
TAAF AAPI Leadership Summit Breakout Group Capture Book

November 2022



LETTER FROM THE CEO

Dear friends,

Thank you to those who were able to join us at our inaugural Leadership Summit in San Francisco. On behalf of the Board and team at The Asian American Foundation, we are grateful for the meaningful work that you are doing to support the AAPI community.

Our goals for the Leadership Summit were to bring together the leaders and experts in each of your sectors to find opportunities of intersection and collaboration. We wanted to strengthen relationships, discuss goals for our community, and unlock ideas to bring back to each of your organizations. As Helen Zia so powerfully said in her keynote “You are the ones who can make this happen. So, let’s make it happen.”

We are sharing this capture book to summarize the pre-Summit surveys and the stimulating discussions held during the breakout sessions. This book represents the collective expertise of everyone in the room and serves as a starting point to have more conversations to determine what actions can be taken. For TAAF, we are incorporating key takeaways from the discussions specifically in our core areas of focus – anti-hate, education, and narrative change, as we build our 5-year and 1-year outcomes and objectives.

We acknowledge that there is much more work to be done and believe that no one can do this alone. We will achieve greater impact when we collaborate across sectors — philanthropy, nonprofit, corporate, government and culture/media. We look forward to continuing to work together.

In solidarity,

Norman Chen



Norman Chen

*Chief Executive Officer
The Asian American Foundation*





Before you get started...



What is this capture book?

- **Overview** of pre-existing work leading up to the Summit
- **Recap** of Summit activities and discussion items
- **Readout** of breakout group output and findings
- **Summary** of key next steps and action items



How should you use it?

- **Factbase** to understand prevailing opinions and sentiment within key pillars of change
- **Springboard** to engage on these important topics and to continue to make positive progress for change

Note that this capture book is meant as a summary of Summit participants' feedback and sentiment; this does not necessarily reflect TAAF's or Bain's opinions on these issues

AGENDA



01

02

03

04

Pre-work / Factbase

Overview of the breakout groups

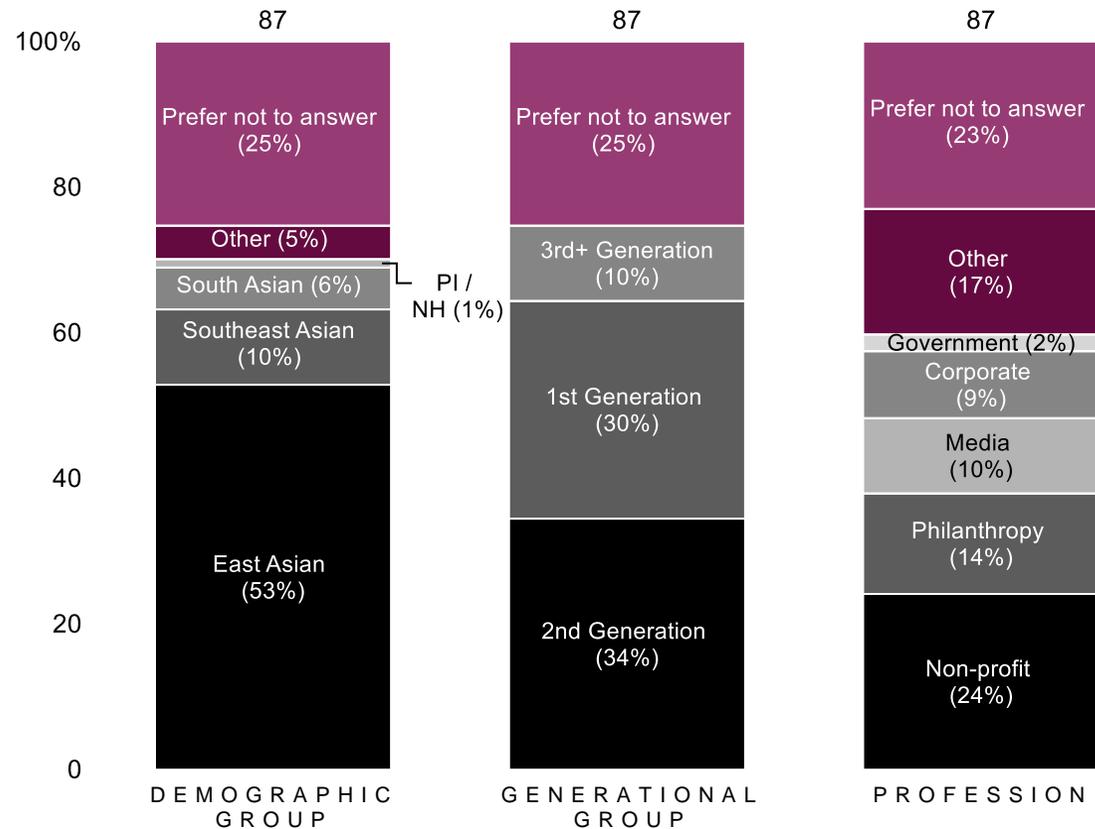
Breakout group outcomes

Personal commitments

We surveyed Summit participants and the broader AAPI community in preparation for the Summit

