

ANNUAL REPORT

August 1st 2022 to July 31st 2023

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FY 23 & FY 24



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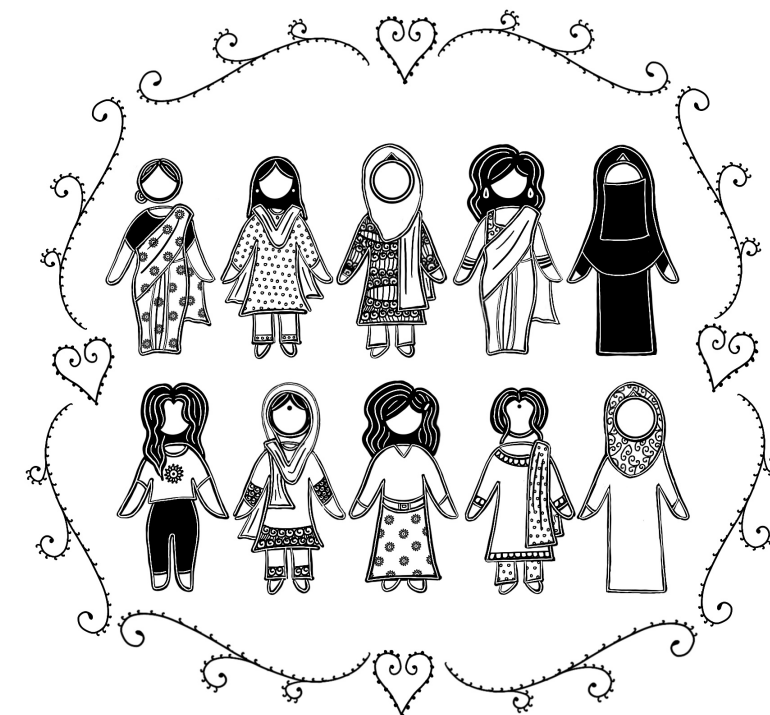
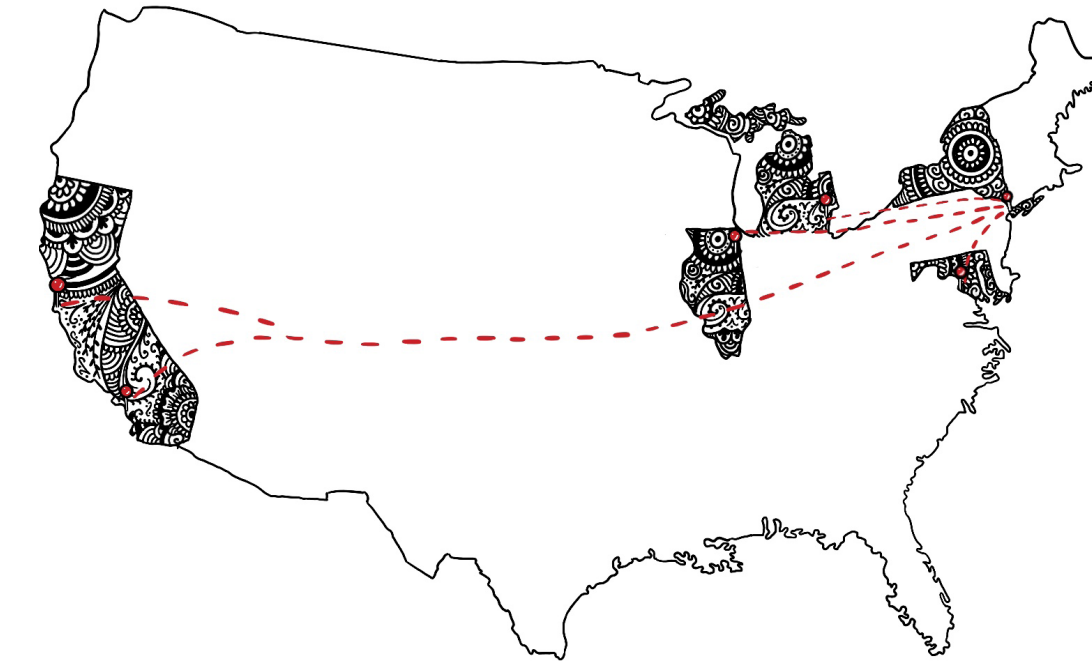
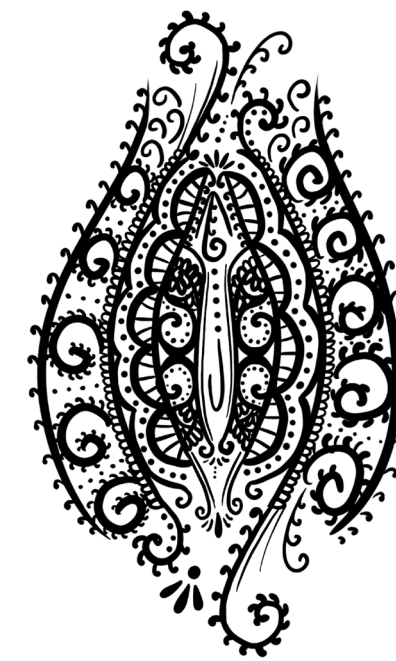
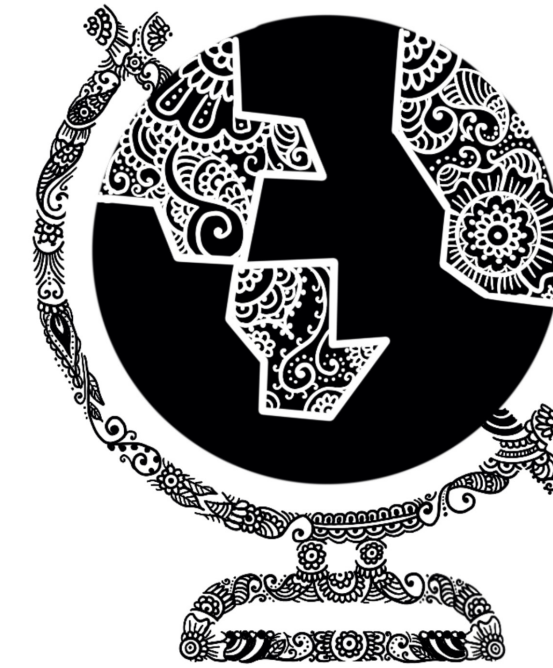
intro

We are pleased to present our consolidated annual report for the fiscal years 2022-2023 and 2023-2024.

Our team was deeply focused on managing growth and meeting the expanding needs of our community, as evidenced by our ever expanding programs.

Each annual report we publish represents a culmination of considerable thought, creativity, and talent. Given our commitment to producing thoughtful, creative, and meticulously crafted annual reports, we chose not to rush this process.

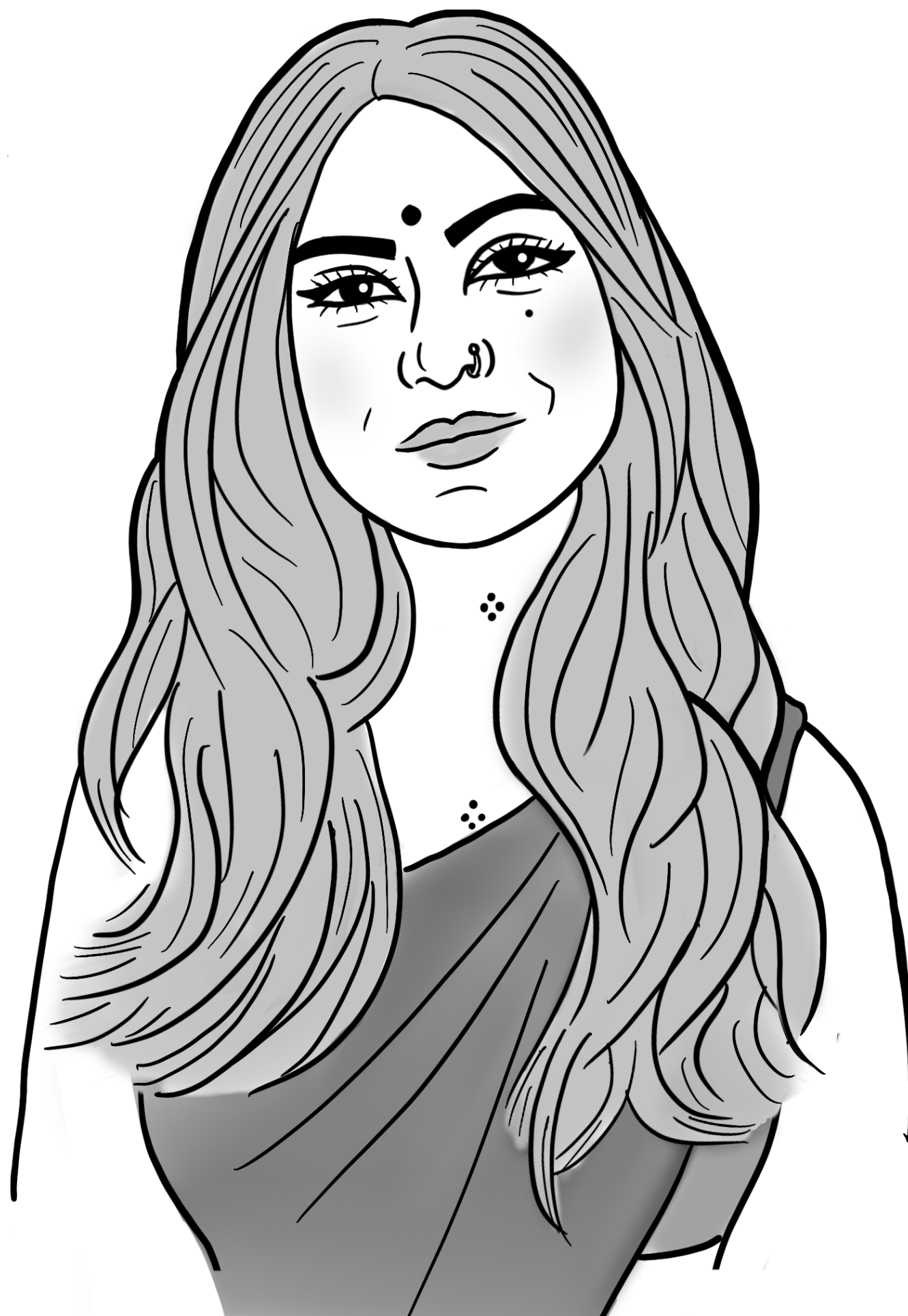
We hope you find this report insightful and engaging as it captures and celebrates our journey of growth and achievement. Thank you for your continued support and partnership.



a letter from laal's
co-founder and executive director

sanjana khan

(she/they)



These past two years have been extremely difficult for myself, Laal's team, membership base, and the larger community that we are a part of; yet somehow, someway through all of the heartache, obstacles, and grief- Laal continued to grow and flourish in the most beautiful, sustainable, and radical ways.

With the support of my board, we collectively decided to push the publication of our fourth annual report publication because as we concluded the fiscal year in August 2023, soon after the entire team was overcome with shock, despair, and was deeply hurting from the full blown genocide by the Israeli Government on October 8th, 2023 in Gaza with the support of US Tax dollars. As we completed our fifth fiscal year with the continuous streaming of a genocide, in August 2024, we witnessed a bloody student revolution in Bangladesh, and watched a dictatorship crumble to the ground that we never imagined was possible.

I don't know how we worked with such heavy hearts and souls, as tears constantly rolled down our cheeks. Yet, we steadily grew and expanded together, collectively.

This report will dive into all of the miraculous work that Laal has completed, here are just a few highlights: Laal produced a documentary, completed the first cohort of Laal's Reproductive Justice and launched the second, re-launched Laal X (sewing cooperative), on top of the fact all of our base programming have expanded.

As we designed this annual report, we wanted to make sure one thing was clear, REVOLUTION, RESILIENCE, LIBERATION. From the colors we picked, to the hand drawn illustration by Mohua Sultana, we wanted each page to reflect what has been happening in Palestine and Bangladesh, and that all the work we do at Laal will always be connected to the freedom of all those oppressed. We are reclaiming liberation everyday at Laal.

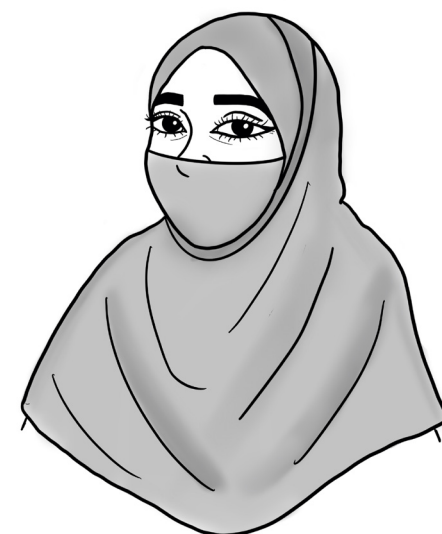
As Laal turns six this current fiscal year, I look back at all the growth proudly and profoundly. I hope the courage we have at Laal, at our core, is reflected in this two year annual report. I hope our impact, growth and intentionally fostered community serves as a beacon of hope during such unprecedented times under the current administration.



