



# APA DRIVERS FOR DIVERSITY

CLASS OF 2022

OUTSTANDING APA ROLE MODELS  
IN THE WORKPLACE



# INTRODUCTION

The Asia Society is proud to present the first biennial 2022 APA Drivers for Diversity profiles report, celebrating, recognizing and sharing the individual accomplishments among ten outstanding members from the AAPI community within the workplace. Through this report, you will find out who is a member of the Class of 2022 and why. You will also learn which members have been selected to receive individual awards in several categories. And you will learn which company received the Asia Society's 2022 corporate citizenship award. The Class of 2022 and awardees were formally recognized at a special Awards ceremony hosted at the Asia Society here in New York on May 11th. The reason why this report is important, especially now, is that it provides a human narrative to how everyday AAPI professionals – regardless where they may sit in the organizational chart – are making impactful, powerful contributions in support of diversity, equity and inclusion.



APA Drivers for Diversity is a new concept for the Asia Society. In the growing wake of increased anti-Asian sentiment taking place here in NYC and across the country, we believe part of the solution to fight against these heart-breaking acts is to recognize and uplift our friends within the AAPI community who are a positive force for acceptance and inclusion within the workplace. This inspires us, and provides examples to be replicated by all.

This year's profiles report centers around ten remarkable people, professionals at different stages of growth and advancement. It is a truly diverse group, showing that no matter where you may sit within a company, you, too, can and have an important role to play to support the advancement of AAPI talent. Collectively, these role models stand out as people who are not only passionate, they are actively working towards making the workplace a more inclusive and respectful environment for everyone.

The APA Drivers for Diversity report would not be possible without the generous leadership from our independent judging panel: Ravi Aurora, SVP, Global Public Policy and Community Relations, Mastercard; Umran Beba, Chair of the Asia Society's Global Talent and Diversity Council and Partner, August Leadership; Jeff Lin, Co-Founder, ADMERASIA; and, Cherise Myers, Senior Manager, People Department, Organizational Design & Development, New York City Transit. I personally thank each of them for their time, expertise and willingness to help select the Class of 2022 and the awardees.

And I wish to also recognize and thank our corporate partners, for without their support this report would not be possible. I thank Marriott International, our Presenting Sponsor, and a diverse group of companies that came together to recognize the immeasurable contributions that continue to be made by the AAPI community in the workplace, including Bank of America, Bloomberg, DTCC, General Motors, Goldman Sachs, KPMG, Medtronic, Morgan Stanley, Prudential Financial, Schrödinger, Standard Chartered Bank, Tiffany & Co. and Värde Partners.



A tremendous effort has gone into launching APA Drivers for Diversity, and I would like to acknowledge and thank our Knowledge Partner, Dr. Juliane Blazeovski at Hypothesi, LLC, for administering the nominations process, aggregating the submissions and working closely with the judging panel to make sure reviews and decisions were fair and impartial. And I thank Lisa Grey from two shades of grey, for designing this beautiful and informative report. Finally, my sincere thanks go to the Asia Society team led by Chris Belisle, our Executive Director of Corporate Relations, for their highly professional and first-rate work overseeing this important project.

For over 60 years, the Asia Society has been a global leader working to build understanding and foster connections between Asia and the global community across arts and culture, business, education policy and technology. As we navigate shared futures, it's important that we raise and highlight our friends within the AAPI community who are doing their part to help build a more inclusive, just society. And we are forever grateful. Thank you.

**The Hon. Kevin Rudd AC**

President & CEO, Asia Society  
President, Asia Society Policy Institute  
26th Prime Minister of Australia



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## ABOUT ASIA SOCIETY

Founded in 1956 by John D. Rockefeller 3rd, Asia Society is a global nonpartisan, nonprofit organization that works to address a range of challenges facing Asia and the rest of the world. We have cultural centers and public buildings in Hong Kong, Houston and New York, and offices in Los Angeles, Manila, Melbourne, Mumbai, Paris, San Francisco, Seoul, Sydney, Tokyo, Washington, D.C. and Zurich. We navigate shared futures for Asia and the world across arts and culture, business, education, policy, sustainability, and technology. To learn more, go to [www.asiasociety.org](http://www.asiasociety.org).

## NAVIGATING SHARED FUTURES

Asia Society fosters insight, encourages engagement, elevates regional voices, informs and educates new audiences by addressing complex – and where necessary – contentious challenges, engages in creative problem-solving, and helps deliver real solutions for the benefit of all. As a global network of centers who share a common vision, we actively collaborate with our centers and partners across Asia and the world. Asia Society also provides its members an opportunity to become part of our global network to help shape a prosperous, sustainable, and secure future for us all.

## WHAT WE STAND FOR

Asia Society is dedicated to identifying future pathways for Asia and the world which enhance peace, prosperity, freedom, equality, and sustainability. We provide a platform for dialogue and encourage a diversity of views as we try to find the most effective ways forward. Mindful of cultural differences, we hold that each perspective should be heard with temperance and respect in order to enhance cross-cultural understanding. We will never shy away from the hard questions facing our world. We value collaboration with government and non-government institutions in forging common approaches to otherwise intractable problems. Ultimately, our values as a Society remain anchored in the principles of the United Nations Charter and the Universal Declaration of Human Rights – international covenants which have been accepted by all nations and governments across every region of the world.

## HOW WE GO ABOUT OUR WORK

Asia Society seeks to reflect these values in the way in which we go about our work. We celebrate creativity, competence, courage, and excellence in developing innovative responses to real-world challenges that deliver measurable impact. We encourage a positive, supportive, and respectful working environment which rewards civility, inclusivity, collegiality, and teamwork across all our disciplines. We expect adherence to the highest ethical standards from all our staff, including honesty, integrity, transparency, accountability, and prudence in the effective use of the precious resources we are given to do our work. We are committed to the principles of Diversity, Equity and Inclusion in all our work and across the workplace. We have zero tolerance for any form of discrimination. We are an independent organization which has no affiliation with any government. Asia Society takes no institutional position on individual policy challenges. The views expressed by our staff, fellows, experts, report authors, program speakers, artists, board members, and other affiliates are solely their own.

# ABOUT APA DRIVERS FOR DIVERSITY

## BACKGROUND

Asia Society's "APA Drivers for Diversity" is a fresh and new biennial initiative designed to recognize outstanding members of the Asian Pacific American (APA) community who serve as role models at their companies and have demonstrated a renowned commitment to supporting the attraction, retention and advancement of APA talent in the workplace. These amazing individuals – whether they be senior or middle management, entry-level professionals or Employee Resource Group (ERG) leaders – are recognized together in this profiles report sharing their individual contributions and impacts, and at an in-person networking reception and Awards ceremony the evening of Wednesday, May 11, 2022 in New York City at Asia Society.

