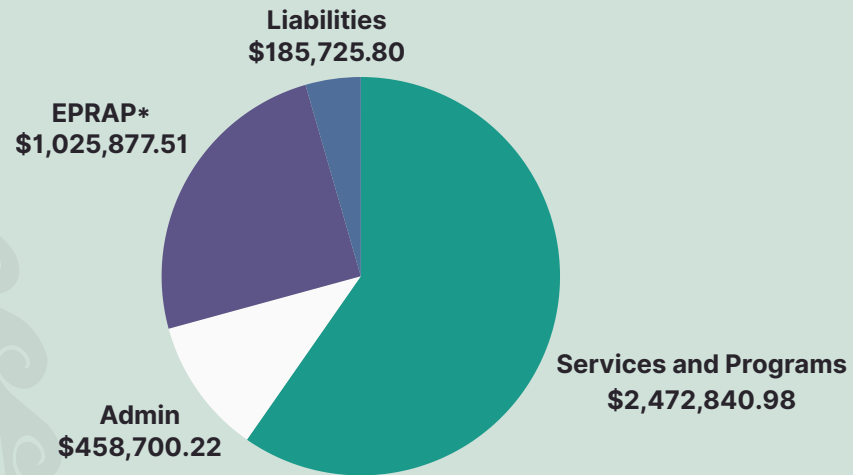
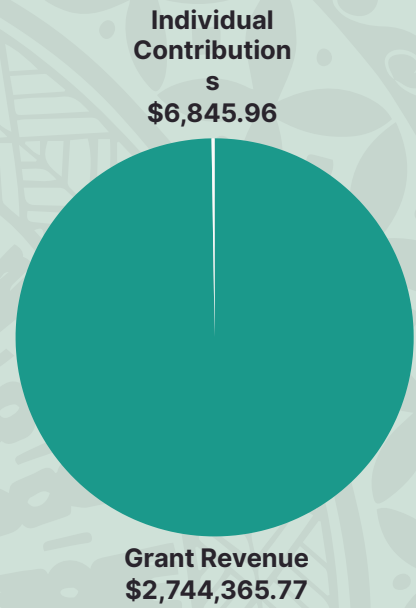
Supported research efforts as a Community Advisory Board Member for Washington Commission on Asian Pacific American Affairs **NH/PI Education Disparities Study.**



# Unaudited Financial Overview

**Income:**  
\$2,751,211.73

**Expenses:**  
\$4,143,144.51



\*These expenses are pass through dollars from the Eviction Prevention Rental Assistance Program (EPRAP) in Clark County.

# Our 2024 Funders



# Admin and Operations

## Highlights and Achievements:

**Opened 2 new cultural homes**  
in Vancouver and Spokane to increase capacity and expand programming and services to local NH/PI communities across the state.

**Added 7 new staff and 4 new board members**  
increasing our organization's capacity to serve and be accountable to community.

**5-year strategic planning**  
process began with listening sessions in Federal Way and Vancouver to collect community input.

**Implemented a pay equity scale**  
reflecting PICA's continued commitment to providing a livable wage for all our staff.

**Finalized and released an updated handbook**  
to better align with PICA-WA's mission, vision, and values and respond to staffing needs.

# Staff and Board of Directors Demographics

We are women-led and intergenerational, and one hundred percent of our staff and board identify as NH/PI and Indigenous. Our staff and board are diverse in age, ability, gender identity including our Samoan cultural third gender (fa'afafine) as well as sexuality, lived experience and citizenship status ranging from U.S. citizen to undocumented and COFA resident to U.S. National and refugee. Like our community, our staff and board also range in identifying as caregivers, formerly experiencing poverty and/or homelessness, displacement due to nuclear testing, immigrants, and survivors.

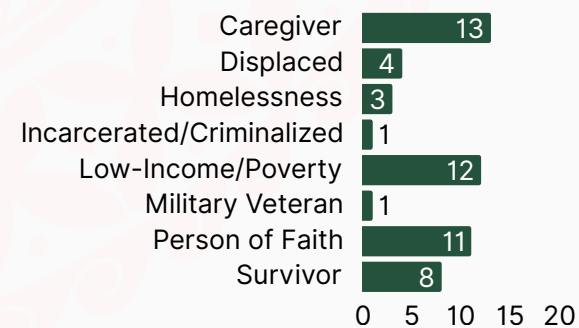
**100%**  
of our PICA-WA staff and board identify as NH/PI and Indigenous.



