

An Analysis of the Intersection of Race and Gender in San Francisco Bay Area Technology Workforce 2007-2015

Presentation to NASEM

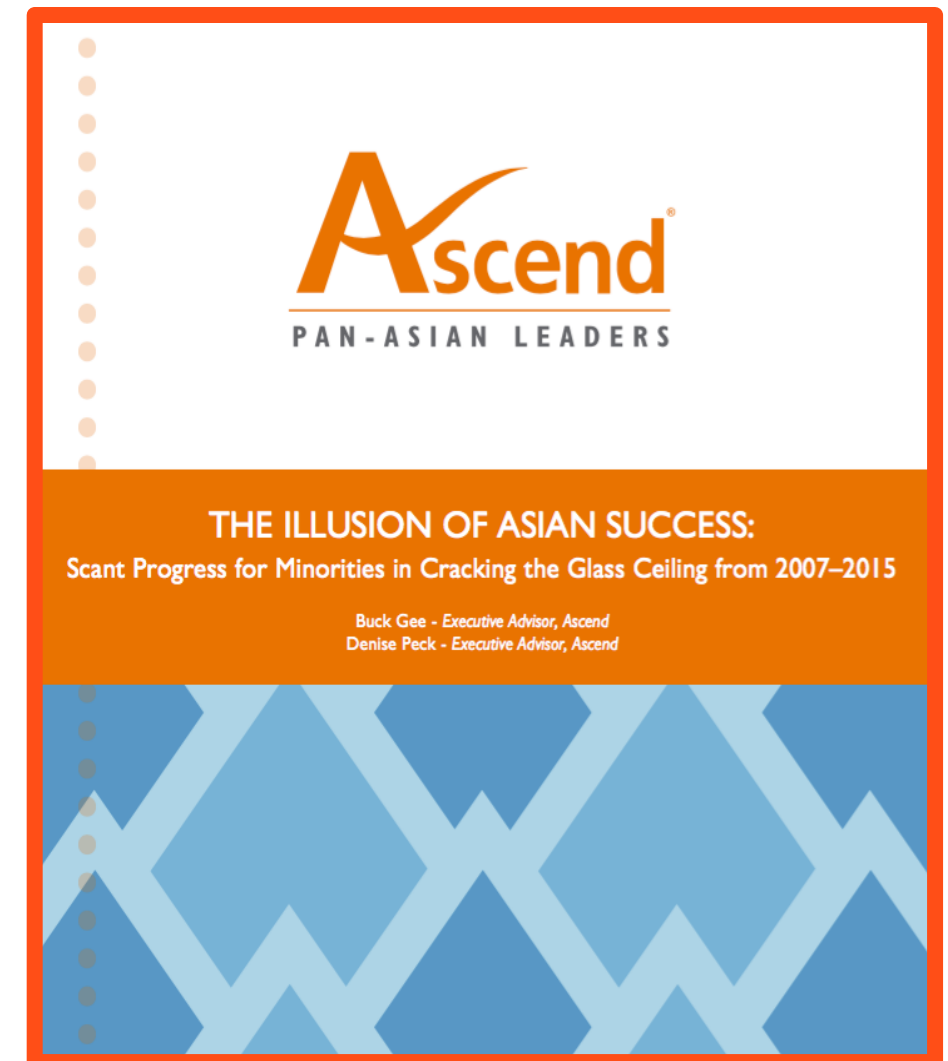
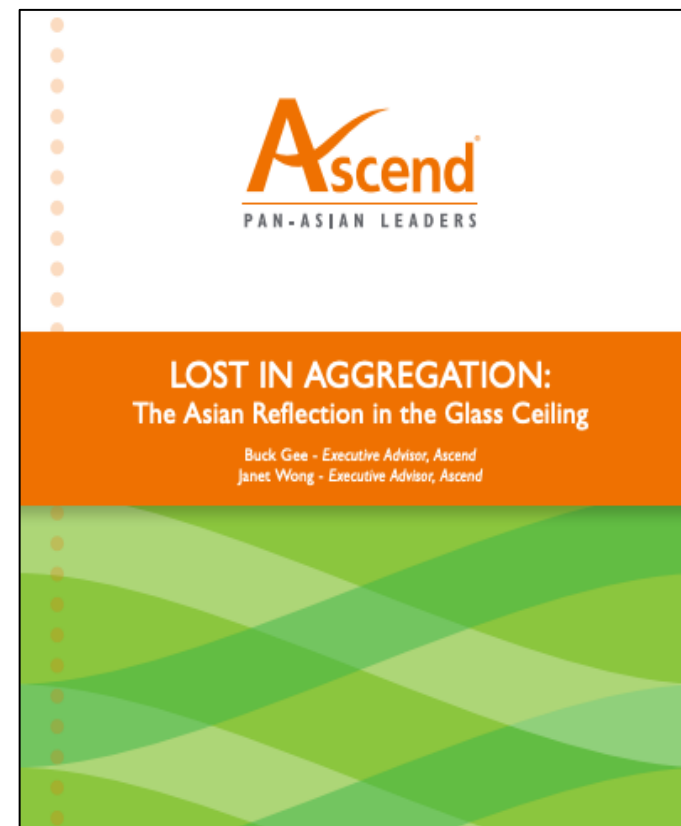
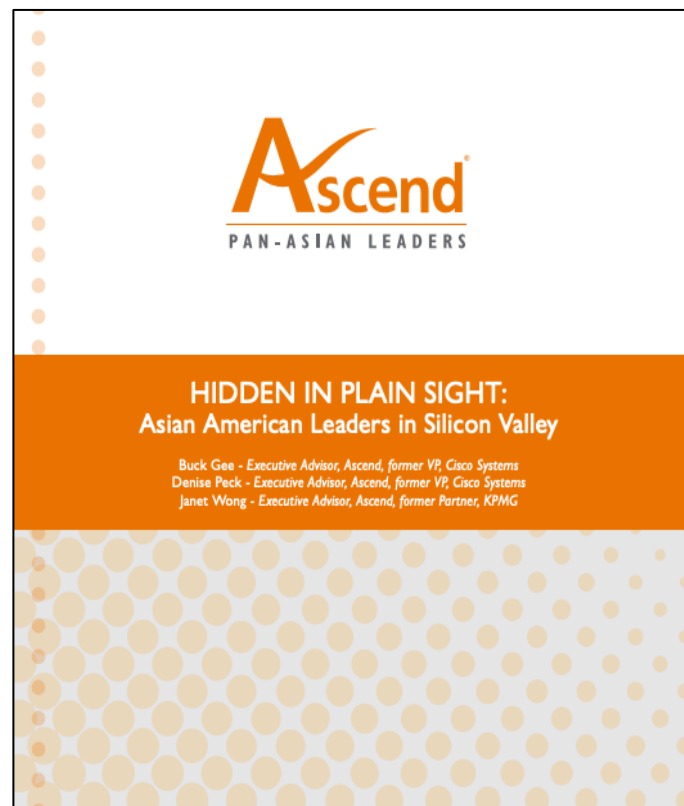
May 14, 2020