The Awards ceremony coincides with Asian Pacific American Heritage Month and concludes Asia Society's 2022 Global Talent and Diversity Virtual Symposium which will take place earlier that day on May 11th. At the Awards ceremony, those selected for inclusion in this group will also be considered to receive individual awards in several categories celebrating and sharing their important roles to strengthen diversity, equity and inclusion on behalf of the APA community at their companies and as a contributor to the broader global business community.

## AWARD CATEGORIES

**Asia Society's 2022 Most Innovative APA Leader** / Individual Award

**Asia Society's 2022 Most Inspiring APA Leader** / Individual Award

**Asia Society's 2022 "APA Driver for Diversity" Award Recognizing Outstanding Overall Achievement Supporting APA Talent in the Workplace** / Individual Award

**Asia Society's 2022 Corporate Citizenship Award for Outstanding Best Practices in Support of the APA Community in the Workplace** / Corporate Award

## WHAT MAKES "APA DRIVERS FOR DIVERSITY" DIFFERENT

We are witnessing an increase in anti-Asian sentiment taking place across the U.S. This requires a responsibility for both the public and companies to come together to recognize and celebrate the immeasurable contributions made by APA professionals in the workplace who support diversity, equity and inclusion.

Asia Society continues, through the efforts of its Global Talent and Diversity Council, to raise visibility on the important role APA talent plays in the global workforce, and to explore best practices and innovative approaches to the attraction, retention and advancement of APA talent. This initiative supports that mission by bringing together the APA community and our allies to recognize the contributions by individuals who inspire others to make impactful contributions at their companies in an effort to build a more just and equitable society for all.

Unlike events that may limit nominees to be senior leadership at companies, candidates to be included with a class of "APA Drivers for Diversity" are open to any APA employee who has demonstrated a meaningful commitment through their actions to support the inclusion of the APA community at their respective company. Regardless of where one sits in the organizational chart, we can all make a difference!

# JUDGING PANEL AND PROCESS

## JUDGING PANEL

Special thanks go out to our judges who dedicated several hours of their time painstakingly reviewing the information submitted on behalf of the nominees as well as the best practices information submitted by companies participating in the corporate citizenship award segment.

**Ravi Aurora**

SVP, Global Public Policy and Community Relations,  
Mastercard

**Umran Beba**

Chair of Asia Society's Global Talent and Diversity  
Council and Partner, August Leadership

**Jeff Lin**

Co-Founder, ADMERASIA

**Cherise Myers**

Senior Manager, People Department, Organizational  
Design & Development, New York City Transit

## JUDGING PROCESS FOR THE INDIVIDUAL NOMINEES

The judging panel for the awards process consisted of the four diversity and inclusion experts (above) who were not affiliated with any of the companies who submitted a nominee. To preserve anonymity and fairness, judges evaluated the applications under blind review. Nomination forms included responses to the following four items:

- 1. Why are you nominating this individual?**
- 2. How has this individual gone above and beyond to support APA talent in the workplace?**
- 3. Please provide at least three specific examples that demonstrate your nominee's commitment to attracting, retaining or developing APA talent at your company.**
- 4. Describe a time your nominee was innovative in their approach to strengthening the role and efforts of APA talent at your company and what was the result.**

Judges were asked to rate each nominee using a rubric developed by a third party, Hypothesi Applied Research and Evaluation (Hypothesi LLC). The rubric included an assessment of categories such as "above and beyond" commitment, measurable impact, active/important role, and inspiring others. Hypothesi then aggregated the scores using a pre-determined scoring system and presented the results to the judging panel for final review. Judges utilized the scores to select the APA Drivers for Diversity Class of 2022 as well as designate a winner and an honorable mention for each of the individual award categories.

## JUDGING PROCESS FOR THE CORPORATE CITIZENSHIP AWARD

The same panel of judges used for the individual awards were asked to rate companies' submissions for best practices in the areas of Attracting APA Talent, Retaining APA Talent, and Supporting the Development of APA Talent. Once again, this was a blind review and utilized a rubric to score companies' responses in each of the best practice areas. The rubric included an assessment of categories such as whether the practices were comprehensive, strategic, innovative, and had a measurable impact. Hypothesi then aggregated the scores using a pre-determined scoring system and presented the results to the judging panel for final review. Judges utilized the scores to select the winner and honorable mention for Asia Society's 2022 Corporate Citizenship Award for Outstanding Best Practices in Support of the APA Community in the Workplace.

CONGRATULATIONS!

# ASIA SOCIETY'S APA DRIVERS FOR DIVERSITY CLASS OF 2022

Asia Society would like to recognize this stellar group of ten individuals who were nominated for their exceptional efforts to support APA talent in the workplace and selected by the judging panel for inclusion in the APA Drivers for Diversity Class of 2022.

P. SEAN GUPTA

MARTHA HA

ARCELYNN (ACE) LIPKA

NAVIN MAHAJAN

ANIL MATAI

SHAHELA RAHMAN

SANDRA SCHUBERT

KEN TANJI

GIAP (GAPPY) TJONG TJAN

VALERIE WONG FOUNTAIN



## P. SEAN GUPTA

### Senior Vice President, Streaming Strategy Paramount

Sean Gupta is the SVP of Streaming Strategy for the ViacomCBS Streaming Organization that includes Paramount+ and PlutoTV and an Adjunct Professor at Columbia Business School teaching “The Business of Television & Streaming.”

Prior to Paramount+, Sean was the SVP of Strategy & Business Operations at ViacomCBS’s owned BET Networks and a Board of Director of BET+ (BET’s OTT streaming service). He led network-wide strategy, business development and expansion initiatives for the network. In 2021 he also co-led the operations of BET’s digital division.

Sean co-led the executive team that conceived of, planned and launched the BET+ premium streaming service, which went live in September of 2019. He was also a member of the deal team that negotiated and structured the SVOD JV with Tyler Perry Studios.

Before BET, Gupta held executive positions at Time Warner Cable and was an investment banker at Deutsche Bank on Wall Street for 6.5 years.

Sean is an Emmy voter, was featured in a 2018 HBS case study, a BOD member of T-Howard and NAMIC (which champion diversity across the media industry), and a co-founder of Socks-For-Shelters. In 2020, Gupta was recognized by the industry publication, CableFax, as one of the Most Influential Multi-Ethnic Media Executives. He lives in NYC and holds a BA from The University of Chicago and an MBA from Columbia Business School.



