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Meeting in a Box: AAPI Heritage Month 2024

May is Asian American and Pacific Islander Heritage Month, which celebrates the strength, tenacity, resilience and contributions of Asian Americans from around the world. AAPI individuals are diverse, with different backgrounds, sexual orientations, identities and abilities. This month, we aim to celebrate all of them.

This Meeting in a Box is designed to serve as a valuable tool to continue your employees' cultural competence education, open conversations about race and ethnicity and spotlight the accomplishments of the AAPI community.

In this edition of Meeting in a Box, we look at the stereotypes and discrimination Asian Americans face in society, facts and figures, a timeline of AAPI history and Fair360's Top Companies for Asian American Executives.

Invisible Discrimination: Debunking Asian Stereotypes

Asian Americans are the fastest-growing racial minority in the United States. Like other underrepresented groups, Asian Americans face discrimination in society and the workplace. However, less than half of Americans believe that Asian Americans face discrimination of any kind, with a third of Americans believing that Asian Americans are treated fairly in the United States. Eight percent of Americans even believe that Asian Americans are more privileged than other groups.

The invisible discrimination against Asian Americans is often the result of unconscious Asian stereotypes that manifest as both individual biases and structural barriers. Some of these stereotypes are allowed to carry on because they are perceived as benefits and compliments rather than prejudices.

In this article, we will confront common stereotypes that Asian Americans face and demonstrate how all stereotyping is harmful.

Stereotype No. 1: Asian Americans are More Intelligent

The idea that Asian Americans are smarter, more hard-working or more high-achieving than other demographics is what's known as a "positive stereotype." Those who believe in this Asian stereotype may think of their belief as a compliment to Asian Americans, making it superior to other racist caricatures. However, all racial stereotypes, whether positive or negative, reduce some element of a person's identity to a mere product of their race. The assumptions built into the belief that Asian Americans are more intelligent than other groups can manifest in the same kinds of harmful microaggressions that other racial stereotypes produce. One study found that white Americans who subscribed to this stereotype were also more likely to hold other unfavorable views of Asian Americans.

Being on the receiving end of this stereotype can lead to increased stress and anxiety for Asian Americans. The expectation that all Asian Americans are intelligent and hard-working brings with it a pressure to consistently perform at high levels. At work, those expectations can also lead to an increased workload for Asian Americans when it is assumed they can handle additional tasks outside of their typical responsibilities.

Despite the harm it causes, the "positive" nature of this stereotype can cause managers and colleagues to unintentionally overlook its detrimental effects. It can also create the perception that Asian Americans are not as susceptible to other overt forms of discrimination. Asian Americans have faced systemic barriers like other historically underrepresented groups.

Employers striving to create inclusive workplaces should recognize the harm of all racial stereotypes. While they may seem benign, such stereotypes are damaging while also providing cover for other forms of discrimination.



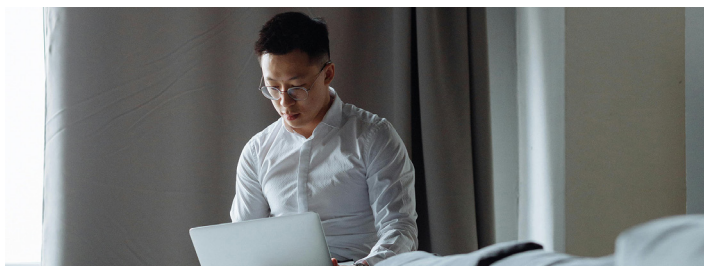
Invisible Discrimination: Debunking Asian Stereotypes

Stereotype No. 2: Asian Men are Effeminate and Asian Women are Submissive

Asian Americans are not just prone to discrimination because of their race but also because of their intersectional gender identities. Asian men tend to be less associated with stereotypically masculine traits. In many organizations, those masculine traits are implicitly associated with leadership. For Asian men, this could harm their ability to break into leadership positions because they are not viewed as having the necessary characteristics of a good leader. Even at Fair360 Top 10 companies, Asian men hold **5.9%** of senior leadership roles despite being **6.8%** of the total workforce in 2023.

Asian women, on the other hand, are often viewed as passive or submissive. This can also make it difficult to achieve a leadership role. In 2023, Asian women comprised **5.7%** of the workforce at Top 10 companies but held just **3.7%** of senior leadership positions.

These gender biases represent the need for employers to recognize the role of intersectionality in the workplace. Factors such as race, gender, sexuality and age can all be a source of discrimination. These identities often interact with and influence each other, affecting how prejudice manifests. A Black woman may be viewed as domineering or aggressive, while an Asian woman is viewed as submissive and passive. These biases are a result of both gender and race. While there are different kinds of bias, they present barriers to fairness for both women.