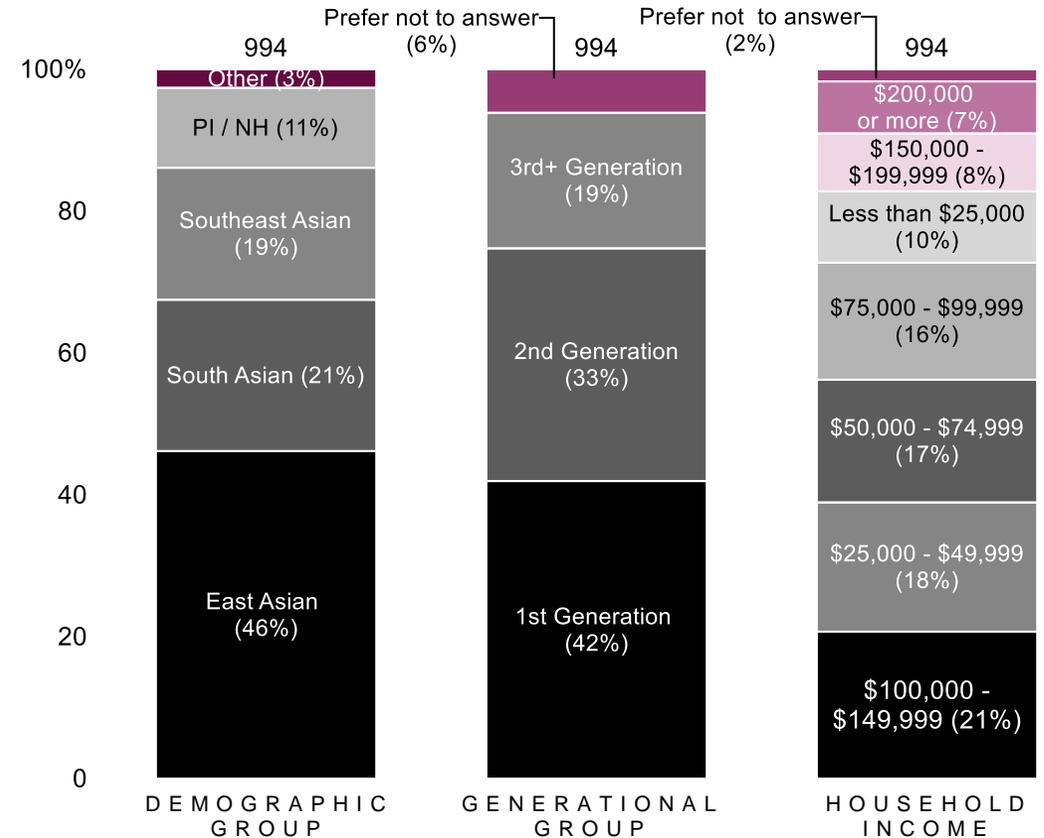
Summit respondents

SHARE OF RESPONDENTS



Broader AAPI community

SHARE OF RESPONDENTS

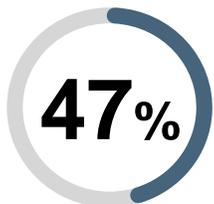
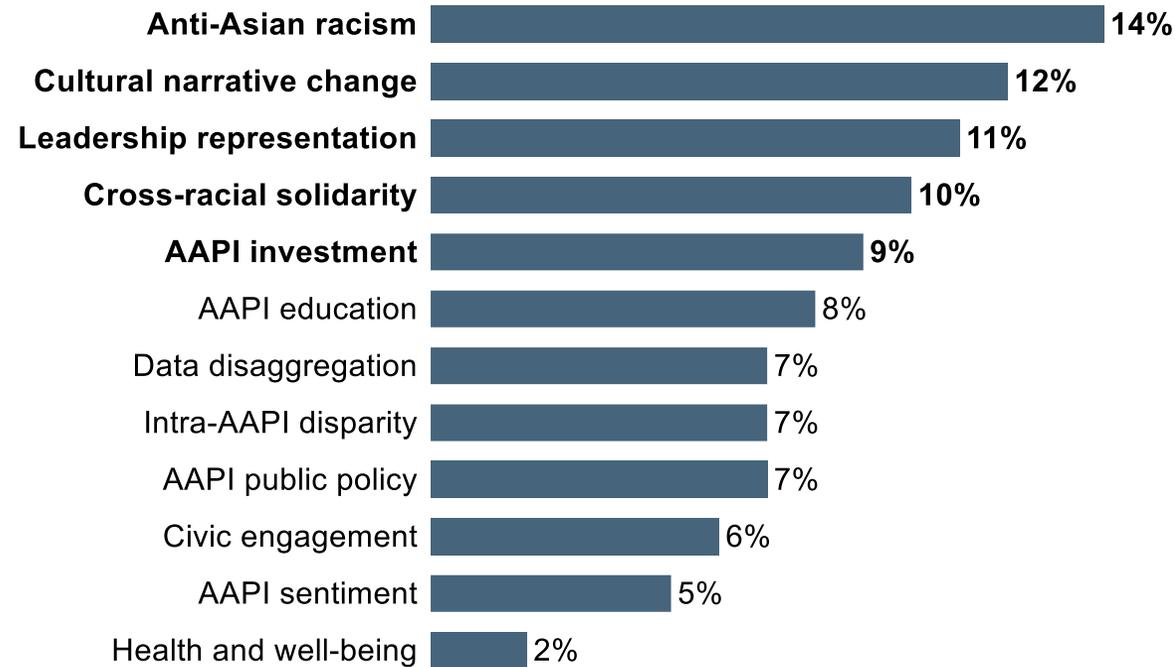


Note: "Prefer not to answer" includes survey respondents who did not fill out the demographic section entirely
 Source: TAAF Summit Participants survey, September 2022 (N=87), General AAPI Sentiment Survey, September 2022 (N=994)

Anti-AAPI racism is top of mind for both Summit participants and the general AAPI population; other topics differ

SUMMIT PARTICIPANTS

% OF TIMES RANKED IN TOP 3

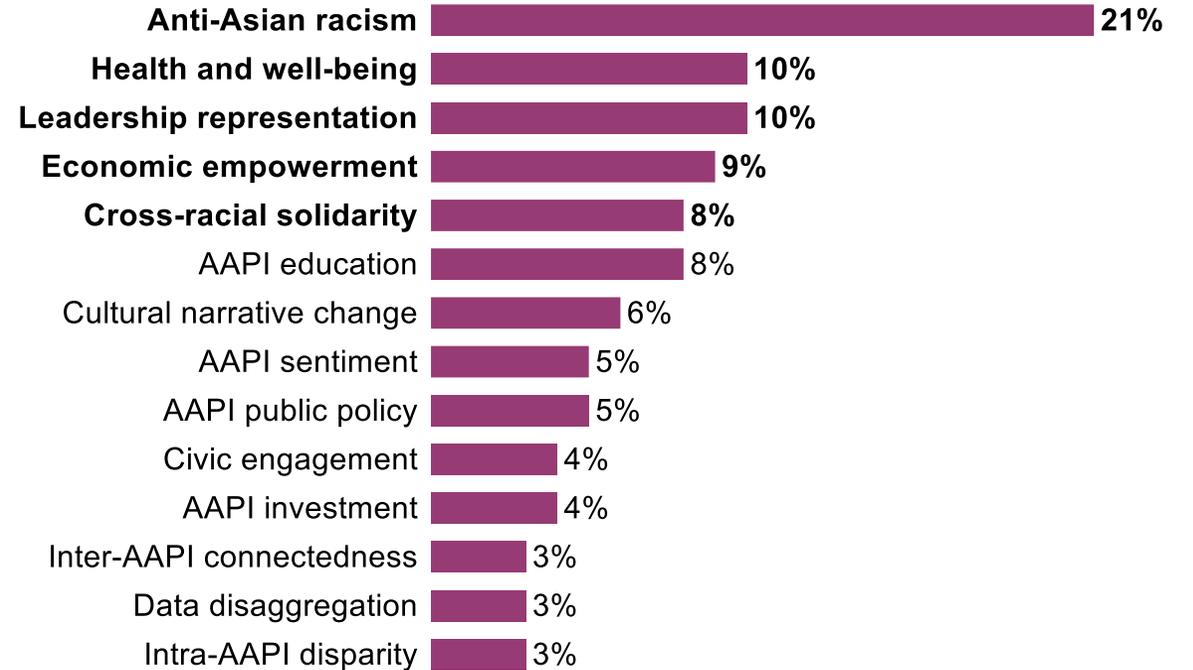


Summit participants

have a positive view on the progression of AAPI affairs in the last 3–5 years

GENERAL AAPI POPULATION

% OF TIMES RANKED IN TOP 3



Community participants

have a positive view on the progression of AAPI affairs in the last 3–5 years

Note: 'Other' is excluded from the chart

Source: TAAF Summit Participants survey, September 2022 (N=87), General AAPI Sentiment Survey, September 2022 (N=994)

There is hope that the state of AAPIs will improve



Q.

What word do you hope will describe the state of AAPIs in 5-10 years?

