



Committee of 100

NGL Service Project: Breaking Career Ceilings and Feeling Comfortable in Your Own Skin

Presented by Next Generation Leaders Class of 2023

Next Generation Leaders 2023 (+2016)



Nicholas Lam

Film & Commercial Director



Jackson Lu

Sloan School Career Development
Associate Professor, MIT Sloan School of
Management



Elizabeth Yap

Leadership Development
Consultant



Juliet Petrus

Soprano, Author, and Educator; PhD
Student, Royal College of Music, London



Clay Garner

Advisor & Strategist, Raive



Sean Wang

Vice President, Oaktree Capital
Management



Chen Rao

Vice President and Global Markets
Treasurer, BNP Paribas Corporate &
Institutional Banking



Ricky Qi

Filmmaker, Photographer, National
Geographic



Dake Kang

China Correspondent, Associated Press



Jason Kingdon

Web3 Entrepreneur and Operator;
Director at Kingdon Family Foundation



Vera Chow

Customer Designer



Daniel Tam-Claiborne

Co-Executive Director, The Serica
Initiative



Eric Yen

Co-Founder and CEO of Stream



Nicholas Phan

Artistic Director and Co-Founder



James Fok

Advisory Board Member, Hex Trust

Service Project: Expert Panel Discussion



Committee of 100

Breaking **Career Ceilings** and
Feeling Comfortable in Your Own Skin

The Panel Discussion

A Discussion

Breaking Career Ceilings and Feeling Comfortable in Your Own Skin

Save the Date

March 6, 8:00pm EST

Cultural differences, a history of stereotyping and even unconscious bias can all be foundational elements for the challenges that Asians face when advancing in the workplace. Being comfortable in one's own skin is a challenge that faces the Asian population on a daily basis.

Join Committee of 100's Next Generation Leaders for a virtual discussion on the critical questions of both the visible and invisible barriers that prevent Asians from advancing in their careers and being comfortable as a minority population in a divided America.

Reserve your spot for this free, important discussion. Visit Committee100.org/events.



Moderator: Jackson G. Lu, Sloan School Career Development Associate Professor, MIT Sloan School of Management; senior editor, *Organization Science*



Panelists:

Jennifer Lee, Julian Clarence Levi Professor of Social Sciences, Columbia University; Chair of the Board of Trustees, Russell Sage Foundation



Yinuo Li, co-founder of ETU Education; former partner, McKinsey; former director, Gates Foundation's China Program



Gary Locke, first Chinese-American U.S. Ambassador to China; former U.S. Secretary of Commerce; Committee of 100 Chair



Brian A. Wong, Chinese American entrepreneur and investor; founder of RADII Media; author of the book *The Tao of Alibaba*



Mari Yoshihara, Professor of American Studies at the University of Hawai'i at Mānoa; author of *Musicians from a Different Shore: Asians and Asian Americans in Classical Music* and *Dearest Lenny: Letters from Japan and the Making of the World Maestro*

We convened a panel of **five experts** across business, government, the performing arts, and academia:

- **Purpose:** Panelists shared their **stories, experiences, and strategies** for breaking through career ceilings.
- **Takeaways:** Panelist insights were **synthesized into key takeaways and actionable next steps** for the **AAPI community and allies**.
- **Impact:** Over **300 people** attended the online event. We wrote a **white paper** and made a **video** to package takeaways into a **'how-to' guide** for audiences to **apply learnings in their own lives**.

Panelist Speakers and Moderator



Jackson G. Lu

Moderator

Sloan School Career Development
Associate Professor, MIT Sloan School of
Management; senior editor,
Organization Science



Gary Locke

Panelist

First Chinese-American U.S.
Ambassador to China; former U.S.
Secretary of Commerce; Committee of
100 Chair



Jennifer Lee

Panelist

Julian Clarence Levi Professor of Social
Sciences, Columbia University;
Chair of the Board of Trustees, Russell
Sage Foundation



Brian A. Wong

Panelist

Chinese American entrepreneur and
investor; founder of RADII Media;
author of the book *The Tao of Alibaba*



Yinuo Li

Panelist

Co-founder of ETU Education; former
partner, McKinsey; former director,
Gates Foundation's China Program



Mari Yoshihara

Panelist

Professor of American Studies at the
University of Hawaii at Mānoa; author of
Musicians from a Different Shore:
Asians and Asian Americans in
Classical Music and *Dearest Lenny:*
Letters from Japan and the Making of
the World Maestro