MUST READ: [Empowering Women of Color in the Workplace: Strategies for Success](#)

Stereotype No. 3: ‘The Perpetual Foreigner’

A common microaggression that many Asian Americans face is the assumption that they must be foreign-born immigrants. Even Asian Americans who are several generations removed from their original immigrant ancestors may face questions such as, “Where are you really from,” or, “Where did you learn to speak English?” A [2005 study](#) found that white Americans were less likely to associate a truly American identity with being Asian. This has given rise to an Asian stereotype known as the “Perpetual Foreigner” myth. This stereotype causes Asian Americans to be consistently viewed as “alien” or “other” regardless of their citizenship status or self-proclaimed American identity.

The stereotype also vastly oversimplifies Asian American identities by grouping all Asian American experiences. It ignores the cultural diversity and rich histories of Americans from a multitude of national origins (China, Vietnam, Japan, Cambodia, etc.). Instead, it assigns the abstract moniker of “foreigner” equally to all Asian Americans.

The “Perpetual Foreigner” myth is a double-edged sword that both refuses Asian Americans their own self-proclaimed American identity and fails to acknowledge the specific cultural background they may claim apart from that identity. This treatment denies Asian Americans a sense of belonging and inclusion, which, [according to researchers](#), correlates to depression and lower self-esteem.

Invisible Discrimination: Debunking Asian Stereotypes

Combating this Asian stereotype and its harmful effects in the workplace means cultivating a culture of inclusion and belonging. Employers should allow employees to detail their own identities rather than ascribing an identity to them, even unconsciously. Workplace training on inclusivity and cultural awareness can help employers and colleagues better understand the complex identity issues many Asian Americans face. **Eighty percent** of Top 10 companies require all employees to undergo inclusion training programs at work, and **90%** of Top 10 companies offer cultural awareness training programs.

Employee resource groups (ERGs), which all Top 10 companies offer, are also essential tools for fostering a culture of belonging. They not only allow Asian American employees to find a supportive community within an organization but also provide a vehicle for voicing concerns over workplace discrimination directly to leadership. This gives them the agency to vocalize their needs and combat their own discrimination and stereotyping.

Stereotype No. 4: Asian Americans are Socially Cold

A pervasive stereotype affecting Asian Americans claims that they tend to be distant, unlikable and not as friendly as other demographics. White Americans especially are more prone to view Asian Americans as unsociable. This Asian stereotype may be rooted in a misunderstanding of cultural differences between America and some Asian countries. Wearing a mask to prevent illness, for example, is common in many East Asian countries but was not typical in the U.S. before COVID-19. Americans not used to seeing someone wear a mask in public might perceive the wearer as unapproachable or lacking warmth.

In addition to being based on cultural misunderstandings, the stereotype falls into the

same trap as the “Perpetual Foreigner” myth of assuming that all Asian Americans have a greater cultural connection to their ancestors' country of origin than to the U.S. It presumes that they are Asians living in America rather than Americans with Asian heritage.