Summit participants are hopeful that AAPIs will have established themselves as key members of society



The broader AAPI community wants to see any extent of growth and improvement



■ Negative ■ Neutral ■ Positive

Source: Summit Survey, September 2022 (N=87), General AAPI Sentiment Survey, September 2022 (N=994)

AGENDA



01

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04

Pre-work / Factbase

**Overview of the
breakout groups**

Breakout group
outcomes

Personal commitments

The Summit brought together 300 AAPI leaders across sectors to collaborate on key issues impacting the AAPI community



GENERAL THEMES OF THE MORNING KEYNOTES AND PANELS



- We are at a **junction point in the AAPI community**; we need to build upon the momentum of the last few years to push the community forward
- **Forging cross-racial alliances** is necessary to combat the rise of Anti-Asian hate crimes
- Positive representation of AAPIs on and off-screen is instrumental to **shifting the cultural narrative and reclaiming the AAPI identity**
- We need to recognize the deep history and challenges of the **various ethnicities within the AAPI identity** (especially Native Hawaiians and Pacific Islanders)

**Participants then
got to work on the
following 7 topics
in breakout groups**



AAPI philanthropy



Anti-AAPI racism



Civic engagement



Cross-racial and intra-AAPI solidarity



Cultural narrative change



Education



Leadership representation

Each breakout group...

1

Discussed **desired outcomes** for the topic

2

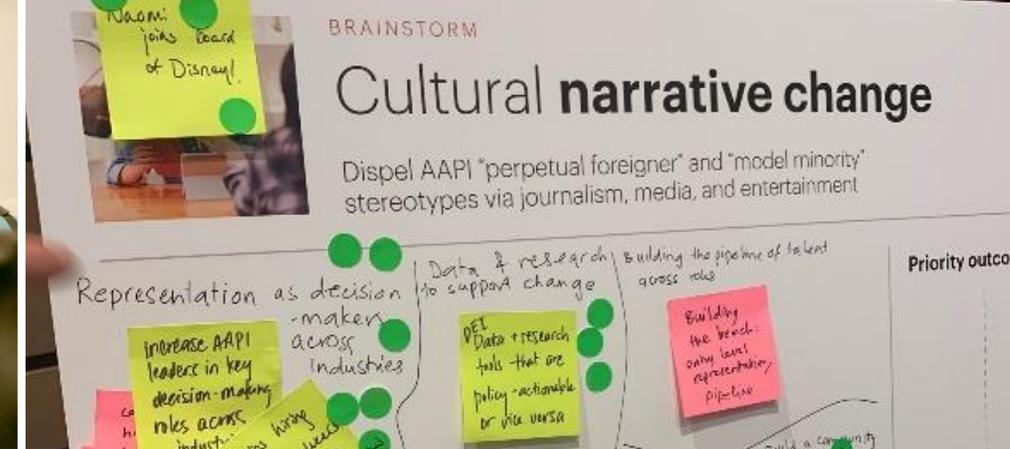
Ideated **metrics** to track progress

3

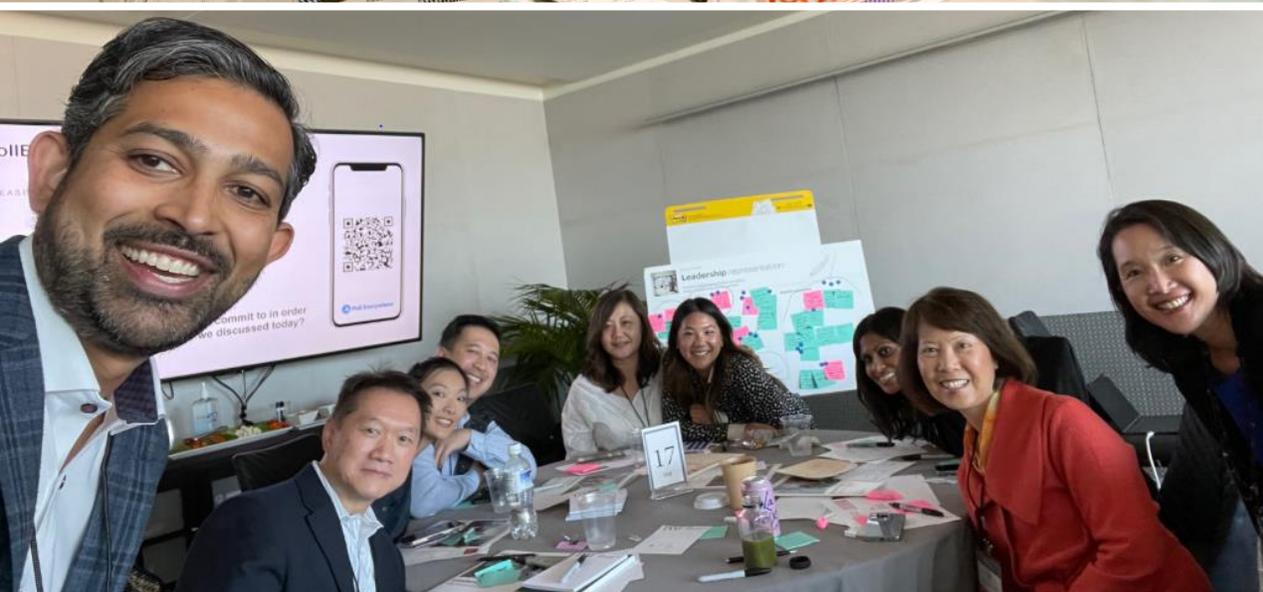
Created **personal commitments**



Participants ideated outcomes for each topic



New connections were formed; old connections were strengthened



AGENDA



01

02

03

04

Pre-work / Factbase

Overview of the breakout groups

Breakout group outcomes

Personal commitments



How should you think about these outcomes?

- Topics presented in the breakouts were **Summit participants' input**; they do not necessarily reflect the broader community sentiment
- **Consolidated insights** from the breakout discussions are designed to be a starting point for your further engagement
- TAAF is **incorporating key takeaways** related to our current areas of focus – anti-hate, education, and narrative change, as we plan our 5-year and 1-year outcomes and objectives

Across the 7 different breakout topics, a few major themes emerged

SUPPORT and ALLYSHIP

for all groups across all initiatives



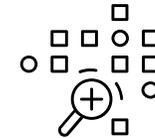
COMBATING ANTI-AAPI RACISM

is a current urgent priority



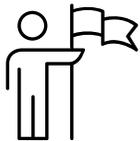
DATA TRANSPARENCY and ACCESS

needed to empower the community



EMPOWERMENT & RECLAIMING the AAPI IDENTITY

pushed in the community



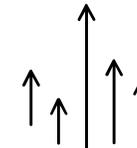
A CONNECTED ECOSYSTEM

across government, corporates, Nonprofits, media needed



BUILDING CAPABILITIES

across all ages and demographics desired



AAPI philanthropy: Exercise recap

OUTCOMES WE AIM TO DELIVER

Legend

-  = 4-6 votes by participants
-  = 3-4 votes by participants
-  = 1-2 votes by participants



Network expansion

Trust: More trust-based, no-strings-attached giving to AAPI organizations (e.g., multi-year operating support)



Index: Establishment of philanthropic index to distribute access for AAPI organizations and provide more clarity on where to give



Foundations: Creation of AAPI funds and more AAPI representation inside all major companies' foundations



Sustained: Increase in long-term funding beyond immediate and urgent crises



Visibility: Increased visibility of AAPI philanthropists and AAPI giving to mainstream organizations