NOMINEE



## MARTH HA

### Vice President, Chief Counsel, Corporate Governance and Cardiovascular Portfolio Medtronic

Martha is Vice President, Chief Counsel for Medtronic plc leading six practice areas including Securities, Corporate Governance and Finance, Aviation, Insurance, Sustainability, Mergers and Acquisitions, and the Cardiovascular Portfolio legal team. She is also Assistant Corporate Secretary for the company and the former Chief Privacy Officer of Medtronic. Martha is the chair of the Asian Impact at Medtronic (AIM) employee resource group and has served as a mentor, sponsor and leader for the Asian community at Medtronic and in the Twin Cities. She has participated in and helped develop numerous educational sessions, executive panels, listening sessions, Asian speaker series, and open-air dialogues. Under her leadership, Medtronic was a winner for the seventh consecutive year of the Asia Society's awards, this time winning in four categories and runner up in one additional category. Martha was a 2021 GIDE (Global Inclusion, Diversity and Equity) Award Recipient at Medtronic.



Before joining Medtronic, Martha was VP, Corporate Secretary and General Counsel – Corporate and International, at DaVita, Inc. in Denver, CO, a leading provider of kidney care and a provider of integrated patient care in the U.S. At DaVita, Martha led seven practice areas including International, Privacy, Mergers and Acquisition, and Commercial Contracting. Prior to joining DaVita, Martha held positions of increasing responsibility at Baxter International in Deerfield, IL, and was a partner in the corporate practice at Bell, Boyd and Lloyd in Chicago. Martha received her J.D. from Loyola University of Chicago, School of Law and her Bachelor of Science in Accountancy from University of Illinois, Champaign-Urbana. Martha is a member of the Illinois Bar and is a Certified Public Accountant.

Martha has been a proud resident of the State of Minnesota for 5 years and is not putting her snow blower away until June!

NOMINEE



## ARCELYNN (ACE) LIPKA

### Program Manager, Ultium Cell General Motors

Ace Lipka is current a Program Manager for Ultium Cells, GM's electric vehicle battery platform, and President of the GM Asian Connections (GMAC) Employee Resource Group (ERG). Ace has worked in a variety of supply chain roles in her eight years at GM and has served on the GMAC board in various capacities the past few years. During her time, she has expanded board and member participation by over 30%. Her focus on ensuring there is a match with passion and skill set development has helped board members build their leadership skills and led to promotions. She was also instrumental in working with the GMAC leadership advisory board over the last year, especially after the events in Atlanta in early 2021.

Ace has led numerous DEI listening/learning sessions to educate the broader team on the Asian community both within and outside the company. She was instrumental in getting many GMAC members engaged in the various DEI/mentoring activities within the community and has been recognized as a leader among peers. Her efforts as GMAC President were crucial in assisting GM senior leadership in selecting outside partners and creating the first ever Racial Equity Fellowship on Capitol Hill, along with getting GM to be one of the companies that signed on to the anti-Asian hate crimes bill.

Ace studied Business & Industrial Management at Kettering University and received an MBA from Oakland University.



NOMINEE



## NAVIN MAHAJAN

**Vice President and Treasurer  
Corporate Officer**

### **Chevron**

Navin K. Mahajan, 55, was appointed vice president and treasurer for Chevron Corporation in 2019 where he oversees the company's banking, financing, cash, insurance, pension investments, and credit activities. Navin serves as the Chair of Chevron's Asian Executive Association, which he co-founded in 2019 with the mission of enabling Asian leaders to reach their full potential in the company. He also serves as co-sponsor for Chevron's Asian Employee Network.



Previously Navin was vice president of finance for Chevron Downstream & Chemicals where he was responsible for the global finance activities across all areas of the organization. He served on the board of GSCaltex Corporation from 2017 - 2021. Navin was assistant treasurer, opco financing for Chevron Corporation from 2013 – 2017. In that role he was responsible for advising on internal and external financing and financial risk management. In 2010, Navin was appointed chief compliance officer for Chevron Corporation where he had operational responsibility for implementing the company's global compliance program.

From 2001 through 2010, Navin held various finance-head positions including in Downstream Latin America (Coral Gables), Upstream IndoAsia Business Unit (Jakarta), and Unocal Midstream & Trade (Houston). Before joining Unocal in 1996 as director finance, Navin was investment officer, Oil and Gas Division of the International Finance Corporation, the private-sector arm of the World Bank Group in Washington, DC. Navin earned a BA in economics from the University of Delhi, an MBA from the University of Rochester, and completed Harvard Business School's Program for Management Development.

**NOMINEE**



## ANIL MATAI

**Senior Vice President, Senior Human Resources Executive for Global Technology, Global Operations, Global Strategy & Enterprise Platforms, Staff Support, Site HR, Market HR, Global Human Resources Shared Services, and Global Life Event Services Executive Bank of America**



Anil Matai is the senior human resources executive at Bank of America for Technology, Operations, Global Strategy & Enterprise Platforms, and Enterprise Staff Support groups including the Chief Financial Officer group, the Chief Administrative Officer group, Global Risk Management, Legal, and Audit. He also leads HR support for the Site and Market HR teams. Additionally, Matai oversees the Life Event Services organization, which provides one-on-one expert guidance, counseling and personalized support to employees during certain life events. Matai's responsibilities include developing HR strategic plans and aligning HR capabilities to support business growth and performance objectives.

Matai joined Bank of America in 1996 and has provided 25 years of HR support for various lines of business and support functions. Most recently, he was the human resources executive for Global Wealth & Investment Management, Global Marketing & Corporate Affairs, and Global Card Services. In previous roles, he provided HR support for the Financial Centers, Consumer Real Estate, and e-Commerce.

Matai has a deep background in large scale acquisitions, and is regarded as an expert in HR transformation, including organizational design and talent selection, cultural integrations, functional HR processes and platform integrations and large scale cost efficiencies. He has led many acquisitions during his career at Bank of America, including the 2009 Merrill Lynch acquisition. He also served as human resources acquisition executive for the FleetBoston and LaSalle acquisition, the Boatmen's bank acquisition, and the merger of NationsBank and legacy Bank of America. Matai serves on the Board for FreeNavin earned a BA in economics from the University of Delhi, an MBA from the University of Rochester, and completed Harvard Business School's Program for Management Development.