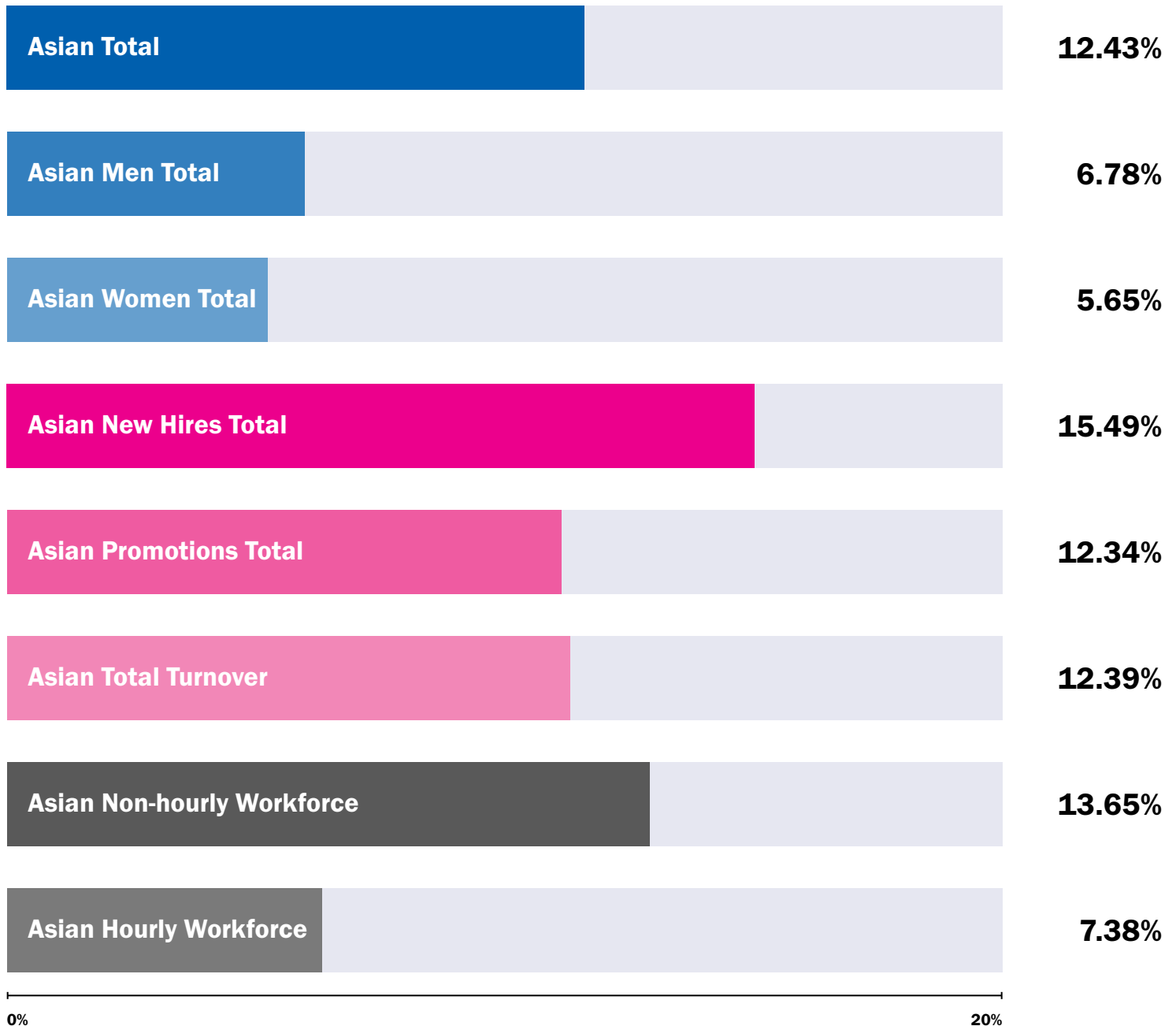
In the workplace, the stereotype of being socially cold has been connected to feelings of resentment and even outright hostility toward Asian Americans. It's also been noted that the stereotype played a role in the increase of hate crimes against Asian Americans in the wake of the COVID-19 pandemic.

As with any racial stereotype, employers should be proactive in educating their workforce on the dangers of these kinds of racial biases. In addition to not allowing racial prejudices to influence the perception of an individual from a racial minority, employers should also combat the reverse assumption. Just as it is incorrect to assume that a person will be socially cold because they are Asian American, it is also incorrect to ascribe a person's shy or introverted tendencies to their status as an Asian American.

For this stereotype, which has implications for interpersonal relationships, conflict mediation resources are essential. Rather than allowing racial bias and interpersonal conflict to feed into each other, employers should take the initiative in helping resolve personal disputes between employees before resentment has a chance to grow.



Fair360 Top 10 Companies' Asian Workforce Facts



Facts and Figures



Employment

In **2022**, **62.7%** of Asian Americans age 16 and older were employed. For Native Hawaiians and Other Pacific Islanders, it was **63.9%**.

Source: Bureau of Labor Statistics



Population

In **2022**, Chinese and Asian Indians represented the largest proportions of Asian Americans at approximately **23%** of the population each, while Japanese represented the smallest share at **5%**. Asian Indians had the highest employment-population ratio at **68.3%**, while Japanese individuals had the lowest ratio at **56.2%**.

Source: Bureau of Labor Statistics



Earnings

Asians with a bachelor's degree or higher had weekly earnings of **\$1,834** in **2022**, which is considerably more than the overall population with the same level of education.

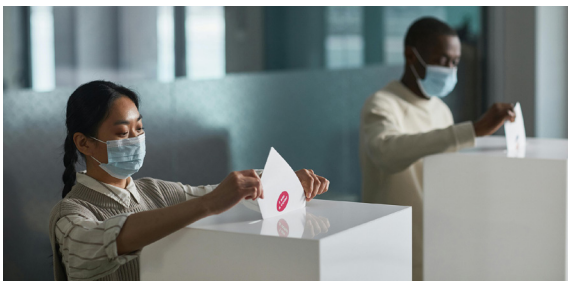
Source: Bureau of Labor Statistics



Education

In **2022**, **61%** of Asians age 25 and older had a bachelor's degree or higher. This was higher than the **38%** of the total U.S. population and **27%** of Native Hawaiians and Other Pacific Islanders.

