



ANNUAL REPORT 2023



Cia Siab, Inc.

GET IN TOUCH

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ABOUT 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. Cia Siab, Inc. is a fully bilingual and bicultural social services agency providing culturally-appropriate holistic support for HMoob survivors of domestic violence and sexual assault of all ages, with an emphasis on womxn, youth, LGBTQIA+, and elders from La Crosse County.



Cia Siab, Inc. staff readying to celebrate 2023 HMoob American Day!

A LETTER FROM OUR EXECUTIVE DIRECTOR

Dear Friends, Donors, and Partners,

Thank you for keeping Cia Siab, Inc. within your circle. As we reflect on 2023, we look to the many important lessons that our staff have learned, and we are excited to see what these lessons would look like in practice for 2024. 2023 was our first full year back to do in-person programming and it was a year full of important lessons to better prepare us for 2024.

We are excited to announce that we got our first federal grant from the Office of Violence Against Women to expand our housing program for victims and survivors. This was a big milestone for our organization, and we could not have done it without the many years of hard work from our staff. We are very proud of our housing program and the innovative ways in which we have built a program that is culturally relevant, victim-centered, and above all, rooted in our values of equity.

One of our successes that we are most proud of and would like to share is our HMoob Language and Culture Camp (HLCC). We were glad to hear the youth voice the many positive and fun experiences they had learning and practicing HMoob language at camp. They also had their first experience

advocating for language revitalization efforts by writing letters to the Clovis School District encouraging the School Board to not discontinue their HMoob and language classes for high school students. Many wrote letters reflecting on their own experiences at HLCC and the recognition of how deeply their identity is tied to the survival of HMoob language and culture.

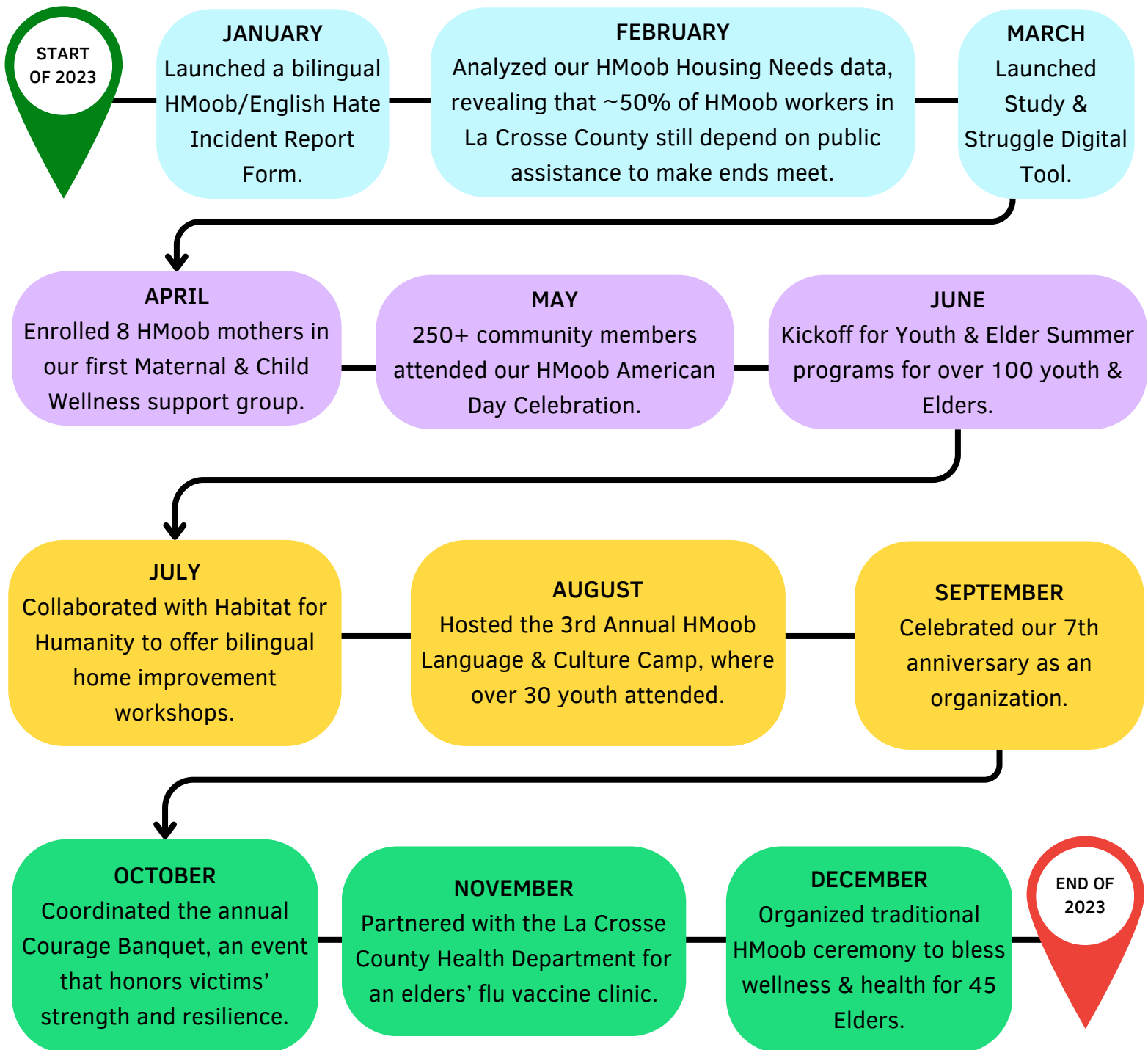
As Executive Director of Cia Siab, Inc. for the last 7 years, I don't believe I talk enough of the good work we do for the community. In 2024, I want to make it an intentional everyday practice to thank our staff and uplift the great work they all do. I also want to say thank you for supporting and being on this journey as our organization comes out of its infancy.