**NOMINEE**



## SHAHELA RAHMAN

**Director - IT Technology  
Account Manager**

**Credit Suisse Services (USA) LLC**

Shahela Rahman is a Director at Credit Suisse in the Chief Technology & Operations Officer division based in New York. She is the Global Head and Technology Account Manager for Corporate Functions IT. This group influences and steers the consumption of Group CIO Infrastructure Services towards the optimal balance between business needs, stability, risk and cost.

Shahela joined Credit Suisse in 1996 and has 25 years of experience in a number of management positions in Information Technology including Compute and Database support, Core Infrastructure support, and Application Support. Shahela earned a BS in Electrical Engineering from New York University Tandon School of Engineering in 1997.

In 2010, Shahela founded the Asian Professionals Network (APN) by sharing the unique needs for Asian staff in IT. A few years later, APN was expanded Americas wide, making it an employee network open to all Credit Suisse employees in the Americas. Shahela created the mission and vision for the networks and set up the APN Executive Advisory Board. She has served as the COO for both the IT Asian Network and APN for 12 years and is recognized as an exemplary contributor with a demonstrated pattern of service, thought leadership, and passion. Shahela also works with Credit Suisse Branding & Marketing on Diversity and Inclusion and Equality topics and is an integral player in executing the bank-aligned mission of attracting, developing and retaining talent.



**NOMINEE**



## SANDRA SCHUBERT

**Managing Director**

**Goldman Sachs**

Sandra is a Private Wealth Advisor in the Consumer and Investment Management Division, where she leads a team responsible for advising ultra-high net worth families, endowments and foundations. She is a member of the firm's Advisors Council, a select group that represents the top 20% of advisors based on productivity and growth. Sandra joined GS in 1999 after receiving her MBA from the Wharton School of Business at the University of Pennsylvania. Prior, Sandra was a media and telecom strategy consultant at PricewaterhouseCoopers in New York, and spent several years in Asia and France, heading the ELLE brand for Hachette Filipacchi in Korea. Sandra received her undergraduate degree from Middlebury College and is a graduate of Stuyvesant High School. She serves the communities where she lives and works as the Co-Chair and Founder of the GS AMD/CWM Asian Professionals Network, Trustee and past Investment Committee Chair of the Brooklyn Public Library, and a Trustee of the Korea Finance Society.



**NOMINEE**



## KEN TANJI

### Executive Vice President & Chief Financial Officer

#### Prudential Financial

Ken Tanji is executive vice president and chief financial officer of Prudential Financial, Inc. He was appointed in December 2018 and oversees global financial management matters, including financial reporting, investor relations, treasury, tax, and corporate development.

Prior to this position, Tanji was senior vice president and treasurer at Prudential Financial, Inc., where he was responsible for management of the company's capital, liquidity, borrowing, and cash management.

Prior to taking on the treasurer role in 2013, Tanji served as chief financial officer of Prudential's International businesses. In this position, he was responsible for the financial and actuarial management of Prudential's International Insurance and Investment businesses operating in ten countries in Asia, South America, and Europe.

Previously, Tanji was senior financial officer of Prudential Annuities, responsible for its financial reporting, planning, analysis, and capital management functions. In addition, he was Prudential's business representative for its retail brokerage joint venture with Wachovia Securities from 2003 through 2009.

Tanji also served as vice president of Finance for Prudential's asset management business and held various positions with Prudential Securities' Private Client and Debt Capital Markets Groups. Tanji joined Prudential in 1988 with the group insurance and healthcare operation in Minneapolis.

He holds a bachelor's degree in economics from Yale University, an MBA in finance from the University of Minnesota, and is a Chartered Financial Analyst.

Tanji serves as Trustee and Treasurer for the New Jersey Institute for Social Justice. He also has been named Trustee Emeriti for the Winston School of Short Hills.



NOMINEE



## GIAP (GAPPY) TJONG TJAN

### Managing Director, Financial Markets Standard Chartered Bank

Giap Tjong Tjan (Gappy) has over 30 years of banking experience. He has been an FM salesperson at Standard Chartered Bank for the past 18 years. During his time at the Bank, Gappy has worked closely with the Fortune 500 companies in managing FX, Interest Rates, and Commodity exposures. Prior to Standard Chartered, Gappy was an FX/IRD trader with Deutsche Bank UK and NY for six years. Gappy has a B.A. in Economics from Clark University and a M.B.A. in Accounting and Finance from Pace University. He is fluent in Bahasa Indonesia and German.



Gappy has moved from being a salesperson, to a senior Managing Director, and throughout that time, he has demonstrated his desire to lead from the front, to lead by example, to help all, and act as a role model and mentor to the APA community. He takes a leading role in attracting, supporting, and nourishing Asian Pacific American talent at Standard Chartered Bank. Gappy's mentoring strategies are personal and hands-on, and help new APA recruits feel at home and get the support they need to succeed in their new roles. His commitment to mentoring talent in the US and around the world has been a critical part of the bank's success.

NOMINEE



## VALERIE WONG FOUNTAIN

**Managing Director, Head of Family Office Resources Platform and Partner Management**

**Morgan Stanley**

Valerie Wong Fountain is a Managing Director and Head of Morgan Stanley Family Office Resources Platform and Partner Management. She has responsibility for both the Trust Services and Lifestyle Advisory platforms, in addition to overseeing Signature Access, which provides consultative services to clients who maintain or are considering a family office and also offers an extensive range of specialized resources to meet the unique needs of ultra-high net worth families.



Valerie has spent her career at the Firm, serving previously as Co-Head of Private Capital Markets, and Chief of Staff to James Gorman. She started her career in the Institutional Equity Division, where she traded a range of Delta One products including Exchange-Traded Products, Index and Custom Basket Total Return Equity Swaps, Futures, and Program Baskets.

Valerie is an active participant in her community and through the Firm's engagement outlets. She serves on the First Tee of Metropolitan New York Executive Committee and Board of Directors and the Penn Golf Alumni Board. She is a volunteer with the Association of Asian American Investment Managers and recently spearheaded the launch of the AAAIM Family Office Network.

Within Morgan Stanley, she is on the Board of the Morgan Stanley Foundation, co-founded the Executive Women's and Girls' Golf & Fore Mentoring Program over half a decade ago, and co-founded the Family Office Resources Women's and Multicultural Networking groups. She is also a member of the Advisory Committee for the Firm's Multicultural Client Strategy committee and recently completed a two-year term as Morgan Stanley's Corporate Leader for the Council on Foreign Relations.

Valerie has been recognized by Gold House, the Asian American Business Development Center and the National Association of Asian American Professionals.