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Ascend's Vision

**Enhance the presence and influence of current
and future Pan-Asian business leaders and
serve as a collective voice for Pan-Asian
business communities**

Research Papers Based on EEOC Data



<https://www.ascendleadership.org/page/Research>

EEOC Job Classifications and Leadership Pipeline



Our Metric for Representation

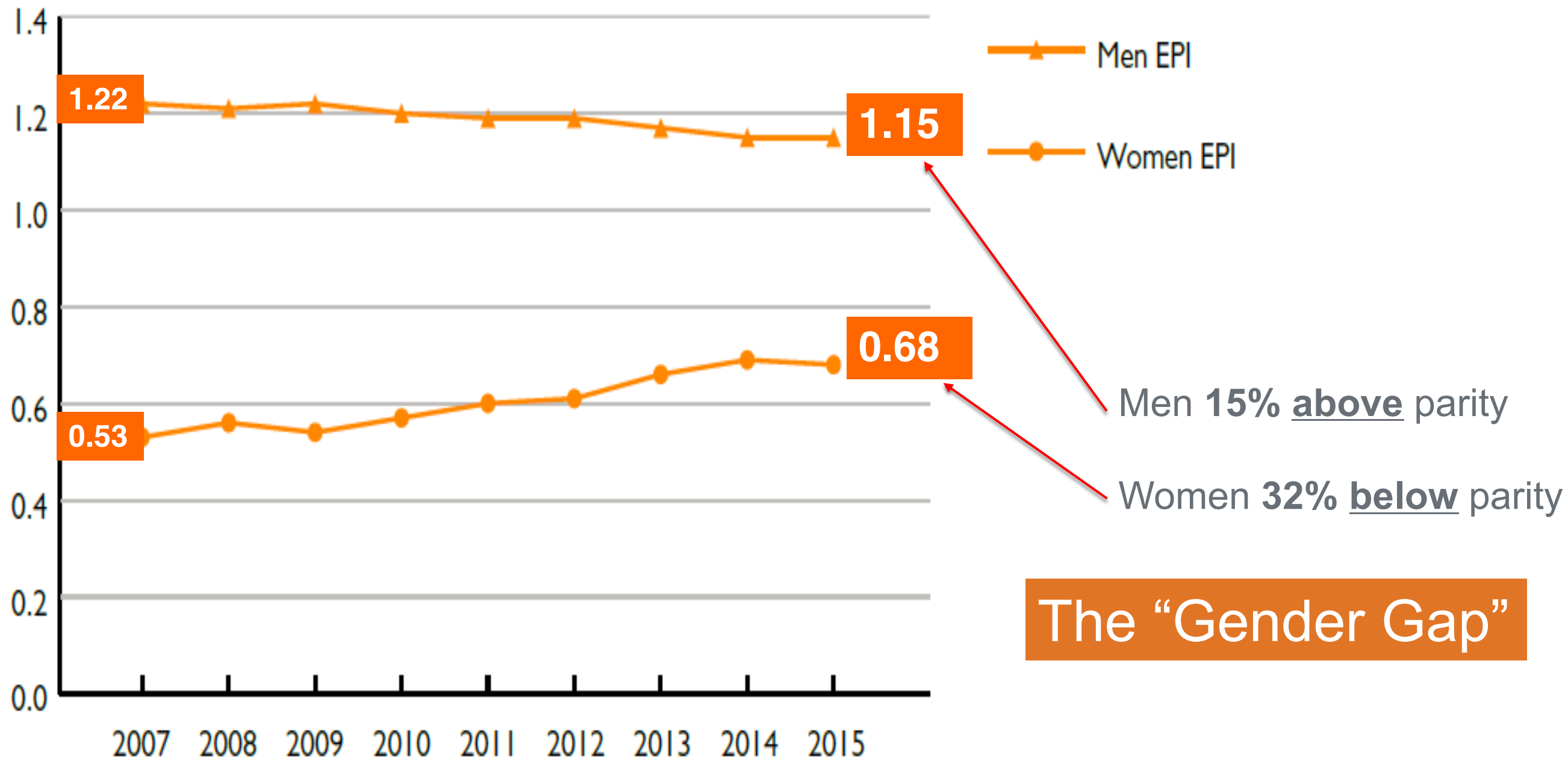
$$\text{Executive Parity Index (EPI)} = \frac{\% \text{ Executives}}{\% \text{ Professionals}}$$

