

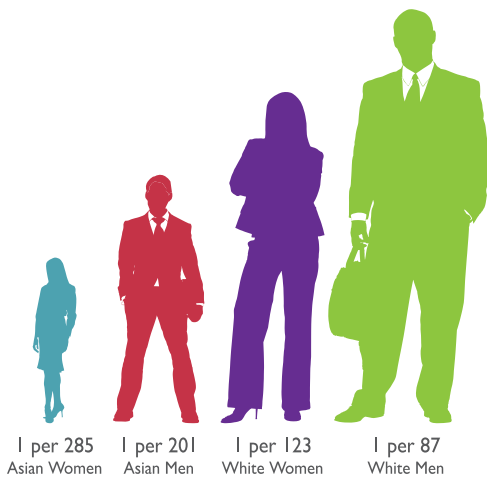
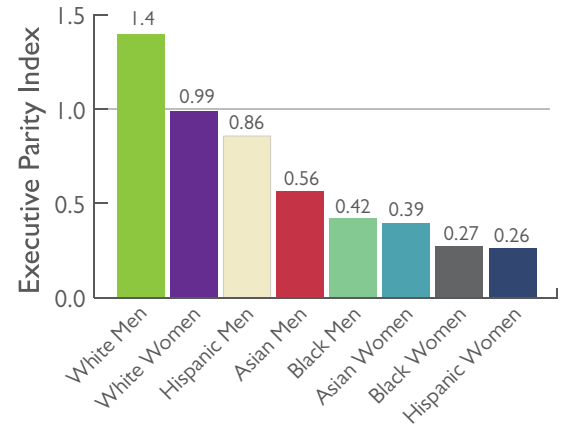
HIDDEN IN PLAIN SIGHT: Asian American Leaders in Silicon Valley

A new report published by the Ascend Foundation, May 2015

During the past year, diversity and inclusion have become a more pressing public issue for Silicon Valley. Overlooked in the popular diversity discussion, however, has been the issue of an Asian glass ceiling at the highest management levels and the limited number of Asian American men and women in the executive pipeline.

Our analysis of the available data filed with the U.S. Equal Employment Opportunity Commission (EEOC) by **five major Silicon Valley-based companies (Google, Hewlett-Packard, Intel, LinkedIn, and Yahoo)** has uncovered new insights about the nature of the glass ceiling in Silicon Valley. We introduce a new **Executive Parity Index™ (EPI™)** concept to compare the racial and gender representation at executive levels to each cohort’s representation in the non-managerial professional workforce of the five companies in the U.S.

The EPI analysis finds that both **white men and white women are at or above parity** — the representation of white men and white women in executive levels are at least equal to their representation in the professional workforce. The analysis also finds that **all minority men and minority women are significantly below parity**, including the large workforce of Asian men and women in Silicon Valley. The EPI analysis shows that, although both race and gender are factors in creating a glass ceiling, **the negative impact of race is 3.7x more significant than the impact of gender** collectively for the Asian workforce at Google, Hewlett-Packard, Intel, LinkedIn, and Yahoo.



For Asian women, this translates into a “double whammy” race-plus-gender problem: only 1 of every 285 Asian women is an executive, less than half the ratio for the entire workforce of 1 executive per 118 professionals.

Our analysis of the pipeline raises new questions about the Asian leadership problem, but corporate solutions must be based upon an understanding that too many Asian Americans enter the Silicon Valley workforce with gaps in expectations, awareness and role models. We describe these gaps and make recommendations based upon our corporate knowledge, personal experience mentoring high-potential Asian American professionals, discussions with dozens of Asian American executives, and recent social science research.

FOR FULL REPORT, PLEASE [CLICK HERE](#)

This report is sponsored by the **Ascend Foundation**, a 501(c)(3) organization with a mission to educate, advocate, and enable Pan-Asian business leaders to reach their full potential. Established in 2005, **Ascend** is the largest, non-profit Pan-Asian membership organization for business professionals in North America (www.ascendleadership.org). The report was written by Buck Gee, a former Cisco vice president/general manager; Denise Peck, a former Cisco vice president/marketing; and Janet Wong, a former KPMG partner. The co-authors are all currently Executive Advisors to Ascend.