Connectivity

Transparency: Improvement in transparency of AAPI donors and outcomes of funding flows



Community: Increased power-building, input, and decision-making abilities of nonprofit organizations working at community levels



Cycle: Creation of a culture of a full cycle of giving and receiving



Youth voices: More younger perspectives on funding decisions sought out



Shared vision: Conflict resolution within the AAPI community and the creation of a shared funding vision of "liberation for all"



Clear impact

Diverse impact: Increase in funding for more community-based issues and grassroots organizations in varied geographies (e.g., to non-trauma-based needs)



Data tracking: Improved data tracking and analysis of metrics for giving, impact, and state of AAPI giving



Grants: Shared and consistent metrics applied in AAPI grant-making



Research: More research on AAPI giving and funding footprints conducted and published



AAPI philanthropy: Priority outcomes and sample metrics



PRIORITY OUTCOMES

Diverse impact 	Increase in funding for more community-based issues and grassroots organizations in varied geographies (e.g., to non-trauma-based needs)
Data tracking 	Improved data tracking and analysis of metrics for giving, impact, and state of AAPI giving
Transparency 	Improvement in transparency of AAPI donors and outcomes of funding flows
Trust 	More trust-based, no-strings-attached giving to AAPI organizations (e.g., multi-year operating support)
Index 	Establishment of philanthropic index to distribute access for AAPI organizations and provide more clarity on where to give
Community 	Increased power-building, input, and decision-making abilities of nonprofit organizations working at community levels

SAMPLE METRICS

- Increase total funding towards AAPI philanthropic orgs to ~10%
- Tracking of economic statistics on the impact of funds on AAPI households (e.g., \$ of spend against the amount of impact for the targeted issue)
- Tracking for individual donor spend, donor consistency, and accountability metrics
- \$ amount funded within trust-based giving (% rising against non-trust-based giving)
- # of organizations included within the index
- Usage metrics tracking interactions with and giving made through the index
- Sentiment on capabilities and capacities at nonprofit organizations
- # of partnerships and training programs for nonprofit organizations

AAPI philanthropy: Next steps and parting thoughts from the room



Changed norms towards greater collaboration and listening between granters and grantees

Build channels of communication for nonprofits to communicate their needs so that funds and support systems are distributed to the areas where they are most needed



Spaces created for philanthropic organizations and nonprofits to define strategy

Redefine expectations that every dollar funded requires metrics or goals established by the funder to be met and begin more of a transition to trust-based giving



Expanded diversity of funder organizations and recipients

Increase greater connectivity and collaboration between cross-racial philanthropic organizations and nonprofits to increase the share of resources for the entire BIPOC community



Established environment of communal experience-sharing and capability-building

Build up institutional support to help set the organization up for success; improve 'winner-takes-all' mentality currently shown in this space

Anti-AAPI racism: Overview

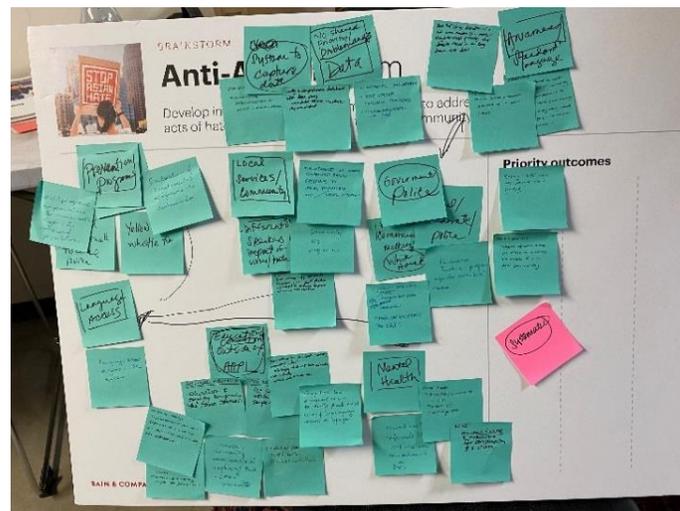
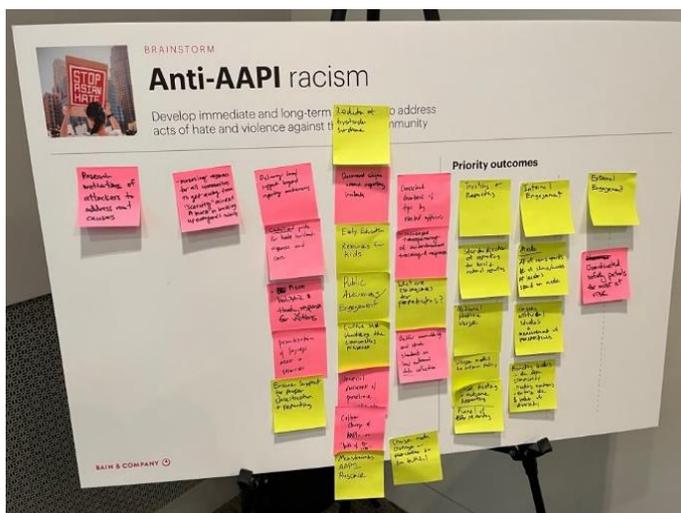


Objective

Ensure safety and security for the AAAP community

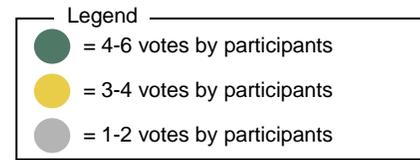
Breakout topic description

Develop immediate and long-term strategies to address acts of hate and violence against the AAAP community