Source: Bureau of Labor Statistics



Electorate

In the past four years, the Asian American eligible voter population grew by **15%**, making them the fastest-growing electorate in the U.S.

Source: Pew Research

AAPI Heritage Month Timeline

1587

“Indios Luzones” Filipinos are considered the first Asians in what would be known as America when they arrived in Morro Bay, California.



1790

The first recorded immigrants from India arrived in Massachusetts.

1815

The first recorded immigrants from China arrived in San Francisco.

1848

The California Gold Rush led to the first large-scale Chinese immigration to the United States. Due to the aftermath of the Opium Wars, the British levied high taxes against Chinese peasants and farmers and drove them from their land. In addition to military intervention and rampant opium addiction, alternating periods of floods and droughts in China exacerbated the already destabilized region, leading many desperate Chinese people to sail for California in the hopes of survival.

1854

Yung Wing graduated from Yale College, becoming the first Chinese person to graduate from a U.S. college. He championed higher education for other Chinese by establishing the Chinese Educational Mission, which helped send other Chinese students to U.S. schools. He also wrote a memoir, *My Life*

in China and America, outlining how the Chinese Exclusion Act of 1882 impacted his life.

In *People v. Hall*, the California Supreme Court ruled that Chinese people (and anyone who “looked Chinese”) could not testify against whites accused of murder, just as Native American and Black people could not.

1869

The first transcontinental railroad was completed. The Central Pacific crew was primarily made up of Chinese immigrants, while the Union Pacific crew was made up of primarily Irish immigrants. These sides would often clash. The laborers worked as long as 15 hours a day in treacherous conditions to complete the project.

The first Japanese settlers arrived on the U.S. mainland in California.

1870

The Naturalization Act of 1870 restricted citizenship to whites and Blacks, making Chinese people ineligible. Naturalized American citizens of Chinese descent also had their status revoked.

1871

The Chinese Massacre of 1871: 500 white and Hispanic people ran through Old Chinatown in Los Angeles, killing 500 Chinese people. This event stands as the largest mass lynching in U.S. history.

1875

The Page Act of 1875 (a preamble to the Chinese Exclusion Act of 1882) prohibited Chinese women from entering the U.S. under the pretense of “population control.”

1878

In *re Ah Yup*: a California circuit court ruled that Ah Yup and other residents of Asian descent were not eligible for naturalization, emphasizing that “Orientals” were unfit to participate in government.

AAPI Heritage Month Timeline

1879

California adopted a constitution prohibiting the employment of Chinese immigrants by corporations, states, counties or municipal governments.

1882

The Chinese Exclusion Act, the first and only law banning the immigration of a specific ethnic/national demographic, prohibited Chinese immigrants from entering the U.S. for “10 years.”



1885

Soh Jaipil (anglicized as “Philip Jaisohn”) arrived in the U.S. as a political exile. He became the first Korean to be naturalized as a U.S. citizen and the first Korean American medical doctor. He returned home in 1896 and became a well-known political activist.

The Rock Springs Massacre: On September 2, white immigrant miners killed 28 Chinese immigrant miners, injured 15 and burned down 78 Chinese homes because they felt Chinese miners were taking all the mining jobs.

The Tacoma Riot: A mob of nearly 500 prominent businessmen, police and political leaders drove 200 Chinese residents out of Tacoma, WA. The anti-Chinese sentiment was so strong at the time that none of the mob members faced any repercussions.

In *Tape v. Hurley*, the California Supreme Court ruled that excluding Chinese American students from public school based on their ancestry was unlawful, becoming a precursor to *Plessy v. Ferguson* in 1896 and *Brown v. Board of Education of Topeka* in 1954.

1886

In *Yick Wo v. Hopkins*, the Supreme Court ruled that any law with unequal impact on different groups is discriminatory.

Seattle Riot of 1886: local chapters of the American labor federation, Knights of Labor, methodically expelled 200 Chinese civilians due to labor competition.

1887

The Hells Canyon Massacre (also known as the Snake River Massacre): 34 Chinese gold miners were ambushed, robbed, murdered and mutilated in May 1887.

1892

The Geary Act of 1892 extended the Chinese Exclusion Act of 1882 and included provisions such as carrying a “Certificate of Residence” or facing detention or deportation.

