

Celebrating Asian American/Pacific Islanders Heritage Month

In June 1977, Representative Frank Horton and Norman Mineta proclaimed the first week of May as Asian Pacific Heritage Week. In 1990, George H.W. Bush extended the week-long celebration to the entire month of May. On May 14th, 1991, public law was passed that expanded the celebration from Asian Pacific to South Asian/Asian Pacific American Heritage Month. Today, we recognize it as Asian and Pacific American Heritage Month.

South & Southeast Asia



People from the following countries identify as South Asian: Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, and Sri Lanka.

People of Filipino, Cambodian, Vietnamese, Lao, Indonesian, Thai, or Singaporean descents identify as Southeast Asian.

Anyone who is from China, Taiwan, Japan, Korea, and Mongolia identifies as East Asian.

East Asia

Pacific Islanders



A Pacific Islander is someone who has origins in the original peoples of Polynesia, Micronesia, and Melanesia.

Polynesia consists of several groups of islands including Hawaii, the Easter Islands, and New Zealand.

Melanesia includes Fiji, Papua New Guinea, Solomon Islands, Vanuatu Islands, and New Caledonia.

Micronesia is 8 territories that include Guam, Kiribati, and the Marshall Islands.

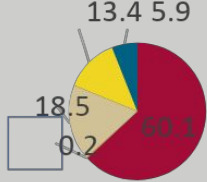
It is important to note that there are two additional subregions of Asia, the central and west countries. **Central Asia** consists of Kazakhstan, Kyrgyz Republic, Tajikistan, Turkmenistan, and Uzbekistan. **West Asia** consists of many countries, Armenia, Bahrain, Georgia, Iraq, and Turkey are just a few of them. People of these regions do not always identify as Asian due to their proximity to Europe, which is why you may have heard of **Eurasia**.

Celebrating Asian American Heritage in the Workplace

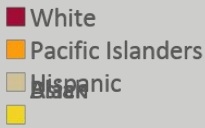
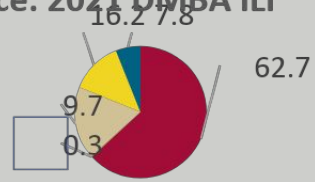
US Employee Base by Ethnicity

US Census compared to DMBA Index Workforce
-Percent of Employees-

Source: 2019 US Census



Source: 2021 DMBA ILI



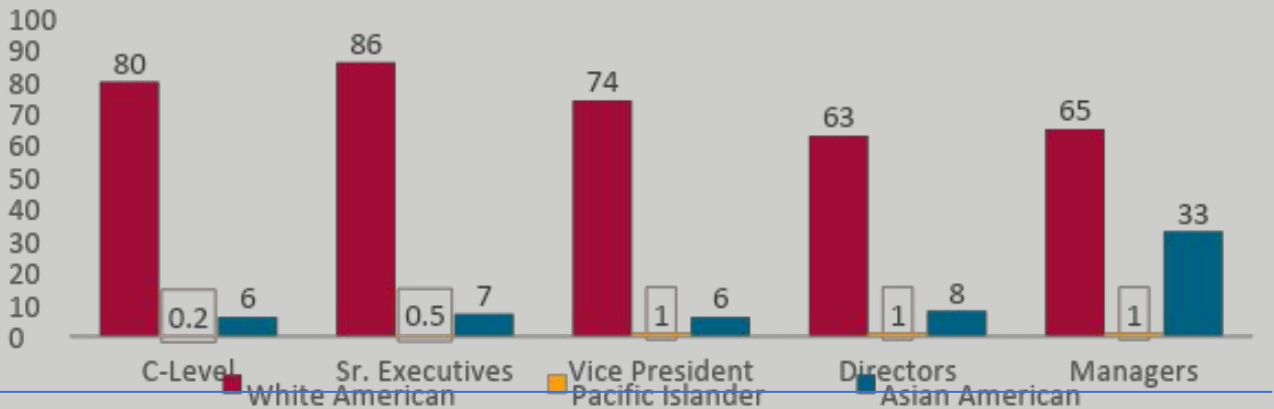
The above illustrations are the percentage of Asian Americans and Pacific Islanders that are in the workforce, compared to the population in the U.S. There are 20 million Asians in the US population.

- All dimensions of the Asian American population increased in 2021 by almost 2% in the workplace;
- Pacific Islander population increased from .2- to .3% in the U.S. workforce.

Comparison of Asian American & Pacific Islanders to White Americans in Management Pipeline

(All Genders)

Percent of Talent: 2021 DMBA ILI



The reason why Asian Americans and Pacific Islanders feel they are an invisible population is that they are marginalized *both* in the workforce and U.S. culture. According to Pew Research, Asian Americans and Pacific Islanders are the least likely to fill out the U.S. Census because it does not offer accurate choices for identification. The Census defines Asian as only people from only the Far East, Southeast, or the Indian Subcontinent ultimately excluding many Asian and Pacific Island ethnicities. If we truly are an inclusive culture all must feel like they belong.