Thank you for encouraging us to continue to do the work that we do with and for our community. We look forward to 2024 and hope you continue the important work that you do in whatever way to help us build a more healthy and vibrant HMoob community.

Dr. Xiong Xiong

Executive Director

2023 MONTHLY HIGHLIGHTS



OUR 2023 IMPACT

5K+

meals served at programming

75K

pounds of rice distributed

75

HMoob individuals assisted to vote

9K+

text messages sent to community members to maintain communication about events

40K

pounds of perishable food distributed

5K+

individuals received food at Rice Pantry

150%

growth in our text list from mid- to end of year

59

volunteers recruited to help with events & projects.
(THANK YOU!)

1400+

hours invested in youth leadership development, mentorship & emotional support

100%

response rate on our Facebook & Instagram inboxes

\$30K+

provided in rental & utility assistance

715

families attended at least one Rice Pantry

1.9K

rides provided to Elders for programming and advocacy

GENDER JUSTICE

HMoob Womyn Courage Banquet

This past year, Cia Siab, Inc. hosted the 21st HMoob Womyn Courage Banquet, an annual event that brings together HMoob victims and survivors and their advocates to build community and share stories of hope. Every year, the Courage Banquet rotates to a WI-based, HMoob-specific DV program to host. The last time La Crosse hosted the Courage Banquet was more than a decade ago!



Cia Siab, Inc. staff at the 2023 HMoob Womyn Courage Banquet.



Cia Siab, Inc. staff preparing traditional HMoob meals for our Maternal & Child Health Group.

Maternal & Child Health Support Group

In April, we launched a bilingual Maternal & Child Health support group for HMoob mothers. At each meeting, we offer hot, fresh HMoob food, free on-site childcare, and the opportunity to connect with other mothers to talk about caregiving and learn about community resources. This program was funded by the Wisconsin Department of Health Services.

OUR DEMOCRACY WORK

Supporting Victims of Hate Violence



The cover for our white paper, Study and Struggle.

In November 2022, we concluded our multiyear study on anti-HMoob violence, [Study and Struggle](#). Since then, we have presented our findings to 5 local organizations and over 150 people to educate our community members about how they can assist HMoob victims of violence. In 2023, we revamped our [Hate Incident Reporting Form](#) to accommodate the digital nature of hate violence as well as to accommodate HMoob-speaking-only reporters.

Bilingual HMoob & English Poll Workers

In 2022, members of our community experienced voter discrimination at the polls. In 2023, in an effort to combat bias and discrimination at the polls, we recruited over 20 bilingual HMoob- and English-speakers to work at the polls in the City of La Crosse. In 2024, if your voting location is in the City of La Crosse, expect to see HMoob faces and to be greeted in HMoob!