1893

Hawaii’s monarchy was overthrown by a group of American-backed businessmen, forcing Queen Liliuokalani out of power. Five years later, the U.S. annexed Hawaii and in 1959 Hawaii became the 50th state.

1898

Guam became a U.S. territory after the United States won the Spanish-American war and The Treaty of Paris was signed.

The U.S. assumed control of the Philippines upon winning the Spanish-American War. The U.S. also illegally annexed Hawaii.

AAPI Heritage Month Timeline

In *United States v. Wong Kim Ark*, the Supreme Court upheld the 14th Amendment: all people born in the U.S., even if they are of Chinese descent, are citizens.

1900

American Samoa officially became a U.S. territory. The Department of Interior was given authority over American Samoa in 1956.

1900-1904

The San Francisco Plague: an epidemic of the bubonic plague occurred in San Francisco's Chinatown. Medical authorities were aware of the disease, but then-California Gov. Henry Gage denied its existence for over two years. His reluctance to act on it led to widespread outbreaks throughout the city, including cases identified in Oakland. Originally, 121 cases were identified and 119 people died, but four years later, 160 more cases and 78 more deaths linked to the initial outbreak were documented.

1906

The San Francisco Board of Education segregated Chinese, Japanese and Korean schoolchildren in newly formed "Oriental Schools."

1907

Theodore Roosevelt issued Executive Order 589, preventing Japanese and Korean people from entering the U.S. mainland.

Fueled by anti-Asian sentiment from the Asiatic Exclusion League, the Pacific Coast Race Riots of 1907 occurred in San Francisco, CA, Bellingham, WA and Vancouver, Canada.

1910

Angel Island opened in California's San Francisco Bay. Known as the Ellis Island of the West, the immigration station served as the country's major port of entry for Asian immigrants.

1917

The Immigration Act of 1917 was passed to restrict immigration by imposing a literacy test and thus creating new categories of inadmissible persons. One section of the law specified an "Asiatic barred zone," which included immigrants from China, Myanmar (then Burma), Thailand (then Siam) and most Polynesian islands. Occupational exceptions included those who were lawyers, physicians, chemists, civil engineers and merchants.

1922

In *Takao Ozawa v. United States*, the Supreme Court ruled that Japanese migrants cannot be naturalized.

1924

The Immigration Act of 1924 effectively prohibited the immigration of all Asians to the U.S.

1927

In *Lum v. Rice*, the Supreme Court ruled that exclusion by race of Chinese American students from school did not violate the 14th Amendment, creating a precedent that would exclude minority children from schools reserved for whites.

1942

After the Attack on Pearl Harbor in 1941, Franklin D. Roosevelt's Executive Order 9066 resulted in 120,000 Japanese Americans being sent to internment camps.



AAPI Heritage Month Timeline

1943

Congress repealed the Chinese Exclusion Act and granted naturalization rights to some Chinese immigrants already residing in the United States with the Magnuson Act.

1946

The Luce-Celler Act permitted 100 Filipinos and 100 Indians to immigrate and become naturalized yearly.

Wing Ong became the first Chinese American not born in the U.S. to be elected to a state office. He served in the Arizona State House of Representatives.

1949

The U.S. granted 5,000 educated Chinese people refugee status after the Communist takeover of China.

1955

The Vietnam War began, sparking resistance from many Asian Americans. The Asian American Movement, which was made up of several grassroots organizations, reached its peak in the 1960s and '70s.

1957

Dalip Singh Saund of California became the first Asian American, first Indian American and first Sikh to serve in Congress.

1958

Japanese American Miyoshi Umeki won Best Supporting Actress at the 30th Academy Awards for her role in "Sayonara." She was the first actor of Asian descent to win an Oscar for acting.

1959

Hiram Fong of Hawaii became the first Chinese American in the Senate.

Daniel K. Inouye of Hawaii, a World War II veteran, became the first Japanese American in Congress. In 1962, Inouye became the first Japanese American elected to the Senate.

1965

The Immigration and Nationality Act of 1965 eliminated the national origins quota system, which had previously provided immigration visas to 2% of the total number of people of each nationality, a quota that largely affected Asians and non-Northwestern Europeans.

Patsy Mink of Hawaii was sworn in as the first Asian American woman and the first woman of color to serve in Congress. She was a third-generation Japanese American who grew up in Maui.

1968

The term "Asian American" was coined by historian activists Yuji Ichioka and Emma Gee during the founding of the Asian American Political Alliance.

1973

The Organization of Chinese Americans (now known as the Asian Pacific American Advocates) was founded to advance the social, political and economic well-being of Asians and Pacific Islanders in the U.S.