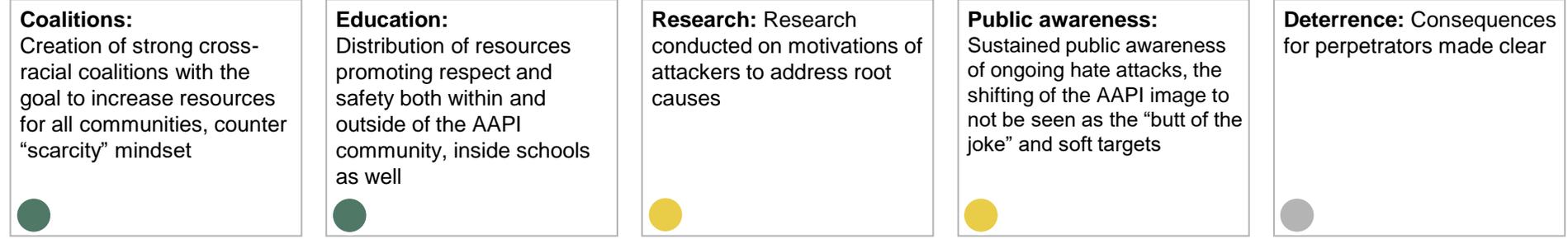


Anti-AAPI racism: Exercise recap

OUTCOMES WE AIM TO DELIVER



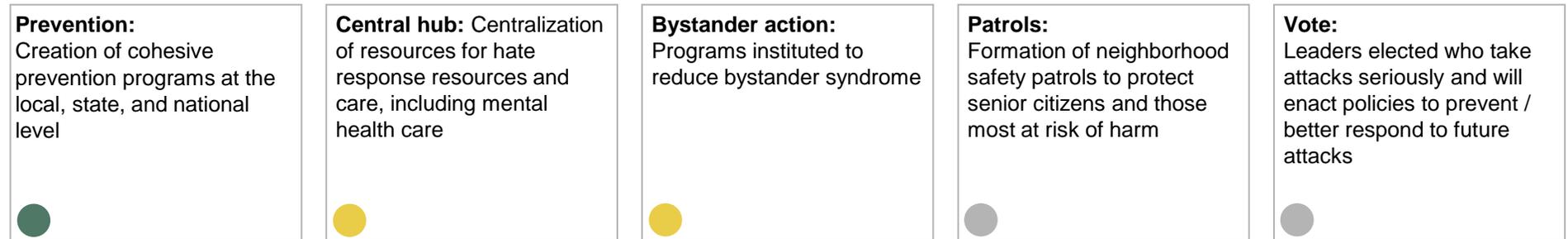
Education and coalition-building



Tracking and reporting



Structural change



Anti-AAPI racism: Priority outcomes and sample metrics



PRIORITY OUTCOMES

Coalitions 	Creation of strong cross-racial coalitions with the goal to increase resources for all communities, counter “scarcity” mindset
Education 	Distribution of resources promoting respect and safety both within and outside of the AAPI community, inside schools as well
Comprehensive data 	Implementation of disaggregated data tracking and reporting on anti-AAPI crimes
Accountability 	Decreased stigma toward victims who report incidents / attacks and greater accountability on subsequent outcomes
Prevention 	Creation of cohesive prevention programs at the local, state, and national level

SAMPLE METRICS

of AAPIs speaking on behalf of non-AAPI causes
of non-AAPIs speaking on behalf of AAPI causes
of members across affiliation groups and organizations
Educational materials made on anti-AAPI hate
Local community services
Sources of truth for hate crime reporting and definition of hate crime
of organizations supporting and relying on the data
National hotline usage
Case tracking and outcome measurement
of programs built out by area and focus

Anti-AAPI racism: Next steps and parting thoughts from the room



Stronger commitment to data access and transparency

Begin the standardization of national and local reporting, push the government to collect more disaggregated data on anti-AAPI crimes, and push groups towards data sharing



More established educational opportunities and public recognition

Build out organizations with multi-racial interests, anti-hate content within K-12 and university programs, and create language access opportunities to promote a stronger sense of commitment across the entire minority community



Systematic involvement from the government and community organizations

Improve governmental procedures and involvement programs for anti-hate issues; revamp policing and regulatory systems to be aligned with community needs



Leadership awareness of key community concerns and accountability measures to do more

Invest in more AAAP leaders and provide support for initiatives targeted towards promoting AAAP inclusion while continuing ongoing studies of 'belonging' change in AAAP and non-AAAP communities

Civic engagement: Overview



Objective

Foster a community of active participation towards civic duty, both within and outside of the political arena

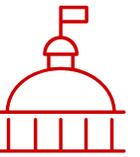
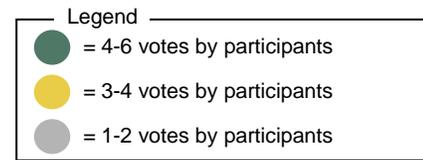
Breakout topic description

Increase AAPI civic engagement, political representation, and community action



Civic engagement: Exercise recap

OUTCOMES WE AIM TO DELIVER



Civic engagement

Voter turnout: Increased national AAPI turnout rates, with a focus on young AAPIs and lower turnout subgroups



Local elections: Increased participation in local council and school board elections



Funding: Expanded funding for AAPI civic engagement initiatives, such as civic education in schools



Information accessibility: Dissemination of campaign literature and voting guides in more ethnic languages



Fact-checking: Reduction of misinformation on cultural messaging platforms



Social media: Use of trusted AAPI celebrities and social media stars to encourage voting



Political representation

Appointees: Establishment of dedicated infrastructure to grow pipeline for AAPI political appointees, including judicial appointees



Town halls: Candidates regularly hold town halls in each ethnic community



Candidate preparation: More organized AAPI candidate recruitment and training



Community: Organization of cross-community collaborations, celebrations, programs, and campaigns to build and strengthen the AAPI coalition



Institutional action

National institute: Creation of an AAPI national policy institute and consolidation of resources (e.g., studies, languages for legislation, etc.)



Database: Creation of a national AAPI voter database and volunteer infrastructure



Corporate engagement: Establishment of corporate partnerships to increase civic education of AAPI employees and voter turnout, e.g., company Election Day holidays



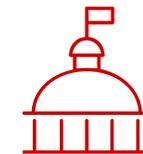
Academia: Formation of a national AAPI university consortium for political power within academia



New immigrants: Channels created for recent Asian immigrants to get involved in the civic process



Civic engagement: Priority outcomes and sample metrics



PRIORITY OUTCOMES

Voter turnout 	Increased national AAPI turnout rates, with a focus on young AAPIs and lower turnout subgroups
Local elections 	Increased participation in local council and school board elections
Funding 	Expanded funding for AAPI civic engagement initiatives, such as civic education in schools
Appointees 	Establishment of dedicated infrastructure to grow pipeline for AAPI political appointees, including judicial appointees
National institute 	Creation of an AAPI national policy institute and consolidation of resources (e.g., studies, languages for legislation, etc.)

SAMPLE METRICS

- Self-reported polling on voter participation
- % share of voters by demographic
- Self-reported polling on local buy-in, event attendance, and participation
- % share of total funding
- \$ amount funded
- # of organizations involved in AAPI-focused civic engagement
- # of and % share of candidates and elected officials
- Caucus activity and convening occurrences
- # of dedicated personnel working on policy and resource-building
- Total funding / mandates granted towards the building of an institute

Civic engagement: Next steps and parting thoughts from the room



Unified recognition regarding the importance of electoral power

Build up the AAPI community as a political coalition, work alongside other coalitions, and establish consensus on the value of having more AAPIs involved with civic engagement initiatives



Added focus on resource building and policy support

Identify key leaders and resources needed to begin building out an AAPI national policy institute that will guide efforts in policy-making and informing the political realm



More investment into civic engagement initiatives

Establish and support consistent channels of funding by leveraging reliable partners and garnering buy-in from both AAPI and non-AAPI leaders



Greater access to the electoral system for both candidates and voters

Build out toolkits and training materials targeted towards efforts such as appointee training, language access for voters, and support for immigrant-voting to increase electoral participation

