Cynthia is the Co-Executive Director of Chinese for Affirmative Action (CAA), a 50-year-old community based civil rights organization committed to protecting the dignity and fair treatment of all immigrants. Prior to CAA, she was the Vice President of Philanthropic Partnerships at Asian Americans/Pacific Islanders in Philanthropy (AAPIP) leveraging strategic opportunities to advance AAPI social justice issues and philanthropic investments.

Cynthia has led local, state and national community based organizations working on a range of issues from reproductive justice, gender violence, immigrant/refugee rights and environmental justice issues.