

Celebrating Asian American/Pacific Islanders Heritage Month

South Asia

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

Southeast Asia

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

East Asia

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

Central and West Asia

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.

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.

Asian American/Pacific Islanders In the Work Force

Source: 2024 DMBA ILI



Asian Americans make up 6.2 % of the US Employee base and Pacific Islanders make up 0.4% (White Americans make up 62.4%).

Asian Americans make up 9.3% of Sr. Executive level positions in the US.

Pacific Islanders make up less than 1% of Sr. Executive level positions and manager positions and 0% of C-suite level positions, leaving them virtually unrepresented at leadership levels

Asian Americans and Pacific Islanders have high retention rates. This usually occurs in companies who conduct compensation analysis by gender and ethnicity.

Asian American only make up 3% of recruiters according to the DBMA ILI, leading to their major lack of representation.

Asian Americans only make up approximately 7% of C Suite level positions in the US.