Shamina Akthar
she/her
Office Manager



Hamida Chumpa
she/her
Research and Data Manager



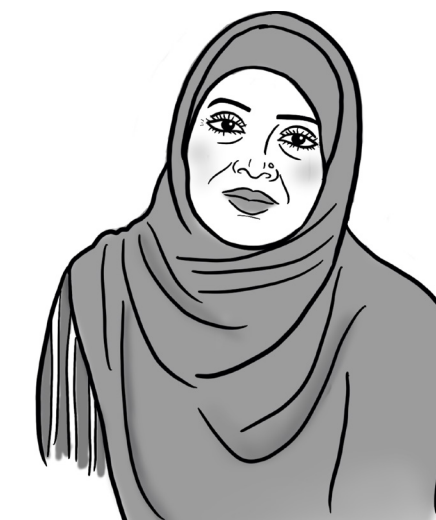
Rumana Sayeed
she/her
Programs Coordinator



Unzila Chowdury
she/her
Development Director



Muneeba Hassan
she/her
Executive Assistant and
Senior Operations Associate



Nasima Alam
she/her
Volunteer



Mousumi Sabina
she/her
Mental Health Consultant



Nicole JeanBaptiste
she/her
Prenatal Yoga Instructor



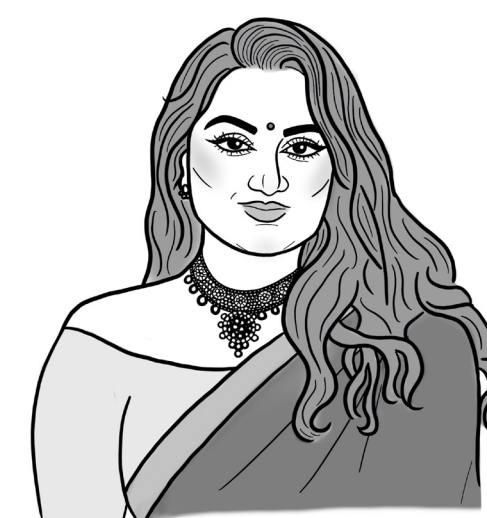
Jui Bhuiyan
she/her
Yoga Instructor



Kai Bussant
she/her
Laal X Production
Director



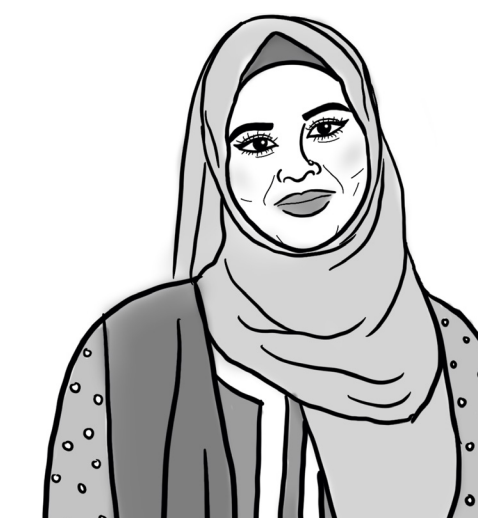
Sanjana Khan
she/they
Co-founder and
Executive Director



Mohua Sultana
she/her
Programs Manager



Rupa Begum
she/her
Finance Coordinator



Shagorika Islam
she/her
Wellness Coordinator

team

Laal's growth is largely driven by its dedicated team. At the end of FY24, our carefully curated team stands at five full-time staff members, eight part-time staff, six consultants and two volunteers. Our entire staff is South Asian, with 83% being Bangladeshi or Bangladeshi American, 91% from New York City, and 75% from the Bronx.

Most importantly 50% of our staff are prior members who utilized and benefitted from our services, which is a testament to the organization's growth and commitment to nurturing leaders from within.



Bushra Alam (she/her) **Chair**

Vice President of Operations, TeleHealth Solution

Areas of expertise: healthcare strategies, process improvement, operations strategy

Nasreena Ahmad (she/her) **Vice Chair**

*Director, Bangla Kendro; Mental Health Counselor,
Maryland State Dept. of Health, Family Counselor,
Changing the Lives of Children with Autism*

Areas of expertise: fundraising and events, community partnerships, mental health and wellness

Sanjana Khan (she/they) **Director**

Executive Director, Cofounder, LAAL NYC

Areas of expertise: fundraising, business development, clinical research

Palika Makam (she/her) **Secretary**

Head of US Activism, Ben & Jerry's

Areas of expertise: digital organizing, social media management, digital outreach

Kristen Gaerlan (she/her) **Board Member**

Vice President, Lippe Taylor

Areas of expertise: fundraising, creative advertising, media and marketing

Denise Wharton (she/her) **Treasurer**

Director of Midwifery, North Central Bronx Hospital

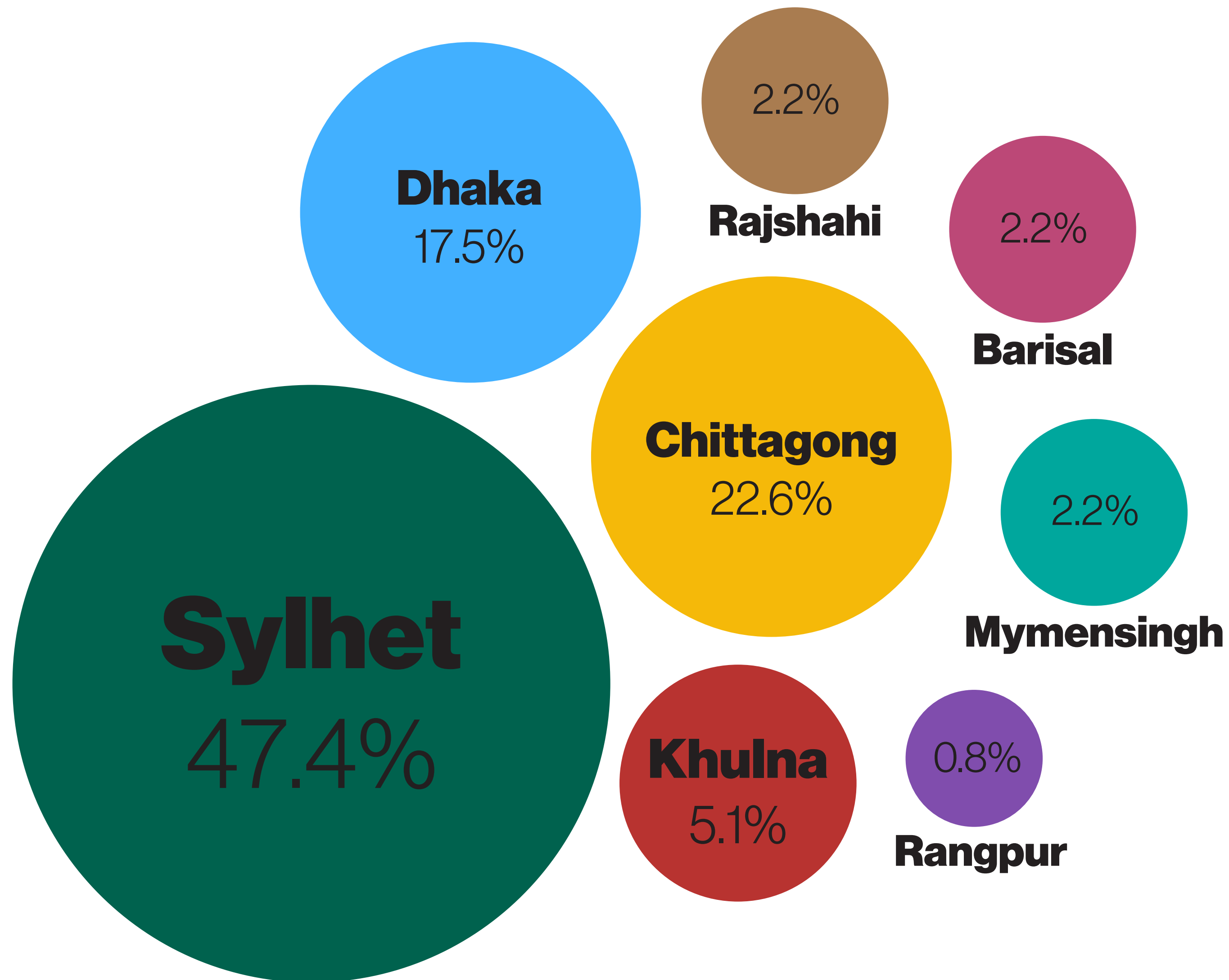
Areas of expertise: reproductive justice and advocacy

board

Our board brings together a dynamic and diverse group of professionals dedicated to advancing our mission. With expertise spanning health care, reproductive care, mental health, advocacy, and creative strategy, the board is uniquely positioned to guide our work.

**Our board members are:
100% women,
80% Asian, and
50% Bangladeshi.**

demographics



Within Bangladesh, 8 divisions & 64 distinct districts each boast their own unique culture.

Our members proudly represent this vibrant diversity. 47.4% of members are from Sylhet, Bangladesh.

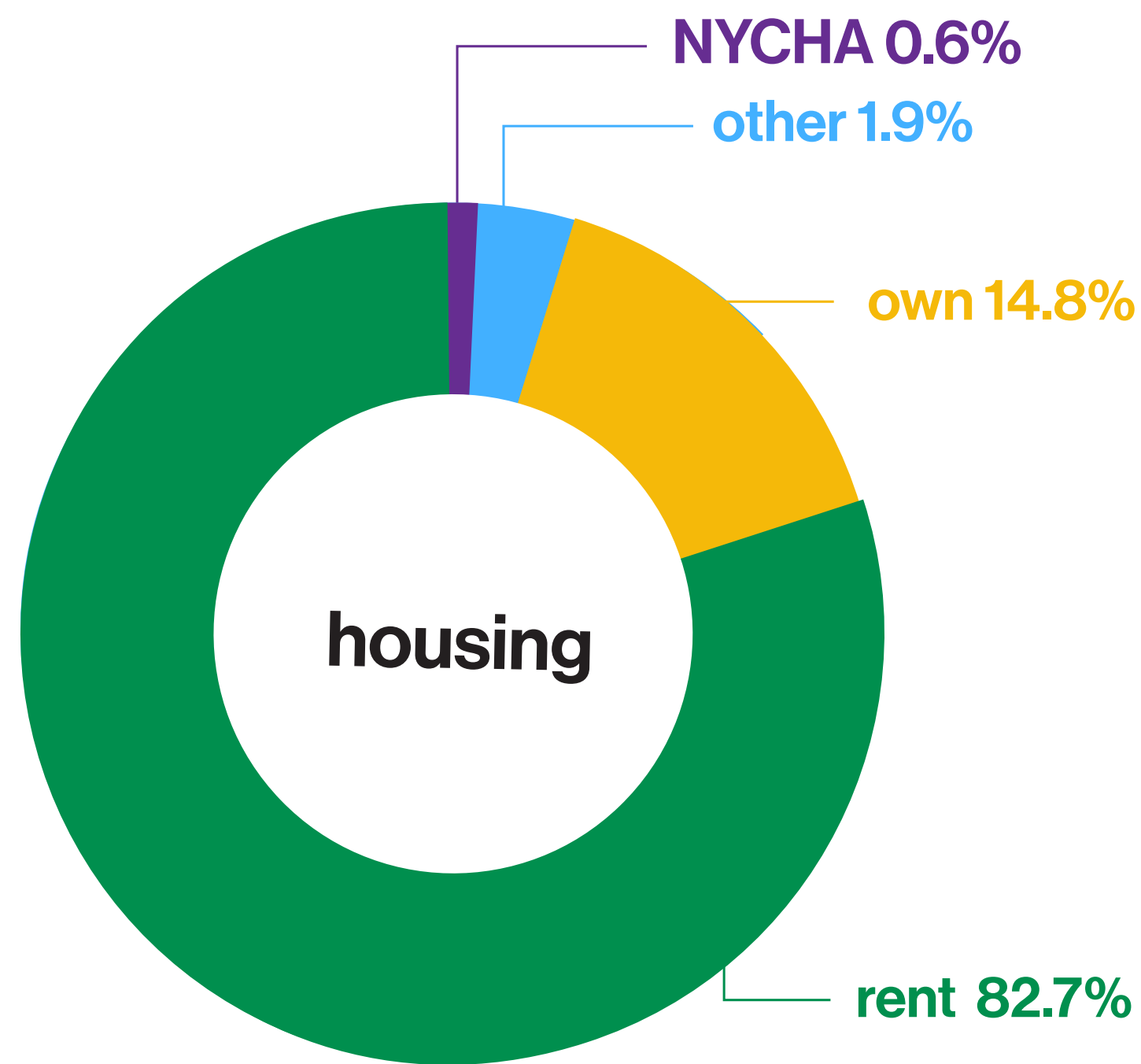
Over 70% of the households we serve earn less than \$20K a year, highlighting the urgent need for continued support and resources in our community.

While over 35% have been in the U.S. for more than a decade, nearly the same percentage are still in their first four years.

Nearly 3/4 of our community members are currently unemployed reflecting significant barriers to workforce entry.

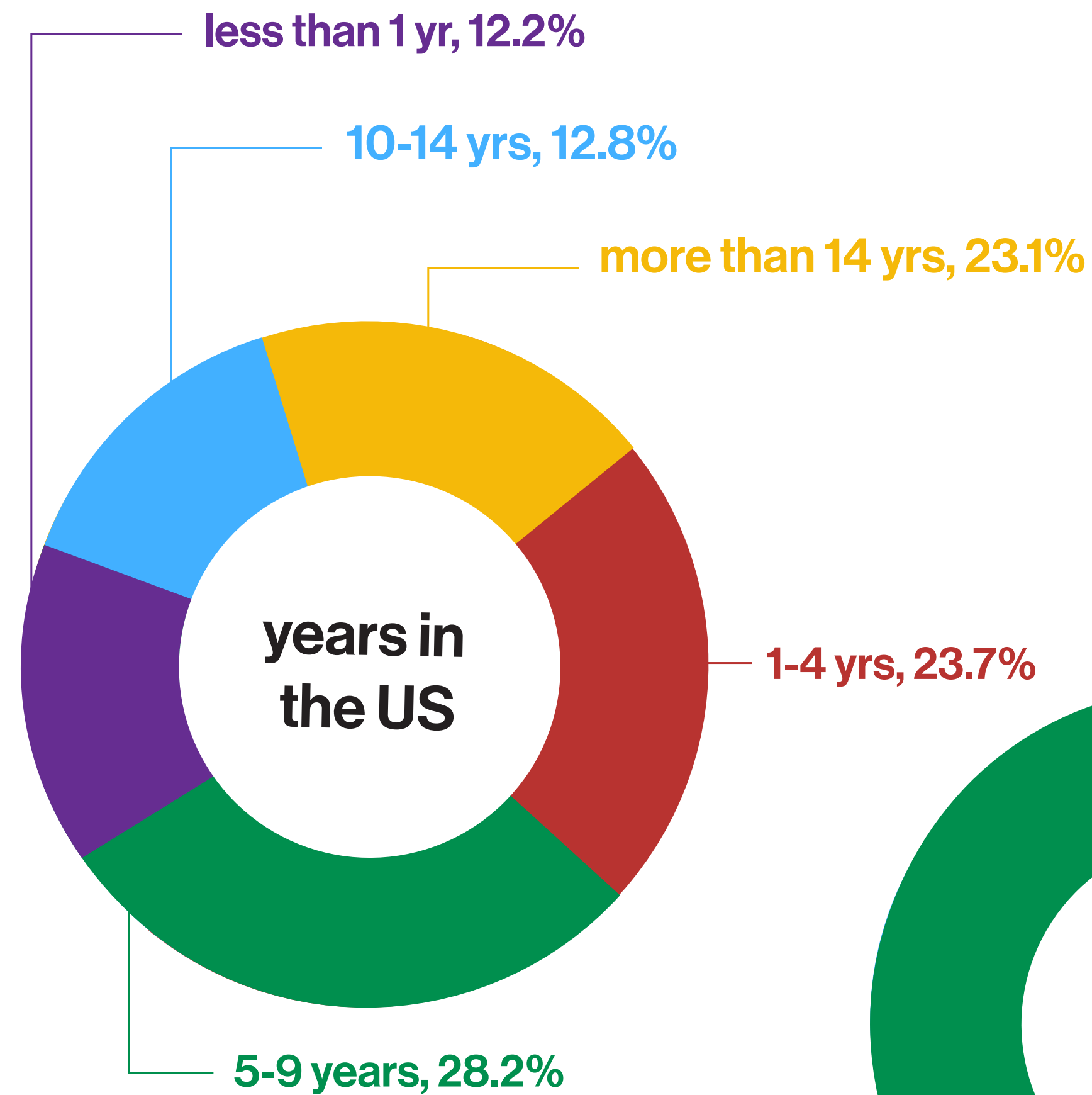
Addressing these challenges requires expanded access to:

**Job Training,
Language Support,
& Economic Opportunities.**



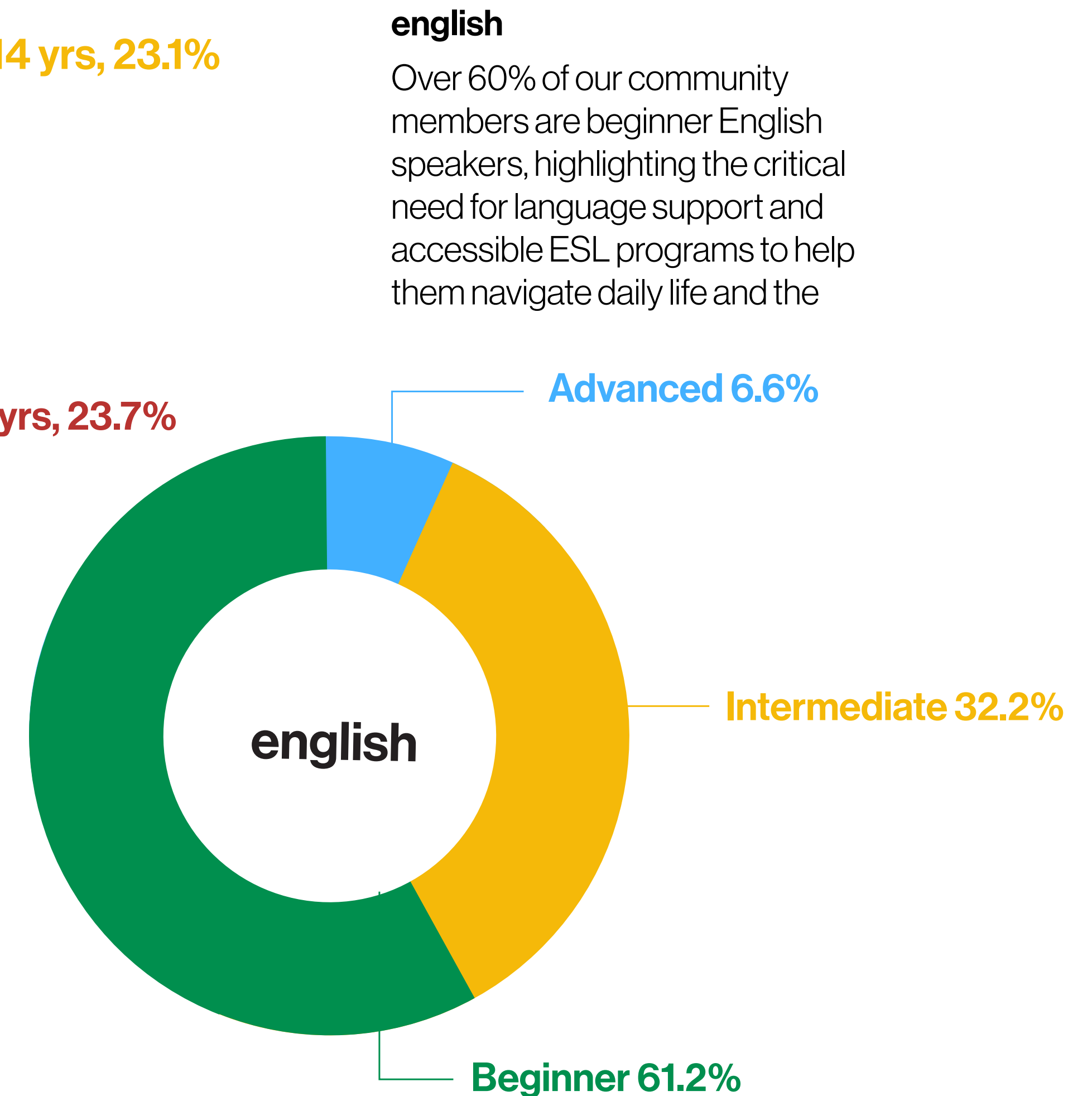
housing

Over 80% of our community members are renters, with home-ownership remaining out of reach for many. This underscores the pressing need for affordable housing solutions and tenant support.



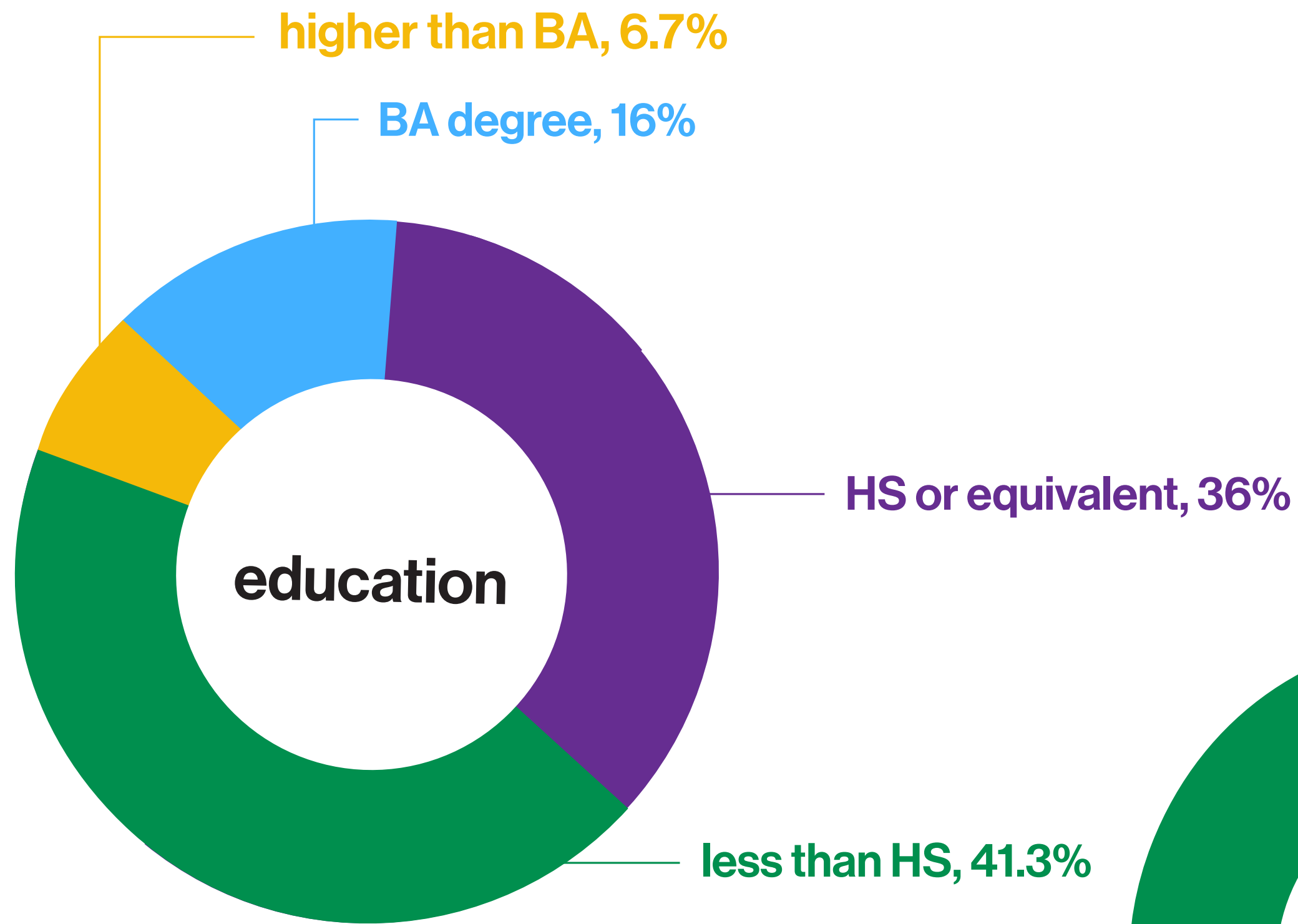
years in the united states of america

While over 35% have been in the U.S. for more than a decade, nearly the same percentage are still in their first four years.



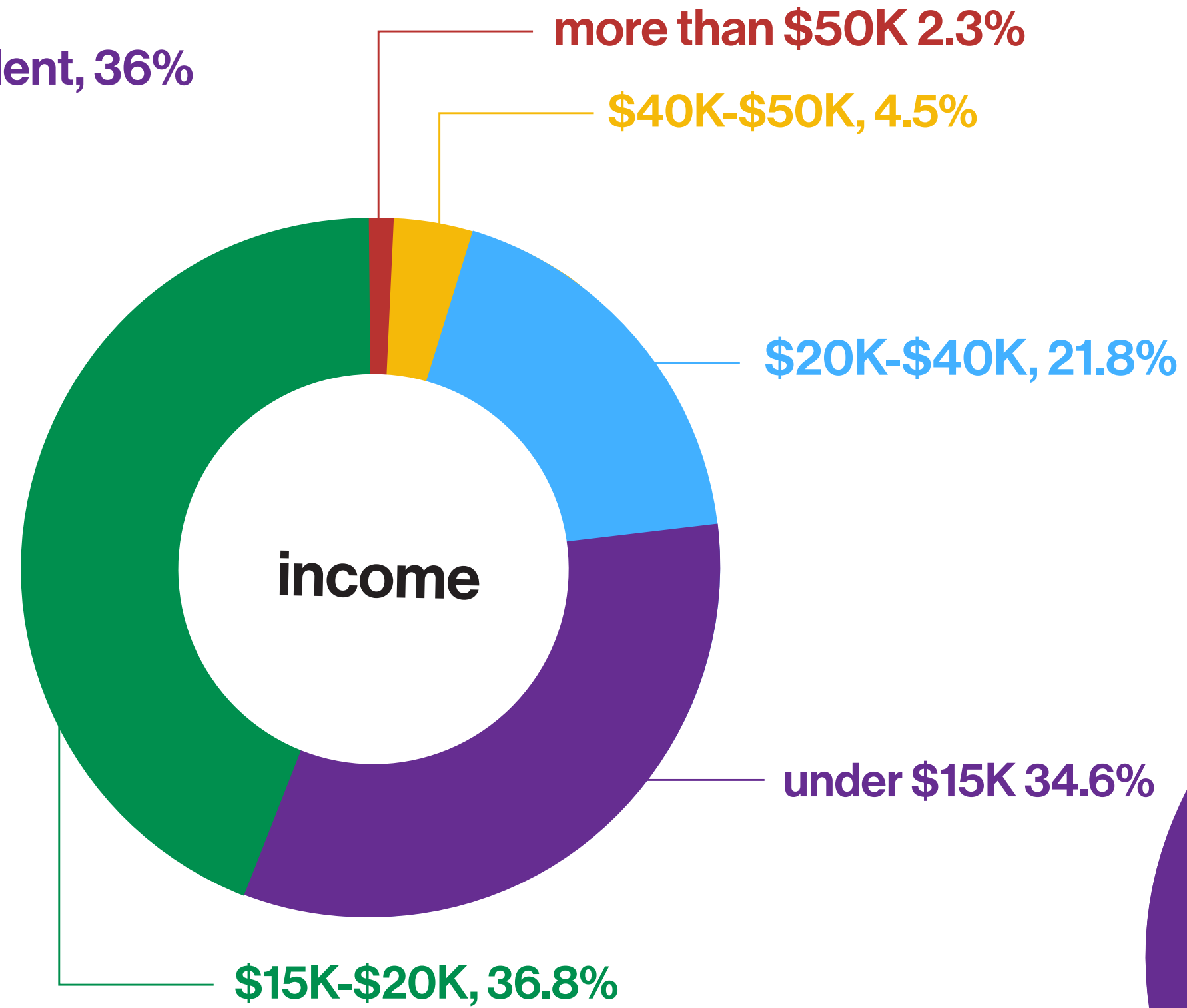
english

Over 60% of our community members are beginner English speakers, highlighting the critical need for language support and accessible ESL programs to help them navigate daily life and the



