



# Leadership Representation

# AAPIs in cross-sector organizations view leadership representation as crucial to demonstrating power in society

## CURRENT STATE

### Leadership representation is a pressing issue for both the broader AAPI community and for Summit participants

Percent of survey responses that rank leadership representation in the top 3 most pressing issues



## OBJECTIVE

Establish respect for the contributions of AAPIs as leaders across sectors and create spaces for AAPIs to grow within organizations

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There's **this feeling that there is no one out there in leadership.** There **aren't many AAPIs that are role models** where someone can look within their district and see an elected AAPI official.

Interview participant



The **pipeline for rising up the ladder is weak, and society currently perceives AAPIs as quiet**, not as leaders.

Survey respondent



...empowering one community within the AAPI world is **empowering the entire AAPI community...** representation for one of us is **representation for all of us**, whether that's in the political world, corporate sector, or something else entirely.

Interview participant

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## Despite some positive momentum, AAPIs continue to be underrepresented within higher ranks of large organizations

### AAPIs are underrepresented across leadership positions within American society

- Asian men and women are the **most likely to be hired into the workforce**, but the **least likely to advance** to the executive level
- 39 Asian Americans currently hold the CEO position within the Fortune 500 but **the share of AAPIs in S&P 500 CEO positions has stalled at around 2% since 2007**
- Asian workers report feeling the least included, with only **16% of Asian men and 20% of Asian women** saying they felt fully included at work

Asian Americans make up **12%** of the **US professional workforce**

**<6%** of C-suite executives identify as AAPI and **<5% of all Fortune 1000 board seats** are filled by AAPI (**<2%** are AAPI women)

### There is a disconnect in how society views AAPI representation issues

- Despite a lack of executive representation, **half of Americans** believe that AAPIs are well represented in large organizations
- Asian Americans are **often held back by cultural stereotypes** that can be at odds with Western ideas about leadership
- Media representation and economic influence are becoming **increasingly intertwined and have the power to reshape culture for AAPI communities**

**65%** of AAPI managers cited both a lack of executive representation and common stereotypes as a **moderate to serious problem in their careers**

Note: The bamboo ceiling traditionally refers to Asian-Americans, not the entire AAPI community

Sources: "Lessons from Breaking the Bamboo Ceiling: The Myths, The Reality, and What We Can do About It," Jane Hyun; "Battling Discrimination and the Bamboo Ceiling," Forbes; "Asian American inclusion in the workplace," IBM; "Asianomics in America," Goldman Sachs; "Greater Inclusion Can Help Asian Americans Crack the Bamboo Ceiling," Bain & Company

