



Discussion Questions for Employees

- What factors contribute to the perpetuation of stereotypes against Asian Americans and how can we address them?
- How can non-Asian employees act as allies to support their Asian colleagues, particularly in challenging moments or during times of increased discrimination?
- What specific challenges do Asian American men and women face in breaking into senior leadership positions, and how can organizations address these challenges?
- How does the timeline of Asian immigration and the treatment of Asian immigrants in the United States influence our understanding of diversity and inclusion today?
- How can employers foster a workplace culture that acknowledges and supports the unique experiences of Asian American employees across different gender identities?
- Reflecting on the discriminatory laws and events mentioned, how do you think these historical injustices still impact Asian Americans today, both in society and in the workplace?
- What resources or support systems can we provide to ensure that Asian American employees feel supported and empowered to address issues of bias or discrimination in the workplace?
- How have portrayals of Asian Americans in media and popular culture evolved over time, and what impact does representation have on societal perceptions?
- What strategies can organizations implement to ensure that all employees feel valued, respected and included, regardless of their racial or ethnic background?
- How can diversity and inclusion training programs effectively address unconscious biases and promote a more inclusive work environment?