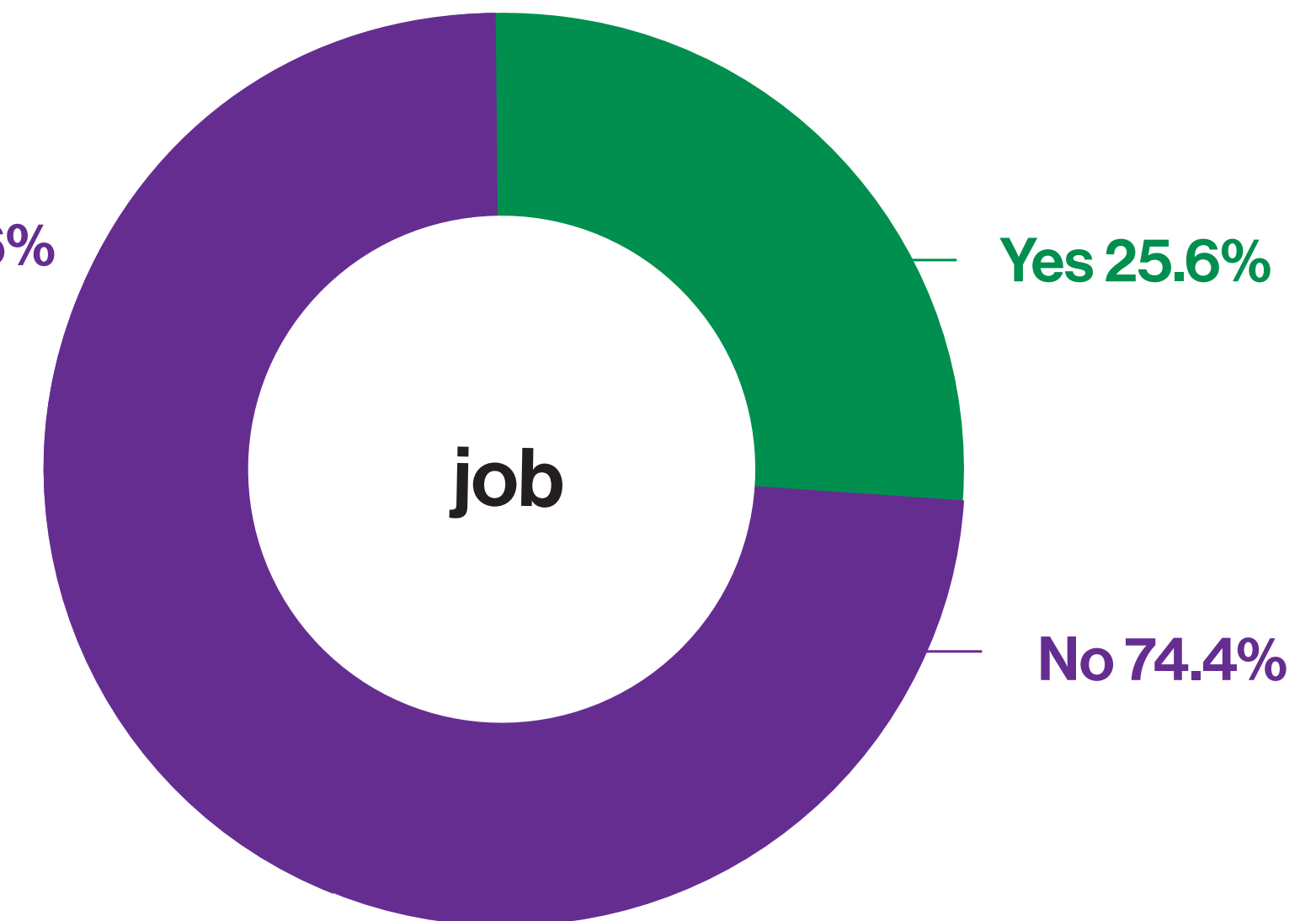
education

Over 75% have a high school education or less. Expanding access to learning opportunities is essential for economic mobility.



income per houshold

Over 70% of the households we serve earn less than \$20K a year, highlighting the urgent need for continued support and resources in our community.



job

Nearly three-quarters of our community members are currently unemployed, reflecting significant barriers to workforce entry. Addressing these challenges requires expanded access to job training, language support, and economic opportunities.

programs

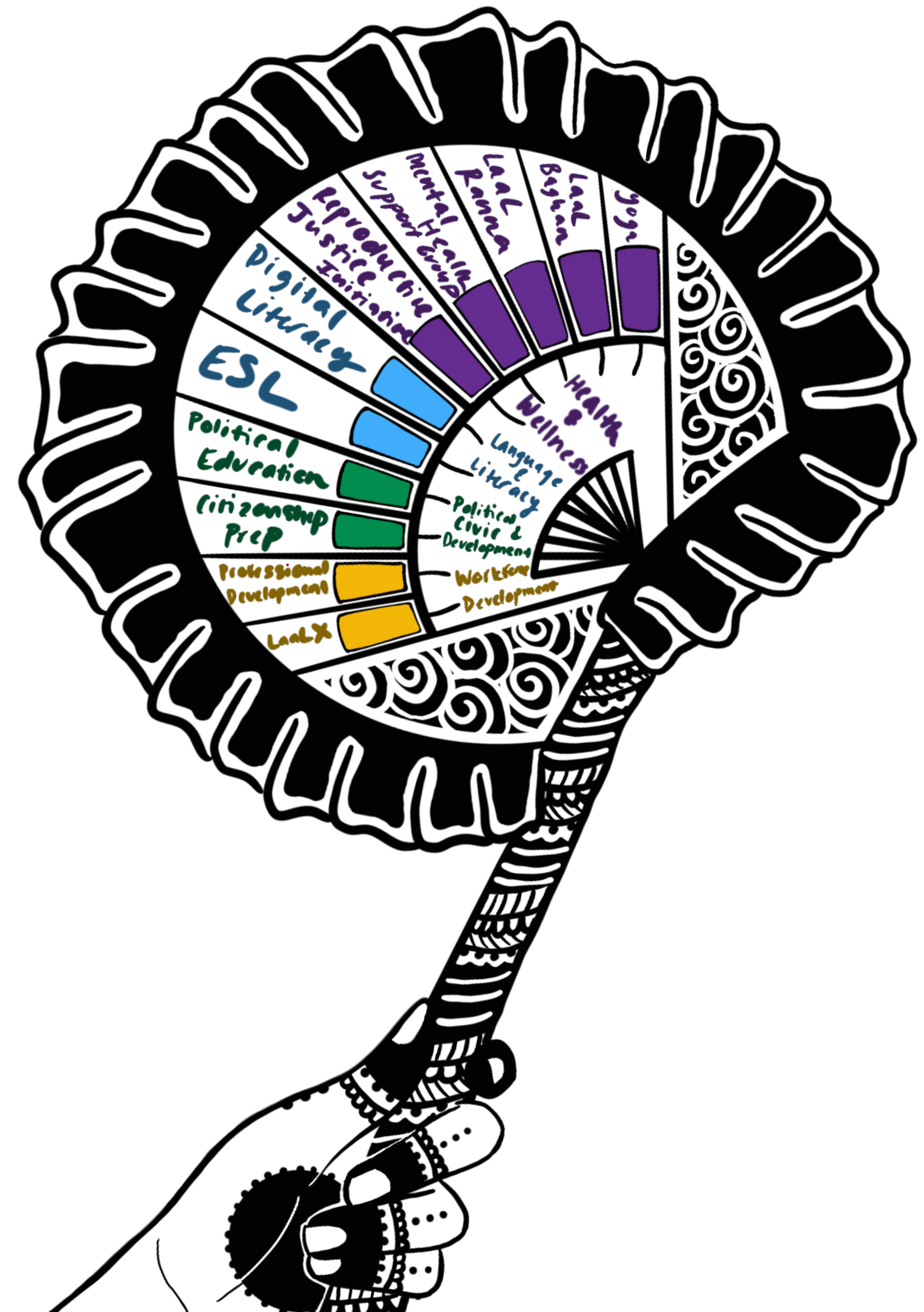
Laal's journey began with ESL, Wellness, and Citizenship classes at the Oval Park Recreation Center, lacking a dedicated space until June 2021.

Yet, from the start, our mission was clear: meeting the community where they were, offering a place to learn, connect, grow and have fun. Nearly five years later, we've expanded to 13 programs, with an average of 75 women visiting Laal Baari each week.

Our programs include:

English as A Second Language (ESL),
Yoga and Wellness,
Laal Bagaan,
Mental Health Support,
Laal Ranna,
Political Education,
Citizenship Preparation,
Digital Literacy,
Reproductive Justice Initiative,
and Workforce Development
which includes Doula Training and Laal X

The growth of our expanding programs is a direct result of our commitment to designing each program guided by thorough assessments and evaluations of community needs. Laal's programs are data-driven and research-based, ensuring they directly address the unique needs of the Bangladeshi community in the Bronx. On top of that, our programs are designed to build on each other, creating a support system that grows with our members and allows them to benefit from a range of interconnected services.



laal programs

esl

Our ESL classes address the high language barrier in our communities by offering free, accessible English instruction to Bengali womxn. These classes provide essential communication skills, enabling participants to navigate daily life, access services, and engage actively in their communities. These classes are taught by former Laal members who intimately understand the needs of our students, having walked in their shoes themselves.

Moving into FY 2024, in addition to ESL Level 1 and 2, our updated ESL curriculum now includes an elementary-level class specifically designed for members who are not yet familiar with the basics of the English alphabet.

For many of our members, this is the first time they are receiving any form of education.

25% In FY 2023, we provided 103 ESL classes at basic, beginner, and advanced levels, alongside conversational English sessions.

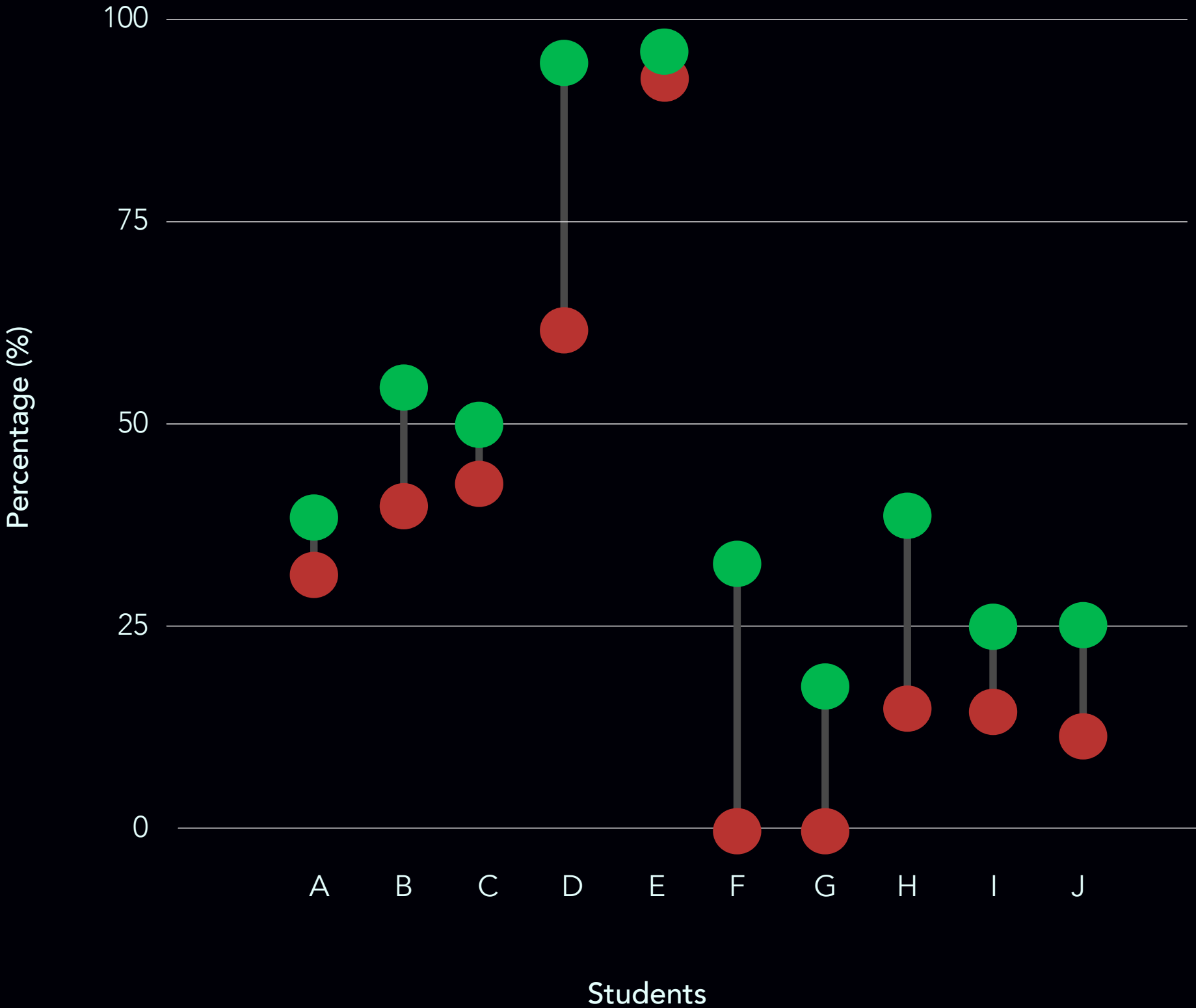
In FY 2024, there were a total of 129 ESL classes, a 25% increase in the number of classes, catering to the growing demand of our community’s needs.



93%

Across FY 2023 and 2024, on average, 93% of participants demonstrated improvement in their verbal communication.

For example, as shown in the graph below, all the students in the ESL Level 1 class scored higher in their second quiz at the end of the semester in contrast to their first at the beginning of the semester.



Student scores on Quiz 1 & Quiz 2
● Quiz1 ● Quiz2

Figure 2: ESL Level 1 Assessment Scores, Spring 2024 | “Red Dot: Quiz 1 Green Dot: Quiz 2”

laal programs

citizenship
& IRW: immigrant rights workshops



In FY 23 Laal held a total of 28 Citizenship Prep classes for 65 students.