EPI > 1.0 Above Parity = Overrepresentation

EPI = 1.0 At Parity = Equal Representation

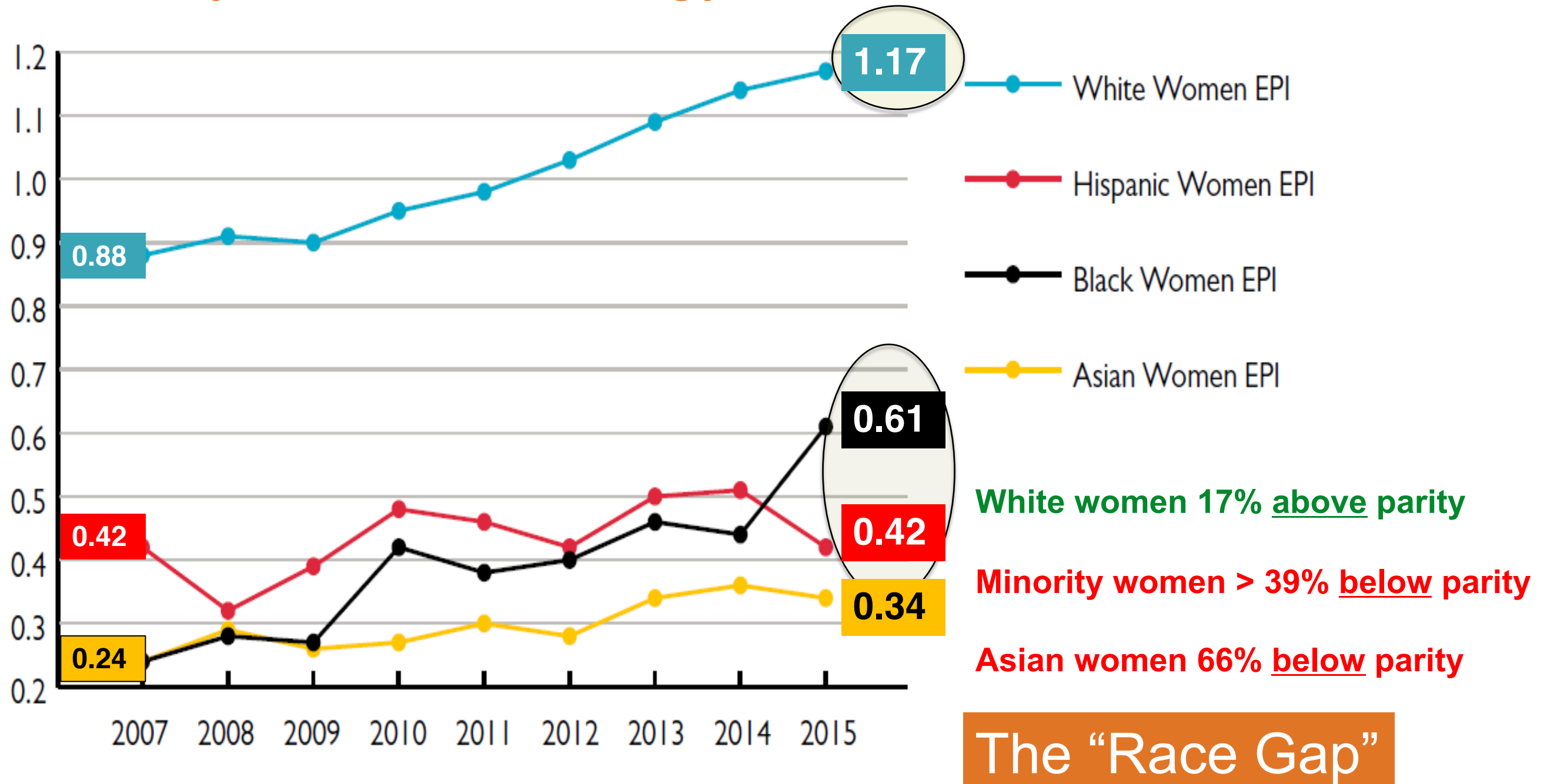
EPI < 1.0 Below Parity = Underrepresentation

EPI comparing Men and Women SF Bay Area Technology Sector



Data source: Job Patterns For Minorities And Women In Private Industry (EEO-1)
<https://www.eeoc.gov/eeoc/statistics/employment/jobpat-eeo1/index.cfm>

EPI comparing Women by Race SF Bay Area Technology Sector



Data source: Job Patterns For Minorities And Women In Private Industry (EEO-1)
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Summary of Talent Challenges

Cohort	% Change in Professional Workforce from 2007 to 2015	% of Professionals in 2015	Executive Parity Index in 2015
White men	31% growth	32%	72% above parity
White women	10% growth	11%	17% above parity
Black men	15% growth	1.2%	41% below parity
Black women	-13% decline	0.7%	39% below parity
Hispanic men	32% growth	3.1%	11% below parity
Hispanic women	11% growth	1.7%	58% below parity
Asian men	46% growth	32%	38% below parity
Asian women	34% growth	15%	66% below parity

Asian women: most likely to be hired; least likely to be promoted.

Different Challenges for Each Cohort

Cohort	% Change in Professional Workforce from 2007 to 2015	% of Professionals in 2015	Executive Parity Index in 2015
White men	31% growth	32%	72% above parity
White women	10% growth	11%	17% above parity
Black men	15% growth	1.2%	41% below parity
Black women	Focus for Black and Hispanic Women: Attract, Recruit and Retain		39% below parity
Hispanic men			11% below parity
Hispanic women			Focus for Asian Women: Develop & Advance
Asian men	46% growth	32%	
Asian women	34% growth	15%	

Now What?

- Possible causes for the Asian Glass Ceiling
- What Companies can do
- Ascend Programs to close Asian gaps

Thank You!