The film "Enter the Dragon" was released, making Bruce Lee the first Asian American Hollywood action superstar.



1974

George Ariyoshi of Hawaii became the first Asian American governor of a U.S. state.

AAPI Heritage Month Timeline

1975

The war in Vietnam ended, leading to a large migration of Southeast Asian refugees to the U.S.

1979

The first Asian Pacific American Heritage Week was celebrated on May 4. Capitol Hill staffer and member of the Organization of Chinese Americans, Jeanie Jew, was credited for spearheading the initiative along with Ruby Moy.

1980

The U.S. Census first used the term “Asian American.”

1982

The Vietnam War Memorial was dedicated in Washington, D.C., honoring the 57,939 Americans killed in the war.

1985

Ellison Onizuka was the first Asian American—and first American of Japanese descent—in space.

1988

The Civil Liberties Act of 1988 paid surviving Japanese American internees \$20,000 each in reparations.



1990

President George H.W. Bush issued a Presidential Proclamation designating May 1990 as the first Asian Pacific American Heritage Month. Two years later, Congress passed legislation making the designation permanent.

1992

Jay Kim of California became the first Korean American elected to Congress.

1994

“All American Girl,” starring comedian Margaret Cho, was the first network sitcom to feature a predominantly Asian American cast.

1997

Astronaut and engineer Kalpana Chawla became the first woman of Indian descent to go into space during NASA’s Columbia mission. In 2003, during the second mission, she was one of the seven crew members who died during the Columbia disaster.

1999

Chinese Canadian Andrea Jung became the first woman of color CEO of a Fortune 500 company, Avon.

2000

Norman Mineta became the first Asian American Cabinet member when he briefly served as President Clinton’s Secretary of Commerce. Mineta was also the Secretary of Transportation for the Bush administration in 2001. He was the only Democrat Cabinet member.

2001

The September 11th attacks led to a wave of anti-Asian sentiment and the Patriot Act, which is linked to the unfair detainment of South Asian people in the U.S.

Elaine Chao, who was born in Taiwan, became the first woman Asian American Cabinet member. She served as the Secretary of Labor under the Bush administration and Secretary of Transportation under President Trump.

AAPI Heritage Month Timeline

2004

The Indian Ocean earthquake and tsunami was one of the deadliest disasters in modern history, killing nearly 230,000 people in countries including Sri Lanka, Thailand and India. Losses were estimated at \$10 million.

2006

At the 78th Academy Awards, Ang Lee became the first person of color and first Asian to win Best Director for “Brokeback Mountain.”

2007

Bobby Jindal of Louisiana became the first Indian American governor.

The National Queer Asian Pacific Islander Alliance was founded to connect Asian American, South Asian, Southeast Asian and Pacific Islander LGBTQ+ organizations and support LGBTQ+ AAPI rights and visibility.

2009

President Obama appointed three Asian Americans to the Cabinet: Gary Locke, Secretary of Commerce, Steven Chu, Energy Secretary and Eric Shinseki, Veterans Affairs Secretary.

Far East Movement was the first Asian American group to earn a number-one hit on the Billboard Hot 100 chart for the song, “Like a G6.”

Speed Skater Apolo Anton Ohno, who is half Japanese, earned eight Olympic medals, becoming the most decorated winter Olympian.

Nikki Haley of South Carolina became the first female Indian American governor.

Jeremy Lin was the first Taiwanese American player in the NBA, who signed him out of Harvard University in a two-year deal with the Golden State Warriors. In 2019,

he signed with the Toronto Raptors and became the first Asian American to win an NBA championship.

2013

Kevin Tsujihara became the first non-white CEO of a major Hollywood studio, Warner Bros.

At the 85th Academy Awards, Ang Lee won his second Oscar for Best Director for “Life of Pi.”

2014

Pakistani Activist Malala Yousafzai was the youngest person to win the Nobel Peace Prize. She became an advocate for girls’ education after 2012 when a Taliban gunman shot her in the head for attending school.

2015

The House of Representatives unanimously passed legislation to remove all references to “Orientals” in federal law and replace the term with the more accurate and inclusive “Asian American/ Pacific Islanders.”

2016

California Attorney General Kamala Harris, who is half Indian, was elected state senator. She is the first Indian American to serve in the Senate.



AAPI Heritage Month Timeline



2020

Nora “Awkwafina” Lum became the first Asian American to win Best Actress at the Golden Globes for her role in “The Farewell.”

At the 92nd Academy Awards, Korean filmmaker, Bong Joon Ho’s “Parasite” won four Oscars, including Best Picture – the first non-English language film to win the category.