Cross-racial and intra-AAPI solidarity: Overview

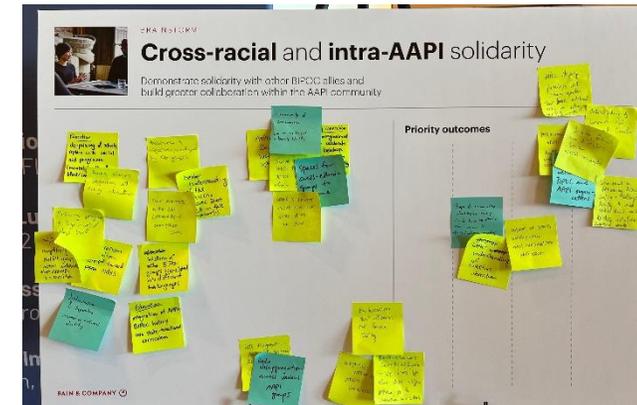
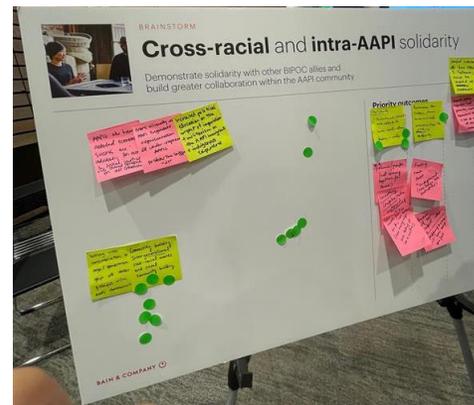
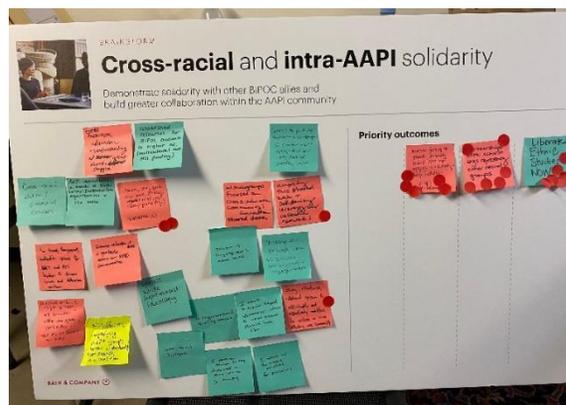
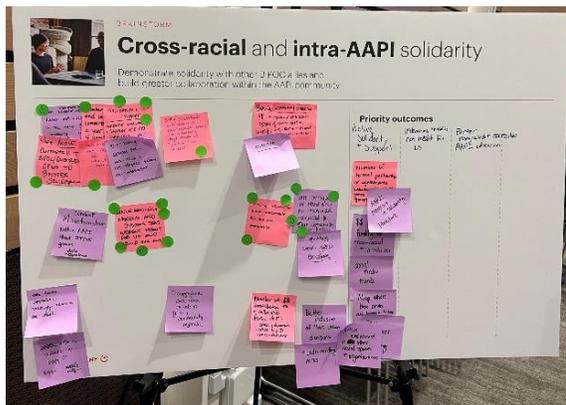


Objective

Establish channels of collaboration within the AAPI community and with other racial groups to promote greater overall welfare

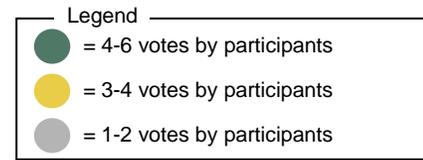
Breakout topic description

Demonstrate solidarity with other BIPOC allies and build greater collaboration within the AAPI community



Cross-racial and intra- AAPI solidarity: Exercise recap

OUTCOMES WE AIM TO DELIVER



General education

Joint education: Cultural educational programs established for youth and elderly AAPIs alongside those in the non-AAPI community



Storytelling: Shared historical and cultural stories within other ethnic groups' communities, especially during holidays and cultural celebrations



School curricula: AAPI / BIPOC interactions and collaboration throughout history integrated into state and national curricula



Translation: Histories and stories of BIPOC groups translated into different languages



Solidarity

Multicultural spaces: Spaces created for cross-ethnic groups to celebrate culture and establish broader BIPOC allyship



Narratives: New narratives established regarding solidarity and shared destiny



Correcting biases: misconceptions within the AAPI community about other BIPOC groups corrected through data and inter-generational education spaces, and vice versa



LGBTQ+: More outreach to queer communities and greater education within AAPI and BIPOC communities on LGBTQ issues



Board representation: More AAPI representation on the boards of black, Latino, and indigenous organizations, and vice versa



Intra-AAPI connection

Data disaggregation: AAPI data segmented across various ethnic subgroups with a focus on greater support for marginalized communities



Awareness: Greater awareness within the AAPI community of challenges facing sub-groups



Mentoring: Established mentoring programs for underserved AAPI groups in high schools and colleges



NHPI: Amplification of NHPI groups' needs, understanding that AA and NHPI is a coalition with different histories





Cross-racial and intra-AAPI solidarity: Priority outcomes and sample metrics

PRIORITY OUTCOMES

Joint education 	Cultural educational programs established for youth and elderly AAPIs alongside those in the non-AAPI community
Multicultural spaces 	Spaces created for cross-ethnic groups to celebrate culture and establish broader BIPOC allyship
Data disaggregation 	AAPI data segmented across various ethnic subgroups with a focus on greater support for marginalized communities
Narratives 	New narratives established regarding solidarity and shared destiny

SAMPLE METRICS

- # of famous AAPI persons that the general public is aware of
- # of schools with graduation requirements mandating ethnic studies
- # of ethnic studies majors at 2-4 year institutions
- # of AAPI individuals and organizations speaking out on behalf of cross-racial issues
- # of alliances and initiatives across coalitions
- # of non-AAPIs on boards of AAPI organizations and vice versa
- Outcomes by AAPI subgroup (e.g., incarceration rates, hospitalizations, etc.)
- Increased measures of self-esteem
- # of stories created by cross-racial and cross-ethnic partnerships

Cross-racial and intra-AAPI solidarity: Next steps and parting thoughts from the room



Greater desire for partnerships and collaboration

Partner with other activist organizations representing differing AAPI identities as well as other demographic groups around common missions and projects



Organized coordination around certain issues and spaces of impact

Identify the key issues that face the AAPI community and non-AAPI groups for these potential partners to organize around and to help galvanize desires for cross-racial work



Tactical programs to support and protect AAPIs and other racial groups

Build out infrastructure, institutions, and resources that target issues facial multi-racial groups e.g., rapid response systems within localities



Diversity within teams, organizations, and leadership structures

Prioritize the hiring of diverse individuals through targeted recruiting systems that have been trained against biases and self-selection e.g., non-AAPI individuals on the board of an AAPI-focused nonprofit

Cultural narrative change: Overview

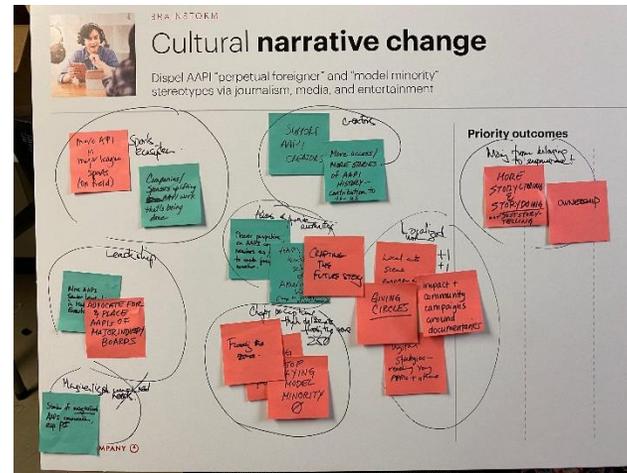


Objective

Rewrite AAPI identity in the mainstream to dispel the model minority myth and perpetual foreigner stereotype

Breakout topic description

Dispel AAPI “perpetual foreigner” and “model minority” stereotypes via journalism, media, and entertainment



Cultural narrative change: Exercise recap

OUTCOMES WE AIM TO DELIVER

Legend

-  = 4-6 votes by participants
-  = 3-4 votes by participants
-  = 1-2 votes by participants



Representation and presence

Behind the screen: More representation in key decision-making roles (e.g., directors and producers)



On-screen depth: More multi-channel and multi-dimensional AAPI representation, not just stereotypes or immigrant stories



Pop-culture: The elevation of AAPIs in popular culture, including musicians, poetry, reality TV, Pro sports, etc.



