

DIVERSITY, INCLUSION & ACCESS

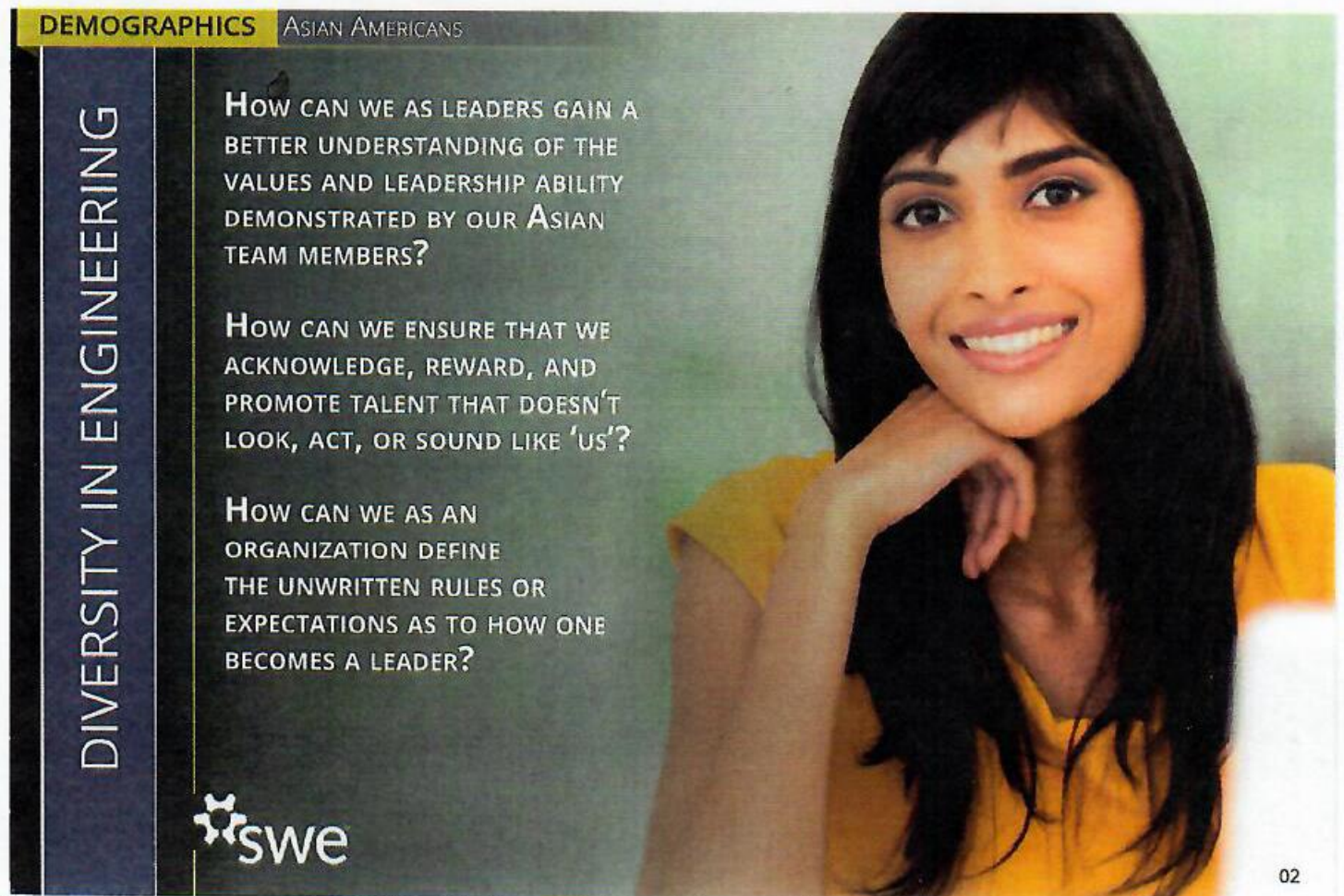
mines.edu/diversity

Inclusion Icebreakers: Underrepresented Groups

Asian Americans

How to use this Inclusion Solution card in a group setting:

- Review the questions on the front of the card to help anchor the topic
- Extend a few minutes of personal reflection
- Ask individuals to relate the topic to the current work environment and/or campus climate and what a future state might look like
- Create a dialogue on how the topic might create innovative thoughts, new direction for programs/classroom instruction/services, or ways to address challenges in the work environment and the campus climate



The image shows a slide titled "DEMOGRAPHICS ASIAN AMERICANS" with a vertical sidebar on the left that reads "DIVERSITY IN ENGINEERING". The slide features three questions and a photograph of a smiling woman with long dark hair wearing a yellow top. The "swe" logo is in the bottom left corner, and the number "02" is in the bottom right corner.

DEMOGRAPHICS ASIAN AMERICANS

DIVERSITY IN ENGINEERING

HOW CAN WE AS LEADERS GAIN A BETTER UNDERSTANDING OF THE VALUES AND LEADERSHIP ABILITY DEMONSTRATED BY OUR ASIAN TEAM MEMBERS?

HOW CAN WE ENSURE THAT WE ACKNOWLEDGE, REWARD, AND PROMOTE TALENT THAT DOESN'T LOOK, ACT, OR SOUND LIKE 'US'?

HOW CAN WE AS AN ORGANIZATION DEFINE THE UNWRITTEN RULES OR EXPECTATIONS AS TO HOW ONE BECOMES A LEADER?

swe

02

DIVERSITY & INCLUSION

DEMOGRAPHICS

Asian Americans

It is only when organizations gain a better understanding of the experiences and challenges of Asian professionals that companies can truly realize the full potential that can be leveraged based on their diversity of thought, approach and style as an advantage.

Asian Americans are often referred to as the "model minorities" in the United States, making up 18 percent of the student body at Harvard and 24 percent at Stanford. In the Tech industry, Asians account for 36 percent of the total workforce. Asian Americans have little trouble getting hired, but few make it to senior management. Despite their numbers and achievement level, Asian Americans account for just 21 percent of senior leadership, 1.4 percent of Fortune 500 CEOs and 1.9 percent of corporate officers overall.

The Center for Talent Innovation conducted a study in 2011 to examine the potential unconscious biases and cultural dynamics that keep Asians from making it to the top. Their study revealed that 48 percent of Asian men and women identified "conformity to prevailing leadership models—having to act, look, and sound like the established leaders in their workplace" as a key challenge.

The study highlights that many individuals of Asian descent, both male and female, often struggle with similar challenges as those faced by women at large. Many are often better-educated than some of their colleagues yet rarely advance as quickly or as high up in the organization as they would like.

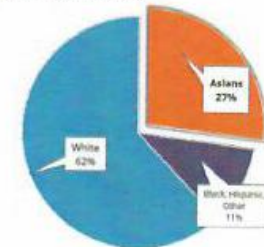
Similar to feedback given to women, Asian professionals are often encouraged to change their behavior to conform to the majority culture to get ahead. However, leaders that are fluent in cross-cultural competence understand that having an entire subculture adjust or conform is neither desirable nor possible.

GLASS CEILING FOR ASIAN AMERICANS IN THE WORKFORCE

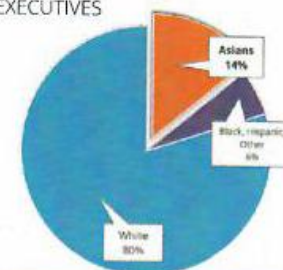
Source: Ascend Foundation

Data gathered from Google, Hewlett-Packard, Intel, LinkedIn, and Yahoo showed APAs are roughly 27 percent of the workforce in top technology organizations, but only 14 percent of executive seats.

PROFESSIONALS



EXECUTIVES



SOURCE: Sylvia Ann Hewlett and Ripa Rashid with Diana Forster and Claire Ho, "Asians in America Unleashing the Potential of the 'Model Minority,'" Center for Work-Life Policy, 2011.

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Associated group at Mines

- Student Organization: [Society of Asian Scientists and Engineers \(SASE\)](#)

Reference:

"Inclusion Solutions: Discussing a Diverse Culture is in the Cards," *Lessons Learned Consulting, Inc.*, 2016.