ONLINE INFO SESSION


**WANT TO GET PAID \$20 PER HOUR
TO HELP HMONG PEOPLE VOTE IN
THE 2024 ELECTIONS?**

Attend our Info Session to learn more:

- 📅 Wednesday, November 8th
- 🕒 12pm to 1pm CT
- 📍 Register at: bit.ly/hmongpollworkers

For the 2024 Elections, Cia Siab, Inc. is recruiting HMong individuals to work as pollworkers in the City of La Crosse.

 maj@ciasiabinc.org [608-615-7117](tel:608-615-7117) www.ciasiabinc.org



Our info session flier to recruit HMoob- and English-speaking poll workers in 2023

WHAT'S IN STORE FOR 2024?

Residential HMoob Language & Culture Camp 2024

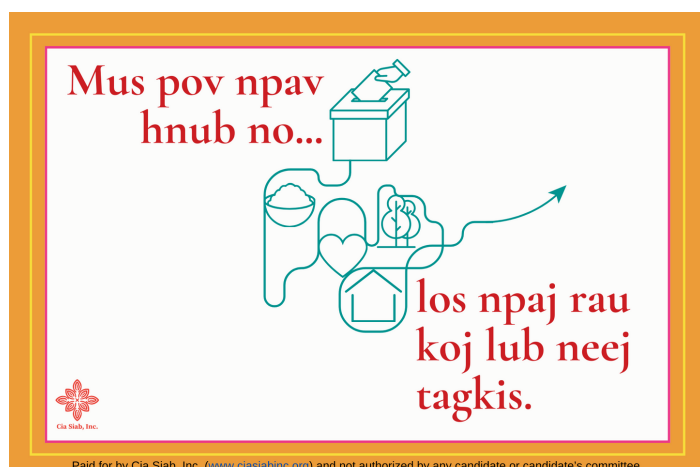
Cia Siab, Inc.'s annual HMoob Language and Culture Camp (HLCC), a week-long immersive language and cultural experience, is going residential this year! Parents and youth have urged our Youth Staff to implement a residential structure in order to enable participants to sharpen their ideas around language justice & language loss, reconnect to HMoob oral traditions, and develop deeper relationships with each other. Our Youth Staff are responding to this feedback!

HLCC is open to HMoob youth entering grades 6-12 for this fall school year. Every year, enrollment has been at max capacity of 30 students. Interested in enrolling your children? Lookout for the application later this year!



Some of our Youth visiting the local public library to learn about its resources and services.

Get Out the HMoob Vote 2024



Paid for by Cia Siab, Inc. (www.ciasiabinc.org) and not authorized by any candidate or candidate's committee.

In 2024, we will be mailing out HMoob GOTV postcards, such as this one, to HMoob voters in La Crosse County.

Need a new ID? Wondering about your polling location? Want more information about candidates? We want all eligible HMoob voters to vote in the 2024 Elections (April 2nd, August 13th, November 5th). As such, this year, expect to see us hosting socials to encourage HMoob people to go vote! If you're on our mailing list, expect to see HMoob postcards from us as well!

THANK YOU TO OUR FUNDERS & DONORS

- AAPI Civic Engagement Fund
- ALM Charities
- Bader Philanthropies, Inc.
- City of La Crosse ARPA and Community Development Block Grant
- End Domestic Abuse Wisconsin
- Festival Foods
- Futures Without Violence
- Freedom, Inc.
- Grantmakers for Girls of Color
- Great Rivers United Way
- La Crosse Community Foundation
- Movement Voters Project
- Ms. Foundation
- NoVo/Tides Foundation
- Otto Bremer Foundation
- 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



Cia Siab, Inc staff members at our donation yard sale fundraiser

STATEMENT OF ACTIVITIES

REVENUE

State & Federal Grants	\$1,040,435
Foundation Grants	\$776,383
United Way	\$43,328
Special Events	\$1,322
Donations & Rental Income	\$5,226
Total Operating Revenue	\$1,864,091

EXPENSES

Operating & Program Services	\$1,487,629
Management/General/Fundraising	\$245,144
Total Operating Expenses	\$1,732,773

