### Population
- **19.4 million** U.S. Asian population as of July 2013.
- **5.3%** The percentage of Asian alone individuals in the overall U.S. population in 2013; Pacific Islanders made up 0.2 percent.
- **9.3%** Percentage of the total U.S. population projected to be Asian by 2060.

### Income
- **10.5%** Percentage of Asian Americans living in poverty in 2013.
- **$67,065** Median income of Asian American households, the highest of all racial groups in 2013, compared to non-Hispanic White households ($58,270), Black Households ($43,598), and Hispanic households ($40,963).

### Labor Force
- **48%** Percentage of single-race Asians who work in management, business, science, and arts occupations.
- **5.3%** Percentage of Asian Americans and Pacific Islanders working in the United States, or 7.4 million people.
- **1.5%** Percentage of Fortune 500 CEOs who are Asian Americans (nine individuals).
- **1%** Percentage of corporate board members who are Asian.

### Education
- **50%** Percentage of Asian Americans who have a bachelor’s degree or higher, compared to 28.5% for all Americans.
- **14.5%** Percentage of Native Hawaiians and Other Pacific Islanders who have a bachelor’s degree or higher, compared to 28.5 percent for the total population.
OVERVIEW

According to research from Pew Research Center, Asian Americans tend to be more satisfied than the average American with their lives, finances, and the direction of the country. More than 86 percent of Asian Americans are high school graduates. Asians have the highest proportion of college graduates of any race or ethnic group in the country; 49 percent of Asian Americans have a bachelor’s degree and 50 percent have a bachelor’s degree or higher, compared with 28.5 percent for all Americans. Just over 21 percent have an advanced degree such as a master’s, Ph.D., M.D., or J.D., compared to 10 percent for all Americans. Yet, in spite of all this seeming prosperity and stability, these glowing statistics may mask a contradiction in the Asian American experience in the United States.

For example, while as a whole, Asian American families have higher median incomes than White families, this is because the typical Asian American family has more members who are working than the typical White family. Earnings inequality is higher for Asian American and Pacific Islander workers than it is for workers from other racial and ethnic groups, and advanced education is not a guarantee of employment success for Asian workers, either. However, in the workplace, companies are supportive of employee resource groups (ERGs) focused on helping Asian American employees find commonality and acceptance. Fidelity’s Asian employee resource group provides a forum for support and mentoring of Asian employees through networking and professional development events. The Allstate Asian American Network focuses its efforts on developing leaders through professional development, networking, cultural awareness, and knowledge sharing. The ERG impacts business results through focus groups, translation services and other activities that help illuminate the Asian American agenda.

QUESTIONS FOR DISCUSSION

You can use the following questions to help you discover greater opportunities to impact your business through diversity and inclusion:

1. What cultural, social, and ethnic differences do employers need to take into account in the hiring process for Asian American workers?

2. What role does a feeling of “tradition” or “family” play in attracting and retaining Asian workers to a company?

3. Explain the importance to Asian high-potentials that there are other Asians in high-profile roles throughout the company (and that they have access to them).

4. How important is it that top Asian executives are involved with the Asian ERG as either members and/or sponsors?

5. In what ways can an Asian ERG better influence corporate growth and business by giving its members a voice?

6. What strategic impact can an Asian ERG have on the recruitment, engagement, and building of a workplace culture that honors the values, concerns, and challenges of the Asian community?

7. How can culturally sensitive development, engagement, and outreach programs help to encourage Asian workers’ strong desire for advancement and success?

8. Only 1.5 percent of Fortune 500 CEOs and 1 percent of corporate board members are Asian. How can corporations ensure that more Asians are moving into the top tiers of leadership?