The Panel Discussion



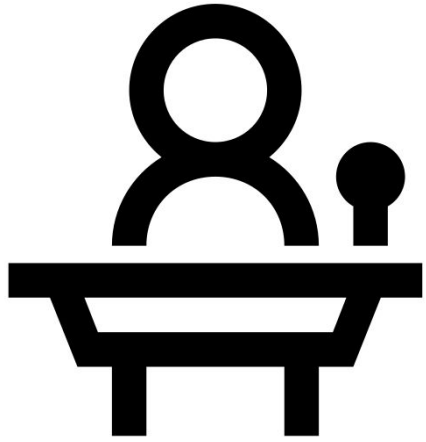
Key Questions and Actionable Takeaways

Given the prevalence of **Asian career ceilings**, what can we do to **break them** while feeling **comfortable in our own skin**?



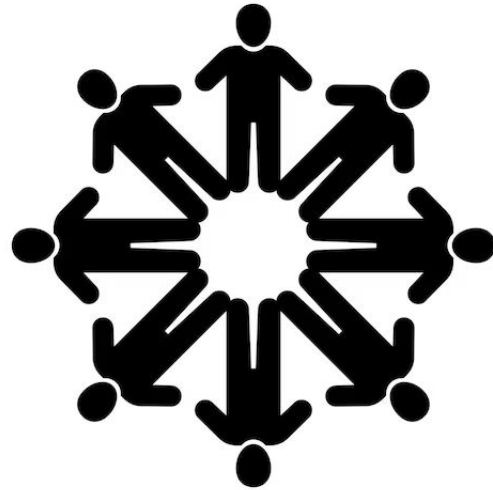
Based on the Panelists' insights, we recommend **actionable steps tailored to individuals, mentors, and organizations.**

Actions for Individuals include:



1 Develop

Assertiveness



2 Build

Networks



3 Feel

**Comfortable with
Self-Promotion**

Actions for Mentors, Sponsors & Allies include:

1

Be a Role Model

2

Create a **Supportive Networking Community**

3

Share **Resources and Opportunities**

4

Challenge the System

Actions for Organizations include:

1

Diversify what Leadership Should Look Like



2

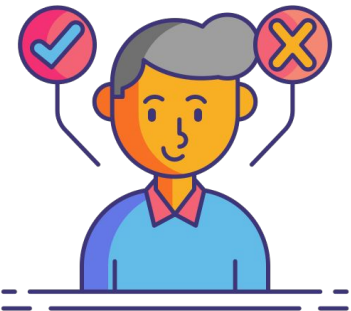
Foster Genuine Inclusivity, not just Tokenism

3

**Differentiate Asian Subgroups
in Diversity Metrics**

4

**Build Transparency into
Decision-Making Processes**




We invite you to read our White Paper to learn more and view the Panelist Zoom


Please scan this QR code to view and download our materials:

Next Generation Leaders
2023 Service Project:
**Actionable Insights from Asian Leaders
on Breaking Career Ceilings and Feeling
Comfortable in Your Own Skin**


Welcome! We are delighted to share the output of our roundtable discussion on “Breaking Career Ceilings and Feeling Comfortable in Your Own Skin,” hosted by Committee of 100’s Next Generation Leaders. In March 2024, we convened a diverse panel of five experts from the fields of government, business, performing arts, and academia to discuss cultural identity and professional advancement. Our panelists shared their stories, experiences, and strategies for breaking through career ceilings faced by Asians in the U.S. workplace. We hope that you can apply their insights and actionable takeaways to your own career as we collectively seek to break barriers, challenge assumptions, and create a more inclusive and equitable future for all.




Jackson G. Lu Moderator
Sloan School Career Development
Associate Professor, MIT Sloan School
of Management; senior editor,
Organization Science



Jennifer Lee Panelist
Julian Clarence Levi Professor of Social
Sciences, Columbia University;
Chair of the Board of Trustees, Russell
Sage Foundation



Yinuo Li Panelist
Co-founder of ETU Education; former
partner, McKinsey; former director,
Gates Foundation’s China Program



Gary Locke Panelist
First Chinese-American U.S.
Ambassador to China; former U.S.
Secretary of Commerce; Committee of
100 Chair



Thank you!