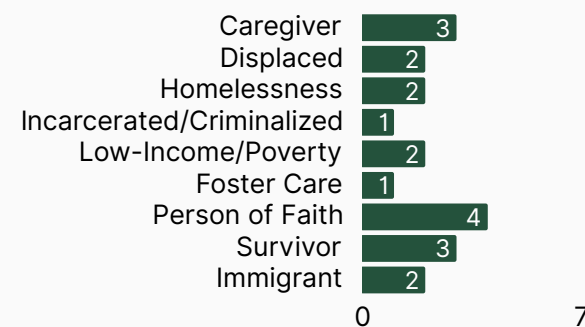
## Island Nations Represented by Staff and Board Members



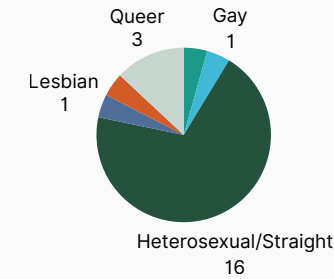
## Lived Experience of Staff



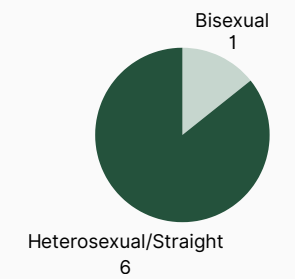
## Lived Experience of Board Members



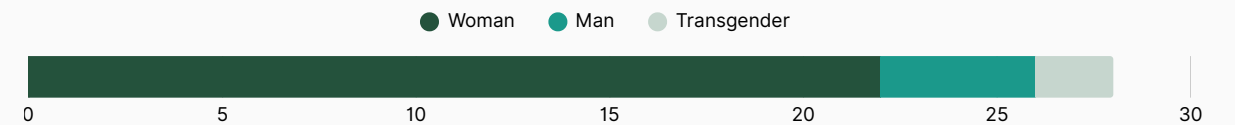
## Sexual Orientation of Staff



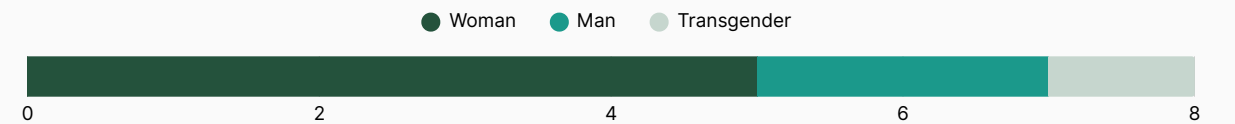
## Sexual Orientation of Board Members



## Gender Identity of Staff

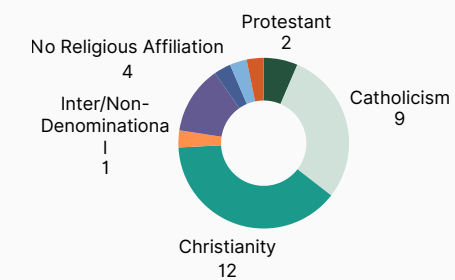


## Gender Identity of Board Members

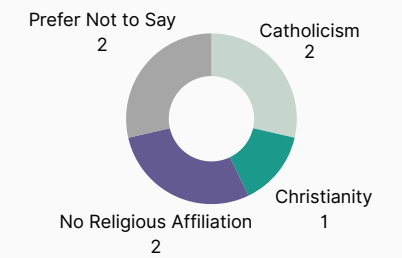


Some PICA-WA staff and board members additionally identified as fa'afafine (Samoan third gender) or cisgender.

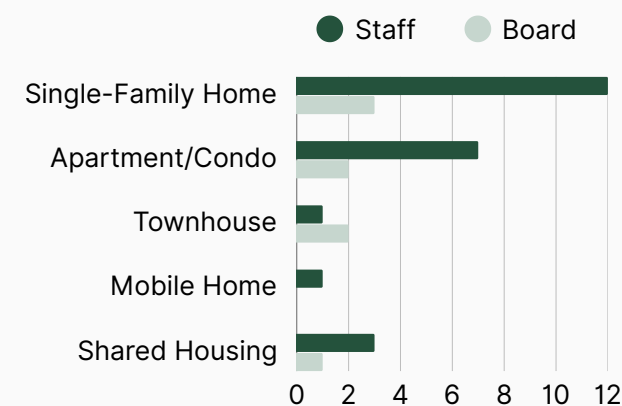
## Religious Affiliation of Staff



## Religious Affiliation of Board Members




## Current Housing Situation



## Disability/Chronic Condition



Nearly one-third of our staff identify as having a mental health condition.



**Kuloh  
Malo 'aupito  
Wa wa wa  
Si Yu'us Ma'āse'  
Fa'afetai Kinisou  
Vinaka vakalevu  
Kommol tata  
Mahalo  
Kalanghan  
Sulang  
Kammagar  
Thank you!**