Stop AAPI Hate was founded to track the surge in anti-Asian hate crimes in America stemming from the COVID-19 pandemic.

2021

Kamala Harris was sworn in as the first female, first Black and first Asian American vice president of the United States.

Half-Filipina singer H.E.R. won the Grammy for Song of the Year for “I Can’t Breathe,” inspired by the nationwide protests over the death of George Floyd.

The 93rd Academy Awards, in addition to having one of the most diverse slate of nominees, was a banner year for Asian representation:

Beijing-born Chloé Zhao became the first woman of color, the first Asian woman and the second woman to be nominated and win Best Director for her film, “Nomadland.” Along with nominations for Best Picture, adapted screenplay and editing, Zhao is also the first woman ever to receive four nominations in a single year. Zhao was joined by Korean American director of “Minari,” Lee Isaac Chung—the first time two directors of Asian descent were nominated for Best Director.

Korean American Steven Yeun became the first Asian American nominated for Best Actor for his role in “Minari.” He was joined by British-Pakistani Riz Ahmed for his role in “Sound of Metal.”

Iraq War veteran Tammy Duckworth became the first Thai American woman and the first woman with a disability elected to Congress. In addition to being the first female double amputee in the Senate, Duckworth is also the first Senator to give birth while in office.

The U.S. government formally banned the use of the derogatory term “Oriental” from federal law, replacing it with the term Asian American.

The Disney film “Moana” premiered and grossed \$247 million in the U.S. To ensure a culturally accurate representation of the film’s main character, a Polynesian princess, Disney enlisted the help of anthropologists, linguists, historians, choreographers and cultural practitioners from islands including Samoa, Tahiti, Mo’orea and Fiji.

2018

“Crazy Rich Asians” broke box office records, becoming North America’s highest-earning romantic comedy in a decade.

AAPI Heritage Month Timeline

For the first time, two actors of Asian heritage were nominated for Best Actor in the same year. Youn Yuh-jung became the first Korean actress to win Best Supporting Actress for her role in “Minari.”

“Raya and the Last Dragon” was Disney’s first animated movie featuring a Southeast Asian princess. The film was voiced by Kelly Marie Tran, the first Southeast Asian actor to lead an animated feature from the studio.

Marvel’s “Shang-Chi and the Legend of the Ten Rings,” starring Simu Liu, was the first big-budget American blockbuster to feature an Asian superhero.

2022

Actress Anna May Wong became the first Asian American to appear on U.S. currency.

Patricia Lee became the first Asian American and African American woman to serve on the Nevada Supreme Court.

Aruna Miller became the nation’s first South Asian woman elected state lieutenant governor of Maryland.

Rob Bonta was elected California’s first Filipino American attorney general.



2023

Michelle Yeoh became the first Asian woman to win the Oscar’s Best Actress award for her performance in “Everything Everywhere All at Once.” Ke Huy Quan won a Best Supporting Actor Oscar for his role in the film. The distinction makes Quan, who is Chinese-Vietnamese, the second actor of Asian descent to win in this category.

The Biden-Harris Administration released its first-ever National Strategy to Advance Equity, Justice and Opportunity for Asian American, Native Hawaiian and Pacific Islander communities.

2024

Netflix’s “Beef” won the Golden Globe for best television limited series. The comedy-drama, which stars actor Steven Yeun and comedian Ali Wong, made history and became the first show created by and starring Asian Americans to win in its category.



Driving Fairness: Top Companies for Asian American Executives

Fair360's [Top Companies for Asian American Executives](#) specialty list measures the hiring, promotion and retention of Asian Americans within companies. This includes employees in Management Levels 1-4 and the Highest-Paid 10%. In 2023, 19 companies made the list:

1	Mastercard	8	Hilton	15	Abbott
2	Toyota North America	9	EY	16	Kaiser Permanente
3	Blue Shield of California	10	ADP	17	KPMG
4	Medtronic	11	Accenture	18	Humana
5	The Hershey Company	12	The Boeing Company	19	The Cigna Group
6	Eli Lilly and Company	13	Dow		
7	TIAA	14	Comcast NBCUniversal		

The Top Companies for Asian American Executives list also measures mentoring, sponsorship and high-potential programs. We examine the board of directors, executive fairness council, leadership's commitment to achieving proportional race representation and the company's dedicated recruiting practices that target Asian American employees.

Here's a look at the programs, policies and practices that set the five Top Companies for Asian American Executives apart.



Mastercard

No. 1 on the Top Companies for Asian American Executives and the Top 50 Companies list.