Success stories: Celebration of AAPIs who succeed with profile articles and videos



Commercial: More AAPI representation in stock footage, advertising campaigns, model catalogues



Funding

Community: Investment in building the AAPI talent community across media, entertainment, and journalism (e.g., South Korea's investment in high quality media content)



Investment: Coordination on greater funding and investment to better reframe the AAPI narrative



Building the bench: Investment in entry level representation and pipeline programs that prepare and support writers, directors, etc.



Local efforts: Organized giving circles and community campaigns around AAPI documentaries



Education and research

Data analysis: More data and research on how to support actionable goals, measurable change, and real impact



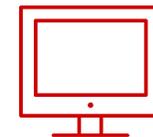
Education: Education of Non-AAPI decision makers to help amplify the AAPI message to a broader audience



Generational unity: Creation of Intra-AAPI community forums and inter-generational education to unify the community behind the importance of cultural narrative change



Cultural narrative change: Priority outcomes and sample metrics



PRIORITY OUTCOMES

Behind the screen 	More representation in key decision-making roles, such as directors and producers
On-screen depth 	More multi-channel and multi-dimensional AAPI representation, not just stereotypes or immigrant stories
Community 	Investment in building the AAPI talent community across media, entertainment, and journalism (e.g., South Korea's investment in high quality media content)
Investment 	Coordination on greater funding and investment to better reframe the AAPI narrative
Data analysis 	More data and research on how to support actionable goals, measurable change, and real impact

SAMPLE METRICS

- # of AAPIs on boards, as investors, producers, casting agents
- # of AAPI-led or featured films per year
- % of AAPI in different roles (actors, producers, staff, etc.)
- # of AAPI-written stories across mediums and distribution channels
- # of AAPIs in media, entertainment, and journalism (incl. smaller-scale productions)
- # of participants in local AAPI theater programs
- # of local celebrations and events recognizing AAPIs within the community
- \$ of funding for AAPI-focused programs, initiatives and projects
- # of organizations and foundations that contribute to AAPI projects
- # of studies done on AAPI advancement and impact
- # of AAPI-focused case studies and research projects
- Sentiment from audience on progression of the AAPI narrative

Cultural narrative change: Next steps and parting thoughts from the room



Greater acceptance in the stories being created and shared

Build out pipelines of aspiring AAPI talent both 'in front of the camera' and 'behind the camera' to reshape the standards of representation and show the intersection with other communities



More personalities in media that focus on civil rights activism

Leverage those with visible roles in media to serve as an active voice for the AAPI community and focus on leveraging their influence to push positive change



Increased representation across small and large projects that builds respect for AAPIs

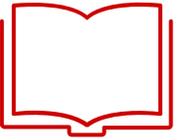
Create opportunities for actors and actresses to star in more multimedia projects while still garnering respect and recognition for the progress of AAPIs within the industry



Broader sentiment of feeling represented by talent from other AAPI ethnic backgrounds

Strengthen cross-AAPI community bonds so that the community can identify with AAPIs from other ethnic backgrounds and push the narrative towards empowerment over simpler initiatives on belonging

Education: Overview

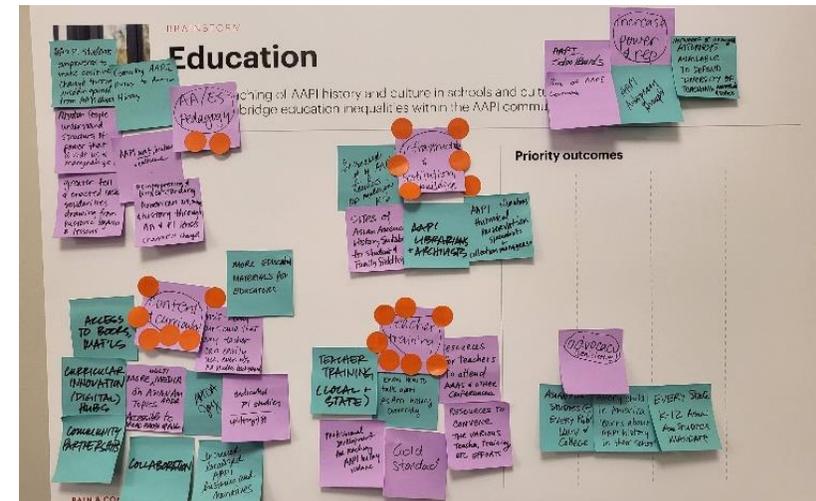
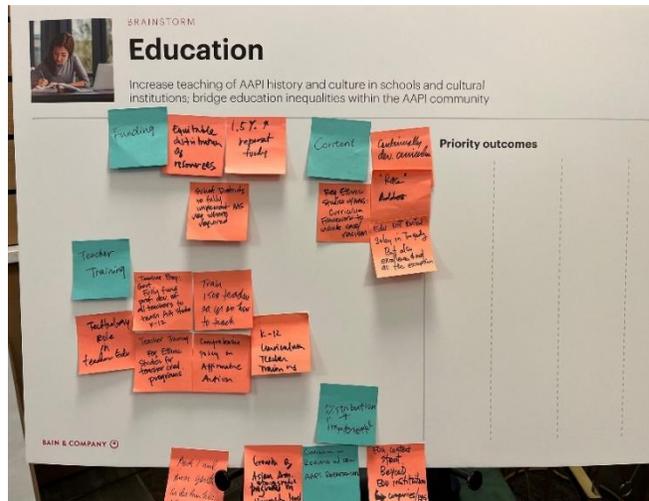


Objective

Promote greater awareness, knowledge, and learning of AAPI culture and history across society; bridge education inequalities within the AAPI community

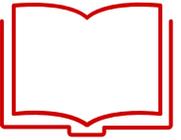
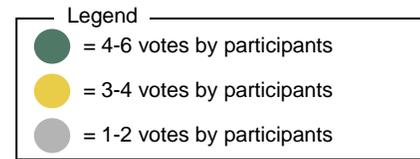
Breakout topic description

Increase teaching of AAPI history and culture in schools and cultural institutions and increase access to education for the most underserved AAPIs



Education: Exercise recap

OUTCOMES WE AIM TO DELIVER



Representation

Education representation: Increased power and representation of AAPIs at all levels of the educational system



K-12: More investment in recruiting, training, and hiring more AAPI teachers throughout K-12 education, starting with programs like Teach For America



University: The hiring of more tenured AAPI faculty in all fields, as well as more faculty in ethnic studies departments



Beyond faculty: More AAPIs in administrative and non-faculty positions in schools, such as deans, guidance counselors, and principals.