Valerie earned a Bachelor of Science in Economics from the Wharton School at the University of Pennsylvania, graduating summa cum laude, and is a competitive amateur golfer.

**NOMINEE**





2022 APA DRIVERS  
FOR DIVERSITY AWARDS

## INDIVIDUAL AWARDS AND HONORABLE MENTIONS

**Most Innovative APA Leader Award**

AWARD WINNER  
**P. SEAN GUPTA**

HONORABLE MENTION  
**MARTHA HA**

**Most Inspiring APA Leader Award**

AWARD WINNER  
**SHAHELA RAHMAN**

HONORABLE MENTION  
**P. SEAN GUPTA**

**Outstanding  
Overall Achievement  
Supporting APA Talent  
in the Workplace Award**

AWARD WINNER  
**P. SEAN GUPTA**

HONORABLE MENTION  
**MARTHA HA**

2022 APA DRIVERS  
FOR DIVERSITY AWARDS

# SPOTLIGHT ON OUR AWARD WINNERS



# P. SEAN GUPTA



## AWARDS

### HONORABLE MENTION

Most Inspiring APA Leader

### WINNER

Most Innovative APA Leader

### WINNER

Outstanding Overall Achievement for Supporting APA Talent in the Workplace

Paramount nominated P. Sean Gupta for Asia Society's 2022 "APA Driver for Diversity" Award because of his excellence, integrity, and dedication to supporting the APA community and for creating opportunities for all minorities within and outside Paramount (aka ViacomCBS). Highlights of Sean's accomplishments, extracted from the nomination form, are presented below:

Sean is the second most senior leader of color within the streaming organization at Paramount. He is a highly visible APA leader and has been a champion of APA rights, causes, and professional support at all levels of the organization over the past 7 years. Sean serves as the Executive Champion for the Asian American & Pacific Islander Media Professionals (AMP) group at Paramount. This role is viewed as a "super mentor," in which a senior executive serves as an advisor and works across the enterprise to champion the work of the group. Sean encourages employees within Paramount to join AMP and to take advantage of their broader professional APA networks. He has mentored many young APA employees, across BET, VIMN, Nickelodeon, and more and encourages them to advocate for their positions in the workplace. He constantly connects APA talent to mentors internally, and he frequently promotes their applications for internal positions. Sean specifically works with HR to ensure that APA and other minority candidates make it to the final rounds of interviews for all open roles, and he pushes his team and HR to find innovative ways to increase the pool of diverse candidates.

Sean supports APA talent across the industry through his leadership with T-Howard, NAMIC (National Association for Multi-Ethnicity in Communications), the Asian American Script Lab, Columbia University and AMP. Sean sits on the board of NAMIC and greatly leans in at the local level. Through NAMIC, Sean has worked on and launched a variety of initiatives to benefit APA talent and attract them to work at Paramount, such as career advising and speed networking. He also serves as a board member and Treasurer of the T-Howard Organization, which is dedicated to increasing diversity in the media industry.

*continued*



Sean sits on the board of the Asian American Script Lab, a non-profit dedicated to developing scripts with Asian Americans leading characters. He assisted the Asian American Script Lab in producing a PSA video to combat Asian Hate.

Sean was an active participant in the #proudtobe Paramount series, a Paramount video series during Asian American & Pacific Islander Heritage Month. Sean spoke about APA employees feeling empowered in the face of adversity: “Our company has been using our platform to make public statements with very strong and very specific language that condemns the recent hate and violence against the AAPI community... it’s been remarkably powerful in helping to create a sense of belonging not just for the AAPI community internally but also externally.” Sean is also an “intrapreneur,” launching a successful streaming service, BET+, which tapped into a diverse market and proved that the company could reach diverse voices. He has inspired others to follow in his footsteps and to create a more diverse organization.

The most unique and proactive way that Sean has been committed to attracting, retaining, and developing APA talent is through his quarterly APA media dinners that he began in 2019. Every quarter he hosts a dinner at the office for upcoming APA talent (writers, actors, comedians, etc.) to meet with senior APA media executives. The goal of these dinners is to help bring APA talent into the company and to help them better understand the industry dynamics. Executive guests at these dinners have included Reena Mehta, HBOMax, and Mala Chapple, MTV, who have spoken to the guests about the inner workings of a media company and APA representation. After the dinners, Sean then individually works with the talent to help them within the Paramount ecosystem (e.g. staff writing jobs, feature film sales, acting jobs). Sean understands that it is important for APA talent to meet people within Paramount, outside of Paramount, at senior levels, junior levels, and on the creative side. The connections that have been made through Sean have helped people to join Paramount, move jobs, sell film scripts, get agents, get new jobs, and get promotions.



# SHAHELA RAHMAN



## AWARDS

### WINNER

#### Most Inspiring APA Leader

Credit Suisse Americas nominated Shahela Rahman for Asia Society's 2022 "APA Driver for Diversity" Award because of her sustained engagement and advancement of the D&I and wider strategy through her active leadership in the company's Asian Professionals Network (APN). Highlights of Shahela's accomplishments, extracted from the nomination form, are presented below:

In 2010, Shahela founded the APN by sharing the unique needs for Asian staff in IT. After a 5-year successful run in IT, Shahela spearheaded the move to expand the APN Americas wide, making it an employee network open to all employees at Credit Suisse Americas to create a bigger impact on the APA talent. She worked with the IT leads to rebrand the network, run membership drives and brought in leaders from all divisions. Shahela has been the COO for both the IT Asian Network and APN for 12 years, and is recognized as an exemplary contributor with a demonstrated pattern of service, thought leadership, and passion. Shahela also created the APN Executive Advisory Board, comprised of senior leaders who are passionate about advancing the mission of APN and provides strategic guidance to the network and advises on how APN can help grow CS businesses.

She is an integral player in executing the APN and the bank-aligned mission of attracting, developing and retaining talent. The network has continued to flourish because of Shahela's dedication and commitment. Her combined efforts contributed to elevating Credit Suisse's profile as an employer and business of choice. Shahela recently relaunched Credit Suisse's mentoring program, reshaping the program to utilize Mentoring Circles with two mentors matched with 5-7 mentees (22 Circles, 153 participants). Looking for opportunities to partner and bridge connections with the other employee networks, Shahela reached out to the Black and Hispanic Professional Networks to see if they were interested in participating in the Mentoring Circles and included their members in planning and execution. The APN/BPN/LPN Mentorship Program has options for people to join across networks with monthly topics including Equality in the Workplace, Promotion and Platform, Relationship Building and Role Models. Shahela also worked on a Tea Chat series with Senior Management, which focused on Talent Management and Career Stories. Shahela led the first Tea Chat with a senior APA Leader in IT, which laid the important groundwork for the series to be adopted and repeated with other senior leaders across the bank.

