

Decoding the Myth of Model Minority: Challenges and Opportunities for Asian Pacific Americans in the Workplace

Top 10 challenges listed by APA employees

(by relative frequency):

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| <ol style="list-style-type: none"> 1. Lack of role models 2. Professional growth 3. Career development 4. Reaching senior level 5. Glass ceiling | <ol style="list-style-type: none"> 6. Cultural differences 7. Communication skills 8. Language barrier 9. Unconscious bias 10. Comfort zone |
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Top 5 criteria for APA employees when selecting an employer

(by relative frequency):

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| <ol style="list-style-type: none"> 1. Advancement opportunities 2. Career development 3. Work-life balance | <ol style="list-style-type: none"> 4. Company culture 5. Compensation benefits |
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96% of survey participants indicate that they care about their company's overall success, but only 79% agree or strongly agree that they would remain with their current company even if offered a comparable job.



27% of this year's participating companies have no APA presence in the C-Suite.



19% Female APAs are significantly less likely to occupy senior leadership roles than male participants 24%



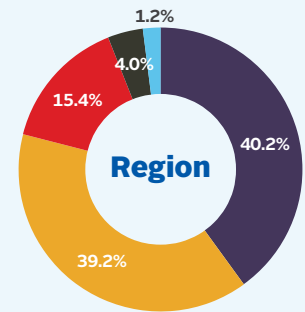
54% East Asian participants are far less likely to be on leadership track than South Asian participants 63%



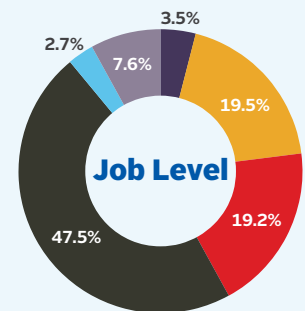
APA millennials report significantly higher workplace favorability than earlier generations.

Demographics:

- South Asian
- East Asian
- Southeast Asian
- Multiple Regions
- Pacific Islander



- Executive / Officer
- Mid-manager / Director
- First-level Manager
- Professional / Technical
- Administrative / Clerical
- Production-Hourly / Other



- Millennial (1982–2000)
- Gen X (1965–1981)
- Baby Boomer (1946–1964)
- Silent Generation (1928–1945)