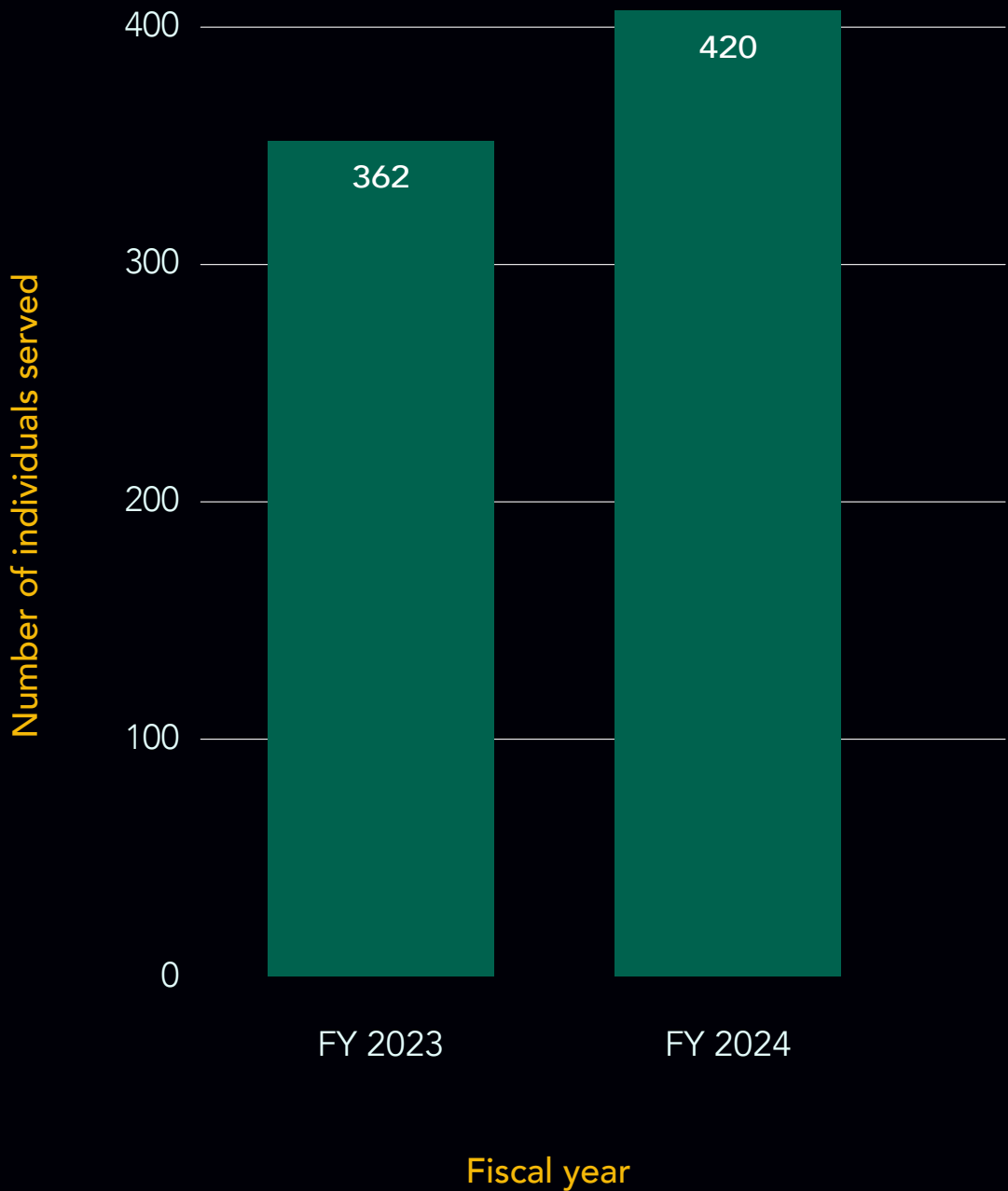
In partnership with the NYC Mayor’s Office of Immigrant Affairs, IRW provides participants tools and training necessary to navigate and access city services. IRWs cover an array of topics, including how to navigate interactions with federal immigration enforcement (ICE), avoid fraudulent legal services, access COVID-related services, and more.

79%

of participants were applying for citizenship for the first time

69

community members have successfully attained naturalization by passing the citizenship test



21

workshops in FY 2024

19

workshops in FY 2023

Number of workshops hosted and individuals served between FY 23 and FY 24

laal programs

political education

In the Fall of FY 2023, we introduced our Political Education Program.

The curriculum integrates a comparative analysis of U.S. and Bangladesh history, emphasizing the importance of historical context in understanding political developments by highlighting the intersections and commonalities of political events in both countries. Beyond its educational benefits, the program fosters an intergenerational exchange, where our staff gain insights from the lived experiences of community elders, while also sharing contemporary perspectives.

Students were asked what the word, “democracy” means to them...

- *“Freedom of speech, I can speak freely without fear.”*
- *“Freedom of religion”*
- *‘Being able to have conversations, meetings, protests, and vote for your beliefs.’*
- *“Women’s rights”*

**Class discussion
themes include:**

- **Historical timeline
of U.S and Bangladesh**
- **Colonial Oppression and
Exploitation (British Rule**
 - **Government Systems
& Economic Philosophies,**
- **Cultural and Linguistic Identity**
 - **Identifying Fake News.**

laal programs

digital literacy

Low digital literacy levels among Laal's membership base create significant barriers in their daily lives, especially in the digital age.

With over 90% of our students being above the age of 45, our goal with this program is to ensure our members are able to find, evaluate, and communicate information through typing and other media across various digital platforms.

To date, we've held **34** classes and supported over **80** students in leading more secure, connected, and fulfilling lives.

By equipping Bengali womxn with the necessary skills to navigate and utilize digital platforms, we equip them to:

Improve basic literacy

Participants show a 80% improvement in their ability to perform essential digital tasks

Access digital resources

Increased ability to apply for welfare and other essential services online, ensuring they receive the support they need

Communicate effectively

Enhanced proficiency in using digital communication tools like WhatsApp and email, fostering better connections with family, friends, and service providers

Protect their cyber identity

Greater Awareness and ability to safeguard their personal information against digital threats

laal programs

yoga



In FY23, the percentage of members working out 1-2 times a week jumped from 43% to 88% — a 45% increase.

By FY24, 58% of members were working out 1-2 times a week, 10% were working out 3-4 times a week, and 32% were exercising more than 5 times a week, indicating a broad shift toward more consistent physical activity.

By FY24, many members reported significant reductions in body aches and notable improvements in strength and flexibility. Specifically, 79% of participants experienced increased strength and flexibility, while 47% reported weight loss, including one individual who lost 30 lbs. Additionally, the wellness workshops enhanced overall quality of life: 73% of participants reported having more energy throughout the day, demonstrating the program's broader benefits beyond physical fitness.

The progress and transformation witnessed among our members have been particularly noteworthy. Furthermore, we are delighted to announce that our classes will now be taught by former Laal participants, Shagorika Islam and Jui Bhuiyan, who recently joined our team.

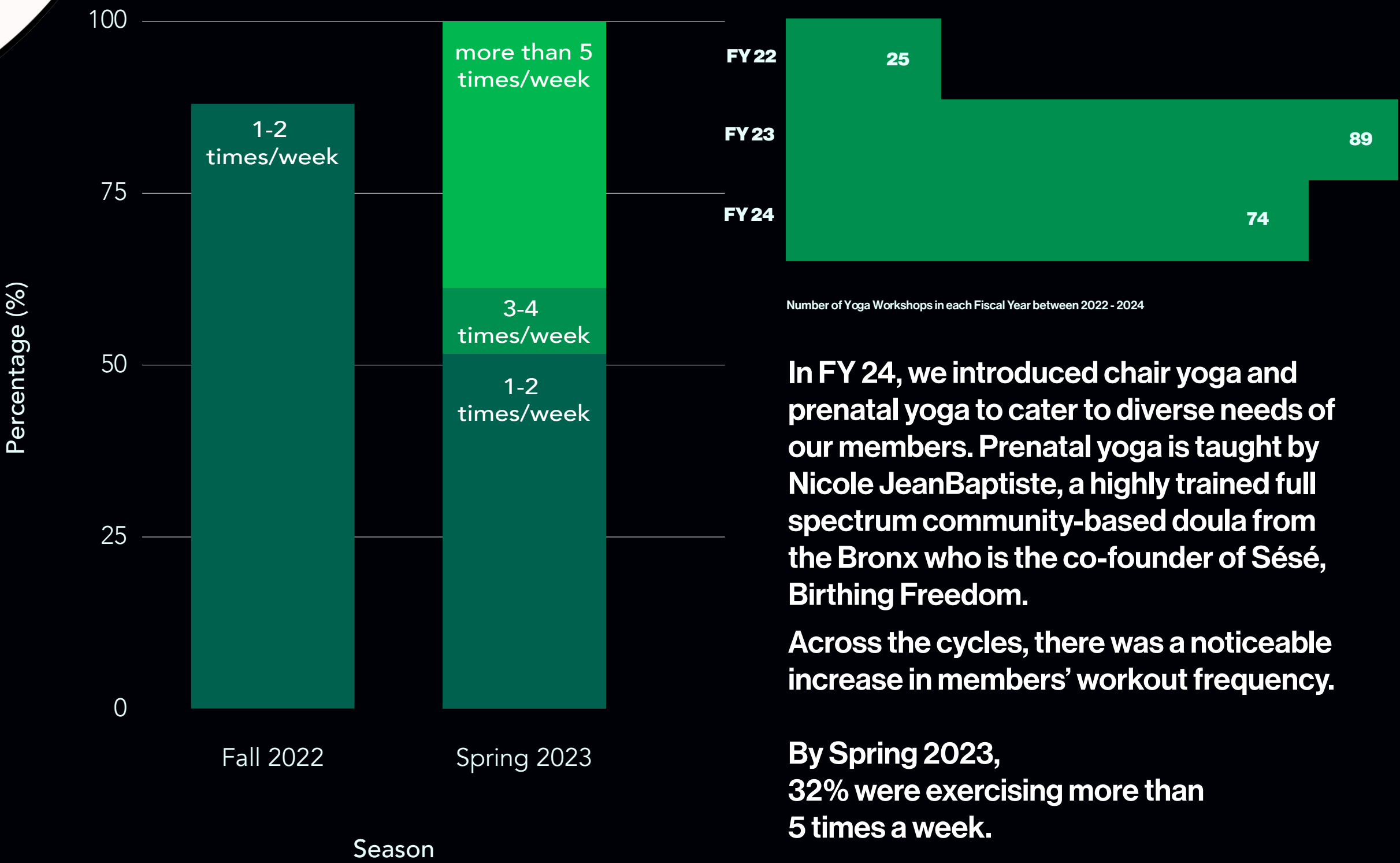
256%

From FY 22 to FY 23, our expanding yoga program experienced a 256% increase in the number of workshops offered.

From offering 25 workshops in FY22, we've provided 89 workshops in FY23 and 74 classes in FY24.

540

Altogether across FY23 and FY24, we've had over 540 participants.



In FY 24, we introduced chair yoga and prenatal yoga to cater to diverse needs of our members. Prenatal yoga is taught by Nicole JeanBaptiste, a highly trained full spectrum community-based doula from the Bronx who is the co-founder of Sésé, Birthing Freedom.

Across the cycles, there was a noticeable increase in members' workout frequency.

By Spring 2023, 32% were exercising more than 5 times a week.

laal programs

mental health

Our Mental Health Circles support group was created based on findings from our 2020 Mental Health Initiative which showcased themes such as violence, finances, and lack of freedom as some of the major root causes of stress and depression.

As a result of these findings, Laal launched mental health circles led by Mousumi Sabina.

The Mental Health Circles represent a pioneering effort to dismantle stigma surrounding mental health within our community, where these discussions have traditionally been taboo.

Since its inception in the Fall of 2020, this program has garnered significant interest, becoming one of our most sought-after offerings. After the first 10 sessions, 95% reported improved coping mechanisms and an increased sense of community or belonging. More than 6 women expressed major improvements in their sleep.

Financial Barriers

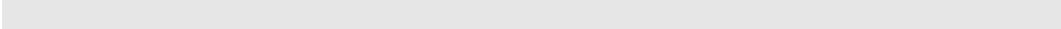
From March 2020 to the reopening of New York in the summer of 2021: how often did you worry about whether you can afford to pay the following:

	Never	Sometimes	Often	Responses
Rent Count Row %	7 11.3%	22 35.5%	33 53.2%	62
Food Count Row %	15 24.6%	22 36.1%	24 39.3%	61
Healthcare expenses Count Row %	32 59.3%	12 22.2%	10 18.5%	54

Lack of freedom and self agency

“My husband is protective. He always thinks something bad will happen to me. When I came to Laal today, he recorded how to get to Laal’s office before I came. I am only allowed to do things if he is 100% confident that I can do it. I think it’s because if something were to happen to me, who would take care of the kids? Whenever I do something by myself in America, I feel so good.”

mental health



Feedback from participants of the Mental Health Circles

“I used to feel extreme stress but coming to this class has helped me learn to express my emotions and have better communication skills with my husband which helps my mood at home. This class gave me confidence and hope to take care of my health.”

“This class helped me see that I may never be able to get rid of my pain but I can still find ways to live with it and focus on the good things in my life.”

“I learned many skills here like meditation and reflection. Speaking about my feelings with others helps me.”

