

ANNUAL REPORT 2024



Cia Siab, Inc.

GET IN TOUCH

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WHAT IS CIA SIAB, INC.?

HMoob womxn in La Crosse County founded Cia Siab, Inc. in 2016. As a gender and racial justice organization, Cia Siab, Inc.'s mission is provide culturally empowering advocacy to the HMoob community through holistic support services, with the revitalization of the HMoob language and culture as the foundation. We provide advocacy to HMoob folks; bilingual and bicultural social services; and programs to HMoob survivors of domestic violence and sexual assault of all ages, with an emphasis on womxn, youth, LGBTQIA+, and elders.



Cia Siab, Inc. holiday party at Lax Grille

A LETTER FROM OUR EXECUTIVE DIRECTOR

Dear Friends, Donors, and Partners,

Thank you for supporting Cia Siab, Inc. (CS) through 2024. We had so many things to celebrate, from our successful and growing Youth Program to our civic engagement work. I am so proud of our staff, volunteers, and Board for working tirelessly. I am grateful for all the lessons in 2024.

I had a challenging family situation that took a lot of my time away from work, so my first lesson from 2024 is to be grateful for my dependable, hard-working staff. During my time away, my staff worked together to make sure that administrative tasks were done, programs ran smoothly, and deadlines were met. In the absence of my leadership, their focus and dedication to our clients and community never wavered.

My second lesson from 2024 is that CS' civic engagement work with the Hmong community in La Crosse County for the past 8 years has turned our community into one of the most civic-minded Hmong communities in WI. In 2024, we wanted the Hmoob community to understand the power of their vote in a swing state, such as WI. Our civic engagement plan was intensive, and it required our whole CS team, volunteers, and community partners to help us implement it. Starting in March to the end of October, we had a voter education and registration event almost every month targeting

different age groups. In addition to our local work, some of us, including myself, traveled to help our partner, SEA Action, in central and northeastern WI to get out the Hmong vote. While canvassing in these areas, people yelled at me; most people I talked to did not have a voting plan and were not interested in voting. I compare this to my team's work getting out the Hmong vote in La Crosse County where 8 out of 10 people we talked to already voted absentee or had a voting plan in place. Our work at CS aims to build power for Hmoob people in La Crosse County. For the past 8 years, we have definitely made strides towards this purpose.

My third lesson is that we keep ourselves safe. From huge cuts at the federal level to fewer donations to our agency, it was a hard year, and it will only continue to be harder in the upcoming years as we work on supporting our folks with final deportation orders and helping our folks safely respond to activities on the federal level. We must build community to get through these difficult times; we must keep ourselves safe.

Thank you to all who have supported us. I am grateful for all the lessons and opportunities for us to rise together.

Dr. Xong Xiong
Executive Director

OUR DEMOCRACY WORK


Our Civic Engagement Program provides non-partisan, bilingual, bicultural voter education to Hmong people in order to build our community's political capacity. Hmong constitutes the largest

Asian population in WI, and in many cities throughout WI, the Hmong make up the largest BIPOC population. In 2024, we worked tirelessly to get out the Hmong vote, and our work paid off!



Our Party at the Polls Event for the November 5th Election (top). Cia Siab, Inc. staff working at the polls for the August 13th Primary (bottom left). A collage of fliers of our 2024 voter education/GOTV events (bottom right).



17,186
voter contacts



25
bilingual Hmong & English canvassers & poll workers recruited


21
voter education materials created & translated into Hmong


295
voter registrations


873
voting assists


490
voter pledges


37
current & updated IDs for voters

ELDERS PROGRAMS



72

Elders in the area served



100%

of elders connected to mainstream programs and resources in the area



10

organizations/individuals that we invited to come present to our Elders

We know that many Elders in our community experience depression due to social isolation. Our Elders Programs connect elders to resources in the community and help them gain knowledge about health and wellness, voting, and other topics. We love that each week, we get to see them and benefit from their guidance and mentorship about how we should proceed with our work at Cia Siab, Inc. It is good to be reminded that our work and mission at Cia Siab, Inc. are on the right path.