Workforce demographics data from Mastercard shows that Asian employees make up 26% of the company's total workforce in the U.S. They also comprise 17% of U.S. senior management positions. The company's [2022 Environmental,](#)

[Social and Governance Report](#) reveals that 36% of undergraduate interns are Asian, an increase from 31% in 2021.

Mastercard has an ASIA business resource group (BRG) that focuses on Asian society and trends. In 2022, the BRG held forums to discuss the rise in anti-Asian hate and hosted a global bystander intervention training. The ASIA BRG is one of nine business resource groups.



Driving Fairness: Top Companies for Asian American Executives

As part of its diversity, equity and inclusion (DEI) efforts, Mastercard partners with several organizations to support employees from underrepresented groups. It partners with The Asian American Foundation (TAAF) to support Asian American and Pacific Islander (AAPI) employees. TAAF was founded in 2021 in response to the rise in anti-Asian hate and violence in the U.S.



Toyota North America

No. 2 on the Top Companies for Asian American Executives and No. 4 on the Top 50 Companies list.

Toyota North America is committed to elevating AAPI talent. The automotive manufacturer supports its Asian employees through its Toyota Asian American Society in Alliance (TAASiA) business partnering group (BPG).

In 2022, TAASiA's inaugural symposium drew 150 in-person participants at its Plano, TX, headquarters

and over 100 online attendees. The symposium featured keynote speaker Anne Chow, retired CEO of AT&T Business, and various breakout sessions designed to help Asian American employees cultivate a supportive community at Toyota.

Toyota celebrated AAPI Heritage Month in 2023 by highlighting three members of its TAASiA BPG. One member, Rachel Jiang, Enterprise Strategy Senior Analyst, shared how Toyota and TAASiA has made her feel welcomed and valued at the company.

"Ever since I joined Toyota, I've felt challenged and empowered every single day, which is a work environment I think will be very hard to find anywhere else. Additionally, BPGs like TAASiA have aided in creating a culture where employees feel a sense of belonging and of being valued and understood," she said.



Blue Shield of California

No. 3 on the Top Companies for Asian American Executives list.

Over 55% of employees at Blue Shield of California are people of color. Among its leadership team, more than 45% is ethnically diverse.

In 2023, the company recognized employees and members of Asian American and Pacific Islander descent by speaking with members of its Asian Pacific Alliance employee resource group. Members of the group said the company has a significant impact on its employees, and the ERG provides a sense of community for Asian Americans and their allies.



Driving Fairness: Top Companies for Asian American Executives

Blue Shield of California said the Asian Pacific Alliance “has a mission of recruiting, developing and advancing our people of Asian or Pacific Islander background to fulfill our commitment to providing quality, affordable, healthcare to all Californians while increasing cultural awareness, supporting our communities and making Blue Shield a great place to do meaningful work.”

Medtronic

Medtronic

No. 4 on the Top Companies for Asian American Executives and No. 2 on the Top 50 Companies list.

Employees of Asian descent comprise 19% of Medtronic’s U.S. workforce. They make up 15% of managers and 13% of vice presidents. Additionally, 13% of directors at Medtronic are of U.S. Asian descent, according to the company’s [Global Inclusion, Diversity & Equity 2023 Annual Report](#).

The Asian Impact at Medtronic Network is one of five Diversity Networks at the company. In addition to

these networks, the company has eight employee resource groups (ERGs).

According to [Medtronic](#), “Joining Diversity Networks and ERGs is an opportunity to network with peers, managers and other divisions of the company. From VPs to new hires, manufacturing to HR, members are given a unique (and influential) audience to build and execute cross-functional teams and projects.”



The Hershey Company

No. 5 on the Top Companies for Asian American Executives and No. 3 on the Top 50 Companies list.

Hershey’s 2022 [ESG Report](#) reveals that Asian employees make up 5.6% of managers at the company’s U.S. locations. Asian employees comprise 8.3% of U.S. senior leadership, an increase from 7.5% in 2021.

Hershey has eight employee-led BRGs that nearly 70% of corporate employees participate in, one of which is its Asian & Pacific Islander group. In 2022, members of this BRG organized and executed Lunar New Year festivities at Hershey’s Chocolate World, engaging over 27,000 attendees across four retail locations. They also played a role in shaping Lunar New Year gift wrapping and merchandise offerings at Hershey’s Chocolate World.

In addition to its internal efforts to support Asian employees, the company partnered with Asian Americans Advancing Justice in 2022 to invest in educational opportunities and community programming for Asian American communities surrounding Hershey’s operational locations.





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?