Across the 35 conducted circles thus far, many themes have come up in discussions amongst the 20 members as shown below:

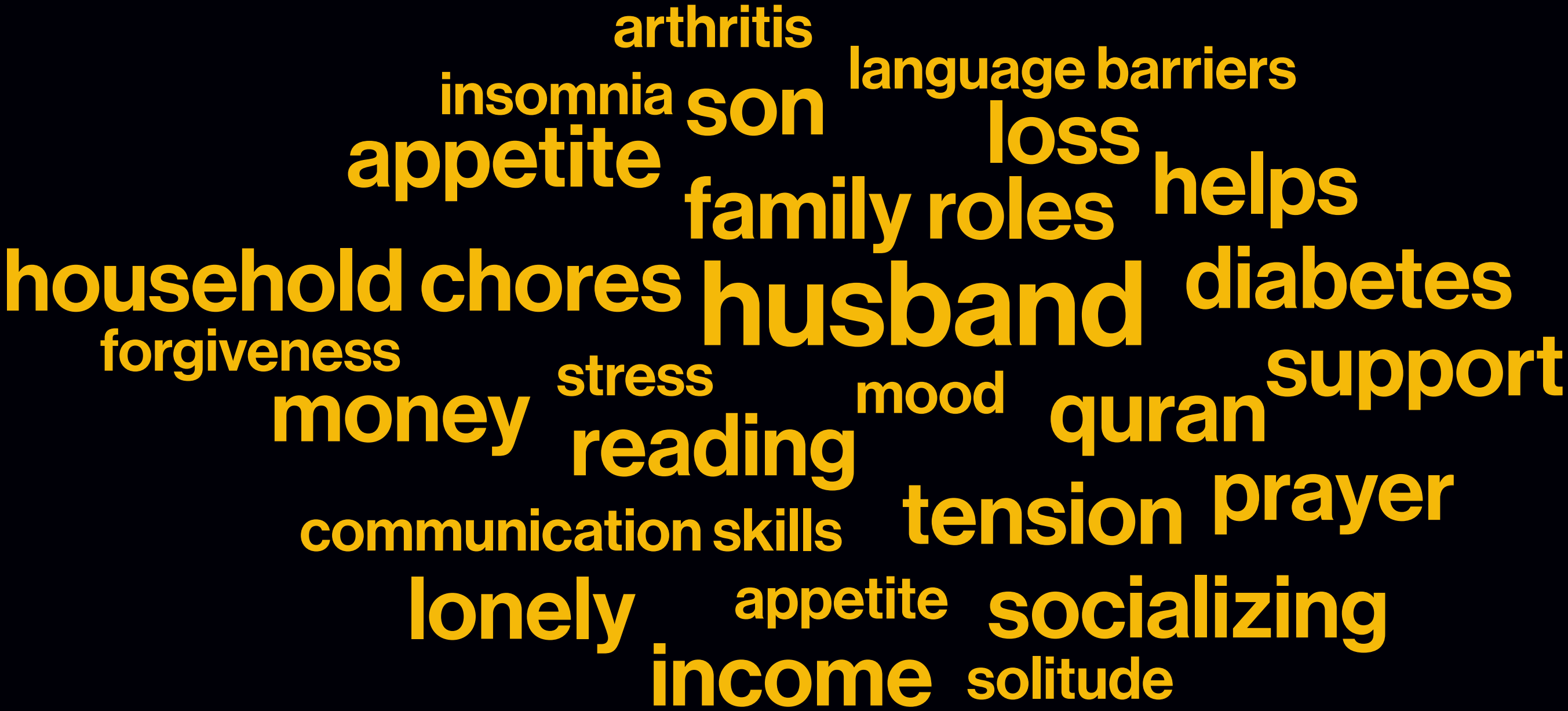


Figure 3: The word cloud above depicts the various words that were mentioned during the mental health circles. The sizes of the words are based on the frequency of it being mentioned.

wellness

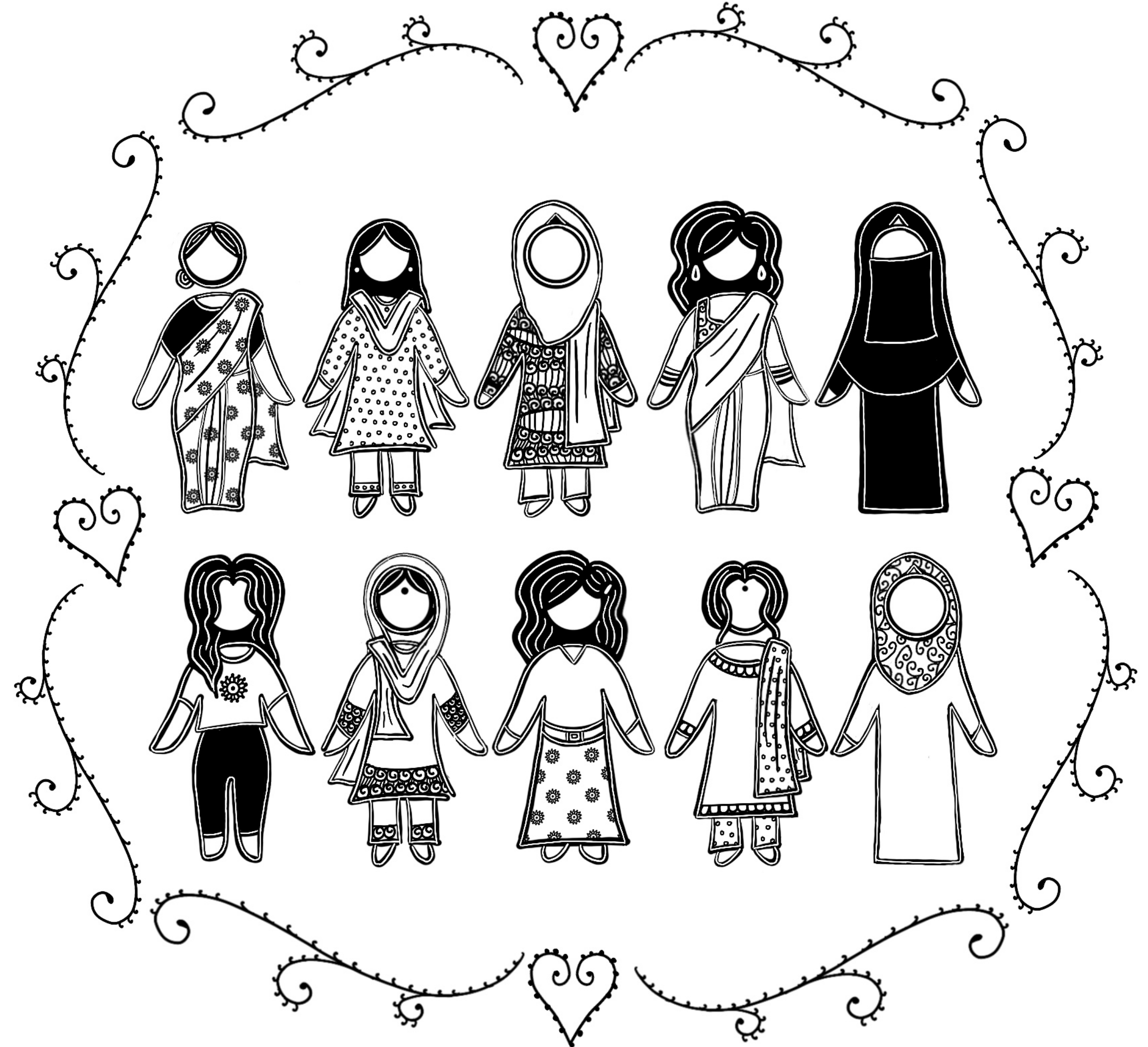
Thanks to our first federal grant from the Asian Pacific Institute on Gender-Based Violence, Laal provides bi-monthly wellness stipends to our staff. By prioritizing staff well-being, Laal provides the support and resources staff need to remain resilient and effective, ensuring they can deliver compassionate, high-quality care while also safeguarding their own mental and physical health.

In FY 24, Laal partnered with Moving Rasa to provide somatic training to its staff and held a total of 6 workshops. The workshops aim to transform trauma into collective healing through movement, redefining personal boundaries and identity to foster deep community connection.

Mousumi Sabina conducted professional development sessions for our staff, with monthly group meetings designed to explore life's journey. These sessions focus on communication skills, repairing relationships, finding peace with grief, and viewing our roles from a fresh perspective through psychodrama, sociometry, and group psychotherapy techniques.

To enhance staff wellness and practice self-care, Laal pauses programming for a month after each semester and Ramadan.

During this time, staff works remotely to assess key data, plan, and prepare for the upcoming semester.

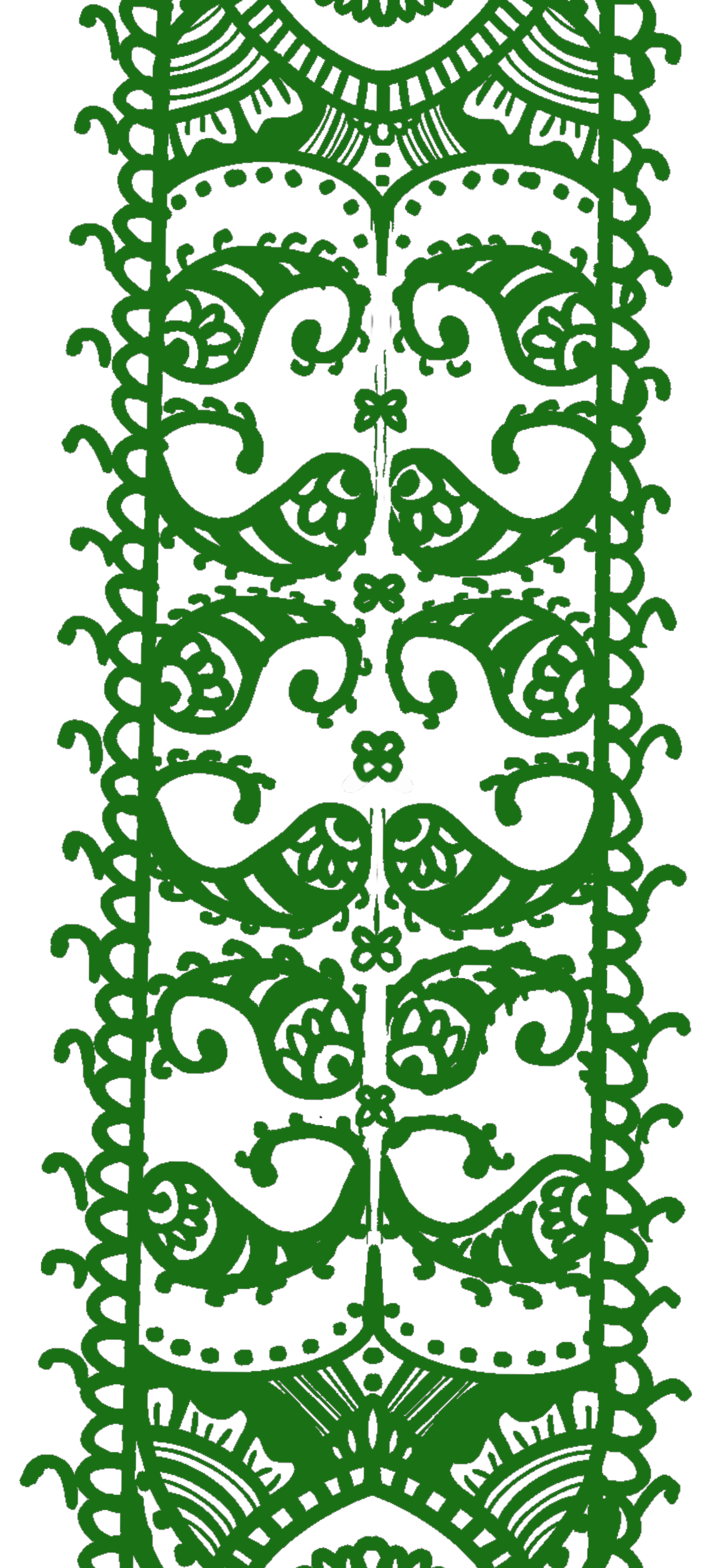


workforce development

Recognizing the critical need for financial independence and the challenges faced by our community, especially those affected by domestic violence, Laal has thoughtfully developed its Workforce Development Initiative. This initiative, crafted through detailed research, training and planning, features a two-pronged approach:

Laal X, a sewing cooperative, and a Doula Training Program.

These programs are not only designed to address the financial needs of our women but to also celebrate and preserve our cultural heritage and craft, and effectively respond to pressing community needs.



laal workforce development

bangladesh trip

Laal's Executive Director, Sanjana Khan, and Director of Development, Unzila Chowdhury, traveled to Bangladesh in Jan 2023 to research and understand the diverse range of handloom and handicraft techniques as part of the relaunch of Laal X. During their visit, they explored various traditional practices, including hand block printing, natural dyeing, sustainable clothing, and hand stitching methods unique to different regions of the country. The trip also revealed how deeply women in Bangladesh's economic independence is tied to the textile industry—across diverse economic backgrounds, from high-end boutiques and rural handloom weaving to labor in large-scale textile factories. The journey also highlighted the resilience of traditional craftsmanship and weaving techniques, which continue to survive despite the overwhelming dominance of fast fashion—an industry in which Bangladesh plays a significant role. By learning and preserving various traditional techniques, we aim to bring this rich heritage back to the U.S. through Laal X, promoting sustainability and celebrating Bengali craftsmanship.



laal workforce development

laal x

Laal X, our worker-owned cooperative, was launched during the COVID-19 pandemic to address community economic needs and mask shortages, utilizing the skills of our members, over 40% of whom had prior sewing experience. After successfully selling 75 upcycled masks in three days, the initiative faced financial and technical challenges, leading to a temporary halt. Laal X was relaunched after extensive research and training to overcome previous challenges, including traveling to Bangladesh for research, evaluating member skills, identifying training needs, assessing market demand, securing funding, and ensuring workspace availability.

Laal formed a partnership with the House of Bussant, led by its Chief Creative Officer (CCO), Kai Bussant, a New York City-based designer. Our curriculum for Laal X has undergone significant evolution, now encompassing a comprehensive 24-week training program.

This initiative combines 12 weeks of sewing with an additional 12 weeks dedicated to exploring various crafts and stitches, including dyeing, traditional stitching, and block printing. In FY23 and 24, Bussant provided 24 weeks of 3 hour hands-on skills refining training to 12 Laal members on sewing tools and equipment, mastering basic and advanced techniques, understanding pattern reading and fabric selection, constructing and fitting garments, troubleshooting issues, and applying best practices for quality and safety, all through hands-on project-based learning.

Following the completion of their Level 1 training, Laal X women are actively involved in a pilot project to create tote bags for Laal's gala.

This project serves as a practical application of their newfound skills while simultaneously laying the groundwork for implementing the cooperative model.