*continued*



In 2020-21, the APN took a leading role in shaping the bank's response to the rise in anti-Asian violence and hatred. Shahela was instrumental to the execution of events during Asian American and Pacific Islander Heritage Month, which amplified Asian perspectives, educated colleagues on the history of the Asian community in the US, and invited Daniel Dae Kim to participate in a thought-provoking conversation, United Against Asian Hate. Additionally, APN was vocal about the need for social and racial justice and demonstrated active allyship by standing with other networks. In response to the horrific events in Atlanta and the rise in anti-Asian hate since the start of the pandemic, Shahela and the APN Leadership team helped with the communications sent to all US employees showing solidarity with the victims with all the Americas Employee Networks standing united. Employees had many events where they could speak up, volunteer and support themselves and each other. For example, during this time Shahela led the Event "How the 'Model Minority' Myth Affects Asian Americans", Asian American stereotypes with Professor Diana Pan, and ensured anti-bias training included examples of implicit bias towards Asians. In 2022, APN is focusing on mental health issues that APA employees might face, providing events and support in partnership with Mount Sinai.

Shahela is also very innovative in strengthening the efforts and impact of APN members in the community. For example, there are many local non-profits and small businesses suffering due to the pandemic or affected by racism. Relying solely on sweat equity, APN members volunteered for events and submitted requests for grants for non-profits. SAYA, Apex for Youth, Matriculate, Queens Community House, Henry Street, AAFE are some of the non-profit organizations that have benefitted from the APN's efforts. Together these initiatives included Career Days, Mock Interviews, Resume Reviews, Mentoring, Senior Engagement – with funding achieved collectively of over \$100k.



# MARTHA HA

# Medtronic

Further, Together

## AWARDS

### HONORABLE MENTION

Most Innovative APA Leader

### HONORABLE MENTION

Outstanding Overall Achievement for Supporting APA Talent in the Workplace

Medtronic nominated Martha Ha for Asia Society's 2022 "APA Driver for Diversity" Award because of her commitment to AAPI colleagues and community and the impact on D & I metrics through her efforts involving the Asian Impact at Medtronic (AIM) employee resource group and beyond. Highlights of Martha's accomplishments, extracted from the nomination form, are presented below:

As a senior leader within the legal function and the Network Chair of the AIM employee resource group, Martha has served as a fearless voice for the Asian American and Pacific Islanders (AAPI) community and an accountable role model. She has effectively partnered with top leaders and key stakeholders to courageously lead a swift Medtronic response to anti-Asian racism and violence, reinforcing our commitment to racial equity and social justice. For example, Martha helped to lead several outreach and allyship events across the company, including listening sessions with our CEO and CDO, development of leader resource guides and activating externally with other Asian executives across the Twin Cities in support of AAPI employees. She has actively encouraged senior leaders to lean in, while engaging and empowering employees to support and celebrate the strong and vibrant global AAPI community. With both a global pandemic and civil unrest, Martha stepped in to ensure AAPI community members had a voice and were supported. Her transparent leadership style and courage to express her own vulnerability served as an inspiration to countless other employees who may have felt especially vulnerable during this emotional time.

With goals to advance recruitment and development and foster a sense of belonging among AAPI and other diverse employees, Martha led the AIM network in developing comprehensive, strategic, enterprise-wide talent development and sponsorship programs. Examples include:

- The AIM LIFT (Leadership Inclusion Through Sponsorship) program, which empowers high potential employees from diverse communities and features active sponsorship by senior executives, development through critical experiences and strategic project execution. In 2020, 44% of LIFT graduates received a promotion.

*continued*



- The AIM LEAP (Leadership Empowerment for Asian Female Professionals) program, which is a targeted 12-month development program designed to help accelerate more Asian female employees into leadership roles, incorporating coaching circles and 1-1 mentorship led by senior Asian Women. The current LEAP cohort is comprised of more than 40 mid-level Asian female leaders. Martha personally led an inaugural LEAP cohort.
- Collaboration with the Medtronic Women's Network (MWN) to strategically leverage the intersection of gender and ethnicity to elevate Asian females across Medtronic. Initiatives resulting from the AIM-MWN partnership include Lean-In peer mentoring Circles for APA women and contributions of senior Asian female executives in various MWN events and forums. In FY20, Medtronic had 10 lean-in circles with over 120 participants.
- The Medtronic Efficacy program, which is a professional development program that is facilitated by Korn Ferry and features distinct cohorts based on diversity dimensions including an APA cohort. Program content is designed to help APA employees understand how their cultural experiences impact their leadership style and how to leverage their strengths to reach their aspirations. In the past eight years, more than 220 APAs have attended a Medtronic Efficacy course.

Martha's commitment to AAPI talent transcends not only in her sponsorship of AAPI development programs but also her personal commitment and active participation by mentoring and providing counsel to more than 20 AAPI Medtronic employees. Thanks to Martha's bold actions and ability to foster a sense of belonging, Medtronic has significantly increased representation internally. During her AIM leadership tenure, Medtronic added nearly 600 new hires of Asian descent and grew AIM membership by more than 30 percent. Medtronic has also increased its manager+ Asian descent representation to 12.6% as of June 2021 (up 1.0 point year over year).

Under Martha's leadership, the AIM network united leadership and employees across the enterprise to execute the strategy to help to attract, retain and look for increased leadership roles for APA talent. This included championing current initiatives — and developing new outreach and development activities — that drive for social justice and equity, empower employees of Asian descent to have a voice, and engage externally to inspire meaningful action. Ultimately, these efforts accelerated Medtronic's recognition for being a great place to work for ALL people.