Elders playing musical chairs (top). Cooking rice cakes at Women's Support Group (bottom left). An Elder at our annual apple picking field trip (bottom right).

GENDER JUSTICE

Our Gender Justice Program is the only program in La Crosse County and the surrounding counties that provides bilingual Hmong and English advocacy and support to Hmong survivors of gender-based violence. We are a critical lifeline to our communities.

This year, in addition to our services and advocacy, we relaunched our She Hlub program with the goal of cultivating healthy, strong bonds between mothers and daughters. We realize that harm reduction in gender-based violence includes building trust among daughters and their maternal figures. We had an overwhelming amount of participation and all participants gave positive feedback.



Making eggrolls at our Mother-Daughter Program (top). Our advocates canvassing with Planned Parenthood (bottom).



33

survivors received help



100%

of survivors reported saying they appreciate our advocacy services and resources



870

services rendered

YOUTH PROGRAMS



37
youth recruited



37
Hmong households in La Crosse
received ginkgo trees



18
programs successfully in the
last quarter of 2024

Our Youth Programs were put on hold until fall 2024 due to staff capacity. This meant that we did not run youth programs during the summer. Our new Youth Advocate came on board mid-year, and within a few weeks of starting, submitted a proposal to the Youth Climate Action Fund Grant. Her proposed project received \$5,000 to support youth in planting ginkgo trees at Hmong homes.



Our Youth Halloween Party (top). Youth carving pumpkins (bottom left). Youth planting a ginkgo tree at a La Crosse resident's home (bottom right).

HOUSING PROGRAM

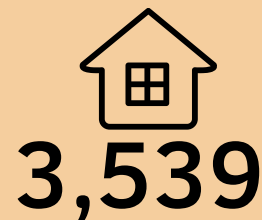
Our Housing Program is grounded in our principles of housing safety and stability for survivors of domestic violence. We help clients for housing-related emergencies. Our Home Repair Workshops are an aspect of our Housing Program that has increased the maintenance skills of our clients, helping them to move towards independence and self-sufficiency.



Our spring Home Repair Workshop where we taught folks how to build raised pallet beds (top). Teaching folks how to caulk (bottom left) At the workshops, we provide traditional meals to participants (bottom right).



people assisted through our Home Repair Workshop



nights of safe emergency and transitional housing provided



hours spent helping individuals move into and out of our transitional housing

THANK YOU TO OUR FUNDERS & DONORS

- AAPI Civic Engagement Fund
- Bader Philanthropies, Inc.
- City of La Crosse Community Development Block Grant & Youth Climate Action Grant
- Civic Nation
- End Domestic Abuse Wisconsin
- Grants for Girls of Color
- National Council on Problem Gambling
- Futures Without Violence
- Freedom, Inc.
- Grantmakers for Girls of Color
- Great Rivers United Way
- La Crosse Community Foundation
- Mighty Cause Foundation
- Movement Voters Project
- Ms. Foundation
- NoVo/Tides Foundation
- Office on Violence Against Women
- SEA Action
- UW-La Crosse Chapter: American Association of University Women
- WI Department of Children & Families
- WI Department of Health Services
- WI Department of Justice: Office of Crime Victim Services
- Wisconsin State Voices
- Women's Fund of Greater La Crosse



We would like to thank the Hunger Task Force of La Crosse for their in-kind support. Their support has enabled us to provide foods at our Rice Pantry Giveaway.

STATEMENT OF ACTIVITIES*

REVENUE

State & Federal Grants	\$1,705,962
Contributions	\$174,496
Program Fees	\$36,970
United Way	\$26,620
Other Income	\$5,747
Total Operating Revenue	\$1,949,795

EXPENSES

Operating & Program Services	\$1,448,330
Management/General/Fundraising	\$263,338
Total Operating Expenses	\$1,711,668

*Statement of Activities covers our fiscal year from July 2023 to June 2024

