

Breaking Through the Bamboo Ceiling

All Right Team

Jiaqi Ling, Chenyu Wang, Renlu Zhang,
Yuwei Yao, Qianying Diao
08.24.2019 | Washington D.C.

What steps can accelerate the progression of Asian Americans into the executive level?

Recommendation 1

Corporations can play a big part for change

- **Corporate Action Items**

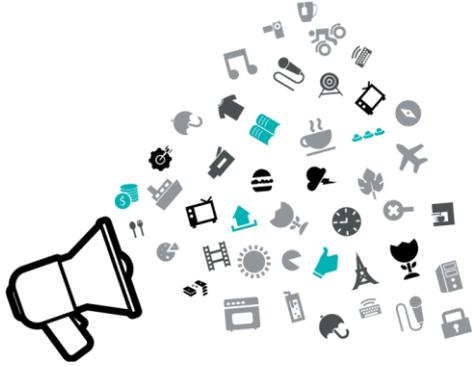


- **Corporate Benefits**

- ✓ For **every 10% increase** in racial and ethnic diversity on the senior-executive team, earnings before interest and taxes (EBIT) **rise 0.8%** in United States.
- ✓ Diverse companies are **70% more likely** to report that the firm captured a new market
- ✓ Diversity in senior leadership positions correlated with **lower levels** of perceived bias.

Recommendation 2

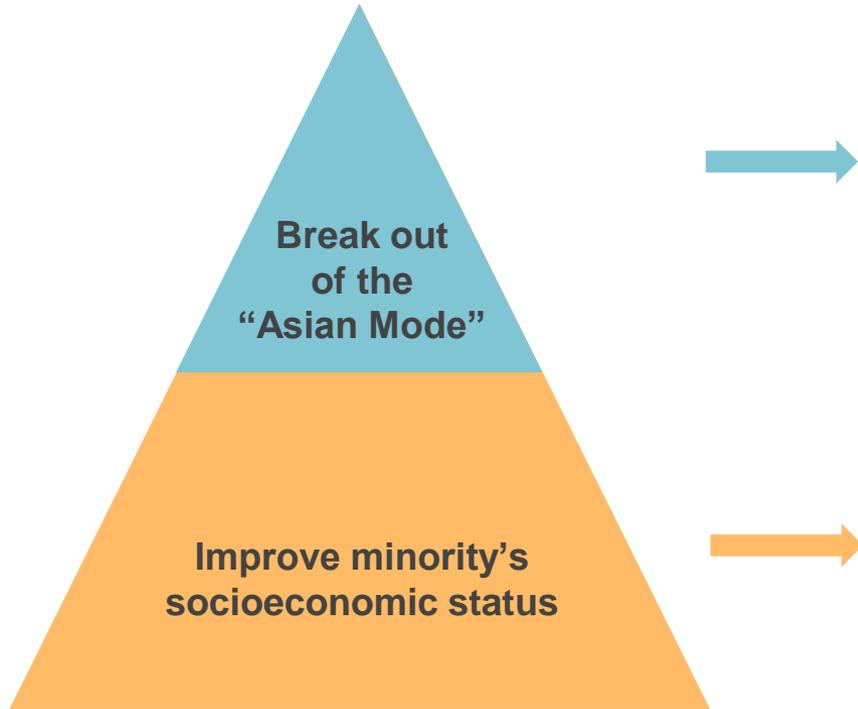
Asian American leaders can do more



- Encourage Asian American leaders to **participate in conferences and take leadership roles to break the stereotypes**
 - Set up **“Pay it Forward” system** between Asian American leaders and the younger generation by **mentoring and coaching**
-
- **Asian American role models can help:**
 - ✓ **Provide guidance** for effective career growth for entry-level to mid-level Asian Americans
 - ✓ **Build self-identity** for the junior Asian American community
 - ✓ **Create a new vision** for aspiring Asian Americans to become a leader

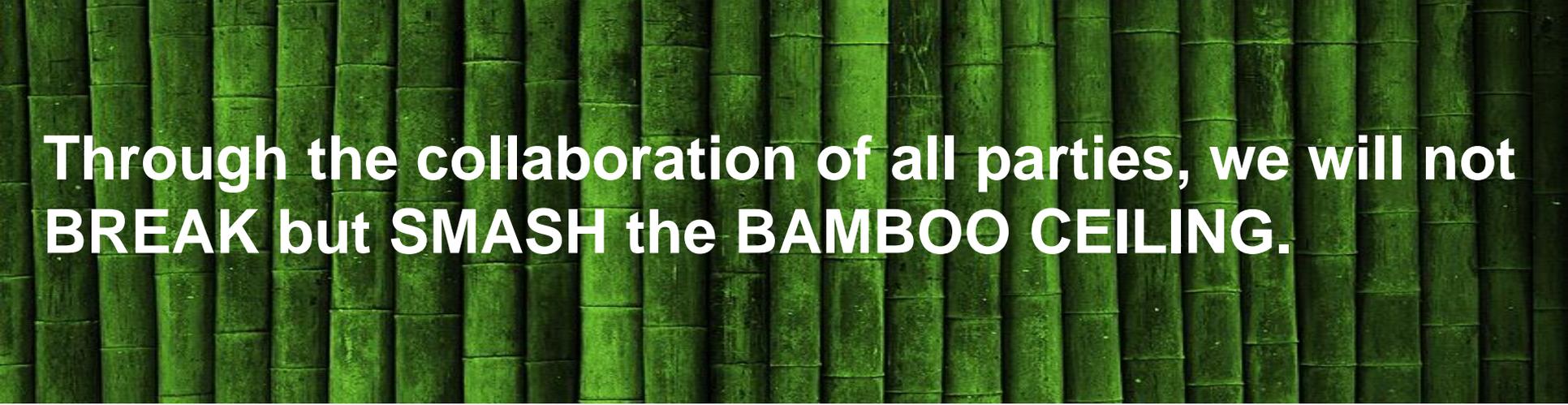
Recommendation 3

Individual Asian Americans should recognize and adapt



- Break the Asian American stereotype by **speaking up, offering ideas and influencing decisions**
- **Show initiative** by explicitly requesting leadership opportunities
- **Continuous learn** for self-improvement

- **Reject the label** of ‘Model Minority’
- Be involved in more political activities to **speak up for Asian American rights**
- **Partner with other minority communities** to create an unbiased workplace



**Through the collaboration of all parties, we will not
BREAK but SMASH the BAMBOO CEILING.**

Thanks!
Q&A