# BEST PRACTICES FOR RECRUITING, RETAINING AND DEVELOPING APA TALENT

In addition to nominating an individual for the APA Drivers for Diversity Awards, companies had the option to participate in a corporate award competition, by submitting a description of their best practices related to recruiting, retaining and developing APA talent. A number of common themes emerged through an analysis of the content submitted across the corporate participants, summarized below:

## RECRUITING APA TALENT

### Targeted College Recruitment

- Recruitment/Hiring from colleges that have high percentages of Asian student populations and other underrepresented groups
- Early identification of high performing APA undergraduate students and involvement in summer internships, mentoring, and fellowships while still enrolled in undergraduate programs
- Recruitment through APA-focused (academic) organizations and conferences such as the Society of Asian Scientists & Engineers (SASE), APIA Scholars

### Community Outreach and Activism

- Supporting organizations that champion APA interests such as Asian Americans Advancing Justice (AAJC) and National Association of Asian American Professionals (NAAP), and APA Chamber of Commerce
- Partnership with employment programs such as Return to Work
- Visibility as an active supporter of racial equality and social justice, including community investments, advocacy and volunteerism
- Sponsoring and participation in cultural events

### Diversity-focused branding

- Career website highlighting workplace diversity
- Advertising with APA / diversity focus

### Training

- Unconscious Bias training for those involved in recruitment, hiring and performance evaluations

### Employee-driven Outreach

- Employee referrals and networking
- APA employee resource groups as recruiting source
- Bring your high-school student to work events

## RETAINING APA TALENT

### Fostering Community and Support for APA Employees

- APA employee resource groups provide support, networking, and sense of belonging



- C-suite executive sponsors of ERGs
- Asian Leadership Networks activities (e.g., host panel discussions, webinars, training series)
- DE&I Newsletters to highlight APA perspectives and success spotlights
- Internal support to address APA-specific issues (e.g., increase in anti-Asian sentiment due to pandemic)

### **Company Culture & Policies**

- Diversity policies fostering inclusiveness and respect
- Visibility of APA leadership
- Diversity-related training for employees
- Inclusive Leaders training to equip leaders with tools to create a more inclusive workplace
- Company accountability for meeting diversity goals and an open and transparent selection process
- HR tracking of APA-specific hiring, promotion and attrition across business areas
- ERGs viewed as important contributors to business strategy

### **Targeted Professional Growth Opportunities**

- Seen as a critical factor in supporting retention (see section below)

## **PROMOTING THE DEVELOPMENT OF APA TALENT**

### **APA-focused leadership training**

- Mentoring and Sponsorship of APA employees to increase visibility and engagement opportunities for diverse talent
- Workshops on topics specifically designed to help APA employees navigate their careers (e.g., interview preparation, performance reviews, living and working in US as an immigrant)
- Identification of high-performing APA employees for executive leadership training such as ASCEND seminar (focused on navigating corporate culture, exercising power and influence, personal branding, managing risk and building relationships)

### **Non-APA specific development programs**

- Support for employees' participation at external conferences, diversity summits and leadership programs
- Development and rotational programs for early and mid-career employees
- Multicultural leadership programs

### **ERG-based employee advancement support**

- APA employees help each other meet professional goals informally through networking and sharing insights and resources
- ERG-initiated training events, keynote speakers



ASIA SOCIETY'S 2022  
CORPORATE CITIZENSHIP AWARD

**OUTSTANDING  
BEST PRACTICES  
IN SUPPORT OF THE  
APA COMMUNITY IN  
THE WORKPLACE**



# WINNER

# BANK OF AMERICA

This year's Corporate Citizenship Award was earned by Bank of America, based upon a blind review by our judging panel, for outstanding best practices in the areas of attracting, retaining and developing APA talent. Below, we share some of the best practices as described by Allen Chen, Bank of America's Senior Vice President, D & I Executive.

## Recruitment

Starting with early identification programs, Bank of America connects first- and second-year college students to opportunities across the company to equip them with the knowledge and skills to meet their full potential. The campus programs also pair thousands of interns with leaders across the company to make an impact from the start. These initiatives are fueling a pipeline of diverse talent to the company. Bank of America hires from more than 350 universities around the world to fill internship and full-time positions. 54% of campus hires are people of color.

## Supporting the APA Community in and out of the Workplace

Community Commitment - The bank has committed \$1.25 billion over five years to further accelerate work already underway to address racial equality and opportunity through direct actions, investments and work to catalyze similar efforts across the private sector. Examples of this commitment include:

- Grant to the Asian Americans Advancing Justice (AAJC) organization to advance the nonprofit's work to promote civil rights, bystander intervention, in-language advocacy, social services assistance and legal support.
- The addition of Connie Chung Joe, chief executive officer of AAJC – Los Angeles, to serve as a member of bank's National Community Advisory Council (NCAC). Members of the NCAC engage with leaders on bank's business policies, practices and products in support of employees, clients and local communities.
- Bank of America partners with Asian non-profit organizations, including Asia Society and the National Association of Asian American Professionals (NAAAP). The bank is in its 10th consecutive year in partnership with NAAAP and teammates have contributed over 30,000 volunteer hours over the past eight years.

Asian Employee Resource Group - Bank of America's best in class employee resource groups have continued to attract talent and the bank's Asian focused group, Asian Leadership Network (ALN), is one of the bank's longest standing ERGs. For over 20 years, ALN has been providing opportunities for teammates to grow holistically, learn from common values, and help each other meet personal and professional goals. Since 2019, ALN has grown more than 13% with 21 chapters and more than 12,000 members. Throughout the year, ALN chapters across the enterprise share their rich culture and customs by hosting celebrations, panel discussions and webinars. The timing typically coincides



with Lunar New Year, Dragon Boat Festival, Diwali, Eid al-Fitr and Asian Pacific American Heritage month. The impact of ALN continues to grow with 140 events in 2021 attended by over 28,000 employees, which is a 64% increase in attendance compared to 2020.

## Retention & Development

The bank offers a variety of development programs designed for the company's diverse talent across the organization, not only to retain, but also to drive the success of diverse leaders. The Diverse Leader Sponsorship Program (DLSP) pairs diverse rising talent with senior leader sponsors to increase the visibility and representation of diverse talent. The program includes development sessions, executive sponsorship and engagement opportunities.

Supporting the development of APA talent has also been a strong interest of the bank's employees, including being a top topic of interest when surveying ALN members. As a result, ALN has partnered with the Asian Advisory Council (AAC) to craft and execute the ALN Professional Development Series.

- The series includes a full annual curriculum based on top topics suggested by the 12,000+ ALN members. This curriculum includes:
  - Specifically designed learning pathway in the bank's formal learning system. This pathway includes pre-work, post-work, and replays of keynote sessions
  - Each session is supported by members of the AAC who are the most senior Asian leaders at the company
- To date, over 6,200 employees have attended sessions. Attendees have had a 93% satisfaction rate, 95% likely to attend future events, and 97% speaker satisfaction rate.
- In addition, Bank of America has partnered with many notable external keynote speakers and experts, including Jane Hyun author of *Breaking the Bamboo Ceiling*, to speak and engage with the bank's leaders.