Curriculum development

Curriculum design: The integration of ethnic studies discussions into school curricula



Ethnic studies: Incorporation of ethnic studies into curricula in K-12 schools, and create AAS departments in universities



Credentialing: Requirement of ethnic studies as a part of teachers' credentialing programs



AAPI education equity

Funding: More funding for ethnic educational initiatives, infrastructure, and institution building, and ensuring that funding is equitably distributed across different ethnicities and communities



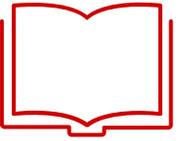
Training: Improvement in teacher training across all communities so they are better equipped to teach ethnic studies



Data disaggregation: More education within the AAPI community on disparate educational attainment outcomes and the importance of data disaggregation



Education: Priority outcomes and sample metrics



PRIORITY OUTCOMES

Funding 	More funding for ethnic educational initiatives, infrastructure, and institution building, and ensuring that funding is equitably distributed across different ethnicities and communities
Training 	Improvement in teacher training across all communities so they are better equipped to teach ethnic studies
Curriculum design 	The integration of ethnic studies discussions into school curricula
Education representation 	Increased power and representation of AAPIs at all levels of the educational system

SAMPLE METRICS

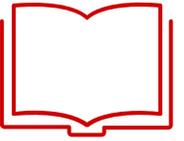
- Equitable distribution of funds / \$ amount of funding
- # of ethnic-focused librarians, historians, archivists
- # of museums and other dedicated buildings

- >1.5K teachers trained per year on how to teach ethnic studies
- # of local / state resources and programs that support ethnic training for teachers

- # of multi-media digital hubs that host education resources on ethnic studies
- # of dedicated programs, courses, and lessons towards racial learnings

- # of advocacy groups, school boards, attorneys
- % share of AAPI teachers and professors

Education: Next steps and parting thoughts from the room



Unified coordination for resource building and educational distribution

Incorporate diversified perspectives for and collaborate on content design, training mechanisms, and curriculum inclusion regarding ethnic culture and history



Government support towards the promotion of ethnic education across the system

Push for institutional support regarding the creation and spread of ethnic studies (e.g., funding of ethnic study programs and mandated ethnic education requirements)



Community collaboration to come together and identify the right set of educational materials

Mitigate roadblocks of historical intra-AAPI tensions and differing priorities when creating content needed for ethnic education



Understanding of interconnectedness across processes needed to further educational outcomes

Link and reinforce the differing processes (e.g., content creation, teacher training, infrastructure building) to minimize gaps in what is being shared to the broader society

Leadership representation: Exercise recap

OUTCOMES WE AIM TO DELIVER

Legend

-  = 4-6 votes by participants
-  = 3-4 votes by participants
-  = 1-2 votes by participants



Visible representation and structural change

Decision-makers: More AAPI representation at C-suite levels and in government leadership



Corporate culture change: Formal change in leadership evaluation process at corporations; redefinition of the qualities that define a “good leader”



Literature: More leadership literature written by AAPIs



Spotlights: Non-tech/finance Asian CEO featured on the cover of Fortune/Forbes magazines



Diversity: AAPI candidates required for consideration in hiring of major corporate roles and nonprofit board members



Coalition building and mentorship

Mentorship: More AAPI sponsorship and mentorship of each other, with a focus on reaching the C-suite



BIPOC solidarity: Connections and alliances forged with leaders from other underrepresented communities of color



Collectivist-mindset: Mindset shift in the AAPI community away from being individually-focused to avoid tearing each other down



Multi-racial coalition: Creation of spaces to spotlight multi-racial individuals



Political unity: More public alignment behind political issues and candidates to minimize vote fragmenting



Education

Cultural education: An increase in leaders’ cultural competency to remove unconscious biases, in part through conducting culturally sensitive leadership trainings



Purpose: Formation of, and comfortableness with, a sense of purpose for a well-defined AAPI community



Not a monolith: The breakup of a “monolith” perception of the AAPI community through data disaggregation



Recognition: More intra-AAPI cultural acceptance of self-recognition



Leadership representation: Priority outcomes and sample metrics



PRIORITY OUTCOMES

Decision-makers		More AAPI representation at C-suite levels and in government leadership
Corporate culture change		Formal change in leadership evaluation process at corporations; redefinition of the qualities that define a “good leader”
Mentorship		More AAPI sponsorship and mentorship of each other, with a focus on reaching the C-suite
BIPOC solidarity		Connections and alliances forged with leaders from other underrepresented communities of color
Cultural education		An increase in leaders’ cultural competency to remove unconscious biases, in part through conducting culturally sensitive leadership trainings
Purpose		Formation of, and comfortableness with, a sense of purpose for a well-defined AAPI community

SAMPLE METRICS

- # of AAPIs on boards and holding executive positions
- Redefined measures of performance and leadership evaluation
- % of Fortune 1000 companies with AAPI mentorship programs
- % of AAPI leaders and members across tenure within Fortune 1000
- # of companies that plan and host cross-ERG events
- # of cross-racial community group events
- # of non-AAPIs on boards of AAPI organizations and vice versa
- Sentiment on cross-racial collaboration at the workplace
- # of organizations with training programs targeted towards cultural competency
- Sentiment across AAPI employees on belonging and support

Leadership representation: Next steps and parting thoughts from the room



Sense of belief for AAPIs to reach the top and help others along the way

Change the mindset that there are only limited spots for AAPIs at the top, engage executives who tend to isolate away from the AAPI identity, and redefine the notion of 'leadership' to encompass differing cultural values



More allyship with other marginalized communities

Build allyship with other BIPOC groups and have more thoughtful participation in their events and initiatives; push for further inclusion of AAPIs in 'minority' language and efforts



Further belonging within organizations and memberships

Build out more educational opportunities and activities that can help create a more inclusive environment such as through unconscious bias training



Strong encouragement to help other AAPIs and diversify leadership within the 'umbrella'

AAPI leaders to support marginalized communities outside of their ethnicity to fight against any 'model minority' myths and ensure that the AAPI community feels represented as a whole

AGENDA



01

02

03

04

Pre-work / Factbase

Overview of the breakout groups

Breakout group outcomes

Personal commitments

Participants were energized by the discussions and have made several powerful personal commitments to improve the state of AAPIs



“Push for more accurate data on AAPI's in public opinion research to help change the narrative in ‘mainstream’ media.”

“Reaching out to other organizations of color and marginalized communities when responding to trauma situations or celebratory events.”

*“Elevate and **increase Asian voices and representation in mainstream sports** from on-field presence to on-air talent and producers.”*

*“Mentor **two Asian professionals** outside my native ethnicity.”*

*“Help create a hub for curricular resources in collaboration with others to **provide an educational 'one stop shop'**.”*

*“Champion **educational awareness initiatives for younger ages** and introduce concepts around anti-AAPI racism into academia earlier.”*

*“Partner with and mentor other AAPIs in pursuit of our desired outcome to **have more AAPI leaders in C-level roles and to promote greater allyship across the AAPI ethnic groups.**”*

*“Drive **cultural narrative change in my organization through collaborating on education and art with other BIPOC community members.** We'll build film festivals and have speakers / poets all telling their stories.”*

*“Be more **active in local elections and politics** and help achieve AAPI consensus on the power of the electorate.”*

“Finding, supporting and championing leaders that can unite our community around issues.”



Personal Commitments

Appendix

You can view the Appendix at
<http://bit.ly/leadershipsummitappendix>