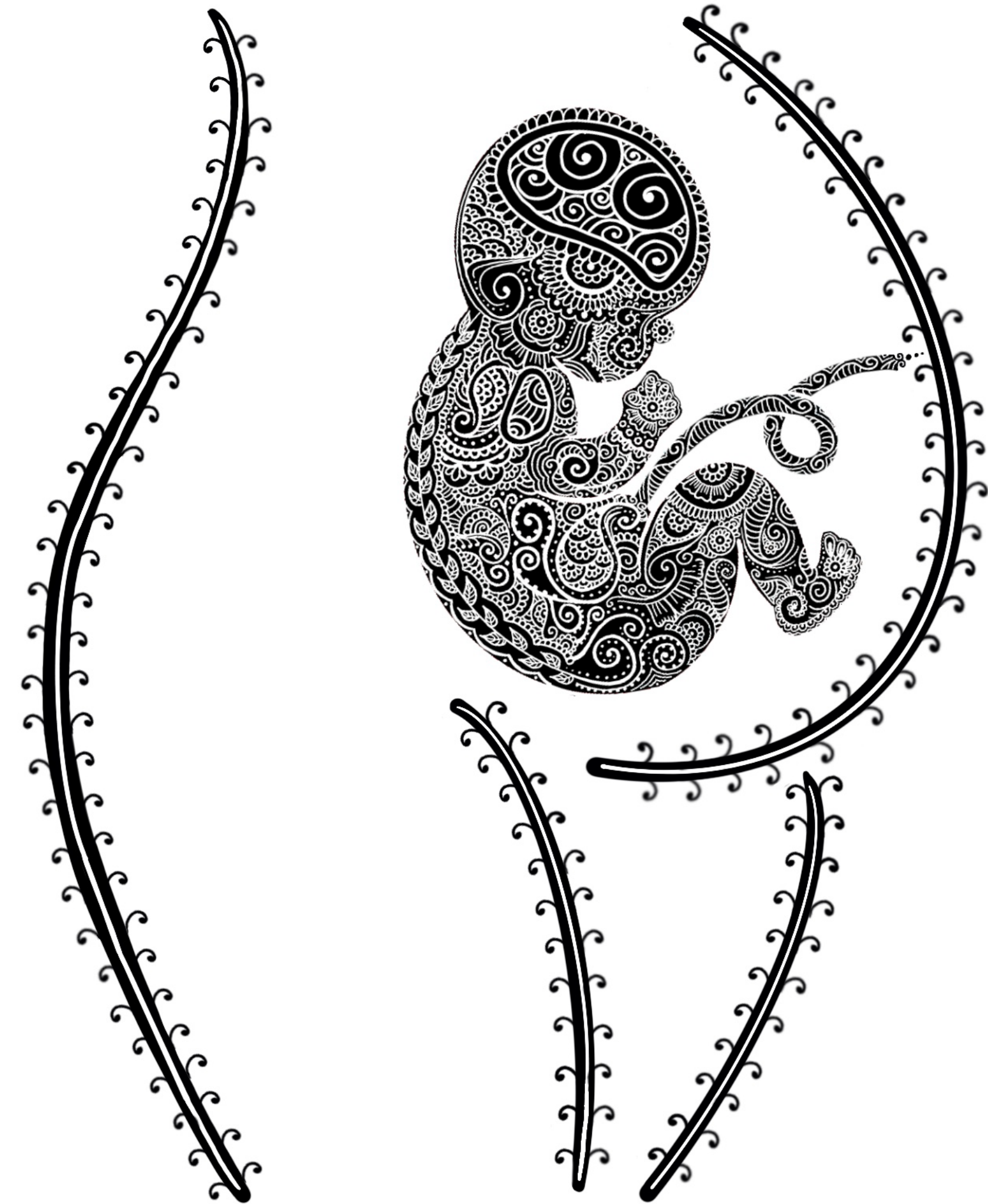


RJI - reproductive justice initiative

Laal's Reproductive Justice Initiative (RJI), launched in FY 2022 in partnership with North Central Bronx Midwifery (NCBW), introduced the first Bangla sex education curriculum in the US.

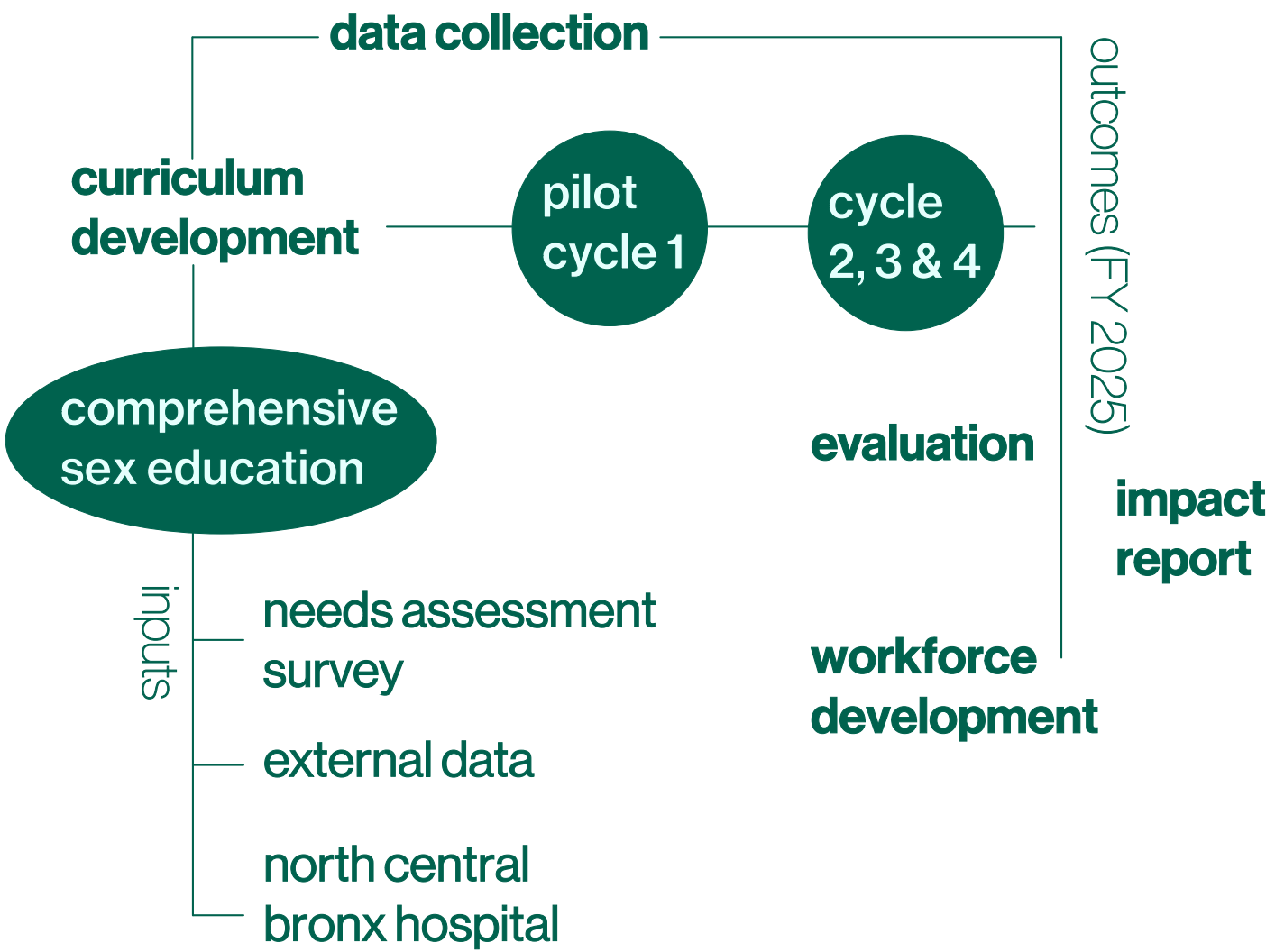
In FY24, we completed our first full RJI program with a total of 57 participants. Initially planned as a year-long program, it evolved into a two-year initiative with four cycles comprising 28 workshops and over 56 hours of teaching.

In a community where over 75% of our members have experienced domestic violence and 65% were married before age 17, sex education remains deeply stigmatized. For over 88% of women, Laal's RJI was the first form of sex education they've ever received. The barriers to accessing healthcare are high, compounded by systemic challenges and a lack of resources. Recognizing this, we adopted a deliberate, slow approach, understanding that for many women, it was their first time openly discussing sex, their bodies, diseases, childbirth, and personal struggles. Over two years, participants had critical access to Denise Wharton, Director of NCBW Midwifery and a member of Laal's board, for health concerns and referrals. This extended timeline was crucial for documenting their experiences, monitoring changes in health-seeking behaviors, and evaluating the impact of sex education.



RJI - reproductive justice

The first cycle introduced holistic approaches to health including preventative care, women’s anatomy, and family planning. The second session focused on female physiology, an overview of menstruation and menopause, and common reproductive issues such as gestational diabetes, endometriosis, and maternal related anemia. The third cycle focused on pregnancy and birth justice, patient rights, as well as a discussion of mental health and motherhood. Cycle four concluded on discussions on sex, consent, pleasure, and abortion through an Islamic perspective. This cycle also equipped participants with tools to identify abuse and promote healthy relationships.



Shagorika Islam, an RJI graduate, is now teaching the next cycle alongside NCBW midwives. Her firsthand experience embodies the transformative impact of RJI, bringing unique insight and authenticity to the initiative’s next phase.



A total of \$12,400 were distributed among RJI participants over the four cycles. Laal presented its findings from RJI in various national conferences. Moreover, upon demand from the community as well as NCBW, Laal is currently in the process of creating a comprehensive sex education curriculum for men.

Program Impact

- 61% of participants had a pap smear done-- a 9% increase from Cycle 1
- By Cycle 4, 100% knew what signs/symptoms to check for breast cancer
- By Cycle 3, 95% regularly see a healthcare provider about their health – a 70% increase since Cycle 1
- By Cycle 4, 95% felt more comfortable speaking about their reproductive health with their physician

joyeeta

Laal proudly premiered its documentary, “Joyeeta: Victorious,” with a soft screening on June 14th at The Andrew Freedman Home, attended by 150 dedicated supporters.

This film is a culmination of Laal’s 2020 Mental Health Initiative, which studied the mental health challenges of over 60 Bangladeshi immigrant women in the Bronx, NYC, exacerbated by the COVID-19 pandemic.

Our results from the study were extremely compelling, leading us to pivot from publishing a paper to producing a documentary. Our intention was to reach a wider audience beyond those who can access academic publications, to highlight the mental health conditions of Bangladeshi immigrant women, and spark conversations around this heavily stigmatized topic.

Through the lens of Samsun Chowdury (Farida) and Nasima Alam, the documentary unveils the challenges faced by immigrant

Bengali womxn as they navigate life in a new country, language barriers, social isolation, gender roles, and poverty in the United States. Joyeeta delves into the protagonist’s daily experiences, community, family, and exploring their innermost thoughts on mental health and well-being.

Through these intimate narratives, the film highlights the transformative power of self-agency, resilience, and community support in overcoming adversity. “Joyeeta: Victorious” aims to spark meaningful conversations about access to culturally appropriate mental health services, reduce stigma, and underscore the profound healing potential found within supportive communities.

We would like to extend our gratitude to the NYC Department of Health and Mental Hygiene, specifically the Narrative Power program, for their generous funding of this project.



DIRECTOR TAMANNA ISLAM EXECUTIVE PRODUCERS SANJANA KHAN & HAMIDA CHUMPA
PRODUCER NASHWA ZAMAN PRODUCTION ASSISTANT MUNEBA HASSAN
EDITOR TYMON BROWNE ASSISTANT EDITOR MO RABBANI CINEMATOGRAPHER SHIRLEY CHAN
SOUND MOLLY PELAVIN SPECIAL THANKS TO RUMANA SAYEED & UNZILA CHOWDHURY

presentations & conferences

Laal's staff attended Grassroots Asians Rising's (GAR) annual national convening in both FY 23 and FY 24, held in San Francisco and Chicago. As a member of GAR since 2017,

Laal participated in this gathering of grassroots organizations rooted in working-class pan-Asian immigrant and refugee communities. The three-day convening provided organizers with opportunities to explore strategies to address the rise in Right-wing forces, share tools for keeping our communities safe, and foster connections across the nation, all aimed at strengthening a collective national movement.

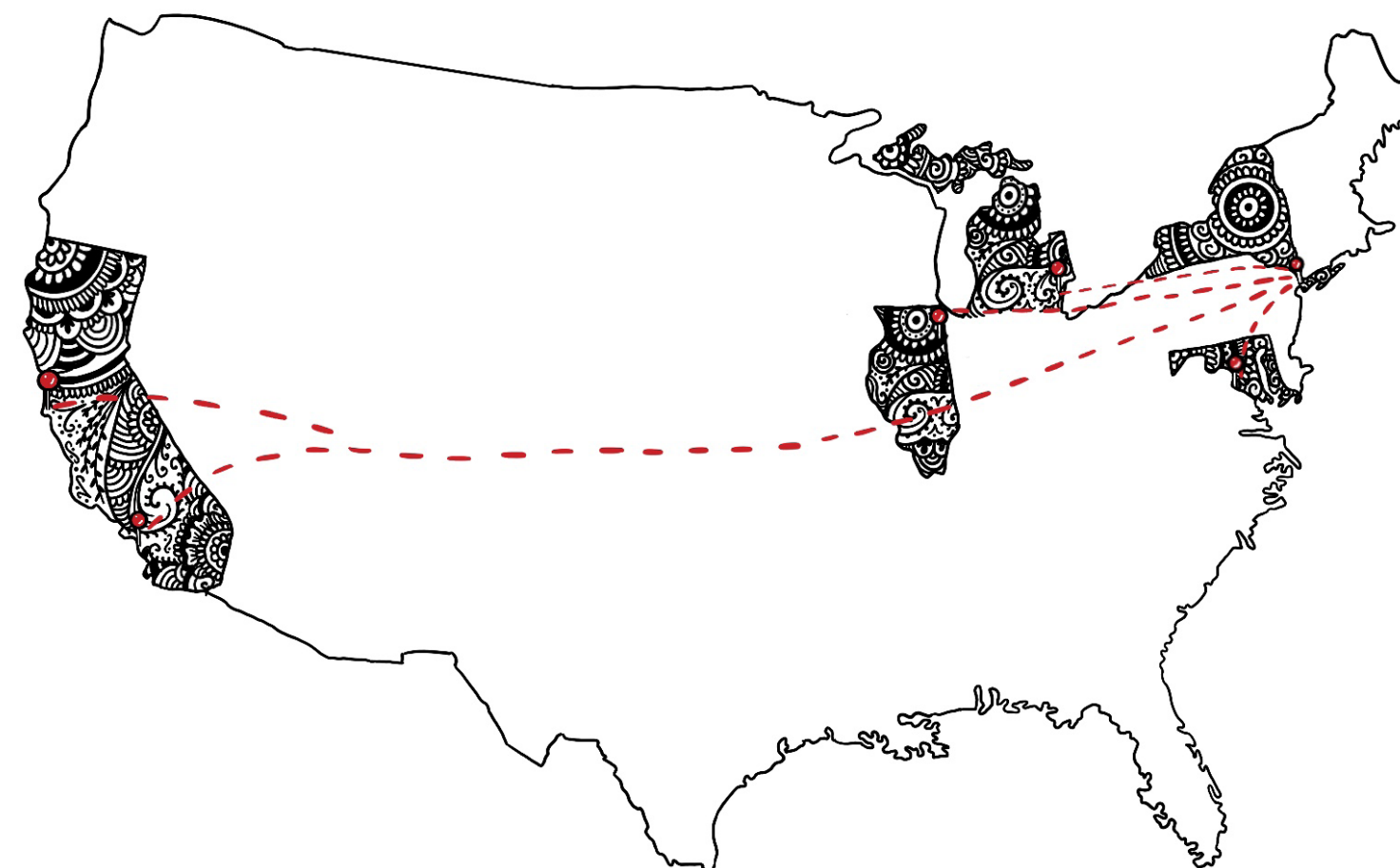
Laal participated in the Washington DC Boi Mela (book fair) organized by Bangla Kendro in both FY 23 and FY 24. This three-day event gathers Bengali writers, artists, visionaries, dancers, singers, and activists from across North America and Bangladesh to celebrate and promote the Bengali language and culture under the slogan "Bissho Jure Bangla Boi" (Bengali books across the globe).

mission, origin story, current programs, and impact. The event provided Laal with the opportunity to engage with the broader diaspora, explore collaborative partnerships, and honor our heritage.

