

Asian Female Leaders in Non-Profit Corporate Structures: An Analysis of Shared Attributes and Experiences

By: Abby Shapiro, Daniel Lin, Mina Lee, PhD

Introduction

While women account for 75% of the workforce of the non-profit sector, women are represented less in the executive positions. Only about 60% of nonprofit executive positions are occupied by female leaders. Asian American women are even less likely to be represented holding only 54% of executive roles, while their white counterparts hold 64%. As The United States recently missed the opportunity to have the first female Asian American executive leader. Potential Asian American women leaders may continuously lose the opportunity to serve their communities as an executive leader in nonprofit if this is not studied further.

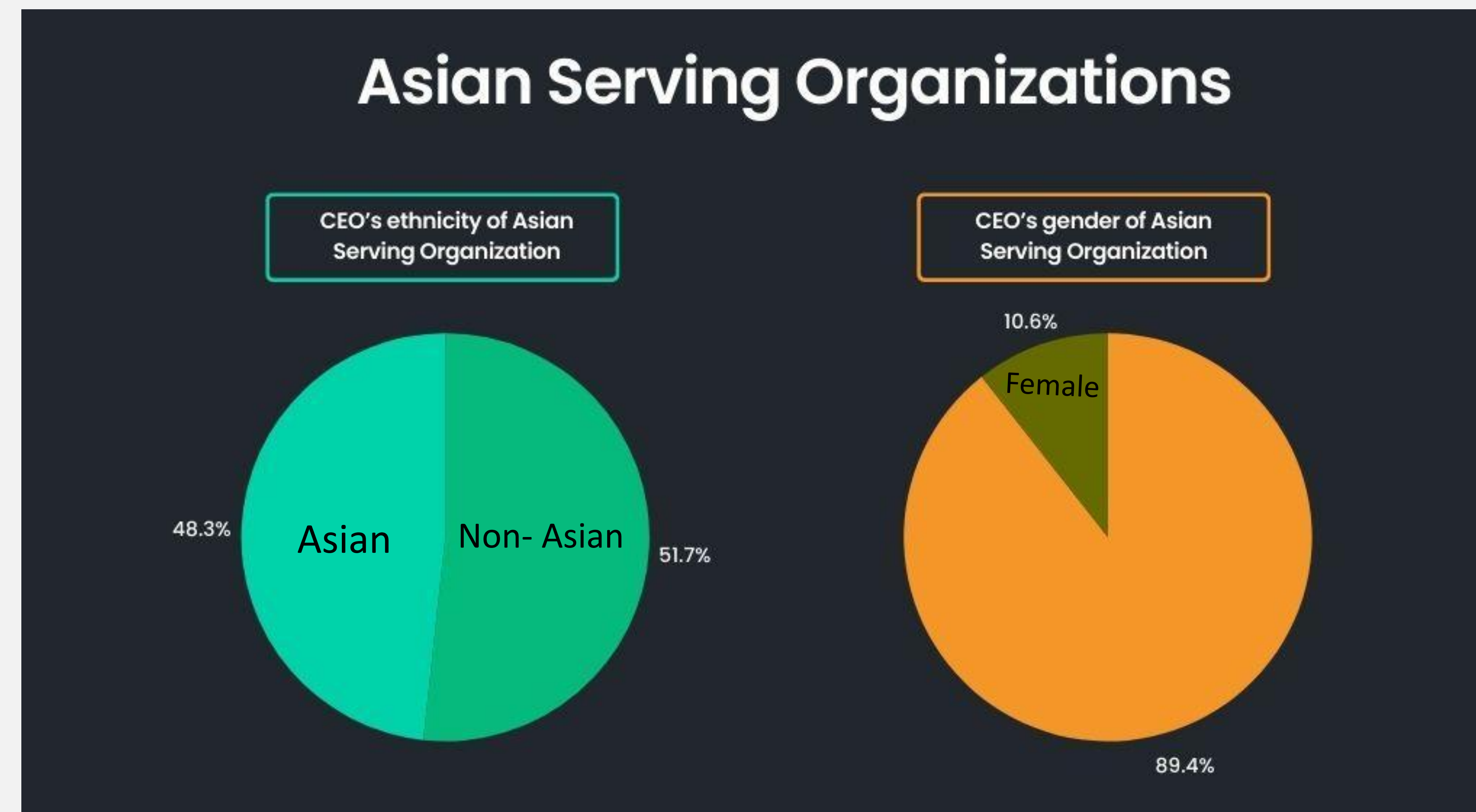
Research Goals

Our goal is to analyzed how well Asian Female are represented in executive leadership positions within Asian serving organizations.

Methods

Using the National Center for Charitable Statistics compiled by Urban Institute, we analyzed the race and gender of executive directors of nonprofit organizations. Based on the name of the CEO, we assigned the gender and race/ethnicity using the machine learning algorithm. We calculated the proportion of Asian American women executive leaders by different characteristics of organizations.

Results



When looking at CEO's ethnicity of Asian Serving Organizations, out of the 620 Asian Serving non profit companies studied, 305 of them had CEOs of Asian Ethnicity and 315 had Non Asian CEOs. When looking at CEO's gender of Asian Serving Organizations, there were only 77 CEO's out of the 620 companies studied that had female asian CEOs.

Discussion

The findings show that even in Asian serving organizations, Asians are not leading the organization and only 10% of the Asian American serving organizations are led by female individuals. This results are in aligned with previous studies. The Glass Ceiling's study revealed that 67% of Asian adults have felt jobs "ignore racism against there community." In the same study conducted in 2016, it found that where 1 in 28 white women are found to be excustives in there respective businesses, 1 in 64 Asian American women are at that same executive level. This begs the question, why is having Asian women in executive positions important? The diverse set of experiences and minds will make a strong impact on the companies that they are leading if given the opportunity.

Future applications

- How do we shine a light on the racism against Asian people in the workplace?
- How can we increase the number of Asian American women in executive positions?

References