The Asian Glass Ceiling

Possible Causes

Within the Asian Community

- Gaps in awareness and expectations
- Gap in role models
- Gap in behaviors

Within Society & Organizations

- Implicit and unconscious biases
- Overly narrow definition of leadership traits – overlooks Asians for leadership roles

What Companies Can Do

- Start with visible leadership and commitment from CEO and team
- Publicly disclose EEO-1 reports year over year
- Promote inclusion, belonging and equity, not just diversity
- Develop goals for improvement in metrics from hire to retire cycle
- Proactively enlist companies' minority leadership and employee community involvement to identify, recruit and develop and nurture diverse talent

Ascend Programs to Close Asian Gaps

- Deliver leadership and professional development programs - for students to board directors, reaching business and professional organizations
- Raise awareness of the Asian Glass Ceiling through research and public speaking
- Work with executives, CDO's, ERG's, and other diversity advocacy organizations to implement leadership programs for diverse and Asian talent
- Build and nurture networks of Asian leaders – mentoring, support, community give-backs

Thank You!

Ascend[®]

PAN-ASIAN LEADERS

CONNECT. INSPIRE. ASCEND.

August 19–21, 2017
Marriott Marquis Houston | Houston, TX

Bay Area Tech Sectors

(Manufacturing & Information Sector)

M+I Executives	2007	2008	2009	2010	2011	2012	2013	2014	2015	Increase	%Increase
White men	6,265	6,464	6,231	6,303	6,815	6,565	7,774	7,965	7,122	857	14%
White women	1,250	1,340	1,215	1,292	1,437	1,436	1,910	1,940	1,727	477	38%
Black men	76	84	77	72	78	80	105	102	92	16	21%
Black women	26	31	26	39	37	35	52	46	54	28	108%
Hispanic men	274	276	240	261	287	301	362	378	354	80	29%
Hispanic women	85	65	76	92	95	82	123	125	90	5	6%
Asian men	1,683	1,830	1,831	1,853	2,153	1,946	3,050	3,297	2,588	905	54%
Asian women	358	473	405	415	518	470	721	781	650	292	82%
Other	108	100	77	109	122	138	160	167	179	71	66%
Total executives	10,125	10,663	10,178	10,436	11,542	11,053	14,257	14,801	12,856	2,731	27%

M+I Managers	2007	2008	2009	2010	2011	2012	2013	2014	2015	Increase	%Increase
White men	24,885	24,732	21,747	22,338	23,159	23,980	23,313	24,510	25,616	731	3%
White women	10,036	10,108	8,836	8,946	9,349	9,545	9,406	9,721	10,548	512	5%
Black men	968	954	795	757	758	781	742	767	820	-148	-15%
Black women	715	623	533	510	502	499	482	523	554	-161	-23%
Hispanic men	2,404	2,329	2,134	2,103	2,174	2,273	2,245	2,407	2,587	183	8%
Hispanic women	1,150	1,112	1,025	998	993	1,001	1,043	1,071	1,196	46	4%
Asian men	11,000	11,465	10,130	10,658	11,391	12,182	11,802	12,720	14,062	3,062	28%
Asian women	4,496	4,652	4,254	4,496	4,888	5,188	5,432	5,683	6,528	2,032	45%
Other	513	555	550	710	801	1,003	1,110	1,262	1,388	875	171%
Total managers	56,167	56,530	50,004	51,516	54,015	56,452	55,575	58,664	63,299	7,132	13%

M+I Professionals	2007	2008	2009	2010	2011	2012	2013	2014	2015	increase	%Increase
White men	45,611	48,082	46,002	47,290	50,827	51,369	54,532	56,915	59,638	14,027	31%
White women	19,362	20,265	18,392	18,507	19,464	19,852	20,646	19,818	21,231	1,869	10%
Black men	1,939	1,968	1,778	1,814	1,818	1,886	2,023	2,086	2,232	293	15%
Black women	1,460	1,530	1,296	1,275	1,307	1,252	1,329	1,222	1,265	-195	-13%
Hispanic men	4,338	4,372	4,109	4,241	4,521	4,609	4,955	5,295	5,709	1,371	32%
Hispanic women	2,774	2,837	2,634	2,599	2,766	2,765	2,911	2,884	3,081	307	11%
Asian men	40,782	43,742	41,324	43,043	47,185	49,274	52,233	55,429	59,655	18,873	46%
Asian women	20,579	22,445	20,965	21,215	22,820	23,746	25,184	25,422	27,655	7,076	34%
Other	1,229	1,680	1,694	2,322	2,837	3,352	3,729	3,937	4,310	3,081	251%
Total professionals	138,074	146,921	138,194	142,306	153,545	158,105	167,542	173,008	184,776	46,702	34%