At the beginning of FY 24, Laal presented its findings from the first year of its Reproductive Justice Initiative (RJI) at the National Sexual Assault Conference organized by Valor in San Francisco.

The presentation, titled "Combating Sexual Violence Among Immigrant Bangladeshi Women through the Reproductive Justice Initiative," provided an in-depth exploration of the research and methodology behind the curriculum's creation, its execution, and its impact.

Over 3,000 activists, organizers, advocates, and survivors attended the three-day conference. With more than 112 panels, the event centered on hope, radical dreaming, restorative practices, community accountability, and healing to end sexual violence. In addition, Laal has also presented on its findings at conferences and panels held by WomanKind, Georgetown University, New York University, GirlBoss, South Asians Rising (SOAR).



vigil

In the wake of the heartbreaking and atrocious violence in Bangladesh, where over 1,000 lives were tragically lost, over 20,000 injured and 11,000 arrested, Laal organized two vigils to honor the victims and support the grieving community. The first vigil was an intimate gathering for Laal staff and members, offering a space to privately mourn the profound losses and reflect on the deep impact of the events.

The second vigil, held on July 27 2024, was a powerful public expression of solidarity. In partnership with Bengalis of NY and co-sponsored by 15 other Bangladeshi organizations, this larger event brought the community together in a collective act of remembrance. Participants shared heartfelt poems, sang revolutionary songs, waved the flag with pride, and lit candles in memory of the martyrs. By saying the names of those who had been lost, this vigil served not only as a tribute to the fallen but also as a beacon of hope and unity for the Bangladeshi diaspora in New York City.

On the 36th of July, the dictatorial regime fell, with Sheikh Hasina fleeing the country (5th August - Coordinators in Bangladesh vowed not to let the atrocities extend into a new month, declaring it would remain July as long as Hasina was in power) This event sparked hope for a new Bangladesh where freedom of speech and protest might be safeguarded in the future, and where people's needs could be prioritized over profit.

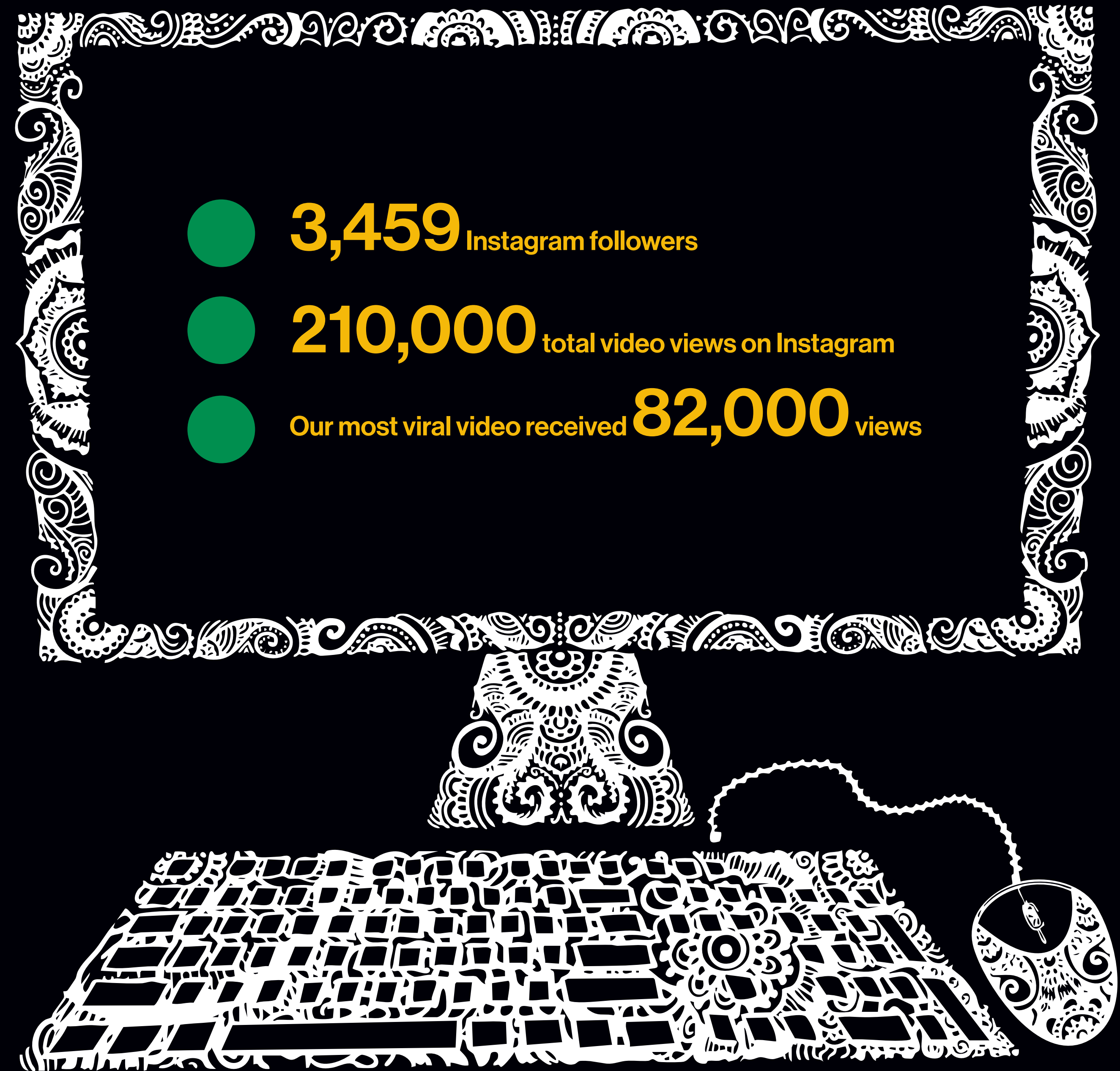


social media

Our social media platforms have been growing.

Since FY 22, our Instragm platform has grown by 41% in followers, reaching on average 108,000 accounts monthly with about 80% of our views coming from the U.S.

and 20% from other countries, primarily Bangladesh, Canada, and the United Kingdom.

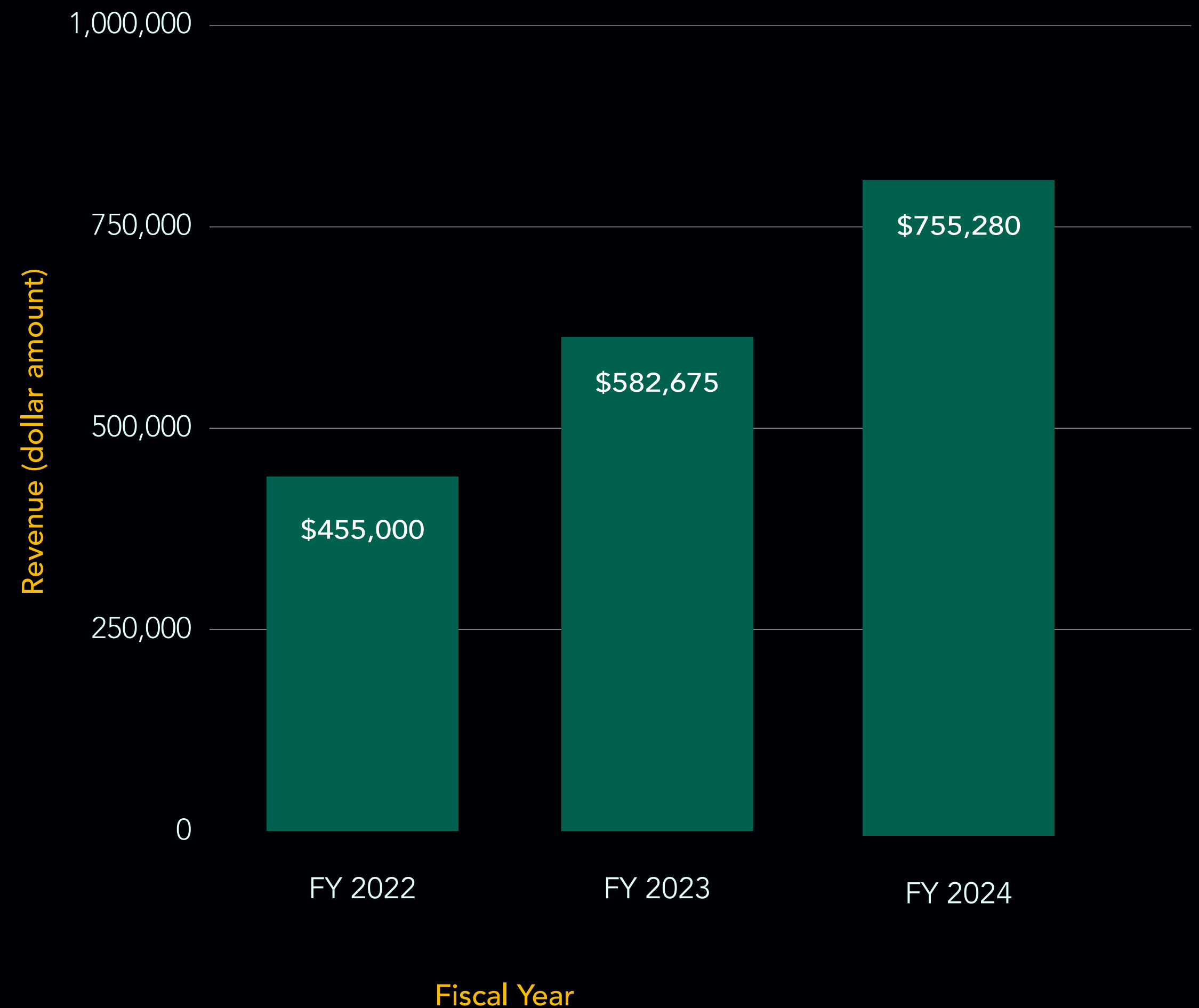


financial growth

Laal's revenue grew by 28.06% from \$455,000 in FY 22 to \$582,675 in FY 23,

and then saw an increase of 29% to \$755,280 in FY 24, for a combined growth of 57.06% in two years.

Laal had an average budget surplus of \$70,000 in FY 23 and 24.



LAAL revenue growth between fiscal years 2022 to 2024

funders

**Laal is grateful for
the incredible support from
our funders.**

**Thank you for believing in
Laal's mission and providing
guidance, mentorship, and
community.**

**We couldn't have achieved
these goals without your
contributions!**



American Association of University Women (AAUW)
Asian American Federation
Asian Pacific Institute on Gender Based Violence
Careworks Fund
Clif Family Foundation
Coalition for Asian American Children and Families (CACF)
Edward and Allen Roche Foundation
Give Back Yoga
Human Concerns USA
Lily Auchincloss Foundation
Northwest Bronx Community & Clergy Coalition
The New York Foundation
The New York Community Trust
The New York Women's Foundation
New York City Council
New York City Department of Health & Mental Hygiene
NYC Mayor's Office of Immigrant Affairs
NY Nanum Foundation

donors

Our work would not be possible without the thoughtful and continued support from our donors.

Laal is and always has been a community-led organization. Our donors reflect the collective effort it takes for a community to succeed because it takes a village. We would like to express our deepest gratitude, love, and appreciation to everyone who makes Laal what we are today. Together, we are Laal.

Abedin, Reema
Abedin, Sabrina
Adiba, Homayra
Ahmed, Mahmud
Ahmed, Moureen
Ahmed, Nasreena
Ahmed, Sharmin
Ahmed, Tammam
Ahmed, Tasnim
Ahmed, Zubaira
Ali, Hira
Ali, Neha
Amin, Rakhfa
Azim, Khusboo
Bagga, Amit S
Basch, Audry
Basher, Tasmiah
Bhattacharya, Piyali

Bissette, Angelina
Butt, Manahil
Casper-Futtermann, Evan
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Chowdhury, Farhan
Chowdhury, Inzamam
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Chowdhury, Mohammad
Chowdhury, Nazifa
Costello, Bianca
Dalim, Naf
Eyre, Makoto
Farin, Mithila
Ferdous, Jannatul

Fouzia, Tisha
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Greally, John
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Jui, Farhana

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Khan, Mohi
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Khan, Salman
Khan, Sonia
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martin, marian
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Worledge, Theodora
Yeung, Cristy

ANNUAL REPORT

August 1st 2022 to July 31st 2023

August 1st 2023 to July 31st 2024

FY 23 & FY 24

thank you

team credits



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Nabil Chowdhury (they/them)

Design Lead



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Illustrations



Hamida Chumpa (she/her)

Data



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Narrative