These efforts, in addition to many others, have continued to attract, retain and develop APA talent across the organization. The bank has continued to see positive growth, at all levels, in representation of Asian teammates. Currently, Asians account for more than 13% of the bank's US workforce, more than double the most recent 2020 Census data. This includes 10% of senior leaders and 13% of the bank's managers. In addition, two of the company's management committee members are Asian and report directly to the CEO.



# HONORABLE MENTION



Chevron earned Honorable Mention for Asia Society's Corporate Citizenship Award. Below, we share a brief selection of the company's best practices related to attracting, retaining and developing APA talent.

## Recruitment

- Chevron emphasizes the hiring of underrepresented STEM students, with a strong recruiting presence in more than 80 colleges across the nation, 12 of which are in the top 40 colleges with either high Asian student enrollment populations or top percentage Asian student populations.
- Potential candidates can browse through Chevron's career website which reflects our focus on a diverse with Diversity and Inclusion as a top destination under the "Life at Chevron" menu.
- Prior to all hiring selection and ranking sessions, Chevron managers and supervisors complete Unconscious Bias training.

## Retention

- Human Resources and the Diversity, Ombuds and Inclusion (DIO) function closely monitor attrition rates among Chevron's employees. Asian employees in the U.S. had a voluntary attrition rate of 3.5% compared with an overall Chevron attrition rate of 4.1% in 2020. DIO tracks other reasons for voluntary employee attrition in order to identify opportunities for improvement.
- For more than 20 years, Chevron's 12 employee networks and close to 20,000 members, have served as powerful enablers of inclusion for the company. This includes more 4,600 members of the Asian and the Filipino employee networks, who focus on sharing their cultures with others, and also enhancing employee potential to become future leaders, regardless of title.
- In 2018, Chevron's CEO cofounded the Chairman's Inclusion Council where the executive team meets 2-3 times a year with the 12 ERG presidents to discuss challenges and value that ERGs bring. Today many c-suite executives serve as sponsors of an ERG, providing guidance and advocating their goals.

## Development

- Chevron supports Asian employees' attendance and participation at conferences, diversity summits, leadership development programs and tailored partnership programs with Asia-focused non-profits. Examples include Ascend National Conference, CAAEN National Conference and Leadership Development Program, the NAAAP national conference, Ascend EIS workshops, Ascend leadership development events, and SASE conferences.
- Chevron's flagship program for advancing and developing its Asian talent is the Stanford-Chevron Asian Leadership Program. Recognizing the unique challenges faced by professionals of Asian heritage during their career, Chevron worked with experts from Stanford University's Advanced Leadership Program to design a customized leadership development program. Every year, senior management identifies high potential Asian employees for participation in the week-long workshop.



# GLOBAL TALENT AND DIVERSITY COUNCIL

The Global Talent and Diversity Council is a corporate members-driven working group that meets throughout the year to raise visibility of the importance of nurturing Asian talent and diversity in the business community. It also acts as a go-to business resource to expose cutting-edge, innovative and applicable best practices and trends that achieve real, measurable outcomes in attracting, retaining and advancing Asian talent across the business landscape. It also advises Asia Society and external stakeholders how they can best leverage their respective roles within the public arena as an advocate for inclusive Asian talent and diversity in the business community. *Current representatives as of April 2022:*

## CHAIR

### Umran Beba

Chair  
Partner  
August Leadership

## MEMBERS

### Amanda Baum

Vice President of Diversity  
and Inclusion  
Goldman Sachs

### Allen Chen

Senior Vice President,  
D&I Executive  
Bank of America

### Jyoti Chopra\*

Senior Vice President,  
Chief Diversity and  
Sustainability Officer  
MGM Resorts International

### 代丹 Dan Dai

Executive Director, Head of  
Financial Institutions Depart-  
ment, New York Branch  
Industrial & Commercial Bank  
of China Ltd. (ICBC)

### Apoorva Gandhi\*

Senior Vice President,  
Multicultural Affairs,  
Social Impact and  
Business Councils  
Marriott International

### Romita Grover

Senior Director, Diversity,  
Inclusion & Belonging  
Capital One

### Sengdara Grue

IT Director  
Medtronic

### Lucy Harriott

Regional HR Business Partner,  
Americas  
Standard Chartered Bank

### Erika Kingetsu

Managing Director  
Morgan Stanley

### Adrian Kwok

Associate Partner  
McKinsey & Co.

### Sana A. Manjeshwar, JD, SPHR, COOP

Global Principal Ombuds  
Manager  
Chevron

### Arindam Mukhopadhyay

Global Head, GBS Strategy &  
Reengineering  
Citi

### Neela Pal

Head of External Engagement  
Strategy, Diversity and  
Inclusion  
Goldman Sachs

### Cynthia Reese

Director External Partnerships  
& Community IDE  
Medtronic

### Ronald Reeves

Head of Diversity and  
Inclusion  
U.S. AIG

### Vikas Shah

Commercial Manager,  
Chevron Pipeline & Power  
Chevron

### Marie Suesse

Managing Director and U.S  
Head of Human Resource  
Värde Partners

### Abhishek Tiwary

Executive Director - Diversity,  
Equity & Inclusion  
KPMG

### Jason Williams

Senior Vice President, Global  
Inclusion Strategy, Office of  
Global Inclusion  
Paramount

### Julie Xiong

Global Diversity Business  
Manager  
General Motors

### Vivian Young

Head of Asian and Pacific  
Islander Affairs  
J.P. Morgan

### Linda Zhang

National Channel Leader -  
International Corridors  
KPMG

### Mu Zhang

Deputy General Manager  
China Merchants Bank -  
New York

### Winona Zhao

Partner, Transaction and  
Strategy  
EY Advisors

## ADVISORS

### Subha Barry\*

Chief Executive Officer  
Seramount

\*Indicates Former Co-Chair of the Council.

# ASIA SOCIETY'S APA DRIVERS FOR DIVERSITY

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Marriott International's commitment to diversity, equity and inclusion is a business imperative that has proven to be even more relevant in the most challenging times. It inspires a culture of engaged associates who live our core values and take care of our communities, our guests and each other."

—Tony Capuano, Chief Executive Officer, Marriott International, Inc.



To learn more about Asia Society's diversity and inclusion-related efforts, please contact Christopher (Chris) M. Belisle, Executive Director of Corporate Relations, at [cbelisle@asiasociety.org](mailto:cbelisle@asiasociety.org).

[AsiaSociety.org](http://AsiaSociety.org)